

1. LIVERPOOL

Liverpool's unique culture is a direct outcome of its diverse communities

- Before the first world war, Liverpool's global seaport had made the city the most ethnically diverse and cosmopolitan UK city outside London
- The city's economic and population decline post 1945 meant that relatively few of the "new Commonwealth" migrants settled here compared with other parts of the UK
- by the 2001 Census, Liverpool was numerically one of the least ethnically diverse city's in the UK,
- This has started to change along with the city's improved economic fortunes over the past decade and recent population analysis shows that Liverpool's recent population stabilisation is due to the increase in Liverpool's non- white British population, most notably Eastern European migrants.
- But diversity is not about quantity! – it is about the breadth of difference and how we value and respect these differences –

Current City profile

- Total population 465,700 (2011 ONS mid-year estimates)
- 13.7% of the population are Non 'White British' (i.e. White Irish, White Other. Mixed, Asian, Asian British, Black, black British, Chinese or other ethnic group) – (Source: ONS 2009).
- Liverpool's BME population increased by an estimated 23,800 (65.0%) between 2001-09. Without this increase the city's population would have continued to decline. Over the same period, the city's white British population fell by 5.8% (23,400)
- Almost half (44.5%) of the growth in Liverpool's BME population between 2001-2009 occurred in the "White Other" group. This group trebled in size between 2001 and 2009 (an increase of 10,600 residents). The majority of this group are migrants from Eastern Europe (Poland, the Czech Republic, Slovakia, Romania etc. and countries such as the Yemen. Other population groups which increased markedly were:
- Indians (4,700 additional Liverpool residents)
- Pakistanis (2,100 residents)

- Black Africans (1,700 residents) – notably Somalis.

Please note: The latest data on Liverpool's BME populations currently available is from the ONS's 2009 Mid-Year Population estimates. This is known to undercount the size of Liverpool's population as a whole by some 23,000 people and is believed to significantly undercount the city's BME population. Only when 2011 Census data is released (scheduled for December 2012-Spring 2013) will a truer estimate of the size of the city's BME population groups become available.

2. Good Practice

Commitment

“Fairness is when you are treated properly, equally and when you are given a chance. When you are treated the same as everyone else regardless of who you are and where you are from”

Emily Hollinshead, Paris Roberts, Ennis Gerhalija, Emmanuel Anam, 10 year old pupils
New Park Primary School, Liverpool, England.

i. Liverpool Fairness Commission/Fairness Charter

In July 2012 the Liverpool Fairness Commission (established by the City's Mayor) presented their report to Liverpool City Council. As well as make a series of recommendations including the adoption of a living wage for Liverpool the Commission launched the Liverpool Fairness Charter. The Mayor became one the first signatories. In doing so he has committed to using his leadership to make Liverpool a fairer City, where everyone is valued and their voice heard; a City that values and cherishes all its citizens, and which sets the standards for equality, health and wellbeing that others will aspire to.

The Mayor is set to launch a public consultation on his Economic Growth Strategy into which the principles of Fairness have been embedded and recognised as a key economic driver for the City.

ii. Minimum Standards Charter

In early 2010, Liverpool City Council was one of the first local authorities in the region to sign up to the Minimum Standards Charter: A Voluntary Code of Practice on Employing Migrant and European Workers. The authority had actively addressed the fair treatment of migrant workers right across the organisation: from Recruitment and Selection procedures to an Employment Code of Practice; through its policies covering Equal Opportunities and Health, Safety and Well Being; across Internal Communications; by developing Ethical Procurement; in Learning and Development; tackling Harassment, Discrimination and Bullying and via its 'Investors in People' status.

Engagement

- iii. LCC has a dedicated Community Cohesion Team that works across the city to improve relations between different ethnic communities and provide support and guidance to new, emerging and established communities. The team also supports other agencies (Police, Registered Social Landlords) with planning and implementing engagement activities.
- iv. **‘Welcome Pack’**- Funded by Migration Impact Fund and developed by the City Councils Community Cohesion team, the ‘Welcome Pack’ is a vital source of knowledge for new arrivals in Liverpool. It is available for the LCC website in 16 Language versions and has been recognised by individuals, organisations and other local authorities as good practice. The Pack is now being used by a range of different agencies providing frontline services to our migrant communities.

