

# Safer Stronger Communities Select Committee Agenda

Wednesday 8 March 2017

**7.00 pm,**

Committee Room 1

Civic Suite

Lewisham Town Hall

London SE6 4RU

For more information contact: Katie Wood (Tel: 02083149446)

This meeting is an open meeting and all items on the agenda may be audio recorded and/or filmed.

## Part 1

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# Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Wednesday, 8 March 2017.

Barry Quirk, Chief Executive  
Tuesday, 28 February 2017

Councillor David Michael (Chair)	
Councillor James-J Walsh (Vice-Chair)	
Councillor Brenda Dacres	
Councillor Colin Elliott	
Councillor Joyce Jacca	
Councillor Stella Jeffrey	
Councillor Jim Mallory	
Councillor John Paschoud	
Councillor Luke Sorba	
Councillor Paul Upex	
Councillor Alan Hall (ex-Officio)	
Councillor Gareth Siddorn (ex-Officio)	

## **MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE**

**Tuesday, 17 January 2017 at 7.00 pm**

**PRESENT:** Councillors David Michael (Chair), James-J Walsh (Vice-Chair), Brenda Dacres, Colin Elliott, Councillor Joyce Jacca, Stella Jeffrey, Jim Mallory, John Paschoud, Luke Sorba and Paul Upex

**ALSO PRESENT:** Councillor Liam Curran (Chair Sustainable Development Select Committee), Councillor Janet Daby (Cabinet Member Community Safety), Councillor Hilary Moore (Chair Children & Young People Select Committee), Monsignor N Rother (Roman Catholic Church), Chief Inspector Andy Carter (Chief Inspector,), Aileen Buckton (Executive Director for Community Services) (London Borough of Lewisham), Keith Cohen (South London Resettlement Consortium Manager), Salena Mulhere (Overview and Scrutiny Manager), Barrie Neal (Head of Corporate Policy and Governance), Geeta Subramaniam-Mooney (Head of Crime Reduction and Supporting People), Peter Vittles (Head of Community Engagement) (Metro) and Katie Wood (Scrutiny Manager)

### **1. Minutes of the meeting held on 10 November 2016**

That the minutes of the meeting on 28 November be agreed as an accurate record of proceedings and the Chair be authorised to sign them.

### **2. Declarations of interest**

Cllr Elliot declared a personal interest in item 8 as he was a Director of Lewisham Disability Coalition.

Cllr Michael declared a personal interest in item 8 as he was Chair of Equaliteam and a member of the Marshall Phoenix Memorial Trust.

Cllr Walsh declared a personal interest in item 8 as he was a member of Lewisham Disability Coalition and in item 7 as he was a member of the LGBT forum.

### **3. Response to referrals from this Committee**

There were no referrals to the Committee.

### **4. Youth Offending Service - Inspection report**

4.1 Cllr Michael, Chair of the Safer, Stronger Communities Select Committee welcomed members of the Children and Young People Select Committee to the meeting for this item.

4.2 Councillor Janet Daby, Executive Member for Community Safety introduced the report. In her presentation to the Committee the following key points were highlighted:

- The inspection was a partnership inspection including looking at the Police and the Probation service.
- The “unsatisfactory” result had been a surprise and disappointment. The final result was very close to being “satisfactory” and work was commencing on a robust action plan to ensure improvements could be delivered as quickly as possible.

4.3 Geeta Subramaniam, Head of Crime Reduction and Supporting People, presented the report to the Committee. Keith Cohen, South London Resettlement Consortium Manager and incoming interim Youth Offending Service Manager was also in attendance. During her presentation the following key points were highlighted:

- The areas of the inspection included: reducing reoffending; protecting the public; protecting children and young people; making sure the sentence is served; and interventions. All received 2 stars/unsatisfactory except “sentence served” which received 3 stars.
- Many of the areas of inspection were scored very closely to the threshold of 65% which was the threshold for the “satisfactory” grading.
- There would be a greater focus on key performance indicators going forward to ensure that they were being met and that there was a greater understanding of their relevance in practice in terms of improved outcomes for children and young people.
- The Improvement Plan will be monitored by the Youth Justice Board and be reported to the Safer Lewisham Partnership. Updates on progress would also be submitted to the Safer Stronger Select Committee from September 2017.

4.4 In response to questions from members of the Committee, the following key points were highlighted:

- Lewisham had an increase in the number of young people in custody and higher numbers of reoffenders than previously. Other London boroughs were facing similar challenges in terms of levels of reoffending.
- Across London, budgets had fallen year on year for youth offending services causing additional pressures for the service. Staffing issues were also a factor and high turn-over of staff and an over-reliance on agency staff could be a problem. There would be a focus on developing a workforce strategy as part of the improvement plan.
- Performance indicators prior to the inspection were not being met which had been part of the reason for an inspection taking place.
- There had been some very positive feedback as part of the inspection, in particular the feedback on some officers’ determination to improve outcomes for the children and young people and the work in courts had been very positive.
- There would be a review of the financial resource allocation in light of the inspection and the resulting action plan.

- Patterns of reoffending had changed and this needed to be carefully looked at. It was understood before the inspection that offending rates were going up.
- The volume of young people in the youth justice system had fallen but the complexity of cases had increased. It was essential that the Council was working proactively with other agencies and the new Multi-Agency Safeguarding Hub (MASH) should help this work.
- When responding to any follow up questions to Council on the inspection, budget reductions should be noted in the response.
- Multi-agency auditing was an important tool to ensuring a thorough understanding of the Council's own performance.
- Supporting and investing in staff was essential. LB Southwark had done some very successful work in developing their workforce and Lewisham would be looking at that and focusing strongly on workforce development.

#### 4.5 **RESOLVED:**

That the report be noted and that the Committee receive quarterly updates on the delivery of the improvement plan.

### **5. Local Police Service update**

5.1 Chief Inspector Andy Carter, Lewisham Police gave a presentation to the Committee, a copy of which will be added to the agenda documentation. During his presentation, the following key points were raised:

- Over the next 12 months the Metropolitan Police would be developing a new model for neighbourhood policing.
- The strategic priorities were: delivering "real" Neighbourhood policing; Protecting children and young people; Reducing violence against women and girls; A criminal Justice system for all Londoners; combatting hate crime, terrorism and extremism.
- Borough policing would be based on 4 pillars: Neighbourhoods; protecting vulnerable people; response teams and local investigations.
- There would be a minimum of 2 Dedicated Ward Officers (DWO) and one PCSO per ward with additional DWOs for higher demand wards.
- There would be 281 Youth and Schools Officers rising to 600 to prevent crime and protect young people. There would also be partnership and prevention teams in every Borough Command Unit (BCU).
- The leadership model would change slightly. There would be one BCU Commander with 4 Superintendents to match the 4 areas of focus as outlined above.
- The model is for between 11 and 16 BCUs across London with commands being of similar size and an even workload to make resource distribution fair.
- The proposals are that Lewisham would merge with LB Bexley and Royal Borough of Greenwich to form the BCU.

5.2 Following questions from members, the following key points were highlighted:

- The BCUs had been allocated based on volumes of crime, size and geographical area so as to ensure BCUs were of similar size and need across London.
- It would remain important to focus on local issues and local policing. The model aimed to balance the strategic work with the local demand.
- Schools officers and youth engagement work remained a pivotal part of local policing in the BCU model.
- The Chief Inspector and Commander rank would go from the staffing model by 2018 under the new BCU model.
- A decision had not yet been reached on where the BCUs would be based.

5.3 **RESOLVED:**

That the presentation be noted and Chief Inspector Andy Carter be thanked for attending.

## **6. MOPAC Police and Crime Plan**

6.1 Geeta Subramaniam, Head of Crime Reduction and Supporting People introduced the report to the Committee. Chief Inspector Andy Carter was also in attendance for this item. During the presentation to the Committee, the following key points were highlighted:

- The Mayor's Office for Police and Crime (MOPAC) had launched their consultation on the Police and Crime Plan 2017-2021.
- Key priorities included: focusing on reducing the inequalities in terms of the impact of crime affecting some groups/areas disproportionately; challenges to the criminal justice system such as budget reductions and increased complexity of cases; and pressure on the budgets across the Metropolitan Police Service (MPS).
- Themes of the plan included: keeping children and young people safe; a knife crime strategy for London; tackling violence against women and girls; education; and tackling extremism.
- The Safer Stronger Community Select Committee was invited to feed in their views as part of the consultation either in combination with the views of the Safer Lewisham Partnership or as a separate response from the Committee.

6.2 In response to questions from members of the Committee, the following key points were highlighted:

- Discussions regarding the London Crime Prevention Fund top slice of 30% would take place from 2018. These would include the principals for bidding/commissioning with this money and how it could be reinvested into local areas.
- The Council would continue to work in collaboration with other boroughs. The merges that form the BCU were not necessarily the

same as other collaborations such as the NHS and CCG clusters. The Council would proactively work with all partners to ensure the best results for their residents.

- Regional commissioning would be studied closely to ensure it was always in the best interests of the borough. Sometimes London-wide purchasing would be advantageous but there would be incidences where individualised contracts could be better.
- There would be an extra 400 firearms officers across the MPS. They would be a central resource but delivered locally as and when a need was identified.
- The first part of budget savings that the MPS had faced had been addressed through their estate strategy – with some buildings being sold. Future savings could come from personnel or through improvements to IT provision.
- Cllr Daby Executive Member for Community Safety would circulate copies of the Casey Review to members of the Committee.

### 6.3 Members of the Safer Stronger Select Committee highlighted the following:

- The importance of engaging with parents, families and schools should be highlighted as it helped parents and families to feel safe and secure and have trust in the Police.
- There should be a focus on recruiting and retaining police officers from the BAME community and women so the police force reflected the population of London.
- The importance of the uniform youth group should be stressed. This was positive for building connections to the Police and strengthening community links.
- Encouraging victims of violence against women and girls to come forward was important but there needed to also be a focus on assuring continuity of officers supporting them. Lack of support through the process was felt to be a major barrier to women coming forward and pursuing cases.
- The Committee were concerned regarding the cuts to the Police budget overall and also the 30% cut of the London Crime Prevention Fund to local areas. Members of the Committee stressed it was important to ensure that money was fed back in to supporting the local community.

### **RESOLVED:**

That the following views of the Committee be submitted as part of the submission with the response from the Safer Lewisham Partnership:

That the importance of engaging with parents, families and schools should be highlighted; helping parents and families to feel safe and secure and have trust in the Police.

There should be a focus on recruiting and retaining police officers from the BAME community and women so the police force reflected the population of London.

The importance of the uniform youth group should be stressed. This was felt by the Committee to be very positive for building connections to the Police and strengthening community links.

Encouraging victims of violence against women and girls to come forward was important but there needed to also be a focus on assuring continuity of officers supporting them. Lack of support through the process was a major barrier to women coming forward and pursuing cases.

The Committee were concerned regarding the cuts to the Police budget overall and also the 30% cut of the London Crime Prevention Fund to local areas. It was important to ensure that money was fed back in to supporting the local community.

## **7. Provision for the LGBT Community**

7.1 Katie Wood, Scrutiny Manager introduced the report to the Committee. In the discussion that followed, members of the Committee highlighted the following key points:

- Cllr Walsh tabled an item listing possible recommendations that could be made through a referral or as part of a future in-depth review by the Committee. A copy will be included in the agenda documentation.
- There was a wide range of areas covered and the report was welcomed, however, themes crossed a range of areas and it would be important not to duplicate work done by other select committees if the committee looked at this further. Sexual Health and mental health were of high importance to investigate however the Committee recognised that Healthier Communities Select Committee had undertaken work on sexual health for example and there was cross-over on many of the themes.
- An in-depth review into LGBT provision could be put on the 2017/18 work programme for Safer Stronger Communities Select Committee. Work Programmes would be agreed by Overview and Scrutiny Business Panel who could ensure no duplication across the select committees.
- Specific training for providers of social care on LGBT issues could be looked at in more detail as part of any review the Committee carried out.

7.2 Cllr Michael, Chair of Safer Stronger Communities Select Committee, introduced Peter Vittles, Head of Community Engagement, Metro and invited him to address the Committee. In the discussion that followed the following key points were highlighted:

- Peter Vittles tabled a document produced by Metro, a copy of which will be included in the agenda documentation.
- Metro provided a youth group and at least 10 young people attend each session with 19 per quarter. Metro also provide an over 50s group.
- Metro provided a very successful residents forum space which was still growing in numbers.



- Metro felt that housing was a big issue for their community – older people ageing with no support networks for example meant that some could feel alienated and struggle with high costs of housing.
- It could be investigated as part of an in-depth review as to whether some LGBT pubs and venues could be included as assets of community value.
- Faith groups could be consulted and invited to participate in discussions on LGBT provision and the LGBT community.
- **Standing orders were suspended at 9.25pm.**

### **7.3 RESOLVED:**

That the report be noted.

That LGBT provision in Lewisham be added to the draft work programme for the 2017/18 municipal year and suggested as an in-depth review.

## **8. Recommendations - Capacity in the Voluntary Sector Review**

**8.1** Katie Wood, Scrutiny Manager, introduced the report to the Committee and invited members to agree their recommendations from the review.

### **8.2 RESOLVED:**

That the following recommendations be included in the report for submission to Mayor and Cabinet:

1. That the Council continue to work with voluntary organisations in Lewisham to help them adapt to changes in funding and reductions in grants from the Council. Support should be timely and tailored to the needs of organisations.
2. When the Council reviews the grant-making process, the Council should ensure it considers assessments of skills and opportunities available in an area and not just look at need. This could be considered as an assets model rather than a uniquely deficits model.
3. LB Lewisham's commissioning models should reflect "The Social Value Act (2013)". Real consideration should be given to the benefits to the community of tenders by local voluntary and SME organisations during the valuation process as a means of countering contract-based culture.
4. The Council should consider the possibility of supporting the development of a "brokerage" system between voluntary sector organisations and employers to support increased numbers of and more effective volunteering opportunities.
5. That the potential for setting up a liaison support network specifically for Chief Executives in the Community and Voluntary Sector in Lewisham be investigated.

6. That the Council understands the importance of volunteering and the need for organisations to get support to develop their networks. Larger charities have access to substantial sets of data which enables them to target activities to local demographics. The Council should investigate the possibility of facilitating intelligence and data support to smaller organisations in the sector, for example through purchasing data systems such as MOSAIC and sharing data. In its consideration the Council should consider cost and maintaining and upholding the highest standards of data protection.
7. The Committee welcomes the involvement of civic society and empowering people to be involved in their communities. The advocacy role voluntary groups deliver was welcomed but work carried out to meet social need was vital.
8. The Main Grants Programme should be sustained including providing the opportunity to fund core costs in some circumstances. The value of funding core costs should be recognised both when the Council funds organisations and when it is bidding for external funding itself.
9. The role of local assemblies should include community development and capacity building.
10. Following the review, there was a concern to ensure infrastructure support organisations provide a greater voice for the voluntary sector.

## **9. Select Committee work programme**

- 9.1 Katie Wood, Scrutiny Manager introduced the report to the Committee. During the discussion that followed, members of the Committee highlighted the following key points:
- The Safer Lewisham Plan should be added to the agenda for the March meeting.
  - The evidence session on Demographics could be postponed until the April meeting.
  - There should be an update on the library and information service at the March meeting but it did not need to be an extensive report.
  - As the work programme was very full, agendas could be timed in future to ensure business was carried out within standing orders.
  - In future, officers could be asked to only present any significant issues not included in the reports rather than provide a general overview, as all members would have thoroughly read papers.
  - As far as possible, there should be no addendums to reports handed round at meetings as this did not allow members adequate time for scrutiny of documents.

### **9.2 RESOLVED:**

That a report on the “Safer Lewisham Plan” be added to the work programme in March.

That the evidence session on Demographics be postponed until the April meeting.

**10. Items to be referred to Mayor and Cabinet**

There were no referrals to Mayor and Cabinet.

The meeting ended at 9.50 pm

Chair:

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Date:

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<b>Safer Stronger Communities Select Committee</b>		
Title	Declaration of interests	
Contributor	Chief Executive	Item 2
Class	Part 1 (open)	8 March 2017

## **Declaration of interests**

Members are asked to declare any personal interest they have in any item on the agenda.

### **1. Personal interests**

There are three types of personal interest referred to in the Council's Member Code of Conduct:

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

### **2. Disclosable pecuniary interests** are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person\* for profit or gain
- (b) Sponsorship – payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).
- (c) Undischarged contracts between a relevant person\* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member's knowledge, the Council is landlord and the tenant is a firm in which the relevant person\* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:
  - (a) that body to the member's knowledge has a place of business or land in the borough;

(b) and either

- (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
- (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person\* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

\*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

### 3. Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

### 4. Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members' Interests (for example a matter concerning the closure of a school at which a Member's child attends).

### 5. Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in

consideration of the matter and vote on it unless paragraph (c) below applies.

- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

## **6. Sensitive information**

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

## **7. Exempt categories**

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

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# Agenda Item 3

Safer Stronger Communities Select Committee		
<b>Report Title</b>	Response to comments of the Safer Stronger Communities Select Committee on Main Grants Programme	
<b>Key Decision</b>	No	Item No 3
<b>Ward</b>	All	
<b>Contributors</b>	Executive Director for Resources (Head of Business & Committee)	
<b>Class</b>	Part 1	Date: March 2017

## 1. Summary

This report informs members of the response given at Mayor and Cabinet Contracts to a referral in respect of recommendations to the Mayor following the discussions held by the Safer Stronger Communities Select Committee on Main Grants Programme which took place on 28 November 2016.

## 2. Purpose of the Report

To report to members the response given at Mayor and Cabinet Contracts to recommendations made by the Select Committee on the Main Grants Programme.

## 3. Recommendation

The Select Committee is recommended to receive the Mayor and Cabinet Contracts response to their consideration on the Main Grants Programme.

## 4. Background

- 4.1 The Mayor and Cabinet Contracts committee considered the attached report entitled 'Response to the comments of the Safer Stronger Communities Select Committee on the Main Grants Programme 2017-19' referred by the Select Committee, at the Mayor & Cabinet Contracts meeting held on February 8 2017.

## 5. Mayoral Response

- 5.1 The Mayor & Cabinet Contracts committee received an officer report and a presentation from the Cabinet Member for the Third Sector, Councillor Joan Millbank.
- 5.2 The Mayor & Cabinet Contracts committee resolved that the attached response be submitted to the Select Committee.

## **BACKGROUND PAPERS**

Mayor & Cabinet minutes February 8 2017

If you have any queries on this report, please contact Kevin Flaherty, Head of Business & Committee, 0208 314 9327

<b>MAYOR AND CABINET</b>		
<b>Report Title</b>	Response to the comments of the Safer Stronger Communities Select Committee on the Main Grants Programme 2017-19	
<b>Key Decision</b>	No	Item No.
<b>Ward</b>	All	
<b>Contributors</b>	Executive Director for Community Services	
<b>Class</b>	Part 1	Date: 8 February, 2017

## 1. Purpose

- 1.1 This report sets out the response to the comments and views arising from the Safer Stronger Communities Select Committee discussions held on the Council's Main Grants Programme at its meeting on the 28 November 2016.

## 2. Recommendations

It is recommended that the Mayor:

- 2.1 Approves the responses from the Executive Director for Community Services to the comments from the Safer Stronger Communities Select Committee.
- 2.2 Agrees that this report should be forwarded to the Safer Stronger Communities Select Committee.

## 3. Background

- 3.1 On 28 November 2016, the Safer Stronger Communities Select Committee considered an officers report on the Main Grants Programme 2017-19. Following the Select Committee a referral was made to the Mayor and Cabinet on 7 December 2016. The Committee resolved to advise Mayor and Cabinet of the following:

### 3.2 Referral 1

- 3.2.1 That the Council should prioritise support for refugees and migrants and consideration of this should be part of the process for allocating funds from the Main Grants Programme.

### 3.3 Response

- 3.3.1 The allocations for Main Grants Programme was agreed by Mayor and Cabinet Contracts on 13 May 2015. As part of this process support for vulnerable groups and equalities work was prioritised. This led to the allocation of significant funds to equalities organisations including Lewisham Refugee and Migrant Network.
- 3.3.2 Due to the overall financial position of the Council Mayor and Cabinet agreed to reduce the funding to the grants programme by £1m from 1 April 2017.

- 3.3.3 As such the Council was required to develop an approach to delivering the saving in the Main Grants budget and an open consultation was undertaken for 6 weeks between 19 May 2016 to 30 June 2016 to inform this work.
- 3.3.4 Organisations were asked to respond to the consultation via the council's online Consultation Portal, via post or via email.
- 3.3.5 A consultation meeting was held on 8 June 2016 to provide further information, answer questions and encourage networking and collaborative thinking between organisations. Feedback from the event has not been used as part of the consultation as organisations have been asked to complete the formal consultation to ensure accuracy of responses. The event was attended by 60 individuals (a mix of senior officers and trustees) from 43 organisations.
- 3.3.6 36 responses were received via the online consultation portal, and 4 written responses in the form of letters.
- 3.3.7 There was general consensus among funded organisations on the process to be used to achieve identified savings targets. The process was formally agreed by Mayor and Cabinet (Contracts) in July 2016 and was followed robustly in order to arrive at recommendations for all groups. The four key stages, as understood by all participating organisations and in order of precedence, were:
1. Remove funding from under-performing groups/those performing least well
  2. Negotiate reductions and seek alternative funding streams
  3. Work with groups to consider mergers or asset sharing
  4. Pro rata reductions across all groups
- 3.3.8 This approach rejected the prioritisation of specific organisations at the expense of others and agreed that all who were judged to be performing well would receive a pro-rata cut. As such the prioritisation of support for refugees and migrants (or any other specific group) over others has previously been rejected as a basis for the allocation of Main Grant funding.
- 3.3.9 Lewisham Refugee and Migrant Network are one of the groups assessed as performing well and have received a pro-rata reduction in their grant. This means that their relative allocation as part of the Main grants programme has increased as several groups were de-funded in recognition of a number of factors.
- 3.3.10 Overall, the Council continues to work to support refugee and migrant communities in a range of ways and has recently engaged with the Home Office to secure funding for the resettlement of Syrian families to Lewisham.
- 3.4 Referral 2
- 3.4.1 That the importance of early monitoring of organisations receiving funding should be noted so as to ensure effective management and delivery by organisations.
- 3.5 Response
- 3.5.1 Officers recognise the importance of early monitoring and are currently agreeing output and outcomes with all funded groups for 2017 – 2019 to ensure a common understanding of the grant requirements and expectations from 1 April 2017.
- 3.6 Referral 3

- 3.6.1 Proposals for the development of a new infrastructure offer, as outlined in the report to Safer Stronger Communities Select Committee on 28 November, should return to Safer Stronger Communities Select Committee for further scrutiny once they have been worked up.
- 3.7 Response
- 3.7.1 Officers welcome the opportunity for further scrutiny of the ongoing development of the new infrastructure offer, and wider support to the sector. Officers will work with the chair of the committee to ensure that this is brought to the committee at the appropriate time.
- 4. Financial Implications**
- 4.1 Any financial implications in respect of the above will be part of the existing budget resourcing.
- 5. Legal Implications**
- 5.1 There are no specific legal implications associated with this report.
- 6. Crime and Disorder Implications**
- 6.1 There are no crime and disorder implications associated with this report.
- 7. Equalities Implications**
- 7.1 There are no adverse equalities implications associated with this report.
- 8. Environmental Implications**
- 8.1 There are no environmental implications associated with this report.

