

<b>Joint Consultative Committee with Ethnic Minorities</b>	<b>Date: 17 June 2015</b>
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**SUBJECT:** Update on Merton Partnership Community Cohesion Strategy 2012 - 2015

**LEAD CONTACT:** Evereth Willis

**POSITION:** Interim Head of Policy, Strategy and Partnerships

**ORGANISATION:** London Borough of Merton

**OFFICER CONTACT:** Joseph Dance (joseph.dance@merton.gov.uk)

## RECOMMENDATIONS

That the Joint Consultative Committee:

- A. Notes the update on the implementation of the Merton Partnership Community Cohesion Strategy 2012 – 2015 as evidenced in the action plan (Appendix I).
- B. Notes the timeline set out in the report for the development of a revised Merton Community Cohesion Strategy for the period 2015 – 2018.

## 1. PURPOSE OF REPORT AND EXECUTIVE SUMMARY

- 1.1. To update the Joint Consultative Committee on the implementation of the Merton Partnership Community Cohesion Strategy 2012-2015.

## 2. DETAILS

### Background

- 2.1. Merton is a diverse borough with an increasing population. The results of the 2011 Census show that the population has increased by 6.3% since 2001. A significant demographic change emerging from the Census 2011 is the overall increase in the Black and Minority Ethnic (BME) population and increases in the proportion of younger and older residents in the borough. In recent years the borough has seen the arrival of new migrants from Eastern Europe and an increase in the Tamil community.
- 2.2. The refreshed Merton Partnership Community Cohesion Strategy was endorsed by Merton Partnership on 21 February 2012 and contains priorities that respond to the challenge to sustain the progress made on community cohesion and continuing to embed its principles into all aspects of service delivery.
- 2.3. To ensure the effectiveness of the refreshed Community Cohesion Strategy the development of its priorities were cross-referenced with the priorities identified in other strategies, such as the Community Plan and BAME Strategic Plan. The learning from the Prevent projects was also incorporated.
- 2.4. The priorities of the strategy are outlined below:
  - 2.4.1 Improving engagement with minority and new communities
  - 2.4.2 Supporting and engaging with the Voluntary and Community Sector
  - 2.4.3 Supporting employment and economic development opportunities

- 2.4.4 Engaging and supporting children, young people and families
- 2.4.5 Continuing interfaith dialogue
- 2.4.6 Improving health outcomes
- 2.4.7 Monitoring community tensions and maintaining community cohesion

2.6 The Action Plan at Appendix I outlines progress to date in delivering key outcomes as identified in Merton's Community Cohesion Strategy for 2012-15.

### **Community Cohesion Strategy Action Plan – key achievements (2013-15)**

- The volume of residents using the People Matters Network consultation hub has continued to increase steadily with 138 consultations listed on the hub since it was launched in July 2012.
- The Economic Welfare Sub Group led an extensive programme of consultation and engagement with stakeholders and client groups resulting in the development of a revised Employment Skills and Training Action for 2013-14.
- A project led by the council and Job Centre Plus focused on getting long-term unemployed residents in to work and training has resulted in over 100 learners from four of the borough's most deprived wards receiving training, with an average 85% achievement rate. 20 people have also moved into employment.
- The Raising Participation Age Executive Group has continued to work with young people, including those from vulnerable groups, to engage them in education and training. A programme of works and interventions over the last 18 months has seen the NEET rate at the end of 2013-14 reduced to 4.9% against a target of 8%.
- The new Merton Business Support Service launched in August 2013 currently provides business start up support, including mentoring, for up to 150 people. It is hoped the service will be able to offer support to over 1000 people by 2016.
- Merton Council HR services working closely with Job Centre Plus hosted a successful 'Taster to work' week with residents with disabilities in October 2014. The programme provided real work experience mentoring and team building. The scheme has resulted in one person getting a volunteering role in the library service and another getting a job.
- In 2013-14, anti-bullying strategy work continued in schools with the Young Residents Survey showing a fall in concerns around bullying to 29% (in line with London) and a very significant fall in concern about the behaviour of other children (-14%). Additionally, in October 2014 the Virtual Behaviour Service and Merton School Improvement Team launched a resource for primary schools about friendship, families and being yourself. Training was also delivered to schools on tackling derogatory language.

### **3. NEXT STEPS**

- 3.1 This is the final year of Merton's current Community Cohesion Strategy and Action Plan. In the absence of a Community Cohesion Strategy the Merton Partnership would need to ensure that community cohesion work is embedded in the delivery of services.
- 3.2 Over the coming months, it is recommended that the Joint Consultative Committee contributes to the development of the revised Community Cohesion Strategy.

### **4. CONSULTATION UNDERTAKEN OR PROPOSED**

- 4.1 See section 5.

### **5. TIMETABLE**

- 5.1 Please see below for an indicative time table for the development of a revised Community Cohesion Strategy 2015-18

<b>Date</b>	<b>Activity</b>
March 2015	Monitoring report to Merton Partnership Executive Board.
April – October 2015	Develop draft Strategy and Action Plan with key stakeholders: <ul style="list-style-type: none"> <li>• Thematic Partnerships</li> <li>• Safer Stronger Group / Executive Board</li> <li>• JCC and Faith and Belief Forum</li> <li>• Merton Partnership Executive Board</li> </ul>
November 2015	Merton Partnership Executive Board to endorse the revised Strategy.

## **6. FINANCIAL, RESOURCE AND PROPERTY IMPLICATIONS**

- 6.1 The strategy is being delivered within existing resources.

## **7. LEGAL AND STATUTORY IMPLICATIONS**

- 7.1 None.

## **8. HUMAN RIGHTS, EQUALITIES AND COMMUNITY COHESION IMPLICATIONS**

- 8.1 The borough faces future challenges as the community continues to change and become increasingly diverse. The community cohesion strategy supports Merton to focus promoting inclusion, fairness and cohesion and diminishing potential conflict.

## **9. CRIME AND DISORDER IMPLICATIONS**

- 9.1 The strategy identifies potential risks and suggests actions that can be delivered across the Partnership to prevent or reduce possible community tensions.

## **10. RISK MANAGEMENT AND HEALTH AND SAFETY IMPLICATIONS**

- 10.1 None.

