



HM Government

Minutes

Meeting Windrush Cross-Government Working Group
Date 25 June 2020, 14:00-15:30
Venue Virtually via Zoom
Co-Chairs Home Secretary, Rt Hon Priti Patel MP and Bishop Derek Webley MBE DL
Attendees For a full list of attendees, please see Annex A.

Introductions and terms of reference

1. The Home Secretary and Bishop Derek Webley opened the inaugural meeting of the Cross-Government Working Group and welcomed all members of the Group to this first and introductory meeting.
2. In their opening remarks, both Chairs stressed the importance of delivering action in addressing the challenges faced by the Windrush generation, and the importance of working collectively across government and with community leaders and the voices of those affected in doing so. The Home Secretary reiterated her regret over the treatment that the Windrush generation had suffered as the result of institutional failings, and the need for change highlighted by the Wendy Williams' Lessons Learned Review. Bishop Derek Webley spoke of the story of suffering and that this moment posed a real possibility and turning point to tell the real story of the Windrush generation – as well as injustice we should be taking the opportunity to tell the story of success and contribution.
3. In discussion, a number of points were raised around ways of working. The importance of transparency, honesty, openness and equality amongst members were agreed as principles that needed to underpin the Group's work. Members also stressed that the work of the Group must focus on addressing communities' concerns. Bishop Webley proposed holding further meetings of the stakeholder members, following this first meeting and outside of this Group to discuss their reflections and develop priorities.
4. It was noted that the draft terms of reference (paper 1) had been circulated for comment prior to the meeting. The terms of reference were agreed and it was noted that these would be published on gov.uk.

The Group's focus and priorities

5. The Group received an update from the Race Disparity Unit on their current priorities and how the Unit would work alongside this Group to ensure the best use of evidence. There was interest from members about the facts and figures that the Race Disparity Unit presented on people of Caribbean heritage, in particular in the population statistics, Covid-19 mortality rates and front-line service workers. An action was taken for the Race Disparity Unit to share a summary of this data. There was also interest in how this data could potentially assist the Home Office in reaching wider communities who may be eligible for the Windrush Schemes and in identifying and targeting additional geographical areas for engagement events.
6. The Group received an update from No.10 on the new Commission on Race and Ethnic Disparities. It was noted that the Group and Commission would be complementary to each other, and that while the Commission was being established this Working Group should continue to work at pace in taking forwards its actions.

The Windrush Lessons Learned Review

7. The Group received an overview from the Home Office of the Windrush Lessons Learned Review and the direction of travel of the Home Office's approach in responding (paper 2). There was a wide-ranging discussion that touched upon a number of themes and recommendations.
8. *Breadth of recommendations.* It was noted that the response to the Review would be wide-ranging and involve not only the Home Office but wider involvement from across Government. The Home Office's Permanent Secretary confirmed the importance of the response to the Home Office, the need to look out more broadly across Government and thanked representatives from across government for their support in joining the Group.
9. *Attitudes, representation and role models.* The Group discussed stereotypes and perceptions of Black communities, and the change in attitudes towards people of Caribbean heritage and the limited representation of people of Caribbean heritage in society.
10. *Celebrating the contributions of the Windrush generation.* The importance of celebrating the contribution of the Windrush generation and their families was discussed – the intergenerational element was also highlighted alongside the need for people to feel valued and cherished in their day to day lived experience.
11. *Education.* Members raised the critical role that education has to play as a way to facilitate better understanding about the experiences and legacy of the Windrush generation, and thereby help to bridge the gap between communities. Concern was expressed about the current lack of education about Caribbean heritage and

history in schools. The West India Committee and the Black Cultural Archives offered to share educational and archival materials and resources to support this. The Department for Education reiterated support for the Group, while noting that there are many factors involved relating to changes in the National Curriculum. Members noted that their views on education and the sharing the stories of the Windrush generation were reflected in recommendation 8 (understanding groups and communities); recommendation 22 (knowledge management and record keeping); and recommendation 26 (use of electronic archives) of the Lessons Learned Review.

