Merton Community Cohesion Strategy 2012-2015

Introduction

The London Borough of Merton’s first Community Cohesion Strategy ran from 2006 to 2010 and resulted in a number of positive outcomes for Merton’s many and diverse communities, which are detailed later in this document. But as the national context in which the strategy exists enters a new phase in 2012, Merton is looking to update its vision for community cohesion in the borough for the next four years.

In this spirit the Merton Partnership renewed its award-winning Compact in November 2011. The Compact is a partnership agreement between local public bodies, the business community and the voluntary and community sector to improve their relationships and provide a framework within which the sectors can understand what to expect from each other. The refreshed Community Cohesion Strategy takes the positive community energy behind the Compact and all the other partnership work going on in Merton, and brings it together in a focused public commitment.

The Commission on Integration and Cohesion (CIC) published a report in 2007 that led to the Department for Communities and Local Government (DCLG), the Improvement and Development Agency (IDeA) agreeing the following definition for community cohesion:

**Community cohesion is what must happen in all communities to enable different groups of people to get on well together. A key contributor to community cohesion is integration which is what must happen to enable new residents and existing residents to adjust to one another.**

So, with a population that is continually diversifying, it is important to work actively to identify changing issues, to maintain Merton’s high levels of cohesion and to respond quickly and effectively when there are tensions to be addressed. The strategy is not just concerned with race and culture - it also examines the many factors that could divide our local community, such as social class, prejudice and discrimination on the grounds of age, gender, disability, faith or sexual orientation. Becoming complacent is one of the quickest paths to the breakdown of community cohesion, so this strategy focuses both on addressing the divisions that do exist – because as strong as Merton’s community is, it is not perfect – and on building upon the excellent work that has already been done by residents and community organisations, in partnership with local authorities.
What has Merton achieved so far?

The 2006-2010 Community Cohesion Strategy was broadly successful in its aims to work with local communities to tackle common concerns and work as a partnership to reduce community tension. The council took the lead on some projects, while others were developed and managed by the private sector and the Voluntary and Community Sector (VCS). These leading examples are the kind of initiatives that we hope to see more of, and that the Merton Partnership is proud to support.

Building local pride and a sense of belonging

- A Community Cohesion budget was set up to provide for activities and projects aimed at furthering cohesion.
- Peace Week is celebrated annually to highlight Merton’s commitment to a non-violent approach to community tension.
- The borough commemorates Holocaust Memorial Day annually.
- The borough celebrates LGBT History Month every February.

Promoting knowledge and understanding between communities

- Community Forums were established, in which residents are encouraged to attend and state their views on the council and other public services.
- A community tension monitoring mechanism was established.
- The Korean Chamber of Commerce in Merton opened up dialogue between Korean businesses and the wider Merton economy.
- Emergency Planning procedures were developed with the Interfaith Forum.
- The Acacia Intergenerational Centre, Britain's first ever purpose-built intergenerational centre for people of all ages to come together, opened in 2010.

Supporting young people

- Merton Council adopted the National Youth Agency’s Hear by Right Standard, which provides a framework for children, young people and adults to work together.
- The council established a Youth Parliament to encourage participation in democracy.
- The anti-bullying conference in November 2007 showcased a range of anti-bullying initiatives and strategies.

Addressing social tensions and conflict

- Close working relationships with Safer Neighbourhood teams were developed.
- Workshops between young people and police have been set up as a way to openly discuss issues of concern and to improve awareness and understanding of police policy and practice. The sessions have received positive feedback from both sides.
- The Stop Hate helpline was launched to provide a way of reporting incidents of intolerance quickly and easily.

Mainstreaming community cohesion

- Community cohesion considerations have been embedded in service delivery across Merton.
• Community Tension Monitoring embedded giving the partnership the ability to predict and respond to issues likely to adversely affect local communities.
Why do we need a Community Cohesion Strategy?

By solidifying this commitment to cohesion in a single plan that covers a range of organisations, the strategy will fulfil a range of criteria that help increase cohesion in Merton. It is designed to enable a joined-up, integrated approach that will be reflected in Partnership initiatives for the future.

Improving community understanding

- Merton’s population is growing and diversifying, with new communities arriving and the issues affecting established groups changing all the time. Reaching some of these sections of society can be difficult, particularly when a community representative is lacking or when communities exist across borough boundaries.

