



Haverling
LONDON BOROUGH

Communities

Places

Opportunities

Connections

Older People's Forum

ONE **H**A**V**ER**I**NG: Community Cohesion

Vernal Scott

Corporate Diversity Advisor

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Purpose of presentation:

- To explain the purpose of the One Havering: Community Cohesion Strategy
- To explore what we mean by British Values and how they relate to Havering Council's cohesion agenda
- To answer your questions about the changing demographics of Havering
- To invite you to participate on cohesion projects

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Havering

A Special Place

General Demographics

- Third largest London borough (space not population)
- White 85% Asian 4.9% Black 4.8 Mixed 2.1%
- Havering and Bromley – London's least ethnically diverse boroughs
- Disabled people (physical or mental) – 21% (31,400)
- Female 131,327 (LE 84) Male 121,456 (LE 80)
- English speaking households 94.4
- All other languages – 5%
- Children with SEN – 3,400
- LGB – Assumed 10% or less
- Transgender – Unknown
- One Person households – 29% (28,215)

Her Majesty, The Queen

During a recent speech honoring the centenary of the Sandringham Women's Institute:

"The continued emphasis on patience, friendship, a strong community-focus and considering the needs of others are as important today as they were when the group was founded all those years ago.

"Of course, every generation faces fresh challenges and opportunities. As we look for new answers in the modern age, I for one prefer the tried and tested recipes, like speaking well of each other and respecting different points of view; coming together to seek out the common ground; and never losing sight of the bigger picture. To me, these approaches are timeless, and I commend them to everyone."

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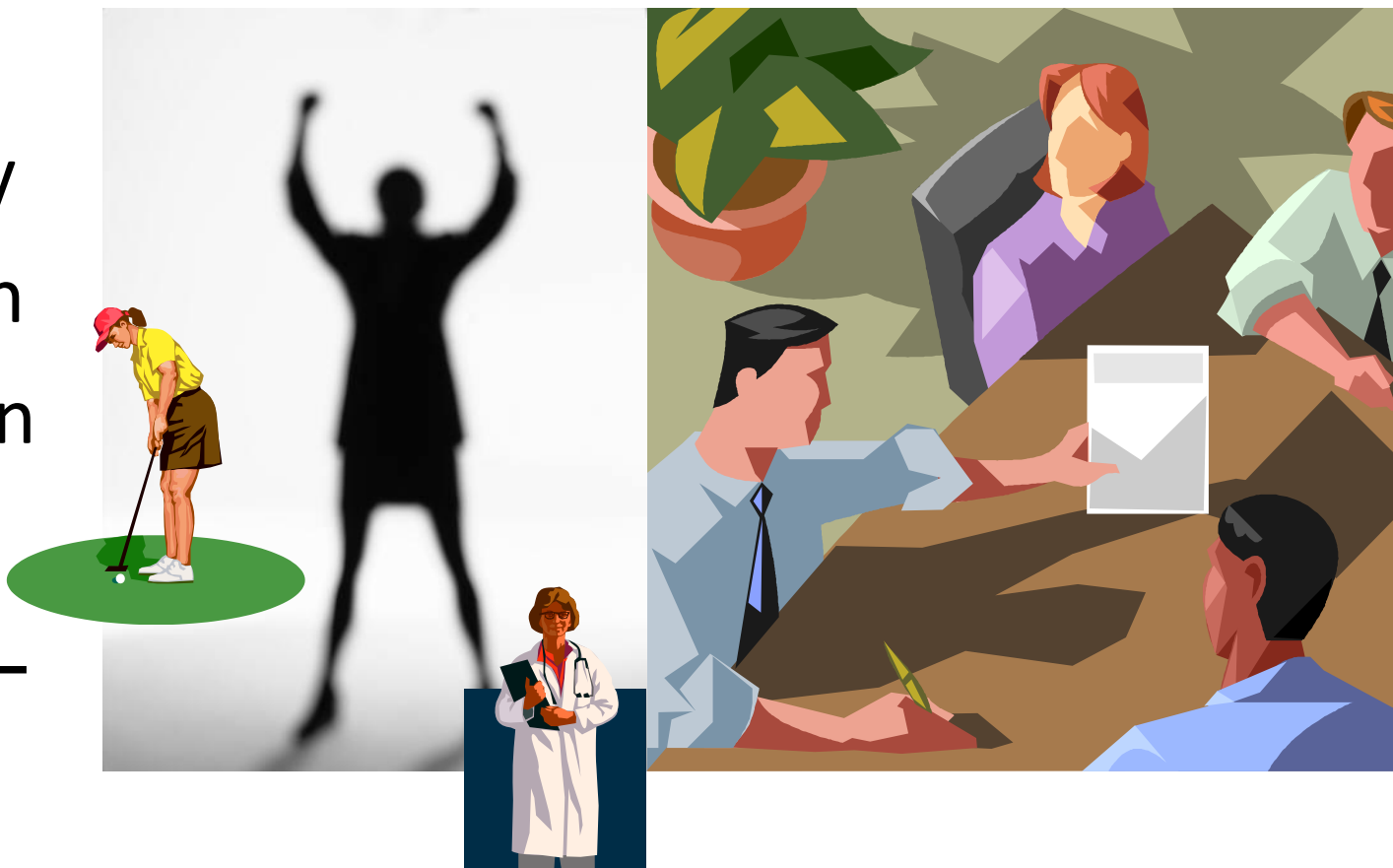
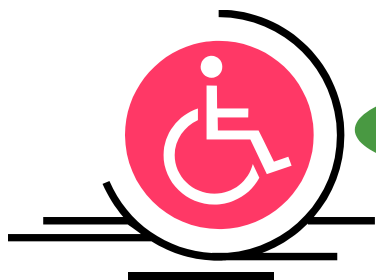
Opportunities

Connections



What do they mean?

