



## **The Review into Institutional Racism at the Westway Trust –*Transformation through Community Partnership***

This update details the work to date of the Review, commissioned by the Westway Trust, into allegations of Institutional Racism within the Charity. The review is a partnership process, between the Community Advisory Group to the Review, and Westway Trust. Developed and directed by Bevan Powell, Executive Coach and Inclusion Strategist and Dr Habashi FRSA Head of the Review, Tutu Foundation UK.

Westway Trust recognises that it can only achieve its goal of being a leading partner within the community if the review and its processes are transparent, accountable and inclusive. This can only be achieved by acknowledging that criticisms have been laid at its door, in particular claims of institutional racism, by the local community. The Trust recognises that these claims have inhibited it from being the best community partner it can be.

Central to the Trust's transformation is rebuilding trust and confidence with the community. The Trust acknowledges that this requires listening to, understanding, working with and learning from the community, even when this may at times be challenging. The Trust recognises that this process is vital to better understanding criticism and enabling increased organizational learning, providing an opportunity to transform and become the best community partner it can be. A community partner; which provides services, funding and access to opportunities to gain benefit from the land under the Westway, which meets the needs of its local diverse communities.

By working with the Community Advisory Group to the Review, Westway Trust has started its journey of transformation.

As part of this process, the Trust has not been afraid to accept and acknowledge past mistakes. The Tutu Foundation UK recognise that this acknowledgment is an indicator of the Trusts desire for fundamental change and transformation.

Pivotal to the transformative journey of the Trust has been the role played by the Community.

The Trust has expressed its commitment to its path of transformation and welcomes the critical role played by the Community Advisory Group to the review in helping steer its transformation.

The genuine willingness of the Community Advisory Group to the Review and in particular Niles Hailstones, Chair of Westway 23 and One Voice Community Collective, Malcolm Phillips (Hestia), Angela Spence and Miss Lee Woolford-Chivers MBE to embrace partnership working with the Trust in the interests of social justice and the advancement of the community is a significant milestone in the historically challenged and testing nature of the community relationship with Westway Trust. This is a testament to the leadership and resilience of the community.

This change is also in part due to the change in leadership and focus at Westway Trust.

That change in leadership, accepted and acknowledged that there was a perception within the community that the mandate of the Trust *'to work in the interest and benefit of the community'* was broken. It is this realisation, which ushered in this review. An independent review to examine concerns of institutional racism; 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.

This first step, embraced by the Chair of the Trust, its Board of Trustees and led by the Joint Chief Executives has been a critical move, the significance of which should not be underestimated given the history of the Trust within the community. The change in leadership and focus, coupled with the review process and the work of the Community Advisory Group to the Review is starting to have a positive impact on Westway Trust Staff.

It is the view of Bevan Powell and Dr Habashi FRSA Head of the Review, Tutu Foundation UK that the review process, which is underpinned by the involvement of the community; *is the way* forward for the Community and the Trust. A process, which has been brought, about by the commitment, openness, hard work and dedication of the community, the Trust, Bevan Powell and Dr. Habashi FRSA Tutu Foundation UK.

The Community and the Trust are on the road of a transformative process. There is much to do. This is a brief summary of the work and actions to date.

### **Community Advisory Group to the Review**

We have established a Community Advisory Group to the Review, which benefits from Joint Chairs from the Trust and the Community. This spirit of partnership working is vital to the transformative process.

### **Actions to Date**

- Joint chairmanship of the CAG, Community and the Trust.
- Schedule of meetings for the period September 2018-February 2019. With the meetings for the period May – June 2019 being scheduled at the December meeting.
- The CAG has negotiated that it, in addition to the Trust, is formally presented with a copy of the completed review report to which it will write its own response.
- To ensure the wellbeing of review participants, the CAG is leading the development of a customised support mechanism for review participants.
- Oversight and review of all governance and working documents developed by the Review Team, including the scope of the public call for evidence and the venues for the interviews.

To support transparency and trust, the Secretariat function of the CAG is led by the Review Team, Secretary to the Review and Head of the Review. Minutes of the meeting uploaded to the Secure Portal.

## **Independent Observer to the Community Advisory Group to the Review**

To ensure trust, transparency and confidence in the CAG, we have established the role of Independent Observer to the Review. The role is a rotational one to which members of the public can apply.

### **Actions to Date**

- The role of Independent Observer to the Review is via a public process of expressions of interest as outlined on the Secure Portal
- [www.tutufoundationuk.org/the-review](http://www.tutufoundationuk.org/the-review).
- Rev. Steve Divall was the first Independent Observer, at the meeting of 12 October 2018. He provided his thoughts on the meeting he observed.
- *'I observed a good, co-operative discussion, with people working hard to express themselves well and to hear each other well. Where there were different instincts there was a respectful exchange of views, with people working to listen to each other and arrive at a practical way forward'. Rev. Steve Divall*
- Toby Laurent-Belson will be the Independent Observer to the CAG on the 12<sup>th</sup> December 2018.
- Isis Amlak will be the Independent Observer to the CAG on the 25<sup>th</sup> February 2019.