### **Background papers**

Report of comments of the Safer Stronger Communities Select Committee on the Main Grants Programme 2017-19

<http://councilmeetings.lewisham.gov.uk/documents/s46647/03MandCResponseMainGrantsProgrammeSSCSC281116.pdf>

Report to the Mayor and Cabinet Committee on the approach to Main Grants Programme savings

<http://councilmeetings.lewisham.gov.uk/documents/s44598/Main%20Grants%20Programme%202017-18.pdf>

For further information on this report please contact James Lee, Head of Cultural and Community Development on 020 8314 6548.

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Safer Stronger Communities Select Committee		
Report Title	National Probation Service (NPS) and Community Rehabilitation Company (CRC) update	
Contributors	Becky Canning - Head of Lewisham and Southwark Probation Cassie Newman - Head of Strategic Partnerships - South London - London Community Rehabilitation Company	
Date of meeting	08 March 2017	Item: 4
Class	Part 1 (open)	

## 1- Introduction

The Safer Stronger Select Committee last received a report from the National Probation Service and the CRC at its meeting on 14<sup>th</sup> May 2015. At that time we were less than a year on from the Transforming Rehabilitation (TR) Programme and were still going through a period of stabilisation following the change where Probation services were split. Until June 2014 Probation services in London were delivered by the London Probation Trust. Following TR, the service was divided with the management of low and medium risk offenders being delivered by a Community Rehabilitation Company and the remaining work being undertaken by the National Probation Service.

The purpose of this report is to provide an update to the Lewisham Safer Stronger Committee.

## 2 - Recommendations:

- To note the report
- Request an further update in a years' time

## 3- Introduction- The National Probation Service In Lewisham

The National Probation Service is responsible for the following areas of service delivery:

- Advice to the judiciary including Courts and the Parole Board
- Management of MAPPA cases
- Management of all those assessed as posing a High risk of Harm or Serious recidivism.
- Approved Premises
- Foreign National Offenders
- Victim Liaison.

#### **4 - What is the NPS doing to reduce re-offending?**

- Advice to Courts: The aim is to ensure that all offenders convicted of a qualifying offence are appropriately assessed and sentencers are offered proposals which meet the offending-related needs of the individual. Offenders are then allocated to the NPS or CRC dependent upon the offence type, the sentence and the risk posed.
- Offender Management: All offenders are allocated to an appropriately trained officer who will undertake a thorough assessment of need and devise a plan to address offending-related issues and risks.
- Enforcement: All offenders are required to abide by the terms of their sentence and failure to do so will result in sanctions such as warnings, increased licence conditions or return to Court or custody.
- Offender Engagement: Successful offender Engagement is critical in improving desistance. At a recent Offender Survey Lewisham and Southwark Probation achieved a rate of 77% of service users rating their contact with the National Probation Service as positive.
- Specialist interventions: Some accredited programmes are delivered by RISE including Thinking Skills and Domestic Abuse programmes. In addition the National Probation Service delivers a range of treatment programmes for sex offenders. We also have specific interventions for those with Personality Disorders including Mentalisation Based Training (MBT)
- Approved Premises: The most high risk and complex service users will spend a short time being managed in a residential setting where they are closely monitored and supported to enable them to safely resettle in the community following a period in custody.
- Multi-Agency Partnerships: The effective reduction in risk and re-offending is dependent on agencies working together to share information and pool resources to provide a package of support and monitoring. Lewisham benefits from a range of such partnerships including MARAC, MAPPA, MASH, IOM and SGO panels.
- Victim Liaison Service: Victim Liaison Officers work closely with Offender Managers and with MAPPA to ensure that we meet our statutory obligations. In addition the information provided assists with safety planning.

#### **5- HMIP Inspection**

Her Majesty's Inspectorate of Probation recently conducted an inspection of Probation in a number of North London Boroughs. HMIP made four recommendations, two for NPS only and two joint recommendations for NPS and CRC. An action plan has been devised and is currently being implemented. A forward from the Deputy Director for London is attached in Appendix A.

#### **6- Summary**

Staff in NPS Lewisham are committed to providing a quality service where there are good outcomes for individual offenders and their families in that risk of harm



and offending are reduced and they are able to go on to lead purposeful and fulfilling lives. Our aim is to help make the community safer in protecting current and potential victims and reducing crime. Now that the NPS is a more established organisation the priority will be to enhance the quality of our work and to maintain partnership working within the borough.

## **7- Introduction the CRC**

This is an overview of HMIP's inspection report, from the perspective of London CRC

- Legacy issues
- Ambition 2020 Change Plan
- The Inspection
- The Report
- Our response to HMIP's recommendations

## **8- Legacy Issues:**

London CRC recognises that it inherited legacy issues of poor performance and probation practice, with little grip or awareness of organisational activity.

If we look to the recent past, at the point the London Probation Trust was split into NPS and CRC in June 2014, the better trained, more experienced staff were mostly recruited to NPS.

Some of the remaining offender managers (mostly PSOs) assigned to London CRC were moved against their wishes, and many were not at the required level of competency.

There were others who chose to move, however, and did so believing that probation practice needed to change and the best opportunity to affect change was at London CRC.

This movement caused an imbalance within the newly created CRC, with OM vacancies loaded on the CRC. Therefore the organisation was established at an immediate disadvantage.

## **9- Ambitious 2020 Change Plan**

The need for a far reaching solution was evident.

The Ambition 2020 Change Plan launched in July 2016 was radical in its design.

The purpose was to positively effect change in all aspects of work, and to think again about the way we do what we do, but this time with an unwavering and unshakable focus on reducing reoffending outcomes as our primary goal.

We set about identifying key areas of change needed to improve the organisation, all of which have been specifically designed to address legacy issues, and to modernise and reform our organisation.

The Change Plan features: 16 workstreams, 90 involving over 800+ work packages containing activities

## 10- Active workstreams

We set about identifying 16 key areas of change needed to improve the organisation, all of which have been specifically designed to address legacy issues, and to modernise and reform our organisation.

Workstream
Operational activity –immediate challenges & priorities
Operational reorganisation
Great engagement
Operational reimagination –how we will work in the future
Building for Best -effective probation practice
Performance management –enabling effective delivery
HR –attracting & retaining the best people
Estates –modern, collaborative spaces
Programmes & interventions –reducing reoffending
Enabling IT
Community payback
Stakeholders & partnerships –working better together
Health & safety
Inspections & audits
Recruitment
Investing in our future

## 11 - The inspection

HMIP's quality and impact inspection took place for two weeks in September 2016.

It inspected eight boroughs across north London –Barnet, Brent Camden, Enfield, Haringey, Islington, Redbridge and Waltham Forest.

Both London CRC and the NPS were inspected on their effectiveness against three criteria:

- Protecting the public
- Reducing reoffending
- Abiding by the sentence.

Their findings are based on a small sample of 40 cases -0.1% of our 29,000 caseload at that time.

The inspectors spoke to six of our service users.

During the inspection, we provided the inspectors with details of our:

- Operational reorganisation
- Practice and quality assurance initiatives to both audit cases and assure correct interventions
- The Ambition 2020 Change Plan.

Reiterating our confidence that our changes will improve our management of offenders

## **12- The findings**

Inspected against three criteria, HMIP's assessment of London CRC was:

- Protecting the public –overall performance poor
- Reducing reoffending -overall performance poor
- Abiding by the sentence -overall performance poor.

Reporting key themes such as:

- Proportion of work carried out to a sufficient standard was low
- Assessments either not completed or not completed to an acceptable standard
- Infrequency of contact with the service user
- Inexperienced staff
- Inefficient or lack of adequate interventions
- Fewer than half of inspected cases complied with their sentence
- Lack of senior management understanding.

## **13- And the impact of the Inspection on London CRC?**

It reaffirmed our correct analysis of inherited legacy issues

- Confidence that our 'improvement plan' -Ambition 2020 -is moving us in the right direction
- NOMS Assurance Team investigation.

## **14 – The improvement plan**

HMIP made nine recommendations to London CRC.

We have over 35 actions which address eight of their recommendations, and are already part of our Change Plan.

Some key actions are:

- Improved NPS interface
- Caseload reductions
- Local managerial presence and accountability
- Improve offender management by quality assuring contact, sentence planning, and enforcement and safeguarding.

The one remaining recommendation was for accessible staff contact details.

All of our actions are designed to ensure operations is at the centre of what we do.

**15- Statistics** relevant to the CRC are attached in appendix B

## **16 Legal Implications**

16.1 Section 19 of the Police and Justice Act 2006 places an obligation upon Local Authorities to have a committee which scrutinises crime and disorder within its area.

16.2 Within the context of the powers of this committee, the section provides that it should have the power to “ (a) review or scrutinise decisions made, or other action taken, in connection with the discharge by the responsible authorities for example, police and other relevant partner agencies of their crime and disorder functions; (b) to make reports or

recommendations to the local authority with respect to the discharge of those functions.”

- 16.3 Further, where this committee makes a report or recommendations it shall provide a copy— (a) to each of the responsible authorities, and (b) to each of the persons with whom, and bodies with which, the responsible authorities have a duty to co-operate under section 5(2) of the Crime and Disorder Act 1998 (“the co-operating persons and bodies”).
- 16.4 The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.
- 16.5 These statutory duties amongst others are relevant to the production of the Council's Safer Lewisham Strategy.

## **17.0 Financial Implications**

- 17.1 There are no direct financial implications arising from this report for the Council

## **18.0 Environmental Implications**

- 18.1 Specific environmental implications of crime and disorder are reviewed annually through the strategic assessment process and appropriate action taken as required.

## **19.0 Equalities Implications**

- 19.1 Equalities implications are considered throughout the delivery of this change.

## **20.0 Crime and Disorder Implications**

- 20.1 Section 17 of the Crime and Disorder Act 1988, as amended, places a duty upon Local Authorities to consider crime and disorder implications and in particular, “to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.” This statutory obligation is the same for the Authorities “responsible partners” too. The level of crime and its impact is influenced by the decisions and activities taken through the day-to-day functions of local bodies and organisations.
- 20.2 Responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core

activities, can significantly contribute to reducing crime and improving the quality of life in their area.

**Background Documents**

None

For further information on this report please contact Geeta Subramaniam-Mooney, Head of Crime Reduction & Supporting People, Directorate for Community Services on Tel: 020 8314 9569.

## **Forward from NPS HMIP Action Plan – Kilvinder Vigurs, Deputy Director**

### **Introduction and background**

Over two weeks in September 2016, HMIP conducted a Quality and Impact inspection, looking at work undertaken by the NPS and CRC in the London boroughs of Barnet, Brent & Enfield; Camden & Islington; and Haringey, Redbridge & Waltham Forest.

The quality of practice undertaken was inspected in a sample of 21 cases, nine months after commencement or release. The main focus of the inspection was the quality of work with individuals who have offended, but with a particular emphasis on the impact that this work has had on individuals.

The Final Report has now been published and of the 11 recommendations, four directly concern the NPS:

#### ***The Community Rehabilitation Company and National Probation Service should:***

- 1. produce easily accessible information to enable all staff to make swift contact with relevant colleagues in each organisation*
- 2. require all staff to work together to solve individual problems and focus on the desired outcome.*

#### ***The National Probation Service should:***

- 1. make sure that all work is sufficiently focused on public protection*
- 2. improve the quality of information at allocation from the NPS court staff to the CRC.*

The findings of the inspectorate are not unexpected and NPS London already has a number of measures in place to improve practice. These measures include the delivery of quality assurance and improvement initiatives through the divisional business plan. The objectives of the business plan already translate into action plans overseen by various sub groups accountable to the Senior Leadership Team. For example, the work of the Court Delivery Group; the Performance, Quality and Audit Sub Group; the Public Protection Sub Group; and the Learning and Development Sub Group, all contribute positively to this agenda. In addition, each LDU Cluster has a Quality Steering Group and to date the division has had Practice Development Officers in situ to support and develop frontline practitioners.

In response to the inspection and to address the aforementioned recommendations, NPS London has taken the opportunity to consolidate and rationalise its business as usual activities along with existing business/action plans to formulate a single improvement plan.

Kilvinder Vigurs

Deputy Director of Probation- NPS London

### **Appendix B – Lewisham CRC stats**

### CRC Caseload Numbers

Total Number of Cases –1338 (as of 30/11/2016)

Note: There were no cases in the cohort for Mental Health and Learning Disabilities

Cohort	Number of Cases in Community	Number of Cases in Custody	Number of Cases on License	Total
Young Males	188	101	90	379
Adult Males	342	131	191	664
Mature Males	58	20	31	109
Women	127	24	35	186
Total	715	276	347	1338

### Integrated Offender management Cohort – 134 (30/11/16)

Cohort	Number of Cases IOM
Young Males	20
Adult Males	104
Mature Males	0
Women	10
Total	134

### Needs profile

Criminogenic Need	Offender numbers	Percentage
Accommodation is a Need	164	17.6%
ETE is a Need	491	52.6%
Relationships is a Need	295	31.6%
Lifestyle is a Need	411	44.1%
Drugs is a Need	250	26.8%
Alcohol is a Need	183	19.6%
Thinking And Behaviour is a Need	862	92.4%
Attitudes is a Need	690	74.0%
Finance is a Need	309	33.1%
Emotional Well-being is a Need	225	24.1%
Total Offenders	933	

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<b>Safer Stronger Communities Select Committee</b>			
Report Title	Safer Lewisham Plan 2017-2018		
Key Decision	No	Item No.	5
Ward	All		
Contributors	Head of Crime Reduction and Supporting People		
Class	Part 1	Date	8 March 2017

## 1. Purpose of the Report

- 1.1 The Crime and Disorder Act 1998 as amended by section 97 and 98 of the Police Reform Act 2002, places a requirement on Community Safety Partnerships (CSP) (in Lewisham, the Safer Lewisham Partnership) to develop a three year Crime and Disorder Strategy which sets out how crime and anti-social behaviour will be tackled.
- 1.2 An additional responsibility is also placed on Community Safety Partnerships to produce a Strategic Assessment to ensure emerging community safety trends are captured, and priorities are refreshed where necessary.
- 1.3 The Annual Plan outlines the main priorities for the Safer Lewisham Partnership, which have been identified through the Strategic Assessment.
- 1.4 A **Strategic Action Plan** sets out how the Partnership will work together over the next year to tackle crime and disorder priorities building on best practice around effective crime reduction and clear objectives and outcomes to be achieved.
- 1.5 The current 3 year Strategy ends in 2017, and it is intended that Lewisham adopt the London Mayor's Police and Crime Plan for 2017-2021, with an annual plan focusing on Lewisham's specific issues year on year in both working towards London-wide outcomes as well as revising and refreshing annual outcomes for Lewisham.

## 2. Executive Summary

Due to the timing of the Committee a draft Plan has not been completed for circulation. Data will be provided through a presentation at the committee and a draft plan shared for comments.

### **3. Recommendations**

- 3.1 The Safer Stronger Communities Select Committee is recommended to:

Note the contents of the report.

Agree that progress made against the Plan should be reported to the Select Committee in September 2017 and then again in March 2018.

### **4. Background**

- 4.1 The annual report is required under legislation and seeks to pull together all available information in relation to Crime and Disorder and setting priorities for the Partnership to deliver against.

#### MOPAC Police and Crime Plan (PCP)

- 4.2 MOPAC released their new Police and Crime Plan in December 16 for consultation. The Safer Lewisham Partnership and Select Committee are in the process of completing its response to the consultation. The Final PCP will be in force from April 2017.

- 4.3 The Draft PCP identifies a number of key elements including:

- A better police service for London
- A better criminal justice service for London
- Keeping children and young people safe
- Tackling violence against women and girls
- Standing together against extremism, hatred and intolerance

- 4.4 In summary, MOPAC both sets broad crime-reduction priorities and funds a portion of service activity at borough level. However, there is still a statutory requirement for Community Safety Partnerships to produce the annual strategic assessment – this document – the aim of which is to analyse problems in the borough and nominate strategic priorities.

- 4.5 The challenge for Safer Lewisham Partnership is to align the existing statutory requirements with the new Police and Crime Plan, governance and funding reality, while reflecting local needs, feedback from residents and a fast changing landscape across many Criminal Justice Partners.

### **5. Safer Lewisham Partnership Priorities for 2016-17**

- 5.1 Priorities for 2016-17 were:

**Priority 1:** Peer on Peer abuse – under 25 year olds in relation to serious youth and group violence with particular focus on knife enabled crime, child sexual exploitation and domestic abuse.

**Priority 2:** All strands of violence against women and girls with particular focus on Domestic abuse, sexual abuse, and FGM. This includes male victims within the defined strands of human trafficking, sexual violence, prostitution, domestic violence, stalking, forced marriage, 'honour'-based violence and female genital mutilation (FGM).

**Priority 3:** Focus on work in relation to identified geographical hotspots, premises and people of interest and using regulatory and enforcement provisions across the partnership and community as appropriate. This includes business crime and community safety related issues that impact on local residents. This links with work under the strands of organised crime including drugs as a driver for violence, firearms, human trafficking, Child Sexual Exploitation, economic crime and cyber crime.

**Priority 4:** Better understand, responding, monitoring and reaching out to specified groups in relation to a multi-agency approach to hate crime.

## **6. Financial Implications**

- 6.1 The SLP currently monitors spend in relation to the MOPAC funding. Resource allocation in relation to tackling emerging issues is agreed at SLP as required.

## **7. Legal & Human Rights Implications**

- 7.1 The Council is under a number of statutory obligations to reduce crime and anti-social behaviour. The Crime and Disorder Act 1998 requires the Council to formulate and implement a strategy for the reduction of crime and disorder; the Anti-Social Behaviour Act 2003 requires the Council as a local housing authority to have policies and procedures for dealing with anti-social behaviour and the Race Relations (Amendment) Act 2000 places the Council under a duty to have, when carrying out its functions, due regard to the need to eliminate unlawful discrimination and promote good relations between persons of different racial groups.
- 7.2 The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.
- 7.3 Section 2 of the Local Government Act 2000 empowers the local authority to do anything which it considers likely to achieve the promotion or improvement of the economic, social or environmental well-being of all or any persons within the local authority's area.
- 7.4 These statutory duties amongst others feed into the Council's Safer Lewisham Strategy.

## **8. Equalities Implications**

- 8.1 Developing safe and secure communities is central to the work of the Council as a whole and in particular to the Community Services directorate. Reducing and preventing crime, reducing fear of crime and supporting vulnerable communities is critical to the well-being of all our citizens.

## **9. Crime and Disorder Implications**

- 9.1 Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken in the day-to-day of local bodies and organisations. The responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

## **10. Environmental Implications**

- 10.1 All appropriate services are consulted on agreed activity before proceeding where key decisions made may have environmental implications.

## **11. Conclusion**

- 11.1 The annual Plan 2017-18 will be agreed by the SLP in March 2017 and reviewed quarterly. The SLP will continue to review its practice and that of the sub groups to ensure that all activity in relation to crime and disorder and drugs and alcohol is in line with the Sustainable Community Strategy, and the Safer Lewisham Strategy / MOPAC Police and Crime Plan 2017-2021 as well as having links to Children's and Young Persons Board and the Health and Wellbeing Board.

**If there are any queries on this report please contact Geeta Subramaniam-Mooney, Head of Crime Reduction & Supporting People, Community Services Directorate on 020 8314 9569.**

Safer Stronger Communities Select Committee			
Report Title	Comprehensive Equalities Scheme (CES) Annual Review 2016		
Contributors	Executive Director for Resources and Regeneration	Item	6
Class	Part 1 (Open)	Date	08 March 2017

## Introduction

1. This report provides an overarching summary of progress against the five objectives in the Council's [Comprehensive Equalities Scheme \(CES\) 2016-20](#). The information is contained within the main body of this report as well as at the attached Appendix.

## Recommendations

- i) The Committee is invited to note the contents of this report and the attached appendices.

## Background and Policy Context

2. The Equality Act of 2010 took existing equality legislation into a single statute and extended coverage to include a broader range of protected groups than were acknowledged previously. The nine characteristics given protection under the Equality Act are: age, disability, gender, gender re-assignment, marriage, pregnancy & maternity, race, religion & belief and sexual orientation.
3. In respect of these protected characteristics, the Equality Act places a General Duty on public bodies to have due regard to the need to:
  - eliminate unlawful discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;
  - advance equality of opportunity between persons who share a protected characteristic and those who do not share it;
  - foster good relations between persons who share a relevant protected characteristic and those who do not share it.
4. The Act identifies the following as protected characteristics:
  - Age
  - Disability
  - Ethnicity
  - Gender
  - Gender re-assignment

- Pregnancy and maternity
  - Marriage
  - Religion or belief
  - Sexual orientation
5. The Specific Duties of the Equality Act also provide that public bodies have a statutory duty to publish equality objectives setting out how they will comply with the General Duty. These objectives are required to be in place for four years.

### **Comprehensive equalities scheme 2016-20**

6. Lewisham's CES 2016-20 sits within the wider framework of the borough's Sustainable Community Strategy and in particular the two overarching principles of the Strategy which focus on:
- reducing inequality – narrowing the gap in outcomes
  - delivering together efficiently, effectively and equitably – ensuring that all citizens have appropriate access to and choice of high quality local services
7. In addition, the CES gives expression to the Council's ten priorities which set out the specific contribution that the local authority will make to the delivery of the Sustainable Community Strategy. The Council priorities are as follows:
- Community leadership and empowerment
  - Young people achievement and involvement
  - Clean, green and liveable
  - Safety, security and visible presence
  - Strengthening the local economy
  - Decent homes for all
  - Protection of children
  - Caring for adults and older people
  - Active healthy citizens
  - Inspiring efficiency, effectiveness and equity
8. The objectives of Lewisham's CES are to:
- tackle victimisation, harassment and discrimination
  - improve access to services
  - close the gap in outcomes for our citizens
  - increase understanding and mutual respect between communities
  - increase participation and engagement
9. The five objectives above, which cover the Council's role as both an employer and service provider, are deliberately high-level in as much as the intention is to ensure that every protected characteristic can recognise themselves within these aspirations.
10. In framing these objectives, the Council is also looking to develop a more sophisticated approach to equalities reporting. As part of this, the CES 2016-

20 specifically addresses a wider range of equality issues such as worklessness, low pay, living standards as well as health & wellbeing.

