

Safer Stronger Communities Select Committee Agenda

Wednesday, 13 December 2017

7.00 pm, Committee Room 1

Civic Suite

Lewisham Town Hall

London SE6 4RU

For more information contact: Katie Wood - 0208 3149446

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, 13 December 2017.

Janet Senior, Acting Chief Executive
Tuesday, 5 December 2017

Councillor Pauline Morrison (Chair)	
Councillor James-J Walsh (Vice-Chair)	
Councillor Brenda Dacres	
Councillor Colin Elliott	
Councillor Sue Hordijkenko	
Councillor Joyce Jacca	Evelyn
Councillor Jim Mallory	
Councillor David Michael	
Councillor Pat Raven	
Councillor Paul Upex	
Councillor Alan Hall (ex-Officio)	
Councillor Gareth Siddorn (ex-Officio)	

MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE

Thursday, 2 November 2017 at 7.00 pm

PRESENT: Councillors Pauline Morrison (Chair), James-J Walsh (Vice-Chair), Brenda Dacres, Colin Elliott, Sue Hordijkeno, Councillor Joyce Jacca, Jim Mallory and David Michael

APOLOGIES: Councillors Pat Raven and Paul Upex

ALSO PRESENT: Councillor Joe Dromey (Cabinet Member Policy & Performance), David Austin (Head of Corporate Resources), Adam Bowles (Head of OD & HR), Liz Dart (Head of Culture and Community Development), Andrew Jacobs (Organisational Learning and Talent Manager), Megan Mellor (Community Coordinator), Barrie Neal (Head of Corporate Policy and Governance), Dr Danny Ruta (Director of Public Health) (London Borough of Lewisham), Simone van Elk (Cabinet Executive Officer) and Katie Wood (Scrutiny Manager)

1. Minutes of the meeting held on 21 September 2017

RESOLVED:

That the minutes of the meeting on the 21 September 2017 be agreed as an accurate record of proceedings.

2. Declarations of interest

Councillor Pauline Morrison declared a personal interest in item 5 as she received the single person's Council Tax discount.

Councillor James-J Walsh declared a personal interest in item 4 as he was one of the founders of the LGBT staff forum and in item 5 as he received the single person's Council Tax discount.

3. Response to Referrals from this Committee - Referral on the Library Service

RESOLVED:

That the report be noted.

4. Evidence Session - LGBT Provision in Lewisham

4.1 Danny Ruta, Director of Public Health gave a presentation to the Committee, a copy of which will be included in the agenda documentation. During the presentation the following key points were highlighted:

- There was a lack of information on the LGBT community and the Council's Public Health Team would welcome any recommendations around ways to improve the quantity and quality of data available.
- Public Health had the same equalities responsibilities as the Council overall and must have respect to the protected characteristics as set out in the

Equalities Act 2010 and not discriminate against anyone. Public Health also had a responsibility for identifying any inequalities in health.

- Public Health were responsible for updating the Lewisham Joint Strategic Needs Assessment. This was a requirement introduced following the Public Involvement in Health Act 2007 and is used to ensure the needs of the local population are understood and considered as a central part of the commissioning process.
- Currently 10 public health outcomes performance dashboards were produced which aimed to monitor how the borough performed against key indicators. These were routinely monitored and updated and were based on the following areas: alcohol usage; cancer mortality; healthy weight; immunisation; maternal and child health; mental health; physical activity; sexual health; tobacco usage; and health checks for cardiovascular disease.
- There was currently very little data available on the LGBT population and the team relied on surveys such as the ONS Annual Population Survey and the What About Youth (WAY) survey conducted on behalf of the Department of Health.
- There were currently only 5 service user indicators where data on sexual orientation of users was collected. These were: HIV late diagnosis; health related quality of life for older people; smoking (adults); smoking (15 year olds); and proportion of the population meeting the recommended “5-a-day” at age 15. The data was, however, based on very small numbers and therefore had to be used with caution.
- The Council’s Health and Wellbeing Board had statutory responsibility for the JSNA. Data review was an on-going process and they had a prioritisation process for reviewing data as it took 2 to 3 months to review each area.
- The Health and Wellbeing board had agreed to set up a steering group who were inviting anyone to submit areas to be reviewed which would then be prioritised. It would be possible to submit a suggestion for a needs assessment looking at LGBT inequality in Lewisham for example. This would then be prioritised for action according to their process.

4.2 In the discussion that followed, the following key points were highlighted:

- The website was going to be redesigned to make it more user-friendly and accessible.
- Members of the Committee highlighted their surprise that there was so little information available on the LGBT community and that there had not been work done on all the equalities strands and how important it was that they were all fully covered.
- A large percentage of the HIV population in England lived in London and it was a very important area to fully understand.
- Concerns were raised about the sexual health provision for gay men in Lewisham and that they needed to be improved to ensure a good quality of service that helped to serve residents.
- The Director of Public Health was asked to clarify whether other boroughs had the same problem in terms of access to data on the LGBT community. This information would be provided to the Committee.
- It was suggested by members of the Committee that universities could be used to collect data.

- The LGBT Foundation had produced a report on the importance of LGBT evidence being part of local JSNAs and guidance for local authorities. It could be very useful if key staff received training on this.
- Members of the Committee spoke about issues such as the prevalence of HIV and drug usage in the LGBT community. As it was known that Lewisham had a higher than average population from the LGBT community, it was essential that there was an increased understanding of these and similar issues that affected the LGBT community.
- The Committee's review was focussing on the LGBT community but concerns were raised that there could be other areas of the protected equalities strands that were similarly missing from the data in the JSNA.

