Minutes of the REJCC  
4 APRIL 2005


*Members present.

*Mr. Moses Igbasi                                      [CHAIR OF REJCC]

Mr. Chidi Odili                                Mrs. Ngozi Chiegina       [African Community]
*Ms Martha Osamor

*Mr. George Martin                              Mrs Beverley D. Willis    [African Caribbean Community]
*Mr. Pat Tonge                                  *Mrs Lena Hartley

Mrs Indu Shukla                                Mr M.A Moosa              [Asian Community]
*Mr. D.N. Halder                                Mrs. Pushpa Rayvadera

Ms Flora Man                                   Ms Dorothy To             [Chinese Community]
Mr. Abe Tse                                    Mr. Peter Chan

Chris Stylianou                                Susi Contantenides       [Greek Cypriot Community]

*Tony Brennan                                   Larry O’Mahoney           [Irish Community]
Carmel Naessens

Shmiel Davidsohn                                Irene Mansfield           [Orthodox Jewish Community]

Irene Mansfield                                Delia Goldring            [Non-Orthodox Jewish Community]

Mr. Erdal Askin                                 Mr. Niyazi Eren           [Kurdish Community]

Ms Peray Ahmet                                  Mr. Ertanch Hidayettin    [Turkish Cypriot Community]
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Mohammed Maigag  [Haringey Refugee Forum]

Mr. Fred Ellis  *Ms Liz Singleton  [Haringey Race Equality Council]

REJCC9. APOLOGIES FOR ABSENCE:

Apologies for absence were received from Mr. Erdal Askin and Niyazi Eren of the Kurdish Community, and Beverley Willis of the African Caribbean community, and also from Councillors Dodds, Reith and Featherstone and Newton.

Councillor Haley was present as a substitute for Councillor Dodds.

Apologies for lateness were received from Councillors Bull, Canver, Diakides, Meehan and Wynne.

REJCC10. MINUTES:

RESOLVED:

That the minutes of the meeting held on 31 January 2005 be confirmed and signed.

REJCC11. ANALYSIS OF THE ACHIEVEMENT OF PUPILS IN 2004 BY ETHNICITY, TOGETHER WITH STRATEGIES BEING USED TO RAISE ACHIEVEMENT FULLER  (Report of the Director of the Children’s Service)

The report provided information on the achievements of Haringey's pupils in the 2004 national tests and examinations, classified by ethnic group and gender. It outlined the strategies adopted to accelerate pupil achievement following the recommendations contained in the 2003 report on ethnic minority attainment, ‘Turning Up the Volume’. The report also made recommendations for further action.

- That detailed work be undertaken with schools to ensure accurate pupil tracking systems and procedures were in place.
- That personalised learning be developed as part of a Primary Strategy, with emphasis on high expectations, teacher and practitioner intervention, group learning and developing language for learning.
- That support be provided to Network Learning Communities to encourage and facilitate prioritising, identification and best practice information sharing in raising the achievement of pupils from ethnic minority communities
- That schools and other Post-16 providers are worked with to develop specific pathways to target African and African Caribbean male learners who have yet to achieve 5+ GCSEs at A* - C grade.
- That an African Caribbean Achievement Group be established to tackle endemic underachievement, taking the form of head teachers and members of the community, to steer the development and implementation of a borough strategy.
The Director informed us that since 2001, achievement of the ethnic minority community in education has been the service's number one priority. The increase from 22 to 33% in the number of black males achieving 5 A*-C passes at GCSE was a significant achievement but the service acknowledged that there was further work to do, and that it remained a major priority.

We noted that race remained a key part of the national education strategy with the focus mainly on institutions; several Haringey schools were beneficiaries of national strategies aimed to focus on African-Caribbean pupils. Haringey complemented this institution-led approach through focussing on the needs of individual children using the Personalised Learning scheme, which put pupil’s social, cultural and ethnic individual needs at the heart of their education.

Haringey’s aspiration was to do more to raise attainment of ethnic minority pupils at a post-16 level; the Director of the Children’s Service would be speaking to a head teachers conference in June and starting this discussion with the Borough’s head teachers.

**RESOLVED:**

1. That we note the report.

2. That, subject to diary commitments, the Director of Children’s Service organise a briefing session for the Community Side of the REJCC on future progress in this field.

**REJCC12 CHANGE FOR CHILDREN PROGRAMME: DEVELOPING A CHILDREN’S SERVICE IN HARINGEY** (Report of the Director of the Children’s Service – Agenda Item 7)

Sharon Shoesmith, the Director of the Children’s Service, introduced the ‘Change For Children’ Programme, which created the new Children’s Service in Haringey. We noted that she had been appointed Haringey’s first Director of the Children’s Service and that she would be complemented by a dedicated Executive Member for the Children’s Service following the Annual Council Meeting of 23rd May 2005.

We learned that the impetus for the new Children’s Service came from the Government’s November 2004 children’s bill, which required local authorities to provide integrated services to Children under the direction of a dedicated Director and Executive Member. Education and Social Services had been working together over the course of a year on the creation of the new service, which had come into being on April 1st 2005.