## **Overview of Progress Report**

11. This report assesses the equality impact of five strategic plans, which the Council oversees by itself or in partnership with other organisations. These plans are as follows:

- Safer Lewisham Plan 2015-17
- Housing Strategy 2015-20
- Work & Skills Strategy 2015-17
- Health & Well-being Strategy 2015-18
- Children & Young People's Plan 2015-18

12. This new approach to progress reporting on the CES was proposed to the Safer Stronger Communities Select Committee in October 2015 and approved by the Mayor in March 2016. The intention is to show how a wide range of strategic plans contribute to the Council's five equality objectives set out above.

13. The information contained in this report is not intended to be exhaustive as oversight for delivery and implementation of the above-mentioned strategies and plans is provided for by individual scrutiny select committees. Instead, the intention is to provide the Safer Stronger Communities Select Committee with information on nuance and emphasis as it relates to equality issues and outcomes. In particular, the report addresses the following:

- demographic and social changes across the borough;
- specific equality dimensions across the above-mentioned strategies; and
- gaps in knowledge about equality impacts ie: what do we know that we don't know

14. As this report covers the reporting period for 2016, the intention is to bring together a suite of measures for the relevant period. However, where this has not been possible, due to the lag in data availability, the report captures the most current data available.

15. Information related to the above is set out below, with supplementary detail at the attached Appendix.

## **Borough demography**

16. Lewisham is a borough of nearly 300,000 residents. Since the last Census in 2011, the borough's population has increased by nearly 25,000. According to official forecasts, Lewisham's population is expected to reach some 323,000 by the time of the 2021 Census and nearly 360,000 by the Census in 2031. In terms of demographic characteristics of the borough,

more than a quarter of residents are children and young people aged 0-19, whilst one in ten are older residents aged 65 plus.

17. Some 70 per cent of Lewisham residents (above the average for London and England) are aged between 16 and 64 (of working age) and nearly 16 per cent of residents describe themselves as living with a long term condition (a proxy measure for disability).
18. In terms of ethnicity, some 54 per cent of residents describe themselves as White, whilst 46 per cent are of Black and Minority Ethnic (BME) heritage (compared to 66 per cent White and 34 per cent BME heritage at the time of the 2001 Census). Residents of more than 70 different nationalities make their home in the borough.
19. There is no official data on the proportion of Lewisham residents who describe themselves as LGB. However, the data sift compiled for the 2016-20 CES and presented to Safer Stronger Communities Select Committee in October 2015, indicated that it could be around 4 per cent of the borough's population. The appendix attached to this report provides a detailed comparative demographic breakdown across a range of protected characteristics.

## **Safer Lewisham Plan 2015-17**

20. The Safer Lewisham Plan 2015-17 sets out the following aims:
  - an enduring focus on reducing violent crime, including violence against women and girls
  - reducing the seven volume crimes identified by the Mayor's Office for Policing and Crime
  - improving public confidence
21. Delivery of this strategy directly contributes to the following CES priorities:
  - tackle victimisation, harassment and discrimination
  - increase understanding and mutual respect between communities
22. Set out in the tables below are measures and data relevant to various protected characteristics. The measures are amongst those to which the Safer Lewisham Plan makes a direct contribution.
23. Table A below, measures the impact of crime upon the protected characteristics of gender, religion & belief, race and sexual orientation. It reveals that in the 12 months to December 2016, there were 3,131 incidents of domestic crime, reported in Lewisham (marginally below the number reported in the year to December 2015). The table also reveals that by contrast there were 770 reported incidents of rape/ other sexual crime, in the year to December 2016, which is up on the 616 incidents reported during the previous year.



24. In the year to December 2016, the table shows that there were 622 incidents of hate crime reported in Lewisham. This compares to 548 incidents reported in the year to December 2015. The data reveals that racist & religious hate crime, in particular, accounted for 512 (82.5 per cent) of the all reported incidents in 2016, compared to 442 in year to December 2015. By contrast the number of homophobic hate crime incidents reported over the period was 81, compared to 89 in 2015. A total of five incidents of anti-Semitic hate crime were reported in 2016, compared to one in 2015 and 24 incidents of islamophobia hate crime were reported in 2016, compared to 36 in 2015.
25. The overall picture of reporting indicates that incidents of hate crime in Lewisham increased in 2016. However, the increases were seen in the racist & religious and anti-Semitic categories.
26. It should be noted however, that hate crime measurement is contextual, which is to say that higher levels of hate crime reporting do not necessarily imply an increase in the number of incidents, but could simply reflect increased confidence on the part of victims to report such incidents.

<b>Table A: Hate Crime Type</b>	<b>12 months to December 2015</b>	<b>12 months to December 2016</b>
Domestic Crime	3131	3156
Rape	276	226
Other sexual	431	390
Racist & Religious Hate Crime	442	512
Homophobic Crime	89	81
Anti-Semitic Crime	1	5
Islamophobic Crime	36	24

**Source:** Metropolitan Police (12 months to December 2016)

27. The data in Table B below, is relevant to all protected characteristics and indicates levels of public confidence as reported by the Metropolitan Police Public Attitude Survey. The table reveals that against the headline question: "Taking everything into account, how good a job do you think the police in this area are doing?" 61 per cent of respondents indicate that the police in Lewisham are doing an Excellent or Good job, whilst 9 per cent of respondents indicate that they are doing a Poor or Very Poor job.

<b>Table B: Public Attitude Survey</b>	<b>Excellent</b>	<b>Good</b>	<b>Fair</b>	<b>Poor</b>	<b>Very Poor</b>
Taking everything into account, how good a job do you think the police in this area are doing? (%age)	7	54	29	7	2

**Source:** Metropolitan Police Public Attitude Survey (Q1 of 2015/16)

28. The data in Table C below has also been drawn from the Metropolitan Police Public Attitude Survey. It reveals that 69 per cent of respondents either agreed or strongly agreed, in response to the question: "To what extent do you agree that the local police are dealing with the things that

matter to people in this community”. By contrast, 9 per cent of respondents either disagreed or strongly disagreed in response to this question.

<b>Table C: Public Attitude Survey</b>	<b>Strongly Agree</b>	<b>Agree</b>	<b>Neither agree/disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
To what extent do you agree that the local police are dealing with the things that matter to people in this community (%age)	17	62	12	7	2

**Source:** Metropolitan Police Public Attitude Survey (Q1 of 2015/16)

## **Work and Skills Strategy 2015-17**

29. The Work & Skills Strategy 2015-17 sets out the following aims:

- develop strong partnerships across all sectors
- develop improved labour market intelligence
- maximise social value opportunities with employers and enterprise
- improving local skills training to equip adults for work opportunities
- deliver employment support for those with the most complex needs
- encourage residents in employment to progress

30. Delivery of this strategy directly contributes to the following CES priorities:

- tackle victimisation, harassment and discrimination
- close the gap in outcomes for our citizens
- increase participation and engagement

31. Set out in the tables below are measures and data relevant to various protected characteristics. The measures are amongst those to which the Work & Skills Strategy makes a direct contribution.

32. The data in Table D below, is relevant to all protected characteristics and shows the proportion of residents with qualifications at NVQ Levels 1 to 4. Specifically, it sets out that the proportion of residents with qualifications at or above Levels 1 to 4 levels is higher than the London and Great Britain averages, whilst the percentage of Lewisham residents with no qualifications is below the London and Great Britain averages.

<b>Table D: Qualifications</b>	<b>Lewisham %age</b>	<b>London %age</b>	<b>Great Britain %age</b>
NVQ4 and above	53.3	49.8	37.1
NVQ3 and above	67.2	64.5	55.8
NVQ2 and above	78.9	76.1	73.6
NVQ1 and above	85.8	84.1	84.9
Other qualifications	8.4	8.5	6.5
No qualifications	5.8	7.4	8.6

**Source:** ONS Annual Population Survey (January – December 2015)

33. The data in Table E below shows Lewisham's Jobseekers Allowance (JSA) claimant count. Specifically it reveals that, as at December 2016, there were some 4,920 Jobseekers Allowance claimants in Lewisham. This represents the fourth consecutive monthly fall.
34. The table also provides a further breakdown, with a specific emphasis on gender and age. The data on the gender split of Lewisham's JSA claimants reveals that 64 per cent are male and 36 per cent are female. In both instances, claimant rates in the borough are above the London and Great Britain benchmarks.
35. Looking at the age breakdown, the data in Table E reveals that those aged 25 – 49 represent 54.5 per cent of all JSA claimants in Lewisham, whilst those aged 50 represent some 30 per cent of all claimants. By contrast those aged 16-24 represent just under 16 per cent of all claimants. The data also shows that for the most part JSA claimant rates, at all age levels, in Lewisham are higher than for London and Great Britain.

<b>Table E: JSA Claimant Count By Age</b>	<b>Number</b>	<b>Lewisham %</b>	<b>London %</b>	<b>Great Britain %</b>
All claimants gender	4920	2.4	1.9	1.8
Male	2940	2.9	2.2	2.3
Female	1980	1.9	1.6	1.3
All claimants aged 16+				
Aged 16-17	5	0.1	0.0	0.1
Aged 18-24	770	3.0	2.4	2.7
Aged 25-49	2675	2.0	1.7	1.8
Aged 50+	1465	3.3	2.4	1.5

Source: NOMIS December 2016

36. The data in Table F below, is relevant to all protected characteristics, but particularly so for disability and pregnancy & maternity. It shows the numbers and rates of out-of-work benefit claimants in Lewisham. The data reveals that claimant rates for out-of-work benefits in Lewisham across four of six statistical groups is marginally above the London and Great Britain averages. The table also reveals a higher out-of-work benefit claimant rates in Lewisham compared to both London and Great Britain.

<b>Table F: Working age out-of-work Benefit Claimants</b>	<b>Number</b>	<b>Lewisham %</b>	<b>London %</b>	<b>Great Britain %</b>
Jobseekers Allowance	4450	2.1	1.5	1.3
ESA and Incapacity Benefits	12180	5.8	5.0	1.8
Lone parents	3290	1.6	1.1	1.0
Carers	1980	1.9	1.6	1.3
Others on income related benefits	4920	2.4	1.9	1.8
Disabled	1760	0.8	0.8	0.9
Bereaved	250	0.1	0.1	0.2
Main out of work benefits	20470	9.8	7.7	8.7

Source: NOMIS (data covers the period up to May 2016)

37. The data in Table G below, is relevant to all protected characteristics (with a specific emphasis on gender) and shows median earnings for Lewisham

residents (ie: in-borough as well as out-of -borough employees). Specifically it reveals that, overall, median earnings in Lewisham are below that of London but above England. Looking at the gender split, the data shows that median earnings for men are below the London average but above the England average, whilst those for women are above both the London and England averages.

<b>Table G: Median Earnings</b>	<b>Lewisham</b>	<b>London</b>	<b>England</b>
Residence Based Median Workplace Earnings, 2015	£620.8	£632.4	£541
Residence Based Median Workplace Earnings, 2015 – Male	£641.4	£678.9	£582
Residence Based Median Workplace Earnings, 2015 – Female	£586.8	£585	£481.1

Source: Annual Survey of Hours and Earnings

## Children and Young People Plan 2015-18

38. The Children & Young People’s Plan 2015-18 sets out the following priorities:

- build child and family resilience
- be healthy and active
- raise achievement and attainment
- stay safe

39. Delivery of this strategy directly contributes to the following CES priorities:

- tackle victimisation, harassment and discrimination
- improve access to services
- close the gap in outcomes for our citizens
- increase participation and engagement

40. Set out in the tables below are measures and data relevant to the protected characteristics of age, ethnicity and pregnancy & maternity. The measures are amongst those to which the Children & Young People’s Plan makes a direct contribution.

41. The data in Table H below, is relevant to the protected characteristic of age and is a snapshot of measures related to the safeguarding and well-being of children for the period ending December 2016. Specifically, the data reveals that Lewisham has a higher number of children looked after (477) than statistical neighbours (440) and also the national average (406). In terms of the number of families in either temporary or emergency accommodation, the table reveals that against both measures Lewisham registers lower numbers than statistical neighbours.

42. In addition, the table shows the percentage of Lewisham children who are obese at reception and at year 6 are both above the statistical and national averages. By contrast, the percentage of Lewisham 16-18 year olds that are Not in Education, Employment or Training (1.9) is lower than the both

the statistical (3.2) and national (4.2) averages. Finally, the table shows first time entrants to the criminal justice system aged 10-17. Specifically, the data reveals that Lewisham had a significantly higher rate of first time entrants (713 per 100,000); compared to the statistical (536 per 100,000) and national (402 per 100,000) averages.

<b>Table H: Measure</b>	<b>Lewisham</b>	<b>Stat N</b>	<b>Nat Av</b>
Total number of children looked after	477	440	406
Number of families in temporary accommodation	1806	1824	-
Number of families in emergency accommodation	511	557	-
%age of infants who are obese at reception	11	10.1	9.1
%age of infants who are obese at year 6	24.2	22.6	19.1
% 16-18 year olds that are NEET	1.9	3.2	4.2
First time entrants to the Youth Justice System (per 100,000 age 10-17)	713	536	402

**Source:** Children and Young People's Performance Report December 2016

43. The data in Table I below, which is specifically relevant to the protected characteristics of age and ethnicity, shows the proportion of pupils attending Lewisham secondary schools who achieved five GCSE grades at A\*-C including English and Mathematics in the 2015/16 academic year. The data, reveals that on average, the performance of Lewisham pupils was significantly below that of the London and England averages. It also shows that the pupil cohort that performed the least well were disadvantaged, black and white pupils.

<b>Table I: GCSE's 2015/16 – Percentage Achieving A*-C in English and Maths – All Pupils</b>	<b>Lewisham</b>	<b>London</b>	<b>England</b>
Percentage Achieving A*-C in English and Maths – All Pupils	56	66	63
Percentage Achieving A*-C in English & Maths – Disadvantaged Pupils	45	55	43
Percentage Achieving A*-C in English & Maths – Asian Pupils	67	75	68
Percentage Achieving A*-C in English & Maths – Black Pupils	52	61	60
Percentage Achieving A*-C in English & Maths – Chinese Pupils	76	86	84
Percentage Achieving A*-C in English & Maths – Mixed Pupils	64	66	63
Percentage Achieving A*-C in English & Maths – White Pupils	54	66	63

## **Health and Well-being 2015-18**

44. The Health & Well-being Strategy 2015-18 sets out the following priorities:

- achieving a healthy weight
- increasing the number of people who survive colorectal, breast and lung cancer at 1 and 5 years
- improving immunisation uptake
- reducing alcohol harm

- preventing the uptake of smoking among children and young people and reducing the numbers of people smoking
- improving mental health and wellbeing
- improving sexual health
- delaying and reducing the need for long term care and support
- reducing the number of emergency admissions for people with long term conditions

45. Delivery of this strategy directly contributes to the following CES priorities:

- improve access to services
- close the gap in outcomes for our citizens
- increase participation and engagement

46. The data in Table J below, covers all protected characteristics, with emphasis given to pregnancy & maternity and age. Specifically it compares Lewisham's performance, across various health & well-being measures, to the England average. The data reveals that Lewisham performs better than the England average on breastfeeding initiation, excess weight in adults and hospital stays for self-harm.

47. However against a range of other health equality measures the data reveals that Lewisham performs less well compared to the England average. In particular: new sexually transmitted infections, where the rate per 100,000 in Lewisham is more than double that of England. In addition, Lewisham has a higher percentage of obese children than the average for England and a lower diagnostic rate of cancer at an early stage.

<b>Table J: Measure</b>	<b>Lewisham</b>	<b>England</b>
Breastfeeding initiation (%age)	86.2	74.3
Infant mortality (rate per 1000 live births)	4.7	4.0
Excess weight in adults (%age)	60.7	64.6
Obese children (%age)	24.8	19.1
Smoking prevalence in adults (%age)	16.1	16.9
Cancer diagnosed at an early stage (%age)	47.3	50.7
Hospital stays for self-harm (rate per 100,000)	105.0	191.4
Hospital stays for alcohol related harm (number)	644.0	641.0
New sexually transmitted infections (rate per 100,000)	2131.0	815.0

Source: Lewisham Health Profile 2016

## **Housing Strategy 2015-20**

48. The Housing Strategy 2015-20 sets out the following priorities:

- helping residents at times of severe and urgent housing need
- building the homes our residents need
- greater security and quality for private renters
- promoting health and well-being by improving our residents homes

49. Delivery of this strategy directly contributes to the following CES priorities:

- tackle victimisation, harassment and discrimination
- improve access to services
- close the gap in outcomes for our citizens
- increase understanding and mutual respect between communities

50. Set out in Tables K to R below are measures and data relevant to all protected characteristics, but with emphasis given to ethnicity, age, disability, religion or belief, gender, gender reassignment, sexual orientation and pregnancy & maternity. The measures are amongst those to which the Housing Strategy makes a direct contribution.

51. The tables show the number of lettings for the period April to December 2016, as well as the protected characteristic of the primary householder. Please note that the number of lets achieved in the previous year (2015) seems much higher than 2016 because the system always reports a snapshot. As such, any properties that have not yet been confirmed as let (but either have been or are about to become let, but haven't yet been updated on the system) will not show as let.

52. The data in Table K below, shows the ethnicity of primary householders for April to December 2016. Of those, who disclosed their ethnicity, 113 (25 per cent) described themselves as English/Welsh/ Scottish/ Northern Irish/ British, whilst those describing themselves as African or Caribbean each accounted for 108 (24 per cent) of primary householders. Variants of other ethnicities account for 126 (28 per cent) of primary householders.

Table K: Ethnic monitoring of lettings	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
African	108	157
Any other Asian background	16	24
Any other Black/ African/ Caribbean background	14	30
Any other ethnic group	15	29
Any other mixed/ multiple ethnic background	10	15
Any other White background	28	45
Arab	1	2
Bangladeshi	2	4
Caribbean	108	199
Chinese	10	10
English/Welsh/Scottish/Northern Irish/British	113	174
Indian	1	3
Irish	2	4
Not disclosed	141	231
Pakistani	2	0
White and Asian	1	2
White and Black African	7	6
White and Black Caribbean	17	24
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

53. Table L below, shows the age distribution of primary householders for the period April to December 2016. The table reveals that 154 (26 per cent) of primary householders were aged 25-34, whilst 127 (21 per cent) were aged 35-44. A further 105 (18 per cent) of primary householders were aged 18-24, whilst 100 (17 per cent) were aged 45-54.

Table L: Age of the primary householder	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
18-24	105	127
25-34	154	288
35-44	127	215
45-54	100	155
55-64	69	112
65+	41	62
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

54. Table M below, shows the disability status of primary householders for the period April to December 2016. The data reveals that of the 174 primary householders who identified themselves as living with an impairment, 58 (33 per cent) described the impairment as relating to mental health, 42 (24 per cent) described the impairment as other, 32 (18 per cent) described the impairment as physical, 24 (14 per cent) described the impairment as relating to a long-standing illness and 9 (1.5 per cent) described the impairment as relating to either a sensory defect or learning difficulty.

Table M: Impairment	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Impairment Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy	24	47
Impairment Other	42	81
Impairment Sensory impairment, such as being blind/ having a serious visual impairment or being deaf/ having a serious hearing	9	10
Impairment Mental health condition, such as depression or schizophrenia	58	56
Impairment Learning disability/difficulty, such as Down's Syndrome or dyslexia or cognitive impairment, such as autistic spectrum	9	12
Impairment Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutch	32	53

Source: Housing Division, LB Lewisham 2016

55. Table N below, shows the gender of primary householders for the period April to December 2016. The data reveals that of those who disclosed their gender 423 (72 per cent) were female, whilst 167 (28 per cent) were male.



Table N: Gender	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Female	423	664
Male	167	288
Not Disclosed	5	7

Source: Housing Division, LB Lewisham 2016

56. Table O below, shows the gender assignment status of primary householders for the period April to December 2016. The data reveals that of those primary householders who disclosed whether their gender is different to the one assigned to them at birth; 252 (97 per cent) revealed that it was not, whilst 7 (3 per cent) revealed that their gender was different to the one assigned to them at birth.

Table O: Is your gender different to the one assigned to you at birth?	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Yes	7	8
No	252	254
Prefer not to say	2	4
Not Disclosed	335	693
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

57. Table P below, shows the religion/ belief of primary householders for the period April to December 2016. The data reveals that of those who disclosed their religion/ belief, 119 (54 per cent) described themselves as Christian, whilst 65 (30 per cent) described themselves as having no religion/ belief. A further 20 (3 per cent) described themselves as Muslim. Proportions under 3 per cent were recorded for all other religions.

Table P: Religion of belief	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Any other religion/belief	5	4
Buddhist	5	6
Christian (all denominations)	119	136
Hindu	2	1
Muslim	20	23
None	65	71
Not disclosed	373	705
Prefer not to say	6	13
Sikh	1	0
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

58. Table Q below, shows the sexual identity of primary householders for the period April to December 2016. The data reveals that of those who disclosed their sexual identity, 248 (96 per cent) described themselves as

straight/heterosexual, whilst 3 per cent described themselves as either bisexual/ gay or lesbian.

Table Q: Sexual orientation	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Bisexual	2	4
Gay/Lesbian	6	4
Not disclosed	330	652
Other	1	0
Prefer not to say	9	2
Straight/Heterosexual	248	297
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

59. Table R below, shows the pregnancy/ maternity status of primary householders for the period April to December 2016. The data reveals that of those who disclosed their sexual identity, 11 (2 per cent) described themselves as pregnant/ maternal, whilst 585 (98 per cent) described themselves as no either pregnant/ maternal.

Table R: Pregnancy/ maternity	Number of Lets	
	Apr-Dec 2016	Apr-Dec 2015
Yes	11	10
No	585	949
<b>Grand total</b>	<b>596</b>	<b>959</b>

Source: Housing Division, LB Lewisham 2016

## Going forward

60. The Council will continue to monitor and report progress against the objectives outlined in the CES 2016-20 over the next year. It is intended that over the next few years the reporting will be developed and nuanced to provide a wider range of information on the delivery context as well as output and outcome measures. Effort will also be made to identify, as appropriate geo-spatial patterns.

