

COMMUNITY MAPPING (PROJECT PROPOSAL)

Diversity Standards Unit
November 2007



The Diversity Standards Unit will act as a catalyst for change, to improve and deliver services developing cost efficient methods of enhancing customer relationships, supporting and challenging Havering Council to improve its performance as a community leader, a service provider and as an employer.

Introduction

The aim of this project is to guide Havering Borough Council and its partners in relation to equality and diversity to ensure our services remain responsive to all customers. The project is split into two stages. The first stage comprises of activities to develop a profile of Havering, map current provision for hard-to-reach groups, carry out a perceptions survey and produce a community mapping report with recommendations for all key organisations.

The second stage relates to facilitating the setting of Diverse Havering – a partnership board made up of key private, public and third sector local bodies to help deliver on the recommendations in both workforce planning and service delivery. This has a huge potential to act as a key body to help promote equality & diversity for all in Havering including older people, women, people of different faiths and sexual orientations, those with disabilities, new migrants from Europe and elsewhere, black & ethnic minorities etc. The Board could act as a champion for diversity and a powerhouse to help drive change, promote community cohesion and a just and fair Havering for everyone.

Why Community Mapping?

Community mapping involves building relationships, knowledge and familiarity with the communities in order to identify who needs what, where and when they need it. It is a process of getting to know the communities and becoming informed about community needs particularly, minority communities, new and emerging communities and hard to reach groups.

This requires us to develop a community profile of Havering. The profile will include information on local demographic and social trends including ageing population. It will also look more about the Borough's makeup and the services that operate in Havering including voluntary organisations, community groups and support for new groups. The aim is to get a good overall picture of the communities, spot trends and use the information to identify gaps and help with future planning.

The hope is that this will lead to the best possible match of local needs and resources, whether they are being provided by statutory organisations or local voluntary and community organisations and private sectors. Social resources are scarce and it's up to all of us to make sure every pound is making a positive contribution to our community well-being.

Background to Havering

The 2001 Census shows that Havering has a population of 224,248 out of which, 52% are females and 48% are males. 4.8% are black and ethnic minorities (see table 1 below) up from 3% in 1991. However, this is now thought to be changing rapidly with natural migration from London's east end

and with the establishment of the London Gateway development. For example latest figures from the Office of National Statistics show that the BME population in the Borough is now 7.9%. We need to better understand these trends and their impact on community and social cohesion.

Table 1: Population by ethnicity

Percentage of resident population in ethnic groups:	Havering	England
White	95.2	90.9
of which White Irish	1.5	1.3
Mixed	1.0	1.3
Asian or Asian British	1.8	4.6
Indian	1.2	2.1
Pakistani	0.2	1.4
Bangladeshi	0.1	0.6
Other Asian	0.3	0.5
Black or Black British	1.4	2.1
Caribbean	0.7	1.1
African	0.6	1.0
Other Black	0.1	0.2
Chinese or Other Ethnic Group	0.6	0.9

Source: 2001 Census

The number of people aged over 75 in Havering has also been growing; up from 5.2% of the total population in 1991 to 8.2% in 2001, or from 14,500 to 18,500. This compares to a London-wide figure of 5.9% and is more than double the figure for North East London (see table 2 below). We need to understand these demographic changes better and how it might impact on social and community facilities, our services and employment and workforce issues in the future.

Table 2: Populations by age

	NE London			Havering		
	Persons	Female	Male	Persons	Female	Male
% 65+	8.0	12.7	9.8	17.7	20.0	15.3
% 75+	3.7	6.6	4.0	8.2	10.0	6.3
% 85+	1.0	1.9	0.8	1.9	2.7	1.0

Source: 2001 Census

The higher than average proportion of older people may be reflected in the results of the 2005 Havering Crime Disorder and Drugs Audit that showed Havering as one of the safest London boroughs, but its' residents experiencing the highest fear of crime. In 2003/04 there were 117 sexual offences and 8 homophobic crimes in Havering.

