

Appendix 11 – Summary of Demands and Priorities

EALING RACE EQUALITY COMMISSION

Priority	Demands	Directed at
Education	<p>1. Rapidly close the gap in attainment for Black Caribbean pupils: we wish to see a tenacious focus on closing the gap for Black and Caribbean pupils. We therefore challenge the Ealing Learning Partnership to work with schools and to present a plan within one academic year for tangible and measurable change.</p> <p>2. End the disproportionate rate of exclusions, aiming for a significant decrease year on year, and ultimately zero exclusions: commissioners were impressed by the Council’s youth service work with peer mentors and are keen to see the evaluation of the impact of this and to look at how this can be scaled up.</p> <p>3. Accelerate progress on changes to the curriculum: community groups are keen to work with schools to make this happen. The Ealing Learning Partnership should take up this offer.</p> <p>4. Make the training for teachers on race equality and unconscious bias part of core training. We ask that this work is accelerated, and given the same priority as safeguarding training, until there is a dramatic reduction in the rates of exclusion, and the gap in attainment, between Black Caribbean children and all other groups.</p>	<p>Ealing Learning Partnership Council Youth Service Parents’ groups</p>

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	<p>5. Empower parents to play an active role in their children’s education We ask that a very specific focused programme be developed, to provide the skills and tools so that governors can challenge in ways that empower them, and to look at how we bring parents’ groups in to work with schools. We challenge all head teachers to share leadership and insight that moves away from power dynamic that sees “the knowing” distinguished from the rest of us.</p> <p>6. Every school should have a lead for race and diversity who is identifiable to parents and carers. This lead should ensure that they have access to working groups within schools and can clearly hear from all parents not just on attainment but also on culture and curriculum.</p> <p>7. Increase the number of black teachers in leadership roles</p>	
Health	<p>1. For the Clinical Commissioning Group (CCG) as the commissioners of services to draw up a clear strategic plan for greater representation in both health service provision and leadership positions in health services of the communities in Ealing, particularly the African and Caribbean communities.</p> <p>2. We must learn the lessons of the pandemic – that the Health and Well-Being Board carry out a review of how Ealing dealt with the pandemic and ensure that the lessons learned are made public and acted upon.</p>	<p>Clinical Commissioning Group (CCG)</p> <p>Health and Well-Being Board</p>

Priority	Demands	Directed at
	<p>3. The local authority and health agencies should carry out a review of funding priorities for Black, Asian and Minority Ethnic communities, particularly African and Caribbean communities, who have been disproportionately left behind in health structures and services.</p>	Council / CCG
Participation and Democracy	<p>1. Local political leaders should take responsibility for a plan to dramatically improve diversity in political representation: we urge the three main political parties to have public action plans by the end of 2022 that highlight the greatest gaps apparent after the 2022 elections and consist of concrete actions that meet clear targets by 2026.</p> <p>2. The Council should take the lead in mentoring people from under-represented communities: develop people’s skills and interest in participation and standing for public roles as the next generation of civic and political leaders, as magistrates, school governors, or on NHS trust boards. Use 2021 census data to set targets for progress in participation, recruitment and retention.</p> <p>3. The Council must develop a plan for improvement in community engagement and share measures of success with the Commissioners and its successor body.</p>	<p>Leaders of the three political groups</p> <p>Council</p> <p>Council</p>
POLICING	<p>1. The Metropolitan Police Service should critically review the effectiveness its approach to stop and search for drugs offences and provide a clear action plan for how a new approach can both deliver more effective outcomes and increase trust</p>	Metropolitan Police

