

EqualiTeam Lewisham Delivery Plan – November 2015 – April 2016

EqualiTeam Lewisham has a vision:

“A thriving local community where people can work, live, play and learn and realise their full potential and make a positive contribution to their local community”

And as such is committed to:

“Enable social cohesion, fairness and equality with a particular focus on the African and Caribbean community. Working in partnership with different groups and organisations to achieve harmony, equality of opportunity and fair access to services for all.”

Engagement and Representation

EqualiTeam Lewisham aims to effectively engage and communicate with the African and Caribbean community (which makes up approximately a third of Lewisham residents), helping ensure equality of opportunity and representation.

			Nov-Dec 2015		Jan-Feb 2016		Mar-Apr 2016	
Theme	Activity	Outcomes/outputs	Target	Actual	Target	Actual	Target	Actual
Help to deliver a more representative volunteer workforce within Lewisham	<i>Work with the Volunteer Centre Lewisham to provide tailored support to aspiring volunteers from the African and Caribbean community</i>	50 new volunteers identified Introduce a Community Champions Volunteering Scheme based on existing models	10		20		20	
		Tailored training plan developed and delivered to 50 new volunteers identified above Link into Volunteer Centre Training	10		20		20	

		schemes or facilitate training at the Moonshot Centre/Other venues						
		Volunteers placed in appropriate voluntary roles across Lewisham (preferably where they'll help balance representation of community served) Identify support needs of key organisations/ Obtain listing of upcoming community events where volunteers are required	10		20		20	
		500 volunteer hours delivered by above new volunteers Identify support needs of key voluntary organisations/ Obtain listing of upcoming community events where volunteers are required	100		200		200	
Help to deliver a more	<i>Work with a Governance</i>	10 aspiring board members/trustees	2		4		4	

representative volunteer workforce within Lewisham	<i>Specialist Advisor</i>	identified from the African and Caribbean communities Solicit individuals whom are active in the community						
		Tailored programme of training conducted, addressing skills sets and governance (for above 10 aspiring volunteers) Delivered by Governance Specialist Advisor	2		4		4	
		At least 6 of the 10 trained aspiring board members/trustees, elected on to boards of Lewisham voluntary orgs Identify skills gaps/support needs of key voluntary organisations	0		2		4	
		5 voluntary sector organisations identified who want to work with a more representative cross-section of their	5		0		0	

		community Form a partnership body						
		Training delivered with organisations to help their outreach work and communication with the African and Caribbean community Training for the partnership body	0		5		0	
Help to deliver a more representative volunteer workforce within Lewisham	<i>Work with the Rushey Green Time Bank to provide suitable support for aspiring African and Caribbean time bankers</i>	50 prospective African and Caribbean time-bankers identified and taken through the registration process with RGBT 6 months joint Project	10		20		20	
		250 hours of support delivered by new time-bankers 6 months joint Project	50		100		100	
	<i>Work with the Rushey Green Time Bank to extend the reach of the Community Card to more African and</i>	50 new businesses run by the African and Caribbean community identified and then signed up to the Lewisham Community Card	10		20		20	

	<i>Caribbean businesses across the Borough</i>	6 months joint Project						
Help to deliver a more representative volunteer workforce within Lewisham	<i>Work within the organisation to ensure that EqualTeam Lewisham is a volunteer run and lead organisation</i>	Volunteer roles identified with Job descriptions and Person Specifications written Meeting with Equalteam Board/Staff – Liaise with HR Company as appropriate	Roles Identified		JD/PS written		Roles filled	
	<i>Work with a Governance Specialist Advisor</i>	Applications and Interviews held for key roles, particularly any board roles and/or those that support the work within this delivery plan Identify recruitment panel members			Members identified			
	<i>Work with a Governance Specialist Advisor</i>	Skills audit completed of new and existing volunteers to identify and then deliver suitable volunteer training (in partnership with Lewisham volunteer agencies)	Skills audit of current volunteers completed				Skills audit of new recruits completed	