4.3 Adam Bowles, Head of Organisational Development and HR, and Andrew Jacobs, Organisational Learning and Talent Management Manager, gave a presentation to the Committee, a copy of which will be included in the agenda documentation. During their presentation, the following key points were highlighted:

- The rates of disclosure amongst staff were increasing and the Council was able to build up an increased understanding of the workforce. In 2016/17, there was information on 55% of the workforce which was similar to many other London boroughs. The highest disclosure rate was 76% in LB Newham and the lowest was 4% in LB Richmond.
- A new HR system was due to be in place in 2018 and it was hoped this would improve data collection.
- Recruitment data was much more robust as 90% of people who applied for posts listed their sexual orientation. Last year there were 5,300 applicants for posts in Lewisham. 2.0% of applicants listed their sexual orientation as Lesbian or Gay and 0.9% listed bisexual. The figures for those offered positions was 1.9% Lesbian or Gay and 0.8% bisexual. Of those actually hired 1.9% were Lesbian or Gay and 0.4% bisexual.
- There were 186 leavers (non-schools) during the last financial year, 62% of which declared their sexual orientation when they left. 3.8% of all leavers identified at LGB.
- There was a Lewisham LGBT staff forum and there were new members attending and increasingly strong links with the HR department. The forum met regularly and had a representation at many events.
- HR were looking to discuss increasingly working with the forum to discuss policies and proposals and for the forum to consider implications for the LGBT community. The forum had worked with Lewisham Public Health looking at their End of Life Care Review.
- There was a new process in place to welcome new staff to Lewisham which included a new online module highlighting the staff forums available to join. There was also a new face to face coffee with the Mayor session for new employees and representatives from the LGBT and other staff forums are invited to these events to meet new employees.
- The introduction of the GDPR (General Data Protection Regulation) in May 2018 will have implications on how data is collected and stored.
- Training on equalities and diversity needed to be delivered to teams on a needs basis as there was evidence that mandatory training was not successful in terms of outcomes.

- There had been no LGBT related grievances, discipline or tribunal cases in the last 3 years at Lewisham.
- There were new online courses on equality and diversity available to staff and more work was being planned to introduce new courses on these themes.

4.4 In the discussion that followed, the following keys points were raised:

- Equalities data on service users such as those accessing libraries or housing services could be gathered.
- Work needed to be done to consider how people wished to self-identify to ensure the language used was helpful. This needed to be worked on further and built into the new HR IT service.
- It was important that when requesting data from staff it was clearly communicated to them how the data would be stored (anonymously and separately from employees' profiles) and the reasons for collecting it.
- The Chairs of the staff forums meet with the Executive Director for Community Services as part of the Equalities Board meetings.
- HR were working with the BAME staff forum to support them moving forward following their previous Chair leaving the organisation.
- Work could be done to facilitate Lewisham staff forums to meet with similar staff forums in other major borough employers such as Lewisham Hospital and Goldsmiths University.
- Work was being done to improve information collected in relation to grievances, raised through the appraisal process. Concerns were raised that this process was currently not up to scratch.

RESOLVED:

That the report be noted.

That the discussion and possible recommendations mentioned at this meeting as listed above, be used to help shape the Committee's review recommendations when being agreed at the next meeting on 13 December 2017.

5. Lewisham Future Programme

- 5.1 David Austin, Head of Corporate Resources introduced the report to the Committee and highlighted the following key points:
- The savings proposals were part of the on-going budget reductions made since 2010 and would continue until at least 2020.
 - Partner organisations were now increasingly feeling the pressure from their own budget reductions, in particular in Health and Education.
 - Policy changes were also challenging in terms of managing uncertainty. Changes included: the introduction of the adult social care precept; new homes bonus; business rates retention and the Fair Funding Review; welfare changes; and Brexit.
 - The Council's Medium Term Financial Strategy included £160 million of previously agreed savings of which £153 million had been delivered. An additional £33 million of savings were needed over the next 2 years.

- There was a projected £13 million overspend for 2017/18 of which £7 million was previous undelivered savings.
- Currently overspends at the end of the year were being met by using the Council's financial reserves. This issue needed to be addressed as soon as possible.
- The report highlighted £4.9 million of savings for the 2018/19 financial year. The 2018/19 budget was predicted to be set using £17.15 million of reserves.

5.2 In the discussion that followed, the following key points were raised:

- It was very difficult to compare positions with other local authorities. A proxy measure in London was the level of a Council's reserves. Lewisham was in the 50-75% quartile of reserves held but without knowing the specific details of savings achieved etc. by other authorities and what local circumstances reserves were held for and committed to, it was very difficult to compare.
- The Fair Funding review was important as the effects of Business Rate retention would affect authorities very differently.
- Some of the areas of overspend included: children's services; adult social care; environmental services from delays in income being delivered in trade waste and garden waste and additional fleet costs; and technology with the IT costs to get the service to a sufficient standard and income projections not yet being delivered.
- Full details were available in the reports to the Public Accounts Select Committee.
- There were proposals for London Councils to work together to pool business rates.
- **The Chair left the room at 8.15pm and returned at 8.20pm. During this time the Vice-Chair took over chairing the meeting.**

5.3 Gary Connors, Strategic Community Safety Services Manager, outlined savings proposal K5 to the Committee. During his introduction and during the discussion that followed, the following key point was raised:

- The proposal was for a reduction of £30,000 which represented 50% of a small budget allocated to provide resources to deliver resolutions to small crime problems throughout the year. This could include, for example, moving CCTV cameras or delivering an advertising campaign.