## Legal implications

61. The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

62. In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.

- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.

63. The duty continues to be a “have regard duty”, and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.

64. The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at <http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>

65. The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:

1. The essential guide to the public sector equality duty
2. Meeting the equality duty in policy and decision-making
3. Engagement and the equality duty
4. Equality objectives and the equality duty
5. Equality information and the equality duty

66. The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>

## **Financial Implications**

67. There are no specific financial implications arising from this report.

## **Environmental Implications**

68. There are no specific environmental implications arising from this report.

## **Equalities Implications**

69. The Annual Review of the CES has high relevance to equality and diversity. The CES sets out the Council's five equality objectives and the Annual Review highlights the impact of various high-level strategies upon these objectives.
70. The Council's Fairness in Pay and Employment Report is prepared annually and presented to the Public Accounts Select Committee. It considers the profile of Council staff across the 9 protected characteristics.

## **Crime and Disorder Implications**

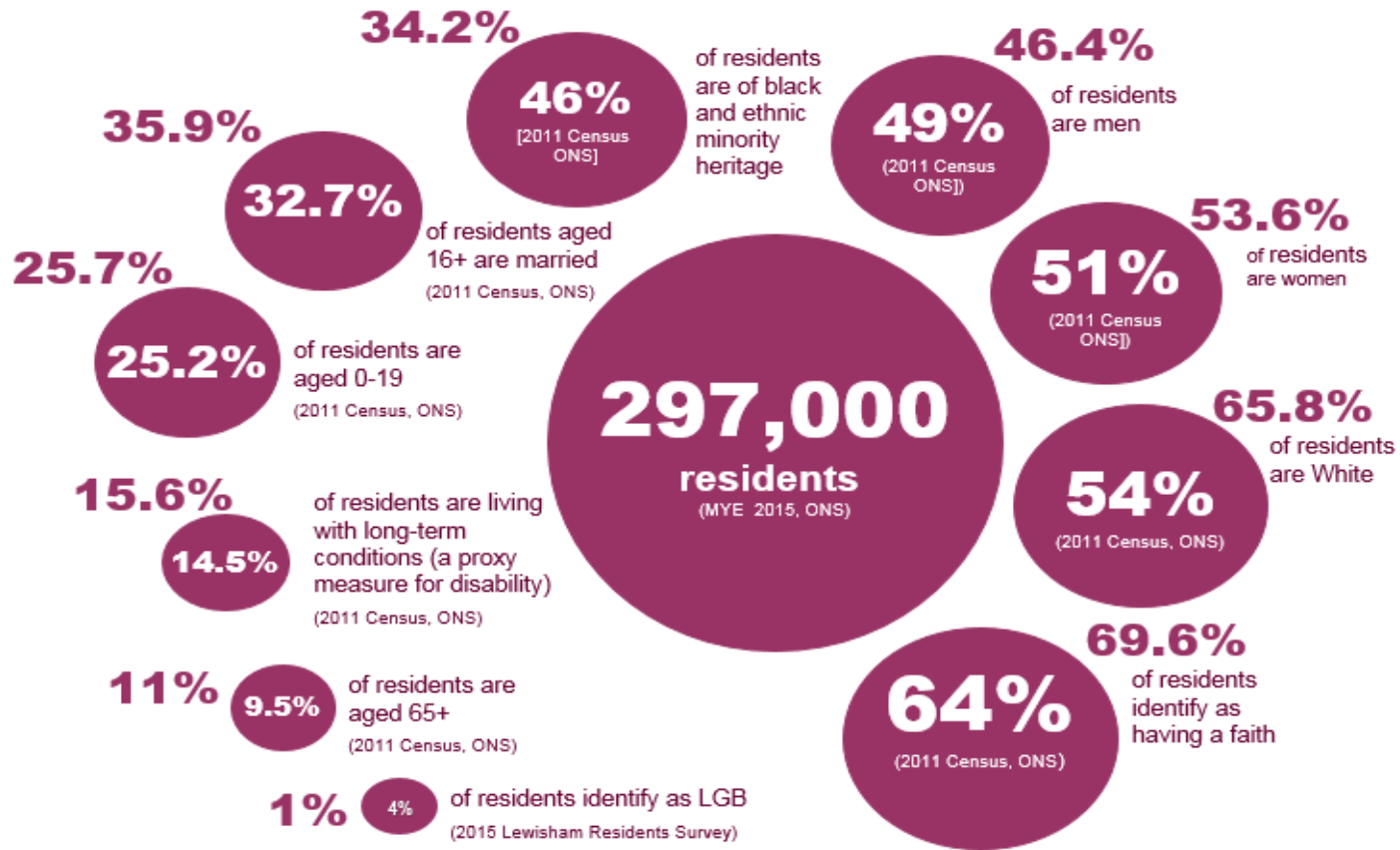
71. Improving service design and delivery to achieve equality of outcomes for local people, (while promoting good relations between different groups in the community) will have a positive impact on matters such as community safety, crime and disorder, and community cohesion.

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**Contacts:** Paul Aladenika, Policy and Governance Division  
**Ext:** 47148

## Appendix: Charts and Graphs

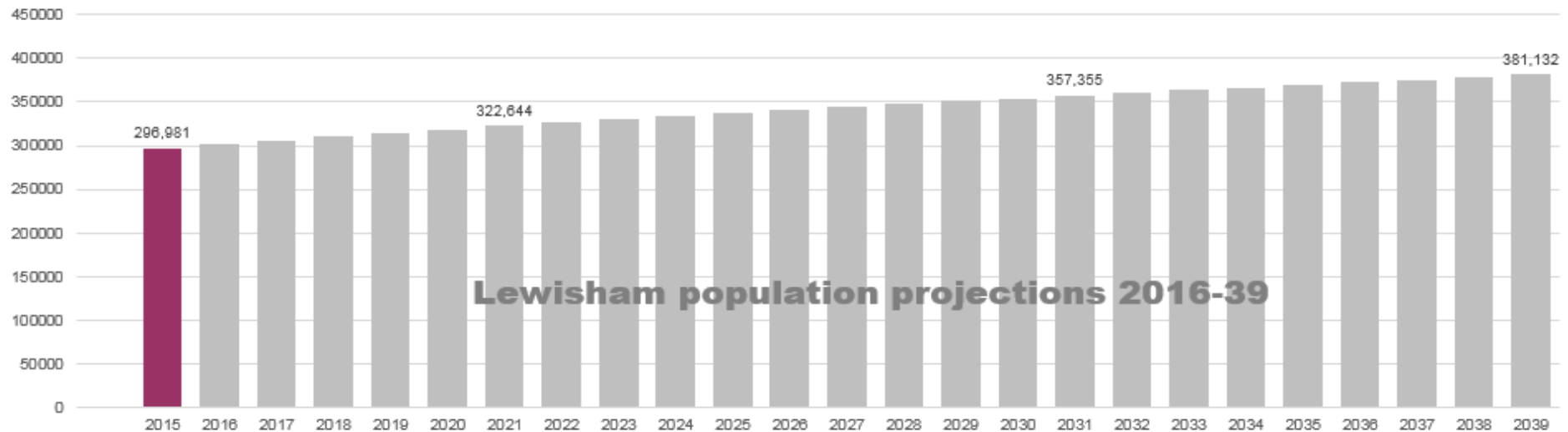
# Borough demographics



Note: percentages outside the bubbles are from the 2001 Census or 2009 Lewisham Residents Survey (LGB).



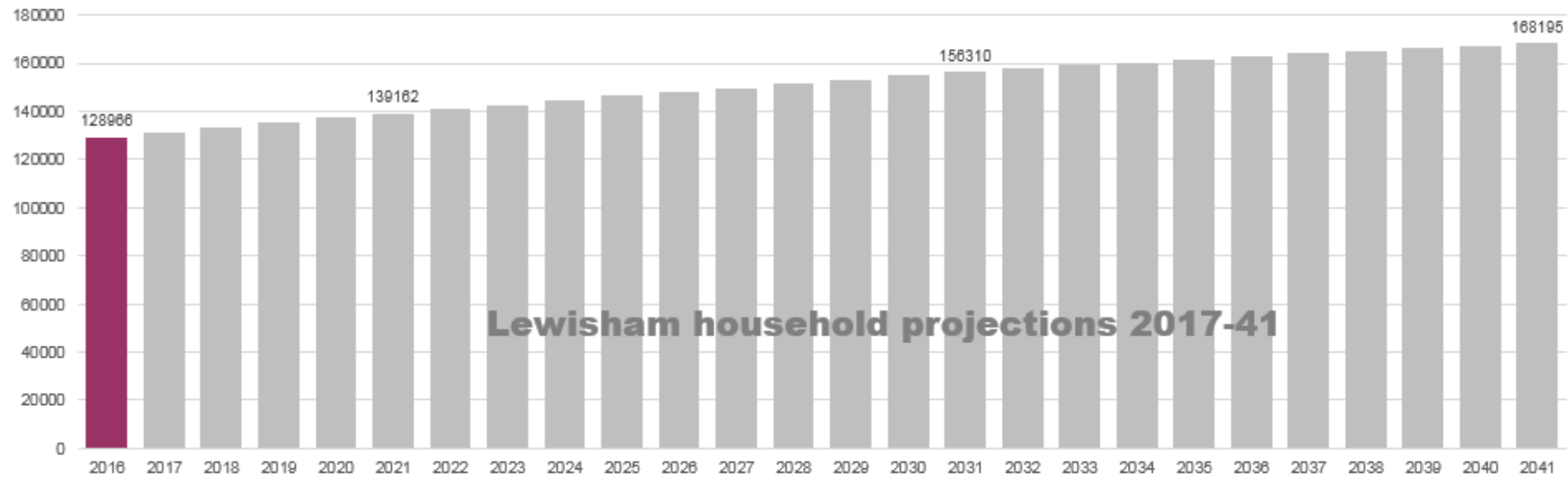
This chart sets out projected population increases in Lewisham over the 22 year period from 2016 to 2039. The chart shows that Lewisham's population will reach 322,000 by the time of the 2021 Census (up from 297,000 in 2015) and climb to 357,000 by the time of the 2031 Census. By 2039, the chart shows that Lewisham's population is projected to reach 381,000 which is an increase of 84,000 compared to 2015.



# Population projections



This chart sets out household projections for 2017-41. It shows that the borough's 129,000 households are projected to grow by nearly 40,000 over the next 25 years. This represents an increase of some 23.5% in the number of households over the period.



Source: Household projections, GLA 2016



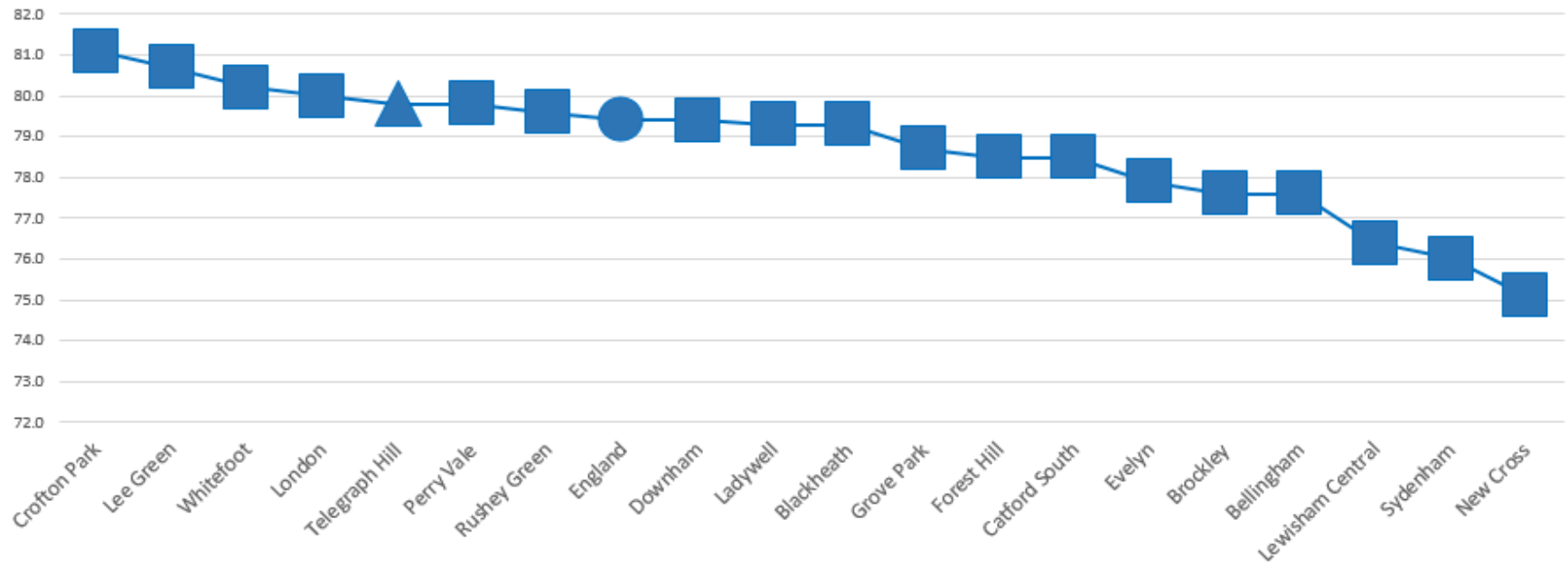
## Number of income deprived children by Lewisham ward



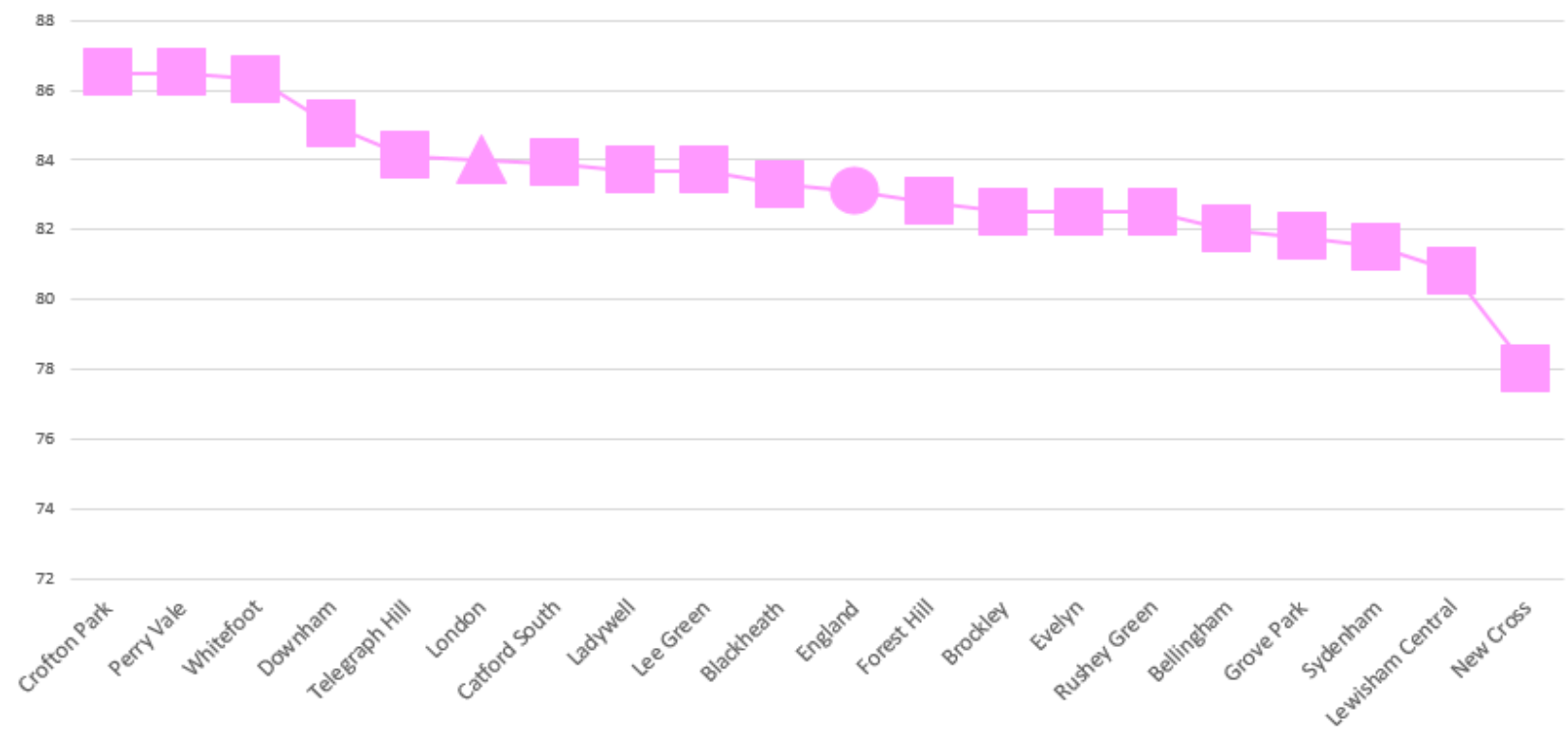
Source: Indices for Multiple Deprivation, 2015



Average life expectancy at birth for males (5 year averages 2010-14)



Average life expectancy at birth for females (5 year averages 2010-14)





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SAFER STRONGER COMMUNITIES SELECT COMMITTEE			
<b>Report Title</b>	Local Assemblies Review		
<b>Contributors</b>	Executive Director for Community Services	<b>Item:</b>	7
<b>Class</b>	Part 1	<b>Date</b>	8 March 2017

## 1. Purpose

- 1.1 This report provides the Safer Stronger Communities Select Committee with information on the performance and achievements of the Local Assemblies programme during the 2015/16 and 2016/17 financial years. It also identifies areas for the potential future development of the Assemblies programme.

## 2. Recommendation

- 2.1 Members of the Safer Stronger Communities Select Committee are recommended to note the content of this report and to consider the questions raised in section 6.

## 3. Policy Context

- 3.1 Section 138 of the Local Government and Public Involvement in Health Act came into effect on 1 April 2009. It places a duty on a local authority to involve local representatives when carrying out 'any of its functions' by providing information, consulting or 'involving in another way'. The Local Assemblies programme is a key aid to the London Borough of Lewisham in fulfilling this duty.
- 3.2 Prior to the Act, in May 2007, the Mayor's Commission on Empowering Communities and Neighbourhoods recommended that the London Borough of Lewisham introduce local ward assemblies for each of the borough's 18 wards. The Commission's objective was that these localised bodies, defined by the active involvement of ward councillors, would enable the people living and working in each ward to have a stronger and more direct influence in shaping their local community, supporting an ongoing process for identifying and resolving local concerns and implementing local solutions. The Local Assemblies programme was established in March 2008.
- 3.3 The Local Assemblies programme particularly helps to deliver the Lewisham Sustainable Community Strategy priority outcome 'empowered and responsible – where people can be actively involved in their local area and contribute to supportive communities'. The programme is also helping to deliver the corporate priority 'community leadership and empowerment – developing opportunities for the active participation and engagement of people in the life of the community'.

Individual projects funded by the assemblies also help to deliver other corporate priorities.

#### **4. Local Assemblies Programme Update**

- 4.1 This report provides an update for the Safer Stronger Select Committee.
- 4.2 2015/16 represented the 8th full year of the Local Assembly programme. Average attendance at Assembly meetings for the full 2015/116 year rose to 107 people from 93 in 2013/16, with an overall attendance of 5,704 for the year.
- 4.3 Figures up to the end of January 2017 show the average attendance now stands at 144 for 2016/17. This figure is high as many assemblies will organise at least one social event which will attract a larger turnout. However, there has been an increase in very large formal assembly meetings in 2016/17 including 153 attendees at Catford South, 144 at Crofton Park, 116 at the Telegraph Hill Youth Assembly, 112 at Grove Park and 105 at Rushey Green.
- 4.4 An analysis of 2016/17 across 9 random wards shows that 36% of assembly attendees stated that they were attending the meeting for the first time and that 85% of all attendees stated that they will definitely attend another assembly meeting.
- 4.5 It is evident that there are a small number of assemblies that are struggling with attendances and over a period of time the numbers have dropped significantly. With these assemblies the number of first time attendee figure is lower. Officers are working with local coordinating groups to find bespoke ways of engaging with their particular communities including:
- Changing the venue of the Assembly
  - Changing the format of the Assembly to make it more interactive/welcoming
  - Increasing the promotion of the Assembly including the use of established local social media platforms
- 4.6 Coordinating Groups continue to play an active role in the planning of the assembly meetings and at present there are 134 active Coordinating Group volunteers (not including ward councillors). Coordinating Groups are integral to the programme and a good Coordinating Group will fulfil many functions including:
- Planning the assembly meeting
  - Evaluating the feedback, what worked / did not work
  - Ensuring that the assembly is representative of the ward and fully inclusive
  - Helping to promote the assembly
  - Provide information to assemblies to assist them in making decisions
  - Where relevant, help to assess funding applications to ensure that they meet the assembly's agreed criteria, benefit the ward,

are value for money, that there is evidence of local need and are not duplicating existing provision.

- 4.7 In Sydenham a Coordinating Group volunteer writes and designs the assembly Newsletter and in Catford South members of the Group help to ensure that the Love Catford website is regularly updated.
- 4.8 In 2015/16 and 2016/17 each Assembly was allocated a fund of £15,000 to run local projects. £2,500 of this sum is known as the Councillor Discretionary Fund and this can be utilised directly by Ward Councillors to address other areas which may arise during the course of the year or are not identified by residents as key priorities but which still have an impact on the local area.
- 4.9 All the Assemblies review their approach to the allocation of funds, however most assemblies are now using a small grants process to allocating funds. However, wards such as Catford South will ensure that applications are targeted at certain areas identified by the Assembly.
- 4.10 A number of Assemblies simply advertise generally for applications. Prior to this the Coordinating Group/Assembly will agree the criteria including the maximum amount that an organisation can apply for. This approach often results in an increased number of applications but requires the coordinating group to carefully sift and analyse applications to ensure they represent value for money, are robust / deliverable, benefit the ward and are not duplicating existing provision. This will mean that some applications have been extensively worked upon and improved before going to the Assembly.
- 4.11 The advantage of this approach is that it encourages organisations which have not previously worked with the assembly to come forward and the creation of new local organisations. This sometimes provides a catalyst for further involvement by organisation users and supporters who subsequently attend Assembly meetings to promote the benefits of their work. This has been the case in many wards. In Grove Park ward this approach is so successful that some organisations were asked to take a 'year out' from applying to enable new organisations the opportunity to apply and deliver projects.
- 4.12 An increasing number of Assemblies use the marketplace approach to enable funding applicants to engage with Assembly participants. The marketplace allows for a dialogue to take place between residents and potential projects, followed by a voting process. This approach further increases resident engagement and ownership of projects, as well as offering an opportunity for vibrant dialogue between residents and local organisations. Marketplace Assembly meetings are hugely popular and extremely well attended. Feedback is generally very positive and residents welcome the opportunity to have a genuine say in which projects are funded and relish the informal atmosphere. Piloted at the Grove Park Assembly, the voting mechanism for the marketplace has now evolved with a fairer system in place which allows a wider

participation in deciding who gets funded rather than 'the usual suspects' which was a common past criticism.

