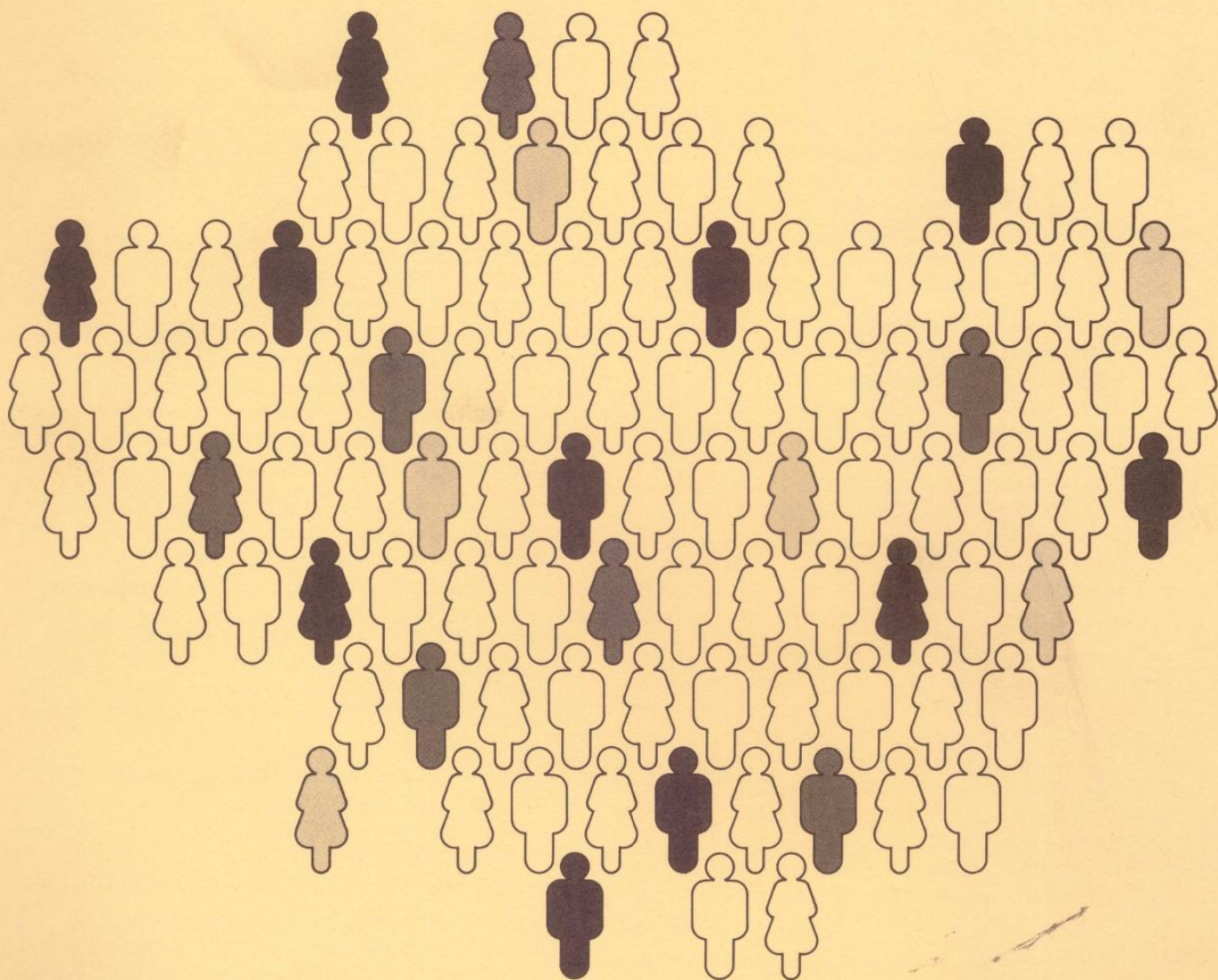


Ethnic Minorities and the Abolition of the GLC



Ethnic Minorities in London

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Introduction

1 Since 1981 the Ethnic Minorities Committee have initiated a considerable range of activities designed to meet their overall objectives of combatting racism and promoting race equality. All this is now under threat following the Government's proposals to abolish the Greater London Council.

2 This booklet is divided into three main sections. The first sets out the implications of the abolition threat for the work undertaken by the Ethnic Minorities Committee particularly as the Government's White Paper makes no reference at all to this vital area of work.

3 The second section details the comments made by the London Boroughs and other organisations about the consequences of the proposed abolition of the GLC upon the Council's race equality programme. As can be seen all of the organisations which responded on this area of the Council's work were most concerned about the possible implications, one believing that the group which would suffer most from abolition would be London's ethnic minority communities.

4 The third section outlines the Ethnic Minorities Committee's achievements since 1981. It is written in a number of sections reflecting the variety of work undertaken on behalf of the Committee. Under each section policy initiatives and action taken to implement them are listed. In addition, relevant grants approved by the Grant Aid budget are also listed to demonstrate how this has been used in a strategic way in line with the Committee's objectives.

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Streamlining the Cities – Response by the Ethnic Minorities Committee

Introduction

1 This report sets out the response of the Ethnic Minorities Committee to the Government White Paper, 'Streamlining the Cities' (CMND 9063). The White Paper sets out the Government's proposals to abolish the GLC and the other metropolitan county councils and transfer their existing functions to the existing borough councils and a combination of newly created joint boards and quangos.

The Ethnic Minorities Committee and its work

2 The Ethnic Minorities Committee was established in 1981 with the following orders of reference:

'The promotion of the welfare of ethnic minorities and such other minorities as fall within the ambit of the Race Relations Act, 1976, in Greater London.'

'The implementation of policies to promote equal opportunity for such minorities and to increase the range of and level of opportunities open to such minorities within the Council's employment. The promotion for adoption by London borough councils and other employers in Greater London of equal opportunity policies.'

'Advocacy of the repeal of repressive and racially-discriminatory immigration and nationality laws and practices in the United Kingdom.'

3 In the execution of these orders of reference the Committee have implemented many actions and introduced many policies. These are documented in 'Ethnic Minorities Committee Achievements' (see page 10).

4 However it is important to outline here some of the main steps taken by the Committee. These include action within the GLC itself and in terms of its work generally within London to promote the welfare of the capital's black and ethnic minority communities.

5 The Ethnic Minorities Committee has set up the Ethnic Minorities Unit to help implement its aims to secure race equality, assist ethnic minorities to meet their special needs and combat racism in London.

6 The GLC is one of the largest employers in London with over 22,000 staff. The Council has formally adopted an equal opportunities policy backed up by a programme of positive action. This includes compulsory training for all interviewing staff, a system of ethnic origin record-keeping and monitoring linked to equality targets, introducing anti-racist grievance and disciplinary rules and procedures and an open pay and grading scheme. A major programme of positive action training for disadvantaged groups of staff

covering in service, day and block release plus full-time course of study and an innovative 'Second Chance' scheme have also been initiated. Besides this general work, particular emphasis has been given to the London Fire Brigade which had 6 black firefighters in 1981 out of the staff of almost 7000. Through advertising in the ethnic press coupled with other positive action measures, this figure has been increased to over 70 by October 1983.

7 The GLC has incorporated a racial dimension explicitly into all its policy making and implementation. This requires the author of any report to identify the likely effects and benefits the proposals being made have for London's black and ethnic minority population. In this way race equality issues are tackled throughout the Council not just by the Ethnic Minorities Unit.

8 The Council has declared 1984 Anti-Racist year in London. This proposal, which arose directly from a Londonwide conference of ethnic minorities held in 1982, includes a range of programmes and events designed to combat racism throughout the metropolis. Both black and white groups are responding enthusiastically to this initiative, as are several individual boroughs. The Anti-Racist Programme is the most important and unique campaign of its kind aimed at giving effect to the Council's duty under the Race Relations Act, 1976, to promote good relations among London's different racial groups.

9 The Council directly funds ethnic minority ventures through its grant aid budgets. Businesses, employment, training, arts, housing projects, community centres and advice workers are amongst the applications the GLC has supported, either through the Ethnic Minorities Committee or through one of the Council's other committees. Many of the projects assisted have a Londonwide programme of work. Other projects are in Boroughs where the authority has to date shown little support for its local ethnic minority population.

10 An extensive programme of consultations has been initiated to ensure that the work of the GLC is in line with the needs and aspirations of London's ethnic minority groups. Meetings have been held about issues such as policing, health, elderly and Rastafarianism and with particular groups such as the Latin American, Travelling, Jewish and Irish communities. In addition two well attended one day conferences have been held, the latter on 'Challenging Racism' attracted over 800 participants, a unique occasion in local government terms. Other large seminars have been sponsored including, 'Black Children in Care', 'Black and Ethnic Minority Women' and 'The Role of Section 11 Workers'.

11 The Council recognises the importance of having an effective and stable ethnic minority press in London. This is necessary to ensure that ethnic minority views and interests are adequately represented. The GLC has supported the development of the ethnic minority press both directly through grant aid to publications and indirectly through placing adverts.

12 Representations have been made to Central Government on a number of issues directly affecting London's minority groups. These have included the racist and sexist nature of the British Nationality Act, the excessive fees charged for registration under the Nationality Act and the ethnic origin question in the Census.

13 Several publications have been produced on different aspects of the Council's work in the race equality field to publicise the initiatives taken. Topic papers on subjects such as health provision have also been prepared. The Ethnic Minorities Unit also receives many requests for information and advice from all over the country about the GLC's work to secure equality of opportunity for all racial groups in London. Information dissemination is a major responsibility for a strategic authority such as the GLC and the Council's race equality initiatives have aroused considerable demand for information.