RESOLVED:

That the report be noted.

6. Lewisham Poverty Commission - Final Report

6.1 Councillor Joe Dromey, Executive Member for Policy and Performance introduced the report to the Committee. Simone van Elk, Cabinet Executive Officer, was also in attendance for this item. During the presentation and in the discussion that followed, the following key points were highlighted:

- The Commission was set up following a recommendation from the Safer Stronger Communities Select Committee's review into Poverty in Lewisham

and in the context of the high levels of poverty and child poverty in Lewisham.

- The process had been very interesting and rewarding, in particular, combining external experts, Scrutiny Councillors and Executive Councillors in a new approach had been very successful.
- The recommendations included those for the current and any future Mayor, those for partner organisations and those for the National Government.
- It could be useful to provide a copy of the report to all present Councillors and to any new Councillors to Lewisham.
- Members of the Committee felt it was a very good example of a new way of working with Executive and Scrutiny Councillors working together with local experts.
- It was important to support voluntary groups in their work, building a strong community sector. Use of the Social Value Act could be further explored by the Council in its approach to commissioning.
- Councillor Dromey thanked the Safer Stronger Communities Select Committee for its support and role on the Commission and thanked Council officers in the Policy and Partnership Team and in the Mayor's Office for their support, and Simone van Elk for her role.

6.2 **RESOLVED:**

That the report be noted.

7. **Community Cohesion (including extremism strategy)**

7.1 Gary Connors, Strategic Community Safety Services Manager, and Megan Mellor, Community Coordinator introduced the report to the Committee. In their presentation and in the subsequent discussion, the following key points were highlighted:

- The Government's Counter Extremism strategy had been published in 2015. It was focussed on combatting hate perpetrators and non-violent terrorists and was separate to the Prevent Strategy.
- The Counter Extremism strategy's main focus was on: Countering extremist ideology; building a partnership with all those opposed to extremism; disrupting extremists; and building more cohesive communities.
- The strategy had also introduced new funding that was available for local authorities to employ community coordinators and Lewisham was one of 13 local authorities in London who was successful in gaining funding for this post.
- Part of the role of the coordinator was engaging community groups and building support and helping community groups to access funding through the Government's Building a Stronger Britain Together (BSBT) funding scheme.
- A member of the Committee requested assurances that the funding was not similar to the immigration enforcement part of the Government's Controlling Migration Fund. It was confirmed that although the post was grant funded by the Home Office, the employee worked directly for the Council.
- The team was looking to work with organisations such as Anne Frank Trust on initiatives in schools to combat prejudice and tackling extremist views.

They also worked with organisations such as Second Wave on commissioning projects in schools and with community groups.

- A report would be brought back to the Committee outlining the work done by the Council on implementing the Extremism strategy and the outcomes from the funding received.

7.2 RESOLVED:

That the report be noted.

That an update report be added to the Committee's work programme for the meeting on 7 March 2017.

8. Select Committee work programme

8.1 Katie Wood, Scrutiny Manager, introduced the report to the Committee and highlighted that it would be amended to reflect the request during item 7 of this meeting that an additional report be added on the Council's approach to implementing the Government's Extremism strategy.

8.2 RESOLVED:

That the report be noted.

That an update report on Lewisham's approach to implementing the Extremism strategy be added to the work programme for the meeting on 7 March 2018.

9. Items to be referred to Mayor and Cabinet

RESOLVED:

There were no referrals to Mayor and Cabinet.

That following the evidence session on LGBT Provision in Lewisham, the Committee proposed to make recommendations on improving the JSNA as part of their in-depth review. The Committee would explore this in more detail at their next meeting.

The meeting ended at 9.00 pm

Chair:

Date:

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Safer Stronger Communities Select Committee		
Title	Declaration of interests	
Contributor	Chief Executive	Item 2
Class	Part 1 (open)	13 December 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 5

Safer Stronger Communities Select Committee		
Report Title	Response to the recommendations of the Safer Stronger Communities Select Committee on the Review of Demographic Change	
Key Decision	No	Item No 5
Ward	All	
Contributors	Executive Director for Resources (Head of Business & Committee)	
Class	Part 1	Date: 13 December 2017

1. Summary

This report informs members of the response given at Mayor and Cabinet to a referral in respect of recommendations to the Mayor by the Select Committee following discussions held on June 26 2017.

2. Purpose of the Report

To report to members the response given at Mayor and Cabinet to recommendations made by the Select Committee on June 26 2017.

3. Recommendation

The Select Committee is recommended to receive the Mayoral response to their consideration of the Review of Demographic Change.

4. Background

- 4.1 The Mayor considered the attached report entitled 'Response to the referral from the Safer Stronger Communities Select Committee on the Review of Demographic Change' at the Mayor & Cabinet meeting held on November 15 2017.

5. Mayoral Response

- 5.1 The Mayor received an officer report and a presentation from the Cabinet Member for Policy & Performance, Councillor Joe Dromey.
- 5.2 The Mayor resolved that the attached response report be submitted to the Select Committee in answer to the referral.