- Promoting Community Cohesion is linked with issues of discrimination, violence, harassment and exclusion, which may divide communities and foster anti-social or even criminal behaviour. Improving cross-community relations will help to reduce this discrimination and lead to a more cohesive borough.

- Minority ethnic communities often have specific needs from health service providers and the local authority. There is a need to improve understanding and promote cultural competency and faith literacy in these organisations, ensuring that they can engage effectively with Merton’s diverse communities.

- A further challenge is the need to embed health diversity considerations into the Clinical Commissioning strategy to bring about improved health outcomes for residents in the East of the borough.

- Mental health is a growing challenge and locally it is recognised that partnership working needs to improve to implement preventative measures. Nationally and locally there is an over representation of some ethnic minority groups (particularly African Caribbean males) in mental health services. Developing a mental health partnership to tackling prevention and treatment will go some way to address some of the current issues affecting some members of the community.

- An emerging trend in the borough is the need to facilitate discussions between young people about differing cultures, faiths and sexual orientations in a safe environment. Colleges and local schools have an important role to play here, as well as in mentoring, training and leadership programmes.

- Faith organisations are a positive community asset, but without other opportunities for engagement from those outside of the organisations, they can lead to isolated communities. Encouraging interfaith dialogue and bringing people together to address common issues of concern, gain a better understanding of their differences and build confidence between them all contribute to good community cohesion in the borough.

Facing future funding issues together

- The public, voluntary and community sectors are facing an era of reduced resources and now more than ever are required to target those resources towards actions that will have the biggest impact and the most effective outcomes.

- With the increased expectations of the Voluntary and Community Sector (VCS) that come with Localism, VCS organisations are increasingly going to play an
important role in service delivery in the near future. Infrastructure support for community organisations will be a key part of Merton’s cohesion strategy.

Increasing opportunity

• Merton remains committed to addressing the economic inequality that exists between the east and west of the borough. A disproportionate number of people who are Not in Education, Employment or Training (NEET) are disabled and/or black and minority ethnic (BAME) residents. A lack of job opportunities and economic instability can be one of the biggest obstacles to community cohesion.

• People from minority groups frequently have specialist needs to get into employment, ranging from formal qualifications to language courses and informal skills that focus on improving confidence, ambition and economic mobility. Businesses can be reluctant to hire employees with such needs, often being unaware that support is available and that diversity and employee training can increase competitiveness in today’s tough economic climate.

• Recruitment and trading practices in minority communities are often confined to their own community. These can leave entire business networks vulnerable if just one business fails. By encouraging them to open up across the borough, we hope to encourage a more stable economic environment throughout Merton.

• Some young people are discouraged from participation in civic life through lack of confidence in the system, or through fear of being labelled troublemakers or activists by older generations. By enabling young people to voice their concerns and opinions and to feel that they are genuinely being listened to, a community cohesion strategy can instil a sense of meaningful engagement across the generational divide and between young people and statutory agencies.

• Established religious leaders in the community can be strong figureheads, but can also make members of their faith over-reliant on them in communicating with authorities and service providers, resulting in a lack of new leadership from younger generations. By involving all residents in community cohesion activities, minority voices within religious communities can make themselves heard.
Merton’s vision for the refreshed strategy

Our aim for the coming years is to continue to encourage communities to respect one another, tolerate differences, take pride in their local community, work together better and support the wider community. Through increasing understanding, exploring shared values, supporting community-driven projects and encouraging more active participation in civil society among residents from all different backgrounds, we believe that this will be achieved.

Our vision for Merton’s future is one in which age, disability, ethnicity, religion or belief, gender and sexual orientation have no negative impact on a person’s opportunity to participate in society, education or employment.

The Localism and Decentralisation Act gives Merton’s 2011-2015 Community Cohesion Strategy an opportunity to embrace localism’s positive aspects, in promoting community-led services and initiatives. Moreover, one of the underlying themes of the strategy is the importance of involving the community in its development, setting the agenda in what they want from Merton.

Merton’s strong existing community networks, such as the BME Forum, the Interfaith Forum, Merton Voluntary Service Council (MVSC) and the Merton Unity Network, will provide the Partnership with a wide delivery platform.