14 Research has been initiated by the Council in key areas for ethnic minorities. These include representation in the mainstream political parties and consultation procedures with local authorities. The Ethnic Minorities Unit has contributed to a number of research projects and working parties including the Department of the Environment/Local Authorities Associations Report, 'Local Authorities and Racial Disadvantage', The Policy Studies Institute work on racial minorities and the Royal Town Planning Institute/Commission for Racial Equality Report, 'Planning For A Multi-Racial Britain'.

15 Support has been given to migrant workers and refugee groups in London. Organisations have been funded to help them develop advice and translation services. Policy objectives have also been generated which include encouraging research in this neglected area and seeking to overcome the isolation faced by migrant workers and refugees.

16 The Council has responsibility for approximately over 30,000 housing units in Tower Hamlets and Thamesmead. A 'Race and Housing Action Team' has now been established which will monitor policy, provide advice and tackle cases of racial harassment. Grant-aid has also been provided for groups working

with ethnic minority elderly and youth throughout London.

17 A wide range of ventures have been initiated in the Arts and Recreation field. These include the development of trainee schemes for sports managers, workshops for black media workers, support for arts groups and the promotion of ethnic minority artists as part of the general programme of events arranged by the GLC. The 'Third Eye' film festival, a festival of films directed by African, Asian and Latin American directors was also held in 1983. A major programme of anti-racist work through the arts and recreational fields is being implemented and a major proposal to establish a Black Arts Centre is being sponsored.

18 Work has been initiated to assist Travellers in London. A non-harassment policy has been adopted and specialist staff work with the London Boroughs to increase the land and quality of official site provision.

The necessity of the GLC's Race Equality Work

19 It is vitally necessary that the anti-racist and race equality programmes of the GLC and its Ethnic Minorities Committee continue for a number of reasons. The GLC employs approximately 22,000 employees, administers many important services and is responsible for an annual budget of approximately £1,000m. The work of the Ethnic Minorities Committee is designed to ensure that all aspects of the GLC's activities incorporate an effective anti-racist and race equality dimension to their work. All too often such initiatives have been grafted on to existing structures and thus remain marginal to the work of the organisation as a whole. The Government itself recognised the importance of 'bending' the entire resources of an organisation to tackle racial discrimination in the Home Affairs Committee Report 'Racial Disadvantage' (HMSO 1981). This has so far happened in an insignificant way. The Council's comprehensive approaches to anti-racist work, as directed by the Ethnic Minorities Committee, has been exemplary and has influenced other bodies to tackle race equality and ethnic minorities issues more seriously and meaningfully.

20 Industrial Tribunal cases, research findings and other studies demonstrate the continuing high levels of racism and racial discrimination in London. For example the Commission for Racial Equality estimated that 50% of all employers discriminate on racial grounds (Annual Report 1983). The Home Office, in its report 'Racial Attacks' (HMSO 1981) showed that if you are of Asian origin you are 50 times more likely to be the victim of a racial attack than if you are white and if you are of Afro Caribbean origin you are 36 times more likely to be attacked. The Policy Studies Institute report

into the Metropolitan Police found much evidence to show that black people in London receive considerably worse treatment from the Police compared with white people. Work by the Runnymede Trust, the CRE and several individual London Boroughs demonstrates the racially discriminating effects of council housing allocations. Naseem Khan in her book 'The Arts That Britain Ignores' showed that in several aspects of the arts ethnic minority groups faced discrimination and disadvantage. These included access to facilities, funding through bodies like the Arts Council and in casting for the cinema and television. A report by the Department of the Environment analysed a number of indicators of deprivation such as recreation facilities, housing, employment, crime, low income and health facilities, black and ethnic minority households, featured disproportionately in respect of all three indications. The most acute stress area was Hackney where almost one third of the population is of black or ethnic minority origin.

21 The 1981 Census estimated that 18% of London's population is of black or ethnic minority origin. In the light of the continuing high levels of racism it is vital that action is taken to combat this in order that the needs of this section of London's population are properly recognised and taken into account, particularly by the GLC itself which is the strategic local authority for London.

22 The Council's role is particularly essential in respect of isolated black and ethnic minority communities which are few in number but who have severe and acute needs are located in boroughs where levels of support and assistance are low or non-existent. Only action by the strategic authority, namely the GLC, can begin to tackle the needs of these groups such as Travellers, migrants and refugee groups such as the Vietnamese.

23 This strategic role is further demonstrated in the support and advice which the GLC can provide to the broad range of Londonwide anti-racist and race equality organisations. Such support could not be maintained by individual boroughs or consortia of London boroughs. The loss of financial assistance to the active development of their vital work would be to the disadvantage of Londoners as a whole.

24 Very few bodies in London have adopted positive action programmes in the race equality field. This includes the majority of the London boroughs. Thus it is vital that as the strategic authority, the GLC demonstrates by example to the other major institutions in the capital what should and can be done in this area.

Implications of Streamlining the Cities

25 The implications of 'Streamlining The Cities' for London's ethnic minority communities and for the work of the Ethnic Minorities Committee are bleak. There is no reference at all to the significant work being carried out by the GLC and the other metropolitan counties in the anti-racist and race equality field. It can only be concluded that the Government does not want this area of work to continue, particularly at the strategic level or does not value the adoption of race equality policies in line with statutory requirements and the government's own policy statements. It is difficult to comprehend the absence of any references to the GLC's race equality responsibilities within the legal policy context.

26 Almost all the work overseen by the Ethnic Minorities Committee would thus come to an end should the GLC be abolished. No other organisation or organisations could take over its role. Even if several were to try, the benefits of the GLC as a whole in developing an effective race equality dimension to all its work would be lost. The individual parts simply could not be a substitute for the whole.

27 Despite the well documented facts of racial disadvantage very few bodies in London have adopted positive action race equality programmes (see para. 24). In particular only a handful of the London boroughs have taken such action, even though many have significant black and ethnic minority communities within their boundaries. Thus if the GLC was to be abolished there would be left only a handful of boroughs with the policy to continue this work. Even these willing boroughs will find it impossible to continue the commitment to scale of GLC's work particularly if the proposed 'rate capping' legislation becomes law. Already hard pressed boroughs are being forced to go through the targets for expenditure set for them by the Department of the Environment because those targets are totally inadequate to meet real needs. Thus the boroughs will simply not have the resources to continue the GLCs race equality work within their respective areas, let alone assist groups working across borough boundaries. The only remaining source of funding, the Commission for Racial Equality, has also had its budget cut in real terms and is in no position to take on either the direct assistance or development in practice of exemplary strategies which are currently undertaken by the GLC.

28 None of the plethora of joint boards and quangos proposed by the White Paper will be a local authority. Thus they will be outside the duty placed upon local authorities under section 71 of the Race Relations Act 1976 namely to eliminate unlawful racial discrimination

and to promote equality of opportunity for all racial groups. This can only be to the disadvantage of London's black and ethnic minority communities.

Conclusion

29 The GLC, through the Ethnic Minorities Committee, is in the forefront of anti-racist and race equality work designed to assist London's black and ethnic minority communities. The proposed abolition of the Council would mean that virtually all this work would come to an end. This is confirmed by the total lack of reference to this vital, strategic area of work in 'Streamlining The Cities' a silence which in its effect, if not intent, is racist. All recent major reports, even the recent Working Party on 'Local Authorities and Racial Disadvantage', which had government (DOE) membership indicated that the colourblind approach was potentially discriminatory. Yet, the White Paper flies in the face of good advice which the government itself presumably endorses.

The result of abolition would therefore have a severe detrimental impact upon London's black and ethnic minority communities which would only increase the hardship and deprivation they already face.

Streamlining The Cities – Responses on the Council's Race Equality Programme

Introduction

1 When the Government issued the white paper, 'Streamlining The Cities' it asked that responses to the proposals to abolish the GLC should be sent to the Department of the Environment by 31 January 1984. Approximately 1500 responses were received by the Department of the Environment by the closing date. A wide range of organisations responded including the majority of boroughs, national and London based bodies, interest groups and many individuals concerned about the future of London and the other Metropolitan County Councils.

2 This report reviews the responses made about the Council's work in the race equality field. It will be recalled that 'Streamlining The Cities' made no reference at all to this important aspect of the Council's work. As a result the vast majority of responses submitted to the Government about the GLC's race equality work were from ethnic minority and anti-racist bodies concerned about the consequences of this omission. However some of the boroughs also responded on this area of activity and their comments are reviewed first.

Borough Responses

3 At the time of writing the Council had received the responses of twenty five boroughs (including the City of London) and the majority and minority responses from the London Boroughs Association. In general terms, the majority of the boroughs opposed the Government proposals. Several of the boroughs which appeared to support the Government did so with often severe reservations. These reservations centred round the increased financial burden the boroughs were likely to face if the GLC is abolished and on the reduction of the democratic accountability over the institutions which govern London.

4 Only four of the borough responses received to date made any detailed reference to the GLC's race equality work. These were Lambeth, Hackney, Haringey and Southwark. In addition a larger number of boroughs were concerned about the ways in which abolition would affect the voluntary sector in their authorities some of which is involved in race equality and anti racist activities. Barnet for example stated in its response that:

'A point which should be borne in mind is that the GLC has tended to concentrate its grants efforts on the needs of ethnic minorities . . . In the present financial climate it is difficult to give adequate priority to these areas'.