BACKGROUND PAPERS

Mayor & Cabinet minutes November 15 2017

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

Mayor and Cabinet			
Title	Response to the referral from the Safer Stronger Communities Select Committee on the Review of Demographic Change		
Wards	All		
Contributors	Chief Executive, Executive Director for Resources		
Class	Part 1	Date	15 November 2017

1. Purpose

- 1.1 This report sets out the response to the views and comments arising from the Safer Stronger Communities Select Committee's review entitled: "Demographic Change". The final report of the review was presented to the Safer Stronger Communities Select Committee on 26 June 2017.

2, Recommendations

- 2.1 It is recommended that the Mayor:
- i) Approves the response from the Executive Director for Resources and Regeneration to the comments of the Safer Stronger Communities Select Committee.
 - ii) Agrees that this report should be forwarded to the Safer Stronger Communities Select Committee.

3. Policy Context

- 3.1 Shaping Our Future, the Council's Sustainable Community Strategy includes the following priority outcomes which shape borough's approach to the welfare of its citizens:
- Ambitious and Achieving – where people are inspired and supported to fulfil their potential.
 - Safer – where people feel safe and live free from crime, antisocial behaviour and abuse
 - 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.

3.2 The Council's priorities describe the specific contribution that the Council will make to the delivery of the Sustainable Community Strategy priorities. For this report, the relevant Council priorities are as follows:

- Strengthening the local economy
- Young people's achievement and involvement
- Inspiring efficiency, effectiveness and equity

4. Background

4.1 At its meeting on 13 September 2017, the Safer Stronger Communities Select Committee considered the final report on the review of Demographic Change. Following the Select Committee meeting, a referral was made to advise Mayor and Cabinet asking that the Executive Director for Resources and Regeneration respond to the review's recommendations. The above-mentioned responses are set out below:

5. Referral: Recommendation 1

5.1 That given the high cost of living in London and the comparatively low levels of income after housing costs; London-weighting should better reflect the additional costs faced by employees.

Response

5.2 The London Borough of Lewisham incorporated London Weighting into base salaries a number of years' ago. We are one of London's Borough Councils represented as part of the National Joint Council, which consults on pay at national level with our trade unions.

5.3 The pay scales for London are already above the National Living Wage and we were one of the first organisations to pay the London Living Wage which reflects additional costs faced by employees living in London.

6. Referral: Recommendation 2

6.1 That the National minimum wage for under 25s was a particular concern in London given the changes to housing benefit. It was also important to ensure the London Living Wage remained at an adequate level going forward.

Response

6.2 The London Living Wage is currently £9.75 per hour; with the new rate to be announced on 6 November 2017.

6.3 Lewisham remains committed to the London Living Wage as an employer.

6.4 The commitment extends to procurement exercises where the Council actively champions the London Living Wage, including the provision of the London

Living Wage in service contracts awarded to help ensure that the outsourcing of services or contracting with external providers does not drive down the rates of pay for members of staff employed by companies to work on Lewisham contracts..

- 6.5 Apprentices are the only category falling outside the London Living Wage. We currently have 16 (15.8 FTE) apprentices under 25 years old. Apprentices are paid at 75% of Scale 1B, equivalent to £7.50 per hour and is the same as the over 25 living wage rate. For candidates on a 2 year contract, they move to the over 25 London Living Wage in the second year, irrespective of age.
- 6.6 National Graduate Development Program (NGDP) employees are paid at spinal point 28 (£15.58 per hour) significantly more than the LLW; this is a nationally agreed rate. After 18 months, Lewisham moves NGDP employees to a PO3 salary. We currently have 3 out of 4 NGDP employees who are under 25 years of age.

7. Referral: Recommendation 3

- 7.1 That given the uncertainty around Britain leaving the EU – more work should be done to ensure that the Council understands the policy and service delivery implications as the situation evolves.

Response

- 7.2 Back in July 2017, officers prepared a detailed report for the Overview & Scrutiny Committee on Brexit. The report, which covered the process to date, right up until the commencement of Brexit negotiations has subsequently been shared with all scrutiny select committees. As the negotiations continue and specific implications for local government become clearer, further briefings will be prepared to facilitate discussion at both Member and officer level.

8. Referral: Recommendation 4

- 8.1 That long and short term demographic trends, birth rates and migration be monitored closely to ensure that the Council is accurately predicting the need for school places and adapting and investing efficiently to meet future need.

Response

- 8.2 Officers continue to work with the GLA demographics team alongside an independent forecasting advisor to ensure that school place planning is as up to date as possible.
- 8.3 With the launch of the new Place Planning Strategy 2017-22, officers also committed to ensuring that not only would forecasting be reviewed at least twice per annum, but that demand, supply and anticipated need would be reviewed every time new school census data became available each term.

Forecasting was revised for the first time this Summer and the full Autumn census data will shortly be available.

8.4 Additionally, the new governance structure that has been put in place, including the formation of a stakeholder forum ensures that up to date data is considered on at least a monthly basis.

9. Referral: Recommendation 5

9.1 That the Council work to enter into joint housing ventures with the private rental sector to create better opportunities for residents, as a potential method of reducing fees to residents, and as a potential income stream for the Council.

Response

9.2 Officers have been developing an approach to creating a joint venture property Development Company over the past eighteen months. This has twin purposes, first, it will address the problems faced by the large and growing section of the Lewisham community who rent privately, from a market made up predominantly of “accidental” and amateur landlords, and where there are few protections for tenants and limited security of tenure. The second is to enable the Council to develop a revenue stream to contribute to the overall Council finances and thereby secure services into the future.

