

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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Hate Crime Against Police Dashboard

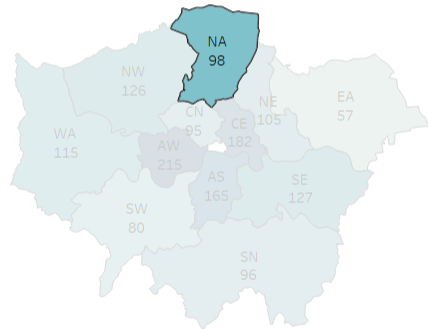


Please Select Date
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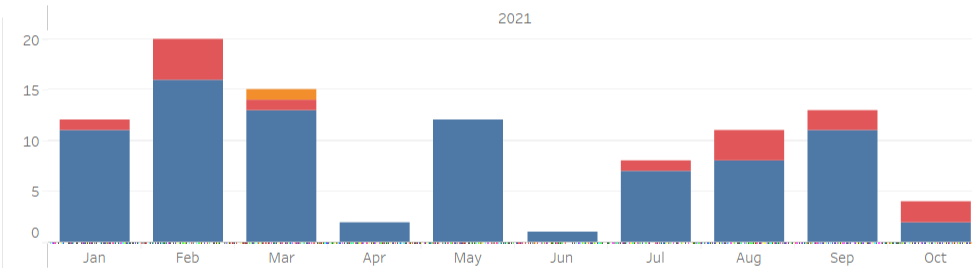
■ Faith
 ■ Homophobic
 ■ Racial

Please Select Offence Type
All

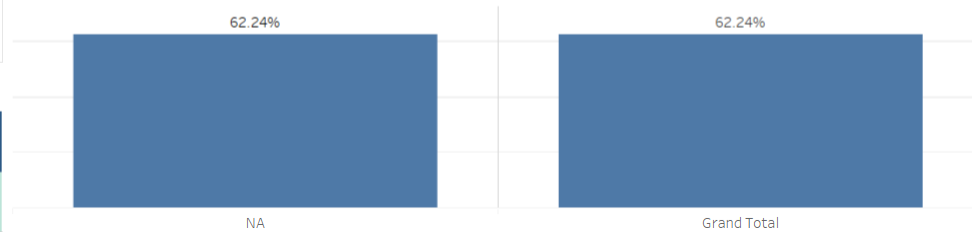
Please Select Hate Crime Type
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Offences



Positive Outcomes



Outcomes



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.



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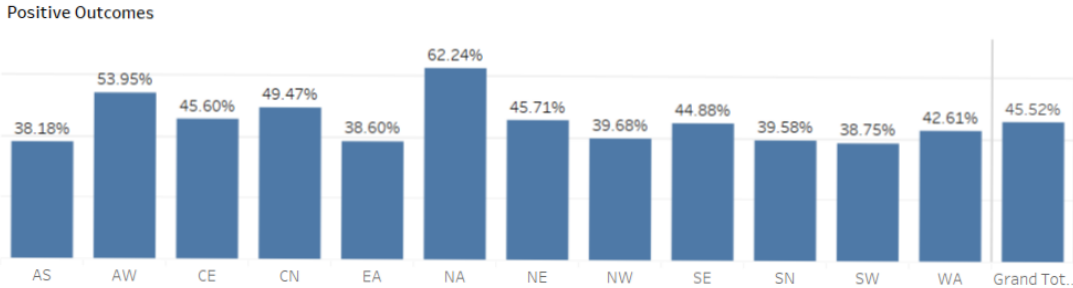


Outcomes

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