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Merton Council

Joint Consultative Committee with Ethnic Minority Organisations Agenda

Membership

Councillors: Marsie Skeete (Chair), Joan Henry, Agatha Akyigyina OBE, Eloise Bailey, Omar Bush

Substitute Members: Adam Bush, Hina Bokhari, Caroline Cooper-Marbiah

Ethnic Minority Organisations

African Educational Cultural & Health Organisation (AECHO)

Deputy

Ahmadiyya Muslim Association

Asian Diabetic Support & Awareness Group

Asian Elderly Group of Merton

Asian Youth Association

BAME Voice

Bangladeshi Association of Merton

Deputy

Bengali Association of Merton

Deputy

Bengali Women's Association of Merton

British Muslim Association of Merton

Ethnic Minority Centre

Euro Bangla Federation

Deputy

London South West Chinese Community Association

Merton African Organisation

Merton Somali Community

Mitcham Filipino British Association

Deputy

Merton and Lambeth Citizen's Advice Bureau

Pakistan Cultural Association of Merton & Wandsworth

Pakistan Welfare Association

Deputy

Positive Network

Polish Family Association

South London Somali Community Association

South London Tamil Welfare Group

Victim Support Merton and Sutton

West Indian Families and Friends Association

Wimbledon Mosque

Revd Mrs H Neale

Mr .H.Nawaz

Mrs N. Shah

Mr M S Sheikh

Revd Mrs H Neale

Mr. N. Islam

Mr J Choudhury

Mr Rahman

Mrs M Ahmed

Mr B. Afridi

Mrs Sabitri Ray

Dr Haque

Mr Q Anwar

Ms L Saltoon

Mr C J Lusack

Mr A. Ali

Ms Colquhoun

Ms C Batallones

Ms S Hudson

Mr M A Shah

Mr S U Sheikh

Ms G Salmon

Mr S Szczepanski

Mr A Musse

Dr PArumugaraasah

Ms J Davidson

Mr T Sandiford

Mr N Din

Date: Tuesday 7 September 2021

Time: 7.15 pm

Venue: The meeting will be held virtually via Zoom

This is a public meeting and attendance by the public is encouraged and welcomed. For more information about the agenda please contact diversity@merton.gov.uk or telephone [020 8545 4637](tel:02085454637). All Press contacts: communications@merton.gov.uk, 020 8545 3181

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Joint Consultative Committee with Ethnic Minority Organisations Agenda

7 September 2021

- | | | |
|---|--|---------|
| 1 | Declarations of Interest | |
| 2 | Apologies | |
| 3 | Minutes and matters arising | 1 - 6 |
| 4 | Improving Kidney Care, Clinical Commissioning Group (CCG) Outreach - Aman Nathan, Patient & Public Engagement Manager, NHS South West London CCG | 7 - 16 |
| 5 | Hate Crime update, Kiran Vagarwal, Head of Safer Merton, LBM/ Katy Saunders, Community Resilience Officer, Safer Merton LBM | 17 - 38 |
| 6 | Refresh of the Equality Strategy - Evereth Willis, Equality and Community Cohesion Officer, LBM | 39 - 46 |
| 7 | Any Other Business | |

Note on declarations of interest

Members are advised to declare any Disclosable Pecuniary Interest in any matter to be considered at the meeting. If a pecuniary interest is declared they should withdraw from the meeting room during the whole of the consideration of that matter and must not participate in any vote on that matter. For further advice please speak with the Managing Director, South London Legal Partnership.

Agenda Item 3

JOINT CONSULTATIVE COMMITTEE WITH ETHNIC MINORITY ORGANISATIONS 9 JUNE 2021

PRESENT Councillors Councillor Marsie Skeete (in the Chair),
Councillor Omar Bush, Councillor Eloise Bailey,
Councillor Joan Henry and Councillor Agatha Mary Akyigyina

Cllr Laxmi Attawa, Stella Akintan, Hannah Neale, Edward Maliki,
John Dimmer, Jerry Hall, Dagmar Zeuner, Cllr Edith Macauley,
Chris Lee, Slawek Szczepanski, Liz Hammond,
Dr Moham Sekeram, Simon Shimmens,
Sivapragasam Shivaranjith, Cllr Cooper-Marbiah,
Beau Fadahunsi, Fitzroy Dawson, Logie Lohendren, Mr Nawaz,
Barry Causer, Bishop Copeland, Evereth Willis, Grace Oyerinde

1 DECLARATION OF INTEREST (Agenda Item 1)

None.

2 APOLOGIES FOR ABSENCE (Agenda Item 2)

Apologies were received from Mr Islam, Supt Roger Arditii and Mr S Sheikh,
Dr Arumugaraasah

3 MINUTES OF PREVIOUS MEETING (Agenda Item 3)

Agreed.

4 FINDINGS OF THE BAME VOICE COVID-19 COMMUNITY RESILIENCE RESEARCH (Agenda Item 4)

See item 5.

5 BAME VOICE PRESENTATION - HANNAH NEALE, CHAIR BAME VOICE (Agenda Item 4a)

Hannah Neale and Edward Maliki gave an overview of the BAME Voice research and the report. The research was designed to deliver a genuine insight into the lived experience of people across Black, Asian and Minority Ethnic (BAME) communities in

the Merton and surrounding area as a result of COVID-19 and related issues, working with the communities identified as being most affected by COVID-19 - Bangladeshi, Pakistani, East, West, Southern African, Caribbean including Tamils and other BAME communities.

The programme ran from August 2020 to February 2021 and interviewed 300 people - 45% young people, 180 female and 120 male.

FINDINGS

- Initially found no evidence deaths and hospital admissions of BAME residents were disproportionate to their numbers within the borough but subsequent information has shown Merton's figures to be in keeping with other parts of London.
- Communities most affected by the virus were similar to those in other parts of London, however, projected high levels of infections among Caribbean and African communities have not occurred in Merton.

The Council's actions were valued in a number of ways.

- Swift action in working with everyone to provide much needed support averted any chaos or confusion
- Setting up of 'Merton Giving' a collaborative effort by the community for the community helped many organisations and groups help their respective communities.
- The Merton Community led by the Council coming out to support and help each other.
- The Council, Clinical Commissioning Group and other agencies wanting to learn from the losses suffered by BAME people.

However, the research found the historic issues of systemic racism to be the overriding factor in the inequalities which BAME communities encounter; this view was expressed by 80% of those interviewed. Real anger was expressed that long identified and promised changes to the inequalities in East Merton had not materialised.