Finally, when putting a community cohesion strategy into practice it is important to remember that the strategy is a long-term one. It is not enough to just list objectives and put policies into place. The strategy will give the Merton Partnership a practical framework for monitoring the impact of its community cohesion commitments to ensure that they are being delivered effectively and making a difference to people’s lives.
Local issues

From our partnership work, community consultation and a range of reports and surveys commissioned by the council and partnership organisations, some key issues that affect cohesion in Merton have been identified:

Diversity

- The borough’s growing diversity is complex and interesting but brings challenges because of the variety of people from different backgrounds. Issues of social class are also apparent and it is evident that there is affluence amongst some of the new migrant communities. The east of the borough has more diverse communities, some of which are still experiencing discrimination and tensions.
- There are new communities about whom little is known regarding cultural, social and health issues. These communities need to be supported to access services.
- There is some spatial segregation of BAME communities in Merton: 61.4% of the total Black or Black British population live in just five wards.\(^1\)
- Some new migrants and Muslim women need ESOL opportunities.
- Senior management positions across the borough are not representative of the borough’s ethnic diversity.
- A large and diverse school population (55.8% of secondary and 60.1% of primary pupils are BAME) is moving into adulthood.\(^2\) The JSNA predicts even higher figures.
- Potential tension and exclusion exists between Merton’s diverse religious groups and denominations. The tensions are polarised in the Elder community and the young people seem to have an evolving understanding, which is leading to improved relations between faiths.
- Merton’s high level of cohesion must be maintained as diversity increases.
- Far Right extremism in some areas is potentially a threat to community cohesion.
- Within some communities there are changes, which bring their own challenges: this is particularly true where the young and older generations have different views.

VCS/funding

- Smaller VCS organisations, often those with specialised priorities, lack resources and support.

Deprivation

- Deprivation is considerably more prevalent in Black/Black British residents than Asian/Asian British residents in Merton.
- Merton’s low-pay economy and London’s porous economy mean skilled workers tend to find work outside Merton.

\(^1\) iCoCo Report: “The Merton Story”.
\(^2\) iCoCo Report: “The Merton Story”.

7
- Focusing on providing opportunities for residents of the east only in the east can increase a sense of segregation.
- Different minority groups have different skill levels and economic needs; tailored support is needed.
- Local job opportunities are declining and often poorly paid, making it difficult for local SMEs to compete against larger companies.
- Employers can be unaware of their staff’s individual faith values and needs.
- BAME children show higher rates of exclusion and expulsion in schools, leading to a disproportionate lack of attainment.
- Young refugees and asylum seekers have poor access to employment, housing, education and services.

**Awareness and communication**

- Many new minority communities are unaware of the services that the council provides and are inactive in civic life.
- The Gypsy Roma Traveller (GRT) community frequently experiences discrimination and can be hard to reach through official channels.
- Engaging with the LGBT community in Merton, particularly those within other minority communities can be difficult.
- Some minority groups feel that consultation on previous initiatives was superficial and that their voices are continually ignored.
- The reporting rate of homophobic crime has decreased in the last two years, which may indicate a lack of general awareness of the systems in place for reporting such hate crimes.
- Young people report feeling safe in Merton and recognise the use of stop and search as a tactic. However, they report that the poor attitude and lack of information provided by some police officers, when conducting stop and search activity, is reinforcing negative attitude in BAME young people towards authority.
- Only 59% of residents feel the council treats them fairly, while 19% of black residents and 25% of Asian residents feel the council does not tackle racism.\(^3\)

---

\(^3\) London Borough of Merton Annual Residents Survey 2011.
Key priorities

We have identified seven key priorities for Merton’s Community Cohesion Strategy, listed below, along with the main approaches that can be taken to tackle them.

**Improving engagement with minority and new communities**

- Developing and maintaining staff and Member awareness of the many different cultures and cultural sensitivities
- Supporting and integrating new communities
- Raising awareness and fostering understanding in and between minority communities
- Identifying tensions and differences within minority communities

**Supporting and engaging with the Voluntary and Community Sector**

- Promoting benefits of volunteering
- Supporting small and medium sized voluntary and community organisations through changes in the sector
- Sharing information between local government and the VCS

**Supporting employment and economic development opportunities**

- Encouraging skills development in disengaged areas of the community
- Encouraging communities to move away from self-contained trading practices
- Developing cross-community infrastructure and opportunities for minority groups.

**Engaging and supporting children, young people and families**

- Building on good practice, increase the ‘voice of young people’ to identify issues and develop services.