## **11. APPENDICES**

- 11.1 Merton Partnership Community Cohesion Strategy Action Plan

## **12. BACKGROUND PAPERS**

- 12.1 The Merton Partnership Community Cohesion Strategy

[http://www.merton.gov.uk/community-living/equality-diversity/120612\\_community\\_cohesion\\_strategy\\_v13.pdf](http://www.merton.gov.uk/community-living/equality-diversity/120612_community_cohesion_strategy_v13.pdf)

- 12.2 Community Cohesion Charter: [http://www.merton.gov.uk/community-living/equality-diversity/cohesion\\_cohesion\\_charter.pdf](http://www.merton.gov.uk/community-living/equality-diversity/cohesion_cohesion_charter.pdf)

## **13. REPORT AUTHOR**

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## Community Cohesion Strategy Action Plan - Monitoring March 2015

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
<b>Improving engagement with minority and new communities</b>						
1. Develop and maintain staff and Member awareness of the many different cultures and sensitivities	<p>a) Provide lunchtime briefings to employees to raise awareness of the different faith, cultures and sensitivities across the workforce</p> <p>b) Ensure information is provided to members on cultural awareness and sensitivities as part of the induction process</p>	Jun 2014	<p>LBM (HR Learning, Diversity &amp; Development)</p> <p>Kim Brown</p>	<p>A generic programme is available for staff which is face to face and online. This year we will seek to develop activities which promote different cultures and these will be aligned to respective festivals and key dates.</p> <p>In frontline services training has been delivered using different scenarios to raise awareness within the service.</p> <p>As part of members' induction information packs were produced by ward outlining demographics.</p>		
2. Support and integrate new communities	a) Be more proactive in reaching out to disengaged and new communities to promote services and events, and inform communities about their rights	Dec 2012	<p>LBM – Kris Witherington</p> <p>BME Forum</p>	<p>People Matters Network consultation hub launched in July 2012. As of March 2015, 138 consultations have been listed on the hub.</p> <p>The consultation model used in Merton aims to reach out to a broad audience using a number of different platforms including community forums, service user forums and targeted consultations. The Community Engagement Manager regularly presents to Merton's Faith and Belief and BME forums.</p>	<ul style="list-style-type: none"> <li>- July 2012 – 31 March 2013 47 consultations were registered on the database</li> <li>- 146 listings from our previous internal database were also transferred</li> <li>- 27 consultations have included an online survey element supported by the system</li> </ul>	

Appendix 1

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	b) Develop community based solutions to transform services	Dec 2013	LSP	An example of this is the use of Community Health Advisors and Champions to provide advice and support to residents to make healthier lifestyle choices.		
3. Raise awareness and foster understanding in and between minority communities	a) Support events and collaboration between BAME and LGBT communities	Oct 2013	LBM Evereth Willis LGBT Forum	All LGBT and BAME community events are inclusive and are open for all residents to attend. LGBT events are promoted to members of the Faith and Belief Forum and JCC Forum. A LGBT event was included in the Celebrating Age festival programme.	LGBT History Month events well attended by a diverse audience.	
	b) Continue work to promote an inclusive and positive sense of local pride and belonging by celebrating diversity and promoting cultural festivals	Dec 2012	LBM LSP	Community cohesion events are widely promoted through a variety of media.		
4. Identify tensions and differences within minority communities	a) Consult and engage beyond umbrella groups and traditional community leaders by encouraging grassroots residents to participate in consultation	Dec 2013	LSP Kris Witherington / Community Engagement team	Merton LSP agreed a refreshed Community Engagement Strategy in October 2014 which will run until 2017. As part of the refresh, the LSP committed to developing a Community Engagement map detailing opportunities for resident engagement across the borough.	Better consulting and engaging with more community groups.	Community Engagement Strategy
<b>Supporting and engaging with the Voluntary and Community Sector (VCS)</b>						
(5) Promote the benefits of volunteering	a) Promote volunteering opportunities	March 2015	LBM – Evereth Willis MVSC	The Volunteering Strategy was launched in 2011 and the Employee Volunteering Scheme was launched in 2012.  Volunteering Strategy continues to exceed	Increase the number of volunteers and volunteering opportunities, including	Volunteering Strategy

Page 17

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Page 18				<p>targets.</p> <p>Volunteering is well established in the borough Library Service (currently over 300 active volunteers). The Merton Model, supported by funding from the GLA, has now been rolled out across 14 London Boroughs.</p> <p>Partnership with LBM/MLCAB/MVSC debt recovery service, uses trained financial capability volunteers to deliver monthly workshops to residents in council tax arrears. 12 volunteers trained, but low take up of service to date.</p> <p>Cross-directorate "Neighbour to Neighbour" project focusing on Loneliness, delivered in partnership with Public Health; encouraging informal volunteering between neighbours to support vulnerable residents and localised environmental initiatives, such as litter picking.</p> <p>Dignity in Care is being delivered in a number of Care Homes. 12 volunteers undertook training and 5 visits have been undertaken.</p> <p>Merton Memories successfully included volunteers in promoting local history. Further volunteers have and will continue to be recruited to the "Carved in Stone" project.</p> <p>National Volunteers' Week, 1-7 June 2014: Quarter page in My Merton to promote and celebrate volunteering.</p> <p>16 SHOUT ABOUT YOUR VOLUNTEERING stories published online –</p>	exploring further avenues for volunteers to support public services.	

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Page 19				<p>short profile pieces about volunteering in the borough which aim to inspire others to volunteer.</p> <p>Merton Partnership Volunteering Awards – 11<sup>th</sup> June. Developed to include a volunteer recruitment ‘marketplace’ in addition to the awards. Over 200 people attended event, with 25 organisations at the marketplace. Food was donated by a local church. Event was supported by Team Merton volunteer stewards.</p> <p>Trustees Week Networking event held in November 2014 at Geeks, Morden. Publicised widely to voluntary, public and private sectors through Merton Connected, LBM and Chamber of Commerce.</p> <p>One-stop shop for volunteering: this is an objective of the Volunteering and Community Strategy 2013/14. New portal in late stages of development to combine MVSC and VCM websites, with ‘Call to Action’ boxes on front page, one of which is ‘I want to volunteer’. By clicking on this box, people will be able to access local volunteering opportunities in Merton and apply for them instantly. Volunteers will be provided with clear information on how to obtain face to face support.</p>		
	b) Engage local people through a wide range of volunteering opportunities working with partners and local agencies	March 2015	MVSC Safer & Stronger Board	Team Merton Volunteers, local 2012 volunteering legacy. Over 90 local residents are registered as part of Team and have been deployed at local public sporting/cultural events, hosted by the borough council and local voluntary/community groups. 22	VCS commissioned services in place.  In 2012/13 240 young people completed their DofE which was a 20% increase on the previous	Volunteering Strategy

