

SUPPLEMENTARY AGENDA II

HEALTH AND WELLBEING BOARD MEETING IN COMMON WITH THE COMMUNITY SAFETY PARTNERSHIP

Wednesday, 8th December, 2021, 2.00 pm – 3:30pm MS Teams
(watch it [here](#))

Members: Please see list attached under item 2.

9. PARTNERSHIP PLAN ADDRESSING RACISM AND RACIAL DISCRIMINATION (PAGES 1 - 20)

Presentation by Charlotte Pomery

Nazyer Choudhury, Principal Committee Co-ordinator
Tel – 020 8489 3321
Fax – 020 8881 5218
Email: nazyer.choudhury@haringey.gov.uk

Fiona Alderman
Head of Legal & Governance (Monitoring Officer)
River Park House, 225 High Road, Wood Green, N22 8HQ

Thursday, 09 December 2021

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Report for: Joint Health and Wellbeing Board and Community Safety Partnership

Title: Update on Partnership Programme Plan Addressing Racism and Racial Discrimination

Report

Authorised by: Charlotte Pomery, Assistant Director Commissioning

Lead Officer: Christina Andrew, Strategic Lead – Communities and Inequalities

1. Describe the issue under consideration

- 1.1 This report provides a summary of some of the progress made across the Partnership Programme Plan Addressing Racism and Racial Discrimination (the Plan), developed between organisations across Haringey in response to the disproportionality in health and healthcare highlighted to many more through the Covid-19 pandemic, and the murder of George Floyd and the resultant Black Lives Matter (BLM) response and protests. The Plan aims to provide a level of oversight on the work underway to tackle racism across the borough, to provide a space for constructive peer challenge and support, and to provide opportunities to identify gaps and share and develop good practice in response.
- 1.2 The Plan covers 8 themes spanning most aspects of residents' lives. Each theme is led by 2 – 3 theme leads from across the partnership, which includes both statutory and voluntary and community sector partners, and reports to the Coordinating Group Addressing Racism and Racial Discrimination on a quarterly basis.
- 1.3 The Co-ordinating Group reports the progress on the Plan to this meeting on a six monthly basis. In addition to this report, there will be a presentation to this Joint Meeting highlighting three areas with a more in-depth focus: Policy and Strategy; Economy and Employment; Community Safety and Policing.

2. Recommendation

- 2.1 Members of the Joint Health and Wellbeing Board and Community Safety Partnership are asked to note and comment on the progress made to date.

3. Reason for decision

N/A

4. Alternative options considered

N/A

5. Background

5.1 2020 saw a number of significant incidents and a global context in the form of the pandemic that brought the issue of race and racism to the forefront for many more people than had previously been the case. Haringey, like all areas, has witnessed inequalities in access, outcomes and experience for people from Black and Minority Ethnic backgrounds across a range of services and throughout the life course. The Programme Plan was developed to take a system approach to improving access, experience and outcomes for Black and Minority Ethnic people in Haringey, harnessing the wide range of services and relationships held across the partnership, as opposed to singular organisations.

5.2 Below is an outline of the work underway across the Plan.

5.2.1 Policy and Strategy

5.2.1.1 At the last Joint Meeting, data and insight was identified as a clear priority for immediate work. Subsequently, the Policy and Strategy workstream has focused on a number of areas, most notably a review of the ethnicity and nationality categorisations being used in our equality monitoring form, recognising the previous categories being used weren't reflective enough of our local communities and failed to provide the level of granularity which enables effective planning and response. After a period of consultation led by the Council's Policy team, a new set of categories (spanning all protected characteristics) has been agreed and will soon be publicised more widely across the council and with partners.

5.2.1.2 In addition, there has been a dedicated response to Health Watch's report on the impact of Covid-19 on Turkish and Kurdish communities which has led to the establishment of a Turkish and Kurdish Network with those communities, the NHS and Haringey Council. Improving understanding of these communities and a focus on data specific to these residents have already been identified as priorities for this forum, where agencies can work together to make practical improvements across a range of areas. We are now in the process of establishing a Somali Community Network, and early conversations about an Eastern European and a Latin American Network are taking place.

5.2.2 Health and Wellbeing

5.2.2.1 The BAME Equality Working Group is focused on access, experience and outcomes for Black, Asian and Minority Ethnic residents requiring mental health services. The Group is co-chaired by a local GP and one of our lead mental health commissioners from the North Central London Clinical Commissioning Group (NCL CCG).

5.2.2.2 A number of partner organisations have been involved in a large programme of work to address inequalities in vaccine uptake, in recognition of the disproportionate impacts of Covid-19 on local communities. This has been driven by frequent data analysis to review the groups with lowest uptake. Once identified, concentrated planning and resources have been consistently

dedicated to reaching our most marginalised communities and areas. This has included targeted work with our most vulnerable groups including sex workers, asylum seekers and rough sleepers through working in partnership with voluntary and community organisations and their appointment of Community Champions and Link Workers.

- 5.2.2.3 NCL CCG have led a process to identify and allocate a Health Inequalities Fund which has engaged with local voluntary and community sector organisations, with the NHS and with the Council to determine how such a resource can be used to best effect to improve health outcomes and to target those communities with poorest health, both physical and mental.

5.2.3 Education and Attainment

- 5.2.3.1 Through the workstream, there is work with partners across the Plan to improve recruitment of governors from all Haringey's communities with a particular focus on supporting people from Black backgrounds to sit on governing bodies of all schools across the borough.
- 5.2.3.2 Partnership routes for parental and community engagement are also being optimised, with specific opportunities to speak and listen to parents in support of promoting education at home where this is appropriate.
- 5.2.3.3 The workstream is also asking partners to be proactive about identifying mentoring and work experience opportunities with businesses, charities and public sector organisations for young Black and ethnic minority people who may not otherwise gain direct exposure to different career options and supportive conversations around them.

5.2.4 Community Safety and Policing

- 5.2.4.1 A programme of work to address racism and improve experiences for people experiencing mental health crisis is being driven by the voluntary sector and the Metropolitan Police, with support from Barnet, Enfield and Haringey Mental Health Trust (BEH MHT). Actions include:
- Collating data on the use of s. 136 of the Mental Health Act provided by BEHMHT, with post code level data provided by Haringey police to see who is being sectioned and / or conveyed to hospital by the police most frequently, and where
 - Training in Mental Health awareness for police who may at times need to respond to calls for people in mental health crisis – creating collaboration opportunities between police and the Crisis Team, and introducing service users into those spaces
 - Improving awareness of different services available to police officers attending mental health calls e.g. promotion of the crisis line and the Crisis Café

5.2.5 Faith and Identity

- 5.2.5.1 The Multi Faith Forum which has strong and consistent representation from across the faith settings located in the borough, are leading the conversation on raising awareness of hate crime at faith settings, looking at how we can improve prevention work and encourage reporting when hate crimes have been committed.
- 5.2.5.2 Wise Thoughts, a local voluntary sector organisation, are leading on the development of a programme of work to share stories of intersectionality in the borough – highlighting the difficulties faced by people from minority backgrounds and celebrating the positive elements of their experience and impact. A campaign to explore these issues is being developed, built on the experiences and stories of Haringey residents.

5.2.6 Arts, Culture, Heritage and Place

- 5.2.6.1 We are developing an evaluation framework to begin mapping diversity in Haringey's cultural sector. This looks at audience participation, the diversity of representation on boards and in staff bodies. The aim is for this to provide a baseline from which we can develop targeted work where needed e.g. if Black and minority ethnic representation among staff is high, but board level representation is low, we will need specific activity to improve this.
- 5.2.6.2 The workstream is also working on developing an Arts and Culture Strategy, through a determinedly inequity and equity lens from the outset.

5.2.7 Economy and Employment

- 5.2.7.1 Data and intelligence will be gathered and reviewed through our economic intelligence group – looking across the employment sector for key indicators such as business ownership, access to work-space, London Living Wage, skills levels, participation in business networks, apprenticeships take up, representation in different sectors with a focus on higher paid sectors/sectors with potential for progression. Again, this will inform where we need to focus in order to improve skills, employment and progression for Black and ethnic minority communities.
- 5.2.7.2 A targeted and proactive approach to recruiting in an equitable way is being piloted between the Parks service and the Employment and Skills Team – we hope this will form a good practice model that can be shared across the partnership. This will support wider community representation in our communities from across the partners developing and implementing the Plan.

