



The Network Newsletter – Ebulletin 313, 6 November 2020

Events

Events have been added to the Courses & Events pages on The Network website – see: <http://www.seapn.org.uk/courses>.

Black Lives Matter

Moving the dial on race: a practical guide on workplace inclusion

<https://www.managers.org.uk/wp-content/uploads/2020/10/moving-the-dial-on-race-practical-guidance-cmi-race-2020.pdf>

Important new practical guide from the CMI Race Network, which aims to help managers to:

- Support people who face racism
- Learn how to talk about race
- End microaggressions at work
- Build support
- Raise awareness and skills.

It's full of really useful tools, tips and ideas – recommended.

NB Fuller assessment to appear in *The Network Newsletter*.

“Minorities need representation – but with a more nuanced approach”

https://www.thestage.co.uk/opinion/opinion/minorities-need-representation--but-with-a-more-nuanced-approach?utm_source=newsletter&utm_medium=email&utm_campaign=4%2E%20Newsletter

(Source: *The Stage Newsletter*, 2 Nov 2020)

Interesting short piece by Stephanie Street (actor, writer, co-founder of Act for Change):

“It’s time to stop using ‘BAME’ as a lazy, catch-all descriptor, says Stephanie Street – as theatre recovers from Covid, we need an approach to diversity that is robust, humane and detailed”

She concludes with:

“I don’t want minority ethnic communities (who, let’s not forget, beyond our nation’s borders are the global majority) to retreat into individual silos and campaign only for personal interests – that’s neither productive nor

realistic. We are stronger together, and our voices have a much greater impact in unison.

But, I suggest we need to engage in granular analysis and nuanced solutions. There is no point saying everyone faces the same challenges. As we look forward to the re-emergence of our sector under the new rules of life, I hope that we can realise an approach to representation that's robust, humane and detailed."

Act for Change:

"[...] has a simple mission: to strengthen diversity in the live and recorded arts, and to communicate to the unrepresented audiences that a future exists with them firmly featured in it. To that end we're campaigning to ensure that the live and recorded arts – honestly and without prejudice – represent the Britain we live in today." [Taken from: <https://www.act-for-change.com/>]

Ethnic diversity in politics and public life

<https://commonslibrary.parliament.uk/research-briefings/sn01156/>

(Source: MEMO [Minority Ethnic Matters Overview], 680, 2 Nov 2020)

New HOC "Research Briefing":

"This report focuses on the proportion of people from ethnic minority backgrounds in a range of public positions across the UK.

By 'ethnic minority' we mean all people except those in the 'White' ethnic group in Great Britain, and all those apart from the 'White' and 'Irish Traveller' categories in Northern Ireland. In 2019 about 14.4% of the UK population was from an ethnic minority background, ranging from 2.2% in Northern Ireland to 16.1% in England.

The proportion of people from an ethnic minority background has risen in recent years, and so has the representation of ethnic minorities in political and public positions. However, in most cases, the proportion of people from ethnic minority backgrounds in such positions is lower than in the population as a whole – and often markedly so. The exceptions are the NHS and social work sector." [p3]

Coronavirus/COVID-19

How coronavirus has affected equality and human rights

https://www.equalityhumanrights.com/sites/default/files/equality_and_human_rights_commission_how_coronavirus_has_affected_equality_and_human_rights_2020.pdf

(Source: email from EHRC, Oct 2020)

New report from the EHRC:

“This report outlines the currently known key impacts of the coronavirus (COVID-19) pandemic on equality and human rights across key areas of life, and the risks faced by different groups.” [p5]

Key findings include:

- “The economic impact of the pandemic has been unequal, entrenching existing inequalities and widening others.
- The immediate impact on the labour market has been one of greater underemployment rather than unemployment, although unemployment is expected to rise as government support schemes are reduced or end.
- The loss of earnings from underemployment is contributing to a drop in living standards. Poverty is expected to rise despite unprecedented government support to protect jobs and incomes.
- The groups most likely to be affected by the expected rise in poverty include young people, ethnic minorities, and disabled people, who are already closest to the poverty line. The withdrawal of government support schemes is likely to trigger further increases in hardship.
- Young people have experienced significant interruption to their education, which threatens previous gains in attainment levels.
- Differences in support for remote learning during the pandemic threaten to widen inequalities for those who already perform less well than their peers, particularly boys, Black pupils, some Gypsy, Roma and Traveller pupils, pupils who need support in education, and those who are socio-economically disadvantaged.
- Older people, ethnic minorities and some disabled people, particularly those in care homes, have been disproportionately impacted by the pandemic.
- The increased demand for social care has threatened the financial resilience of the sector, potentially impacting its users and workers. This has led to an increased reliance on unpaid carers, who are more likely to be women.
- There has been a rise in reported domestic abuse and we have concerns about the ability of survivors to access justice.
- COVID-19 control measures in the criminal justice system potentially undermine the effective participation of some disabled defendants / accused and victims.” [p6]

Tackling social and digital exclusion – Government, Government Agencies and Local Government

“Next Steps Accommodation Programme”

https://www.gov.uk/government/publications/next-steps-accommodation-programme-guidance-and-proposal-templates?utm_source=e2f45eaa-8991-498a-bf0e-e7d283651c2b&utm_medium=email&utm_campaign=govuk-notifications&utm_content=daily

Updated guidance.

“As part of the ‘Everyone In’ initiative, approximately 15,000 people who were sleeping rough, in unsafe communal settings or at imminent risk of rough sleeping have been placed into emergency accommodation during the COVID-19 pandemic. The Next Steps Accommodation Programme (NSAP) makes available the financial resources needed to support local authorities and their partners to prevent these people from returning to the streets.

This page includes guidance which contains an overview of the Next Steps Accommodation Programme. It provides details of what will be funded as part of this programme and how the fund will work. It also includes information on the allocations received by local authorities through this programme.”

Tackling social and digital exclusion – Other Agencies

An old age problem? How society shapes and reinforces negative attitudes to ageing

<https://www.ageing-better.org.uk/sites/default/files/2020-11/old-age-problem.pdf>

(Source: *Equally Ours Newsletter*, 5 Nov 2020)

“We know [...] that negative stereotypes about age and ageing are very common across different areas of society. These negative stereotypes feed into and reinforce negative societal narratives, such as the idea that ageing is an inevitable process of physical and mental decline, and in turn serve to further exacerbate stereotypes.

Utilising a discourse analysis approach [...], this report looks at the language used by national government, news and social media, advertising, ageing-focused charities and health and social care organisations in relation to the topics of age, ageing and demographic change. These sectors were chosen based on their potential role in creating and reinforcing societal narratives on later life. Despite different language being used by different sectors, many of their narratives draw on similar stereotypes.” [p4]

The report concludes:

“As this research has shown, the use of negative stereotypes and framing is pervasive across a wide range of different sectors. Despite these sectors using different language and often having quite different tones, the narratives they help to create and reinforce largely draw on negative stereotypes about older people and ageing.

These stereotypes can often be contradictory. We are at times invited to pity older people because of a misperception that older age groups are inherently physically and mentally less able than younger people, but at other times we are encouraged to be angry that older people enjoy greater political power, accumulated wealth and an apparently unfair share of public resources. The ultimate consequence of such negative

and divisive framing is a society in which later life is seen as something to fear or dread and older people are seen as a burden.

This needs to change.” [pp38-39]

Briefing: Poverty in Wales 2020

https://www.jrf.org.uk/report/poverty-wales-2020?utm_medium=email&utm_campaign=JRF%20weekly%20round-up%20wc%202%20Nov%202020&utm_content=JRF%20weekly%20round-up%20wc%202%20Nov%202020+CID_496d859ff27d242e0f26aa49e1ed8b1f&utm_source=Email%20marketing%20software&utm_term=Read%20the%20report

(Source: JRF *Weekly round-up*, 6 Nov 2020)

“Over the last decade, the overall proportion of people in poverty in Wales has hardly changed from an unacceptable one in four. This flatlining is partly a result of two trends cancelling each other out: child poverty has been on a downward trend falling from 33% in 2009-12, to 28% in 2015-18, while pensioner poverty has risen from 14% in 2009-12, to 19% in 2015-18.