- 4.13 Once funds have been agreed, Assemblies require successful projects to provide regular updates at meetings. These presentations are often popular as they enable residents to find out how projects are progressing and to review the work they have undertaken. This also provides an opportunity for groups to promote what they do, gain volunteers and enable residents to access their provision.
- 4.14 Lewisham People's Day saw the return of the Little Big Top Assemblies Tent showcasing the work undertaken by the Cultural and Community Development Team and our Resident DJ's Lang & Lopez and Memphis Souls Stu filling in between acts. Diamond Zumba returned to get everyone moving and showcase the work with older people's groups, whilst Lewisham Youth Theatre performed three short sets. Assembly Funded Artist Joe Grossi created an interactive wishing tree so residents could relay their wish for their ward. Throughout the day visitors to the tent could make hats and hair accessories with Carmen Miranda aka Danielle, one of the Main Grant funded Community Development Workers. There were performances from a steel band, Heart of Steel and Bellingham in Harmony who crowdfunded on Space Hive to create a new choir especially for the day, whilst the boxing club's sporting half hour proved so popular that it ran for an hour.

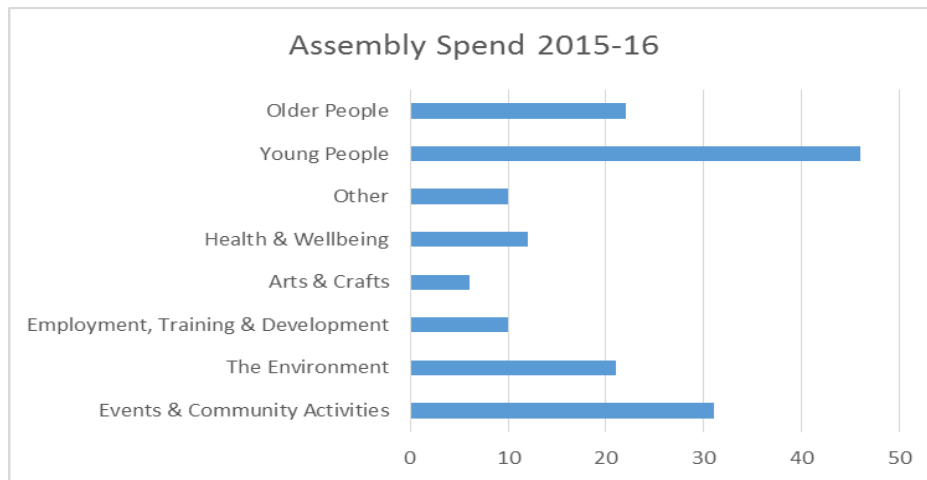


*Image: Little Big Top Assemblies Tent at Lewisham People's Day*

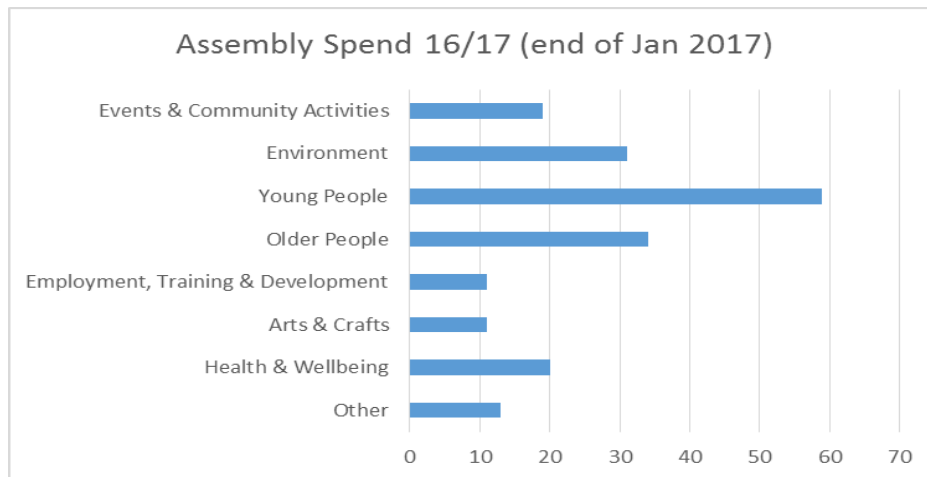
- 4.15 A total of 141 projects were funded in 2015/16, this does not include Evelyn ward which carried over all of its funding into 2016/17. Of these, 14 were for over £3,000, with the highest award being for £8,500 in Crofton Park, this was to the Neighbourhood Forum enabling the funding of multiple smaller projects within the ward. The lowest award was £200 towards a theatre trip for older people in Grove Park.
- 4.16 In 2016/17 (as of the end of January 2017) 195 projects benefitted from Assembly Funding. Of these, 12 were for over £3,000, with the highest figure awarded £9,000 in Lewisham Central ward for a project titled Greening Lewisham which is all about renewing public spaces



within the town centre. The lowest award was £276 for an older people's trip in Crofton Park ward. Overall in 2016/17 there has been a significant rise in the number of smaller projects funded by the assembly programme.



4.17 Of the 141 groups funded in 2015/16, we have seen a slight increase in the number of projects funded which benefit older people and a small decline in funding for community events and activities as the organisers establish new methods of fundraising such as crowdfunding.

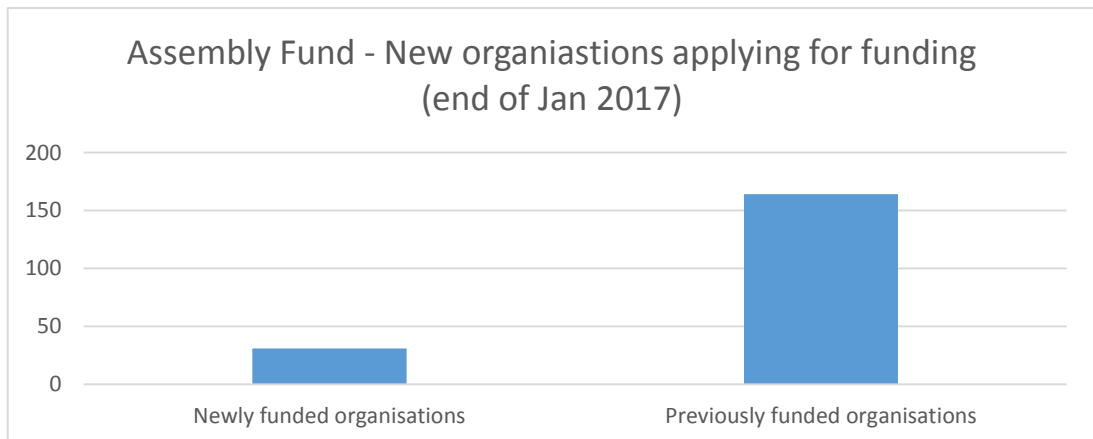
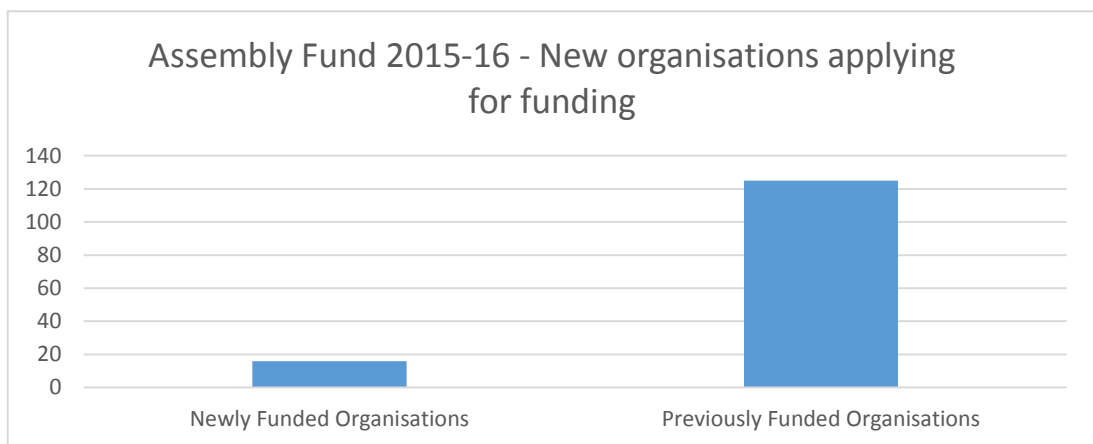


4.18 With most of the 2016-17 allocated a significant reduction in the funding of events and community activities can be seen. In general Assemblies are encouraging regular events to become more sustainable and to apply to other funds following initial support from the assembly fund. In addition to this Development Officers are actively encouraging Crowdfunding.

4.19 There has been a steady increase in the number of projects funded which benefit older people, already this year the number of projects exceeds previous years. Many older groups are now feeling more confident about submitting an application and fundraising. In addition to this many of these groups are linked to POSAC and Community Connections who provide invaluable support. The Assembly Fund has been prominently featured in the POSAC Newsletter and there is no

doubt that this has increased the number of applications. Significantly, this year there has only been one hand written funding application submitted, in previous years across the borough about ten hand written applications will be received, these will be from predominantly older generations. It is therefore pleasing to see that our older groups appear to be increasingly IT literate.

4.20 Youth projects continue to be well supported throughout the borough. Lewisham’s young demographic is well represented by the funding awards allocated and many of our youth organisations work very well alongside the assembly. As of the end of January this year 30% of Assembly Funded projects are primarily youth related, compared to 28% for 2015-16 and 26% for 2014-13.



4.21 As of the end of January 2017, 31 new organisations are receiving funding from the 2016-17 Assembly Fund to deliver projects, this already exceeds 2015/16 when there were 16 new organisations. It is always encouraging to see new organisations successfully approach the Local Assembly for funding and this year the Blackheath Assembly allocated £1,800 to the Single Homeless Project (SHP) to enable them to create their own Sustainable Garden.

4.22 During the course of the year, through the combined approaches to distributing funds described above, a number of new initiatives have

been established. In addition Assemblies have acted as a catalyst for some key areas of community-led action, including the following.

#### Lewisham Central – Improving the local environment

4.22.1 Following local feedback, Lewisham Central has had a strong focus on improving and greening the streetscape around the centre of Lewisham. Assembly funding has been used amongst other things to power clean the pavement around the market area and install planters. Volunteers have been mobilised (including linking in with Good Gym at Glassmill) to plant bulbs on a range of small plots of unused land with a view to brightening the area in the spring.

#### Crofton Park – A Cinderella Line

4.22.2 This is a new organisation set-up to improve the train service from Crofton Park Station, it is working closely with the Crofton Park Assembly and the Neighbourhood Forum as it campaigns for services to London Victoria to be reinstated. The assembly allocated £1,000 to this project.

#### Catford South – Dementia Friendly Community

4.22.3 The Lewisham Dementia Action Alliance (LDAA) was formally launched in May 2015 and is Lewisham's vehicle to become a more Dementia Friendly Community. Dementia Friendly Communities are defined by Alzheimer's Society as a community 'in which people with dementia are empowered to have aspirations and feel confident, knowing they can contribute and participate in activities that are meaningful to them'.

4.22.4 Becoming a dementia-friendly community has been recognised as a process taking several years. The LDAA feels that becoming a Dementia-friendly community in an area as big as Lewisham is likely to prove challenging. Therefore, it was decided that the process of becoming a dementia-friendly community should start in a geographically defined area as a pilot project to be rolled out across the entire borough in the future.

4.22.5 The Catford South area and local assembly has been chosen to work with to become Lewisham's first dementia friendly community for a number of reasons.

- A ward with the second highest number of residents above the age of 65 and has a higher proportion of people living with dementia compared to Lewisham as a whole.
- Initial conversations with councillors and key members of the local assembly have established a real interest in Catford South becoming a dementia-friendly community.
- Catford South has very active and engaged community organisations who are keen to work together and work on new projects.

- In June 2015 Catford South and Lewisham were formally accredited as working towards Dementia Friendly Community Status.

4.22.6 Working with the Catford Assembly has been an extremely positive experience and supported the on-going development of the LDAA. The networks it operates in has enabled the assembly members and Catford South residents to be much more aware of dementia as well as supporting local residents through direct one-to-one support and more accessible groups, shops and venues which supports local residents living with dementia feeling confident and an active member of their community.

#### Telegraph Hill – Knife awareness

4.22.7 The Coordinating Group in Telegraph Hill closely evaluated a bid to the assembly centred around working with young people to raise awareness of the dangers of carrying knives. The Group wanted to ensure that work undertaken was appropriate and carried out by community organisations with expertise. They also felt that it should be integrated with the work of the Crime Reduction Service and Youth First. The ward councillor chaired a meeting to agree a joint strategy for Telegraph Hill and New Cross. This group will meet regularly to share information, working with young people and organisations to develop services that address serious youth violence. To support this work the Assembly in December was co-organised with the young people of Honor Oak Youth Club who undertook some joint work with young people in Hackney who has experienced similar losses of their friends. They presented the work that they undertook including performances and a report, to the community, The Mayor and the Chair of Youth First.

#### New Cross and Downham – Lewisham Local

4.22.8 New Cross and Downham Assemblies are working with Lewisham Local to increase giving of time money and resources to the ward. The Coordinating Groups identified opportunities for residents to get involved on Giving Tuesday which was created as a reaction to Black Friday. Students from Goldsmiths helped to decorate a container which acts as a bike workshop at Somerville Youth & Play Provision. In addition, young people from Somerville baked cakes and delivered them to isolated residents on their estate and Phoenix Housing hosted a job club with HR professionals who gave their time as part of their corporate social responsibility. Both wards are now supporting activities in Student Volunteering week which include food distribution with Fare Share, supporting services for homeless people, Good Gym sessions and clearing up a community garden. There will also be a Social Hackathon where students can feed in ideas of how they can help to tackle a range of social issues.

#### Evelyn – Community Infrastructure Levy Trial

4.22.9 In response to a request from the Assembly for more information on Section 106 funding, officers have been working closely with the Head of Planning on a full report and the transition to Community Infrastructure Levy. New processes will be trialled in Evelyn Ward before roll out across the borough. Deptford Folk, a park user group for Deptford Park and Folkstone Gardens have been undertaking consultations with a range of residents at their events to identify potential projects and these will be included in a the wider consultation at the Spring Assembly.

Brockley – Number 1 Pensioners Club

4.22.10 The Brockley No 1 pensioners club has been meeting at St Andrews for many years , it started around the time of the war and is a club for men and women who would like a couple of hours, mixing with other people, just for a chat or to play a game. Current regular activities include going out for lunch once a month, playing games, outings in the warmer weather to parks and the seaside. They also arrange short holiday breaks a couple of times a year. The group is now run by volunteers, with help from community work students and the centre manager.

4.22.11 This project is run by community connections, and they received £1,000 of assembly funding.



4.23 Overall feedback on the Assemblies programme is very positive with examples of the types of quotes received on feedback forms listed below:

*The atmosphere was convivial and friendly, it felt like everyone was welcome – Grove Park Assembly*

*I didn't have any expectations, but I was happy that I was given my say. I learnt quite a lot as well – Lewisham Central Assembly*

*A wide range of information was provided – Lee Green Assembly*  
*The meeting was very informative with some useful tips – Perry Vale Assembly*

*It was all very good as usual – Telegraph Hill Assembly*

*A really good turnout, with lots of passion – Evelyn Assembly*

*The Forest Hill Assembly is an engaging thing that does great work, keep it up – Forest Hill Assembly*

*We didn't get funded so other groups chipped in to help us, I was touched – Bellingham Assembly*

*A really informative meeting – Rushey Green Assembly*

4.24 However, there is some negative feedback received as detailed below:

- *Acoustics were poor, more thought needed about venue choice*
- *Better time management needed, not enough time to tackle all the issues*
- *I couldn't hear much as the PA system was really poor*
- *More control needed over irrelevant questions*
- *Some decisions seem to be approved / agreed before coming to the assembly*
- *Better advertising needed, not enough young people*

4.25 Development officers take this negative feedback very seriously when it is received and seek to address the specific issues to ensure that the next meeting is a more positive experience for all concerned.

## **5 Other Developments**

5.1 **Main Grants Neighbourhood Funding** - In 2015, as part of the updated Main Grants programme, a new strand of funding to support Neighbourhood Development was introduced. An opportunity was created for ward-based organisations to bid for funds to undertake Neighbourhood Development activities. Following a review of applicants, eight organisations were recommended for funding. During the period July 15 to December 16, the organisations in question developed their activities at differing rates. In some wards, effective partnerships were developed and the neighbourhood organisations acted as catalysts in developing work with community groups and facilitated positive partnership working. However, in some areas the delivery organisations failed to establish their neighbourhood development roles. As part of the Main Grants review in the second half of 2016, it was recommended that two of the organisations that had originally received funding should have their funding discontinued from April 2017. It is hoped that the remaining six organisations will continue to work closely with Local Assemblies and jointly undertake community development functions.

5.2 **Crowdfunding** - In June 2015, at the Local Assemblies Borough-wide Co-ordinating Group event organised to share best practice across the borough, a presentation was made by Spacehive, a crowdfunding

organisation with a specialism in working with the public sector, about their services. This was well-received. Following this presentation and subsequent discussions, Spacehive was contracted to work with the Council to jointly deliver the Small and Faith Fund programme. The experience of working with Spacehive was generally very positive in that a significant number of projects were developed. In fact, in a short period of time, the number of projects in Lewisham became the largest number of projects of any local authority in the country on Spacehive's platform.

- 5.3 A number of community organisations, although initially apprehensive about the crowdfunding process, were successful in raising a significant amount of funds to complement Council grants. At the end of the project, a review was undertaken which identified a number of learning points as well as the benefits of crowdfunding. It identified that Spacehive did not necessarily provide the absolute ideal service for community organisations as the main focus of their work is improving the public realm. It was therefore decided that a new provider should be engaged and, in December 2016, the Council engaged the services of a new crowdfunding provider, Crowdfunder. It is hoped that the lessons learned from the management of the Small and Faith Fund will in future be transferred to Assembly based funds. Assemblies may wish to explore the advantages of crowdfunding to support local organisations in the coming year.

## **6 Considerations for the future direction of Local Assemblies**

- 6.1 The Assembly Programme has been in operation for 9 years and a number of lessons can be drawn from its operation. These include:
- They are an effective way for Ward Councillors to engage with local communities
  - They provide an opportunity for active engagement on community-wide issues
  - There are still groups that are not attracted to attending formal Assembly meetings, e.g. young people and people with caring responsibilities
- 6.2 In receiving this report, the committee is asked to consider the following in developing the Assembly programme for the future:
- How Local Assemblies can further develop the use of social media especially around promoting meetings to young people.
  - How Local Assemblies can (in some wards) form greater partnerships with schools and local youth organisations.
  - How Local Assemblies can continue to engage with communities outside of meetings and maintain a strong and pro-active profile in challenging fiscal times
  - How Local Assemblies can continue to act as a forum for engagement between the Council and its communities and play an integral role in influencing policy

- How Local Assemblies that have seen a fall in attendances can be reinvigorated to attract new people.
- How Local Assemblies can build upon the successful marketplace events which are hugely popular with attendees and provide a vibrant / informal aspect to the assembly meeting.

**7. Financial Implications**

There are no financial implications arising from this report.

**8. Legal Implications**

There are no legal implications arising from this report.

**If there are any queries about this report please contact James Lee, Head of Culture and Community Development on 020 8314 6548.**



<b>Committee</b>	<b>Safer Stronger Communities Select Committee</b>		
<b>Report Title</b>	Libraries Saving Programme – Update		
<b>Contributors</b>	Executive Director for Community Services		
<b>Date</b>	8 March 2017	<b>Item</b>	8

## 1. Introduction

- 1.1. The Library Savings Programme presented to the Select Committee on 16 September 2015 was approved by Mayor and Cabinet on 9 December 2015. The Proposal was based on:
- The creation of three Hub Libraries – Deptford Lounge, Lewisham and Downham Health & Leisure Centre—which will carry an enhanced role for face to face contact between the Local Authority and the public to support the digital by default agenda.
  - The extension of the Lewisham Community Library Model to Forest Hill, Torridon, and Manor House, in partnership with other council services and community organisations. And the integration of the library provision into the repurposed ground floor space within the Catford complex (Laurence House).
  - The review of front line staff to include new functions through the re-training and enhancement of front line roles

## 2. Purpose

- 2.1. This report updates the Committee on:
- Hub Libraries implementation – Deptford, Downham and Lewisham
  - Community Library model extension to Forest Hill, Torridon Road and Manor House
  - Catford Library update (linked to the development of the joined up Ground Floor of Laurence House)

## 3. Recommendations

- 3.1. The Select Committee is asked to comment on the update.

## 4. Policy context

- 4.1. Shaping the Future, the Council's Sustainable Community Strategy includes the following priority outcomes which relate to the work of the Library and Information Service and reflect the Council's aspirations for the service:
- Ambitious and Achieving – where people are inspired and supported to fulfil their potential.
  - Empowered and Responsible – where people can be actively involved in their local area and contribute to supportive communities.
  - Healthy, Active and Enjoyable – where people can actively participate in maintaining and improving their health and wellbeing.
  - Dynamic and Prosperous – where people are part of vibrant localities and town centres, well connected to London and beyond.

- 4.2. The Library and Information Service also contributes to the following Council Priorities:
- Community leadership and empowerment – developing opportunities for the active participation and engagement of people in the life of the community.
  - Strengthening the local economy – gaining resources to regenerate key localities, strengthen employment skills and promote public transport.
  - Active, healthy citizens – leisure, sporting, learning and creative activities for everyone.

## **5. Hub Libraries implementation**

5.1. Both this Committee and Mayor and Cabinet recognised the role that public libraries play in delivering “unbiased access to information, learning, and the works of the creative imagination”. As society and the council move to extend this role from the physical to the digital world – and in line with the government and local authority’s “digital by default” agenda – libraries can play a role to support residents.

5.2. This activity takes place in the Hub Libraries, where library staff – beyond traditional duties – support residents and signpost online services.