10. Referral: Recommendation 6

10.1 That the Council ensures it makes the best possible use of metrics and analytics in informing policy development, budget allocations and decisions on service delivery. Senior officers and politicians should have a solid understanding of the current demographics and future predictions and projections such as 5, 10 and 15 year projections when making their decisions. Resources should be in place to ensure the Council has the capacity to provide this information.

Response

10.2 This is a crucial area of work that is ongoing and will be developed further. As it stands, major decisions such as budget savings, service change and policy development must be supplemented by analysis, both as a demonstration of rationale as well to evidence likely areas of impact. However, more will be done to improve in this area including looking at new tools that offer an enhanced level of analytical insight and provide simpler, cleaner presentation of complex data for the purpose of options appraisal and decision-making.

11. Financial Implications

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

12. Legal Implications

12.1 The Constitution provides for Select Committees to refer reports to the Mayor and Cabinet, who are obliged to consider the report and the proposed response from the relevant Executive Director; and report back to the Committee within two months (not including recess).

13. Equalities Implications

13.1 The Council works to eliminate unlawful discrimination and harassment, promote equality of opportunity and good relations between different groups in the community and recognise and take account of people's differences.

14. Crime and Disorder/Environmental implications

14.1 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.

Background papers

[Safer Stronger Communities Select Committee Referral to Mayor & Cabinet - 13 September 2017](#)

[Safer Stronger Communities Select Committee Review of Demographic Change - June 2017](#)

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Safer Stronger Communities Select Committee		
Report Title	Full Joint Inspection into Lewisham Youth Offending Work – Progress of Improvement Plan	
Key Decision	No	Item No. 6
Ward	All	
Contributors	Keith Cohen, Youth Offending Service Strategic Manager	
Class	Part 1	Date: 13 December 2017

1.0 Purpose of the Report

1.1 HMI Probation undertook a Full Joint Inspection of Youth Offending Work in Lewisham in September 2016. The final report was published in Dec 2016: <https://www.justiceinspectorates.gov.uk/hmiprobation/> This report outlines the progress of the HMIP Improvement Plan following a year since the publication of the report.

2.0 Background

2.1 The Full Joint Inspection is part of a programme of risk proportionate Inspection of Youth Offending Work agreed by Ministers. This document outlines the HMIP recommendations for improvement, the partnership 12 month action plan which has been approved by HMIP and the related key performance indicators (see below) to evaluate and evidence progress against the agreed elements of the plan.

2.2 The Full Joint Inspection (FJI) is undertaken in six local authority areas per year, five of which are normally in England and one in Wales. It focuses primarily on those areas where there is cause for concern about performance. This is determined following analysis of information received from the Youth Justice Board (YJB), intelligence gained from other inspections and publicly available data, and through consultation with other inspectorates via quarterly 'Information Bank' meetings.

2.3 Government policy requires inspections to be undertaken as unannounced or with very short notice. Work should be inspected 'as is' and with the minimum of preparatory overheads, rather than as the inspected body 'would like it to be'.

2.4 The Lewisham HMIP Improvement Plan.

3.0 HMIP Findings

- 3.1 Work to reduce reoffending was unsatisfactory. Although most initial assessments of the reasons why children had offended were sufficient, the plans to address those risks and the frequency with which those plans were reviewed were unsatisfactory, so the impact on reoffending was limited;
- 3.2 Work to protect the public and actual or potential victims was unsatisfactory. There was some good work by case managers to protect the public, but plans lacked measurable objectives, which meant interventions to address the risk of harm did not always address the specific risks children posed;
- 3.3 Work to protect children and reduce their vulnerability was unsatisfactory. There was some good safeguarding work undertaken by individual case managers. The immediate sharing of information between the YOS and children's social care services about missing children was not sufficiently robust;
- 3.4 Governance and partnership arrangements were ineffective. There was a lot of partnership activity in Lewisham and a sense of energy around the delivery of services, but this was not always cohesive and the impact for children and young people was inconsistent; and
- 3.5 Work to deliver interventions to reduce reoffending was unsatisfactory. A range of interventions was available for case managers and partners but further work needed to be done to engage with young people better. Interventions were not evaluated routinely, so it was difficult for the YOS to understand what was effective.
- 3.6 Inspectors were pleased to find that work to ensure the sentence was served was good. The YOS made consistently good efforts to understand and respond to things stopping children or their parents/carers from engaging. Work to ensure young people complied with their sentence was effective.

4.0 HMIP Improvement Plan Activities

- 4.1 The main board Chair has undertaken a stock take of activity and achievements so far which has in turn been submitted to the YJB. It is self-evident that the key test of the Improvement Plan will be better outcomes for children and young people. Our plan is that at the Board meeting in March 2018 we will have completed the Improvement work and then be able, after a year's partnership work, to set out the outcomes achieved.

