SOUTHWARK WORKING GROUP OUSELEY REVIEW IMPLEMENTATION

MINUTES of the meeting of the SOUTHWARK WORKING GROUP OUSELEY REVIEW IMPLEMENTATION held on Monday July 25 2005 at 7.00pm at the Town Hall, Peckham Road, London SE5 8UB

PRESENT:	Councillor Nick Stanton Councillor Catherine Bowman Councillor Columba Blango Councillor Richard Porter Councillor Kim Humphreys
OFFICERS PRESENT:	Bob Coomber, Chief Executive Nathalie Hadjifotiou, Head of Social Inclusion Graeme Gordon, Strategic Services Jules O'Mahoney, Social Policy Manager Nikki Fashola, Legal Services Bill Murphy, Assistant Chief Executive Bernard Nawrat, Head of Personnel Romi Bowen, Director of Children's Services Jonathon Toy, Head of Community Safety Simon Goodall, Policy & Research Assistant Natasha Flamer, Constitutional Officer
ALSO PRESENT:	James Da Costa, Southwark Race and Equalities Council Surinder Dhillon, Southwark Race and Equalities Council Councillor Aubyn Graham

APOLOGIES FOR ABSENCE

None were received.

NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS AS URGENT

Supplemental Agenda No.1 was accepted by the Chair as a late and urgent item.

DISCLOSURE OF INTERESTS AND DISPENSATIONS

There were none.

MINUTES

The open minutes from the meeting held on June 28, 2005 were approved as a correct record.

The working group considered the items set out on the agenda, a copy of which has been incorporated in the Minute File. Each of the following paragraphs relates to the item bearing the same number on the agenda.

1 SOUTHWARK'S DRAFT EQUALITIES SCHEME (see pages 1 to 80)

RESOLVED:

1. That the working group notes the details in the report and attached annexes as recommended

2. That training and development for Members in the implications of the equalities scheme is required

3. That an investigation into the level of compliance within schools in the borough be initiated

4. That reviews to the scheme are brought to the attention of the relevant Executive Member

2 WORKFORCE REPORT (see pages 81 to 105)

RESOLVED:

1. That the working group note the intention to launch an Accelerated Development Scheme in September (with first placements in December) in line with Lord Ouseley's recommendation, as a first step to improving proportionality at senior manager level

2. That the working group note Southwark's positive comparative position in BME employment

3. That the working group endorse the key action point being sustained improvement in the profile of the top 5%

4. That the intention for further consultation before finalizing the action plan attached to the workforce report be noted

5. That some research be done into the reasons why job applicants don't state ethnicity when completing application and entry forms.

3 **IMPLEMENTATION OF LORD OUSELEY'S RECOMMENDATION ON THE SOUTHWARK RACE & EQUALITIES COUNCIL** (see pages 106 to 113)

RESOLVED:

1. That members note proposals for implementation of Lord Ouseley's recommendations concerning Southwark Race and Equalities Council (SREC) that
   a) SREC and Southwark Council should agree on an action plan for the reform of SREC to achieve more representative membership, to have an agreed activities programme and to be a joint partner with the Council in promoting good race relations.

2. That the specification that has been agreed between SREC, Akronym Consultancy and the Council, to begin the process for improvemens to SREC to increase its effectiveness as the local arm of the CRE, in line with Lord Ouseley's recommendation be noted

3. That the working group recognize that the Borough of Southwark and the Council will be better served by an improved local SREC with which the council can work in partnership with to further race and equalities issues.

4 **ASSESSMENT OF THE CURREENT POTENTIAL FOR YOUTH CONFLICT BASED ON ETHNIC, RACIAL OR CULTURAL DIFFERENCE** (see pages 114 to 120 – Supplemental Agenda)

RESOLVED:

1. That Members support the notion that the Council and its partners within the Crime and Disorder Partnership (SSP) and emerging Children's Trust Young Southwark) adopt a 'whole-systems' approach to youth inclusion with a view to reducing all types of youth conflict and promoting sustainable and cohesive communities. Joint working across all sectors has been established through these bodies and their respective sub-groups.

2. That Members note the level of investment and resources allocated to youth related services and that all direct work with children and young people through the delivery of youth work and social inclusion programmes promote community cohesion (see Appendix A to follow).

3. That Members endorse the continued development of effective interagency systems (under the governance framework of the SSP) for regular sharing of intelligence concerning possible youth conflicts, including those arising from ethnic, racial or cultural difference to enable the effective deployment of inter-agency resources to identify and tackle emerging problems.

4. That Members note the assessment that there are distinctions between the types of youth conflict that occur in the borough based upon school or estate rivalry, criminally-oriented gang allegiances and conflict based upon ethnic, racial and cultural differences and that at this time there is little evidence of tension or conflict between young people from different communities.

5. That progress reports on the Young People and Crime Action Plan which incorporate the findings of this intelligence sharing are considered regularly by the SSP (Youth Crime Group) and Young Southwark and reported quarterly to the Executive Members for Children and Community Safety.

5 **UPDATE ON INVESTIGATION AND RESOLUTION OF OUTSTANDING COMPLAINTS**

RESOLVED: 1. That this item not be formally considered by the working group on this occasion.

The meeting closed at 8.45pm

CHAIR:

DATED: