

REPORT TO:	CABINET 21 October, 2019
SUBJECT:	Presentation: Celebrating and supporting Croydon's BAME residents
LEAD OFFICER:	Hazel Simmonds, Executive Director, Gateway, Strategy and Engagement Gavin Handford, Director, Policy and Partnerships
CABINET MEMBER:	Councillor Tony Newman, Leader of the Council Councillor Hamida Ali
WARDS:	All
CORPORATE PRIORITY/POLICY CONTEXT/ AMBITIOUS FOR CROYDON The support and celebration of Croydon's Black, Asian, and Ethnic Minority (BAME) residents is an integral part of the Corporate Plan across all priorities. Corporate Plan for Croydon 2018-2022	

FINANCIAL IMPACT

There are no financial implications arising from this report and presentation.

The Leader of the Council has delegated to the Cabinet the power to make the decisions set out in the recommendations below

1. RECOMMENDATIONS

The Cabinet is recommended to

- 1.1 Note the information in the report and presentation (appendix A).

2. EXECUTIVE SUMMARY

- 2.1 As the council's BAME Champion, Cllr Patsy Cummings is bringing a presentation to Cabinet, that publically recognises the council's celebration and support of Croydon's BAME population.

3. CONTEXT

- 3.1 Croydon is rightly proud of it's tremendously diverse and vibrant population. GLA ethnic group projections for 2018 showed that 51.7% of Croydon residents

identify as Black, Asian, or Minority Ethnic (BAME). Over 100 languages are spoken in the borough, with 82.6% of residents having English as their main language.

3.2 The work of the council and its partners in celebration and support of BAME communities can be categorised as follows:

- Advice and support
- Events
- Community Engagement
- Grants and Awards

3.3 All activities of the council focus on delivering the best possible outcomes for residents – regardless of ethnicity. In the financial year 2018/19 the council spent approximately £870,000 of Ward budgets, Community Grants, Cultural Fund, and the Croydon Community Fund on specific activities that delivered outcomes to support and celebrate Croydon's BAME communities, with the 2019/20 estimate sitting around £950,000.

3.4 This work is only possible with the support and collaboration of a wide range of community and voluntary sector organisations, as well as our residents themselves.

4. BLACK HISTORY MONTH

4.1 October is Black History Month. Black History Month was first celebrated in the United Kingdom in 1987. It was organised through the leadership of Ghanaian analyst Akyaaba Addai-Sebo, who had served as a coordinator of special projects for the Greater London Council (GLC) and created a collaboration to get it underway.

4.2 The presentation that this report accompanies includes an overview of the activities that are taking place across the borough this month to mark and celebrate Black History Month.

5. PRESENTATION OVERVIEW

5.1 The presentation highlights the work done in the following areas:

- Windrush: <https://croydonwindrush.org/>
 - Those arriving in the UK between 1948 and 1971 from Caribbean countries have been labelled the Windrush generation.
 - This is a reference to the ship MV Empire Windrush, which arrived at Tilbury Docks, Essex, on 22 June 1948, bringing workers from Jamaica, Trinidad and Tobago and other islands, as a response to post-war labour shortages in the UK.
 - In 2018 Croydon became the first local authority in the country to establish and celebrate an annual Windrush Day in recognition of the rich diversity Commonwealth citizens have brought to the borough.

- The council have also passed a motion which includes reviewing council policies and procedures to ensure support for Windrush residents affected by national policies.
- Black History Month
 - www.croydon.gov.uk/ccbh (live from 13.09.19)
- Mela:
 - <https://www.croydonmela.com/>
- Interfaith Bike Ride
 - An event that celebrates the various faith groups in the borough, bringing residents together for the common good, uniting to build a better society, grounded in shared values and ideas.
- The Employers Network for Equality & Inclusion Awards
 - <https://www.enei.org.uk/>
- Talawa Theatre Company and Fairfield Halls
 - <http://www.talawa.com/articles/talawa-comes-to-croydon>
- Operation Black Vote
 - <https://www.obv.org.uk/>
- Hate Crime – awareness and prevention
 - <https://www.croydon.gov.uk/community/safercroydon/advice-information/hatecrime>
- Female Genital Mutilation – awareness and prevention
 - <http://news.croydon.gov.uk/croydon-helps-lead-fight-end-fgm/>
- Supporting the voluntary and community sector
 - Croydon BME Forum
 - <http://www.cbmeforum.org/>
 - Asian Resource Centre Croydon
 - <https://www.arccltd.com/>
- Examples of Community Grant funding
 - Croydon FC: Refugee project
 - Spandan: Multicultural welfare events
 - Somali Girls Can: Sport for change

6. CONSULTATION

- 6.1 As this report introduces a presentation to cabinet, a consultation is not required.
- 6.2 Where appropriate resident and/or partner engagement has been part of the process to deliver the initiatives detailed in Appendix A (the presentation).

7 FINANCIAL AND RISK ASSESSMENT CONSIDERATIONS

- 7.1 There are no direct financial implications arising from this report.

Approved by Lisa Taylor, Director of Finance, Investment and Risk, S151 Officer.

8. LEGAL CONSIDERATIONS

- 8.1 The Head of Litigation and Corporate Law comments on behalf of the Director of Law and Governance that there are no direct legal implications arising from the recommendations in this report. Any legal implications arising in relation to individual actions have been, and will continue to be dealt with as projects and decisions come forward for approval.

Approved by Sandra Herbert Head of Litigation and Corporate Law on behalf of the Director of Law & Governance and Deputy Monitoring Officer.

9. HUMAN RESOURCES IMPACT

- 9.1 There are no direct impacts on the LBC workforce arising from this report. However the positive work is noted and the related opportunities to build our employer brand and support our ambition to have a workforce that is reflective of its community.

Approved by Sue Moorman, Director of Human Resources.

10. EQUALITIES IMPACT

- 10.1 There is no significant/direct negative impact on groups that share a protected characteristic as a result of the presentation that this report introduces. The report and accompanying presentation highlight the positive impact of activities/projects to support BAME residents across the borough.
- 10.2 Any significant equalities impact arising in relation to individual actions have been, and will continue to be addressed as projects and decisions come forward for approval. All projects and decisions require their own, individual equalities analysis to ensure consideration is given as to whether the decision(s) will have a disproportionate impact on people that share one or more protected characteristics, mitigating actions are put in place, and the Council is meeting the public sector equality duty.

Approved by Yvonne Okiyo, Equalities Manager

11. ENVIRONMENTAL IMPACT

- 11.1 There is no environmental impact arising directly from this report.

12. CRIME AND DISORDER REDUCTION IMPACT

- 12.1 There is no specific crime and disorder impact arising from this report.

13. OPTIONS CONSIDERED AND REJECTED

13.1 There are no options for consideration, this report is for information only.

14. DATA PROTECTION IMPLICATIONS

14.1 WILL THE SUBJECT OF THE REPORT INVOLVE THE PROCESSING OF 'PERSONAL DATA'?

14.2 No

14.3 The Director of Policy and Partnerships comments that as the subject of this report does not involve the processing of personal data, a data privacy impact assessment is not required.

CONTACT OFFICER:	Laura Jones, Senior Project Manager, Policy and Partnerships
APPENDICES TO THIS REPORT:	Appendix A: Celebrating and Supporting Croydon's BAME residents – presentation
BACKGROUND DOCUMENTS:	None