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			Age UK Wimbledon Guild Carers Support Merton Public Health Positive network	<p>deployment during 2014/15, examples include, Prudential RideLondon cycling festival, Annual Merton Bonfire Night Celebrations, Wimbledon Village Fair, Mitcham Carnival, Mencap Family Funda, Light up Morden.</p> <p>In October 2014, MVSC brought together a consortium to apply for Public Health funding. Age UK led on the bid to fund a Merton Befriending Service pilot for 2 years from February 2015. Other partners are Wimbledon Guild, Carers Support, Positive Network and MVSC.</p> <p>Post-merger, the launch of MVSC's new one-stop shop portal in Spring 2015 will make help for groups even more accessible and interactive, in particular the incorporation of a new Virtual Info Hub, which will connect directly to the Development Team. Groups will also be able to post volunteering opportunities and seek help with volunteer management on the same part of the website.</p> <p>Monthly recruitment drive continues at Centre Court Shopping Centre, along with Volunteer recruitment &amp; information stalls at Sainsbury's Colliers Wood, Asda Mitcham, Mitcham Carnival, Wimbledon Village Fayre, Phipps Bridge Family Fun Day, Pollards Hill Community Day, Wimbledon Village Fayre, South Thames College open days. Six local sixth forms careers events, have also been held to promote local volunteering opportunities to young people and other local residents. Presentations to</p>	<p>year.</p> <p>In 2012/13 240 young people completed their DofE which was a 20% increase on the previous</p>	

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Page 21				<p>CMT and Scrutiny undertaken.</p> <p>One central data base of voluntary, community and faith groups held by MVSC. Updated Merton Community Directory 2014 published and distributed from October 2014.</p> <p>Launch of VCM/MPH – Good Neighbour scheme, promoting and providing an enhanced sense of community cohesion on the Phipps Bridge, High Path, Eastfields, Saddlers Close, Lavender and St. Heliers estate.</p> <p>Merton’s Duke of Edinburgh (DofE) Award scheme includes a ‘volunteering section’.</p> <p>CSF’s youth participation team provide opportunities for young people to volunteer to take part in a range of youth participation/ governance forums and activities. – See outcome 16a below.</p>		
	c) Produce incentive and development packages to encourage involvement in the VCS - e.g. volunteering to gain experience	March 2015	LBM Youth Service VCM MVSC	<p>Learn to £earn project continues to offer 10 week retail volunteer placements at MVSC VCM Fair &amp; Square Shop. The project is aimed at young people with additional support needs (four cohorts of 8 individuals per year = 36 in total).</p> <p>CSF have commissioned MVSC to promote youth volunteering to young people as a way to increase key life skills and employability.</p> <p>In 2012/13 the 5 organisations that took part in the ‘Together U Can’ project, funded by the Merton partnership, employed two</p>	VCS commissioned services in place.  Commissioned project in place- Circle Housing Merton Priory	Education Inclusion Service Plan,

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Page 22				<p>young apprentices for 9 months to increase their employability.</p> <p>MVSC launched innovative project that aims to raise the standards of support for young people volunteering in Merton. This youth-led project will see young people recruited and trained as Youth Approved Volunteering Assessors who will review organisations that involve young people as volunteers. They then decide if an organisation has met their required standard and criteria. The award will be seen as a sign of excellence, encouraging more young people to volunteer and ensure they are taking part in high quality opportunities that support their personal development needs.</p> <p>MVSC provides specialist staff to support volunteers with additional needs and provide training and support to volunteer involving organisations.</p> <p>MVSC investigating possible options for volunteering accreditation including ASDAN and City and Guilds.</p>		
6. Support small and medium sized voluntary and community organisations through changes in the sector	a) Develop a framework to enable collaboration between VCS groups and improve build capacity in the sector	March 2015	LBM Evereth Willis MVSC VCM	<p>Merton's Youth Transformation project has enabled the VCS to work in area partnerships in Morden, Wimbledon and Mitcham localities to deliver the youth offer.</p> <p>The Policy, Strategy and Partnerships team continue to provide funding to Merton Voluntary Services Council who are tasked with supporting capacity building in the sector.</p>	<p>Area partnerships in place</p> <p>Increase grassroots ability to influence, collaborate and work in partnerships.</p> <p>Improve readiness for the tendering and commissioning landscape.</p> <p>Increased community</p>	Third Sector Strategy

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Page 23				<p>2015 will see the development of a number of voluntary sector forums, that will encourage dissemination of information, as well as collaborative and partnership working. These Forums, which will each meet a minimum of 5 times a year, will be organised along the following themes: Mental Health, Small Groups, Adult Social Care(Health &amp; Well-Being) &amp; Trustee. All of these sub-forums will feed into the wider Voluntary sector Forum, Involve and the Community Engagement Network.</p> <p>Additionally, a programme of CPD training for staff/ volunteers, on a wide variety of subjects,( including; marketing, business development, financial governance, monitoring &amp; evaluation, consortia and commissioning), and funding workshops, complimented by a calendar of Action Learning Set is being rolled out in 2015/16</p> <p>The Merton Partnership Voluntary Sector grants programme also awarded funding to Merton &amp; Lambeth Citizens Advice Bureaux for an outreach service to assist their efforts on minimising the impact of Welfare Reform changes.</p>	knowledge of welfare reform and better sign posting of services.	
	7. Share information between local government and the VCS	a) Publicise the VCS funding database and work with partnership agencies to improve and maintain it on an ongoing basis	Apr 2012	LBM Evereth Willis	This is published on an annual basis can be found on the Merton website. The latest version was published in January 2015.	
<b>Supporting employment and economic development opportunities</b>						

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<p>8. Encourage skills development disengaged areas of the community</p>	<p>a) Deliver the Employment Skills and Training Action Plan</p>	<p>Dec 2013</p>	<p>LBM- Future Merton (Sara Williams) Merton Chamber of Commerce – Diana Sterck</p>	<p>Delivered and a new plan is being prepared for the next two years.</p> <p>Shared Intelligence carried out research in December 2014 to determine the current employment and skills activities that have taken place through the EWG.</p> <p>They also carried out stakeholder meetings and focus groups with clients. This led to the development of 11 recommendations for the group including preparing another two year action plan which supports activities for our hardest to reach clients including:</p> <ul style="list-style-type: none"> <li>• Older unemployed</li> <li>• Those on ESA</li> <li>• Those on low pay</li> <li>• Long term unemployed</li> <li>• Lone [parents</li> <li>• Carers</li> <li>• Looked after children and care leavers</li> <li>• Ex-offenders</li> </ul> <p>The group will focus on clients that can be supported through the EWG partnership collaboration as well as liaison with other support groups such as the Transforming Families team, My Future, RPA and Sutton and Merton Apprenticeship Forum.</p>	<p>Delivery of the Employment and Training Action Plan for 2013 to 2014.</p>	<p>Employment Skills Training Action Plan</p> <p>Economic Development Strategy</p> <p>Joint Strategic Needs Assessment</p>
	<p>b) Work in partnership with the ESF Families Programme supporting vulnerable families into</p>	<p>Dec 2012</p>	<p>Jobcentre Plus – Anne Hoblyn Prospect South Thames</p>	<p>The Economic Well Being Sub-Group (EWG) of the SCTP brings all interested parties together to try and support the aims of the ESF Families Programme. Unemployed youth, NEET's and long term</p>	<p>Includes priorities to reduce youth unemployment/NEETs long-term unemployed and supporting those</p>	<p>Employment Skills Training Action Plan</p> <p>Economic</p>