5 The four boroughs which made explicit reference to the Council's race equality work were all very supportive and very worried about the consequences of the proposed abolition of the GLC. For example, the London Borough of Southwark said:

'If the GLC was abolished and the (Ethnic Minorities) Unit ceased to function, the effects on the black and ethnic population in Southwark would be very damaging'.

Lambeth echoed this in its submission:-

'The GLC, has played a positive role in the field of race relations initiatives in London'.

The London Borough of Haringey made similar comments:

'The Great London Council has attempted as a strategic authority to promote the multi-cultural nature of the capital and to campaign vigorously against racism . . . The attack on racism and racial disadvantage, so vital to a borough like Haringey, is seriously threatened by the Government's proposals'.

The London Borough of Hackney reached similar conclusions:

'The Council believes that the abolition of the GLC would have disastrous consequences for race relations and the fight for racial equality. No voluntary arrangement or joint boards, could possibly match the performance of the GLC on race relations over the past few years, either in 'on the ground' achievement or general public education. The GLC has provided a powerful and visible example of how local authorities should respond to the needs and interest of black ethnic minorities. This all-important influence would be wholly lost if the GLC was abolished'.

6 There is perhaps a second reason why the vast majority of the borough responses made no mention of race equality work. This is because the vast majority are not involved in such work themselves. As a result it is not surprising that so few appreciated the consequences for their local black and ethnic minority communities should the GLC be abolished, something which can only be to the detriment of these communities as outlined in the Committee's own response to 'Streamlining the Cities' (see page 19).

Other responses

7 Approximately twenty other responses were sent to the Government which made explicit reference to the GLC's race equality programme. (See Appendix A).

A number of the responses were submitted on behalf of several affiliated organisations. These included those from the National Council of Voluntary Organisations, the London Voluntary Services Council, the London Association of Community Relations Councils and most notably the Fight to Implement Race Equality. (See paras 12-13 below).

8 All of the responses which have been received to date which made reference to the GLC's race equality work are extremely concerned about the impact of the Government's proposals on this area of activity. This is best summed up by the National Council of Voluntary Organisations which stated that:

'The abolition of the GLC will probably affect ethnic minorities more than any other groups in London';

and by the London Voluntary Services Council which said:

'Not only has the GLC succeeded in shifting the priorities of its own departments but it has influenced the boroughs and a wide range of other agencies and authorities to consider the implications of their policies and practices upon ethnic minorities . . . The example set by the GLC might be maintained by some boroughs . . . but the Londonwide impetus would be lost'.

9 Some of the organisations which have submitted responses have not categorically opposed abolition but have concentrated on spelling what will go in terms of race equality work should the GLC be abolished. For example the Commission for Racial Equality in its response said:

'It is not appropriate for the Commission to comment in general terms on the Government's abolition of the seven Metropolitan County Council . . . but then goes on to say:

'The GLC's Equal Opportunity Policy . . . is among the most developed of any local authority'.

The Runnymede Trust also praised the GLC's race equality work and was worried that:

'There is, therefore, a real danger that the proposed abolition (of the GLC) would result in the loss of strategic coordination of race policies and it will leave a serious gap which either the lower tier or the joint boards will not be able to fill'.

10 All of the organisations which responded on the race equality aspects of, the proposed abolition of the GLC commented on the fact the 'Streamlining the Cities' made no reference to this area of the Council's work. Thus the West Indian Standing Conference said:

'We find it significant and ominous that . . . it was not seen fit to suggest alternatives for any of the services and measures now being taken to ease the plight of ethnic minorities: or to highlight the need for racial justice, or to promote the cause of equal opportunity'.

11 The London Association of Community Relations Council endorses this point. It also says that what the GLC has been doing with regard to race equality work has been directly in line with its duties under section 71 of the Race Relations Act, 1976 and in line with the government's own advice as set out in the Department of the Environment/Local Authorities Associations report, 'Local Authorities and Racial Disadvantage'.

Fight to Implement Race Equality (FIRE)

12 Perhaps the most significant response with regard to the GLC's race equality work was submitted by F.I.R.E. F.I.R.E. emerged as a federation of ethnic minority and anti-racist organisations at the end of 1983 which was seriously concerned about the possible abolition of the GLC. Approximately 200 organisations endorsed the F.I.R.E. submission, representing a wide cross section of interests and committees (see Appendix B). All were united on three basic issues:

- 'our opposition to all forms of racism;
- our support for any firm measures that may be taken by central government, local authorities, or other agencies, to combat racism and to promote race equality;
- our belief that the Government's proposal to abolish the Greater London Council will deal a damaging blow to the cause of achieving race equality in the capital'.

13 Like other organisations, F.I.R.E. was concerned that many of the ethnic minority and anti racist projects supported by the GLC would not be able to secure alternative funding. In particular they were concerned that Londonwide initiatives and projects in boroughs unsympathetic to race equality work would suffer. F.I.R.E. also pointed out that what is most important about the GLC's race equality programme is its strategic effect through work ranging from contracts compliance to the way job vacancies are advertised. F.I.R.E. concluded its evidence by saying:

'Our position is that the GLC must remain because we cannot afford to lose, and we believe London cannot afford to lose, a metropolitan authority that cares sufficiently about the injustices of a racist society to put race equality policies into practice'.

Appendix A

Streamlining The Cities

Responses to Government on ethnic minority issues.

- 1 Telegraph Hill Neighbourhood Council
- 2 London Voluntary Service Council
- 3 Fight to Implement Race Equality (F.I.R.E.)
(Signed by nearly 200 organisations)
- 4 Commission for Racial Equality (CRE)
- 5 Runnymede Trust
- 6 National Council for Voluntary Organisations
- 7 Lewisham Council for Community Relations
- 8 Croydon C.C.R.
- 9 London Association of Community Relations
Councils.
- 10 St Catherines Youth Camp
- 11 Muslim Parents Association
- 12 North London Zoroastrian Association
- 13 Asian Senior Citizen Welfare Association
- 14 Docklands Ethnic Minorities Welfare Forum
- 15 TARA Arts Group
- 16 Asian Foster Parents Association
- 17 Newham Ethnic Minorities Womens Wing
- 18 West Indian Standing Conference
- 19 African Refugee Housing Action Group.

Appendix B

FIRE (Fight to Implement Race Equality)

The following organisations (and, where indicated, their affiliated groups) have endorsed the document 'RACE EQUALITY IN LONDON', submitted to the Department of the Environment in response to the White Paper, 'Streamlining the Cities.'

Advisory Centre for the Education of Romany and other Travellers, 13 Hertford Lodge, Albert Drive, London SW19 6NE

Africa Centre, 38 King Street, London WC2

Afro-Caribbean Organisation, 335 Gray's Inn Road, London WC1

Aid to Guyanese Group, c/o Rose House, Dunsfold Road, Lorchill, Godalming

Akel, 65 Park Avenue, Bromley, Kent

All London Teachers Against Racism and Fascism, Unit 216, Panther House, Mount Pleasant, London WC1

All Saints Road Positive Community Association, 45 Tolhurst House, Mozart Estate, London W10

Asian Action Group, 10 Bruce Grove, London N17

Asian Senior Citizens' Welfare Association, 49 Plashett Road, London E13

Asian Workers' Group, c/o 2A Brabant Road, London N22

Asian Women's Action Group, 10 Bruce Grove, London N17

Association of Jamaicans (UK) Trust, 2a Temple Road, London NW2 6QB

Bangladesh Women's Association, 52 Ashmead Road, London SE8

Bangla Education and Cultural Centre, 38 Umfreville Road, London N4 1SB

'Bengali', 39 Benton Road, Seven Kings, Ilford, Essex

Black Media Promotions, 11 Berkeley Court, Dog Lane, London NW2 1PX

Black Media Workers' Association, 180b Holland Road, London W14 8AH

Brent Irish Culture Centre, c/o 21 Summerfield Avenue, London NW6 6JT

Brent Irish Youth, 6 Avenhurst House, Coverdale Road, London NW2

Campaign against Racist Activity in Hounslow, 16 Cross Lances Road, Hounslow TW3 2AA

Caribbean Cultural International, 300 Westbourne Park Road, London W11 1EH

'Caribbean Times', 139/149 Tower House, Fonthill Road, London N4

Carila, 29 Islington Park Street, London N1

Centre for Multicultural Education, University of London Institute of Education 20 Bedford Way, London WC1H 0AL

Chile Democratico, 266 Pentovonville Road, London N1
Club Cultural Antonio Machado, 7 Thorpe Close, London W10

Cocoyea, 83 Shrewsbury Road, London N11

Commonwealth Taxpayers' Association, 35 Chareston Gardens, London N11 2NJ

Community Health Group for Ethnic Minorities, 28 Churchfield Road, London W3

Dachwyng Parents' Association, 100a Consort Road, London SE15 2PH

Dagarii Aris Group, 3 Clavering House, Blessington Road, London SE13

'Daily Jang', 57 Lant Street, London SE1

Ethnic Minorities Leadership Project, Albany, Deptford, London SE8

Ecumenical Unit for Racism Awareness Programmes, c/o Methodist Church, 56 Camberwell Road, London SE5

FBYO, Montefiore Centre, Deal Street, London E1

Five-One-O Community Centre, 510 Harrow Road, London W9

Ghana Union (London), 20/21 Compton Terrace, London N1 2UN

Guyanese Organisation for Cultural Advancement, 12 Grange Road, Thornton Heath, Surrey CR4 8SA

