

Public Document Pack

Safer Stronger Communities Select Committee

Presentations at Meeting 2.11.17

Members of the public are welcome to attend committee meetings. However, occasionally, committees may have to consider some business in private. Copies of agendas, minutes and reports are available on request in Braille, in large print, on audio tape, on computer disk or in other languages.

Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Thursday, 2 November 2017.

Barry Quirk, Chief Executive
Tuesday, 24 October 2017

Councillor Pauline Morrison (Chair)	
Councillor James-J Walsh (Vice-Chair)	
Councillor Brenda Dacres	
Councillor Colin Elliott	
Councillor Sue Hordijkenko	
Councillor Joyce Jacca	
Councillor Jim Mallory	
Councillor David Michael	
Councillor Pat Raven	
Councillor Paul Upex	

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LGBT Employee Overview:- Lewisham Council

Safer Stronger Committee
2nd November 2017

- Lewisham Council Staff representation
- LGBT Staff forum
- Onboarding
- Training



LGBT Provision in Lewisham



% of workforce	2015/16	2016/17	2016 UK*
Lesbian or Gay	1.7	1.6	1.2
Bisexual	0.2	0.2	0.8
Heterosexual	39.3	48.4	93.4
Prefer not to say	4.2	4.6	4.1
Other	N/A	0.1	0.5
Unknown	54.7	44.9	N/A

*ONS data

Lewisham Council Staff Representation by Sexual Orientation



Newham	76%
Tower Hamlets	75%
Croydon	68%
Lewisham	55%
Islington	51%
Haringey	40%
Hammersmith and Fulham	39%
Westminster	38%
Hackney	31%
Camden	18%
Barking and Dagenham	13%
Kensington and Chelsea	6%
Richmond	4%

Further work is planned as part of the data migration to the new HR system in the next 6 months.

When the system goes live in 2018, all employees will be asked to review their personal status.

Sexual Orientation disclosure rates by London Councils



% of candidates	Applicants	Interviewed	Offered	Hired
Lesbian or Gay	2.0	2.4	1.9	1.9
Bisexual	0.9	0.8	0.8	0.4
Heterosexual	87.5	83.3	79.0	80.7
Unknown/PNTS	9.6	13.4	18.2	17.1

Lewisham Council Staff Recruitment by Sexual Orientation



Sexual Orientation	No	%
Lesbian or Gay	5	2.7
Bisexual	2	1.1
Heterosexual	102	54.8
Prefer Not to Say	7	3.8
Unknown	70	37.6

- There were 186 leavers (non schools) during the last financial year.
- 62% of the workforce declared their sexual orientation when they left Lewisham.
- 3.8% of all leavers during 2016/17 identified as LGB.

Lewisham Council Staff Leavers by Sexual Orientation



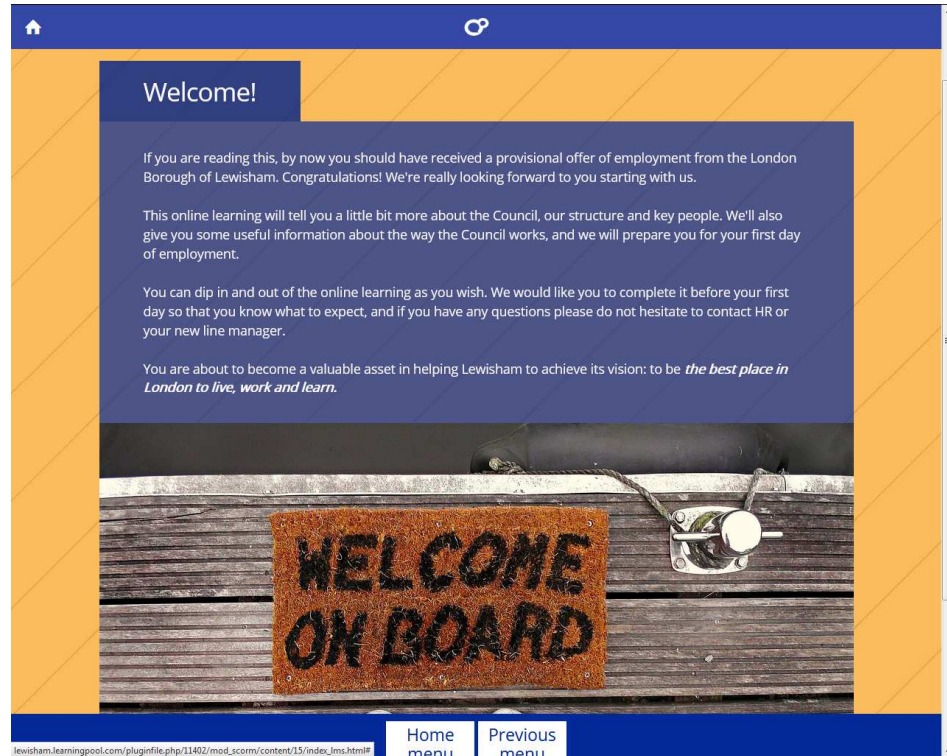
- Regular meetings
- Representation at Lewisham events
- New members attending meetings and active in the Forum and their service areas
- Stronger links with HR
- The Rainbow Flag has been raised to mark National Coming Out Day as well as throughout LGBT History Month
- Partners from Met Police and Metro Centre have initiated a public LGBT Forum which staff forum has supported from the outset
- Involved in the Lewisham/Public Health End of Life Care review
- Supporting Polari Literary Festival in Lewisham Library in September 2017
- Next steps will include generating ideas, e.g. agreeing plans for the next 2-3 years