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<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 25</p>	work		College Eco-Actif LBM – Curtis Ashton	<p>unemployed have been identified as clients we need to continue to support. The new 2015-16 Action Plan will set priorities and the EWG continue to seek funding to deliver programmes to support our residents.</p> <p>Delivered and Grenfell submitted a further bid for the Community Learning Fund via the London Learning Consortium. This with £32k match form the Council, through the access to employment and skills funds supports the hardest to reach clients to develop skills to help them achieve employment.</p> <p>Delivered and at end of January 2015 196 apprentices in place. The programme has been recognised as good practice pan London and MCC are now using the Take One and EWG model to promote a “Skills for the Workforce” initiative which promotes and supports SME’s to participate in the Apprenticeship programme and to offer opportunities to young adults. This was launched in November and will run until July 2015. It is funded by current European Social Fund (ESF) managed through Newham College. Part of the programme includes showcasing Merton’s Economic Wellbeing Group as best practice to other LA’s the link to the online programme can be found here: <a href="http://www.takeonetoolkit.com">www.takeonetoolkit.com</a></p> <p>The Transforming Families initiative continues to perform strongly. Merton’s programme was ranked 9<sup>th</sup> in London having identified 100% of families worked with and a ‘turnaround’ rate of 61%. The TF programme has been selected as an ‘early</p>	<p>transitioning from incapacity benefit. Long-term unemployed require more focused and intensive support to enable them to access and retain employment. The EWG have set this as an action and have initiated schemes such as Take One and the demand-led pilot.</p> <p><b>Demand-led Pilot</b> (Dec 2012 – July 2013): Over 100 learners from four of the most deprived wards have received training to date with an average 85% achievement rate. 20 people have moved into employment.</p> <p><b>Take One:</b> (April 2013 – July 2013) 56 potential apprenticeship vacancies have been identified, 17 have started.</p> <p>Monitoring processes to be set up with the new provider.</p> <p>2014/15(Q2):            No of families engaged in TF programme – 61            No of Phipps Bridge</p>	<p>Development Strategy</p> <p>Joint Strategic Needs Assessment</p> <p>Family and Adolescent Services Plan</p> <p>Children and young people’s plan 2013-16</p> <p>Family Poverty</p> <p>Children’s Centre Programme</p> <p>Employment Training Action Plan</p>

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Page 26				<p>starter' to access upfront funding to continue working with the borough's vulnerable families.</p> <p>The monthly multi-agency TF Panel successfully brings together key partners (such as Social Care, Education, Police, Merton Priory Homes/Circle Housing, Job Centre and Commonsense) to discuss known families and evaluate programme effectiveness.</p> <p>It is intended that the ESF provider will work with the Transforming Families (TF) programme which has been in operation since 2012, to work with families to reduce incidences of youth crime and anti-social behaviour, maximise school attendance and increase parents' employability</p>	<p>families engaged in TF programme – 12</p> <p>2013/14 out turn: No of families engaged in TF programme (Year 2) 185 No of Phipps Bridge families engaged in TF programme (Year 2) 9</p> <p>2012/13 out turn: No of families engaged in the TF programme (Year 1) 128</p>	
	c) Deliver work programmes to provide vocational and 'soft' skills training	Dec 2012	Jobcentre Plus – Anne Hoblyn Merton Adult Education – Yvonne Tomlin	Merton Adult Education awarded a Job Centre Plus contract to deliver programmes for unemployed individuals incorporating job search, IT, vocational tasters and a work placement. Two courses have run to date.	<p>As a result of our widening participation strategy focused on bridging the inequality gap between the east and the west of the borough we achieved the following</p> <p><b>Qualification Courses</b> 36% of our learners live in a disadvantaged ward 70% of our learners are non white 21% of our learners are Eastern European</p> <p><b>Non Qualification</b></p>	

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Page 27			South Thames College	South Thames College continues to deliver pre-employment skills for Job Centre Plus, including a short vocational element and 'soft' skills such as preparation for interview.	<b>Courses</b> 27% of our learners live in a disadvantaged ward 45% of our learners are non white 14% of our learners are Eastern European  Courses are now running in construction multi skills, hospitality, childcare, health and social care, retail, security, cleaning and business admin, starting approximately every 8 weeks. There is a weekly JCP drop in enrolment at the College's Tooting Campus.	
	d) Encourage entrepreneurship in young people through the Young Enterprise and Career Academy programmes	Dec 2012	Schools – Heather Tomlinson / Naheed Chaudhry South Thames College Chamber of Commerce	Scrutiny Task Group looked at Post 16 progression and an Action Plan is in place Several schools have taken part in Young Enterprise programmes. Merton 16-19 offer on website	Action plan in place.	Raising Participation Age Action Plan Post 16 Career Pathways Action Plan

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Page 28	e) Develop programmes in local secondary schools that encourage young people to progress into the job market and create a relationship between education and employment	Dec 2013	Keith Shipman / Curtis Ashton	<p>The Raising Participation Age (RPA) partnership steering group has been established and the project plan is now in place to ensure that young people have access to education, training, and apprenticeships beyond age 16.</p> <p>Key achievements of the RPA Executive group in 2013/14 were:</p> <ul style="list-style-type: none"> <li>- Successful transfer of the My Futures Team to the Family and Adolescent Service.</li> <li>- Establishing clear roles and responsibilities within the group for delivery of RPA duties.</li> <li>- Recruiting to the RPA commissioning role.</li> <li>- Implementing the RPA needs analysis process.</li> <li>- Improving process to ensure good data flow with schools and colleges.</li> <li>- Establishing the data tracking role to implement more thorough processes.</li> <li>- External publicity to raise awareness of RPA in Merton.</li> </ul> <p>In 2014-15, the RPA Executive Group has continued work with young people, including from vulnerable groups, to engage in education and training. Part of this includes the RPA needs analysis to inform developments, including recommendations for 'referral pathways' and alternative education, to support vulnerable young people from becoming NEET.</p>	<p>At the end of 2013-14, the NEET rate was 4.9% against a target of 8%.</p> <p>In Jan 2015, the NEET rate stood at 4.3% against a target of 5%.</p> <p>2012/13 rate of young people not in education, employment or training is 4% - this is below London and national averages.</p>	<p>Employment and Skills Action Plan</p> <p>Education Inclusion Service Plan.</p> <p>Family and Adolescent Services Service Plan</p>