With the anger, there was also hope that this time, the reality of life for BAME communities, highlighted by the pandemic would bring about much needed change. They echoed the cry of the majority of people of colour in the UK.

The key recommendations fall into four themes:

- Health
- Education
- Employment

- General

Hannah thanked the residents of East Merton for their support and participation in the research.

The presentation concluded with Hannah stressing that it was time for the talking to stop as it was now time for action.

6 NEXT STEPS AND THE LOCAL OUTBREAK MANAGEMENT PLAN (LOMP)
- LBM DAGMAR ZEUNER, DIRECTOR OF PUBLIC HEALTH (Agenda Item 4b)

Dagmar Zeuner gave a Covid update and outlined the next steps. The community in East Merton is more vulnerable. Compared to other boroughs, Merton had lower cases, but the numbers are now rising.

Vaccinations is the biggest tool for tackling Covid and data shows that ethnic minorities are lagging behind. However, the vaccination rates of ethnic minorities is now increasing. The community programmes have helped to increase the take up of the first vaccination.

It has to be acknowledged that Covid has highlighted structural inequality in society and it particular housing and job security is needed.

There is a commitment from the council and partners to use the report's findings to shape the short, medium and long term priorities.

Dagmar commented that '**don't think of us as a problem**' was a good point made in the report.

Short term priorities included:

- Merton Covid Local Outbreak Management Plan (LOMP) –Reducing the disproportionate impact of COVID-19 and inequalities.
- Community engagement and clear communication, to increase adherence to control measures and uptake of vaccinations. The council has confirmed funding for Phase 2 of the BAME Voice led resilience programme - £165k funding for an expanded programme of strategic support and co-delivery of immediate actions. Actions already underway: Community Hub; Merton Giving; Community Champions; 'On-street' engagement; Funds and support for LBM Race Equality Network; Cultural and heritage programmes / activities e.g. Windrush Day; 'Bundling' testing and vaccinations.
- Merton Health and Wellbeing Board -Priority for a fair and green recovery. Committed to working with our communities, to build resilience. The East Merton model of health and wellbeing led by the NHS - developed with the

community. There is focus on prevention - local skills development as part of an integrated wellbeing service.

John Dimmer outlined medium to long term actions – the focus will be reducing inequalities supported by measures such as:

- The refresh of the Equality Strategy - community insight will be part of the evidence base for developing specific actions
- Your Merton Ambition – community engagement and development of a community led vision and priorities.
- Transforming How We Work With Communities – co-produced with the Voluntary and Community Sector to strengthen community resilience through an asset based approach. Pooled funding - 16 community organisation are being funded to help with transforming how we work with communities.

Dr Sekeram works in East Merton and commented that the report will be helpful to target areas for the Primary Care networks.

Comments/questions

C: Eastern Europeans are not in the BAME community figures, this community has been affected too and must not be forgotten.

C: The methodology is impressive especially as young people were involved. It is important that the recommendations will be part of the equality strategy.

C: It is a good report that hopefully will result in things being done properly and won't be a tick box exercise. Things need to be done properly. The 16 groups that have been funded need to continue to be supported and not just in the short term.

Q: **What percentage of people in the community have No Recourse to Public Funds (NRPF)?** Some of the people receiving food parcels have NRPF.

A: The precise figures are not known, the Tamil community has been particularly affected. Food banks and clothes banks provided a live line for many.

Q: The report is to be celebrated for its robustness and in depth capture of residents' views. It is an approach to acknowledging racism. **How will the borough deal with the issue going forward? How will the issues raised in the report and the recommendations be addressed?** The community now needs to see actions that balance out the issues highlighted.

A: The community led approach to conducting the research worked well. The council is now looking to build on this insight and is engaging with the communities through the Transforming How We Work Together project to inform a funding model that delivers long term sustainable funding.

Q: The report is to be commended. The community has led by supporting Hannah, but power doesn't lie with the community. **Who is going to be bold and drive the report?** It can't just be glossed over. Black authentic history should be taught in schools, young people need to be taught their history. **How do we ensure there is a change in the curriculum?**

A: The council recognises that the recommendations require tangible responses.

Q: How do we ensure that the Eastern European community are part of the community led approach?

A: Post Covid the council will be looking to work with the East European community e.g. through funding from the Local Outbreak Management PLAN (LOMP).

Chris Lee addressed the meeting – it is his first time at the JCC, he outlined how Merton intended to take things forward. The Business Plan and Service Plans will address the issues raised. There are numerous engagement pieces such as this report and the Mencap report that have highlighted issues of inequality in the borough. They are not new issues and will require funding. The report will be understood by all department and the actions will be woven into strategies to get deep seated change.

7 HUMAN RESOURCES UPDATE - LIZ HAMMOND, INTERIM HEAD OF HUMAN RESOURCES (Agenda Item 5)

Liz Hammond presented the first Annual Equalities report. The staff survey results have been shared from a BAME perspective. The reporting also follows the Workforce Race Equality Standards (WRES) framework.

The report looks at equalities across a range of indicators. The data showed that BAME staff are more likely to move on but there is no difference in promotion.

The report went to the Corporate Equality Steering Group and an action plan will be developed. The data will go to all departments.

The Race Equality Network (REN) Chairs have proposed that BAME staff should be on all panels for jobs over £50,000.

The feedback from the staff survey is quite positive for BAME staff, but not for disabled staff. Liz explained the Rooney Rule and explained that all panels would require a Female and BAME person – not all staff declare their ethnicity, so there is a gap in internal intelligence. Corporate Management Team (CMT) will not be implementing the Rooney Rule, the council wants to look to other organisations that use the Rooney Rule to see if it can be adopted.

Questions/Comments

Q: Has Unconscious Bias training been rolled out?

A: The training has been halted because the Race Equality Network (REN) didn't think that the proposed training was sufficient. The REN asked for a wider approach to be taken.

Q: Are BAME staff more likely to say positive things about work?

A: BAME staff are less likely to promote Merton as an organisation to work for.

Q: Why are the grievances and disciplinaries affecting BAME staff more? What's going to be done?

A: There are numerous reasons. One example is a restructure that had a high percentage of BAME staff in the team and generated Employment Tribunal claims. Also Covid related issues have also affected the statistics.

Q: Have BAME staff historically earned more than £80, 0000 per year? What underlying issue is that showing?

A: Yes, a former Assistant Chief Executive and a Head of Community Safety earned close to that figure.

Q: The workshops run by BAME Voice found that some BAME staff were not happy with how they are being treated. Has a support group been set up?

A: No there is no specific support group.