5.3. To maximise the opportunities for accessibility, the Library & Information Service increased the opening hours at Lewisham and Downham to the level of Deptford Lounge. These three hub Libraries are now open 85 hours per week.

Monday – Friday	08:00-22:00
Saturday	9:00-17:00
Sunday	10:00-17:00

5.4. Within reduced staffing resources, this has been achieved by limiting the staff presence to the hours between 9am and 7pm during week days. At other times, the libraries are open to the public by security staff.

5.5. This approach has been in operation at Downham since 2006. It was adopted for Deptford Lounge four years ago, and has proved to be effective.

## **6. Community Library model extension – Forest Hill and Torridon Road**

6.1. V22 and the newly constituted Archibald Corbett Community Library, Arts and Heritage Centre have successfully taken over the management of the Forest Hill and Torridon Road buildings.

6.2. The former maintained 66 opening hours per week, and the latter increased from 36 to 40 hours/week.

6.3. In both cases, visits and issues have remained to the same level or increased, when compared to the performance before the transfer to community library. In the case of Forest Hill, book issues have increased by 26%.

6.4. In January Torridon Road received 5,971 visitors and issued 1,898 items of stock, while Forest Hill received 11,715 visitors and issued 4,700 items of stock.

- 6.5. Both libraries are hosting a wide range of activities and events. At Torridon Road these include Making Workshops with Other World Arts, Stroke Association Digital Support, Knit 'n' Knatter, Gentle seated yoga, Corbett Writers, Inspired Word Poetry and a Reminiscence group. Forest Hill has set up a 'Kids Advisory Board' which met for the first time on 6 February, and is hosting events and activities including Feline Facts, Cat Care & Crafts, Lively Minds, Origami classes and Film and Book Clubs.

## **7. Community Library model extension – Manor House**

- 7.1. After an unsuccessful first round aimed at identifying a partner able to take over the management of the building and after the Mayor's instruction on 13 July 2016, the search for a new partner re-commenced immediately.
- 7.2. Three partners submitted a full bid and – at the time of writing this update – it is expected that Mayor and Cabinet will identify the future partner on 1 March 2017. A verbal update on the outcome of that meeting will be offered to the Committee.
- 7.3. The timetable for implementation of the new arrangements with the incoming partner has been extended but it is expected that it will become operational as soon as possible after 1 April 2017.
- 7.4. Meanwhile, the library operates an interim service as described to this Committee on 15 September 2016.
- 7.5. Briefly, the opening hours reduced from 65 to 28, and staffing is provided through CIS with limited support of library staff. Some services, such as printing, photocopying, and payment of fines are not available.

## **8. Catford Library**

- 8.1. The Customer Services and Community Services directorates are working at the development of an integrated approach to service delivery on the basis of the approach described to this Committee on 4 July 2016.
- 8.2. In brief, the approach includes:
- The integration of receptions and the relocation of the main reception area.
  - The opening up of the ground floor space as one public area, which retains the amount of floor space available for library purposes.
  - The introduction of a comfortable self-service lounge area where residents can use technology to access services independently.
  - The increased opening hours for the library using self-service terminals from 8am.
  - The allocation of two full time equivalent Library Assistants and the support of the Community Engagement Team to support the library provision in the space.
- 8.3. The work within the central space of the ground floor is due to commence in late spring, early summer.

8.4. Meanwhile, the Library and Information Service is developing a pilot aimed at maximising staff deployment across the opening hours with increased support of colleagues across reception and security functions. This pilot is being developed with front line staff and the unions.

## **9. Equalities implications**

9.1. Partner organisations working with the council to enable community libraries are required to have comprehensive equalities policies and procedures to ensure that library services remain accessible to residents from all protected characteristics. It is expected that the new partner for Manor House be able to demonstrate that they meet this requirement.

9.2. The reduced interim opening hours at Manor House Library will make it more difficult for residents to access library services. However, this is intended to be a short-term measure and officers will consider the pattern of opening hours that ensures a range of users with different needs are accommodated.

## **10. Legal implications**

10.1. There are no direct legal implications arising from this update.

## **11. Financial implications**

11.1. This report relates to savings proposal L6 considered by Mayor and Cabinet on 16 September 2015. The proposal is for a reduction of £1m against the current net library budget of £4.18m, phased £400k in 2016/17 and £600k in 2017/18.

11.2. The interim arrangement at Manor House generates additional pressure that will need to be managed within existing resources. The suggested reduced hours will contain the pressure to ca. £20,000 between Oct 16 and Mar 17, equivalent to a weekly cost of £735/week.

## **12. Crime and disorder implications**

12.1. There are no direct crime and disorder implications arising from this update.

## **13. Environmental implications**

13.1. There are no direct environmental implications arising from this update.

## **14. Conclusion**

14.1. The Service is on track to complete all the Mayor and Cabinet instructions by 1 April 2017, apart from the Catford Library, which will require further work as described in paragraph 8 above.

## **Background Papers**

30 November 2015 Safer Stronger Select Committee Proposed changes to the Lewisham Library and Information Service  
[http://councilmeetings.lewisham.gov.uk/documents/s40112/4\\_LibrariesConsultation2015Update\\_30112015.pdf](http://councilmeetings.lewisham.gov.uk/documents/s40112/4_LibrariesConsultation2015Update_30112015.pdf)

9 December 2015 Mayor and Cabinet Revenue Budget Savings Report  
<http://councilmeetings.lewisham.gov.uk/documents/s40314/Appendix%20i%20-%20SSSC%20libraries%20consultation%20outcome.pdf>

13 July 2016 Mayor and Cabinet Library Savings Programme Update – Decision and accompanying documents  
<http://councilmeetings.lewisham.gov.uk/ieDecisionDetails.aspx?AllId=14647>

**If there are any queries on this report please contact Liz Dart, Head of Culture and Community Development on 020 8314 6115 or at [liz.dart@lewisham.gov.uk](mailto:liz.dart@lewisham.gov.uk)**

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<b>Safer Stronger Communities Select Committee</b>			
<b>Report Title</b>	Voluntary Sector Accommodation Plan – update on implementation March 2017		
<b>Key Decision</b>	Yes	Item No.	9
<b>Ward</b>	All		
<b>Contributors</b>	Executive Director for Community Services		
<b>Class</b>	Part 1	Date:	8 March 2017

## 1. Purpose of Report

- 1.1 The purpose of this report is to provide an update on implementation of the Voluntary Sector accommodation plan as agreed by Mayor and Cabinet in 2015.

## 2. Recommendations

Safer Stronger Communities Select Committee is recommended to:

- 2.1 note and comment on progress to date on implementation of the Voluntary Sector Accommodation Plan as outlined in this report.

## 3. Policy Context

- 3.1 Lewisham has a long history of working with the third sector and empowering residents and communities. The Sustainable Community Strategy sets out the Local Strategic Partnership’s commitment to creating a borough that is:

**Empowered and Responsible:** where people are actively involved in their local area and contribute to supportive communities.

- 3.2 This is reflected in Lewisham’s Corporate Priorities:

**Community Leadership and empowerment:** developing opportunities for the active participation and engagement of people in the life of the community.

- 3.3 Lewisham is fortunate to have a diverse third sector which ranges from very small organisations with no paid staff through to local branches of national charities. As well as being directly involved in delivering services to citizens in the borough, third sector organisations also provide the essential infrastructure to allow the sector as a whole to develop and support individual citizens to be able to play an active role within their local communities.

## 4. Background

- 4.1 As part of the Council’s fundamental review of all its budgets, it has been looking at the costs of maintaining its range of assets and the potential income that these assets could generate for the Council that could be used to

fund other services. In order to release substantial revenues savings and therefore safeguard frontline service delivery, the Council is in the process of reducing its public buildings. This work is already underway with the transfer of staff working in the Catford complex into Laurence House, and the changed use of the Town Hall.

4.2 In April 2015 Mayor and Cabinet considered the outcome of a three month consultation with the voluntary and community sector on a new framework for the council's use of assets to support the sector. This framework was agreed by Mayor and Cabinet and sets out four categories for VCS assets as follows:

- **Sole occupancy of a building (not at full market rate)** – This is a building, wholly or predominantly utilised by one VCS organisation. In order for an organisation to have sole occupancy of a building it needs to demonstrate a need for specialist facilities that could not be provided elsewhere and/or within a shared facility. The organisation needs to demonstrate that it can't afford full market rate. The organisation also needs to be delivering services that meet the council's priorities.
- **Voluntary and Community Sector Hub** – These are shared buildings with all inclusive affordable rents. These are the preferred category for organisations that are providing services that meet the council's priorities (and cannot demonstrate the need for specialist facilities above). The Hubs provide office and meeting space. Activity space where appropriate and possible is also provided, otherwise this needs to be hired elsewhere.
- **Community Centre** – These are neighbourhood based facilities with activity space that are predominantly geared towards providing services at a neighbourhood level.
- **Sole occupancy of a building at full market rate** – This is for larger VCS organisations that can afford to pay full market rates, for those that are not delivering services that meet the council's priorities or for organisations that are delivering services that meet our priorities but that do not wish to be housed within one of the VCS hubs. These organisations can still access buildings (where available) on the Council's standard letting terms and conditions.

4.3 Following the adoption of the framework an implementation plan was developed to demonstrate the impact of the framework on the existing portfolio of community premises. The following principles that were agreed as part of the framework were used to guide the development of the implementation plan:

- Demand for subsidised space will always outstrip the available resources and it is therefore essential to have a process for allocating support that is open and transparent.
- Lease and hire arrangements should be equitable.
- Council Assets used by VCS organisations need to be fully optimised to ensure the Council is achieving best value for its residents.
- The overall cost to the Council of assets used by VCS organisations should be reduced in order to release savings.
- The model for the use of Council assets to support VCS organisations in the future should allow some flexibility for changing needs.
- The model should support the Council's partnership approach
- Enabling VCS organisations to access Council assets is a way of supporting the sector.



- The model should help the sector to help themselves by optimising the use of their resources.

In addition the following factors were considered in developing the implementation plan:

- Usage levels
- Other facilities in the locality
- Impact on council's ability to meet its statutory duties
- Existing lease arrangements
- Potential for redevelopment
- Potential for shared use
- Condition of the asset

- 4.4 The Implementation Plan was taken to Mayor and Cabinet in July 2015 and contained outline proposals for how each of fifty assets fitted into the framework. Within the community centres category there were a number of proposals to close or redevelop a centre. It was agreed that further consultation should be undertaken and the outcome of this reported back to Mayor and Cabinet before implementation could proceed.
- 4.5 The plan for community centres was taken to Mayor and Cabinet in November 2015 which set out a way forward for 16 of the community centres. It followed consultation meetings with management committees and users of each of the centres as well as written submissions. The plan set out retaining 8 of these centres as core provision, a further 4 to provide additional community provision, 1 for childcare use, and the closure of 3 centres. A further 8 community centres were not included due to the proposals in July not having a major change to their status.
- 4.6 These plans reflected in part a response to the requirement to ensure childcare and school places and a response to the massive housing challenges in Lewisham and London more broadly. In a number of cases the community centres have the capacity to contribute towards the delivery of the house building programme by reconfiguring the layout of a site, to deliver both new homes and improved community facilities.

## **5. Progress against implementation**

- 5.1 In the 15 months since the voluntary sector accommodation plan was concluded officers have been delivering the changes it required. Progress is set out below against the four framework categories and a full list of all 50 assets and progress against each can be found in Appendix 1.
- 5.2 Sole occupancy of a building (not at full market rate)
- 5.2.1 This category is the specialist assets used to deliver priority services and where occupation is subsidised by the council. Subsidy usually takes the form of peppercorn leases but with full repairs and maintenance responsibility. Assets in this category include community libraries, some sport facilities, an adventure playground and two arts facilities. The full list of buildings in this category is in Appendix 1.
- 5.2.2 There have been few changes to this category due to most of the building occupations being negotiated and put in place relatively recently.

- 5.2.3 The community libraries are all on a long peppercorn lease. The exception is New Cross Learning which was put on a short term lease with Bold Vision. Officers have been negotiating a new longer lease at peppercorn level to bring it in line with the other three community libraries in this category and this is expected to be completed shortly.
- 5.2.4 The two arts organisations – Midi Music and Arthouse – were identified as needing a new lease to be put in place along similar lines to others in this category.
- 5.2.5 Initial discussions have taken place with Midi Music over a possible asset transfer (long lease at less than market value) and this will be progressed during 2017. Midi Music have been receiving a rent grant to cover the cost of their rent to the council. Following a decision by Mayor & Cabinet (Contracts) in December 2017 to cease rent grants from 1 April 2017 to standardise the support given to voluntary sector organisations in council assets, officers are in the process of issuing a new Tenancy at Will at peppercorn level until the asset transfer can be agreed and implemented.
- 5.2.6 The Voluntary Sector Accommodation Plan states that the Arthouse should be retained as artist studios with the current occupants having first option to agree a lease. This process is a bit more difficult as it stands within a wider site with development potential (including the adjoining building at 138 Lewisham Way). At this stage there are no immediate plans to look at this site and until this happens formalising a lease arrangement is on hold.
- 5.3 Voluntary and community sector hubs
- 5.3.1 These are shared buildings with all inclusive affordable rents and are the preferred category for organisations providing services that meet the council's priorities (and cannot demonstrate the need for specialist facilities). The full list of buildings can be found in Appendix 1.
- 5.3.2 Three day centres have been refurbished and remodelled to become community hubs – Leemore in Lewisham town centre, Mulberry in New Cross and the Sydenham Centre. The council has invested in making these three buildings shared spaces for a mix of users including vulnerable adult day service users and office space for the voluntary sector. The work was completed in late 2016 with final snagging almost complete. The Community Payback team are in the process of visiting each hub to do additional decoration works.
- 5.3.3 The **Leemore Centre** has been remodelled as an Advice and Information Hub. The lower ground floor provides a welcoming public space with information, advice or specialist support from a trained advisor. Wifi, computer access and 1:1 rooms are available and the space is also a digital inclusion hub staffed with volunteers providing advice and support with all aspects of technology. Citizens Advice Bureau and a number of other advice agencies will be delivering services from the hub and the Advice Lewisham telephone line is administered from here.
- 5.3.4 There is also back office space (including flexible shared working desks) for organisations providing services within the hub and other organisations supporting vulnerable residents; with access to meeting rooms. The idea is that greater partnership and collaborative working will be encouraged. The

hub provides for the partnership between the council and the voluntary sector working with vulnerable adults with providers delivering day opportunities to adults with learning disabilities. There is a small amount of hireable activity space available (for activities that fall within the vision of the hub as above). A changing places toilet is currently under construction.

- 5.3.5 The majority of organisations moved into Leemore in late 2016 / early 2017, with the final organisation due to move in very shortly; and the advice hub and new advice telephone line opened on 1 February 2017. The creation of this hub and moving new organisations in has resulted in releasing four other premises which not only saves the council repairs and maintenance costs but enables them to get full commercial rent for those spaces.
- 5.3.6 The **Mulberry Centre** has also been remodelled along the same lines, providing shared space for day service users, voluntary organisations and a dedicated space for the council-delivered challenging needs service for adults. The vision is for the building to be a space where social enterprise initiatives can be grown, for example adults with learning disabilities running the tuck shop, and other opportunities to run community projects.
- 5.3.7 A large part of the building has been remodelled to offer core back office accommodation for voluntary sector organisations; helping to encourage and facilitate collaboration between organisations and sharing of resources. Flexible spaces are available including hot desk space. These spaces have not yet been filled; officers are having discussions with Voluntary Action Lewisham as part of their new infrastructure organisation development around the vision and scope of this space and its links with the day care provision within the building. There is limited hireable space (for activities that fall within the vision of the hub as above) and both Metro Centre and Lewisham Speaking Up are already delivering activities from the centre.
- 5.3.8 The **Sydenham Centre** has been refurbished as a vibrant community space which will feature a mix of local organisations, events, activities and services for local and vulnerable people. The vision for this centre is one of integrated facilities and activities; with an inclusive community focus around arts, dance, physical movement and wellbeing and a base for the community's rich events offer.
- 5.3.9 Sydenham Arts are due to move in very shortly; and there is already a strong physical movement offer with yoga, Pilates etc classes throughout the week. Curtain drapes, AV system and a hearing loop will be installed shortly, allowing the upstairs hall space to be used for theatre performances, film showings and talks.
- 5.3.10 Ignition micro-brewery have moved into the centre; and will be incorporating training and employment opportunities for adults with learning disabilities. A Premises Licence (currently being applied for) will allow the centre to hold events and the micro-brewery will provide beer for those.
- 5.3.11 The Plan identified further buildings where the organisations within them would benefit from moving to a community hub as they didn't fall into the category of specialist facility with sole occupancy (category 1 above). These included Lewisham Young Women's Resource Project at 308 Brownhill Road. They have chosen to stay in their current premises and pay the full rent applicable. They currently receive a rent grant, but this will be removed from 1

April 2017 (see 5.2.5 above). The other building in this category of note is the back of Rushey Green Nursery which housed the Toy Library. They moved out of the premises in summer 2016 and are now based in Lewisham Shopping Centre where they deliver their services alongside shop mobility provision.

#### 5.4 Community centres

5.4.1 Buildings within the community centres category are geared towards providing services at a neighbourhood level. Many of the centres date from the 1960s and 1970s and were designed with the needs of that period in mind. Rationalising this category focuses reducing resources on sustaining a smaller network of centres across the borough and where opportunity exists to redevelop to make them more relevant to today's needs. The full list of buildings in this category is in Appendix 1.

5.4.2 Community centres historically had a range of different terms and conditions, some on full repairing leases, some directly provided and others managed by Premises Management Organisations (PMOs) but with Repairs & Maintenance provided by the Council.

5.4.3 Officers have been working over the past 15 months towards an equitable arrangement for community centres dependent on their designation. For those buildings being retained as core community centres there will continue to be a level of subsidy in place (see below for details on each). The core community centres are as follows:

- 2000 Community Action centre
- Ackroyd Community Centre
- Barnes Wallis Community Centre
- Evelyn Community Centre
- Goldsmiths Community Centre
- Honor Oak Community Centre
- Leemore Centre
- Lewisham Irish Community Centre
- Lochaber Hall
- Moonshot Community Centre
- Mulberry Centre
- Ringway Centre
- Sedgehill Community Centre
- Sydenham Centre
- Wesley Halls

5.4.4 Progress made against this category is as follows.

5.4.5 **Directly managed community centres.** There are now seven centres still managed directly by the council. These include the three new community hubs as described above in paragraph 5.3:

- Leemore Centre
- Mulberry Centre
- Sydenham Centre
- Scotney Hall
- Evelyn Community Centre

- Sedgehill Community Centre
  - Moonshot community centre
- 5.4.6 Officers are investigating future management arrangements for some of these centres, including having discussions with housing associations and key voluntary groups.
- 5.4.7 Three directly managed centres have been closed as per the plan agreed by the Mayor in November 2015. Lethbridge Close Clubroom closed in June 2016 after the new Parkside SE10 centre opened on the estate, run by Family Mosaic. All estate based activities that took place in Lethbridge clubroom moved over to the new centre and Somali group SEDEC were assisted in finding alternative premises close by.
- 5.4.8 Woodpecker closed in April 2016, and a lease has been negotiated with the key tenant (Kings Kids School) on a short term basis while opportunities to invest in improving the wider area are considered.
- 5.4.9 The Saville Centre closed in April 2016. Support was given to all the groups and activities based there to find alternative premises, including at the Lewisham Irish Centre and the hospital both of which are very close by. The Saville Centre was declared surplus to Council requirements in June 2016. The building is designated as an asset of community value (ACV) and, in line with the requirements set out in the ACV regulations, in July the Council gave notice of its intention to dispose of the site. There was an expression of interest in acquiring the building, which triggered a moratorium period of six months. An offer has been received and Officers are considering options for disposal of the site, with a final decision to be taken by Mayor and Cabinet in the spring. There are guardians currently in residence to ensure security of the site. The preferred strategy at this early stage is to use the land to enable housing development to meet local needs, but this strategy will only be finalised after careful consideration of all options and bids.
- 5.4.10 **Community centres run by Premises Management Organisations (PMOs).** There are now five buildings run under this type of management whereby a voluntary organisation runs the community centre on the council's behalf on a Premises Management Agreement:
- 2000 Community Action Centre
  - Honor Oak Community Centre
  - Barnes Wallis Community Centre
  - Lochaber Community Centre
  - Lewisham Irish Community Centre
- 5.4.11 They do not pay rent and share the responsibility for the repairs and maintenance. In return they must provide the centre for community and local purposes and are monitored closely. They do not have the longer term security that a lease affords.
- 5.4.12 The Premises Management Agreement has been reviewed and updated to strengthen parts of it. These include the governance of the PMO, the need to pay London Living Wage, and the requirements of meeting community need and engaging with the local assemblies. The repairs and maintenance division of responsibility has been clarified with a full appendix listing all items

and whether the council is responsible or the PMO – generally the council retains responsibility for health and safety and major structural elements.

- 5.4.13 Silverdale Hall was previously run as a PMO but was designated for closure under the Plan. The hall closed in July 2016 and displaced groups were provided with advice and potential alternative premises. Some activities are now being delivered from the refurbished Sydenham Centre. Guardians are in residence for the security of the site. A planning application for housing redevelopment will be submitted by Lewisham Homes in early March with demolition anticipated in autumn 2017, and the construction of new Council homes targeted at downsizing older residents will commence shortly after.
- 5.4.14 Honor Oak was designated in the Plan as being earmarked for housing development with youth and community space re-provided. Officers are looking at potential land acquisition in the wider local area to create a more comprehensive development site. The purpose of this would be to enable the construction of new community facilities in another local location, ahead of the demolition of the existing centre and its subsequent redevelopment to meet housing need. Negotiations are ongoing in this respect, once these have completed, consultation will start with residents in respect of potential redevelopment options.
- 5.4.15 Barnes Wallis community centre was recommended to be included within the wider development of housing on the Somerville Estate to include provision of community space which complements other facilities in the locality. Lewisham Homes are considering the wider strategy for making better use of the spaces within the estate and anticipate building a new community facility as part of the first phase of the development and redevelop the centre site once it has been completed in order to maintain continuity of provision. It is expected that redevelopment will take place in approximately 2 years and residents will be consulted as part of the process.
- 5.4.16 A further five buildings were previously run under PMO arrangements but owing to not being designated as core community facilities will no longer receive a level of subsidy and are being moved on to leases (see below).
- 5.4.17 **Core community centres on a lease arrangement.** There are four core community centres on a lease which includes a council subsidy:
- Ackroyd Community Centre
  - The Ringway Centre
  - Wesley Halls
  - Goldsmiths Community Centre
- 5.4.18 These centres are on a peppercorn rent but are responsible for the repairs and maintenance of the building. The lease gives them longer security than the PMOs. Work has been undertaken to standardise this subsidy with Wesley Halls and Ackroyd having their rent grants removed and moved on to peppercorn rents alongside the other two centres in this category.
- 5.4.19 **Additional community centres on a lease arrangement.** The remaining five community centres are designated as additional community provision; i.e. they are not core community centres:
- Brandram Road Community Centre
  - Ewart Road Clubroom

- Champion Hall
- Clare Hall
- Venner Road Hall

5.4.18 Owing to being additional provision these centres are not subject to subsidy from the council however they continue to provide facilities for the community. Officers have agreed Heads of Terms for each of these and leases will be finalised very shortly.