		Robust training plan in place and training delivered						
Help to deliver a healthier and more active African and Caribbean community	<i>Work with Lewisham's Cultural Development service to promote and engage relevant activities to increase representation and access from African and Caribbean residents</i>	Work with the Lewisham Development Officer (sport) to ensure that Lewisham Mini Marathon trials entrants from the African and Caribbean communities more from 10% to a more representative 40% - facilitating and necessary extra development work and communication (based on last years figures this represents an additional 35 young people from this community) 6 months Partnership project	Communication, engagement and marketing				35	
Help to deliver a healthier and more active African and Caribbean community	<i>Work with Lewisham leisure contractors</i>	Understand the cultural barriers and programming that is prohibiting the usage of Leisure facilities being representative of the demographic make-up of the	Focus group work set up		Findings reported			

		borough Conference						
		Identify and support key interventions within the Leisure sector to help address this imbalance Conference/Action Plan/ and Review and follow up Conference			Utilise intelligence to assist contractors Annual Service Plan			
		Work with Main Grants funded organisations under the 'Widening access to Arts and Sport' to help ensure that their programmes have a representative take up. Linking them in with key African and Caribbean groups and communities, and helping communicate the offer Monitoring exercise with visits with 1-to-1 support as required supported by Lewisham Leisure contractors	Initial communications and support offered		1-2-1 meetings as needed		Development work carried out as required	

<p>Help to deliver a healthier and more active African and Caribbean community</p>	<p><i>Engage with the new Healthwatch campaign to help identify people within the African and Caribbean community that don't have English as a first language</i></p>	<p>Approximately 6% of Lewisham residents come from African and Caribbean communities and don't have English as their first language within their household. Working with Healthwatch and Lewisham Multilingual Advice Service, aim to facilitate 30 of these residents to engage with Lewisham Healthwatch Facilitate 4 x Open/Advice days across Lewisham</p>	<p>10</p>		<p>10</p>		<p>10</p>	
<p>Play an active part within the Equalities Working Group, working effectively with other equalities organisations to ensure that their work is also representative and well communicated</p>	<p><i>Work with Lewisham Pensioners Forum to help ensure an equitable service</i></p>	<p>Relevant percentage of LPFs targets, dependent on recent demographic information Sit on/Advise Lewisham Pensioners Forum/Publish outcomes on Website</p>	<p>Work with Lewisham Pensioners Forum to identify any gaps</p>		<p>Develop plan for increasing reach, access and representation</p>		<p>Feed back joint working and successes to Equalities Working Group</p>	
	<p><i>Work with Lewisham Multi-</i></p>	<p>Relevant percentage of LMLASs targets,</p>	<p>Work with Lewisham Multi-</p>		<p>Develop plan for increasing reach,</p>		<p>Feed back joint working and</p>	

	<i>lingual Advice Service to help ensure an equitable service</i>	dependent on recent demographic information Sit on/Advise Lewisham Multi-lingual Advice Service/ Publish outcomes on Website	lingual Advice Service to identify any gaps		access and representation		successes to Equalities Working Group	
	<i>Work with Lewisham Refugee and Migrant Network to help ensure an equitable service</i>	Relevant percentage of LRMNs targets, dependent on recent demographic information Sit on/Advise Lewisham Refugee and Migrant Network Publish outcomes on Website	Work with Lewisham Refugee and Migrant Network to identify any gaps		Develop plan for increasing reach, access and representation		Feed back joint working and successes to Equalities Working Group	
	<i>Work with Lewisham Disability Coalition to help ensure an equitable service</i>	Relevant percentage of LDCs targets, dependent on recent demographic information Sit on/Advise Lewisham Pensioners Forum/ Publish outcomes on Website	Work with Lewisham Disability Coalition to identify any gaps		Develop plan for increasing reach, access and representation		Feed back joint working and successes to Equalities Working Group	
	<i>Work with the Metro Centre to help ensure an equitable service</i>	Relevant percentage of Metro's targets, dependent on recent demographic information	Work with the Metro Centre to identify any gaps		Develop plan for increasing reach, access and representation		Feed back joint working and successes to Equalities Working Group	

		Sit on/Advise Metro Centre /Publish outcomes on Website						
	<i>Work with the Stephen Lawrence Centre to help ensure an equitable service</i>	Potential funnelling and co-production of Stephen Lawrence Centre's targets Assist with shaping the BME Forum/Follow up activities	Work with Stephen Lawrence Centre to identify any gaps		Develop plan for increasing reach, access and representation		Feed back joint working and successes to Equalities Working Group	
	<i>Represent and feed in the views of the African and Caribbean communities</i>	Hold quarterly forums for African and Caribbean groups, residents and communities (in partnership with the Stephen Lawrence Centre) to help identify key issues, and communicate opportunities. Feeding this information into the Equalities Working Group. Identify 4 venues including Stephen Lawrence and Moonshot Centre/Hold 1st quarterly forum in January 2016	Develop agenda, and communicate to groups		1 st Forum held		Follow up actions identified, and fed into wider EWG action plan	