8 COMMUNITY ENGAGEMENT - SUPERINTENDENT ROGER ARDITTI,
NEIGHBOURHOODS LEAD, SOUTH WEST BCU, METROPOLITAN POLICE
SERVICE (Agenda Item 6)

Due to illness this item has been deferred to a later date.

9 ANY OTHER BUSINESS (Agenda Item 7)

Dr Sekeram assured the JCC that he and his colleagues want to improve relationships with the BAME community and asked what could be done?

A: Doctors need to start listening to patients because generally GPs do not listen.

A: Follow the recommendations in the BAME Voice report. An outline should be given at the next meeting also an update on Unconscious Bias training.

Q: How can people who have experienced racism get support – where do they go to raise their voice?

A: it depends on the context, it could be reported to the Police, or a Law Centre. The council has a Hate Crime strategy and the borough has Third Party reporting sites.

Q: There should be an organisation in the borough that can give the appropriate support. BAME Voice should be funded to initially engage with residents that have been the victim of racism. Currently there is nowhere for the community to go to get support. There needs to be an organisation that a community member can reach out to. Often mental and emotional support is needed. There is a gap in the borough for supporting people that are experiencing racism.

Improving kidney care

A proposal for kidney services at St Helier and St George's hospitals

Improving Kidney Care:

Epsom and St Helier University Hospitals NHS Trust
Frimley Clinical Commissioning Group
NHS England & Improvement - Specialised Commissioning
South West London Clinical Commissioning Group
St George's University Hospitals NHS Foundation Trust
Surrey Heartlands Clinical Commissioning Group

We want to hear your views

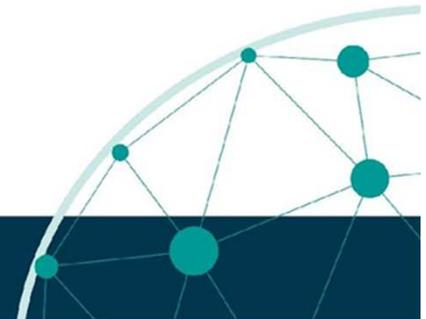
- Kidney doctors from St Helier and St George's hospitals have put forward a proposal to build a brand new £80 million specialist kidney unit at St George's Hospital in Tooting to improve patient care and experience
- the unit would improve care for kidney patients who need hospital (overnight) care - this is about 5% of a patient's contact with kidney services
- there would be no change to 95% of treatment or care in kidney services in South West London and Surrey at local hospitals, units or at home
- ...but some kidney patients would need to travel further for this specialist care in the new unit.

Background to the proposal

- In 2020, the NHS approved plans to build a new specialist emergency care hospital in Sutton
- from 2026, all kidney inpatient (overnight) and specialist care will move from St Helier to this new hospital
- this will provide a more modern hospital to look after kidney patients but...
- ...kidney doctors and nurses working at St Helier and St George's hospitals have a proposal they believe is even better...
- ...an £80m specialist kidney unit at St George's.

The proposal

- A new kidney unit based at St George's Hospital to improve care for kidney patients who need specialist inpatient (overnight) care
- a small number of outpatient appointments would also be run from the unit
- the unit would mean:
 - more beds and more dedicated theatre sessions
 - 24/7 access to expert clinicians and a larger team will help patients get their treatment and go home faster
 - a larger team to strengthen local kidney services
 - a modern building better for patients, carers and staff - and easier to keep clean and socially distanced.
- No changes until 2025 at the earliest.



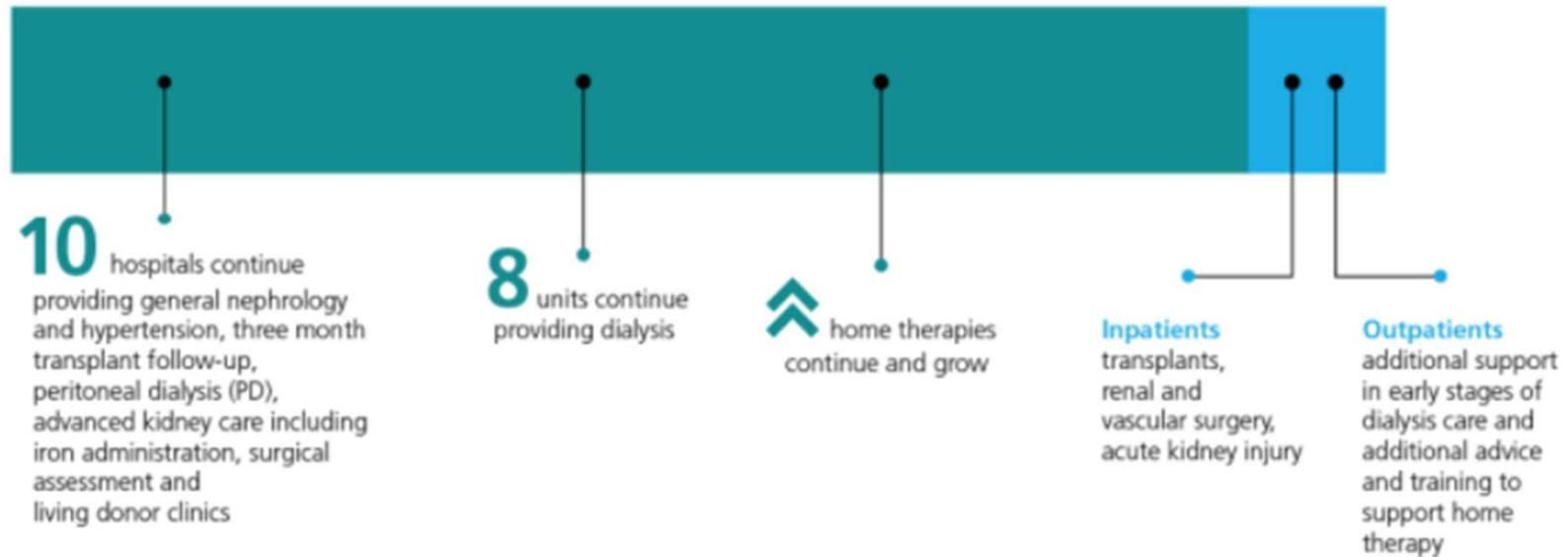
When would patients use the new unit?