High Cross Hostel Project, 62 High Cross Road, London N17

I Drum Project Co-operative Ltd., 204a North Gower Street, London NW1

Impact International, 33 Stroud Green Road, London N4 3EP

Indian Mulsim Federation, 170 Church Road, London E10

Indian Muslim Federation (UK), Trinity Close, London E11

India Society, 37 Stowe Crescent, Ruislip, Middlesex HA4 7SR

'India Weekly', 4 Carmelite Street, London EC4

Iranian Community Centre, 103 Southbank House, Black Prince Road, London SE1 7SJ

Irish in Britain Representation Group, 6 Avonhurst House, Coverdale Road, NW2

Irish in Britain Youth Association, 6 Avonhurst House, Coverdale Road, London NW2

Irish United Worldwide Representation Group, 6 Avonhurst House, Coverdale Road, NW2

- Jewish Cultural and Anti-racist Project, South Bank House, Black Prince Road, London SE11
- Jenako Arts Centre, 49 Balls Pond Road, London N1
- Joint Council of Asian Organisations (Representing 50 organisations in Haringey), 10 Bruce Grove, London N17
- Ladywell Action Centre, 135 Algernon Road, London SE18
- Latin American Workers' Association, 2 Warwick Crescent, London W2
- Learn your Language, 38 Umfreville Road, London N4 1SB
- London Association of Community Relations Councils (REPRESENTING 26 COMMUNITY RELATIONS COUNCILS IN GREATER LONDON), Room 505, Middlesex House, 20 Vauxhall Bridge Road, London SW1V 2SB
- London Tenants' Organisation Campaign for Racial Equality, 17 Victoria Park Square, London E2
- Mixifren Association, 38 Ganwich Road, London N14 5JN
- Musa Razvi, 15 Bedford Road, London SW4
- Muslim Welfare Centre, 13/15 St Thomas's Road, London N4
- National Association of Asian Youth (REPRESENTING 64 ASIAN YOUTH ORGANISATIONS), 46 High Streete, Southall, Middlesex
- National Committee on Racism in Children's Books, 67 Sinclair Road, London W14 0N
- Newham Community Renewal Programme, Trinity Community Centre, East Avenue, London E12
- Newham Mental Health Association Minority Ethnic Communities Project, Durning Hall, Earlam Grove, London E7 9JX
- North Lewisham Project, 21 Sycamore House, Clyde Street, London SE8
- Pakistan Welfare Association, 21 South Park Road, London SW19 8RR
- Parents' Association Supplementary School, 112 Aylwand Street, London E1 0QW
- Pensioners' Link (Haringey), Tottenham Town Hall, London N15
- Polytechnic of North London Students' Union, Holloway Road, London N1
- Portuguese Community Centre, 7 Thorp Close, London W11
- Priory Centre for Community Programmes, Acton Lane, London W3
- Project MRB, 120 Greencroft Gardens, London NW6 3PJ
- Quintessence Carnival Band, 123 Colworth Road, London E11
- 'Report', 411 Oxford Street, London W1
- Retake Film and Video Collective, 9 Fawley Road, London NW6
- 'Searchlight', 37b New Cavendish Street, London W1M 8JR
- 'Shakti', 46 High Street, Southall, Middlesex
- Shapla Shangho (Cultural Organisation), Asian Studies Centre, Myrdle Street, E1
- Society of Caribbean Culture, 36 Swinburne Court, London SE5
- Steel Pan Project, 153 Sellicourt Road, London SW17
- Tara Arts Group, 356 Garrett Lane, London SW18
- The Bookplace, 13 Peckham High Street, London SE15 5EB
- Tottenham Community Project, 628 High Road, London N17
- Tower Hamlets Association for Racial Justice, Oxford House, Derbyshire Street, London E2
- TSAFRIKA, 4 Hazel Court, 1a East Dulwich Road, London SE22 9BA
- Uhuru Project, All Hallows Church Hall, Devons Road, London E3
- Virgo Star Association, 59 Crofton Way, Enfield, Middlesex
- West Indian Standing Conference, 46 Lydford Road, London W9 3LX
- West London Synagogue, 33 Seymour Place, London W1

Ethnic Minorities Committee Achievements

Introduction

1 This report summarises the main initiatives and activities undertaken by the Ethnic Minorities Unit on behalf of the Ethnic Minorities Committee, since its creation in 1981.

The Ethnic Minorities Unit

2 The Ethnic Minorities Unit (EMU) was set up to advise and support the Council's Ethnic Minorities Committee. The first appointments to the EMU were made in December 1981 but the Unit only became fully staffed in July 1983. The Unit comprises a Principal Race Relations Adviser, a Senior Race Relations Adviser, Advisers for Arts and Recreation, Industry and Employment, Employment and Training: (Equal Opportunities), Outreach Workers for the Irish, Migrants and Refugees, Travellers, Youth and work on promotional activities with the London Boroughs, an Anti-Racist Co-ordinator, Grants Assessment Officers, clerical support and secretarial staff.

Background

3 The Council acknowledges the existence of institutional, individual and cultural racism and the widespread racial discrimination that it sustains. It is therefore seeking to make a contribution in the fight against racism through its role as the strategic authority for Greater London and would like to see Central Government and all other public authorities acknowledging the endemic nature of racism and giving an equally high profile to combating it. The Council is also attempting to respond to the particular needs of ethnic minorities in London by supporting self help and voluntary projects, adopting effective policies and practices and through advocacy work with and on behalf of the ethnic minorities themselves.

4 The Minorities Committee has overall responsibility within the Council to ensure that the GLC's duties under the Race Relations Act 1976 are carried out as well as monitoring the successful implementation of anti-racist programmes. It is chaired by Ken Livingstone and meets approximately every three weeks. Other Committees also have explicit responsibilities for ensuring that the race equality dimension is fully taken into account in their work.

Racial Discrimination and Disadvantage in London

5 London's black and ethnic minority population differs significantly from the white majority population. Some of these stem from cultural, religious or social differences mainly arising out of the historical relations that underpin the initial movement of peoples to Britain. Other differences, however, derive from racial discrimination and disadvantage caused by racism.

Consequently ethnic minorities and in particular black people, experience multiple deprivation which, within a context of a matrix of racist experiences, influences and definitions, sets them apart from that experienced by certain sections of the white population. The key indicators of this experience show a differential treatment which, because of the wide disparities with the national average and the correlation with ethnicity and race, point to the intervention of racism:

Employment – The 1979 National Dwelling and Housing Survey estimated that 51% of 'Asian' and 60% of 'Afro-Caribbeans' were manual workers compared to only 40% of white workers in London.

The Commission for Racial Equality in its Annual Report for 1983 indicated that 50% of all employers unlawfully discriminate against ethnic minorities. Department of Employment figures show that unemployment rates are significantly higher for ethnic minorities compared with whites. Afro-Caribbean school leavers are particularly badly hit, in some areas of London it is estimated that no less than 80% of them are unemployed (CCR Lambeth, 1983).

Housing – The 1979 National Dwelling and Housing Survey showed that only 70% of Asian households in London enjoyed the sole use of all the standard amenities compared with 88% of white households. The same survey showed that 18% of Afro-Caribbean households and 20% of Asian households lived in overcrowded conditions compared with only 5% of white Londoners. Studies by the Runnymede Trust, Political and Economic Planning, several London Boroughs and most recently the CRE Formal Investigation into the London Borough of Hackney (1984), have all demonstrated that ethnic minority households are allocated poorer quality and pre-war council housing more often than white households.

Attacks – The 1981 Home Office Report into Racial Attacks concluded that an Asian person is 50 times more likely to be the victim of a racial attack than a white person and an Afro-Caribbean 36 times more likely. The Commission for Racial Equality report 'Racial Harassment on Local Authority Housing Estates' graphically illustrated the extent and types of such attacks in London. This has been reinforced by the GLC's Police Committee enquiry into Racial Violence (1983).

The Arts – Naseem Khan in her book published in 1974, 'The Arts That Britain Ignores', showed that in several aspects of the arts ethnic minority groups

faced discrimination and disadvantage. These included access to facilities, funding through bodies like the Arts Council and in casting for the cinema and television. Very little has changed since then.

Multiple Deprivation – A recent report by the Department of the Environment analysed a number of indicators of deprivation such as the environment, recreational facilities, housing, unemployment, health facilities, low incomes, crime, etc. Almost all of the worst areas in the analysis were areas with significant concentrations of black or ethnic minority populations. The most acute area of stress was Hackney where almost a third of the population is of black or ethnic minority origin.

Why a Strategic Role is Necessary in London

6 Whilst several institutions have taken some positive steps to combat racial discrimination and disadvantage, notably some of the London Boroughs, it is also vital that these issues are tackled at the strategic level by the GLC. Amongst the reasons for this are:

- (i) The uneven distribution of the ethnic minority population within London. In 5 boroughs 25% or over of the population is of New Commonwealth or Pakistani origin whereas in 6 boroughs the figure is fewer than 5%. (See Appendix 1). Concentrations of black and ethnic minority communities can be seen to lie outside the city centre in an arch of middle distance boroughs north of the Thames – Ealing, Brent, Haringey and the North London inner borough areas of Islington North, Hackney North, Paddington and Hammersmith North and south of the Thames – Tooting, Norwood, Lambeth Central and Deptford.
- (ii) The cross-Borough distribution of ethnic minority groups. Some ethnic minority groups which are numerically small, but whose problems are acute are spread across several Boroughs. Examples include Travellers, and the migrant and refugee communities. Only strategic action can tackle the needs arising out of this wide distribution.
- (iii) The variable response to racial discrimination and disadvantage. A few bodies in London, particularly some of the Boroughs, have adopted positive action

programmes in the race equality field. The majority, alas, have not, and thus the GLC believes it should demonstrate at the strategic level what needs to be done. Where appropriate this is done in conjunction with the Commission for Racial Equality but the CRE is primarily a national organisation with no direct responsibility for the provision of personal or strategic public services. (See Appendix 1 for further details.)