	<i>Identify, develop and communicate effective case studies and champions for each protected characteristic</i>	Run a role models campaign to identify prospective candidates, and then develop effective case studies that cover all Work with Forums as identified above to produce case studies/promote case studies on Website/Showcase at events	Work with organisations to identify potential role models		Run a workshop for potential candidates to explore how they can play a part in being champions		Develop and communicate effective, powerful case studies across the characteristics	
Engage effectively with the Lewisham 2015 Civic Leadership programme and Operation Black Vote to widen the pool of people from African and Caribbean communities that apply for and then take up roles in civic leadership in all areas and at all levels	<i>Work to expand the reach of the current programme, seeking to create a more representative profile across civil leadership roles. Particularly; School Governors, Youth Offending Service Community Panel, Lay Visitors, Magistrates and various Police boards (Safer Neighbourhood Teams, Consultative committee)</i>	Work with the Lewisham Governors Service to identify and train suitable candidates from the African and Caribbean community to help move towards ensuring that Schools have Boards of Governors that are representative of their pupils. 6 months partnership project	Develop a recruitment campaign in tandem with the Lewisham Governors Service					

<p>Engage with the Positive Ageing Council to increase representation by African and Caribbean communities</p>	<p><i>Working with the POSAC officer to help identify the barriers to participation particularly with regards to men, and also look to identify suitable candidates to be included within the Steering Group to make that representative of the demographic (60+)</i></p>	<p>20 more male members/attendees of the Positive Ageing Council from the African and Caribbean Communities Solicit members that are active in their communities</p>	5		5		10	
	<p><i>Work with African and Caribbean Elders specialist advisor</i></p>	<p>One third of the POSAC steering group to be from the African and Caribbean community with half of these to be men Solicit members that are active in their communities</p>	Meet with POSAC chair to explore the best way forwards					
		<p>Additional information acquired through the African and Caribbean Forum regarding issues and what people want to be fed into the POSAC</p>	1		2		1	

		steering group to help them understand the needs of the older people 4 targeted consultation events						
Engage with the Lewisham Young Mayor's team to increase the representation on the Advisors Panel from African and Caribbean communities	<i>Working with the Young Mayor and the Young Mayors Team to identify key areas where advisors are lacking in representation (wards, schools etc). And then look to target engagement opportunities to help ensure that young people are identified to become Advisors, and get a better understanding of what local young African and Caribbean communities want delivered in their areas.</i>	20 additional Young Mayor's Advisors identified from under-represented areas 3 months partnership project	Meet with young mayor and young mayors team to identify gaps in representation		10		10	
		Intelligence shared with Young Mayor's	Linking of websites, social networking					

		team on all relevant opportunities that are available for young people within the African and Caribbean Community and organisations. Website/online	and forum information					
Engage with the Ward Assemblies programme to increase the representation from African and Caribbean communities being engaged through the meeting process and also involved in the Coordinating groups.	<i>Working with the Assembly Co-ordinators and local Neighbourhood Development organisations to identify appropriate communication and engagement to attract increased participation</i>	All assemblies to be better representative in terms of attendance and consultation of their ward profile (measured through evaluation forms) Collect/Consolidate relevant monitoring forms to obtain key information with Officers and then look to develop a priority list	Work with the Assemblies Manager to identify targets		Follow up with key 'skewed' areas by meeting with coordinating groups to help develop new engagement techniques/practices			
	<i>Work with all Lewisham Community Cohesion and Engagement Officers</i>	All assemblies to have fully representative coordinating groups based upon up to date ward profile demographic data Identify vacancies and representative shortages	As above		As above			

<p>Engage with the Youth Service, Young Mayors Team, the Police and Youth Offending Service to help identify and then deliver relevant interventions for young African and Caribbean residents</p>	<p><i>Conduct in partnership with relevant agencies, a targeted series of engagement activities to help develop relevant interventions to reduce loitering, ASB and crime within the young African and Caribbean community</i></p>	<p>Minimum 5 targeted programmes devised and delivered in partnership with identified delivery agencies, aimed at disrupting common misbehaviour in identified hot spots Partnership meeting with Forum developed/Identify any pilot projects that can be built upon</p>	<p>Partnership work set up to identify key areas of work</p>		2		3	
		<p>Key role models identified within other attractive services (ie Steve Bucknall, London Thunder) to help front interventions and raise profile Local intelligence/Case studies</p>	<p>Services identified and recruitment of role models commenced</p>		Role models identified		Case studies and workshops delivered	
	<p><i>Work with Youth Offending/Youth Work specialist</i></p>	<p>Identify and train (and reward) young role models that are currently involved within the undesirable activities, that can</p>	<p>Identify potential candidates through YOS/YS</p>		Develop incentive scheme to provide 'carrot' for potential role models		Role models identified	

		show a 'different' way Look at other 'incentive scheme' models							
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