

Report for: Health and Wellbeing Board and Community Safety Partnership:
Joint Meeting 21st September 2020

Title: **Working in Partnership to address Racial Discrimination and Injustice**

Report

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1. Describe the issue under consideration

- 1.1 This joint meeting of the Health and Wellbeing Board and Community Safety Partnership has been brought together as part of the borough response to addressing racism and racial discrimination, reflected through existing inequalities and highlighted both by the Black Lives Matter movement, and brought into sharp focus through the killing of George Floyd in the USA, and by the differential effects of the Covid-19 pandemic on black, Asian and minority ethnic communities.
- 1.2 The joint meeting is asked to take a significant role in overseeing and lending weight both to analysis and actions, which to have maximum impact will often need to be taken forward in partnership.

2. Recommendations

- 2.1 Members of the Health and Wellbeing Board and Community Safety Partnership are asked to note and comment on the proposals set out in the paper.

3. Background Information

- 3.1 As Members of the Health and Wellbeing Board (the HWB) and of the Community Safety Partnership (CSP) will understand, issues of inequality are not new for Haringey, although they have been exacerbated and highlighted through the Covid-19 pandemic and subsequent lockdown. There is growing understanding that inequalities do not just happen – they are often structural and embedded in the very ways that society operates, at all layers.
- 3.2 Experiences of racism and racial discrimination may be lived through poorer relative outcomes across health, housing, employment, community safety, income and educational attainment for example. The focus of the approach being adopted here is on equalities as seen through a race lens, although such inequalities often interact with other inequalities arising from discrimination including deprivation, disability and gender.

- 3.3 In Haringey, work to address inequalities has been underway for some time through a number of initiatives, including the delivery of the Borough Plan; the Fairness Commission; Black, Asian and Minority Ethnic Attainment; Alternative Provision Review implementation; the Health and Wellbeing Strategy; the Young People at Risk Strategy; Housing and Homelessness Approaches and a range of others. Much of this work has involved listening to local communities – and this listening has continued most recently with a roundtable with Black, Asian and Minority Ethnic Community Groups reflecting on and highlighting their experiences, from a resident and organisational perspective, during the Covid-19 pandemic.
- 3.4 Given the legislation already in place and the range of data and information available both locally and nationally (and recognising that adding detail and analysis to this data and information will remain a priority), the proposal is to focus on galvanising efforts through a co-ordinating model across communities, schools and colleges, voluntary organisations, faith settings, other statutory partners including the Metropolitan Police and the NHS and private sector businesses. Partners recognise that this is a time for collective action, knowing that this will achieve stronger and more sustainable outcomes. An important focus for partners therefore is on agreeing and implementing those shared actions which will bring about change and make most difference in people's lives. Partners will use existing data and information, adding more detail as required, to guide their priorities in acting collaboratively to deliver sustainable change for local residents.
- 3.5 In order to take this work forward, a partnership co-ordinating group has started meeting, co-chaired by the Bridge Renewal Trust and by the Council, bringing together community and voluntary sector and statutory partner representatives. It is proposed that the Co-ordinating Group feeds into the joint meeting of the HWB and CSP to ensure community and political leadership and governance of the work and to support prioritisation and allocation of resources.
- 3.6 The Co-ordinating Group has already explored some of the issues of racial discrimination and injustice facing residents and communities in Haringey and proposes working across eight priority strands:
- Policy and Strategy
 - Health and Wellbeing
 - Community Safety, Social Justice and Policing
 - Education and Attainment
 - Faith and Identity
 - Place, Culture and Heritage
 - Economy and Employment
 - Workforce
- 3.7 The shared aim of partners around the table is to work alongside communities to understand issues and to co-produce solutions. There is a shared view that the Plan needs to be both ambitious and pragmatic – with clear priorities and a planned approach to ensure tangible change. There is a shared recognition too that this is a huge programme of work, interwoven with everything partners

undertake and that therefore there is a need for an infrastructure and resources to deliver the change desired. The partnership will work alongside local residents and communities seeking solutions together – in order to do this, a draft set of core principles has been drawn up, including:

- 3.7.1 Working alongside and collaboratively with communities to develop solutions
 - Listening, co-producing, learning lessons, acting on evidence
- 3.7.2 Investing in prevention and early intervention
 - Building capacity, empowerment and resilience through early and continued engagement
- 3.7.3 Not shying away from difficult conversations
 - Addressing structural inequalities with structural solutions
- 3.7.4 Targeting and redirecting resources
 - Working with organisations committed to our shared vision and priorities
- 3.7.5 Improving equity of access and treatment
 - Committing to working on this over time
- 3.8 Members of the HWB and CSP are asked to work together to support the work of the Co-ordinating Group and to offer weight to the 8 strands of work which collectively partners are seeking to deliver. There will be opportunities at the joint meeting for discussion on the content of the eight strands and also for agreement as to how partners will ensure this oversight and leadership can be delivered.

4. Contribution to strategic outcomes

- 4.1 As noted above, in s. 3.3, this work directly supports a number of strategic outcomes, notably action to reduce inequalities in the borough, specifically here focused on those caused by racial discrimination and injustice.

5. Statutory Officer Comments (Legal and Finance)

- 5.1 N/A

6. Use of Appendices

None

7. Background Papers

None