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	<p>among residents. Ealing should not be afraid of being at the vanguard for new and innovative policing techniques.</p> <p>2. The Metropolitan Police Service must better co-ordinate the use of Section 60 powers between local and regional policing. We heard from young people about their experience of the police use of Section 60 powers, which allow a ‘no suspicion’ search in a specific area designated by a senior police officer. We heard of good work locally to build trust and understanding with young people and communities; however, this can be undermined by the involvement of officers from outside the borough attending for policing operations.</p> <p>3. The Metropolitan Police Service must urgently address the perceived culture of ‘them and us’ through recruitment, training and retention. We ask for the swift and full implementation of the pilot of unconscious bias training for front line policing and welcome an opportunity to be involved in the evaluation of its impact.</p> <p>4. The Metropolitan Police Service and the Council should present a plan for building trust through engagement that has been produced with local people – a plan that builds trust, gives people a voice and helps people to understand their rights</p>	<p>Metropolitan Police</p> <p>Metropolitan Police</p> <p>Metropolitan Police and Council</p>
INCOME AND EMPLOYMENT	1. The Council should lead a co-ordinated response to the immediate situation, ensuring people in crisis are not falling off the radar. In the short term we ask the	Council

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	<p>Council to run an anti-poverty campaign across different agencies and the community to ensure take up of hardship funds that are available, and to provide a network of support, and to plug gaps where they emerge, whether that's through small pots of money to help people out of emergency, advice, clothes, or food banks.</p> <p>2. That business commit to a pledge that shares the responsibility for reducing inequality, including on ethnic minority pay gap reporting: we call on employers across Ealing with 100+ staff to bring in reporting on the ethnicity pay gap in their workforce.</p> <p>3. Let's reset differently: Council, local colleges and businesses to co-ordinate re-training programme that addresses the disproportionate effect of the pandemic on older people.</p> <p>4. Community buildings: the Council should ensure local communities can make use of public and community buildings by working with local organisations to bring them back into use whether as temporary or permanent facilities.</p>	<p>Ealing business leaders</p> <p>Council, colleges, Ealing business leaders</p> <p>Council</p>
HOUSING	<p>1. The Council should empower tenant groups and place them at the heart of both new and existing developments: we were concerned about the high numbers of households in social and private rented accommodation that do not have</p>	<p>Council</p>

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	<p>structures that allow their collective voices and experiences to be heard in policy and neighbourhood regeneration.</p> <p>2. The Council should run a campaign with tenants in the private sector to promote a greater awareness of their rights, where to go for support and advice, and how to hold bad landlords to account. With more and more people in the private rented sector than ever before, and with poor housing being recognised as a significant detriment to health, it is imperative that individuals are empowered to take action with the support and back up of statutory agencies as appropriate.</p> <p>3. The Council should establish hubs accessible to people in each ward where people can go to get advice and support for housing and other queries. One of the issues mentioned repeatedly to commissioners was digital poverty and lack of access to online resources. These hubs should have digital resources and people should be offered support there with using services that are accessed online. It is important that such services are wider than Council housing and address the breadth of need.</p> <p>4. We urge the Government to change the law to allow councils to continue the work started during the pandemic to end rough sleeping. The Government has made a new “everyone in” pledge and we ask that Ealing Council sign up to this to continue the good work. Commissioners will work with the Council, and with other councils with the same problem, to make the case to</p>	<p>Council</p> <p>Council</p> <p>Council and Commission to lobby central government</p>

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	Government and demand that we don't go back to where we started but are able to find a funding solution to ending rough sleeping.	
KEEPING FEET TO THE FLAMES – what happens next?	<p>1. We will present our findings in public for all to hear and will share and discuss these with stakeholders, community groups and businesses in advance of the May 2022 elections, starting the work to develop the response immediately.</p> <p>2. We will follow up on commitments and progress after the elections in May 2022 including proposals for the independent body that will drive implementation and oversee progress.</p> <p>3. The Council should commit to establishing an independent body that will hold the next Ealing administration to account for progress. The Leader of the Council should report on progress annually from 2023. This body will work with the Council over the next year to bring together Ealing's public agencies, business, voluntary and community sectors to explore what works elsewhere, to look at the data and opportunities for change, and keep up the pressure. This group should be representative of the diversity of people who live in the borough and be supported by the Council and the Local Strategic Partnership. We ask that Council provide the secretariat support that this body will need.</p>	<p>Commission</p> <p>Commission</p> <p>Council</p>