

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

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

Report

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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