Implementation

7 To implement the GLC's commitments with regard to ethnic minorities the Ethnic Minorities Unit (EMU) has been directly involved in a wide range of initiatives. It should be noted, however, that whilst EMU has been responsible for many of these itself, its aim is to ensure that the rest of the Council's departments take direct action themselves to secure race equality in London. Thus the role of EMU is to advise and monitor the activities, policies and programmes of the rest of the Council rather than implement everything itself.

Consultations

8 The EMU has undertaken a series of detailed and lengthy consultations with ethnic minorities in London in an effort to ensure that a strategic and comprehensive overview of the important areas of concern occur and that the ethnic minority communities themselves are given the opportunity to shape the required responses from the relevant institutions as well as contribute to this Council's policies and strategies.

9 One set of consultations was with particular ethnic minority groups. These included meetings with the Jewish, Chinese and Irish Communities, Rastafarians, Travellers and the Latin American Community. Other consultations were on central communal concerns of the communities as well as key areas of need. These included housing, Asian Youths, Equal Opportunities, Children in Care, Ethnic Arts, Religious Communities, Section 11 Workers, Scarman Report, the elderly, Carnival, women, prison welfare, health, black tenants and the media. A number of one day conferences were convened on ethnic arts and the theme of 'Challenging Racism in London'.

10 Besides its own programme of consultations, the EMU has been involved in ensuring that other sections of the GLC consult ethnic minorities as part of their

work. Examples include the consultation over the revisions to the Greater London Development Plan and the London Assembly. The Women's Committee also held a conference for ethnic minority women in which the Ethnic Minorities Committee were co-sponsors. The consultation programme has also had the effect of assisting ethnic minorities to become more involved in the local government process and contribute to the development of policies. Separate documents on the issues raised, the demands made and responses so far as a result of such consultation are available from EMU.

11 The opportunity for ethnic minorities to shape Council's policies also takes the form of contributing to the content of major reports of specific issues. Black and ethnic minority organisations were thus consulted on reports dealing with the Social Services, The NHS, Rastafarians, the Prevention of Terrorism Act, Black Children in Care and the Home Office's response to the Yellowlees Report.

Equal Opportunities

12 The Council's Staff Committee agreed a revised and strengthened policy for equal opportunities in employment in December 1981. The policy is monitored by the Equal Opportunities Monitoring Group.

13 Ethnic origin monitoring has been introduced in keeping with the Code of Practice governing confidentiality. This covers all applicants for GLC jobs. In addition, a survey of existing staff was carried out in October 1983. It found that only 8% of the GLC's staff were of ethnic minority origin compared with 18% of Greater London's population. On the basis of the survey results a series of equality targets have been set for each department to help ensure that the GLC better reflects the population pattern of the capital in its role as an employer.

14 Advertising and recruitment procedures have been reviewed in line with the new equal opportunities policy. The steps taken to date include regular advertising in the ethnic minority press, adding a standard equal opportunities statement on all adverts and the centralisation of all trainee, apprentice and graduate entry recruitment. A list of GLC vacancies is also circulated fortnightly to 400 ethnic minority groups directly.

15 A Code of Practice on equal opportunities has been produced. This covers the entire personnel

process from the moment a vacancy is advertised to the issue of an appointment letter. Detailed practice notes are being prepared to ensure that all employees with personnel functions are aware of their duties and responsibilities.

16 Training programmes have been reviewed in two main areas. The first covers all staff responsible for employment or other management functions. The second is the provision of new courses and opportunities for ethnic minority employees. Courses range from selection/interview techniques to racism awareness. Since November 1983 only staff who have been on a selection/interview course can interview for staff vacancies. Confidence and skills building courses for predominantly black catering and cleaning staff have also been held. A 48 place 'Second Chance' Scheme for women and black adults has also been introduced.

17 Grievance and disciplinary procedures have been revised to incorporate discrimination and harassment issues. Breach of the equal opportunities statement can now lead to disciplinary action. The Race Relations Employment Adviser has given advice and assistance in over 100 individual cases. Many of these cases have affected the ways the equal opportunities policy is carried out in practice.

18 The London Fire Brigade has been the subject of a special initiative. In 1981 only seven out of over six thousand uniformed staff were of ethnic minority origins. The figure has now been increased to seventy as a result of a series of positive action measures. This is the type of strategic initiative, to make the workforce of a London wide service reflect the community it serves, that the GLC is taking to secure race equality in the capital.

Ethnic Minorities Committee Grants

19 The most practical and effective way in which the Ethnic Minorities Committee meets the special needs of ethnic minorities in London and seeks to combat racial disadvantage is through the provision of grant-aid.

20 The Committee's three main objectives in making grants have been agreed as:

- (i) responding to identified special needs which cannot be met through other grant-aiding arrangements (these other such arrangements might include the urban programme, borough council grants, CRE grants, the MSC special programme, etc)

- (ii) countering racial disadvantage through proposals utilising the positive action provisions of the Race Relations Act; and
- (iii) developing initiatives which are necessary to be developed on a London-wide basis and which are in line with objectives (i) and (ii) above. In considering these broad objectives the Committee have developed more specific criteria and priorities and these are as Appendix 2.

21 Despite these detailed priorities and criteria, the Committee have had an extremely difficult task in coping with the volume of applications received and in awarding priorities to them. For 1982/3, the first year in which the Committee had a budget for grants, over 300 applications were received, making bids for over £6 million. The Committee had a budget of only £850,000 for the year. In 1983/4 the Committee's budget for grants has risen to approximately £2.5 million but the demand has also increased: over 400 applications were received, making bids totalling £27 million. All applications received are given initial priority ratings (high, medium, low) which are agreed by the Committee and then all members of the Council are circulated with details of applications received and priority awarded. Constituency members and others may seek to vary the rating given to a particular organisation depending on their knowledge of the project's work. In awarding priority ratings, the Committee bear in mind their own agreed criteria and priorities and the demands and needs of the ethnic minority communities as expressed through the Committee's consultation programme.

22 During 1982/3 a total of 107 organisations were funded by the Committee, 31 of which had a London-wide focus and 76 of which were more locally based. The Committee's grant-aid created or sustained a total of 70 full-time and 26 part-time jobs (although not all were supported during the entire year). By April 1984 nearly 250 grants had been awarded, totalling nearly £2,500,000 (of these grants 75 were originally approved in 1982/3 but included payments for 1983/4).

23 Projects being funded by the Committee cover a broad range of activities and seek to meet a wide spectrum of special needs. Many ethnic minority organisations have great difficulty in finding suitable premises in which to meet and assistance has been given towards renting or purchasing premises. Organisations helped have included Harmony Centre, Hatzola, Vishua Hindu Parishad/Lohana Community, Brixton Young Families Housing Aid Association, Ghana Union, London Association of Community Relations

Councils, Elimu Centre and Hillingdon Borough Irish Association. Most of these projects have also received funding from other agencies, who also recognise the essential nature of the funds being provided.

24 A variety of specialised information, advisory and campaigning bodies which serve the special needs of ethnic minorities in London have been funded. These have included the Black Trade Unionists Solidarity Movement, Black Media Workers' Association, Black Womens' Radio Group, Advisory Services and Resources Centre, South London Immigration and Nationality Group, Joint Council for the Welfare of Immigrants, Institute of Race Relations, Brent Irish Advisory Service, Information on Ireland, Black Information Unit, Rights and Justice, Community House Information Centre, No Pass Laws and the Independent Adoption Society/New Black Families Unit.

25 A great many of the organisations funded provide a variety of social, counselling, welfare and community functions. Such groups include the Acton Asian Association, Afro-Caribbean Voluntary Self-Help Association, Afro-Caribbean Community Association, Agudas Israel, Anjuman-E-Islamia, Asian Community Action Group, Bangladesh Centre, Bangladesh Welfare Association, Bengali Community Association, Black Insight Community Organisation, Caribbean Progressive Association, Clinic & Welfare Project, Colebrook Social, Cultural and Welfare Association, Dachwyng Parents' Association, Family Welfare Association, Hackney CRE Family Centre, Haringey Task Force, Indian Muslim Federation, Indian Workers' Association, Islington Asian Centre, Mulsim Welfare Centre, Mixi-Fren, Muslim Parents' Association, Newham Community Renewal Programme, North London Bangladesh Welfare Association, Redbridge Asian Womens' Association, St Anthony's Caribbean Association, Shiloh United Church of Christ Apostolic, South London Islamic Centre, Tabernacle Community Association, Tottenham Community Project, Wandsworth Latchkey Development Project, Waltham Forest Caribbean Council, and the West Indian and African Community Association in Deptford.

26 Community Relations Councils and similar organisations with clearly defined funding from borough councils have not normally been funded but the Committee has stepped in where this funding has not been forthcoming. Assistance has been given to Ealing CRC, Barnet CRC, Sutton CRC, Redbridge CRC and the Tower Hamlets Association for Racist Justice.

27 The needs of ethnic minority elderly are frequently ignored by public authorities and mainstream service provision. The Committee have

sought to ensure that voluntary projects receive the necessary funding. Those assisted have been the Conference of Ethnic Minority Senior Citizens, Pepper Pot Luncheon and Handicraft Club, Black Over-60s Workshops, Brixton Neighbourhood Community Association, Carib Senior Citizens Society, Asian Senior Citizens' Welfare Association, Age Concern Greater London and the Cypriot Elderly and Handicapped Group. Work with the ethnic minority elderly is of major concern to many social work agencies and self-help responses are regarded as an effective way of meeting their needs.