12. *The Home Office*. The Group discussed the importance of building public trust and confidence in the Home Office and its ability to connect with different communities. Examples were highlighted, including improving the experience that people have with the primary point of contact with the Home Office and its agencies, increasing the diversity of the organisation, and greater demonstration of empathy and understanding for the plights of communities. Whilst it was recognised that there was more work for the Home Office to do in rebuilding its relationship with the Caribbean community, members encouraged the Home Office to better acknowledge the progress it has made to date. A discussion took place on the need to address recommendations 7 and 21 of the Lessons Learned Review which related to the impact of compliant environment measures on the Windrush generation and simplification of immigration law.
13. *Windrush Scheme and Compensation Scheme*. The Group had a wide-ranging discussion on the Home Office Windrush Schemes. It was highlighted that more work may need to be undertaken to identify the subsets of the Windrush generation affected and to get an idea of the number of people who are unlikely to have the right documentation. The work of the Home Office in establishing the Compensation Scheme, with community leaders and Martin Forde QC, so that the claimant was at the heart of it, was noted. It was also noted that the Scheme was a bespoke Scheme that covered a wide range of categories and the time taken to consider cases was due to the care and sensitivity each claimant deserved. The rate of awards was increasing with over one million pounds now having been offered. The Home Office was encouraged to be more proactive in approaching those who may be eligible for compensation, including looking at more digital methods of identifying people and learning from other methods used in government. The advocacy of the Compensation Scheme was raised, with calls for members of the community to act as advocates for the Scheme and also to provide practical support in helping claimants make applications. It was agreed that the delivery of the Compensation Scheme was critical for the community and a priority to deliver. An action was taken for Martin Forde QC (Independent Adviser to the Windrush Compensation Scheme) to share information about the Compensation Scheme with the stakeholder members of the Group.

Developing the Group's work programme

14. The Group received a paper setting out a number of proposed thematic sub-groups that could be established in order to take forward the Group's work (paper 3).

15. It was noted that the themes would range across a number of different departments' policy responsibilities, and that there would be some themes where all members would retain an interest. It was agreed that the sub-groups should run in parallel and at pace, ideally meeting monthly once terms of reference for each sub-group was agreed.
16. All members (stakeholders and government representatives) were invited to feed back on the proposed sub-groups and membership by Monday 6 July. It was noted that an additional theme covering immigration and nationality was proposed in the meeting.

Actions

1. Terms of reference and additional material about the Group's membership to be published on gov.uk. (Secretariat)
2. Summary of data relating to people of Caribbean heritage, in particular in the population statistics, Covid-19 mortality rates and front-line service workers to be shared with the Group. (Race Disparity Unit)
3. Educational and archive materials and resources to be shared with the Group and Department for Education (The West India Committee and the Black Cultural Archives)
4. Stakeholder members of the Group to convene following the meeting to develop priorities (Secretariat and Bishop Derek Webley). [*Post-meeting note: this meeting took place on 3 July*]
5. A teach in on the Windrush Compensation Scheme to be arranged for stakeholder members of the Group (Secretariat and Martin Forde QC); and a teach in on the Home Office communications plans to be arranged for stakeholder members of the Group (Secretariat) [*Post-meeting note: the Compensation Scheme teach in took place on 10 July; meeting to discuss communications took place on 13 and 17 July*]
6. All members (stakeholders and government representatives) to feed back on the proposed sub-groups and membership by Monday 6 July. (Secretariat to collate responses and formalise sub-groups with details to be published on gov.uk, and first meetings to be held before the end of July)

Annex A: List of attendees

Co-chairs:

Home Secretary, Rt hon Priti Patel MP and Bishop Derek Webley MBE DL

Stakeholder members:

Dr Bishop Joe Aldred (Pentecostal and Multicultural Relations, Churches Together in England)

Duwayne Brooks (Managing Director, Active Community Engagement and Development)

Blondel Cluff (Chief Executive, West India Committee)

Loanna Morrison (Former Director and Founder, The Apprenticeship Fair Ltd)

Arike Oke (Managing Director, Black Cultural Archives)

Kunle Olulode (Director, Voice4Change)

Dr Tony Sewell (Chief Executive, Celebrating Genius)

Paulette Simpson (Executive Director, The Voice)

Martin Forde QC (Independent Adviser to the Windrush Compensation Scheme)

Government representatives:

Samuel Kasumu (Special Advisor, No.10)

Matthew Rycroft (Permanent Secretary, Home Office)

Shona Dunn (Second Permanent Secretary, Home Office)

Marcus Bell (Director, Race Disparity Unit)

Catherine Frances (DG, Local Government and Public Services, MHCLG)

Scott McPherson (DG, Volunteering and Civil Society, DCMS)

Sarah Harrison (DG, Department for Business, Energy and Industrial Strategy)

Summer Nisar (Deputy Director, Race Disparity Unit, Cabinet Office)

Peter Schofield (Permanent Secretary, DWP)

Jonathan Slater (Permanent Secretary, DfE)

Sir Chris Wormald (Permanent Secretary, DHSC)

Hannah Guerin (Home Secretary's Special Adviser)

Abi Tierney (Director General, UKVI, Home Office)

Dan Hobbs (Director, Windrush, Asylum, Immigration and Citizenship Policy)

Kate Ridley-Moy (Deputy Director, Windrush Lessons Learned Review Implementation Team)

Alison Samedi (Deputy Director, Windrush Policy)

Sam Baptist (Home Secretary's Private Secretary)

Sophie Reece-Trapp (Home Office Second Permanent Secretary's Private Secretary)

Amrit Bangard (Secretariat, Home Office)

Mimi Kojaković (Secretariat, Cabinet Office)