5.2.8 Workforce

- 5.2.8.1 We have worked to develop a set of survey questions with the EMBRACE Network to inform a staff survey on race. We are now working to align these questions with the NHS annual survey to make them as comparable as possible and to ensure we can run them together across the partnership.

Once agreed, the survey on race will be promoted across all organisations in Haringey to give a broader understanding of the experience of Black and ethnic minority staff across organisations and sectors: a Haringey perspective.

5.3 Consultation and feedback

5.3.1 Progress on this work is being communicated by the Bridge Renewal Trust through their six-monthly Equality and Inclusion Bulletin, keeping both the BAME Stakeholder Group, and a wider set of community groups and partners up to date with action taken, and inviting feedback on impact and next steps.

5.3.2 The metrics and evaluation of this complex programme of activity are also an area of focus for the small Programme Team which supports all areas for change and improvement. There have been some initial discussions and a meeting planned early next year with a cross-section of community groups to ensure the evaluation is informed by local residents. There is also progress towards identifying University and School support to the process of evaluation to ensure we understand the nature of impact across the borough.

6. Contribution to strategic outcomes

6.1 This work contributes to and underpins the Council's approach to inequalities, as set out in the Borough Plan, ensuring all local residents feel supported and enabled by their local environment.

7. Statutory officer comments

Report for information: N/A

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Partnership Programme Plan Addressing Racism and Racial Discrimination

Overview

- **Aim:** Providing oversight, challenge and maximising impact
- **Thematic Approach:** 8 key themes covering most aspects of residents lives
- **Partnership:** 2-3 theme leads for each theme, decision makers from across the partnership
- **Governance:**
 - Coordinating Group Addressing Racism and Racial Discrimination meets on a quarterly basis, co-chaired by Zina Etheridge and Geoffrey Ocen, bringing all theme leads together
 - Reports to the Joint Health and Wellbeing Board and Community Safety Partnership on a six-monthly basis

Background

Plan developed in 2020 as organisations across the borough collectively responded to:

- Disproportionality in health and healthcare highlighted to many more people by the impact of Covid-19
- George Floyd's murder and resultant BLM protests

The BAME Stakeholder Group came together for roundtable events and developed the 9 Point Action Plan

- The 9 Point Plan focused on health and wellbeing
- The Partnership Programme Plan deals with a broader range of issues covering most aspects of residents lives

Themes

1. **Policy and Strategy:** data and intelligence, equalities strategies
2. **Health and Wellbeing:** access and outcomes in mental health, addressing inequalities in vaccine uptake, Turkish and Kurdish Network
3. **Education and Attainment:** improving engagement with Black and ethnic minority parents
4. **Community Safety and Policing:** mental health support for police and communities
5. **Arts, Culture Heritage and Place:** mapping diversity in our arts and culture sector
6. **Faith and Identity:** tackling hate crime, embedding intersectionality
7. **Economy and Employment:** understanding black business engagement, ownership etc.
8. **Workforce:** understanding, progression, resolution and awareness

Policy and Strategy - Data Collection

Updated ethnicity and nationality categorisations under the Policy and Strategy theme

- Reviewed the categories used for ethnicity and nationality (alongside other protected characteristics), informed by the ONS standardised categories
- Recognising that the previous categories missed key sections of our local communities
- The updated categories were shaped in consultation with officers, health colleagues and the VCS
- We are now working towards a more standardised approach across organisations
- This is the first step in a broader piece of work to improve data collection, including work with staff to improve their confidence and skills in data collection, and working to better collate, share, and use information to shape design and delivery

Economy and Employment

Employment and Skills Recovery Action Plan developed with partners with a focus on:

- Those most impacted by Covid-19, including young people and people from Black and ethnic minority backgrounds
- Growth Employment Sectors and Community Wealth Building targeting those opportunities for residents most impacted by Covid 19
- Delivering alongside other front line services eg Haringey Works, hub and spoke model in community locations

