



Review into Institutional Racism at the Westway Trust (the “Trust”)

Call for Evidence

On 31 July 2018 Westway Trust commissioned The Tutu Foundation UK to undertake a comprehensive and fully independent review into institutional racism with regard to practices and policies of the Trust, both past and present.

The Review has adopted the definition of institutional racism as outlined in the Macpherson Inquiry.

“The collective failure of an organisation to provide an appropriate and professional service to people because of their colour, culture, or ethnic origin. It can be seen or detected in processes, attitudes and behaviour which amount to discrimination through unwitting prejudice, ignorance, thoughtlessness and racist stereotyping which disadvantages minority ethnic people” Macpherson 1999:6.34.

The Review, led by Dr. Habashi FRSA, is examining concerns of institutional racism¹; the scope of which centres on whether institutional racism has existed, (exists) within Westway Trust, if so, how it has manifested, and its impact on the communities served by the Trust.

The Review invites and welcomes submissions from individuals, organisations and interested parties in relation to the provision of services, funding and opportunities to gain benefit from the land under the Westway.

Points on which submissions are invited

1. Community

- 1.1 What do you understand to be the aims and objectives of the Trust?
- 1.2 To what extent do you feel that the Trust respects and values the diverse communities it serves?
- 1.3 To what extent do you feel that the Trust listens to, understands and acts on the issues and needs identified by the diverse communities it serves?

¹This review adopts the definition of institutional racism as outlined in the Macpherson Inquiry 1999.

2. Services, funding and opportunities to gain benefit from the land under the Westway

- 2.1 Do you believe that the provision of Westway Trust services and funding have been fair and equitable to all?
- 2.2 To what extent, if any, has, colour; culture or ethnic origin, influenced access to, provision of services and funds provided by the Westway Trust?
- 2.3 To what extent, if at all have Westway Trust processes, attitudes and behaviours influenced the provision/ allocation of services or funds?
- 2.4 Do you believe that racist stereotyping, unwitting prejudice, ignorance or thoughtlessness, has ever influenced access to the allocation of services or funds provided by the Westway Trust?
- 2.5 Do you believe that racist stereotyping, unwitting prejudice, ignorance or thoughtlessness, has ever influenced how the Trust interacts with the local community?

3. Employment

- 3.1 Do you believe that the practices, policies and procedures of the Trust in relation to employment are fair and equitable to all?
- 3.2 To what extent if any has, colour, culture or ethnic origin influenced employment practices, policies and procedures.
- 3.3 Do you believe that racist stereotyping, unwitting prejudice, ignorance or thoughtlessness, has ever influenced employment, policies procedures and practices of Westway Trust?
- 3.4 Do you feel that the organisational culture of the Trust could be perceived as inclusive and /or conducive to good race relations?

4. Recommendations

- 4.1 What should the Trust do to ensure accountability and transparency in relation to the provision of services, funding and opportunities to gain benefit from the land under the Westway?
- 4.2 How can the Trust re-establish its agenda in an inclusive manner with the communities it serves?
- 4.3 What do you believe the Trust must do to become a leading partner with the community?
- 4.4 How can the Trust restore the trust and confidence of the diverse communities it serves?

In responding to these questions, please be as precise as possible. Please consider how the actions, or inactions, of the Trust have affected you, others that you know, and the community at large.

The Review call for evidence closes on **19 December 2018**. Only in exceptional circumstances can an extension for more time be given. This is at the discretion of the Secretary to the Review and will be agreed in writing.

The submission must include your name and contact details. In the event that your submission is on behalf of an organisation, you must clearly state the name of the organisation and your contact details. **Can you please specify if you are,**

- Trust Employee (past or present)
- Trust Tenant (past or present)
- Trust Member organisation (past or present)
- Resident
- Member of a local community group
- Other (please specify).

It will assist the Head of the Review that in submitting written evidence you follow the following guidelines,

- Written submissions should be in Word or Rich Text Format wherever possible.
- Submissions should be as concise as possible to clearly convey the relevant information. As a rough guide, it would be helpful if submissions are no more than 3,000 words (about 8 pages).
- Paragraphs should be numbered for ease of reference.

Evidence submitted to the review will not be published without prior consent of the author. If you do not wish your evidence to be published as part of the review, please indicate this when you submit your evidence. You will still need to provide your name and contact details. The only people to have access to evidence submitted to the secure portal are the Head of the Review, the Secretary to the Review and the following members of the Review Advisory Board and Dr. Richard Stone OBE (read only access).

Form of Written Evidence - How to respond

Secure Portal

To send a submission (and documentary evidence) to the review, you will need to upload your submission (and documentary evidence) by logging into a Google affiliated account (this provides additional security) and then go to the secure portal at, www.tutufoundationuk.org/the-review. If you do not have a Google affiliated account, you can use the account creation link provided on the portal.

Freepost

You can send your submission (and documentary evidence) by freepost to the following address.

Freepost TUTU FOUNDATION UK

This can be posted into a pillar-box or over a Post Office counter. If an item is refused by the Post Office, you should contact your local Royal Mail Customer Service.

You must ensure that your submission (and documentary evidence) is properly, packaged to travel safely through the postal system and that the address is written on one line in upper case as shown above. We are able to receive standard envelope submissions to a large number of documents weighing up to 12Kgs and measuring 61x46x46. All items will be processed as first class. We will acknowledge receipt of your submission (and documentary evidence). Please **do not** send through original documents. Please provide us with photocopies. If you would like us to return your documents to you, please state this clearly. All written submissions (and documentary evidence) will be placed on the secure portal.

Contact and Support

If you would like support or help through the review process you can contact the following;

Secretary to the Review

Mrs Christine Okiya

Email: secretarytothereview@tutufoundationuk.org.

Mbl: 07950 417344

Niles Hailstones,

Joint Chair, Community Advisory Group to the Review, Chair, Westway 23² & OVCC

Niles Hailstones, Westway 23

Email: nhailstones@yahoo.co.uk

Mbl: 07949 890 245

² Westway 23 have been designated by the Community Advisory Group to the Review to support and guide members through the review process.