



‘The Review’ Institutional Racism at the Westway Trust

Terms of Reference

The review will examine 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 is mindful of sensitivities around longstanding community concerns of alienation, marginalisation and perceived historic failures to acknowledge and respond to issues articulated by local communities. This has been made all the more acute in the aftermath of the Grenfell Tragedy. The review acknowledges these concerns through its terms of reference and plans for engagement during the review process.

Terms of Reference

The terms of reference for the review are as follows:

- Develop a review framework, which ensures community trust and confidence.
- Undertake a review of evidence relating to perceptions and allegations of institutional racism within the Westway Trust.
- Engage with community stakeholders to understand historical and current concerns in relation to institutional racism, and the use and allocation of land with regard to the Westway Trust.
- Present findings to the Westway Trust CEOs, Chairman and community stakeholders.

The focus of the review is not on individuals, rather it is on organisational policies, procedures and practices and the organisational cultural norms, behaviours and attitudes which underpin them.

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

Definition of Institutional Racism

The review has adopted the definition of institutional racism as outlined in the Macpherson Inquiry into the death of Stephen Lawrence.

“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.

“There must be an unequivocal acceptance of the problem of institutional racism and its nature before it can be addressed, as it needs to be, in full partnership with members of minority ethnic communities. There is no doubt that recognition, acknowledgement and acceptance of the problem by [...] and their officers is an important first step for minority ethnic communities in moving forward positively to solve the problem which exists. There is an onus upon the [...] to respond to this. Any Chief Officer who feels unable so to respond will find it difficult to work in harmony and cooperation with the community”.
Macpherson 6.48.

Review Process

The review into allegations of institutional racism at the Westway Trust will adhere to a strict methodical process. This is as follows,

- Undertake a comprehensive review of documentary evidence pertaining to the Westway Trust and the community it serves.
- Meet with and understand the concerns, perceptions and experiences of community stakeholders by way of interviews.
- Make a series of findings based on the analysis of archival, contemporary and oral testimonies.
- Develop an effective and accessible process to report the review findings to the Westway Trust CEOs, Chairman and community stakeholders.