Delivery example from E&S Recovery Action Plan

Employment and Health Programme

- Creating clear and tailored pathways for residents with health barriers into work
- Securing employment opportunities for residents with health barriers
- Preparing residents for the work and supporting them to secure and sustain good work

5 Objectives

1. Increase the numbers of young people with learning disabilities, autism and health conditions accessing pre-employment training in borough
2. Improve access to employment and training for adults 25+ with autism, learning disabilities and/or health conditions
3. Increase the number of Haringey care leavers progressing into good work
4. Design and deliver employment support to Adult Carers as part of the Adult Carers' Strategy 2020-23
5. Develop a range of employment pathways with anchor institutes and commissioned H&SC providers. Increasing the number of Haringey residents with health barriers moving into roles within Health and Social Care

Economy and Employment

Partnership Programme Plan Priority Areas

- Data and intelligence gathering and review through our Economic Intelligence Group – looking across the employment sector for key indicators such as business ownership, access to work-space, London Living Wage, skills levels, participation in business networks, apprenticeships take up, representation in different sectors with a focus on higher paid sectors/sectors with potential for progression. Again, this will inform where we need to focus in order to improve skills, employment and progression for Black and ethnic minority communities.
- A targeted and proactive approach to recruiting in an equitable way is being piloted between the Parks service and the Employment and Skills Team – we hope this will form a good practice model that can be shared across the partnership. This will support wider community representation in our communities from across the partners developing and implementing the Plan.

Workforce

Partnership work on recruitment and retention

- NCL EDI Working Group has identified recruitment as a priority area to affect system change between now and March 2022
- Debias recruitment toolkit developed
- Trusts and partners reviewing recruitment policies and cross referencing with EDI policies
- Developing a collective set of requirements which will be recommended for implementation, looking at:
 - The application process e.g. length of application forms, JDs and person specifications, being mindful about promotion of existing staff
 - De-biasing panels e.g. representation on panels and training for members, training for recruiting managers
 - Anonymising applications and improving data collection on applicants, interviewees and appointees
 - Adverts e.g. the style of adverts and where they're shared
 - Embedding a talent approach for all applicants e.g. if not appointed, what could be improved, do skills fit elsewhere?

Community Safety and Policing

Improving Mental Health support for Black and minority ethnic individuals in crisis and police officers

- Data compiled by BEH MHT highlighted significant disproportionality with young black males in particular being sectioned under 136, and this being their first experience of mental health services
- This was supplemented by data produced by local police detailing the postcodes where people are most frequently sectioned under 136 by police, as well as s 135 use and voluntary to hospital responses by police

Operation Hampshire

An overview of Hate Crimes
committed against Met Police
Officers & Staff working in
Haringey and Enfield



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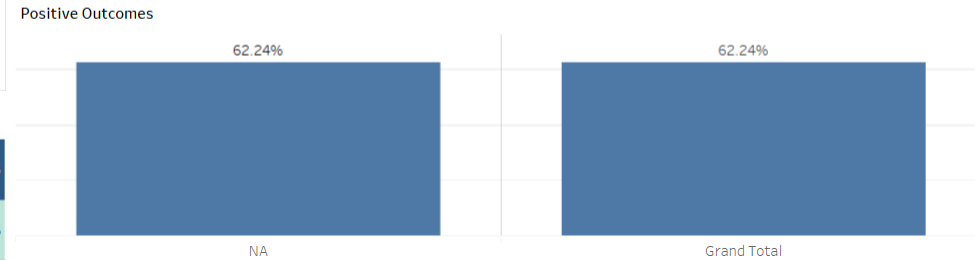
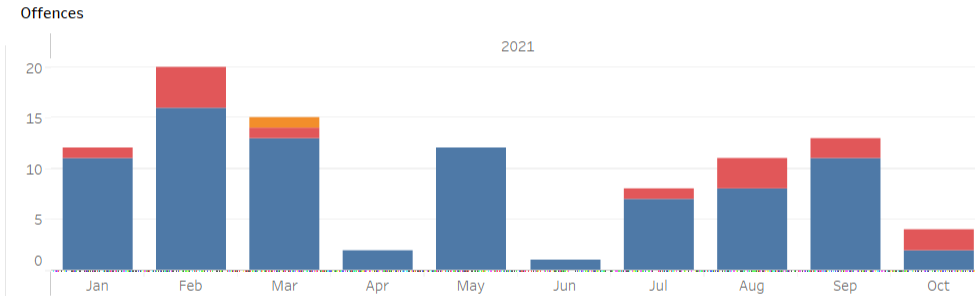
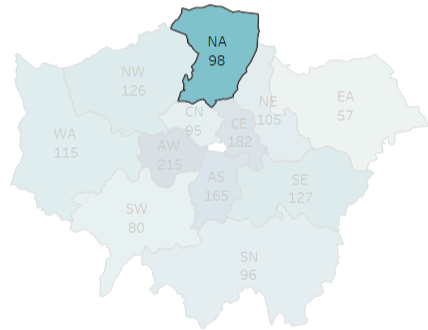
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■ Faith
 ■ Homophobic
 ■ Racial