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Page 29	f) Working with businesses to increase the number of apprenticeship and internship programmes	Dec 2013	Chamber of Commerce – Diana Sterck	<p>The Chamber of Commerce works in partnership with Merton through the Economic Well Being Sub-Group of the SCTP. The Chamber leads on the Take One Campaign which is an initiative to encourage businesses to consider taking one young person as an apprentice, work experience, to mentor or offer employment. The scheme was formally launched on 24<sup>th</sup> April 2013.</p> <p>The Chamber of Commerce is working with a number of partners including South Thames College to increase the uptake of apprenticeships across the borough. South Thames College is introducing traineeships which are also expected to be of interest as they include work placements and underpin apprenticeships.</p>	<p>MCC have had individual meetings with 25 employers interested in engaging with young people. The interest to date is predominantly in apprenticeships.</p> <p>30 vacancies have been identified</p> <p>24 for 16-18 year olds of which 11 have started</p> <p>6 for 19 to 24 year olds of which all have started</p>	Employment and Skills Action Plan
	g) Embed work skills into ESOL provision and work with businesses to provide ESOL in the workplace	Apr 2014	Jobcentre Plus – Anne Hoblyn Merton Adult Education – Yvonne Tomlin Chamber of Commerce – Diana Sterck	Merton Adult Education - ESOL programmes being delivered in partnership with schools including Harris Academy. In negotiation with TESCO south region to deliver programmes in store for staff.	Success to be monitored in 2014	

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 30	h) Create a local construction skills training centre to provide NVQ Level 1 & 2 training in construction and trade skills for local residents	Dec 2013	SCTP Merton Priory Homes – Jacqui Cayenne	<p>Merton Training &amp; Employment Centre (MTEC) opened in October 2012. The centre delivers accredited training in Construction Skills and now also has offers training in Customer Services and Health &amp; Adult Social Care.</p> <p>The centre also provides a job brokerage service to help participants move into work, bridging the gap between training and employment.</p> <p>South Thames College is delivering level 1 construction multi skills courses (with pre-employment 'soft' skills attached) for local residents at the Merton Priory Homes site as well as at other College locations. A level 2 construction multi skills has been introduced this term at the College's Wandsworth Campus so level 1 learners can progress as appropriate.</p>	<p>An industrial unit in Lombard Business Park has been modified to create a local training centre.</p> <p>As of August 41 people have gone into work or an apprenticeship.</p> <p>97 people have achieved accredited construction training.</p> <p>Partnerships have been established with South Thames College, Delrose Earle Training and Evolve Careers and with our contractors (Keep Moat and United House).</p> <p>There have been 60 learners on the construction multi skills courses delivered at the Merton Priory home site to date, with just under 50% achieving a job outcome.</p>	Neighbourhood Renewal Strategy

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
9. Encourage communities to move away from self-contained trading practices	a) Proactively advertising ESOL courses in My Merton and at markets, libraries, children's centres health services and places of worship	Dec 2012	MAE – Yvonne Tomlin Business sector NHSSM Jobcentre Plus	Merton Adult Education advertises courses in My Merton and has established a successful ESOL programme in the Morden Mosque.		
	b) Using children's centres to provide ESOL support for mothers, bringing English language skills into households	Dec 2012	LBM (CSF) - Allison Jones	ESOL is currently delivered on a regular basis in the SM CC locality by Merton Home Tuition. Learners are supported by the provision of a crèche which runs at the same time as the ESOL class. Furthermore, the CC Job Club runs at the same time in an adjacent room and where appropriate CC staff signpost adults to the ESOL classes and vice versa.  MHT and the CC work very closely together with a shared aim of supporting adults into volunteering, training and employability with the English language skills needed to equip them effectively.  On going partnership work with MAE continues and some provision has been, and will in the future be delivered via Centres.	Number of people that achieved their ESOL qualification in accordance with programme requirements  Reach of mothers accessing ESOL via Children's Centres(and related provision):  2012-13: 84 2013-14: 73	Family Poverty  Children's Centres
	c) Support business to understand how different cultures behave in business	Apr 2014	LBM – Future Merton (Sara Williams)  Chamber of Commerce	Delivered through business start up workshops (understanding the customer) and encouraging cultural diversity at events run by the Chamber of Commerce.		
10. Develop cross-community	a) Work with regional minority ethnic business associations	Dec 2013	LBM – Future Merton (Sara Williams)	The work done through the Economic Well Being Group and opportunities for skills and employment activities will be fed through to		

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
infrastructure and opportunities for local residents Page 32	to strengthen BAME businesses and networks		BAME Federation	the BAME federation. Stronger communication links are needed to ensure the federation is kept up to date on the opportunities available.		
	b) Deliver programmes to support business enterprises and self-employment, including mentoring for start-up businesses in the east of the borough	Dec 2013	SCTP Chamber of Commerce	Merton Adult Education delivers business start up courses for disadvantaged communities in Mitcham attracting 89 learners  The new Merton Business Support Service launched in August 2013 and provides business start up support, including mentoring, for up to 150 people by December 2013 and over 1000 people by 2016.		
	c) Deliver a range of 'Introduction to employment' workshops for local residents who have disabilities, to raise awareness of support given by Merton.	Dec 2014	LBM – Kim Brown HR Jobcentre Plus	Hosted a 'Taster to work' week with residents with disabilities in October. Programme provided real work experience mentoring and team building. The scheme has resulted in one person getting a volunteering role in the library service and another getting a job.	Take up from local residents	Equality strategy
<b>Engaging and supporting children, young people and families</b>						
11. Building on good practice, increase the 'voice of young people' to identify issues and develop services.	a) Facilitate group discussions with young people who are unemployed and" on the streets" – including BAME youth groups – to identify issues affecting young people in Merton	Dec 2012	Police – Mark Lawrence LBM – Keith Shipman VCS	In early 2013 the young apprentices from the 'Together U Can project' (see 5c above) ran a consultation with young unemployed people and fed back the results to elected members.  MVSC delivered Young People and Crime Conferences in 2012 and 2013 to gather young people's views on crime and policing.  This action has been completed.	Consultations complete. Youth crime conferences have continued into 2014 and 2015 including all Secondary schools in Merton, 2014 focussed on health relationships. They are not together in the manner 1.1a intended. The Independent Stop	

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	b) Use Social Media to increase engagement with young people	Apr 2013	LSP	Social media platforms such as Twitter, Facebook, Instagram etc. continued to be used where appropriate on an ongoing and project basis to engage young people in developing services.	and Search Month, group now includes Detached Youth work, and staff to ensure the voice of young people is 'heard'.	
12. Support schools, early years, schools, out of school services, colleges and places where young people meet to address intolerance and bullying	a) Provide teaching and learning materials and activities that represent and promote cultural diversity, e.g. British Muslim Association of Merton (BMAM) teaching packs, resource and publicity guidance, visits of role models and ethnic minority elders	Apr 2013	LBM – Kate Saksena MUN BME Forum	Information resources from the British Muslim Association of Merton, and the Muslim Council of Britain on meeting the needs of Muslim children in state schools were sent to all schools.  This action has been completed.	Teaching resources provided.	Merton School Improvement Service Plan.