Phase One of the project comprised the initial service design, and the process of integrating front-line services, processes, strategy and governance, as well as scoping and planning for Phase Two. The successful creation of the new service saw the Council towards the end of first phase of the programme. The Children’s & Young People’s Strategic Plan was shortly to be updated on the progress of phase one, and to introduce phase two. We noted that scoping for the second phase involved bringing together key stakeholders through the Children’s & Young People’s Strategic Partnership Board. We also noted that a local Safeguarding Children board had also been established from this month.
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Members raised concerns over a service’s large size having a detrimental effect on delivery, but Officers remained confident that the service would be delivered to children and families in an efficient and professional way.

We learned that plans were being established to create thirteen ‘Children’s Networks’ across the Borough, with professionals brought out into the local communities to provide services directly to children and their families.

The Director assured members that racial and cultural diversity issues were being taken account of as the changes continued to take place.

RESOLVED:

That we note the report.

REJCC13 TSUNAMI FUNDRAISING (Oral report from the Community Side – Agenda Item 8(i))

The Chair thanked the Leader, Mayor, Council Patel, Inno Amadi and all those who had contributed to making the REJCC’s recent Tsunami Fundraising Event a success. A precise total of the amount raised was not yet available as pledges of money were still being collected. We thanked the Irish Centre for hosting the event free of charge.

RESOLVED:

That we thank the Chair and all those who worked to make the Fundraising Event a success.

REJCC14 COMMUNITY COHESION CONFERENCE (Report from Community Side – Agenda Item 8(ii))

The Chair reported back on the REJCC’s Conference on Community Cohesion held on 9th March. He expressed his thanks to the speakers who included Hazel Baird from the Commission for Racial Equality and Rev. Nims Obunge from the Haringey Peace Alliance. Speakers from the Council included the Leader of the Council, Councillor Adje, the Mayor Councillor Peacock, Councillors Lorna Reith and Nilgun Canver, Rob Graham, Assistant Director of Education and Zena Brabazon, Head of Neighbourhood Management. The Conference emphasised the importance of the community cohesion agenda and the need to build bridges, common values and destiny embracing all groups in Haringey. He said that for Haringey, the Community Cohesion agenda should mean building a community in which everyone, whatever their ethnic, racial or religious backgrounds feels part of and has the opportunity to succeed and contribute to the life of the community in which they live.

RESOLVED:

That we thank the Chair and all those who worked to make the Conference a success.
REJCC15 UPDATE FROM THE LEADER

The Leader of the Council updated the Committee on current successes in the Council, and on items which the community side had requested further information.

(i) Community Events
The Leader wished to place on record the Council’s thanks to the community side for its the hard work in organising both the Tsunami Appeal Fundraising Event, and the Community Cohesion Conference.

(ii) Council Awards
The Leader was pleased to announce that the Council had been granted prestigious ‘Beacon Council’ status for community involvement. The whole Council had also been recognised as an ‘Investors in People’ employer.

(iii) Bernie Grant Centre
In response to a query about the availability of the business plan for the Bernie Grant Centre, the Leader stated that the plan, which related to the operation of the centre following its completion in two years time, had not been issued as a public document. However, Councillor Dillon, Executive Member for Regeneration & Partnerships, was willing to pursue any specific issues relating to it which Members wished to raise.

(iv) Exit Interviews
In response to a query at the previous meeting concerning exit interviews, the Leader confirmed that the Council offered every leaving employee the opportunity to have an exit interview with either their manager or an Officer from the Personnel department. Outcomes from questionnaire responses and interviews were then used when formulating service improvements.

(v) Deputy Directors of Children’s Service
The Leader gave a breakdown by ethnicity of applicants for the Deputy Director of Children’s Service positions. We noted that the Council promoted and made appointments based solely on merit, not on ethnicity. We noted that extensive efforts had been made to recruit talented ethnic minority applicants for the positions through KPMG, the Council’s recruiting partners.

REJCC16. UPDATE FROM THE EXECUTIVE MEMBER FOR HOUSING

The Executive Member for Housing updated Members on issues concerning the Council’s housing stock.

With regards to involvement from ethnic minority communities in the organisation of any potential ALMO, Members were assured that the ALMO was a tenant-led project with strong ethnic minority representation. As the structure of the ALMO was yet to be finalised, which councillors would sit on the committee was yet to be decided. However, it had been agreed that the Majority to Minority ratio would reflect the political balance of the Council.

We learned that this year, 50% of Council Houses did not meet the Government’s Decent Homes Standard, down on 58% the previous year. The Council was on course to reduce this figure down to 30% over the coming two years, with additional resources allocated in this year’s budget. Should tenants accept the aforementioned ALMO, the Council would win the chance to
bid for an extra £128million of funding, which would enable an acceleration in the pace of improvement.

In the Tenants Inspection Survey, satisfaction by BME tenants was 4% lower than for those identifying as ‘white’. The figure was one the lowest gaps among comparable authorities; the London average figure was 7%, and neighbouring boroughs such as Barnet had figures as high as 14%.

In terms of the ethnic composition of the Housing Directorate workforce, 47% of the workforce self-classified as black or ethnic minority, with 3% refusing to disclose.

REJCC17. URGENT BUSINESS

The Executive Member for Organisational Development & Performance Management, together with the Leader, congratulated the Chair of the REJCC on his final meeting in charge, and placed on record the Council and the Committee’s thanks for the hard work that he had carried out over the course of his Chairmanship.

RESOLVED

That we record a vote of thanks for the Chair.

Mr Moses Igbasi
Chair