#### 5.5 Sole occupancy of a building at full market rate

5.5.1 This category is for buildings housing voluntary sector organisations on full market rent. A number of organisations have opted to stay in this category rather than move to a shared hub. If in the future an organisation decides that it wishes to reduce its premises outgoings where possible a move to a shared hub would be facilitated. There have been few changes to this category. The full list of buildings in this category is in Appendix 1.

5.5.2 Lewisham Opportunity Pre-School (LOPS) were identified as being put on a full commercial lease in line with other nurseries. The land upon which their building sits is currently being valued with a view to negotiations on a lease being starting shortly. This will be short term in nature as the site forms part of the wider development area of Place Ladywell and surrounds.

### 6. **Savings from implementation of plan**

6.1 Implementation of the Plan, as described above, has included rationalising the number of assets used for community purposes, implementing lease arrangements and providing development site opportunities. This work has resulted in substantial savings for the council from:

- Rental income from buildings closed and / or moved on to commercial leases, including guardianship
- Savings from repairs and maintenance costs previously picked up by the council

6.2 The saving from the above changes are estimated to be around £300,000 per annum. This is the net saving taking into account loss of income from three closed community centres.

### 7. **Financial Implications**

7.1 There are no direct financial implications arising from this report.

### 8. **Legal Implications**

8.1 Under S1 of the Localism Act 2011 the Council has a general power of competence to do anything which an individual may do unless it is expressly prohibited.

8.2 The giving of support to voluntary organisations is a discretionary power which must be exercised reasonably taking into account all relevant considerations and ignoring irrelevant considerations.

- 8.3 Under Section 123 of the Local Government Act 1972, the Council is required to obtain best consideration for the disposal of its assets. Any disposal at less than best consideration requires Secretary of State's consent. This includes the grant of any lease for longer than 7 years. The requirement does not apply to the grant of a lease for less than 7 years. However, the Council is still required to act reasonably in agreeing lease terms and to have regard to its fiduciary duty to the Council Tax payers. The approach being taken is designed to ensure that where a building is let other than at a market rate, this will be justified by the delivery of services that meet the Council's priorities.
- 8.4 The Council is only be able to require existing organisations in Council assets to be moved to the new model or relocated where the Council is legally entitled to terminate the existing occupancy arrangements or agreement is reached on a voluntary basis.

## **9. Crime and Disorder Implications**

- 9.1 There are no direct crime and disorder implications arising from this report.

## **10. Equality Implications**

- 10.1 The Equality Act 2010 (the Act) introduced a new public sector equality duty (the equality duty or the duty). It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 10.2 In summary, the Council must, in the exercise of its functions, have due regard to the need to:
- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
  - Advance equality of opportunity between people who share a protected characteristic and those who do not.
  - Foster good relations between people who share a protected characteristic and those who do not.
- 10.3 The duty continues to be a "have regard duty", and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.
- 10.4 The Equality and Human Rights Commission has recently issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled "Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice". The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at:



<http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>

- 10.5 An equalities impact assessment was presented to Mayor and Cabinet in July 2015 which assessed the impact on individual protected characteristics of the implementation of the new policy approach to using Council assets to support the voluntary and community sectors. This focused on the two main areas of concern – the impact on older and younger people and those from the BME community.
- 10.6 The report presented to Mayor and Cabinet in November 2015 further assessed the impact on the protective characteristics of the users of the 16 centres that were proposed to close or be redeveloped, and the mitigation the council has in place to reduce the negative impact on these users. Overall, the centres which were proposed to close had a spread of alternative provision nearby, and where there was a clear need for community space in a particular area, the proposals were to reprovide community space as part of a redevelopment.

## **11. Environmental Implications**

- 11.1 There are no direct environmental implications arising from this report.

**Appendix 1:** Full list of buildings with progress update against implementation of Voluntary Accommodation Plan

For further information please contact Petra Marshall, Community Resources Manager on 020 8314 7034 or [petra.marshall@lewisham.gov.uk](mailto:petra.marshall@lewisham.gov.uk)

**Appendix 1: Full list of buildings with progress update against implementation of Voluntary Accommodation Plan**

<b>Category 1: Sole occupancy of a building (not at full market rate)</b>			
<b>Building</b>	<b>Original occupants</b>	<b>Plan recommendation</b>	<b>Progress against implementation</b>
Crofton Park Community Library Brockley Road SE4 2AG	ECO Communities – community library	Remain: 25 year peppercorn lease in place. Eco have full responsibility for all R&M.	No change
Sydenham Community Library Sydenham Road SE26 5SE	ECO Communities – community library	Remain: 25 year peppercorn lease in place. Eco have full responsibility for all R&M.	No change
Grove Park Community Library Somertrees Avenue SE12 0BX	ECO Communities – community library	Remain: 25 year peppercorn lease in place. Eco have full responsibility for all R&M.	No change
Abbotshall Playing Fields Abbotshall Road SE6 1SQ	Teachsport - playing fields and healthy living centre	Remain: 25 year peppercorn lease in place. Teach sport have full responsibility for all R&M.	No change
Firhill Playing Fields 140A Firhill Road SE6 3SQ	Lewisham Sports Consortium - playing fields	Remain: lease on peppercorn with R&M responsibility of LSC.	No change
Somerville Adventure Playground Queens Road SE14 5JN	Somerville Youth and Play Provision	Remain: 25 year peppercorn lease with full R&M responsibility of Sommerville	No change
Tenenbee Sports Development Centre 120A Old Bromley Rd BR1 4JY	Tenenbee Sports Development - playing fields	Remain: lease on peppercorn with R&M responsibility of Tenenbee.	No change
Lewisham Art House 140 Lewisham Way SE14 6PD	Lewisham Art House – artist studios, art workshops and gallery	Retain as artist studios with current occupants having first option to agree lease.	Art House will be looked at as part of a wider review of the wider site (including 138 Lewisham Way) but no timescales available at present for this piece of work.
MIDI Music Company 77 Watsons Street SE8 4AU	MIDI Music - music tuition rooms, recording and dance	Remain: this is considered to be a specialist facility. Midi do not have a lease in	Initial discussions have taken place with Midi Music over a possible asset

	studio	place and this will need to be resolved. They have aspirations for an asset transfer and a long lease could be agreed. They currently receive a rent grant so do not bear the cost of rent on this premises. We will seek to negotiate a formal position with Midi at less than full market cost.	transfer (long lease at less than market value) and this will be progressed during 2017. Rent grant will cease from 1 April 2017 with officers are in the process of issuing a new Tenancy at Will at peppercorn level until the asset transfer can be agreed and implemented.
New Cross Learning 283-285 New Cross Road SE14 6AS	Bold Vision - community library	Remain: Current lease expires July 16. Seek to negotiate a new lease to enable the continuation of the community library	Officers have been negotiating a new longer lease at peppercorn level to bring it in line with the other three community libraries in this category and this is expected to be completed shortly.

### Category 2: Voluntary and Community Sector Hub

Building	Original occupants	Plan recommendation	Progress against implementation
Leemore Resource Centre 29 - 39 Clarendon Rise SE13 5ES	Day Services, Contact a Family Lewisham, Action for Refugees in Lewisham, Lewisham Community Transport	To be reconfigured with Day Centre space to provide a hub. Current occupants will be offered space within the hub but may need to relocate within the building.	Refurbishment works to hub complete and almost all organisations moved in. Advice hub and Advice telephone line both up and running.
Mulberry Centre 15 Amersham Vale SE14 6LE	Day Services	To become a hub with space retained for Day Service Users	Refurbishment works to hub complete; some use of activity spaces but further work needed on use and management of voluntary sector office spaces.
14a Randlesdown Road Bellingham SE6 3BT	Bellingham Community Project	BCP have begun negotiations to leave the building and move to Fellowship Inn once completed. Phoenix are interested in a change of use to housing and are working with strategic housing to take this forward.	No change
120 Rushey Green SE6 4HQ	Citizens Advice Bureau, VAL	Relocate into Leemore Hub	CAB have moved into Leemore; vacant premises will be marketed on commercial basis shortly. VAL remain in upstairs

			section of building; discussions underway on their move to Mulberry.
2 Catford Broadway SE6 4SP	Lewisham Multi Lingual Advice Service	Already vacated, currently sharing offices with Age UK but are interesting in a move to Leemore hub	Premises vacant and being marketed for commercial let.
299 Kirkdale SE26 4QD	Sydenham Citizens Advice Bureau	Relocate to Leemore Hub	CAB have moved into Leemore; vacant premises will be marketed on commercial basis shortly.
2-4 Devonshire Road SE23 3TJ	Forest Hill Youth Project - Platform 1	Have requested to relinquish lease at end of June 2015.	Lease relinquished, building no longer Council liability.
41 Rushey Green SE6 4AS	Lewisham Toy Library	Negotiations have commenced to relocate to a hub	Toy Library moved to Lewisham Shopping Centre (old shopmobility unit).
308 Brownhill Road SE6 1AU	Lewisham Young Womens Project	Seek to negotiate move to Hub or full lease to be implemented by March 2017	Lease in place. Rent grant to be removed from 1 April 2017 and full rent to be paid from that point.
Voluntary Services Lewisham 300 Stanstead Road SE23 1DE	Voluntary Services Lewisham, Talking Newspaper	Discussions with Voluntary Services Lewisham are still ongoing. They will be invited to consider relocation to a hub along with the Talking Newspaper	LTN have moved to Leemore and VSL will be moving very shortly. Premises will then be marketed on commercial basis.

<b>Category 3: Community Centre</b>			
<b>Building</b>	<b>Original occupants</b>	<b>Plan recommendation</b>	<b>Progress against implementation</b>
Sydenham Centre 44a Sydenham Road SE26 5QF	Narborhood Day Services	To become a Community Centre with space retained for Day Service Users	Refurbishment complete and a number of activities already taking place there including Ignition Brewery, health and wellbeing classes and Sydenham Arts due to move in shortly.
2000 Community Centre 199 Grove Street SE8 3PG	2000 Community Action Centre	Retain but consider redevelopment in future if plans for estate evolve. Management agreement to be updated but on similar terms as currently i.e. peppercorn	Premises Management Agreement updated. No other change.

Ackroyd Community Centre 14 - 20 Ackroyd Road Crofton Park SE23 1DL	Ackroyd Community Association	Retain for Community Use. Lease in place, rent grant.	Rent grant removed from 1 April 2017; lease changed to peppercorn to bring in line with other core community centres on leases. No other change.
The Moonshot Centre Angus Street SE14 6LU	IRIE! Dance Theatre, Double Jab ABC	Retain for Community Use but reduce costs	No change. Officers exploring future management arrangements.
The Ringway Centre 268 Baring Road SE12 0DS	Grove Park Community Group	Retain and seek to formalise lease arrangement	No change.
Lochaber Hall Manor Lane Terrace SE13 5QL	Lochaber Hall Community Association	Retain: update management agreement but on similar terms.	Premises Management Agreement updated. No other change.
Lewisham Irish Community Centre 2A Davenport Road SE6 2AZ	Lewisham Irish Community Centre	Retain with services relocating from Saville Centre. Put in place a management agreement.	Premises Management Agreement put in place.
Barnes Wallis Community Centre 74 Wild Goose Drive SE14 5LL	Barnes Wallis Community Centre Association	Centre to be included within the wider development of housing on the Somerville Estate. Subject to detailed design work to include the provision of community space that complements other facilities in the locality. To be retained until such time as any housing development is agreed.	Premises Management Agreement updated.  Lewisham Homes are considering the wider strategy for making better use of the spaces within the estate and anticipate building a new community facility as part of the first phase of the development and redevelop the centre site once it has been completed in order to maintain continuity of provision. It is expected that redevelopment will take place in approximately 2 years and residents will be consulted as part of the process.
Evelyn Community Centre Kingfisher Square 1 Clyde Street SE8 5LW	Bunny Hop Nursery, Somali and Somaliland London Community (SSLC), Federation of refugess from Vietnam in Lewsham	Retain but site be earmarked for possible housing development with community space should other sites that could be developed alongside it be identified at a later date.	No change.
Sedgehill Community Centre 69-85 Sedgehill Road Bellingham SE6 3QN	Happy Days Breakfast Club, Happy days after School Club,	Earmarked for potential school places subject to a detailed feasibility study, school expansion	No change. School feasibility work underway.

	Sharon Abraham Dance School, Greater Faith Ministries,	consultation and planning permission. Consideration also to be given to different ways to use the site in order to provide for school expansion and the different impact options would have on community uses.	
Honor Oak Community Centre 50 Turnham Road SE4 2JD	Honor Oak Community Centre Association	Earmarked for housing development with youth and community space re-provided but that the position of the development within the housing programme be reviewed to allow more time for further consultation and detailed design work to be undertaken.	Premises Management Agreement updated.  Officers are looking at potential land acquisition in the wider local area to create a more comprehensive development site. The purpose of this would be to enable the construction of new community facilities in another local location, ahead of the demolition of the existing centre and its subsequent redevelopment to meet housing need. Negotiations are ongoing in this respect, once these have completed, consultation will start with residents in respect of potential redevelopment options.
Wesley Halls 2 Shroffold Road BR1 5PE	Downham Community Association	Undertake more consultation with the Downham Community Association, users and residents on the best way to provide both housing and community space on the site and adjoining land.	No change.
Goldsmiths Community Centre Castilon Road SE6 1QD	Goldsmiths Community Association	Retain and revisit the future use of the site dependent on progress on raising the capital from other sources required for the works to the building.	Some capital works undertaken (asbestos removal) by Association. No other change.
Brandram Road Community Centre 25-33 Brandram Road SE13 5RT	Brandram Road Community Association	Commence negotiations with Association for a short-term lease in order to support community use while further consideration is given to development needs.	Heads of Terms agreed and short term lease being finalised.
Ewart Road Clubroom 44 Wastdale Road	Ewart Road Housing Cooperative Ltd	Transfer to the Housing Co-op either as a freehold	Heads of Terms agreed and lease being finalised.

Forest Hill SE23 1HN		transfer or on a full repairing lease for community use.	
Scotney Hall 17 Sharratt Street SE15 1NR	REMEC	Designate for future housing development but retain in the meantime subject to the affordability of necessary repairs. Consideration will also be given to re-providing some community space as part of any future housing scheme.	Repair work to floor and roof completed. No other change.
Saville Day Centre 436-438 Lewisham High Street SE13 6LJ	Lewisham Pensioners Forum, Providence LINC United Services, Somali Health and Education Development	Close with users assisted to relocate to alternative premises where possible and release the site for redevelopment.	The Saville Centre closed in April 2016 with support given to groups to find alternative premises. The Centre was declared surplus to Council requirements in June 2016. The building is designated as an asset of community value (ACV) and in July the Council gave notice of its intention to dispose of the site. There was an expression of interest in acquiring the building, which triggered a moratorium period of six months. An offer has been received and Officers are considering options for disposal of the site, with a final decision to be taken by Mayor and Cabinet in the spring. There are guardians currently in residence to ensure security of the site. The preferred strategy at this early stage is to use the land to enable housing development to meet local needs, but this strategy will only be finalised after careful consideration of all options and bids.
Silverdale Hall 8 Silverdale SE26 4SZ	Venner Road Hall Community Association	It is recommended to close Silverdale Hall, seek to relocate users to other local provision where possible and release the site for redevelopment.	The hall closed in July 2016 and displaced groups were provided with advice and potential alternative premises. Some activities are now being delivered from the refurbished Sydenham Centre. Guardians are in residence for the security of the site. A planning application for housing redevelopment will be submitted by Lewisham

			Homes in early March with demolition anticipated in autumn 2017, and the construction of new Council homes targeted at downsizing older residents will commence shortly after.
Lethbridge Close Clubroom 58 Lethbridge Close SE13 7QN	Age Concern Lewisham and Southwark, Heathside and Leftbridge TRA, SEDEC Supplimentary School, Quaggy Development Trust	Closure to take place once the new centre on Heathside and Lethbridge is ready for occupation and that the site continues to be earmarked as part of the estate redevelopment.	Closed in June 2016 after the new Parkside SE10 centre opened on the estate, run by Family Mosaic. All estate based activities that took place in Lethbridge clubroom moved over to the new centre and Somali group SEDEC were assisted in finding alternative premises close by.
Woodpecker Community Centre 101 Woodpecker Road SE14 6EU	Kings Kids Cristian School, Christ above all Gospel Church,	Close and designate site for housing as part of a wider development. It is further recommended that the current user be allowed to remain in the centre in the interim period until the site is developed subject to suitable terms being negotiated.	Woodpecker closed in April 2016, and a lease has been negotiated with the key tenant (Kings Kids School) on a short term basis while opportunities to invest in improving the wider area are considered.
Champion Hall 1 Holmshaw Close SE26 4TH	Champion Hall Community Association	Commence negotiations that would safeguard the childcare offer at the hall, provide continued community benefits and achieve a saving for the council.	Heads of Terms agreed and lease being finalised.
Clare Hall St Donnatts Road SE14 6NU	Little Gems Nursery	Negotiations have commenced for a lease with Little Gems nursery on similar terms to other nurseries in council buildings.	Completed; building taken off community assets list.
Venner Road Hall Venner Road SE26 5EQ	Venner Road Hall Community Association	Commence negotiations that would safeguard the childcare offer at the hall, provide continued community benefits and achieve a saving for the council.	Heads of Terms agreed and lease being finalised.

**Category 4: Sole occupancy of a building at full market rate**



<b>Building</b>	<b>Original occupants</b>	<b>Plan recommendation</b>	<b>Progress against implementation</b>
111 Randlesdown Road Bellingham SE6 3HB	Lewisham Disability Coalition Remain	LDC have only recently moved to this property after alterations were made to it to make it fully accessible and have a signed full lease in place. It may need further consideration in the future as they may find it more sustainable to move to one of the hubs.	No change
124 Kilmore Road SE23 2SR	Young Lewisham Project	There is no proposal to make any changes to the current lease arrangements for this property however if Young Lewisham Project wished to look at relocating to a shared facility in the future the council would help to facilitate this if possible.	No change
82 Tanners Hill SE8 4PN	Vicky Foxcroft MP	Commercial rent paid - remove from community premises list	No change; removed from community assets list.
Lewisham Way Y&CC 138 Lewisham Way SE14 6PD	Lewisham Way Youth and Community Centre	Remain but with a Full Commercial Lease - negotiation have already commenced. An alternative would be for the organisation to deliver its services from one of the other community premises in the area.	Lease in place; removed from community assets list.
Etta Hall Centre Gosterwood Street SE8 5PA	Lewisham Somali Community Organisation	Full repairing lease in place	No change.
LOPS Longbridge Way SE13 6PW	Lewisham Opportunity Pre-School	Full Commercial Lease in line with other nurseries.	Lease negotiations to start very shortly.

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Safer Stronger Communities Select Committee		
Title	Select Committee work programme	
Contributor	Scrutiny Manager	Item 10
Class	Part 1 (open)	08 March 2017

## 1. Purpose

- 1.1 To provide Members of the Select Committee with an overview of the work programme for 2016-17 and to advise the Committee about the process for agreeing the 2017-18 work programme.

## 2. Summary

- 2.1 At the beginning of the municipal year each select committee is required to draw up a work programme for submission to the Overview and Scrutiny Business Panel. The Panel considers the suggested work programmes and coordinates activities between select committees in order to maximise the use of scrutiny resources and avoid duplication.
- 2.2 The meeting on 8 March is the last scheduled meeting of the Safer Stronger Communities Select Committee in the 2016-17 municipal year. The Committee's completed work programme is attached at appendix B; it lists the issues considered in 2016-17. The Committee is being asked to put forward suggestions and agree its priorities for the 2017-18 work programme.

## 3. Recommendations

- 3.1 The Select Committee is asked to:
- consider the prioritisation process and prioritise themes for the 2017/18 work programme.
  - note the Committee's Terms of Reference at **appendix A**;
  - note the completed work programme attached at **appendix B**;
  - review the issues covered in 2016-17 municipal year;
  - take note of the notice of key decisions attached at **appendix C**;
  - consider any matters arising that it may wish to suggest for future scrutiny.
  - consider the draft work programme for 2017-18 attached at **appendix D**;

## 4. Safer Stronger Communities Select Committee 2016-2017

- 4.1 The Committee held eight meetings in the 2016-17 year:
- 14 April
  - 11 May
  - 04 July
  - 15 September
  - 19 October

- 28 November
- 17 January
- 08 March

4.2 Along with all other select committees, the Safer Stronger Communities Select Committee has devoted considerable attention to the proposals put forward as part of the development and delivery of the Lewisham Future Programme. It is anticipated that all scrutiny committees will be tasked with reviewing further Lewisham Future Programme proposals in the 2017-18 municipal year.

4.3 The Committee's completed work programme is attached at **appendix B**.

## **5. Prioritisation and planning for 2017-18**

5.1 Eight meetings will be scheduled for 2017-18 municipal year. A work programme report will be put forward at the first Safer Stronger Communities Select Committee meeting of the 2017-18 year for members to discuss and agree. The report will take account of the Committee's previous work and may incorporate:

- The scrutiny prioritisations process and potential key themes and priorities for 2017/18
- issues arising as a result of previous scrutiny;
- issues that the Committee is required to consider by virtue of its terms of reference;
- items requiring follow up from Committee reviews and recommendations;
- issues suggested by members of the public;
- petitions;
- standard reviews of policy implementation or performance;
- suggestions from officers;
- relevant decisions due to be made by Mayor and Cabinet.

### Council Finances

5.2 The Council has already made savings of £138.4m to meet its revenue budget requirements since May 2010 and is proposing further savings of £23.2m in 2017/18. It is expected that the Council will need to identify further savings of circa £32.6m for the following two years, 2018/19 to 2019/20. This will bring the total savings in cash terms made by the Council in the decade to 2020 to just short of £200m. Monitoring the impact of savings on service delivery will continue to be of importance to scrutiny committees and lessons learnt can be used to help shape the scrutiny of future savings proposals as and when they are put forward.