95%

of treatment in local renal clinics, renal units, or at home

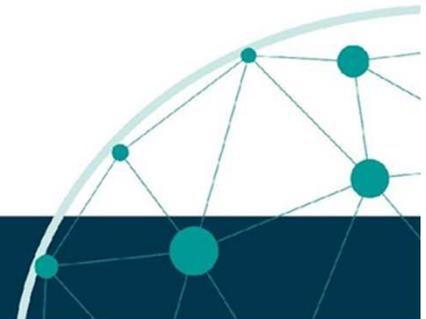
5%

in new unit at St George's hospital



Transport and travel

- We know transport and travel is a key issue for patients, families and carers
- Remember - this proposal does not change the treatment or support patients receive in local hospitals, dialysis units or at home - 95 percent of care stays the same
- some patients from Epsom and St Helier would have to travel further if they need specialist care in the new unit - instead of travelling to the new hospital in Sutton, they would need to travel to St George's Hospital in Tooting
- overall, the impact on patients is small because: visits to the new unit will be infrequent; the majority of care will continue to take place locally and many patients are entitled to use patient transport services
- as every individual's circumstances are different, it's important we hear any concerns or suggestions.

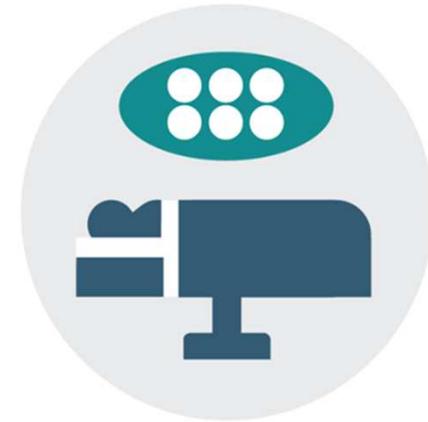




c£80m investment



More beds



Dedicated theatre sessions



Better experience and outcomes for patients



Better buildings



Better access to experts



How we will reach local people and communities

Engagement activities will take place from **27th July – 7th September**

We have split engagement into three main areas of activity:

Those directly affected by the proposals:

- Outreach sessions in clinical settings such as the satellite clinics and outpatient clinics
- Letters to patients (those on current haemodialysis, peritoneal dialysis and current transplant patients)
- Staff engagement – hosting events at the Trusts for staff to join and ask questions
- Continue meeting with the Kidney Patient Associations

Those who might be interested by proposals:

- CCG outreach – meeting with local groups to share information on the proposals and to listen to feedback
- Targeted focus groups – independently run focus groups with individuals who meet the equalities groups

Those with a wider interest:

- There will be two virtual public listening events on 9th August from 2.30pm – 4pm and 3rd September from 6pm – 7.30pm – people can sign up via Eventbrite
- Communications activities on both traditional and social media

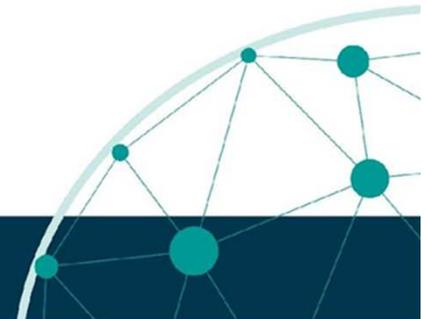


Your thoughts

- Please tell us what you think of this proposal?
- To what extent do you think the suggested way of delivering kidney care will mean better care and recovery for patients than at present?
- To what extent do you think this suggested way of delivering kidney care will ensure better recruitment of staff e.g. doctors/nurses/health care assistants than at present?
- Do you think there is a better alternative to this proposal?

If you have used kidney services:

- How do you think your journey might be affected if the new unit is built at St George's Hospital?
- If we were to build the new kidney unit at St George's Hospital, how could we design the service to make your visit or stay as comfortable and stress free as possible?
- **Do you have any questions, suggestions or concerns?**



We want to hear your views

Email: swlrenal@swlondon.nhs.uk

Call us: 0203 574 8659

Write to us: FREEPOST improvingkidneycare

Tweet us: @SWLNHS

Complete the questionnaire by visiting our website:

<https://swlondonccg.nhs.uk/questionnaire/>



Hate Crime Update September 2021



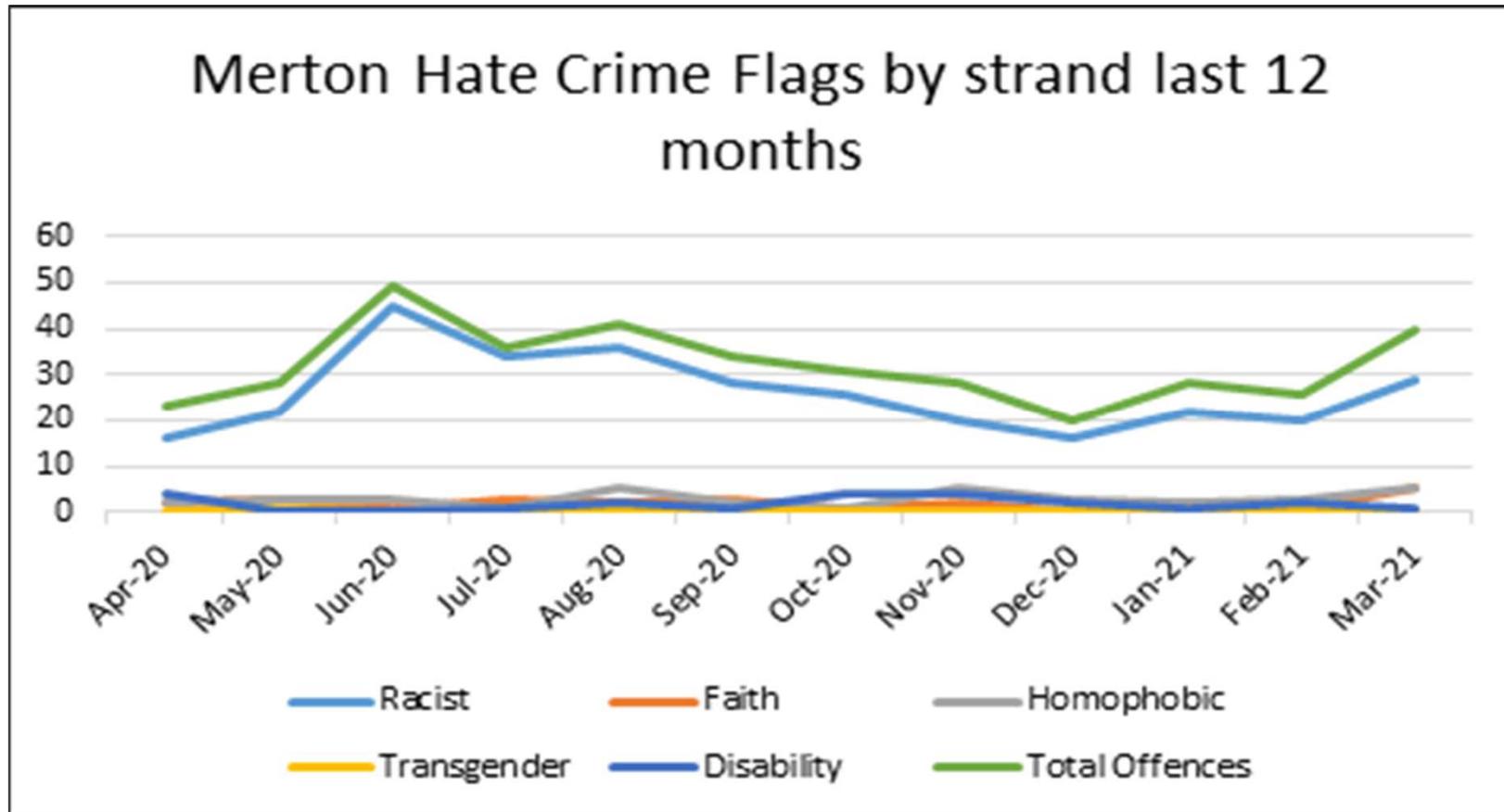
Tackling hate crime in Merton

Hate crime is defined, by the Mayor's Office for Policing and Crime (MOPAC) as: *“any criminal offence which is perceived, by the victim or any other person, to be motivated by a hostility or prejudice based on a personal characteristic; specifically actual or perceived race, religion, sexual orientation, disability and transgender identity”*

Hate crime is a strategic priority for the Community Safety Partnership and Mayor of London as stated in the MOPAC Police and Crime Plan 2017-21.



Statistics – The Merton Picture



Note the chart shows flags and is therefore slightly higher than total offences as some are double flagged.

- *Data from the MPS hate crime dashboard shows that for the financial year 2020-21 Merton saw 39 reports of hate crimes made to Police, an increase of 9% compared to 2019-20.*
- *For the MPS as a whole the rise was 16%.*
- *Nearly 80% of hate crimes in Merton are under the racist strand.*

Tackling hate crime in Merton

Merton's Hate Crime Strategy Group continue to meet quarterly. The group is made up of organisations in Merton representing the different strands of hate crime. The Police South West BCU Hate Crime Lead also sits on the group.

The aims of the group are, through partnership working, to raise awareness of hate crime and to encourage victims to have the confidence to report and obtain the support services they need.

Maureen Bailey of Inner Strength Network currently chairs the group. The chair of the Hate Crime Strategy Group now also sits as a member of the Safer Stronger Executive Board.



Tackling hate crime in Merton

Regular reassurance messaging is circulated via Merton Council's social media channels that Merton is no place for hate and hate in any form will not be tolerated. There are also regular articles in My Merton. We encourage our partners to share these messages with their communities.

A priority of the group is to continue to work on expanding Merton's Hate Crime Third Party Reporting scheme. AFC Wimbledon, Tooting and Mitcham FC and 10 Coaching Academy have signed up this year.

Hate Crime Advice Surgeries take place with partners including Tell MAMA, Polish Family Association, BAME Voice, Inner Strength Network and Merton CIL on a monthly basis (currently over the phone, moving back to face to face in Merton Civic Centre once restrictions allow).



Hate crime strategy and work plan

Our current hate crime strategy 2017-2021 ran until April 2021.

Following consultation with the Hate Crime Strategy Group, it has been agreed that going forwards the document will be split into a new strategy running 2022-26 and an annual work plan.

22

Actions on the work plan will be updated by the Hate Crime Strategy Group each quarter, with an annual report at the end of each year – highlighting key achievements and recommendations on what work continues/ stops. The aim is for this to be shared with the community.

The Hate Crime Strategy Group have recently finalised the work plan for 2021-22 (circulated prior to meeting).



Hate crime work plan 2021-22

The work plan is based around four themes:

- **Coordination** - *Ensure that the response to Hate Crime is shared by all stakeholders, embedded into service plans, and coordinated effectively*
- **Prevention** - *Preventing Hate Crime through a change of people's attitudes and proactive policing*
- **Provision** - *Improve provision of specialist support and reporting centres*
- **Protection** - *To provide effective response to perpetrators outside of and within the criminal justice system*

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Timetable of work on new hate crime strategy

Action	Date
Session with Hate Crime Strategy Group to review current strategy and work plan	April 2021
Draft 2021-22 work plan circulated to Hate Crime Strategy Group and their contacts for consultation	April 2021 onwards
2021-22 work plan signed off by Hate Crime Strategy Group	June 2021
Draft Hate Crime Strategy 2022-2026	June 2021 onwards
Hate Crime Strategy signed off by Hate Crime Strategy Group	December 2021
Hate Crime Strategy signed off by Safer Stronger Executive Board	February 2022
Hate Crime Strategy launch alongside 2022-23 work plan	April 2022

Key work in the year ahead

Hate Crime Awareness Week (HCAW) 2021 runs 9th-15th October 2021.

- This year there will be a mix of online events and engagement stalls. The launch event ***'Challenging Transgender Hate Crime – Free to Be'*** will take place on **Monday 11th October 2021** and will focus on the national theme for HCAW which is Transgender hate crime.
- There will be a number of engagement events throughout the week covering the different strands of hate crime, including an event focusing on race hate crime, a coffee morning with Polish Family Association and ACT (Action Counters Terrorism training) with the Police.
- During the week we will link in with the campaigns being led by the Police Safer Neighbourhood Teams, British Transport Police and Safer Transport. We will also work with the Safer Schools Officers to ensure hate crime is covered in their assemblies and presentations during the week.



Key work in the year ahead

- To support this work there will be a social media campaign based around pledging to lend your support for HCAW which we encourage all partners to take part in.
- We will continue to work to expand and promote our Hate Crime Third Party Reporting scheme and support those organisations taking part. This includes working with different groups in the community who may wish to join the scheme.
- We will mark IDAHOBIT (International Day Against Homophobia, Biphobia and Transphobia) on May 17th 2022 with a rainbow flag raising ceremony at Merton Civic Centre.
- It should be noted that following an amendment to the Domestic Violence Bill in April 2021, Police nationwide have been asked to trial recording Misogyny as a hate crime from the autumn.



