



Review into Institutional Racism at the Westway Trust Written Submissions and Interviews

Update Report

This brief update report provides an overview of the work to date of the Review team. It focuses on written submissions and interviews only.

Submissions

To date there have been 9 written submissions to the Review via the portal. The quality of those submissions is of a high standard and addresses the issues set out in the call for evidence. Over 800 pages of supplementary evidence have been received. This is in a variety of formats; emails, reports, maps and plans. We are currently awaiting further supplementary evidence from a number of interviewees. The supplementary evidence received to date has been sent to via the Freepost address. All supplementary evidence received is scanned, copied and transferred to the secure portal. The original documents are returned to the sender by secure post at a date and time convenient to the interviewee.

Interviews

To date, **47** interviews have been scheduled of which **46** are face-to-face interviews and **1** a telephone interview. By 8th February 2019 **30** interviews were completed. All interviews are audio recorded and transcribed. Transcriptions will be provided to interviewees within 2 months of the interview process. All interviewees are asked to complete a diversity monitoring form. This will support the analysis of participant involvement in the review process.

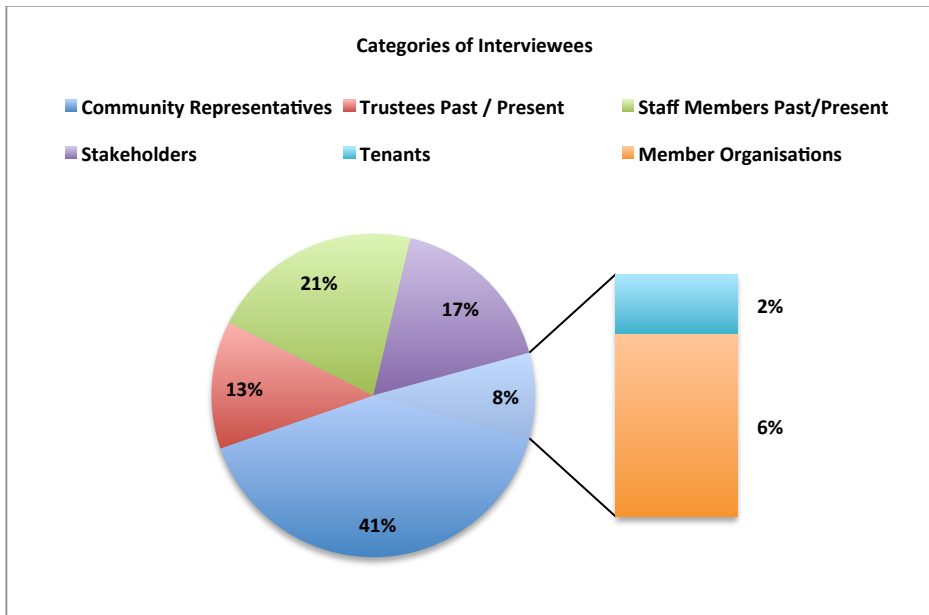
The majority of interviews are taking place in the agreed venues as per the direction of the Community Advisory Group to the Review. Unfortunately, the cold weather has made Bay 56 an unsuitable interview venue. As a result, Migrants Organise has been included as an interview venue. Interviews take place in the following venues: Venture Centre, Tabernacle, Westway Trust, Kensington and Chelsea Social Council, Migrants Organise and a Central London location.

6 requests for interviews to be undertaken out of North Kensington, have been accommodated. Of those individuals, one requested parking due to a disability. This request has been complied with.

To aid the analysis of findings, interviewees have been grouped into categories, which denotes their relationship to the Trust. The groups are as follows:

Categories of Interviewees

Trustees Past/Present **6**
WT Staff –Past/Present **10**
Stakeholders **7**
Community Representatives **19**
Member Organisations **3**
Tenant **1**
Total 47



Counseling

Through the interview organization process, a number of interviewees displayed signs of stress and anxiety as a result of their experiences. As a result, pre and post interview counseling has been organised through Malcolm Phillips (Hestia). To date **5** interview participants have been referred for counseling.

Additional Sessions

At the CAG meeting of December 2018, concern was raised of the low level of interest in the review from members of the public, this was raised by the Independent Observer to the Review, Toby Laurent Belson and Joint Chair of the CAG, Niles Hailstones. As a result, the Review team, were asked to undertake a number of 'community engagement sessions'. The sessions have proved successful and have increased the number and level of review interviewees and the level and quality of evidence received. The organizations are as follows

- Pepperpot Wednesday January 23 2019
- Tabernacle Elders Group Monday 11 February 2019

- Migrants Organise 24 January 2019 and 7 February 2019
- Pepe Francis 23 January 2019
- Bay 56 currently being diarised
- Venture Centre currently being diarised

Participant Consent

As part of the interview process and in compliance with ethical standards of social research we are required to consent individuals for interviews. A copy of the signed consent form is provided to the interviewee for their records and a copy retained by the Review Team. This information is retained on the secure portal.

Interview Questions

As part of the review process, a series of interview questions to enable the review team to elicit information to support the assessment as to whether the Trust is institutionally racist have been developed. There are two sets of questions, one for Community / Stakeholders and the other for Staff / Trustees. Dr Bankole Cole, a member of the Review Advisory Board and Reader in Human Rights, Sheffield Hallam University, has verified the interview questions.

Privacy and Complaints Policy

As part of the review process a privacy policy has been developed which outlines how information provided to the review team will be dealt with in line with GDPR. A complaints policy has also been developed. Both of these documents have been placed on the secure portal and are fully accessible.

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8 February 2019