28 The particular needs of ethnic minorities in education and the lack of statutory provision to meet these needs, have led to the funding of a variety of community education projects. These include Community Language Centre, Haringey Black Pressure Group on Education, North London Cypriot Association, Parents' Association for Educational Advance, Caribbean Cultural International, Community Education Trust, the Duke of Edinburgh Award Scheme, Kokaji, Singh Sabha London East, the Transcultural Psychiatry Association, Caribbean Communications Project, Caribbean Educational Project, Bengla Educational and Islamic Cultural Centre, Caribbean Parents' Group, Caribbean Studies Group, Caribbean Teachers' Association. Educational disadvantage affecting ethnic minorities is well documented and the funded groups are all making a valid contribution to meet special needs not otherwise provided. Other communities helped have been the Irish (apart from projects already mentioned, grants have been given to Haringey Irish Association, the Lambeth branch of the Irish in Britain Representation Group and Irish in Islington Project), Chinese (e.g., Ealing Chinese Group) and Jewish (e.g., Jewish Employment Action Group, Manor House Centre for Judaism and other projects already mentioned) and a grant was made to Bexley CRE for a Vietnamese Project.

Arts and Recreation

29 The Council has set up an Ethnic Arts Sub Committee of the Arts and Recreation Committee which has seventeen black and ethnic minority members who are experts in their respective art forms. The Ethnic Arts Sub Committee has sought to ensure that there is an ethnic dimension in all the GLC's artistic work, to lobby other bodies concerned with the arts to give due recognition to the ethnic arts and to bring the ethnic arts to as wide an audience as possible. Policy papers on the visual arts, literature and music have been prepared.

30 Since the Sub Committee was set up 100 ethnic arts projects had been funded by March 1984. Major initiatives included the purchase of the Roundhouse for a Black Arts Centre, support for the Campaign for Equal Opportunities in the Arts, the Minority Arts Advisory Service and grants to the Westbourne Gallery to establish a visual arts exhibition space for black artists. Some community projects have received grant-aid through the Ethnic Minorities Committee. These are the Creation for Liberation, Cultural Organisation for Black Radical Achievement, Black Designers 82, I Drum Project, Sam Uriah Morris Society, Stonebridge Asian Group, Irish Video Project, Karnak Temple Productions and Anglo-Indian Art Circle.

31 A major festival of films made by African, Asian, Latin American and Black British directors was mounted. The 'Third Eye' festival ran for two weeks in October/November 1983 at major venues in London. A Black Arts and Crafts Fair was organised for early September 1983 in Covent Garden.

32 Other ethnic arts events staged by the GLC include the 'Music Village' in Holland Park, a steel band competition in conjunction with Capital Radio and a Caribbean Crafts Fair as part of the South Bank Day.

33 In addition to promoting events and grant aiding organisations the GLC is supporting a trainee scheme in arts administration and management designed for ethnic minorities in London. The scheme will cover all aspects of theatrical management, production, lighting, sound and associated technical skills.

34 Employment opportunities in other aspects of the media have also been considered. Training courses in print and radio journalism have been set up at the Polytechnic of Central London, in conjunction with the MSC and CRE.

Housing

35 The GLC still owns over 30,000 units, primarily in the Tower Hamlets and Thamesmead areas. In addition, it has responsibility for the Greater London Mobility Scheme.

36 The EMU has been instrumental in several initiatives in the housing field. In particular it has helped secure changes in the GLC's allocations policies, the creation of a Race and Housing Action Team and setting up a system to combat racial harassment. The Council has also begun to keep and monitor ethnic origin records of all users of its housing services. Officers of the Unit continue to liaise with specialist race advisers in local authority housing departments in an effort to develop a London-wide strategy especially in relation to homelessness among Bangladeshi families,

single homeless and the allocation policies of Housing Associations and Co-operatives who have remained oblivious to the need for them, in receipt of public funds, to broaden their intake in relation to race.

37 The Council's grant aid budget has also been used effectively in the housing field. Organisations seeking to meet the needs of ethnic minority elderly and youth have been assisted. The London Tenants Organisations racial equality project with tenants' associations, a Southall based project run by the Ealing Housing Aid Service, Ujima Housing Association, Islam Co-operative Housing Society and the Asian Sheltered Residential Accommodation Group have been funded.

Industry and Employment

38 One of the Council's top priorities for implementation is the regeneration of London's economy. The EMU has a key role in assisting the Industry and Employment Committee and its support staff in considering and responding to the special needs of ethnic minority community enterprises, training, employment projects and co-operatives through financial assistance. This EMU role also extends to the work of the Greater London Enterprise Board through liaison and monitoring activities.

39 A policy for ethnic minority businesses and community enterprises was adopted in early 1982. This outlined the problems ethnic minorities faced such as access to start-up finance and difficulty in obtaining proper premises. As a result, under the Urban Programme start-up funds are being made available in Hackney, Hammersmith and Fulham and Lambeth. Urban Programme Finance is also being used to sponsor up to forty places (1983/4) for apprentice and training schemes based in ethnic minority businesses.

40 The GLC runs many events where there are catering concessions. Few, if any, ethnic minority caterers were being allocated concessions. To rectify this a list of ethnic minority caterers has been added to the list of tenderers so that they are now able to bid for concession at GLC events and this is now working well. A conference on this issue was held in March 1984.

41 The Council places many contracts for the supplies it requires. Again, very few contracts were being awarded to ethnic minority enterprises. Courses and seminars are being set up to advise ethnic minorities of the methods of tendering and the types of goods and services the Council needs. A list of ethnic minority suppliers has been drawn up. The EMU also assists the Contract Compliance Unit which seeks to ensure that all the Council's suppliers comply with its equal opportunities policies.

42 An important way for London's ethnic minority population to ensure that its views and ideas are represented is through its own media. Ethnic minority papers have been assisted either directly, through grant aid or loans, or indirectly through placing advertisements in them as part of the Council's equal opportunities policy.

Travellers

43 Travellers form a very small part of London's population – between 600 and 650 families – and in general their needs are overlooked or ascribed a low priority. Although most of them regard themselves as London Travellers and are permanently resident in the area, they do not belong to specific boroughs and in many respects it is therefore appropriate for the GLC to concern itself in ensuring that their needs are met on a London-wide basis.

44 The needs of Travellers in London are simple and were clearly spelt out at a consultation meeting held in 1982. They want well designed and managed caravan sites where they can safely live and bring up their children. Less than 400 families have places on official sites and many of these sites are badly designed and located. The remaining 200-250 families have to live illegally where they can.

45 Travellers on unauthorised sites face considerable problems living without water or sanitation, facing regular eviction which prevents them benefitting from education, health and welfare services, which stops them from regarding themselves and being regarded as part of the local community. The Council has thus adopted a non-harassment policy. Travellers will not be evicted from GLC land unless that land is urgently needed.

46 The Council has appointed an Outreach Worker to establish a dialogue with the Travellers, improve relations with the local community and combat prejudice and misunderstanding. To assist Travellers in their struggle to improve the conditions under which they live the GLC has grant-aided two organisations of Travellers in London; The London Roadside Travellers Group for Travellers on unauthorised sites and the Westway Support Group fighting for the relocation of the Hammersmith official site. A grant has also been given to the Thistlebrook Site in Greenwich.

47 Under the Caravan Sites Act 1968 the responsibility for the provision of sites for Travellers is the responsibility of the London Boroughs. The GLC has taken an active role in encouraging, advising and supporting those boroughs who have not yet provided sites or are considering making additional provision. In addition, the GLC is working towards establishing a

co-ordinated and constructive approach from all London Boroughs and a conference was held in April 1984 on 'Positive Policies for Travellers'.

Planning

48 The Council is the strategic planning authority for the Greater London area. As such it seeks to ensure that structure, borough and local action area plans incorporate an ethnic dimension.

49 The EMU has prepared a section on racial equality to be incorporated into the proposed revisions to the Greater London Development Plan. The Unit has also ensured that ethnic minority groups have been consulted on all aspects of the revised Plan.

50 Various borough draft plans have been commented on from a race equality perspective. Some already include an ethnic dimension but others do not. One of the latter was the Ealing Borough Draft Plan. The Council formally objected to it on the grounds that the Borough had failed adequately to take into account its duties under the Race Relations Act, 1976, and the EMU gave evidence to a public inquiry.

51 The Council has created a number of Community Areas in London. In each of these the EMU has helped encourage both projects initiated by ethnic minority groups and ensuring that other projects involve ethnic minorities and meet race equality objectives. The Council has also endorsed the main recommendations in the Royal Town Planning Institute Commission for Racial Equality Report, 'Planning For A Multi-Racial Britain' and a series of racism awareness seminars is being held for staff.

Immigration and Nationality

52 The uncertain citizenship status of many black people and other ethnic minorities in London, coupled with the enforcement of discriminatory immigration legislation and rules are undermining factors inhibiting the achievement of race equality and justice. To combat this the EMU has worked with organisations such as the Joint Council for Welfare of Immigrants to campaign against the Nationality Bill and other measures such as health charges for overseas visitors. Representations have also been made to Central Government over the high cost of registration under the Nationality Act, 1981. Information in eight different languages was published in the 'Londoner' about the implications of the Nationality Act for many Londoners. It aroused great interest and helped many to secure advice and assistance.

London Boroughs

53 The London Boroughs have a key role in achieving

the goals of racial equality. They are all major employers and provide many of the services which affect an individual's life chances.

