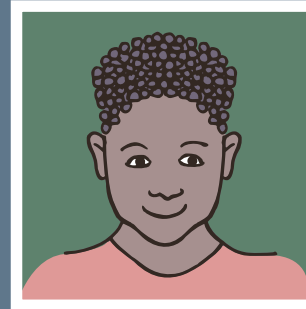
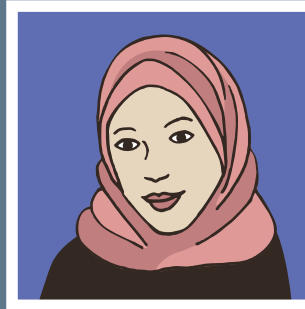


BUILDING EQUAL FOUNDATIONS: ONE YEAR ON

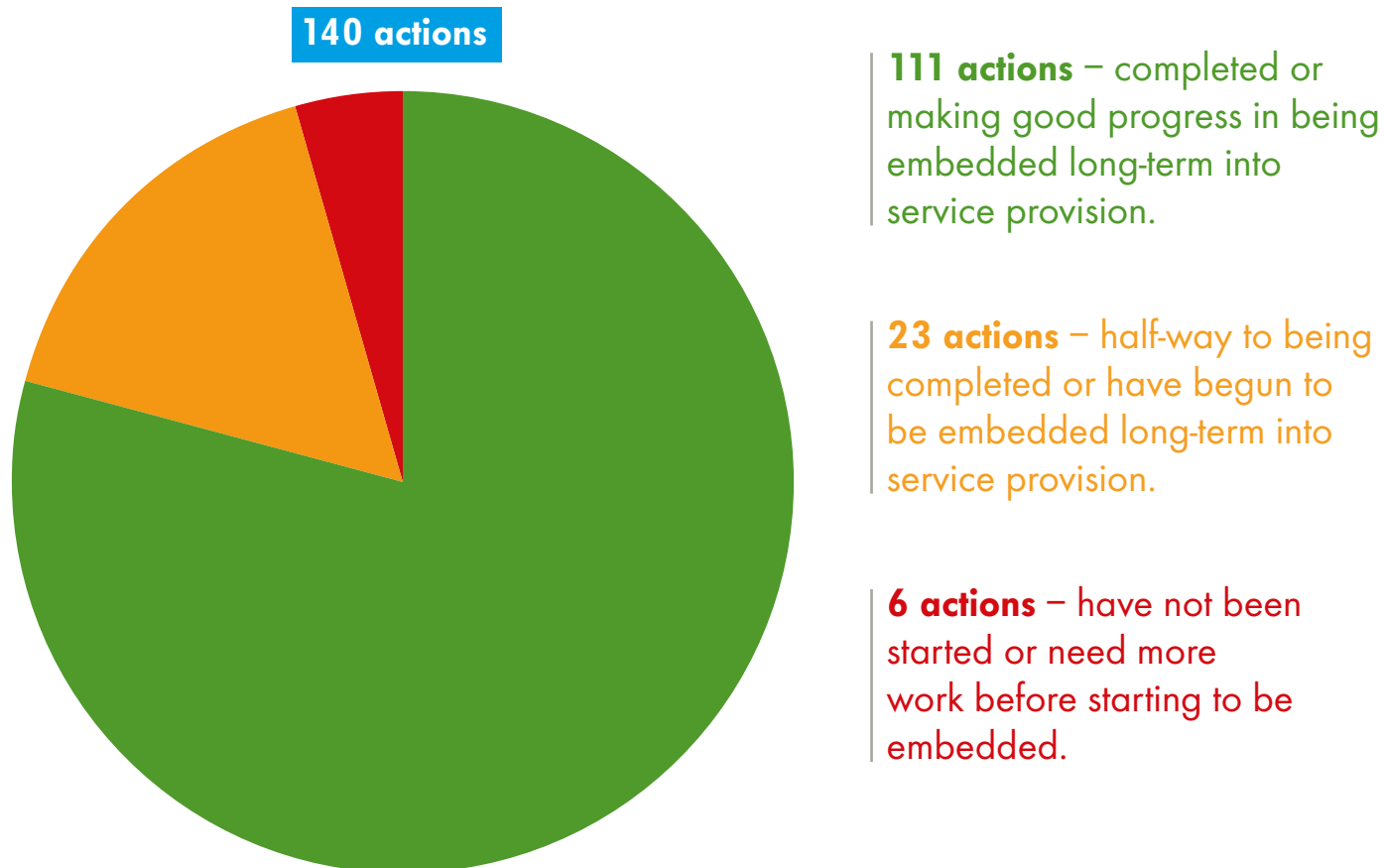
SUMMARY

Tackling the disproportionate impact of Covid-19 on Black, Asian and other ethnic communities in Camden