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 34	b) Implement the Anti-bullying Plan in schools and out of school settings	Dec 2012	LBM - Keith Shipman	<p>The Anti-Bullying Strategy is in place and actions are being implemented across schools and settings.</p> <p>From Autumn 2013 schools have monitored and reported bullying related activity to the equalities groups.</p> <p>In 2013-14, anti-bullying strategy work continued in schools with the Young Residents Survey showing a fall in concerns around bullying to 29% (in line with London) and a very significant fall in concern about the behaviour of other children (-14%).</p> <p>The Virtual Behaviour Service and Merton School Improvement launched a resource for primary schools about friendship, families and being yourself in October 2014 and training delivered to schools on tackling derogatory language.</p> <p>Merton's ranking as part of the Stonewall Education Champions scheme has moved up to 17th from 24th.</p>	<p>98% of primary and 100% of secondary schools were rated 'good or better' for behaviour and safety at the end of 2013-14.</p> <p>71% of secondary schools are judged as 'good or better' for behaviour – this is above the target of 50%.</p> <p>97% of primary schools are judged as 'good or better' for behaviour – this is above the target of 96%.</p>	Education Inclusion Service Plan.
	c) Continuing to offer support to schools on how to most effectively promote cohesion	Ongoing	LBM – Kate Saksena	The CSF Equalities and Community Cohesion Action Plan has continued to monitor the percentage of schools with a published equality statement, information and objectives.	At the end of 2013-14, 55% of schools had a published equality statement, information and objectives. The latest data from 2014-15 shows an increase to 59%.	Merton School Improvement Service Plan.

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	d) Encourage tolerance and multiculturalism in schools and other out of school settings supported by the LBM	Dec 2012	LBM – Kate Saksena	<p>Schools are encouraged to monitor and report on racist and homophobic incidents. The Racist Incidents report for 2011/12 is complete and information has been cascaded back to schools to inform practice</p> <p>Merton are Stonewall (campaign against homophobia) Education Champions.</p> <p>Schools are supported to develop a curriculum which promotes pupil's spiritual, moral, social and cultural learning and development.</p> <p>CSF contributes to the quarterly Community Tension Monitoring meeting and report.</p>	100% of schools are signed up to report racist and homophobic incidents.	<p>Merton School Improvement Service Plan.</p> <p>Education Inclusion Service Plan.</p>
Page 33. Improve support to children, vulnerable young people and their families	a) Provide mentoring programmes that instil self-esteem, confidence and ambition. Deliver mentoring and coaching programmes through sports to help young people/parents gain accredited qualifications	Apr 2013	LBM (CSF) – Keith Shipman MVSC VCM	<p>Merton's Youth Justice Service delivers a mentoring programme for young people convicted of serious violence, which includes gang exit strategies.</p> <p>The police run sporting activities for young people identified as at risk of offending by police officer representatives in secondary schools.</p>	<p>The Gym services at Phipps Bridge have continued to be successful in engaging without risks.</p> <p>TF and MST – crime statistics are falling. Support has been very successful in engaging young people.</p>	<p>Family and Adolescent Services plan.</p> <p>Children and Young People's Plan 2013-16</p>

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	b) Deliver activities to bring communities of all ages together	Dec 2014	Acacia Centre – Naheed Chaudhry	<p>A range of community provision is delivered from the Acacia centre. Including:</p> <ul style="list-style-type: none"> <li>• The Chinese community meets at the centre every week for dance, exercise, healthy lifestyle group</li> <li>• Uptown Lavender Kickz - alternative universal youth club sessions at lavender children's centre, in partnership with Fulham FC for 11+ years.</li> </ul> <p>However, with the national changes to the children's centre agenda, community services will be undergoing revision and streamlining during 2015-16.</p>	Take up of activities in 2012/13 – 408.	Family Poverty Strategy

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 37	c) Deliver Parenting Programmes and support for income maximisation and information, advice and guidance	Dec 2013	LBM – Leanne Wallder / Allison Jones	<p>A range of parenting programmes have taken place using evidence based models.</p> <p>The promotion and delivery of parenting programmes continues to be a key activity monitored through CSF's ECCA plan.</p> <p>Update Feb 2015: Weekly Job Club services operate for Acacia, Steers Mead and Newminster Children's Centres, providing employability information, advice and guidance for the community.</p> <p>In July 2014, the Acacia Job Club was recognised for its exemplary work by Ofsted, and contributed significantly to the Outstanding inspection grade outcome.</p>	<p>At the end of 2013-14, the completion rate for parenting programmes was 77.8% meeting the 76% target.</p> <p>Completion rates for 2014-15 Q1 (61.5%) and Q2 (56.3%) have been below the 78% target set. Work is focusing on pre-course preparation to ensure successful completion.</p> <p>Completion rates for parenting 2012/13 – 83% (above target of 72%)</p> <p>% of carers who have received 1:1 support from children's centre regarding employability, housing, finance or benefits and achieved a positive outcome (training, volunteering, education, employment, housing issue resolved, correct benefits received) – 83%</p>	<p>Children's Centres</p> <p>Family Poverty</p>