Please Select Offence Type
All

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Of the 98 hate crimes committed since January '21, 1 was faith based, 14 were homophobic and 83 racial. Of the racial offences the vast majority are committed against Black, Asian or mixed race officers, although a small percentage are against white officers.

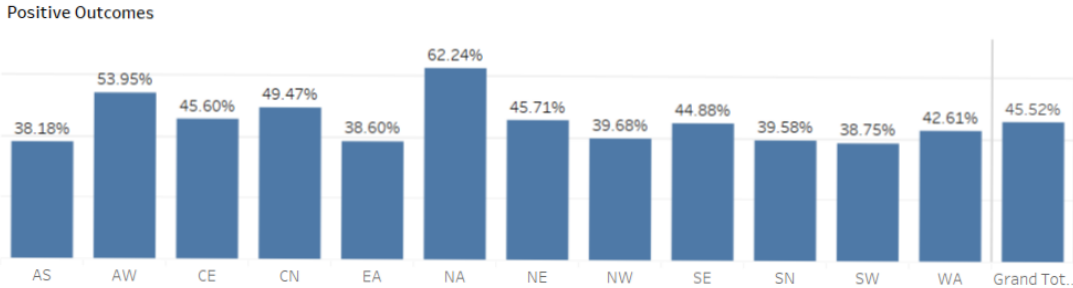


Outcomes

62.24% of all offences have resulted in either a charge, or summons, against the offender. The table below shows our position within the Met for positive outcomes. Most offences are captured on Body Worn Video or custody CCTV and are witnessed by more than one police officer.

Of the remainder the majority are currently with the CPS for charging advice (most charging decisions for hate crime are made by the CPS, this creates a delay in finalising an investigation.)

A small percentage were not proceeded with, these are all owing to serious mental health issues with the suspect.



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Support for Officers

- Victims of hate crimes are all spoken to by a member of the SLT. There is also a follow up conversation and a final review by the SLT Lead after 1 month, this is to ensure the investigation has progressed as expected and the welfare of the officer is taken care of.
- We have a very clear zero tolerance, approach to all hate crime. This extends to offences against Met personnel. Hate crimes are a priority for the Met and our performance is reviewed at weekly meetings chaired by the Lead Officer for Hate Crime working to Commander Mel Dales.

Case Study

A mixed race (Black Caribbean and White) PC based in Haringey was subject to 8 separate hate crimes over a 12 month period. He was supported by his Inspector and met his Superintendent twice in this period. We have engaged with the Black Police Association, a full review of all investigations undertaken and lastly supported the officer with a welfare based attachment to a different department to reduce his contact with those suffering the most extreme of behaviour owing to alcohol or drug intoxication or mental health issues.



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Opportunities for Joint Work

For discussion

- How can members of this Board support the work across the Partnership Programme Plan?
- Suggestions for promoting and implementing the new equality monitoring form across the partnership
- Opportunities for improving equitable access to employment, for example promoting governorship among people from Black and ethnic minority backgrounds – both for personal development, and improving representation of experience