Building Equal Foundations has given new strength and energy to our local movement for equality and created genuine, lasting change in Camden. We are extremely proud of the progress we have made in the last year. We have delivered ambitious projects and pushed the boundaries of what is achievable for local authorities and communities. Yet there is still a lot of work to do, and we are fully committed to continuing and accelerating our work to tackle inequality and disproportionality.

Key achievements from this year can be divided into those that come directly from the Building Equal Foundations (BEF) action plan, and others that have been led by the Equalities and Disproportionality service but are not directly linked to the BEF Action Plan. The work outlined below has made important contributions to achieving Camden's equalities objectives.



111 actions – completed or making good progress in being embedded long-term into service provision.

23 actions – half-way to being completed or have begun to be embedded long-term into service provision.

6 actions – have not been started or need more work before starting to be embedded.

Tackling health inequality

- ❑ Increasing ethnicity data collection (in deaths).
- ❑ Increasing ethnicity data collection (in mental health screening).
- ❑ Made available culturally diverse resources in up to 18 languages.
- ❑ A communications campaign was delivered to raise awareness of cancer prevention and screening.
- ❑ Good uptake of flu vaccine and Covid vaccine, and successful outreach work done with diverse communities.
- ❑ Recruitment of health champions to share comms and resources around Covid-19 and tackle misinformation.
- ❑ Mental health needs assessment carried out to identify inequalities in access to and experience of mental health services.
- ❑ Measures to identify and tackle social isolation, including a pilot project 'pro-active Camden' and ongoing work with communities and voluntary service organisations to promote park use.
- ❑ Collecting ethnicity data of workforce providers.

Tackling inequality in education

- ❑ Promoting the uptake of Free School Meals to parents entitled to claim them.
- ❑ Increasing menu variety to reflect cultural diversity.
- ❑ Camden remote learning policy adopted by all schools and use of digital learning monitored.
- ❑ We found ways to supply devices and routers to disadvantaged children including crowdfunding by Camden Learning which raised £64,000 (currently there are 21,761 children in state schools and 924 who do not have access to a digital device).
- ❑ Camden students did interviews with Black STEAM ambassadors.
- ❑ Mentoring scheme with year 12 girls and STEAM companies.
- ❑ Low attendance has been tracked to challenge inequality.
- ❑ Virtual work experience programme targeting socioeconomically disadvantaged children and children from Black, Asian and other ethnic backgrounds.
- ❑ Partnership with The Black Curriculum who are working to review the curricula of 22 Camden schools.
- ❑ Anti-racism hub.
- ❑ Teacher training to support Black, Asian and other ethnic people into STEAM careers.
- ❑ Provision of wellbeing resources and mental health training to schools.
- ❑ Continued collaboration between mental health and education services.
- ❑ A focus on improving mental health for Black, Asian and other ethnic children.

Adult Social Care

- ❑ Supporting People, Connecting Communities, our strategy for living and ageing well in Camden' has now been approved by Cabinet. This is a Council-wide strategic plan and addressing structural inequalities is one of the key principles that underpins all of our priorities. It also includes plans for co-production and participation to hear the voices of people from Black, Asian and other ethnic minorities as we continue to develop our approach.
- ❑ We have developed a Memorandum of Understanding for Zero Tolerance of Racism Abuse in ASC Settings in Camden and supporting documents. These have been soft launched across ASC, and will be launched with providers and colleagues across the Council in October.
- ❑ Adult Social Care work in 'neighbourhoods': alongside partners in health, housing and the voluntary sector, Adult Social Care practitioners are developing a deeper understanding of the communities they work with, their strengths and particular needs.
- ❑ An ASC working group has been established, led by Black, Asian and other ethnic staff. There have been five months of staff conversations, meetings and one to ones about issues that affect staff. We recognise this as a chance to tackle structural inequality more explicitly and go from a 'colour blind' approach to an actively anti-racist approach.

