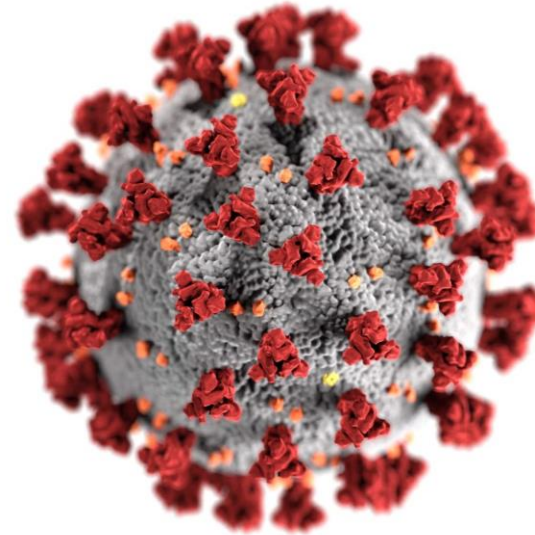
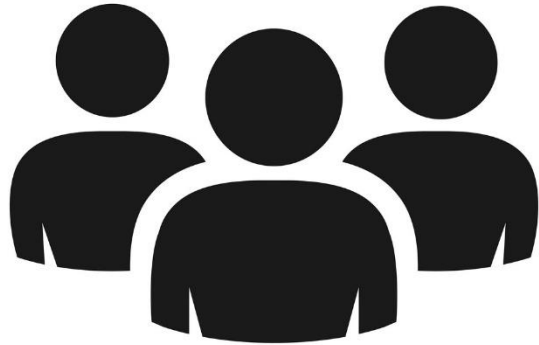


TACKLING RACISM, INEQUALITY AND DISPROPORTIONALITY (TRID)

WE ARE NEWHAM.

TRID Background

Newham has one of the most diverse populations in London with over 73% of residents from a Black, Asian or ethnically diverse background



The disproportionate impact of COVID-19 as well as the unfortunate high profile incidents of police brutality against George Floyd acted as a catalyst to exploring the racial inequality that affect Newham as a workforce and a borough.

WE ARE NEWHAM.

Journey



WE ARE NEWHAM.



Programme Pledges



Newham as an employer

We will do everything possible to ensure in all recruitment that there is a Black, Asian or Ethnically Diverse candidate suitable for the role in order for recruitment to progress to shortlist to improve workforce diversity and delivery.

We will ruthlessly tackle any evidenced ethnicity pay-gap in Newham, and we will do more to promote Black, Asian or ethnically diverse talent at senior levels across the organisation to ensure people are fairly rewarded for the work they do and have the opportunity to develop.

We will consult with our colleagues about the use of the term BAME and whether it remains appropriate to use to describe minority groups so as to avoid offence.

We will enable our staff to live our organisational values and we will put in place measures to protect against unconscious bias in order that we have a representative and inclusive workforce.

Newham as a beacon of social change

We will ensure that all new road names and planning changes recognise the history and diversity of the borough so that people do not feel alienated where they live.

We will develop our local heritage offer to reclaim the rich, important and diverse history of all cultures and communities in Newham so people feel increasingly proud to live here

We will not tolerate any form of racism, islamophobia, anti-Semitism or hate-speech (whether direct, indirect or online) in order for our residents to feel safe living in Newham and we will work with our partners to stop it and challenge those who practise it

Newham as the best place for children and young people

We will take action to inspire every child in Newham so that they have hopes, opportunities and aspirations for their future.

We will invest in a Youth Endowment Fund that will help promote opportunity for children and young people, including from Black, Asian or Minority Ethnic backgrounds so that they have more equitable life chances.

We will ensure young people in Newham feel safe and know there will be opportunities to develop themselves within the Borough and contribute to their local communities.

Newham as a commissioner and deliverer of services

We will make the most of our commissions and procurements to actively encourage small and medium-sized organisations to work with the council so that we develop a more mixed economy of provision better tailored to local needs.

We will require all council services, whether directly run or externally provided, to behave inclusively and provide support that recognises the diversity in Newham.

We will use our commissioning influence and strategic partnerships to encourage good equalities practice across Newham to ensure people feel confident to access and benefit from public services regardless of their ethnicity & personal characteristics.

What work has been done?

Newham as an employer



Recruitment Panels



Anonymised Recruitment



Training



Rejection of BAME



Time to talk sessions, for staff



Reciprocal Mentoring



Race Equality Champions

Newham as a beacon of social change



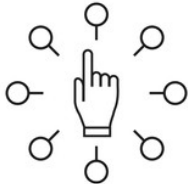
Street Naming Campaign



Community Time to Talk



International Day for the Elimination of Racial Discrimination



Heritage Options



Launch of the TRID pledges

Newham as the best place for children and young people



Education 4 Change



Youth empowerment fund



Open Conversations



Embrace to Celebrate



Mentoring

Newham as a deliverer and commissioners of services



Compost London



Equality Impact Assessments



Community VCS Reference Group: Diverse Communities Health and Wellbeing Group



Internal Commissioning Network



Review of Translation services

Impact and results

Some of the key highlights and impact of the programme include:

Over 70 people participating in the reciprocal mentoring

Publication of LBN's ethnicity pay gap for the first time in December 2022. The Mean Gap is 7.4%

Anti-racism workshops delivered to over 2300 staff

Raising awareness of National Inclusion Week, Race Equality Week and the International Day for the Elimination of Racial Discrimination. Highlighted as Spotlight Organisation by REM

Renaming of Siemens Brothers Way to Kamal Chunchie Way. Naming of new council block in Canning Town after Jack Leslie and a Blue Plaque installed in Gerald Road

30% increase in names now included on the council's approved list through the Street Naming Campaign – the majority of which features suggestions that acknowledge diversity.