For more information

- Please see our web page:

<https://www.merton.gov.uk/communities-and-neighbourhoods/crime-prevention-and-community-safety/hate-crime>

- Hate crime information video for young people:

<https://www.youtube.com/watch?v=8olhyajTGdA>

- Hard copies of our hate crime information leaflet are available, please email:

safer.merton@merton.gov.uk

- MOPAC Hate Crime Dashboard:

<https://www.london.gov.uk/what-we-do/mayors-office-policing-and-crime-mopac/data-and-statistics/hate-crime-dashboard>



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Merton Hate Crime Work Plan 2021-2022

- This work plan sets out the key objectives and work to be delivered on hate crime in Merton in 2021-22.
- It will be monitored by Merton’s Hate Crime Strategy Group and be updated quarterly by the Hate Crime Strategic Lead.
- Rag Rating is:

Not started	In Progress	Completed	Behind
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Theme 1: Co-ordination: *Ensure that the response to Hate Crime is shared by all stakeholders, embedded into service plans, and coordinated effectively*

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	Monitor and understand the picture of hate crime in Merton		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Produce an annual hate crime profile using available hate crime data to understand the issues currently facing the borough. • Consult with the community to hear their voice and their experiences of hate crime when updating the hate crime strategy and annual work plan. 	Safer Merton, Hate Crime Strategy Group	
2.	Share hate crime information and data between relevant divisions of the council and Community Safety Partnership		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Communication between divisions of the council and Community Safety Partnership in order to better understand hate crime and the implications it 	Safeguarding Adults, Police, Safer Merton	

	<p>has on different members of the community, ensuring the right support is offered to vulnerable victims.</p> <ul style="list-style-type: none"> • Audit safeguarding cases to ensure hate crimes are flagged as a safeguarding adults concern. 		
3.	Support a partnership approach to tackling hate crime and hate incidents		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Hate Crime Strategy Group meet quarterly, with updates via email on a regular basis. Group to be made up representatives from the community sector covering the different strands of hate crime, police and council. • Provide up to date information on hate crime and support services available on the Safer Merton website and via promotional materials. • Promote the Community Multi Agency Risk Assessment Conference (Community MARAC) so that agencies supporting hate crime victims are encouraged to make appropriate referrals to access multi-agency support to manage risk to the victim, perpetrator or community. 	Safer Merton	
	Encourage greater community integration as the best defence against hatred, celebrating how Merton's diversity makes it a wonderful place to live and work		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Focus on events celebrating Merton as a multicultural and harmonious borough. Mark events such as Black History Month, Holocaust Memorial Day, LGBT+ History Month, and International Womens' Day. 	Policy, Strategy & Partnerships, Inner Strength Network, Safer Merton	
5.	Continue to develop a strong network of third party reporting centres throughout the borough which reflect the diversity of the community		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Explore potential new sites for Third Party Reporting Centres which target different groups in the community. • Offer training and continued support to Third Party Reporting Centres. 	Safer Merton	

	<ul style="list-style-type: none"> Publicise Third Party Reporting Centres via the Safer Merton website and promotional materials. 		
6.	Organise and hold a range of engagement events with our partners to raise awareness and promote mechanisms for reporting a hate crime		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Alongside our partners coordinate a full programme of engagement events during national Hate Crime Awareness Week each October. Mark International Day Against Homophobia, Biphobia and Transphobia (IDAHOBIT) annually via a rainbow flag raising ceremony to show solidarity with the LGBTQ+ community. 	Hate Crime Strategy Group	
7.	Support BTP, Safer Transport and TFL in any future campaigns around hate crime on public transport		
	Actions	Lead	Progress Updates
Page 31	<ul style="list-style-type: none"> Joint campaigns adapted to a Merton context where possible to ensure the best outcome. 	BTP	
8.	Explore funding options available and develop bids for hate crime projects		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Publicise funding opportunities when they become available e.g. MOPAC Safer Neighbourhood Board Community Engagement Funding. Provide relevant support to community organisations where necessary when making bids. 	Safer Merton	
9.	Promote the work of the Hate Crime Strategy Group amongst the community		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Produce a review of the annual work plan using info graphics to illustrate to the community what work has been achieved. 	Hate Crime Strategy Group	

Theme 2: Prevention - Preventing Hate Crime through a change of people's attitudes and proactive policing

10.	Consider hate crime in the context of education of children and young adults		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Promote a range of programmes in schools to increase young people's understanding of hate crime and challenge prejudices. Increase the number of Third Party Reporting Centres accessible to young people to encourage them to report hate crime. Link in with the council's work on the safety of women and girls to encourage respect and emotional awareness, providing advice and support to those who are victimised. 	Merton School Improvement, Safer Merton	
Page 32	Raise awareness of hate crime amongst young people through campaigns		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Attend events for young people such as Fresher's Week at Merton College to raise awareness and promote Merton's hate crime services. Continue to promote amongst young people in the borough the 'Protect Yourself from Hate' video made in conjunction with Merton College. Link in with Safer Schools officers during Hate Crime Awareness Week to ensure young people are engaged on the issues surrounding hate crime via assemblies, presentations and other materials. 	Safer Merton, Police	
12.	Further engage with primary schools to educate children in emotional intelligence from a young age		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Incorporate hate crime into a session of the Junior Neighbourhood Watch programme run by Merton Neighbourhood Watch Association and police for Year 5 pupils in primary schools in Merton. 	Merton NHW Association, Police	

12.	Draw attention to the issue of online hate crime, linking in with any future campaign activity by the Met Police		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Continue to build relationships with the Met Hate Crime Policy Development Team and participate in any future publicity campaigns about online hate crime. 	Safer Merton, Police	
13.	Run a series of public campaigns in order to educate and challenge attitudes around hate crime		
	Actions	Lead	Progress Updates
Page 33	<ul style="list-style-type: none"> Alongside leading events for Hate Crime Awareness Week and IDAHOBIT annually, mark other important days such as International Womens' Day, LGBT+ History Month, International Day of Disabled Persons and Black History Month. Develop an events calendar to be shared with partners. Continue to utilise avenues such as social media, existing newsletter publications, websites and campaigns such as Hate Crime Awareness Week to promote messaging that Merton is no place for hate and via the #MertonStopsHate 	Hate Crime Strategy Group	
14.	Promote the 'Ask for Angela' campaign, which is championed by Merton Council and the Met Police		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Ensure bar and security staff receive regular training. Ensure up to date information regarding campaign is on the Safer Merton website. Link in with any campaigns around the night time economy (high risk environments for hate crime) being run by the police and Safer Merton. 	Police, Safer Merton	

15.	Support and link in with MOPAC's (Mayor's Office of Policing and Crime) plans to launch a Hate Crime Victim Service to run 2021-2023		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Establish the extent to which such a service will be supported and funded by MOPAC and what the responsibility of the council and local police will be. Ensure that any services provided through MOPAC support and complement existing offers from community organisations. 	Safer Merton	
16.	Continue to reassure and support the community following the UK's withdrawal from the EU		
	Actions	Lead	Progress Updates
Page 34	<ul style="list-style-type: none"> Engagement with relevant communities regarding community tensions related to the UK's withdrawal from the EU. Police continue to share community tension reports to flag any concerns. Regular messaging via the council and partners' social media channels that Merton is no place for hate and via promotion of our support services such as Hate Crime Advice Surgeries and Third Party Reporting. 	Safer Merton, Police	
17.	Roll out Bystander training to the community to improve the confidence of the public in intervening safely when a hate crime is taking place*		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Offer training sessions to community stakeholders including community organisations (in particular those who work with specific groups known to be most impacted by hate crime), businesses and residents. Exploring potential links with work around Women and Girls safety in public places. 	Safer Merton	
18.	Coordinate the provision of training for council front line, call centre and other staff on how to recognise hate crime		

*Actions 17 and 18 dependent on budget being identified.