Strong and Diverse Voluntary and Community Sector

- ❑ In response to the pandemic, the Council was able to provide swift access to funding for our VCS partners to provide crisis emergency support to residents most impacted by the pandemic. The Council invested almost £1m of support, including contributions to Camden Giving's Covid-19 Charity Fund, a 3-month rent waiver for VCS partners and additional investment in Advice Services.
- ❑ In line with the Building Equal Foundations action plan, the Council has been focusing on building the capacity of the VCS, using an iterative bottom-up approach that focuses on trust, insights and strength building. Community Partnerships is working with Voluntary Action Camden and Ubele on building the capacity of small and grass root organisations. Parallel to this approach, Participation is working with different groups and networks on issues of importance. For example, Participation has worked with and funded a local organisation called the African Health Forum (now Umoja) to tackle Covid-19 vaccine hesitancy and encourage take-up among local Black, Asian and other ethnic communities.
- ❑ We have also worked with Public Health and VCS colleagues to tackle vaccine hesitancy and increase vaccine uptakes in areas where rates are lower. We have partnered with a series of local VCS organisations such as the Dome, SHAK, and Sidings on the vaccine bus mobile unit which tours the borough. We have also worked with partners to tackle vaccine hesitancy, for example we produced a podcast with Word on the Curb in which local young people from Black, Asian and other ethnic communities discuss their concerns with a local GP.
- ❑ We launched the We Make Camden website which is aimed at co-building Camden's renewal after the pandemic. As part of this work, community organisations and residents can access funding advice and support via our partnership with Camden Giving, to deliver initiatives that support social action. Funding is allocated on a rolling basis by a local panel of residents with lived experience which contributes to our objective of achieving diversity in positions of power.

Social Value and Anti-Racist Practice in Commissioning and Procurement

- ❑ One of the actions from Building Equal Foundations is to explore the Community Infrastructure Programme's (CIP) approach to procurement with the aim of making sure there are more diverse/representative contractors and creating a framework for this to be delivered. A review of the 238 or so suppliers CIP engaged with in 2019/20 highlighted a lack of diverse teams employed by them. Often bid information submitted has failed to reflect Camden values. Moreover, the Council's spending on procuring services is not trickling down to local Camden communities, is maintaining the status quo and entrenches disadvantage.
- ❑ Following the review, a project team was set up to look at how to promote anti-racist practice in procurement. An initial action list has been drawn up, and a framework has been proposed to the Supporting Communities Directorate Management team. We believe that the framework will not only support and reaffirm the Council's commitments to equality, but it will also benefit local small business from underrepresented groups by giving them an opportunity to bid on Council contracts.



Strong Growth and Inclusive Economy

- ❑ Virtual work experience programme for Black, Asian and other ethnic pupils and those on Pupil Premium.
- ❑ Partnership with Black Pound Day and support for Black-owned businesses.
- ❑ Support for SMEs is progressing with a new Inclusive Business Network Manager, two additional Job Brokers who will work to identify good quality work opportunities for residents to progress into and an Employment Support Project Officer who is helping our network of employment services best support residents.
- ❑ New Job Hub in Kilburn, to be co-designed with residents and local partners, will go live in September and be scaled up after that.
- ❑ Progress made in improving data collection and learning about lived experiences and barriers to employment. This is an ongoing process.
- ❑ A Good Work Camden Digital Inclusion Project is being piloted and supporting local residents address identified digital challenges.
- ❑ We are helping people into good work through our Job Hubs and, through stronger links with welfare support within the Camden Advice Network, enabling residents to access income and employment advice simultaneously.



Inclusive Workforce

- ❑ Launching our Anti-Racism Learning offer – education and reflection sessions are essential for all staff to attend and specific managers sessions are essential for people managers. So far, 73% of staff members have completed the education sessions and 75% of managers have attended their managers sessions. We anticipate that by the end of November 2021, all staff will have completed their training.
- ❑ Undertaking an end-to-end review of our recruitment process. This is in process and includes reviewing where we advertise, the language we use in our job adverts, the diversity of our panels and the way we shortlist. We are currently working on creating easy and meaningful ways for hiring managers to access diverse panels in ways that do not feel tokenistic for staff.
- ❑ Reviewing our Absence Management, Grievance, Underperformance and Disciplinary policies and procedures to make them more inclusive and reduce/mitigate the potential for disproportionality.
- ❑ We continue to try and understand people's lived experience, and have created a number of ways to do this. We have held two sets of focus groups focusing on the experience of Black, Asian and other ethnic staff (where one focused particularly on Black Women). We have also set up Staff Inclusion forums, where we share particular aspects of our race equality work and open it up for feedback and input, so staff are able to shape the work from their own experiences. Part of this work has also involved creating a series of safe spaces across the organisation where Black, Asian and other ethnic staff can come together, share their experiences and support each other.
- ❑ We have delivered clear communications for staff throughout the pandemic, as well as providing staff with tailored wellbeing support. We have run specific wellbeing sessions for carers, staff living alone, younger staff, LGBTQ+ staff and staff who were shielding and/or vulnerable to Covid.