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 38	d) Deliver the Youth Offending Team Improvement Action Plan.	Dec 2012	Children's Trust LBM – Curtis Ashton	<p>Performance around first-time entrants (FTE) to the Youth Justice System (YJS) and rate of reoffending continue to be monitored through CSF's ECCA plan.</p> <p>Work in 2014-15 has maintained a focus on early intervention and prevention. This year, the Family &amp; Adolescent Service (FAS) have continued to implement a range of projects including gangs prevention/exit work, employment of a dedicated gangs worker, and the Phipps Bridge Project to keep the rate of re-offending low.</p> <p>This action has now been completed.</p>	<p>2013-14 outturns:</p> <ul style="list-style-type: none"> <li>- 88 FTE to the YJS below the target of 96.</li> <li>- 1.1% rate of reoffending met target.</li> </ul> <p>2014-15 Q2 data:</p> <ul style="list-style-type: none"> <li>- 34 FTE to the YJS and is on track to meet full-year target of 80.</li> <li>- Rate of reoffending currently 0.95% and below national.</li> <li>- Reduction of first time entrants to the youth justice system (YJS) – out turn for 2012/13 is below target at 77.</li> </ul>	<p>Family and Adolescent Services plan.</p> <p>Children and Young People's Plan 2013-16</p>
	e) Deliver the Children's Centre programme across the borough focussing on areas of greatest need	Dec 2013	Children's Trust LBM – Allison Jones	<p>Programme delivered across the borough, developing locality models of delivery from 2013 – 2014.</p> <p>This action has been completed.</p>	<p>Take-up of Children's Centre services by families from deprived areas was 77.7% at the end of 2013-14.</p> <p>This indicator is monitored through the CSF ECCA group – this year's data (Dec 14) shows take-up of 66.6% and is on track to meet the 75% target.</p> <p>74% of families living in areas of disadvantage accessed a children's centre service in 2012 – 2013.</p>	<p>Children's Centres</p> <p>Family Poverty</p>

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
<b>Continuing interfaith dialogue</b>						
14. Support interfaith activities and projects	a) Support the interfaith forum in increasing its involvement in the national and regional interfaith structures	Apr 2013	LBM – Evereth Willis Faith and Belief Forum	The Faith and Belief Forum is represented at Pan London inter-faith events. Recently the Forum has supported a number of local causes with a social welfare focus, including food banks and the Winter Night Shelter.  To date the forum is not officially affiliated to the national and regional structures but its activities are closely aligned to those of the national and regional bodies.		
Page 33 15. Improving understanding between faith groups	a) Working with Merton's Interfaith Forum to encourage cross-faith projects that help people of different beliefs to recognise shared values	Dec 2013	LBM – Evereth Willis Faith and Belief Forum	Recently members of the Faith and Belief Forum worked together to assist with the Winter Night Shelter.	Well attended events bringing people of different faiths and no faith together	
	b) Promote projects such as 'Hospitality Month' to improve understanding between faith and belief groups	Dec 2012	LBM – Evereth Willis Faith and Belief Forum	The Faith and Belief Forum continues to provide a platform for sharing community outreach updates and opportunities.	Well attended events bringing people of different faiths and no faith together	
16. Increase the involvement of young people	a) Develop and promote intergenerational activities	Dec 2013	LSP Acacia Centre – CSF – Naheed Chaudhry	The department's young people's participation and engagement functions have been reviewed to streamline key functions and more sharply target activities for the most vulnerable groups.  A new strategy for youth participation has been prepared including a model for the engagement of young people with the	CSF continues to support Young Advisors, Young Inspectors and the Youth Parliament to input into the planning and governance of services for children and young people.  In 2013-14:	Education Inclusion Service Plan

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
				<p>Merton Safeguarding Children's Board.</p> <p>Merton's youth participation team implement the borough's 'participation promise' by supporting a range of participation and governance opportunities for young people – Young Advisers, Youth Parliament and Young Inspectors.</p> <p>See also 13.b above.</p>	<p>- 2 sets of young advisors were trained and active.</p> <p>- 14 young inspectors were trained and active.</p> <p>- 40 members of Merton Youth Parliament were on roll.</p> <p>In 2012/13: 32 young advisors were trained and active, and the membership of the Youth Parliament increased from 50-60.</p>	
<b>Improving health outcomes</b>						
<p>Page 40</p> <p>17. Closing the gap in life expectancy between the east and west of the borough</p>	<p>a) Engage a minimum of 5,000 residents in the 'Live Well' programme</p>	<p>Dec 2013</p>	<p>LBM</p> <p>Public Health – Kate Eilbert</p>	<p>Between June 2011 and June 2013 the LiveWell service delivered 1,359 health improvement outcomes and trained 71 local residents to be health advisors and health champions.</p> <p>In 2012/13 the service was re-commissioned for a further 3-5 years, and included lifestyle advice, motivational support and interventions to increase healthy eating, levels of physical activity reduce alcohol consumption and integrated with the stop smoking service.</p>	<p>1,357 health outcomes</p> <p>71 community champions</p>	<p>Merton Health and Wellbeing Strategy</p>

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	b) Deliver the East Merton Health and Wellbeing Community Fund to deliver health improvement activity focused on identifying and supporting VCS organisations to provide activity around four interlinked themes: BeActive, StayWell, Community capacity, and Business engagement	Mar 2015	MVSC NHSSM Health and Wellbeing Board – Kay Eilbert / Simon Williams	During 2012/13 there were 3 rounds of funding from the East Merton Community Health and Wellbeing Fund.  21 VCOs were funded to deliver community health improvement projects.	21 number of VCO projects funded	Merton Health and Wellbeing Strategy
Page 44 48. Improve engagement and access to services	a) Improve health awareness training in early years settings and schools on conditions such as Sickle Cell and Lupus	Dec 2014	LBM – Allison Jones MUN BME Forum	An analysis of need to be conducted and action plan in place if necessary by 2014/15.  Training has not taken place specifically on Sickle Cell and Lupus, but there have been courses for parents with young children, delivered through Health, supporting parents to understand minor ailments. The programme has in the past been delivered in partnership with Children's Centres.	On going  Parents with young children are now better informed about supporting their children who may have minor ailments. There has been a reduction in the number of newly arrived visiting A&E.	

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 42	b) Establish a meaningful working relationship within a local health partnership, supporting BAME VCOs to promote healthy lifestyles and facilitate health services	Dec 2013	LBM Health & Wellbeing Board – Kay Eilbert / Simon Williams NHSSM MUN	The Migrant Health programme provided advocacy and lifestyle support for Polish and Tamil communities.  This is currently funded to 2014 by Merton and Sutton CCGs.  5 BAME VCO's received funding from the East Merton Health and Wellbeing Fund.  In 2013/4 plans to expand LiveWell to include community groups representative of hard to reach communities, volunteers will be trained to become community health champions.	Newly arrived community are now better informed about access to basic health services in the borough. Reduction in the number of the newly arrived visiting A&E.  5 BAME VCO community projects engaged and funded from the East Merton Fund.	
	c) Create learning/ education initiatives to raise awareness of conditions and diseases	Dec 014	NHSSM MUN LBM – Julia Groom	LiveWell attended 67 events throughout June 2011 –June 2013 where they raised awareness of conditions and diseases.  We have delivered the Community Development and Health course, which aims to (1) provide opportunities for learners to develop skills and knowledge about health and well-being and (2) to support learners to become potential representatives involved in local community health projects. This course has Open College Network accreditation and engages with residents who may not have any formal qualifications, but have an interest in health and supporting their community. In the past the course has led participants onto employment, further training and paid employment.  Public health is negotiating additional ESOL classes that include health topics.		