54 The EMU has helped establish a member level forum of the Boroughs. The aim of this forum is to develop joint initiatives with the Boroughs, provide and share with them advice and information and to involve them in the GLC's Borough based consultation meetings.

55 Meetings have also been held with the specialist, Borough race relations workers, in particular the various Principal Race Relation Advisers. These meetings have helped plan conferences, discuss proposed initiatives and provide support and give effect to the strategic role of the Ethnic Minorities Unit in being a specialist Londonwide resource servicing the needs of the boroughs. A conference on the role of Section II workers was held in January 1984 which examined the marginal position many specialist race workers face.

Anti-Racist Programme

56 The GLC declared 1984 Anti-Racist Year. The aims are to raise public awareness about the nature and form of racism and to encourage positive action to achieve racial equality. The proposal arose because of the institutional nature of racism and the subtle or covert forms of racial discrimination it sustains. The idea was proposed at one of the consultative conferences held by the Ethnic Minorities Committee in 1982.

57 An Anti-Racist Programme sub committee of the Ethnic Minorities Committee has been set up. This comprises in the main co-optees from the community with provision made for up to twenty places. Co-optees include the Anti-Apartheid Movement, the Institute for Race Relations, the London Association of Community Relations Councils, the Racism Awareness Programme Unit and Searchlight. In addition, several of the London Boroughs have agreed to set up their own borough-based anti-racist groups to work with the GLC on this important venture. A separate grant aid budget has been approved to finance anti-racist projects. Several working groups have also been set up which are developing anti-racist proposals in fields such as education, housing, health, women, the media and the police. The cultural activities group has set up a programme of street theatre which will run throughout 1984. Amongst the other major events held have been a number of concerts, conferences and rallies including one to commemorate United Nations Anti-Racist Day on 21 March when the main speaker was the President of the African National Congress, Oliver Tambo. The

Council also formally launched its Anti-Apartheid Declaration in January at a ceremony attended by 250 people including the United Nations, official Ambassadors, MPs and other representatives of significant bodies (see Appendix 3).

58 The anti-racist, anti-fascist magazine, Searchlight, has been aided, along with other anti-racist organisations to carry out anti-racist activities. These are All London Teachers against Racism and Fascism, the London Tenants Organisation, Joint Committee Against Racism, Waltham Forest Campaign for Racial Justice, Ecumenical Unit for Racism Awareness Programmes, Quaker Community Relations Council, Rights and Justice, Council for Christians and Jews, the Wilberforce Anniversary Committee, the Institute of Race Relations, the Southall Monitoring Group, Liberation, the Tower Hamlets Trades Council, Greenwich Council for Racial Equality, the Racism Awareness Programme Unit and Islington Borough Council.

Migrants and Refugees

59 A policy for migrant workers and refugees has been approved by the Council. This aims to encourage research into the issues and policies that impinge on the lives of these communities and provide resources for self-help projects.

60 Migrant and refugee groups have great difficulty in attracting notice or funding from public bodies and the needs of migrant workers are frequently ignored. In consequence they can suffer extreme hardship and disadvantage. The Committee have attempted to remedy this through their grant-aid programme and have assisted the Latin American Advisory Committee, Basle Court Centre for Refugees, Iranian Community Centre, Portuguese Community Centre, Union of Turkish Workers, Carila Latin American Resource Centre, Migrants Action Group, Migrants Services Unit, Chile Democratico, North Kensington Moroccan Tarbia, Cypriot Community Workers' Action Group, the Federation of Spanish Migrant Workers' Association and a Latin American Centre in Lambeth. During the spring of 1984 a series of consultations were held with migrants' groups to help determine future action in this area.

Health

61 A paper examining the relationship between ethnic minorities and the National Health Service has been prepared. It was widely circulated among ethnic minority groups, health agencies and authorities. This identified key issues such as the failure of the NHS to recognise certain conditions which particularly affect ethnic minority groups, to employ ethnic minority staff

in key positions and ensure that ethnic minority patients have equal access to all NHS services. A follow up paper is being prepared together with a comprehensive equal opportunities statement which District Health Authorities will be encouraged to adopt. Other concerns have been on charges for so called 'overseas visitors' which have discriminatory potential.

62 Following the publication of the Yellowlees Report on the Medical Examination of Immigrants which arose after widespread furore over the 'virginity test' applied to Mrs Kakkar at Heathrow, the Unit co-ordinated responses from concerned organisations and agencies for submission to the senior Medical Officer of the DHSS. A further report is being prepared on proposals to screen potential immigrants to determine their health status in the country of origin and the Unit passed on all comments received and is monitoring the eventual outcome.

63 Health projects have been a particular interest of the Committee. Projects funded cover those dealing with sickle cell anaemia (the Sickle Cell Society and the Organisation for Sickle Cell Anaemia Research), with mental health (Brent Black Mental Health Project, Afro-Caribbean Voluntary Self-Help Association, Newham Mental Health Project), and with access to health services (No Pass Laws to Health Campaign, Black Health Workers and Patients Group). The Community Health Group for Ethnic Minorities was funded to support its ethnic switchboard and information service. Jewish organisations which are active in the field of health, including dealing with people with disabilities, have received grant-aid. These are Beth Hayled and Jewish Association for the Physically Handicapped. Each of the funded health bodies works with disadvantaged groups as well as with statutory agencies to secure all-round effectiveness and avoid duplication.

Women

64 The EMU works closely with the Council's Women's Committee Support Unit on issues affecting black and ethnic minority women. Every matter the Unit considers is examined in terms of its impact upon women. In July 1983 a conference was organised by the Council for black and ethnic minority women concerning items such as education, health and employment. This close co-operation extends to package funding of organisations whose work while not having an exclusively gender dimension, substantially benefit black and ethnic minority women. The Women's Committee also held a series of meetings for black women as part of its contribution to the Anti-Racist Year programme.

Research

65 Research has been initiated by the Council in significant areas for ethnic minorities. The EMU has contributed to a number of research projects and working parties including the Department of the Environment/Local Authorities Association report, 'Local Authorities and Racial Disadvantage', the Policy Studies Institute's work on racial minorities and the Royal Town Planning Institute/Commission for Racial Equality report, 'Planning for a Multi-Racial Britain'. These are all important developments for increasing awareness of racial disadvantage and extending positive action to assist ethnic minorities in London.

66 Two major research projects have been commissioned from the Runnymede Trust, one on the effectiveness of local authorities' consultation programmes with the ethnic minority communities and the other on black peoples' participation in mainstream political parties.

Youth

67 The Ethnic Minorities Committee has identified the special needs of black and other ethnic minority youth as one of its priorities for action during 1983/5. An outreach and liaison worker for youth has been appointed. The worker is developing a series of initiatives through active involvement with black and other ethnic minority young people in the London Area, with the aims of:-

- (i) advocating greater participation of black and other ethnic minority young people in decision-making, particularly related to initiatives taken and resources allocated to meet their needs;
- (ii) reminding relevant public bodies of their responsibilities to take positive action in response to the special needs and aspirations of black and ethnic minority young people; and
- (iii) highlighting good practice amongst community based youth organisations, for example involving the youths as part of their management structures.

68 Initial steps taken to date include securing representation of young people such as the Council's Anti-Racist Programme Sub-Committee and co-ordinating the efforts of the youths themselves in planning and holding a London-wide Youth Conference in March 1984.

69 Youth projects are an important area for the ethnic minority communities and a key one for the Committee.

Projects working with youth who have received grants include Federation of Bangladesh Youth Organisations, Chinese Information and Advice Centre, Harmony Foundation, Newham TMK Youth Council, North London Muslim Youth Centre, Omnibus, Pagnell Street Youth and Community Centre, Youth Outreach Service, Peckham Self-Help Youth Association, Croydon Black Peoples' Action Committee, Black Amalgamated Self-Help Co-op, Balham and Tooting Youth Outreach, Brixton West Indian Society, Ujima Housing Association and Redbridge Jewish Youth Association. Rastafarian groups funded have been Rastafarian Universal Zion, Rastafarian Advisory Centre and Abyssinian Society. All of these organisations work with and provide services for disaffected youth and young adults, many of whom are unemployed and often homeless.

Police

70 The questions of police attitudes and behaviour towards black and ethnic minority people in London have arisen frequently in several aspects of the EMU's work. These include alleged harassment of groups such as the Chinese and the failure to respond adequately to cases of racial harassment.

71 The Council has set up a Police Committee with its own Support Unit. The EMU has worked closely with the Support Unit on issues relating to the Police on matters such as the Police Bill and its inquiry into Racial Harassment in London.

Irish Community

72 As a result of an initial conference held in 1982 with London's Irish Community a liaison and outreach worker has been appointed. A second conference was held in May 1983 which set out the problem faced by this community and put forward recommendations which the Council is seeking to follow. Further conferences on the Prevention of Terrorism Act and the anti-Irish bias in the media are planned.

73 The Council is working with both new and long standing Irish organisations to develop strategies to help ensure London's Irish community receives its fair share of resources. In particular effort is being concentrated on those boroughs where little provision is currently made.

74 Considerable assistance has been given to the establishment of an Irish Cultural Centre in Brent which will serve London as a whole. The Centre will house a much needed Irish archive and provide a venue for traditional Gaelic pursuits. Welfare and advice will also be available as will a nursery and employment training courses.

75 In addition grant aid has been provided for a

number of Irish organisations. Groups in Brent, Islington, Lambeth, Haringey, Hammersmith and Fulham, Hillingdon, Harrow, Waltham Forest and Southwark have been assisted. The grants have helped equip centres and fund salaries for workers. General information of use to London's Irish Community is also being prepared for future dissemination.