4.2 HMI Improvement Plan has been updated in the light of progress identified and RAG rated. The Plan formed a significant proportion of the annual Strategic Youth Justice Plan. The plan was presented and approved by the YJB in August 2017 with the following comments:

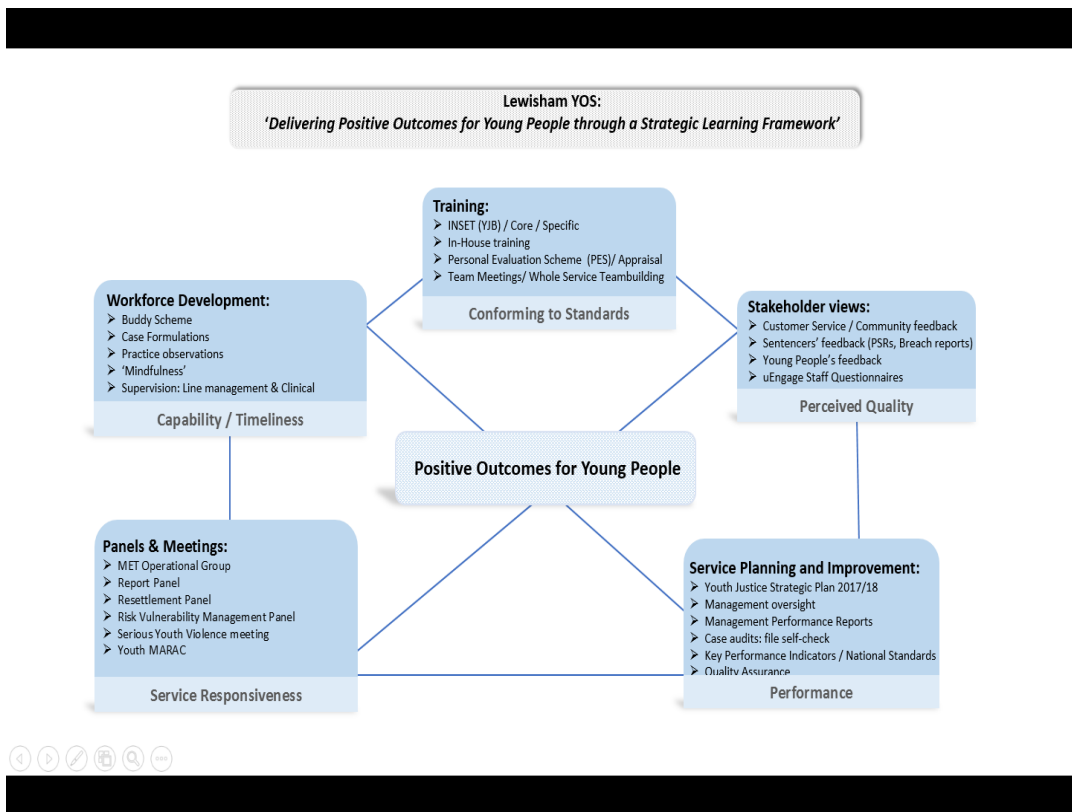
- *Having reviewed the plan submitted by your service we are happy to let you know that it has been approved and we would like to commend you on:*
 - *The work you have undertaken to develop a trauma informed service.*
 - *The development of a comprehensive Improvement Plan in response to your HMIP inspection outcome.*

4.3 The partnership leads have all met to review progress for the second quarter of the Improvement period and amendments have been made accordingly. Some of the key activities are described below:

- **Health and Well-being:** The new Lewisham Young People’s Health Service is now operational. COMPASS who deliver the service now have a Manager Representative at the Sub-board. An operational procedure document is being agreed with COMPASS to match their wider Service Specification and the said Manager has presented at the YOS Whole Service meeting. Three Health and Well-being practitioners are now available to the YOS to deliver a holistic health screening and intervention service including referrals to their nurse practitioner to meet primary health needs. **Following on from the JSNA presented to the board in June 2017 the team have now received training in Speech and language Therapy screening (Royal College screening form).** The YOS has also purchased materials from Durham which are well recognized nationally and accredited by Youth Justice Board Practice Hub (Evidence –based). These resources are used to assist with communications and interventions in the Youth Justice context.
- **Risk and Vulnerability Management Panel:** A review is now complete based on HMI P recommendations: The panel has been streamlined and working to be more efficient and effective to ensure clarity of purpose. The essential change is the embedding of case formulation meetings for all cases referred prior to the full meeting to ensure a comprehensive review is undertaken and a multi-disciplinary plan is presented to the Panel for ratification. It is recommended that the panel is re-branded to reflect the changes to be named as the **CRISP (Critical RISK Safety Panel)**. The final proposal is that the newly revised paperwork for the panel is used more

effectively for information and data gathering to form regular analytical reports about panel outcomes and effectiveness.

- The YOS is close to completing a comprehensive review of all key policy documents and has at its core the strap line ***'Delivering Positive Outcomes for Young People through a Strategic Learning Framework'***. This paper will provide an overriding framework around the key aspects of this learning environment within the YOS concentrating upon workforce development (including staff supervision and training, quality and improvement, stakeholder views and the influence of partners through consultation activity. The inter-relationship between these key aspects is illustrated within the overall learning framework diagram.



4.4 Other key policy documents currently being revised are **YOS/Children' Social Care Policy**. A draft policy is currently in circulation and the main principles have been agreed. Over the course of Sept 17 and certainly by the next Sub-board (Oct 17) the detail in relation to various interface points (remand, Community Orders, Resettlement will have been completed. A new bi-monthly meeting has been introduced named YOS/LAC interface which is to be jointly chaired by a Senior Manager from CSC and myself. The meeting has

now been held on two occasions with representatives from both teams and also key partners (Virtual School, Nursing, CAMHS) and will have as regular agenda items; sharing best practice, themes, case reflection and learning, Quality Assurance.