**Continuing interfaith dialogue**

- Supporting interfaith activities and projects
- Improving understanding between faith groups
- Increasing the involvement of young people

**Improving health outcomes**

- Closing the gap in life expectancy between the east and west of the borough
- Improving engagement and access to services
- Improving Mental Health Service provision

**Monitoring community tensions and maintaining community cohesion**

- Adopting a robust approach to reporting hate crime
- Build upon work engaging the police with particular communities to increase dialogue and improve relations
- Increasing community involvement in monitoring community tension
- Ensuring that community cohesion is actively and effectively monitored
Delivery and monitoring strategy

The Safer and Stronger Communities Thematic Partnership will lead and coordinate the delivery of this strategy by:

- Advising and supporting partners on what could be done to minimize the risk of community tension and help to build stronger and more cohesive communities.
- Assisting in taking immediate, appropriate and coordinated action should an incident occur that could cause tensions in the community.
- Providing a vehicle for conflict resolution between groups within the community.
- Identifying and sharing good practice, key policy issues and innovative thinking relating to community cohesion.
- Publicising and raising the profile of community cohesion and celebrating diversity in the borough.
- Monitoring and evaluating the implementation and impact of this strategy.

However, partner agencies will also be equally responsible for contributing to the delivery of the strategy. We will also encourage minority communities and community groups to become actively involved in its delivery.

The delivery of the BAME Strategic Plan and the Neighbourhood Renewal Action Plan will contribute to achieving many of the community cohesion priorities identified in the strategy.

Monitoring the strategy as it continues through to 2015 will be crucial, and will be dealt with through a number of channels.

These include the Merton Partnership, Merton’s Community Forums, the Joint Consultative Committee with Ethnic Minority Organisations and finally the Annual Residents’ Survey, which will give us a sense of how Merton’s residents perceive cohesion in their area.

Sharing evaluations and analysing findings will provide a detailed and balanced view of the progress being made towards the delivery of the community cohesion agenda in Merton.
## Action plan