Appendix 1: London Borough Race Relations Initiatives (April 1984)

Borough	Controlling Party	Race Committee	Adviser Posts	Ethnic Records	S.11 Use (80/1) £s	Population (%)
Barking	Labour				71,461	4.1%
Barnet	Conservative				320,201	12.6%
Bexley	Conservative					4.2%
Brent	Conservative	Sub	Principal and Unit	All departments	2,002,269	33.0%
Bromley	Conservative					3.6%
Camden	Labour	Full	Principal and Unit	Housing, Personnel	71,074	10.1%
Croydon	Conservative				550,992	11.9%
Ealing	Conservative				2,004,512	25.0%
Enfield	Conservative				199,571	13.9%
Greenwich	Labour	Sub	Principal and Housing	Agreed (TU block)	130,091	7.9%
Hackney	Labour	Sub	Principal and Unit	All departments	131,107	27.5%
Hammersmith	Conservative	Full	Principal		20,087	14.8%
Haringey	Labour	Consultative	Principal	All departments	1,744,345	29.4%
Harrow	Conservative	Sub		Housing	271,187	15.2%
Havering	Conservative					2.4%
Hillingdon	Conservative				117,032	6.5%
Hounslow	Labour				386,169	16.9%
Islington	Labour	Sub	Housing	Housing	45,791	16.5%
Kensington	Conservative	Sub	Principal and Unit		81,088	8.9%
Kingston	Conservative					5.3%
Lambeth	Labour	Full	Principal and Unit	All departments	116,681	23.0%
Lewisham	Labour	Full	Principal and Unit	Housing	29,612	15.0%
Merton	Conservative				138,828	10.6%
Newham	Labour	Sub	Principal and Housing	Agreed	750,116	26.5%
Redbridge	Conservative				270,057	11.0%
Richmond	Conservative					4.5%
Southwark	Labour	Full	Principal and Unit		96,362	16.2%
Sutton	Conservative					3.8%
Tower Hamlets	Labour	Sub	Principal		99,600	19.8%
Waltham Forest	Conservative		Principal		929,597	17.3%
Wandsworth	Conservative		Housing, Personnel	Housing	23,785	18.4%
Westminster	Conservative				14,422	11.5%

Appendix 2

Agreed criteria and priorities for grants to be made by the Ethnic Minorities Committee.

Criteria

- 1 Within the limits of its legal powers, and financial resources, the Council may offer assistance to bodies operating to the benefit of London or its inhabitants with the aims and objects of providing benefits to ethnic minority communities in respect of their special needs which would warrant such provision.
- 2 The Council would not wish to confuse existing relationships by offering finance where there is already a clear responsibility and an established funding source from a public sector body.
- 3 Where common powers exist between the Council and London borough councils (e.g., recreation, industry), the Council will concentrate its assistance to bodies covering an area wider than a single borough.
- 4 Organisations applying will have to demonstrate:-
 - (i) that their general objectives can be justified as in the interests of London, its inhabitants, or specific local need;
 - (ii) that their specific objectives are in the best interests of ethnic minority groups who have identified special needs or are experiencing racial discrimination and are disadvantaged;
 - (iii) that the granting of assistance will enable their operating to continue on a viable basis for the foreseeable future, in a way which achieves their stated objectives;
 - (iv) that the ethnic minority groups will themselves be actively engaged in the overall management and day to day running of their operations;
 - (v) that self-help and voluntary assistance are being maximised;
 - (vi) that their operations encourage the involvement of the ethnic minority communities in understanding, supporting and contributing to their successful development;
 - (vii) that their operations are taking place within a context of providing equal opportunities for ethnic minority groups and encourage greater understanding and co-operation among the different areas;

(viii) a proper conduct of their affairs, both general and financial; and

(ix) applicants must be able to demonstrate that women's equality considerations play an integral part of the organisation's concerns of focus.

Priorities

- 1 Favourable consideration should be given to those projects which are new, seeking funds for the first time and of an innovative nature. (An example of this might be a Community Development Project for Rastafarians.)
- 2 Favourable consideration should be given to projects which attract a package of grants from a variety of sources (e.g., central and local government, private charities, CRE, etc.).
- 3 Favourable consideration might be given to capital schemes (e.g., funds for acquiring or improving premises, or acquisition of key plant/equipment) because of their one-off nature and non-recurring effect. If so, the Committee might wish to determine how much of their total annual allocation they would wish to apportion for capital expenditure.
- 4 Favourable consideration should be given to projects which can be assessed within a framework of any local/regional strategy for race equality which may be devised relating to existing resources, funding arrangements, special needs, and future resource availability. (Local arrangements involving statutory and voluntary agencies would make it easier for the Committee to consider recommendations based on locally representative views.)
- 5 There is widespread interest and demand for race relations and race awareness training programmes. Many professional bodies and institutions are being urged to introduce their staff to special race training. It is suggested that a proposal to develop a specialist regional centre for race awareness training would be the sort of project which might also warrant priority consideration.
- 6 Favourable consideration will be given to projects seeking to meet the special health needs of ethnic minorities, particularly relating to mental health and health education provisions.
- 7 Favourable consideration will be given to projects which are intended to provide back up advisory services for ethnic minority voluntary

organisations at either GLC or borough level (e.g., federation/associations of ethnic minority organisations or resource centres).

- 8 Favourable consideration will be given to those projects aimed at meeting the special needs (as identified) of ethnic minorities in penal institutions.
- 9 Favourable consideration will be given to projects promoting equal opportunities for ethnic minorities in the media.
- 10 Favourable consideration will be given to projects serving young people and the elderly in respect of special needs.
- 11 Favourable consideration will be given to projects which are seeking to combat racism in line with the Committee's Anti-Racist Programme for which separate arrangements are being made.

Appendix 3

Greater London Council



*At a meeting of the Greater London Council held at The County Hall, SE1
on Tuesday 20 December 1983 the Council adopted a*

DECLARATION presented by the Greater London Council as an expression of its opposition to apartheid and its commitment to the cause of freedom in South Africa, to pay tribute to Nelson Mandela and all other prisoners of apartheid, and in recognition of the struggles and sacrifices of the African National Congress of South Africa and South West African People's Organization of Namibia and others to liberate their peoples.

The Council declares its abhorrence of the racist régime of South Africa and its illegal occupation of Namibia. The Council believes that the apartheid system of South Africa is an affront to human dignity and a threat to world peace and racial harmony.

In accordance with these views the Council will, within the limits of its legal powers, campaign to end all links between the Council and the apartheid régime of South Africa, utilizing all social, political, economic and legal measures that are at its disposal. In particular it will, whenever possible and appropriate, having regard to the Council's legal powers and duties, pursue vigilant practices to —

- (1) Cease the purchase of any goods originating from South Africa and Namibia;
- (2) Withdraw all investments held by the Council in companies with South African interests or companies with investments in South Africa and Namibia;
- (3) Ensure that the Council is not officially represented at any function attended by representatives of the South African Government, South African embassy, the "Bantustans" or trade missions and refuse to meet or receive any official visitors from South Africa and Namibia;
- (4) Campaign against investments and loans held by companies in South Africa and Namibia, discourage all economic links between Greater London and apartheid South Africa and Namibia and promote better relations with the developing economies of the 'Third World';
- (5) Withhold use of leisure facilities from any sporting or cultural event involving South African and Namibian participants who are known to support the concept of apartheid;
- (6) Promote public understanding of the situation in southern Africa and encourage the positive teaching of the history, culture and struggle for self-determination of the South African and Namibian people and in particular the role of women in this struggle;
- (7) Encourage the naming of streets and buildings after prominent opponents of apartheid, and the commemoration of historic connections between the southern African liberation struggle and London, including the unveiling of blue plaques in honour of such connections;
- (8) Discourage the advertisement of South African products at public sites and facilities, including London Transport and British Rail; and
- (9) Ensure that the Greater London Enterprise Board and other Council agencies pursue policies consistent with this Declaration.

The Council hereby declares the Greater London area to be an 'Anti-Apartheid Zone' to complement its Anti-Racist Declaration, and undertakes in co-operation with the Anti-Apartheid Movement to discourage the people of Greater London from buying South African products, to organize appropriate events to publicize and implement the adoption of this Declaration and to encourage all other London boroughs to do likewise.

LONDON AGAINST RACISM

1984 sees the start of a major drive by the GLC to make people aware of the damaging and divisive effects of racism in London.

The facts of racial disadvantage ought to be well known, but too often people choose to ignore or condone them – especially the way larger organisations perpetuate racism in their structures and practices.

To be effective, the London Against Racism campaign needs your support.

How? Partly by taking part in the programme of anti-racist activities and events in 1984, but most importantly by a personal commitment to the campaign – by becoming involved.

- 1** To fight racism in London, this is what we are asking you to do: Recognise that racism runs through all aspects of life in London; not ignore it, condone it, or gloss over it.
- 2** Agree the fundamental right of all Londoners to enjoy a level of *real* equality, justice, freedom and security that currently does not exist.
- 3** Create conditions, at home, at work and in the community that make it impossible for racism to operate.
- 4** Join with all ordinary people in London to fight the disadvantages common to them all.
- 5** Examine, criticise, challenge and change the structures that perpetuate racism in organisations.
Don't sit back and leave it to others. *Your* contribution is vital.

If you want to know more about the GLC's policies and programmes for ethnic minorities, if you have any comments on what has been achieved so far or have ideas on what should be done in the future, then write to: Ethnic Minorities Unit, Greater London Council, County Hall, London, SE1 7PB.



LONDON AGAINST RACISM

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Working for London