WIDER EQUALITIES AND DISPROPORTIONALITY WORK

Diversity in the Public Realm work

Initial projects have included the renaming of **Cecil Rhodes House** and Beckford Primary School. Following months of hard work by colleagues across the organisation, Cecil Rhodes House was formally renamed **Park View House** – another step forward in strengthening our diverse and inclusive vision for our borough. Beckford School was also formally renamed West Hampstead Primary School, in a ballot with teachers, pupils, and parents. The renaming of Cecil Rhodes House and Beckford School are the first steps in a much wider programme of work to ensure our public realm is inclusive and representative of our diverse and vibrant communities. Other work has included supporting the new **Camden Black Creatives Group** and **Camden Black History Group** who are working to diversify Camden's visual art and archives. The Equalities and Disproportionality service and the Arts team are currently developing a Strategy for Diversity in the Public Realm, which will be published in 2022.

Safe spaces

We have supported the setting up of safe spaces across the organisation, led by staff. These have proved to be important spaces where colleagues who have had similar life experiences based on their ethnicity can come together in a supportive, respectful environment, and be the strongest, most authentic versions of themselves.

Anti-racism learning offer for all staff

Since May Camden has been rolling out a mandatory organisational-wide anti-racism learning offer which is equipping all staff with the knowledge and skills to identify and actively challenge racism in all its forms.

Progression networks for women of colour and men of colour

Our progression networks have been set up to look at the specific challenges that women and men of colour face in terms of career progression individually, to devise strategies to remove barriers, and to support the internal progression of women of colour and men of colour in the organisation. These networks are providing themed talks, networking and mentoring opportunities, information-sharing, advice sessions from senior leaders on their professional trajectories, and peer to peer support.

Anti-racism and microaggressions training with senior leaders

Our anti-racism and microaggressions training has been set up to draw on what we have covered in our anti-racism learning work (reflection, listening, asking questions and empathy) and understand how we apply these relational skills. The aim of this is to educate all senior leaders in how to be anti-racist and recognise and challenge microaggressions, in the hope that leaders will cascade this learning to their teams and further the Council's goal of becoming a truly anti-racist organisation.

Diversity-based reverse mentoring with senior leaders

One to one reverse mentoring sessions have been set up with senior leaders across the organisation. Both mentors and mentees have given good feedback about these sessions, saying that they have gained important new skills and perspectives and learned more about themselves and others.

Catalyst groups in Supporting Communities, Supporting People and Corporate Services

These groups have been established to provide leadership across the directorates and in promoting anti-racism, removing barriers to access, and eliminating race discrimination at work and in-service delivery.

Race and Equality Community Stakeholders Group and Disproportionality Communications Working Group

Our new Community Stakeholders Group has now been set up to challenge us further to be more radical and help us co-produce the next steps in our equalities work with the community.

Cultural calendar of events for residents and staff

- ❑ 9th March – International Women’s Day event ‘A Seat at the Table: Diversifying Women’s Leadership across Camden’
- ❑ 25th May George Floyd one year on: a reflective session for all staff, hosted by our Camden Black Workers Group (CBWG)
- ❑ 26th May White Allies, hosted by Josephine Namusisi-Riley
- ❑ 8th June Camden Learning and the Black Curriculum, hosted by Cosima Davies
- ❑ 9th June The history of race and racism, hosted by Abu-Bakr Madden Al-Shabazz
- ❑ 22nd June Windrush Day lunchtime session
- ❑ 13th July Black Pride Event
- ❑ Event celebrating the renaming of Cecil Rhodes House to Park View House
- ❑ Camden Black History Season October - December
 - Books and Beyond - Grand Union by Zadie Smith hosted by Suzanne Scarfe
 - In conversation with Colin Grant
 - Camden Black Workers Group event
 - Disability History Month Lunchtime session
 - An evening celebrating the book ‘Letters to Gil’ by Malik Al-Nasir
 - Kora Music Workshop with Kadialy Kouyate
 - Books and Beyond - Zami ‘A new spelling of my name’ by Audre Lorde