<table>
<thead>
<tr>
<th>Outcome required</th>
<th>Action and key tasks</th>
<th>Target date</th>
<th>Lead agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve engagement with minority and new communities</td>
<td>Provide a ‘faith literacy’ course for public sector works, in particular teachers, council officers and carers</td>
<td>December 2013</td>
<td>LBM (HR Learning, Diversity &amp; Development)</td>
</tr>
<tr>
<td>Support and integrate new communities</td>
<td>Be more proactive in reaching out to disengaged and new communities to promote services and events, and inform communities about their rights</td>
<td>December 2012</td>
<td>LBM, MUN, BME Forum</td>
</tr>
<tr>
<td></td>
<td>Producing a ‘welcome pack’ for new arrivals which offers advice about services available and potential problems (e.g. risks of casual work)</td>
<td>December 2012</td>
<td>LBM, LSP</td>
</tr>
<tr>
<td></td>
<td>Develop community based solutions to transform services</td>
<td>December 2013</td>
<td>LSP</td>
</tr>
<tr>
<td>Raise awareness and foster understanding in and between minority communities</td>
<td>Support events and collaboration between BAME and LGBT communities</td>
<td>October 2013</td>
<td>LBM, LGBT Forum</td>
</tr>
<tr>
<td></td>
<td>Continue work to promote an inclusive and positive sense of local pride and belonging by celebrating diversity and promoting cultural festivals</td>
<td>December 2012</td>
<td>LBM, LSP</td>
</tr>
<tr>
<td>Identify tensions and differences within minority communities</td>
<td>Consult and engage beyond umbrella groups and traditional community leaders by encouraging grassroots residents to participate in consultation</td>
<td>December 2013</td>
<td>LSP</td>
</tr>
<tr>
<td>Supporting and engaging with the Voluntary and Community Sector (VCS)</td>
<td>Promote the benefits of volunteering</td>
<td>June 2012</td>
<td>LBM, MVSC, VCM, MUN</td>
</tr>
<tr>
<td>Outcome required</td>
<td>Action and key tasks</td>
<td>Target date</td>
<td>Lead agencies</td>
</tr>
<tr>
<td>---------------------------------------------------------------------------------</td>
<td>-------------------------------------------------------------------------------------------------------------------------------------------------------</td>
<td>-----------------</td>
<td>---------------------------------------------------</td>
</tr>
</tbody>
</table>
| Engage local people through a wide range of volunteering opportunities working with partners and local agencies | MVSC  
VCM  
MUN  
Safer & Stronger Board | December 2012 |                                                                                                           |
| Produce incentive and development packages to encourage involvement in the VCS - e.g. volunteering to gain experience | LBM Youth Service  
VCM  
MVSC | April 2013 |                                                                                                           |
| Support small and medium sized voluntary and community organisations through changes in the sector | LBM  
MVSC  
VCM  
MUN | April 2013 |                                                                                                           |
| Share information between local government and the VCS | LBM | April 2012 |                                                                                                           |
| **Supporting employment and economic development opportunities**                 |                                                                                                                                                    |                 |                                                   |
| Encourage skills development in disengaged areas of the community                | Deliver the Employment Skills and Training Action Plan                                                                                              | December 2013 | LBM- Future Merton  
Merton Chamber of Commerce |
| Work in partnership with the ESF Families Programme supporting vulnerable families into work | LBM  
Jobcentre Plus  
Prospect  
South Thames College  
Eco-Actif | December 2012 |                                                                                                           |
| Deliver work programmes to provide vocational and 'soft' skills training         | LBM  
Jobcentre Plus  
Prospect  
South Thames College | December 2012 |                                                                                                           |
<table>
<thead>
<tr>
<th>Outcome required</th>
<th>Action and key tasks</th>
<th>Target date</th>
<th>Lead agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Encourage entrepreneurship in young people through the Young Enterprise and Career</td>
<td>Develop programmes in local secondary schools that encourage young people to progress into the job market and create a relationship between education and employment</td>
<td>December 2012</td>
<td>Schools&lt;br&gt;South Thames College&lt;br&gt;Chamber of Commerce</td>
</tr>
<tr>
<td>Academy programmes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working with businesses to increase the number of apprenticeship and internship</td>
<td>Embed work skills into ESOL provision and work with businesses to provide ESOL in the workplace</td>
<td>December 2013</td>
<td>Children’s Trust&lt;br&gt;Jobcentre Plus&lt;br&gt;Merton Adult Education&lt;br&gt;Chamber of Commerce</td>
</tr>
<tr>
<td>programmes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Working with businesses to increase the number of apprenticeship and internship</td>
<td>Create a local construction skills training centre to provide NVQ Level 1 &amp; 2 training in construction and trade skills for local residents</td>
<td>December 2013</td>
<td>SCTP&lt;br&gt;Merton Priory Homes</td>
</tr>
<tr>
<td>programmes</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Encourage communities to move away from self-contained trading practices</td>
<td>Proactively advertising ESOL courses in My Merton and at markets, libraries, children’s centres health services and places of worship</td>
<td>December 2012</td>
<td>LBM&lt;br&gt;Business sector&lt;br&gt;NHSSM&lt;br&gt;Jobcentre Plus</td>
</tr>
<tr>
<td></td>
<td>Using children’s centres to provide ESOL support for mothers, bringing English language skills into households</td>
<td>December 2012</td>
<td>LBM (CSF)</td>
</tr>
<tr>
<td></td>
<td>Support business to understand how different cultures behave in business</td>
<td>April 2014</td>
<td>LBM&lt;br&gt;Chamber of Commerce</td>
</tr>
<tr>
<td>Develop cross-community infrastructure and opportunities for local</td>
<td>Work with regional minority ethnic business associations to strengthen BAME businesses and networks</td>
<td>December 2013</td>
<td>LBM&lt;br&gt;BAME Federation</td>
</tr>
<tr>
<td>Outcome required</td>
<td>Action and key tasks</td>
<td>Target date</td>
<td>Lead agencies</td>
</tr>
<tr>
<td>------------------</td>
<td>----------------------</td>
<td>-------------</td>
<td>---------------</td>
</tr>
<tr>
<td>residents</td>
<td>Deliver programmes to support business enterprises and self-employment, including mentoring for start-up businesses in the east of the borough</td>
<td>December 2013</td>
<td>SCTP Chamber of Commerce</td>
</tr>
<tr>
<td></td>
<td>Improve job opportunities for unemployed disabled people through the development of job-carving roles</td>
<td>April 2013</td>
<td>LBM HR Jobcentre Plus</td>
</tr>
</tbody>
</table>