- Equality
- Diversity
- Inclusion
- Cohesion



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Equality Act 2010

‘Fostering Good Relations’

Vernal Scott
Corporate Diversity Advisor

Equality Act 2010

The **general duty** places a responsibility on public bodies to demonstrate that in the course of our business, we have 'due regard' to the need to:

Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act

Advance equality of opportunity between people who share a protected characteristic and those who do not

Foster good relations between people who share a protected characteristic and those who do not

Equality & Diversity – Why bother?

Making the Case:

- **The Legal Case** – This was made clear in the previous slide. The Equality Act 2010 will be viewed by all responsible public bodies as an opportunity rather than a threat. That said, the consequences of failing to deliver as required includes unlimited fines and severe reputational damage;
- **The Business Case** – We want to attract and retain the best possible talent, including that offered by local disabled people. Ideally, we want to not just employ more disabled people, but to make sure they are employed at all grades;
- **The Moral Case** – Providing accessible employment opportunities and high quality inclusive services to everybody is simply the right thing to do;
- **The Equal Life Chances Case** – Our community cohesion effort is about enabling or facilitating equal life chances in line with individual or group aspirations, building positive relationships between different community groups, and comparing actual life outcomes, such as those experienced by disabled and non-disabled people, older and younger people, etc.

One Havering

Community Cohesion and Equality Objective:

‘To nurture and promote a cohesive, healthy and optimistic Borough underpinned by mainstreamed inclusive British values, where everyone experiences dignity and equal life chances, and where neighbours, colleagues and different community groups interact, respect and value each other.’ *

* Regardless of age, class, colour, disability, education, ethnicity/race, gender, health status, marital status, nationality, political perspective, religion, sexuality, or socio-economic status.

Cohesion - Uniquely Havering!

Council formally adopted the 'One Havering' Community Cohesion Strategy;

Encouraging activities and behaviours that reflect and celebrate pride in British Values;

Building productive relationships between people who are similar but also different from each other;

Respecting and understanding older established communities;

Making Havering a better place for everybody;

Caring for the physical environment by keeping it clean and safe;

Neighbours helping neighbours;

Enabling dignity for all, regardless of identity, and reducing hate crime.

Project Themes:

- Pride in Havering
- Building positive relationships between different community groups
- Cleaning, Gardening, and Caring
- Crime reduction and Community Safety
- Care and support
- Health, Sport and Wellbeing
- Community diversity events – Acknowledgement and Celebration
- Skills, training, jobs, and hobbies
- Faith, inter-faith, and worship
- Mapping of Cohesion activities

Cohesion Project Ideas:

- Meet my neighbour
- Clean Havering, Proud Havering!
- Love Lives – Remembrance/Bereavement Hub
- Neighbourhood Watch rollout
- Hobby Swap/Skills Swap
- Inspiring Success – Managers sharing and giving back
- Sporting Buddies/Keep Fit
- My Havering Story – Personal stories about life in Havering
- My Street – Neighbourhood Watch
- Front Garden - Proud!
- Loneliness Busters
- Healthy eating/diet watch

Diversity Events and Cohesion

- Remembering those who made the ultimate sacrifice on an annual basis
- International Day of the Disabled Person
- Holocaust Memorial
- International Older People's Day
- LGBT History Month and Gay Pride
- International Women's Day
- Black History Month
- World AIDS Day
- Suicide Prevention Day
- Mental Health Awareness
- Silver Sunday (anti-loneliness)

What Will Success Look Like?

- People have pride in Havering
- Leadership on cohesion is evident at ward level
- People feel safe and hate crime is non-existent
- Less violence against the person and property
- People interact and know their neighbours
- People care for vulnerable neighbours
- People keep their properties and street clean
- People feel they belong and can be themselves
- Respect is evident in communication and behaviour
- People take personal responsibility for life outcomes
- People who are 'different' feel welcome
- Less loneliness and isolation
- Happier Havering!

Community Engagement Forum

Membership criteria:

- Knowledge of Havering
- Can commit the time needed to deliver projects
- Ability to work with people on project ideas
- Effective communication skills
- Happy to work with different community groups
- Challenge behaviour and practices that are harmful or go against Havering's inclusive British Values
- Role model respectful and inclusive behaviour
- Challenge ignorance and hate

Community Engagement Forum 2019

Meeting dates and times: Havering Town Hall, Council Chamber, 6pm to 8pm -

29th January – Launch event

26th March

28th May

23rd July

24th September

26th November

THANK YOU!

Networking