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
Page 43	d) Ensure that communities are engaged and involved in the development and delivery of commissioned services	Apr 2014	NHSSM LBM – Julia Groom LINK MVSC	<p>JSNA includes focus on inequalities and the 'Voice' of people in Merton.</p> <p>Public Health commissioned Insight research with c1000 residents from across Sutton and Merton, including focus groups with South Asian, African Caribbean, males 50-60, females 50-60 and residents with physical or sensory disabilities. This told us the barriers of certain protected groups from accessing health improvement activities. This insight was then used to help inform the commissioning of LiveWell, that supports healthy lifestyles.</p> <p>This was added to with more specific insight around breastfeeding, physical activity, immunisations, healthy weight and mental health, all of which is being used to support commissioning.</p> <p>Community engagement event on JSNA held Sept 2013, to help inform priority setting.</p>		
19. Improve Mental Health Service provision	a) Engage with mental health VCS in the delivery of mental health services	Dec 2012	LBM – Anjan Ghosh NHSSM VCS SWLStG Mental Health Trust	<p>A Mental Health Needs Assessment is being undertaken in 2012, which includes engagement with mental health VCS and mental health service users.</p> <p>The Happy Souls Festival has been delivered annually to raise awareness of emotional and mental health and empower BAME communities. Formerly led by SWLST Georges Mental Health Trust, it is now a registered charity in its own right</p> <p><a href="http://www.happysoulsfestival.co.uk">www.happysoulsfestival.co.uk</a></p>		

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	b) Improve the accessibility and cultural sensitivity of mental health services to people from ethnic minorities	Dec 2012	LBM - Julia Groom NHSSM VCS			
<b>Monitoring community tensions and maintaining community cohesion</b>						
20. Adopt a robust approach to reporting hate crime	a) Promote and publicise the Stop Hate helpline to residents.	Jun 2012	LBM Safer Merton - Kelly Marshall	The Merton Partnership continues to fund the Stop Hate Line via Stop Hate UK and receives quarterly reports.	Quarterly reports are provided by Stop Hate UK in regards to the number of contacts they have with Merton residents.	
21. Improve engagement between the Police and particular communities to improve relations and reduce crime	a) Work with youth groups, Merton Independent Stop and Search Monitoring Group and the police to build further trust and confidence in the use of stop and search procedures	Apr 2014	LBM – Keith Shipman Police Schools	Detached Youth Workers have joined the Independent Stop and Search Monitoring Groups to feedback young people 'on the streets' issues.  This action has been completed.	Confidence in police is still strong as evidenced in young residence survey.	Education Inclusion
	b) Encourage under represented groups and new communities to participate in Police consultative groups and the Independent Advisory Group (IAG)	Dec 2013	VCS Police Merton Community Policing Partnership – Mark Lawrence	Representatives from the Faith and Belief Forum have been recruited to the Safer Neighbourhood Board.		

Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
	c) Support new communities to understand the Criminal Justice system	Apr 2014	Police- Mark Lawrence Magistrates Courts	The restructuring of the Magistrates Courts has made it difficult to implement this action.		
Page 45 22. Increase community involvement in monitoring community tension	a) Reduce the gap between White and BAME residents who think that Merton is a place where people from different backgrounds get on well together	Annually	Safer Merton – Kelly Marshall Police VCS	The results of the 2014 Annual Residents Survey indicates that the gap has reduced between White and BAME residents who think that Merton is a place where people from different backgrounds get on well together.		
	b) Develop the Antisocial Behaviour reporting mechanisms to enable and encourage residents to report community tensions.	Apr 2014	Police – Mark Lawrence LBM Safer Merton – Kelly Marshall VCS	The ASB Case Panel provides information to the Analyst who prepares the Community Tension Monitoring (CTM) reports.		
	c) Develop links with Ward Councillors and the Members of Parliament to encourage them to feed community tension issues into Local Multi Area Partnerships (LMAPS).	Dec 2012	LBM	Community Tension Monitoring meetings are held quarterly. Periodically Councillors and Members of Parliament currently raise issues of concern that get discussed at the CTM or LMAPS meetings.		
23. Ensure that community cohesion is	a) Provide an annual report to Merton Partnership	Annually	LBM – Evereth Willis	An update of the Community Cohesion Strategy action plan is provided to the Merton Partnership annually.	Keeping partners informed and aware of the actions within the strategy.	N/A

## Appendix 1

Outcomes	Action and key activities	Target deadline	Lead agencies/officers	Update	Success criteria and evidence	Link to other plans/strategies
actively and effectively monitored						

## Appendix

### Partners

- Merton Council
- MP for Wimbledon
- MP for Mitcham and Morden
- Merton Police
- Merton Chamber of Commerce
- Merton Priory Homes
- Jobcentre Plus
- Merton Voluntary Service Council
- Sutton and Merton Primary Care Trust
- South Thames College
- St Georges Healthcare NHS Trust
- The Interfaith Forum
- Merton Unity Network
- Merton Fire Brigade
- Community Engagement Representatives

## Glossary

- **BAME** – Black, Asian and Minority Ethnic
- **BMAM** – British Muslim Association of Merton
- **BME Forum (JCC)** – Black and Minority Ethnic Forum
- **CIC** – Commission on Integration and Cohesion
- **CSF** – Children, Schools and Families
- **DCLG** – Department for Communities and Local Government
- **ESOL** – English for Speakers of Other Languages
- **GRT** – Gypsy Roma Traveller
- **ICoCo** – Institute of Community Cohesion
- **IDeA** – Improvement and Development Agency
- **JSNA** – Joint Strategic Needs Assessment
- **LGBT** – Lesbian, Gay, Bisexual and Transgender
- **LINK** – Local Involvement Network
- **LSP** – Local Strategic Partnership
- **LBM** – London Borough of Merton
- **MVSC** – Merton Voluntary Service Council
- **NEET** – Not in Education, Employment or Training
- **NHSSM** – NHS Sutton and Merton
- **SCTP** – Sustainable Communities and Transport Partnership

## Appendix 1

- **SME** – Small/Medium Enterprise
- **VCM** – Volunteer Centre Merton
- **VCS** – Voluntary and Community Sector