**Engaging and supporting children, young people and families**

<p>| Building on good practice, increase the 'voice of young people' to identify issues and develop services. | Facilitate group discussions with young people who are unemployed and &quot;on the streets&quot; – including BAME youth groups – to identify issues affecting young people in Merton | December 2012 | Police LBM VCS |
| Support schools, early years, schools, out of school services, colleges and places where young people meet to address intolerance and bullying | Use Social Media to increase engagement with young people | April 2013 | LSP |
| Provide teaching and learning materials and activities that represent and promote cultural diversity, e.g. British Muslim Association of Merton (BMAM) teaching packs, resource and publicity guidance, visits of role models and ethnic minority elders | Implement the Anti-bullying Plan in schools and out of school settings | December 2012 | LGBT Forum Gypsy and Travellers Forum Ambition LBM (CSF) |
| Continuing to offer support to schools on how to most effectively promote cohesion | Encourage tolerance and multiculturalism in schools and other out of school settings supported by the LBM | Ongoing | LBM |
| | | | |
| | | | |</p>
<table>
<thead>
<tr>
<th>Outcome required</th>
<th>Action and key tasks</th>
<th>Target date</th>
<th>Lead agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Improve support to children, vulnerable young people and their families</td>
<td>Provide mentoring programmes that instil self-esteem, confidence and ambition. Deliver mentoring and coaching programmes through sports to help young people/parents gain accredited qualifications</td>
<td>April 2013</td>
<td>LBM (CSF) MVSC VCM</td>
</tr>
<tr>
<td></td>
<td>Deliver activities to bring communities of all ages together</td>
<td>December 2014</td>
<td>LSP Acacia Centre</td>
</tr>
<tr>
<td></td>
<td>Deliver Parenting Programmes and support for income maximisation and information, advice and guidance</td>
<td>December 2013</td>
<td>LBM</td>
</tr>
<tr>
<td></td>
<td>Deliver the Youth Crime Prevention Action Plan</td>
<td>December 2012</td>
<td>Children’s Trust LBM</td>
</tr>
<tr>
<td></td>
<td>Deliver the Children’s Centre programme across the borough focussing on areas of greatest need</td>
<td>December 2013</td>
<td>Children’s Trust LBM</td>
</tr>
</tbody>
</table>

**Continuing interfaith dialogue**

| Support interfaith activities and projects                    | Support the interfaith forum in increasing its involvement in the national and regional interfaith structures | April 2013  | LBM Interfaith forum      |
|                                                               |                                                                                                              |             |                           |
| Improving understanding between faith groups                  | Working with Merton’s Interfaith Forum to encourage cross-faith projects that help people of different beliefs to recognise shared values | December 2013 | LBM Interfaith Forum      |
|                                                               | Promote projects such as ‘Hospitality Month’ to improve understanding between faith and belief groups     | December 2012 | LBM Interfaith Forum      |
| Increase the involvement of young people                      | Develop and promote intergenerational activities                                                             | December 2013 | LSP Interfaith Forum Acacia Centre |