The precise impact of coronavirus is uncertain, although it is clear that it will have had a dramatic effect on poverty levels, with bigger effects on some of us whose daily lives were already a struggle. We can already see differences in economic effects linked with existing disadvantages, leading to higher poverty rates in poorer areas, with people working in certain low-paying sectors likely to be hit worse by job losses.” [p2]

Key issues include:

- “Even before coronavirus, almost a quarter of people in Wales were in poverty (700,000) living precarious and insecure lives. The risk for children alone was higher with 3 in 10 children living in poverty.
- Wales has lower pay for people in every sector than in the rest of the UK. At the start of the coronavirus outbreak, more than a third of jobs were furloughed and some local areas face a much higher risk of losing their furloughed jobs altogether, due to the types of work in the area. There is a need for a targeted job stimulus in local authority areas which are at highest risk of seeing high job losses, which are often areas that are already struggling economically.
- For low-income families, one factor in being unable to escape in-work poverty is the need to balance paid work with caring for children. Two in five local authorities in Wales report that there is not enough childcare for those working atypical hours. The supply and affordability of childcare, for children of all ages (not just nursery) is important if women are to be able to fully enter the labour force and move out of poverty.” [p1]

Race, poverty and school exclusions in London

https://londonchallengepovertyweek.org.uk/wp-content/uploads/2020/10/RacePovertyandSchoolExclusions_FV-1.pdf

(Source: *Equally Ours Newsletter*, 5 Nov 2020)

New research from 4in10: London's Child Poverty Network and Just for Kids Law.

“As a result of the focus of our work and the availability of data, this briefing considers the disproportionate rates of exclusions for children living in poverty and Black children. However, we recognise that there are other groups of children who are disadvantaged in the system and require further attention, particularly Gypsy, Roma and Traveller children, and children with special educational needs.” [p4]

The report concludes:

“London schools have made good progress in reducing the attainment gap for many disadvantaged pupils, but tackling the disparity in school exclusions remains a core social justice challenge for the capital. There are examples of good work being done by the voluntary sector, schools, boroughs and the GLA.

However, this is an entrenched problem with far-reaching effects on children's futures, many of whom are already facing significant adversity. How much more likely children from the lowest income families and children of certain ethnicities are to be excluded compared to their peers differs across the city. Our analysis shows that it tends to be more acute in areas where they are more of a minority. However, that is not exclusively the case and we know that practice varies across schools within a local area. The make up of a local area's population is much less important than the decisions being taken there. Some of the most disadvantaged children in the capital are being let down. They need sustained action and attention from London's leaders without delay.” [p26]

Health & Wellbeing issues – Libraries, Museums, Archives and Cultural and Heritage Organisations

“Health Librarians Add Value”

<https://www.cilips.org.uk/advocacy-campaigns/campaigns/health-librarians-add-value/>

(Source: *CILIP Scotland Newsletter*, 72, Nov 2020)

“CILIP Scotland and NHS Education for Scotland Knowledge Services are working together on a joint campaign called Health Librarians Add Value. This campaign is designed to showcase the numerous important ways in which health librarians contribute to and support healthcare across Scotland.

As part of this campaign, we are bringing together a bank of case studies demonstrating this and highlighting different projects, services, and

current initiatives being carried out by information professionals working in the health and care sector.”

The case studies collected so far are available on the above weblink.

Health & Wellbeing issues – Other Agencies

Helping out: taking an inclusive approach to engaging older volunteers

<https://www.ageing-better.org.uk/sites/default/files/2020-10/Helping-out-taking-inclusive-age-friendly-approach-volunteering-A5.pdf>

(Source: NCVO *Volunteering Round-up*, Oct 2020)

New guidance from the Centre for Ageing Better, which:

“[...] is designed as a practical tool to support organisations working with volunteers to engage over 50s and widen participation among different types of people.