- 4.5 On 9th November the Youth Justice Board Chair hosted a partnership event focusing on the 97 young people who we need to prevent entering the youth justice system. This initiative brought together 39 staff from across the children's services disciplines and wider economy, statutory and voluntary. The ideas formulated at the event will direct the actions for on-going partnership development and improvement for next year. There is a growing consensus that all services have their part to play in prevention of youth crime and targeting those few who are at risk of a conviction. The part played by health, education and social care as well as community safety and mentoring organisations in the collective aims are clearer.
- 4.6 The partnership leads have all met to review progress for the last quarter of the Improvement period and amendments have been made accordingly. Some of the key activities are described below:
- **Interventions and Programs:** The team is now well placed to continue the implementation of a range of interventions to enhance effectiveness and support the trauma-informed approach. In addition to the revision of the Junior Attendance Centre presented last month programs are underway as follows:
 - **Street Doctors- have been commissioned with support of the Community Safety team to deliver workshops to young people's in a group setting to provide them with first on the scene first aid skills to improve awareness, confidence and insight.**
 - **Trauma-informed Weapons awareness – to be piloted in January 2018.**
 - **Reparation and Unpaid work programs – the team has seen an extension and enhancement of programs including Charity Shop work, cycle maintenance and Big box Christmas food charities.**
 - **New Horizons – a safe base for young people to access resettlement support, outreach youth work and emotional well-being based in North London. The project will be working closer with Lewisham YOS.**

- A pilot with the Irene Taylor Trust project working on music as a means to engage young people- this particular program is being co-worked with the Lewisham looked after team.

4.7 Finally in line with the Youth Justice Management Board Chair's proposals the need to begin to give thought to the next phase of improvement. Data and analysis arising from our live data should also influence the plan for example: the intensifying of Serious Youth Violence and stubbornly high custody rates. The Logical next questions after the action plan completion in December will be to review all the actions and ask:

- What difference have they made?
- How do we know objectives were met? (Evidence column on the plan?)
- What evidence can we draw on to determine that all objectives were achieved?
- What have we achieved?
- Where is the service at now?
- What more could realistically be done?
- How the landscape now compared to a year ago is and what new factors should we consider?

Improvement Plan Basket of Indicators

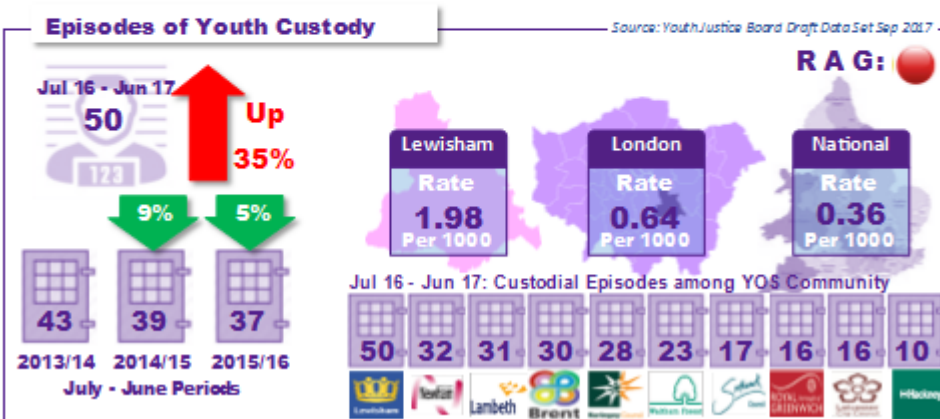
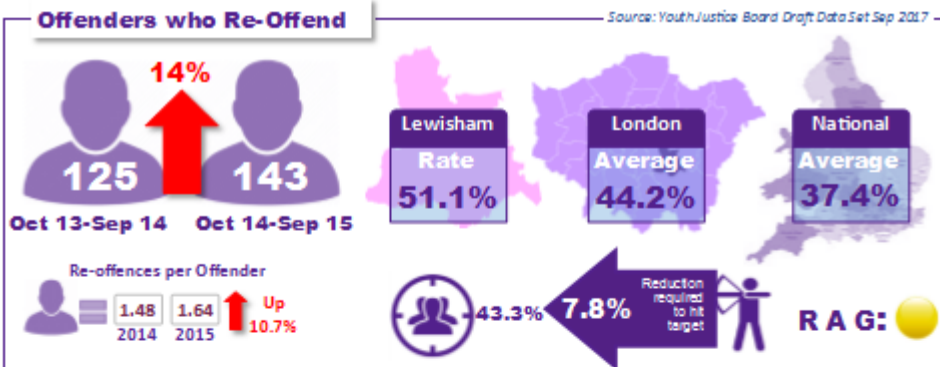
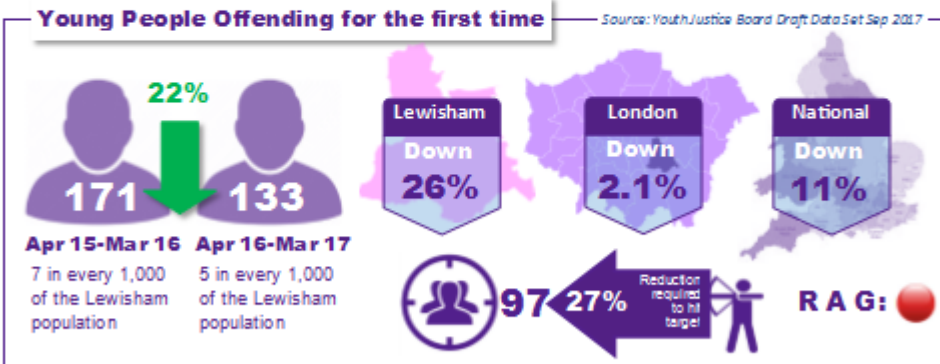
National KPIs	RAG
FIRST TIME ENTRANTS	
Reducing the numbers of First Time Entrants to the YJS	
REOFFENDING	
Reducing Reoffending: YJB Binary Rate	
Reducing Reoffending: YJB Frequency Rate	
Reducing Reoffending: YJB Reoffence by Reoffenders Rate	
Reducing Reoffending: Live Tracker Binary Rate	
Reducing Reoffending: Live Tracker Frequency Rate	
Reducing Reoffending: Live Tracker Reoffence by Reoffenders Rate	
Reducing Reoffending: Live Tracker Reoffending in First Month of Supervision	
Reducing Offending: Live Tracker % of Violent Reoffences	
Reducing LAC Reoffending: Binary Rate	
Reducing LAC Reoffending: Frequency Rate	
Reducing LAC Reoffending: Reoffence by Reoffenders Rate	
CUSTODY	
Reducing the number of Custodial Disposals	
Reducing the number of LAC receiving Custodial Disposals	
REMANDS	
Reducing the use of Remand:	
Total Number of Bed Nights	
Total Number of Young People on Remand	
Local KPIs	
EDUCATION	
Increasing the number of young people IN EET	
% of young people who are in EET at the end of their Order	
EET Attendance	
EET Attainment by end of Order	
ACCOMODATION	
% in Suitable Accommodation at the end of their Order	
% of young people who have had accommodation confirmed 2 weeks prior to release from custody (remand or sentence)	
HEALTH	
Mental Health - Number Identified as requiring a service	
Mental Health - Number receiving a CAMHS assessment	
Mental Health - Number receiving a CAMHS Specialist Intervention	
Speech and Language - Number Identified as requiring a service	