5.3 In terms of key savings of particular relevance to Safer Stronger Communities Select Committee, in April 2017 the agreed reduction of £1 million from the Main Grants Programme will commence. In addition to this, the agreed savings to the library service commence from April 2017 and other savings such as from voluntary sector accommodation will start from 2018. The Council will continue to need to make savings across all directorates and therefore the Lewisham Future Programme will continue to be a priority for this and all select committees.

5.4 Savings in the Council's partner organisations such as the Metropolitan Police Service also continue to have an impact on the Council and Lewisham residents. An

awareness of these through reports and updates from partner organisations will likely continue to be of importance to the Committee. The Committee's equalities brief also means that equalities impacts of savings across the Directorates may be of relevance to this Committee.

#### Issues arising from the 2016-17 work programme

5.5 The Committee has already agreed that the following items should be put forward for consideration as part of the 2017-18 work programme:

- Demographics in Lewisham Evidence Session
- Updates on the Youth Offending Service Inspection Action Plan
- An in-depth review into LGBT provision in Lewisham.
- Lewisham police service update
- Poverty Commission – final report and recommendations

When deciding on items to include in the work programme, the Committee should have regard to:

- the criteria for selecting and prioritising topics;
- the Committee's terms of reference;
- the capacity for additional items in terms of the Committee's time and resources;
- the context for setting the work programme and advice from officers;

#### Safer Stronger Communities Select Committee terms of reference

5.6 The Committee's terms of reference are included at **appendix A**.

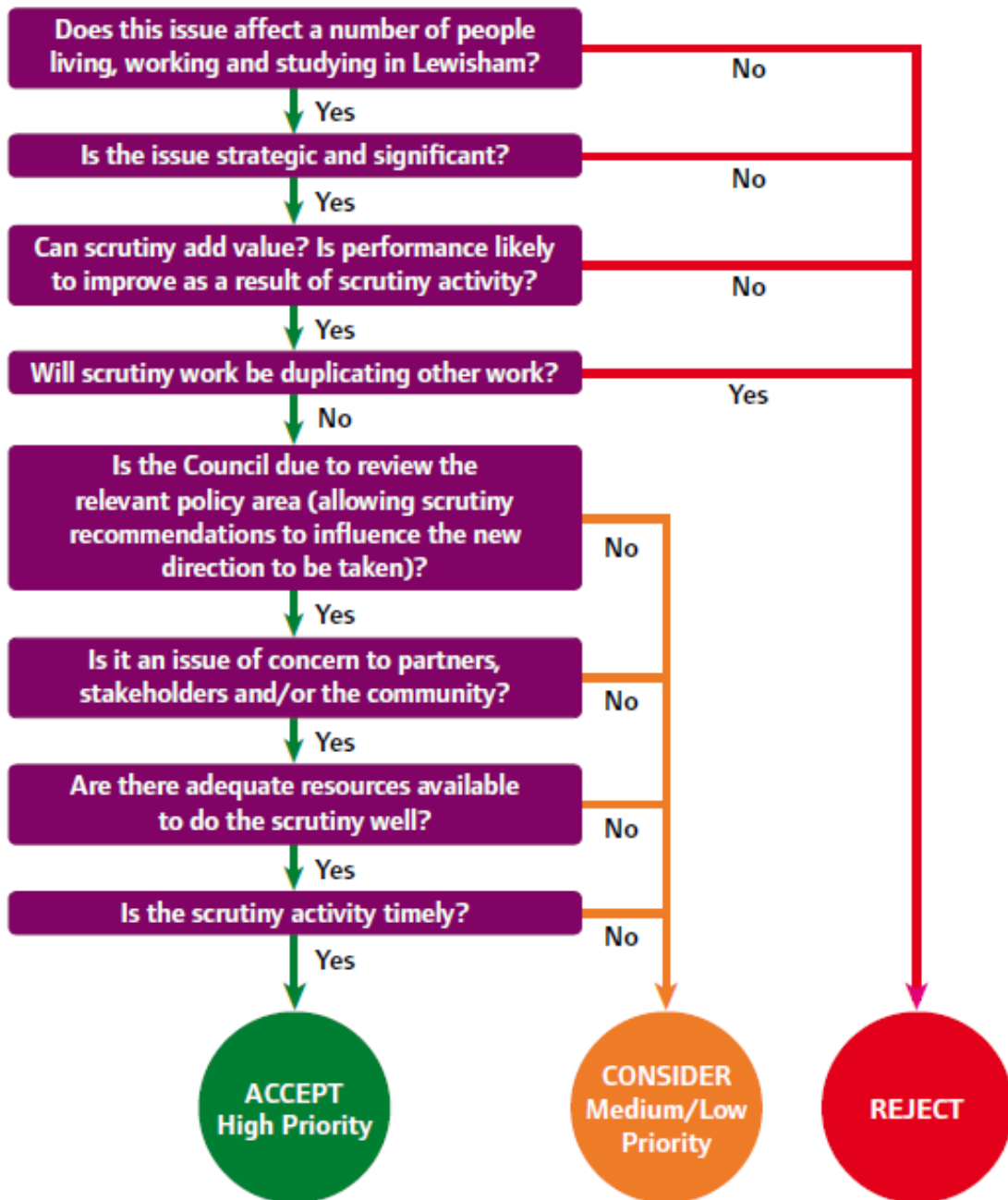
5.7 The Committee's areas of responsibility, include, but are not limited to:

- Equalities
- Community safety and anti-social behaviour
- The community and voluntary sector
- Local assemblies
- Libraries

5.8 The Committee also has the responsibility for carrying out the statutory crime and disorder scrutiny function. The constitution sets out that this enables the committee to call before it members of the Safer Lewisham Partnership to explain decisions made or actions taken in the delivery of their crime and disorder functions.

The flow chart below, based on the model from the Centre for Public Scrutiny (CfPS) is designed to help Members decide which items should be added to the work programme.

## Scrutiny work programme – prioritisation process



5.9 The remit of the Safer Stronger Communities Select Committee is broad and for the Committee to ensure its work programme is as tailored and focussed as possible

delivering robust scrutiny, it is important to ensure items are prioritised and key outcomes identified. It is likely that due to the volume of work, the Committee will have to make difficult decisions considering where it can most add value and influence and which items are of most importance to the Council and Lewisham residents. Particular care needs to be taken regarding the potential for duplicating work by other committees and boards.

- 5.9 As well as using the prioritisation process above, the Committee may wish to highlight key themes which they believe to be of strategic importance for the Committee for 2017/18. These can then be used by the Committee to help determine whether items should be added to the work programme.

## **6. Different types of scrutiny**

- 6.1 It is important to agree how each work programme item will be scrutinised. Some items may only require an information report to be presented to the Committee and others will require performance monitoring data or analysis to be presented. Typically, the majority of items take the form of single meeting items, where members:

- (a) agree what information and analysis they wish to receive in order to achieve their desired outcomes;
- (b) receive a report presenting that information and analysis;
- (c) ask questions of the presenting officer or guest;
- (d) agree, following discussion of the report, whether the Committee will make recommendations or receive further information or analysis before summarising its views.

- 6.2 For each item, the Committee should consider what type of scrutiny is required and whether the item is high or medium/low priority (using the prioritisation process). Allocating priority to work programme items will enable the Committee to decide which low and medium priority items it should remove from its work programme, when it decides to add high priority issues in the course of the year.

### In-depth review

- 6.3 Some items might be suitable for an in-depth review, where the item is scrutinised over a series of meetings. Normally this takes at least four meetings to complete:

- Meeting 1: Scoping paper (planning the review)
- Meetings 2 & 3: Evidence sessions
- Meeting 4: Agreeing a report and recommendations

- 6.4 If the Committee wants to designate one of its work programme items as an in-depth review, this should be done at the first meeting of the municipal year to allow sufficient time to carry out the review. A scoping paper for the review will then be prepared before the summer recess.

## **7. Financial implications**

There are no financial implications arising from the implementation of the recommendations in this report.

## **8. Legal implications**

In accordance with the Council's Constitution, all scrutiny select committees must devise and submit a work programme to the Business Panel at the start of each municipal year.

## **9. Equalities implications**

9.1 The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

9.2 In summary, the Council must, in the exercise of its functions, have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- advance equality of opportunity between people who share a protected characteristic and those who do not.
- foster good relations between people who share a protected characteristic and those who do not.
- 

9.3 It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed at 12.2 above.

9.4 The weight to be attached to the duty will be dependent on the nature of the decision and the circumstances in which it is made. This is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. The Mayor must understand the impact or likely impact of the decision on those with protected characteristics who are potentially affected by the decision. The extent of the duty will necessarily vary from case to case and due regard is such regard as is appropriate in all the circumstances.

9.5 The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled "Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice". The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at: <https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-codes-practice>

<https://www.equalityhumanrights.com/en/advice-and-guidance/equality-act-technical-guidance>



- 9.6 The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
- The essential guide to the public sector equality duty
  - Meeting the equality duty in policy and decision-making
  - Engagement and the equality duty: A guide for public authorities
  - Objectives and the equality duty. A guide for public authorities
  - Equality Information and the Equality Duty: A Guide for Public Authorities
- 9.7 The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at:  
<https://www.equalityhumanrights.com/en/advice-and-guidance/public-sector-equality-duty-guidance#h1>

### **Background documents**

Lewisham Council's Constitution

Centre for Public Scrutiny: the Good Scrutiny Guide

## **Appendix A**

### *Safer Stronger Communities Select Committee*

(a) To fulfill all overview and scrutiny functions in relation to the discharge by responsible authorities of their crime and disorder function as set out in Sections 19 and 20 Police & Justice Act 2006, as amended from time to time, and all other relevant legislation. This shall include the power:

(i) to review or scrutinise decisions made, or other action taken, in connection with the discharge by responsible authorities of their crime and disorder function,

(ii) to make reports or recommendations to the local authority or the executive with respect to the discharge of those functions; and

(iii) to make reports and/or recommendations to the local authority with respect to any matter which is a local crime and disorder matter in relation to a member of the authority. A local crime and disorder matter in relation to a member means a 40 matter concerning crime and disorder (including, in particular, forms of crime and disorder involving anti social behaviour or other behaviour adversely affecting the environment), or the misuse of drugs, alcohol and other substances, which affect all or part of the electoral area for which the member is elected or any person who lives or works there.

(b) make proposals to the Executive to promote equality of opportunity within the borough, including issues of discrimination based on race, ethnic origin, gender, disability, sexuality, age and/or class;

(c) to recommend to the Executive, the Council or an appropriate committee proposals for policy development in relation to equalities issues;

(d) to analyse policy options as necessary to inform the proposals to be made to the Executive or other appropriate committee;

(e) to advise the Executive or other committee on all matters relating to equality of opportunity both in terms of policy, service provision, employment and/or access to public services;

(f) to enhance and develop existing and innovative consultative and/or advisory work for equality of opportunity and to consider issues of inequality and discrimination across the borough;

(g) to consider and recommend to the Executive, ways in which participation by disadvantaged and under-represented sections of the community might be more effectively involved in the democratic processes of local government;

(h) to pilot methods of consultation and involvement and to report back to the Executive or appropriate committee on their effectiveness with recommendation if appropriate;

(i) to establish links with and liaise with external organisations in the borough which are concerned with the promotion of equality of opportunity.

(j) Overview & Scrutiny functions (excluding call-in) in relation to library provision.

Work item	Type of item	Priority	Strategic priority	Delivery deadline	14-Apr	11-May	04-Jul	15-Sep	19-Oct	28-Nov	17-Jan	08-Mar
Election of the Chair and Vice-Chair	Constitutional requirement	N/A	-	April								
Select Committee work programme 2016/17	Constitutional requirement	High	CP1	April								
Review of the Enforcement service	Policy development	High	CP4	April								
Poverty review - report and recommendations	In-depth review	Medium	CP10	May					Reponse	Poverty Commission scope		
Council's employee survey 2015	Performance monitoring	Medium	CP10	May								
Local police service update	Performance monitoring	Medium	CP4	May								
Main Grants Programme 2017-18 Outcome of consultation	Policy development	High	CP10	July								
London Fire and Emergency Planning Authority - Decision to save £6.4m in 2016-17 & Sixth London Safety Plan	Information item	Medium	CP4	July								
Library service - provision of community library facilities	Policy development	High	CP 10	July								
Provision for the LGBT community	Standard review	Medium	CP1	Jan								
Council's employment profile	Information item	Low	CP10	July								
Short review Developing capacity in the voluntary sector	In-depth review	High	CP10	Ongoing				scoping paper	evidence session	Report	Recs	
Lewisham Future Programme	Standard item	High	CP10	Ongoing								
Safer Lewisham Plan - monitoring and update	Performance monitoring	Medium	CP4	Sept								
Criminal justice system	Policy development	Low	CP4	Oct								
National probation service and community rehabilitation company	Standard item	Low	CP4	Oct								
MOPAC police and crime plan	Policy development	High	CP4	Oct								
Local Assemblies	Performance monitoring	Medium	CP1	Nov								
Youth Offending Service - Inspection report	Performance monitoring	high	CP4	Jan								
Short review Demographic changes to borough's population	in-depth review	High	CP 10	Ongoing						scoping paper		
Main grant programme funding 2017-18	Standard item	High	CP10	Nov								
Evaluation of changes to voluntary sector accommodation	Performance monitoring	Medium	CP1	Mar								
Implementation of Comprehensive Equalities Scheme	Performance monitoring	Medium	CP1	March								
Library and information service	Performance monitoring	Low	CP10	March								
Safer Lewisham Plan	Performance monitoring	Medium	CP4	2017/18								

	Item completed
	Item ongoing
	Item outstanding
	Proposed timeframe
	Item added

Meetings	
1) Wed 14 Apr	5) Wed 19 October
2) Thu 11 May	6) Mon 28 November
3) Wed 4 July	7) Tue 17 January
4) Wed 15 September	8) Wed 8 March

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## FORWARD PLAN OF KEY DECISIONS

### Forward Plan March 2017 - June 2017

This Forward Plan sets out the key decisions the Council expects to take during the next four months.

Anyone wishing to make representations on a decision should submit them in writing as soon as possible to the relevant contact officer (shown as number (7) in the key overleaf). Any representations made less than 3 days before the meeting should be sent to Kevin Flaherty 0208 3149327, the Local Democracy Officer, at the Council Offices or kevin.flaherty@lewisham.gov.uk. However the deadline will be 4pm on the working day prior to the meeting.

A "key decision"\* means an executive decision which is likely to:

- (a) result in the Council incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates;
- (b) be significant in terms of its effects on communities living or working in an area comprising two or more wards.

May 2016	<b>Council Budget 2017-18</b>	22/02/17 Council	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
November 2016	<b>Pay Statement</b>	22/02/17 Council	Phil Badley and Councillor Kevin Bonavia, Cabinet Member Resources		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
December 2016	<b>Proposed Heathside and Lethbridge Estate, Lewisham - Phase 6 Compulsory Purchase Order 2017</b>	01/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
November 2016	<b>Children's Centres - Award Report</b>	01/03/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
January 2017	<b>Health Visiting Contract Award</b>	01/03/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2016	<b>Young Person's Health and Wellbeing Service Award Report</b>	01/03/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
January 2017	<b>Better Place Programme</b>	02/03/17 Better Place Joint Committee	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
February 2017	<b>Bill Payment Services Contract</b>	09/03/17 Overview and Scrutiny Business Panel	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
December 2016	<b>Statutory Funerals Contract</b>	09/03/17 Overview and Scrutiny Business Panel	Aileen Buckton, Executive Director for Community Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	<b>Short Term Contract Extension for Kitchen FM Services for Council Managed School Meals</b>	09/03/17 Overview and Scrutiny Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
December 2016	<b>Lewisham Homes Management Agreement and Articles of Association</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
December 2016	<b>New Homes Programme</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
August 2016	<b>The Wharves Deptford -</b>	22/03/17	Janet Senior, Executive		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
	<b>Compulsory Purchase Order Resolution</b>	Mayor and Cabinet	Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
December 2016	<b>Brasted Close development</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
January 2017	<b>Deptford Anchor Action Plan</b>	22/03/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
February 2017	<b>Excalibur Update - Part 1 &amp; 2</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>Deptford Southern Housing Sites - Part 1 &amp; Part 2</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
January 2017	<b>Approval to Transfer land at Our Lady &amp; St Philip Neri Primary School to Catholic Archdiocese of Southwark</b>	22/03/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		



**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
December 2016	<b>Lewisham Place Planning Strategy 2017-2022</b>	22/03/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
December 2016	<b>Library Savings Programme update - Manor House</b>	22/03/17 Mayor and Cabinet	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
January 2017	<b>Catford Regeneration Programme Parts 1 and 2</b>	22/03/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
January 2017	<b>Annual Lettings Plan</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>School Expansion Proposals Addey &amp; Stanhope School and Ashmead Primary School</b>	22/03/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
December 2016	<b>Results of Handypersons consultation</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
January 2017	<b>Private Rented Sector Offer Policy</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>Resettlement of Refugee Households</b>	22/03/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
January 2017	<b>Library Savings Programme Preferred Provider Manor House</b>	22/03/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
December 2016	<b>Stage 1 of 2-stage procurement for the proposed expansions of Ashmead Primary School and Addey &amp; Stanhope Secondary School (Morningson Centre) and to enter into a Pre-Construction Services Agreement.</b>	22/03/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
November 2016	<b>Transforming Construction Skills - Lewisham Construction Hub, Training, Apprenticeship and Employment Service</b>	22/03/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
November 2016	<b>Transforming Construction Skills - Lewisham Construction Hub, Local Supply Chain Development Services</b>	22/03/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
February 2017	<b>Appointment of a Systems Integrator for Oracle Cloud</b>	22/03/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	<b>Selection of Payroll &amp; Human Resources Software Platform and System Integrator</b>	22/03/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	<b>Provision of Passenger Transport Services - Establishment &amp; Use of Dynamic Purchasing System</b>	22/03/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
February 2017	<b>Replacement of Fleet Vehicles</b>	22/03/17	Janet Senior, Executive		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
		Mayor and Cabinet (Contracts)	Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
January 2017	<b>Appointment of Heritage Architects for Delivery of Beckenham Place Park Regeneration</b>	04/04/17 Overview and Scrutiny Business Panel	Scrutiny Work Programme and Councillor Rachel Onikosi, Cabinet Member Public Realm		
January 2017	<b>Award of contract for Sexual Health e-service</b>	04/04/17 Overview and Scrutiny Business Panel	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
January 2017	<b>Children and Young People's Advocacy Service</b>	04/04/17 Overview and Scrutiny Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
January 2017	<b>Volunteering Service for Children &amp; Young People subject to Children in Need and Child Protection Plans</b>	04/04/17 Overview and Scrutiny Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
February 2017	<b>New Homes Programme</b>	19/04/17	Kevin Sheehan,		

**FORWARD PLAN – KEY DECISIONS**

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
		Mayor and Cabinet	Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>Beckenham Place Park Programme Update</b>	19/04/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	<b>Provision of Textile Collection Bring Back Service - Appointment to Framework</b>	19/04/17 Mayor and Cabinet (Contracts)	Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	<b>Award of Contract for two Extra Care Services at Cinnamon Court and Cedar Court</b>	19/04/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
August 2016	<b>Community Premises Management Contract Award</b>	19/04/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community		
February 2017	<b>Appointment of Landscape Architects for Delivery of</b>	02/05/17 Overview and	Kevin Sheehan, Executive Director for		

<b>FORWARD PLAN – KEY DECISIONS</b>					
<b>Date included in forward plan</b>	<b>Description of matter under consideration</b>	<b>Date of Decision Decision maker</b>	<b>Responsible Officers / Portfolios</b>	<b>Consultation Details</b>	<b>Background papers / materials</b>
	<b>Beckenham Place Park Regeneration</b>	Scrutiny Business Panel	Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	<b>New Homes Programme</b>	10/05/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>Award of Contract for Extra Care Service at Hazlehurst Court</b>	10/05/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
February 2017	<b>IT Network re-procurement</b>	10/05/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	<b>Contract award report for 2 x bulge class schemes</b>	23/05/17 Overview and Scrutiny Education Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
February 2017	<b>Extending the shared IT service to Southwark</b>	07/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for		

<b>FORWARD PLAN – KEY DECISIONS</b>					
<b>Date included in forward plan</b>	<b>Description of matter under consideration</b>	<b>Date of Decision Decision maker</b>	<b>Responsible Officers / Portfolios</b>	<b>Consultation Details</b>	<b>Background papers / materials</b>
			Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	<b>New Homes Programme</b>	07/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	<b>Telephony re-porurement</b>	07/06/17 Mayor and Cabinet (Contracts)	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		

**FORWARD PLAN – KEY DECISIONS**

<b>Date included in forward plan</b>	<b>Description of matter under consideration</b>	<b>Date of Decision Decision maker</b>	<b>Responsible Officers / Portfolios</b>	<b>Consultation Details</b>	<b>Background papers / materials</b>



Work Item	Type of review	Priority	Strategic Priority	Delivery deadline	26-Apr	05-Jun	12-Jul	19-Sep	02-Nov	13-Dec	25-Jan	07-Mar
Lewisham Future Programme	Standard Item	High	CP10	Apr-17				SAVINGS				
Election of Chair and Vice-Chair	Constitutional requirement	High		Apr-17								
Select Committee Work Programme 2017/18	Constitutional requirement	High		Apr-17								
Demographic Change	Rapid Review	High		Apr-17	Evidence Ses	Final Report						
Capacity in the Voluntary Sector - response to recs	Response to recs	High	CP1									
Provision for the LGBT community	In-depth review		CP1 and CP10			Scope	Evidence ses	Evidence sess	Report			
Council's Employment Profile	Policy Development		CP10									
Local Police Service Update	Performace Monitoring		CP4									
Implementation of employee survey action plan	Performace Monitoring		CP10									
Update on Main Grants Programme	Performace Monitoring		CP10									
YOS inspection action plan	Performace Monitoring		CP4									
Poverty Commission	Policy Development		CP10			Update			Final Report			
Community Cohesion (inc extremism strategy)	Policy Development		CP1,CP4 and CP10									
disproportionality in the criminal justice system	Policy Development		CP4 and CP10									
National Probation Service and community rehabilitation company	Performace Monitoring		CP4									
Safer Lewisham Plan	Performace Monitoring		CP4									
Library and Information Service.	Performace Monitoring		CP10									
Implementation of the CES	Performace Monitoring		CP1									
Local Assemblies	Performace Monitoring		CP1									

Item completed

Meetings

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