	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Ensure frontline services have a consistent practice for responding to hate crime reports. • Ensure employees are safeguarded in the workplace if they experience a hate crime. 	Safer Merton	

Theme 3: Provision - Improve provision of specialist support and reporting centres

19.	Continue to run monthly Hate Crime Advice Surgeries in conjunction with third sector partners		
	Actions	Lead	Progress Updates
Page 35	<ul style="list-style-type: none"> • Publicise the Hate Crime Advice Surgeries via social media and promotional materials. • Hold the surgeries in a face to face format once again at Merton Civic Centre once Covid-19 restrictions allow. 	Safer Merton	
	Increase confidence in reporting by expanding the third party reporting scheme at different locations throughout the borough from which hate crime can be reported in a safe space		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> • Begin with a focus on sports clubs as hubs of the community and the ability of sport to bring different communities together. • Explore how the scheme can be expanded into local businesses such as barber shops, nail bars and taxi services. • Raise awareness of Third Party Reporting Centres amongst different groups in the community via publicity campaigns and materials. 	Safer Merton	

21.	Develop our 'Think Family' offer		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> In incidents of hate crime, always consider what the impact might be on the relatives of the victim and perpetrator. 	Merton Safeguarding Children Partnership Manager	
22.	Promote the use of apps relevant to personal safety and hate crime reporting		
	Actions	Lead	Progress Updates
Page 36	<ul style="list-style-type: none"> Ensure the Safer Merton website is updated with the latest apps and safety advice. Promote the use of apps such as True Vision which can be used as a mechanism to report a hate crime. 	Safer Merton	

Theme 4: Protection - To provide effective response to perpetrators outside of and within the criminal justice system

23.	Trial the recording of misogyny as a hate crime		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Police to trial the recording of hate crimes motivated by a person's gender and update the Community Safety Partnership on results of trial. 	Police	
24.	Social housing landlords record and take appropriate actions where hate crime is a motivating or recorded factor in neighbour nuisance or housing related nuisance		
	Actions	Lead	Progress Updates

	<ul style="list-style-type: none"> Engage with the key social landlords in the borough. Consider approach to ensure tenancy agreements are clear on how the landlord will act on reports of hate crime (supporting the tenant, or taking action against the perpetrator). 	Safer Merton and most prominent social landlords in the borough – Clarion, Moat Housing and L&Q Housing	
25.	Ensure that all front line police officers understand the importance of providing a robust response to hate crime		
	Actions	Lead	Progress Updates
	<ul style="list-style-type: none"> Training to ensure police officers are aware how to record hate crimes using the appropriate flags on police recording systems. Training and awareness for police officers to ensure they are aware of the support services available to victims. 	Police	

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Committee: Joint Consultative Committee (JCC) with Ethnic Minorities

Date: 7 September 2021

Agenda item:

Wards: All

Subject: Refresh of the Equality Strategy

Lead officer: John Dimmer, Interim Head of Policy and Improvement

Lead member: Cllr Marsie Skeete, Cabinet Member for Women and Equalities.

Contact officer: Evereth Wills, Equality and Community Cohesion Officer

Recommendations:

- A. Notes the timeline for refreshing the strategy
 - B. Contributes to developing the equality objectives and actions
-

1 PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. The Council's Equality and Community Cohesion Strategy 2017-21 expired in March 2021. The Equality Act 2010 requires the council to publish equality objectives every four years to demonstrate how it will meet the Public Sector Equality Duty.
- 1.2. This report recommends an approach to developing a new Equality Strategy for the Council and suggests possible issues to focus on as a priority. It is proposed to rename the new strategy, calling it an Equality, Diversity and Inclusion strategy. This aligns with the Administration's current priorities and will incorporate actions that contribute positively to community cohesion in the borough.
- 1.3. The report also recommends adopting an Equality Charter that will be developed alongside the strategy, but will be a standalone document.

2 DETAILS

- 2.1. The refreshed strategy needs to meet legislative requirements to publish equality objectives every four years.

Approach

- 2.4. The refreshed strategy will outline 5-10 objectives. Each objective has equalities outcomes that are linked to service plans. This approach enables equalities outcomes to be aligned with departmental service plans and is the approach taken for the current strategy that has worked well.
- 2.5. It is proposed that the strategy be informed by:

1. Evidence of existing inequalities in the borough and opportunities to continue to narrow the gap in outcomes for disadvantaged.
 2. The findings from the Your Merton engagement that will provide analysis of residents' experience of life in Merton, their experience of the pandemic and their aspirations for the future.
 3. Learning from the Covid-19 pandemic that has highlighted issues such as:
 - a. Health inequalities
 - b. Digital exclusion
 - c. Food poverty
 4. Findings from the research commissioned by the Health and Wellbeing Board looking at the disproportionate impact of Covid-19 on protected groups, in particular ethnicity, age and disability.
 5. Issues raised through the Black Lives Matter protests
 6. Implementing the Local Outbreak Management Plan
 7. The learning and recommendations of the Workforce Race Equality Standards pilot
 8. The work of the Transforming How We Work With Communities project to increase community resilience and delay / prevent demand for acute services.
- 2.6 It is proposed to change the scope of the Equality Strategy slightly with a focus on equalities, diversity and inclusion which is in keeping with the priorities of the administration. This removes the focus on community cohesion but equality, diversity and inclusion are key drivers for a cohesive community. Equality, diversity and inclusion are terms that are clearly understood and align with our own in-house approach.
- 2.7 Alongside the Equality, Diversity and Inclusion Strategy we propose to develop an Equality Charter that sets out and communicates in a clear and straight forward way the principles that underpin our approach and the key objectives.
- 2.8 The strategy will be monitored by the Corporate Equality Steering Group, Corporate Management Team, Departmental Management Teams, an annual update to the JCC and to the Overview and Scrutiny Commission.
- 2.9 The strategy will outline the Equality Analysis process to embed it into our decision- making and change management processes.