Partnership Working

- v. **New Communities Forum** –shares best practice, introduces different communities living in the city, discusses common issues and provides an opportunity for networking and gathering views from a wide range of communities.
- vi. **Schools**
 - Preventative work around hate crime with local primary and secondary schools
 - **Supplementary Schools’ network** – 10 supplementary schools in which communities provide extra educational opportunities for their children at weekends. They engage children from nursery age to GCSE level and operate on a voluntary basis. As well as having educational value it acts as a way of preserving cultural heritage. For e.g.

Case Study

International Day of Languages 29 September 2012

Liverpool’s Network of Supplementary Schools staged a special community day to mark the day which highlights the importance of language and celebrates diverse cultures. The supplementary schools showcased their culture through dance, music, song and food. Each of the groups gave a performance with music, dance, songs, poetry and reading.

- Al-Ghazali Supplementary School is teaching their pupils **Arabic** and they presented a reading from the Koran, and the group from the Somali school read a poem.
- Ferdowsi Iranian School sang their national anthem and Liverpool Arabic Centre offered more contemporary performance with a pop song in Arabic performed by Rehan Al-Hakim called “Eihelwa Di” (“This pretty girl”).
- The Greek School of St Nicolas presented a traditional Greek dance with live music and John Paul II Polish Saturday School performed their dance in traditional folk costumes from Cracow region. Wah Sing Chinese Community Centre showed dances from the Mandarin and Cantonese groups at their school
- The newest of the schools from the Finnish Community presented the activities.
- Following the performance there were different activities by each of the groups which involved finding more about how people live in different countries, tasting their food and getting involved in language activities.
- Visitors could have their name written in Chinese, make a Polish flower headdress, work out a quiz in Greek or write their name in Arabic. Food on offer ranged from lubia-polo (Iran), keftedes (Greece) Arabic baklava and tiikeri kakku -tiger cake from Finland

vii. It's Not Ok – educational programme that uses creative resources to tackle issues around violence (including racist bullying, community cohesion and anti homophobic and cyber bullying). This pioneering approach can be delivered as part of mainstream Maths and English curriculum and via a partnership involving City Safe, LCC Children's Services, Culture Liverpool, Merseyside police, Merseyside Fire and Rescue and Liverpool Primary Care Trust.

viii. Hate Crime Joint Agency Group and Specialist Hate Crime Support

A specialist hate crime support service has been commissioned to provide independent support and help to victims; receives around 60 referrals per month. Citysafe facilitates a multi agency case management group which has provided enhanced security measures to over 124 victims and their properties.

ix. Ethnic Minority and Traveller Achievement Service (EMTAS)

Liverpool City Council's EMTAS makes a difference to children from Black and Racial Minority groups – working with pupils, schools, families and communities to improve

life chances. EMTAS aims to raise the educational attainment of our ethnic minority pupils by providing support and advice to:

- Children with English as an additional language (EAL).
- Traveller children.
- New arrivals to the city.
- Young people from Liverpool's Black British community through the Black Achievement Project.
- Parents and carers who may be unfamiliar with the English education system.

How EMTAS has helped pupils

- The EMTAS Community Languages Project supports GCSE and A Levels in Mother tongue subjects. 225 pupils are currently engaged in classes with 97 entered at GCSE level and 33 at A Level in 2012 (Arabic, Bengali, Somali, Chinese and Polish). In 2012 students achieved:
 - Arabic GCSE 97% A*-C grades (76% with A Grades)
 - Bengali GCSE 9 Students, all achieved A*-C
 - Chinese GCSE 16 students – 13 achieved A* Grades, 3 achieved A Grades
 - Polish GCSE 17 Students, 11 achieved A* Grades and 6 achieved A Grades
 - 21 Somali pupils passed Asset Language Ladder Qualification

Vulnerable BRM groups

Underperforming groups supported by EMTAS have displayed excellent progress. For example, the three year trend 2009-2011 for the Somali group at 5+ A*-C GCSE grades in 55%-69%-76% and for the Yemeni group 57%-74%-83%.