Whilst the number of race/faith offences (188 racial incidents in 2003/04) recorded in the borough is low, when taken on a per thousand BME population basis, Havering is by far the worst borough in London. This, together with international tensions and a shift of support to certain right wing political parties locally, has raised the fear of crime among BME communities in Havering.

Why is this project necessary?

We know that the demographics of Havering has been changing since the 1991 Census. However, ageing population, natural migration from London's east end, new migrants from Eastern Europe and elsewhere, the forthcoming 2012 Olympics, the establishment of the London Gateway development, 7/7 and Government's priorities on community cohesion and tackling extremism and, new and stronger equality legislation are all likely to have huge impact and bring greater changes. We need to understand these challenges better and how they might impact on social and community facilities, our services and employment and workforce issues in the future so that we are better informed to plan, prepare and prioritise for the betterment of everyone.

Organisations want to be responsive to the communities so it is important that we have evidence of their needs so that we can direct services effectively. Doing this would, therefore, help us to identify a set of community outcomes and priorities for groups that we might know little about.

Aims and Objectives

The overall aims and objectives of the project are:

1. identify key demographic and social changes and trends;
2. identify who the key stakeholders are and the organisations that represent them particularly in relation to new or emerging communities;
3. Who are our diverse communities, where do they live and what are their needs (including employment, training, and enterprise needs)
4. identify how best we could promote community cohesion and prevent extremism;
5. Identify how these challenges/changes would impact on future service provision, employment and organisational workforce.
6. Recommendations on best practice in service delivery and employment/workforce planning for such diverse groups.

Expected outcomes

- 1) A report that clearly maps our communities with clear recommendations to help us prepare, plan and prioritise.
- 2) Creation of Diverse Havering – a partnership board, which would be a sub-group of the Havering Strategic Partnership, made up of key private, public and third sector local bodies to help deliver on the recommendations in both workforce planning and service delivery. This has a huge potential to act as a key body to help promote equality & diversity for all in Havering including older people, women, people of different faiths and sexual orientations, those with disabilities, new migrants from Europe and elsewhere, black & ethnic minorities etc. The Board could act as a champion for diversity and a powerhouse to help drive change, promote community cohesion and a just and fair Havering for everyone and in turn would provide input and advise established groups such as the Local Strategic Partnership.
- 3) Mapping the borough to establish and maintain a borough wide electronic directory of minority groups and active residents, which will provide with a comprehensive and inclusive directory and enable two-way information sharing and communication. The directory will help to collect local intelligence on groups and to identify any gaps.

This would formalise the ICAN (Independent Consultation & Advisory Network) and be the mechanism which underpins Community engagement across the borough, therefore ensuring appropriate allocation of resource and financial efficiencies for all partners.

Methods

The project will be a partnership between HAVCO, Havering Borough Council, the Police and a number of other actively engaged key agencies. To avoid duplication from the outset the project will have a strong emphasis on working with the existing networks and established groups across the borough. The project will bring these together, along with other hard to reach groups including women, young people, faith groups and new and emerging communities in order to carry out the work.

It will use both quantitative and qualitative methods and report to a Steering Group made up of funders and other key people.

Timeframe

		Completed by
	Identify key demographic and social changes and trends.	March 2008
	Identify who the key stakeholders are and the organisations that represent them particularly in relation to new or emerging communities.	March/April 2008
	Who are our diverse communities, where do they live and what are their needs (including employment, training, and enterprise needs).	April/May 2008
	Identify how best we could promote community cohesion and prevent extremism.	June/July 2008
	Identify how these challenges/changes would impact on future service provision, employment and organisational workforce.	August/September 2008
	Recommendations on best practice in service delivery and employment/workforce planning for such diverse groups.	October 2008

The spin-offs from this project would need to be discussed separately with separate cost implications. This is primarily, the launch of the report and creation of the Diverse Havering – the partnership Board.