Next steps

- 2.10 DMTs will be approached with a view to identifying the high level priorities linked to service plans and the Recovery and Modernisation programme.

The outline of the refreshed strategy (appendix I) will form part of the discussion.

- 2.11 The Equality Charter will be developed alongside the strategy. Appendix II outlines a draft Equality Charter.
- 2.12 The JCC is asked to comment on the approach to developing the strategy and contribute to developing its objectives.

3 ALTERNATIVE OPTIONS

- 3.1. The Equality Act 2010 requires the council to prepare and publish equality objectives and subsequently at least four-yearly. Not having an Equality Strategy would put the Council at risk of legal challenge and potentially damage the Council's reputation.

4 CONSULTATION UNDERTAKEN OR PROPOSED

- 4.1. Consultation will include internal and external stakeholders. DMTs will be approached to suggest objectives linked to departmental and service plans. Consultation will also be undertaken with the Senior Leadership Team, the Race Equality Network, Trade Unions, the JCC and Overview and Scrutiny Commission.

5 TIMETABLE

- 5.1. Appendix III outlines the time table for the refreshed strategy.

6 FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS

- 6.1. The strategy will be delivered within existing resources.

7 LEGAL AND STATUTORY IMPLICATIONS

- 7.1. On 6 April 2011 the Equality Act 2010 introduced the Public Sector Equality Duty (PSED) which requires the Local Authority, when exercising its functions, to have due regard to the need to eliminate discrimination, harassment and victimisation and to advance equality of opportunity and foster good relations between persons who share a "protected characteristic" and those who do not. "Protected characteristics" are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 7.2. In developing the Equality Strategy and objectives consideration will need to be given to the PSED in respect of each of the protected characteristics. Delivery of the commitments in the Equality Strategy action plan and the publication of an Equality Strategy setting out our equality objectives will

contribute to fulfilling the Council's legal obligations relating to equalities legislation.

8 HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS

- 8.1. By setting out its equalities commitments in the Equality Strategy the Council is re-affirming its commitment to human rights, equality and community cohesion.

9 CRIME AND DISORDER IMPLICATIONS

- 9.1. There is a risk of increased hate crime activity directed towards certain groups if there is no commitment to eliminate discrimination and harassment

10 RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS

- 10.1. There is a risk to the Council's reputation if it fails to produce and publish equalities objectives. Additionally there is a risk of claims of discrimination based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

11 APPENDICES – THE FOLLOWING DOCUMENTS ARE TO BE PUBLISHED WITH THIS REPORT AND FORM PART OF THE REPORT

Appendix I - Outline of the refreshed strategy

Appendix II - Draft Equality Charter

Appendix III - Timeline for producing the refreshed strategy

12 BACKGROUND PAPERS

- 12.1. Equality Strategy 2017-21

- 12.2. [HTTPS://WWW2.MERTON.GOV.UK/COUNCIL/PLANSANDPOLICIES/EQUALITY-STRATEGY.HTM](https://www2.merton.gov.uk/council/plansandpolicies/equality-strategy.htm)

Appendix I

Outline for the Equality Diversity and Inclusion strategy

1. Introduction
2. Merton the place
 - Demographics
 - Local issues
 - Your Merton data analysis
3. About the council
Our Commitment - Equality Charter
4. Objectives and priorities
 - Health Inequality – Local Outbreak Management Plan, BAME Voice and Mencap reports
 - Workforce Race Equality Standards
 - Black Lives Matter
 - Your Merton
 - Education inequality
 - Recruiting staff to be representative of the population
 - Include the Housing strategy
 - Transforming How We Work Together With Communities
5. Equality Analysis
6. How will performance be measured?
 - Corporate Equality Steering Group
 - Departmental Equality Steering Groups
 - Reports to Departmental Management Teams
 - Reports to Corporate Management Team
 - Annual update to Joint Consultative Committee with Ethnic Minorities

- Annual update Overview and Scrutiny Commission

7. Implementation Plan

Appendix II

Draft Equality Charter

We are committed to making a real difference by:

- Making Merton a welcoming borough where everyone feels they belong
- Inspiring trust and confidence in all the borough has to offer
- Recognising, valuing and celebrating diversity
- Listening to and understanding the diverse needs of all people
- Building good relations and understanding between people
- Creating a fairer borough through promoting inclusion, participation and equal access
- Challenging discrimination, harassment, bullying, hate crime and victimisation
- Eliminating barriers, encouraging a growth mind-set, raising aspirations and creating opportunities for growth beyond limit.

As an organisation we will:

- Actively promote equality
- Work with partners and the community to make our information, services and products more accessible and inclusive
- Put equal opportunity at the heart of our recruitment, employee development and service delivery
- Continually review the diversity of our workforce and ensure it's representative of our local community across all levels
- Address all allegations of discrimination, harassment, bullying and victimisation
- Promote good relations between people from different backgrounds
- Share good equality practice with our partners
- Measure and share our progress and success.

Appendix III

Timeline for producing Revised Equality Diversity and inclusion Strategy **1 June 2021 – 31 March 2022**

Action/Task	Lead Officer	By When
1. Review the approach to the new strategy	Evereth Willis/Departmental Representatives	7 June 2021
2. Take a report to CMT	Evereth Willis	June/July 2021
3. Departments to provide key equality prioritises and themes.	Departmental Representatives	July to October 2021
4. Attend DMTs	Evereth Willis	September 2021
5. Attend SLTs	Evereth Willis	October 2021
6. Outline document to be presented at CESG meeting.	Evereth Willis	October 2021
7. First draft of the strategy to be written	Evereth Willis	31 October 2021
8. Consultation draft to CMT	Evereth Willis	November 2021
9. Consultation draft to go to Overview and Scrutiny Commission	Chris Lee/Evereth Willis	November 2021
10. Draft document out for public consultation	Evereth Willis	November 2021 - 31 January 2022
11. Draft strategy to go to LSG	Evereth Willis	January 2022
12. Final draft document to CMT	Evereth Willis	February 2022
13. Final draft document to Cabinet as a key decision	John Dimmer/ Evereth Willis	20 March 2022
14. Document to be presented to Council for adoption	John Dimmer/ Evereth Willis	April 2022
15. Launch and publicity for new objectives	Evereth Willis /Communications	April/May 2022
16. Launch of the Equality Charter	Evereth Willis /Communications	April/May 2022

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