**Improving health outcomes**
<table>
<thead>
<tr>
<th>Outcome required</th>
<th>Action and key tasks</th>
<th>Target date</th>
<th>Lead agencies</th>
</tr>
</thead>
<tbody>
<tr>
<td>Engage a minimum of 5,000 residents in the ‘Live Well’ programme</td>
<td></td>
<td>December 2013</td>
<td>Healthier Communities</td>
</tr>
<tr>
<td>Deliver the East Merton Health and Wellbeing Community Fund</td>
<td></td>
<td>March 2015</td>
<td>MVSC NHSSM Health and Wellbeing Board</td>
</tr>
<tr>
<td>Improve health awareness training in early years settings and schools on conditions such as Sickle Cell and Lupus</td>
<td></td>
<td>December 2014</td>
<td>LBM MUN BME Forum</td>
</tr>
<tr>
<td>Establish a meaningful working relationship within a local health partnership, supporting BAME VCOs to promote healthy lifestyles and facilitate health services</td>
<td></td>
<td>December 2013</td>
<td>LBM Health &amp; Wellbeing Board NHSSM MUN</td>
</tr>
<tr>
<td>Create learning/ education initiatives to raise awareness of conditions and diseases</td>
<td></td>
<td>December 2014</td>
<td>NHSSM MUN LBM</td>
</tr>
<tr>
<td>Ensure that communities are engaged and involved in the development and delivery of commissioned services</td>
<td></td>
<td>April 2014</td>
<td>NHSSM LBM MUN LINk MVSC</td>
</tr>
<tr>
<td>Engage with mental health VCS in the delivery of mental health services</td>
<td></td>
<td>December 2012</td>
<td>LBM NHSSM VCS</td>
</tr>
<tr>
<td>Improve the accessibility and cultural sensitivity of mental health services to people from ethnic minorities</td>
<td></td>
<td>December 2012</td>
<td>LBM NHSSM VCS</td>
</tr>
<tr>
<td>Adopt a robust approach to reporting hate crime</td>
<td>Promote and publicise the Stop Hate helpline to residents.</td>
<td>June 2012</td>
<td>LBM Safer Merton</td>
</tr>
<tr>
<td>Outcome required</td>
<td>Action and key tasks</td>
<td>Target date</td>
<td>Lead agencies</td>
</tr>
<tr>
<td>------------------</td>
<td>----------------------</td>
<td>-------------</td>
<td>---------------</td>
</tr>
<tr>
<td>Improve engagement between the Police and particular communities to improve relations and reduce crime</td>
<td>Work with youth groups, Merton Independent Stop and Search Monitoring Group and the police to build further trust and confidence in the use of stop and search procedures</td>
<td>April 2014</td>
<td>LBM – Youth Service, Police, Schools</td>
</tr>
<tr>
<td></td>
<td>Encourage under represented groups and new communities to participate in Police consultative groups and the Independent Advisory Group</td>
<td>December 2013</td>
<td>VCS, Police, Merton Community Policing Partnership</td>
</tr>
<tr>
<td></td>
<td>Support new communities to understand the Criminal Justice system</td>
<td>April 2014</td>
<td>Police Magistrates Courts</td>
</tr>
<tr>
<td>Increase community involvement in monitoring community tension</td>
<td>Reduce the gap between white and BAME residents who think that Merton is a place where people from different backgrounds get on well together</td>
<td>Annually</td>
<td>Safer Merton Police, VCS</td>
</tr>
<tr>
<td></td>
<td>Develop the Antisocial Behaviour reporting mechanisms to enable and encourage residents to report community tensions.</td>
<td>April 2014</td>
<td>Police, LBM, Safer Merton, VCS</td>
</tr>
<tr>
<td></td>
<td>Develop links with Ward Councillors and the Members of Parliament to encourage them to feed community tension issues into Local Multi Area Partnerships.</td>
<td>December 2012</td>
<td>LBM</td>
</tr>
<tr>
<td>Ensure that community cohesion is actively and effectively monitored</td>
<td>Provide an annual report to Merton Partnership</td>
<td>Annually</td>
<td>LBM</td>
</tr>
</tbody>
</table>
Appendix

Partners
• Merton Council
• MP for Wimbledon
• MP for Mitcham and Morden
• Merton Police
• Merton Chamber of Commerce
• Merton Priory Homes
• Jobcentre Plus
• Merton Voluntary Service Council
• Sutton and Merton Primary Care Trust
• South Thames College
• St Georges Healthcare NHS Trust
• The Interfaith Forum
• Merton Unity Network
• Merton Fire Brigade
• Community Engagement Representatives

Glossary
• BAME – Black, Asian and Minority Ethnic
• BMAM – British Muslim Association of Merton
• BME Forum – Black and Minority Ethnic Forum
• CIC – Commission on Integration and Cohesion
• CSF – Children, Schools and Families
• DCLG – Department for Communities and Local Government
• ESOL – English for Speakers of Other Languages
• GRT – Gypsy Roma Traveller
• ICoCo – Institute of Community Cohesion
• IDeA – Improvement and Development Agency
• JSNA – Joint Strategic Needs Assessment
• LGBT – Lesbian, Gay, Bisexual and Transgender
• LINK – Local Involvement Network
• LSP – Local Strategic Partnership
• LBM – London Borough of Merton
• MUN – Merton Unity Network
• **MVSC** – Merton Voluntary Service Council  
• **NEET** – Not in Education, Employment or Training  
• **NHSSM** – NHS Sutton and Merton  
• **SCTP** – Sustainable Communities and Transport Partnership  
• **SME** – Small/Medium Enterprise  
• **VCM** – Volunteer Centre Merton  
• **VCS** – Voluntary and Community Sector  

**Resources**  
• BAME Strategic Plan 2010-13  
• iCoCo Community Mapping Report: “The Merton Story”  
• CRONEM Report 2008