We hope it helps open up conversations between practitioners, funders and people who want to help out in their community but may face barriers to involvement.” [p3]

Migration issues – Other Agencies

Delays & destitution: an audit of Doctors of the World’s Hospital Access Project (July 2018-20)

<https://www.doctorsoftheworld.org.uk/wp-content/uploads/2018/11/Delays-and-destitution-An-audit-of-Doctors-of-the-Worlds-Hospital-Access-Project-July-2018-20.pdf>

(Source: West Midlands Strategic Migration Partnership *e-Bulletin*, 9, Nov 2020)

This new report makes grim reading.

“This report presents the findings of an audit of service user data collected by caseworkers delivering DOTW’s Hospital Access Project between July 2018 and July 2020. The study population is 27 individuals who have been assessed by an NHS service as not ‘ordinarily resident’ in the UK and have been refused access to services. It includes those who have had services withheld pending payment upfront.” [p3]

LGBTQ+ issues – Libraries, Museums, Archives and Cultural and Heritage Organisations

“LGBTQ+ Lives Online: Introducing the Lead Curators”

<https://blogs.bl.uk/webarchive/2020/11/lgbtq-lives-online-introducing-the-lead-curators.html>

(Source: email from Ash Green, CILIP LGBTQ+ Network, 3 Nov 2020)

“In July 2020 the British Library, the [UK Web Archive](#) and [CILIP LGBTQ+ Network](#) relaunched the [LGBTQ+ Lives Online](#) web archive [collection](#). We have received many nominations for new sites to be collected by the UK Web Archive and work has begun to re-tag many of the websites that have been collected since the UK Web Archive began collecting the [UK web in 2005](#).

To mark two months since the project began, LGBTQ+ Lives Online leads Steven Dryden, of the British Library, and Ash Green, of CILIP LGBTQ+ Network write about the relevance of the World Wide Web to them as members of the LGBTQ+ community, and some of their collection highlights [...]"

LGBTQ+ issues – Other Agencies

Further out: the Scottish LGBT rural equality report

<https://equality-network.org/wp-content/uploads/2020/10/LGBT-Rural-Report.pdf>

(Source: *Equality Network Newsletter*, 26 Oct 2020)

“LGBT people living in rural areas of Scotland have diverse and varied experiences. We visited communities all over the country and had hundreds of responses to our online survey. People told us their stories and shared their feelings towards being LGBT and living ‘further out’. From this, we have highlighted many themes that, in one way or another, factor into the minority stress of LGBT folk in these areas as well as the state of their wellbeing.

Since March 2020, the initially planned date of publication of this report, our world has changed and is rapidly changing still. The effect of Covid 19 on all communities across Scotland is sharply felt, this includes our rural LGBT communities. We must learn from this. We spoke to stakeholders living rurally to hear how this pandemic has impacted them and have provided an additional chapter with a summary of these experiences and perspectives alongside pressing recommendations to aid in community recovery and wellbeing.

By building a picture through statistics and narrative responses, this report presents the key issues faced by LGBT people, and enables reflection on the reasons and effects behind perceptions and challenges.

This report illustrates how the lived experience of LGBT people in Scotland’s rural areas influence their mental health and wellbeing. It is integral that these experiences are shared in order that positive intervention and community development may take place.” [p1]

Broader issues – Libraries, Museums, Archives and Cultural and Heritage Organisations

“School Librarians Lockdown Toolkit – Working from home ideas from CILIP School Library Group Scotland”

https://wakelet.com/wake/rES0_pTEoi4E5xqXEFsb3

(Source: *CILIP Scotland Newsletter*, 72, Nov 2020)

School Libraries Group Scotland have created and published a new “School Librarians Lockdown Toolkit” to share some resources that their colleagues may find interesting and useful.