### **Advisory Board to the Review**

We have established an Advisory Board to the Review. This is composed of Trustees of Tutu Foundation Clive Conway (Chair) and Fiona Haigh and 2 Independent Special Advisors, Dr. Bankole Cole, Reader in Criminology and Human Rights, Sheffield Hallam University and Charles Critchlow, Former President, National Black Police Association.

### **Actions to Date**

- Independent Special Advisor to the Review, Charles Critchlow met with members of the CAG at the review launch at the Village on 7 November 2018, where he gave an opening address.
- Schedule of meetings for the period September 2018-February 2019. With the meetings for the period May – June 2019 being scheduled at the December meeting.
- Oversight and review of all governance and working documents developed by the Review Team.

### **Review Process**

We have developed a review process, which is underpinned by the principles of transparency, accountability, openness and inclusion.

### **Actions to Date**

- The development of a customised Secure Portal which hosts information about the review process and enables members of the public to upload their written submissions in relation to the public call for evidence and for electronically booking their interview with the Head of the Review. [www.tutufoundationuk.org/the-review](http://www.tutufoundationuk.org/the-review).

- During the period 1<sup>st</sup> –November 2018 -25 November 2018, **454** people have accessed the secure portal.
- A freepost service for people who would like to submit evidence to the Review via Post up to 11kg. **Freepost TUTU FOUNDATION UK**
- Specified and agreed period for written submissions to the review, **November 7<sup>th</sup> 2018-22 December 2018.**
- Specified and agreed period for face-to-face interviews with the Head of the Review within specified and agreed Community venues in North Kensington, January 21-February 25 2019.
- Since 7<sup>th</sup> November 2018 **four** people have booked interviews via the electronic calendar on the secure portal.

### **The Launch**

#### **Actions to Date**

- A launch event on 7<sup>th</sup> November 2018, which was live streamed by Westway 23 and attended by over 100 members of the public.
- A lively and challenging discussion with members of the community in which the following was raised and agreed by the Trust and uploaded onto the secure portal.
- **Statement on Non Disclosure Agreement (NDA) signed by former Westway Trust Employees**  
‘In respect of the review into Institutional Racism at Westway Trust, Westway Trust will waiver all Non-Disclosure Agreements (NDA) signed by former employees of Westway Trust for the purpose of engaging solely with the review process and no other process’.
- Costs of the Review released to the public.

### **Westway Trust - Organisational Impact**

There has been a deliberate strategy to ensure the ownership, buy in and cooperation to the review and the cultural change which underpins it, by all leaders and staff of Westway Trust. This is fundamental to ensuring that the review is embraced as an essential and necessary transformative process and not undermined.

#### **Actions to Date**

- The ownership and involvement of Westway Trust staff in the review process from its inception.
- Training of Westway Trust staff on unconscious bias and its impact on decision- making and provision of services.
- The involvement of the Equality and Diversity working group in key decision-making processes.

- The development of a staff support group during the review process.
- The provision of and access to all data and information requests made by the Head of the Review.
- The supporting of events and marketing related to the review.
- Through working with closely with Niles Hailstones and members of the Community Advisory Group to the Review, Bevan Powell, and Dr Habashi FRSA the Chairman of the Board, and Joint Chief Executives are developing a deeper understanding and impact of racism, institutional racism.

## **Inclusive Approach**

### **Actions to Date**

As part of our inclusive approach the Trust and the Community Advisory Group to the Review have adopted the spirit and principles of the following Human Rights Charters and proclamations;

- United Nations Declaration of the Rights of Man;
- Proclamation of the International Decade for People of African Descent; resolution of the United Nations General Assembly 23 December 2013;
- United Nations International Convention on the Elimination of All forms of Racial Discrimination (UNCERD);
- United Nations Sustainable Development Goals, specifically Goals, 1, 2, 3,4,5,8,10,11 and 16.

In recognizing that 2018 marks the 70th anniversary of the Universal Declaration of Human Rights. The Trust, Community Advisory Group to the Review and the Tutu Foundation UK support the United Nations campaign pledge,

**1. I will respect your rights regardless of who you are. I will uphold your rights even when I disagree with you**

**2. When anyone's human rights are denied, everyone's rights are undermined, so I will stand up**

**3. I will raise my voice. I will take action. I will use my rights to stand up for your rights.**

**#Standup4humanrights.**

The Trust, Community Advisory Group to the Review and the Tutu Foundation UK will celebrate the United Nations Day for the Elimination of Racial Discrimination 21 March. On that day in 1960, police opened fire and killed 69 people at a peaceful demonstration in Sharpeville, South Africa, against the apartheid Pass Laws.