170 attendees at 3 community time to talk sessions focused on race and inequality

Awarded Bronze Trailblazer Status by Race Equality Matters

Successful securing of £15,000 from the Department for Levelling Up, Housing and Communities (DLUHC) for the launch of the Windrush Community Grants Programme

The Youth Empowerment fund has helped 101 young people to realise their ambition at an amount of £84,788.31. Over 90% of successful applications were granted to young people from black, Asian and ethnically diverse communities

Funding provided for Education 4 Change in training 35 lead facilitators and providing every school in Newham a resource box that promotes courageous conversations. Over 70 schools have currently signed up

Launch of 'Inspiring Futures' mentoring programme. Successful bid for the Youth Justice Ethnic Disproportionality Challenge Fund through MOPAC. £100,000

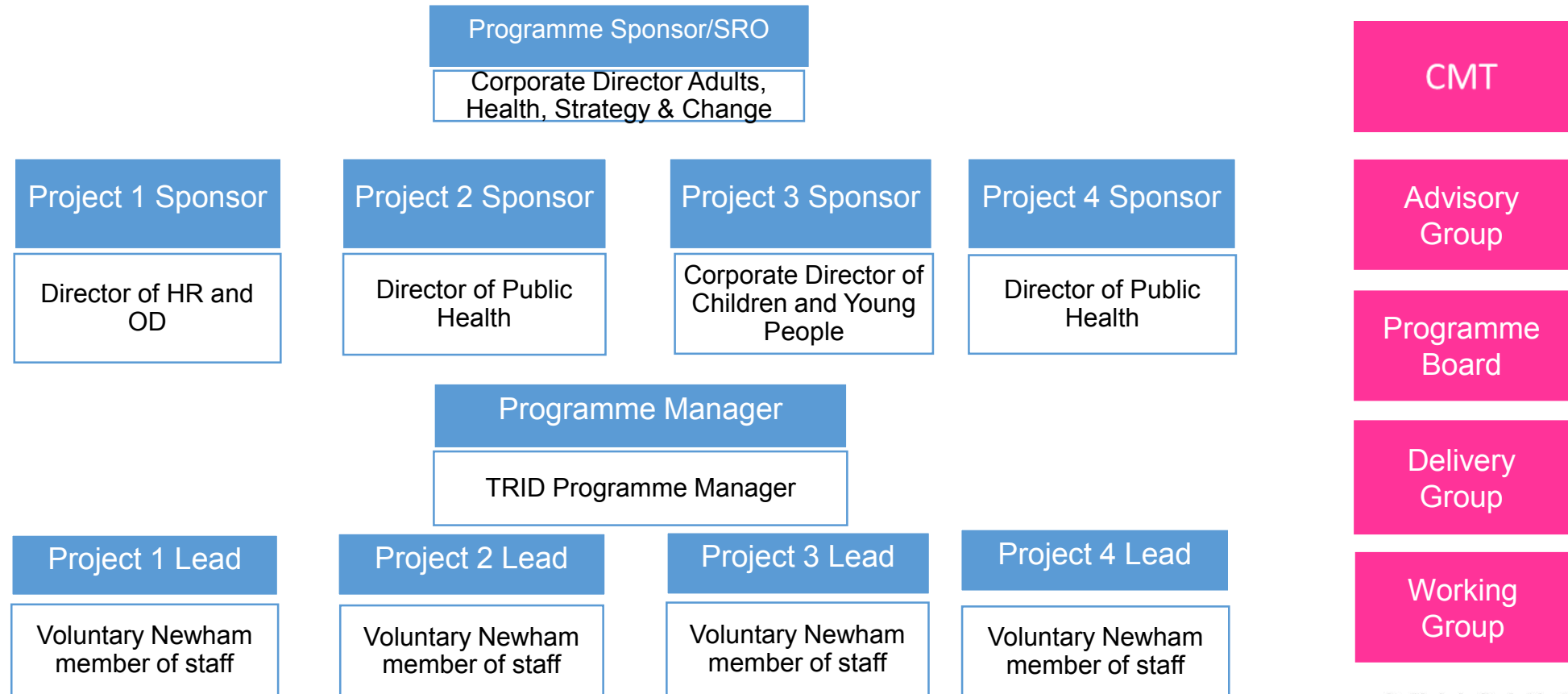
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Cultural Humility training through the Overrepresented Pathfinder project

Launch of internal Commissioning Network with members from across the organisation.

Development of inclusive terminology guide focused on talking about race and ethnicity.

Governance



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