LGBT Staff forum



- Formerly 'Welcome to Lewisham', a new induction was launched in July 2017.
- New starters are sent an invitation to an online module before starting.
- The online module invites new employees to join staff forums, including the LGBT group.
- A new face to face coffee with the Mayor session is held every other month for new employees. Representatives from the LGBT forum and other groups are invited to these sessions to meet new employees.



Onboarding



- Reviewing the specific Equality and Diversity offer.
- Delivered on a needs basis to teams and individuals.
- No LGBT related grievances, discipline or tribunal cases in the last 3 years in Lewisham.
- No leavers in the last 3 years have cited LGBT issues as a reason to leave Lewisham.
- Online courses:
 - Equality and Diversity – an Overview
 - Equality and Diversity
 - Equality Impact Assessments
 - Respecting Diversity: Sexual Orientation
- More online and face to face interventions being developed as part of the core management programme; equalities is thematic within other training content.

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Lewisham Public Health

Danny Ruta, Director of Public Health
Safer Stronger Communities Select Committee
02.11.2017

Understanding the population

- The council has a duty, as part of the Equality Duty, to consider the needs of all individuals in their day to day work in shaping policy and in delivering services.
- This is particularly true of Public Health who are responsible for helping people to stay healthy, and protecting them from threats to their health and to minimise the risk and impact of illness
- This is regardless of their circumstances and any protected characteristic
- Also hold a responsibility for identifying any inequalities in health

Public Health Data

- Currently the team produces 12 Performance Dashboards, which aim to monitor how the borough is performing against key indicators
- Very little data or information available on LGBT
- Reliant on surveys, for example the ONS Annual Population Survey and the What About YOUth (WAY), conducted on behalf of the Department of Health
- A small number of service user indicators are also possible to look at by sexual orientation

Indicators where we do have some data

- HIV Late diagnosis
- Health related quality of life for older people
- Smoking - Adults
- Smoking - 15 year olds
- Proportion of the population meeting the recommended “5-a-day” at age 15

However these have to be used with caution due to the small sample/health population size

Lewisham Joint Strategic Needs Assessment

- Local authorities are responsible for producing a JSNA of the health and wellbeing of their local community
- A good JSNA will work with partners and the public to:
 - look at the current and future health and care needs of the local population
 - consider the wider determinants of health
 - inform and guide the planning and commissioning of health, well-being and social care services
 - identify health inequalities
 - provide evidence of effectiveness for different health and care interventions
 - document current service provision
 - identify gaps in health and care services, documenting unmet needs

Lewisham Joint Strategic Needs Assessment

A new process has been agreed that will:

- Achieve wider stakeholder engagement;
- Provide a more strategic overview of needs;
- Take account of and help determine local priorities;
- Be more transparent and accountable to the Health and Wellbeing Board;
- Provide effective monitoring and efficient management of available JSNA resources.