Speech and Language - Number receiving a S & L Assessment	Red
Speech and Language - Number receiving a S & L Specialist Intervention	Red
Trauma - % of cases assess for trauma	Amber
Trauma - % of cases where a trauma informed intervention is being delivered	Amber
DISPROPORTIONALITY	
Toolkit	Grey
Local Standards	Amber
NATIONAL STANDARDS	
Proportion of National Standards :Red, Amber and Green	Green
Monthly Case Audits: Good, Satisfactory, Not Satisfactory, Poor	Yellow
IMPROVEMENT PLAN	
Board Self-Assessment: HMIP Indicators of Effectiveness	Green
Proportions of Improvement Plan Actions: Red, Amber and Green	Green
WORKFORCE	
Vacancy	Green
Long term Absence	Green
Agency	Yellow
Training completed (as per workforce plan)	Green
RELEVANT CRIME STATS	
Serious Youth Violence	Yellow
Knife enabled crime under 25 (excluding Domestic Abuse)	Yellow
Gun enabled crime	Yellow

LEWISHAM YOUTH OFFENDING SERVICE DATA Nov 2017

Key Performance Indicators

The following data in this indicator comes from the Police National Computer and is published by the MoJ. The data is shown in rolling full-years for the 12 months to March, July, September, and December of each year. The London Borough of Lewisham is unable to check, cross reference and/or provide further details regarding this indicator.



5.0 Financial Implications

- 5.1 There have been financial considerations both in the short and long term in relation to delivering against the improvement plan. These will be reviewed in December 2017.

6.0 Legal and Human Rights Implications

- 6.1 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 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.
- 6.2 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.
- 6.3 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.
- 6.4 These statutory duties amongst others feed into the Council's Safer Lewisham Strategy.

7.0 Equalities Implications

- 9.1 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.

8.0 Crime and Disorder Implications

- 8.1 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.

9.0 Environmental Implications

9.1 All appropriate services are consulted about on agreed activity before proceeding where Key decisions made may have environmental implications.

10.0 Conclusion

10.1 There have been some significant decisions and progress made in critical areas of the improvement plan. The programme of work in place will build on these and be focusing on and driving forward the quality, new model of delivery and outcomes for young people.

For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection and Safety, Directorate for Community Services on 020 8314 9569, Keith Cohen Strategic Youth Offending Service Manager on 020 8314 9884.

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Safer Stronger Communities Select Committee			
Title	Provision for the LGBT+ Community in Lewisham – Draft Report	Item No.	7
Contributors	Scrutiny Manager		
Class	Part 1	Date	13 December 2017

1. Purpose of paper

- 1.1 As part of the work programme for 2017/18 municipal year, the Select Committee agreed to carry out a review on Provision for the LGBT+ Community in Lewisham. The review was scoped in June 2017 and evidence gathered at meetings in September and November 2017 and via a visit to Manchester City Council, conference call with Leicestershire County Council and written submissions from local organisations.
- 1.2 The attached report presents the evidence received for the review. Members of the Committee are asked to agree the report and suggest recommendations for submission to Mayor and Cabinet.

2. Recommendations

- 2.1 Members of the Select Committee are asked to:
 - Agree the draft review report
 - Consider any recommendations the report should make
 - Note that the final report, including the recommendations agreed at this meeting, will be presented to Mayor and Cabinet

3. The report and recommendations

- 3.1 The draft report attached at **Appendix 1** presents the written and verbal evidence received by the Committee. The Chair’s introduction, and recommendations will be inserted once the draft report has been agreed and the finalised report will be presented to a Mayor and Cabinet at the earliest opportunity.

4. Legal implications

- 4.1 The report will be submitted to Mayor and Cabinet, which holds the decision making powers in respect of this matter.

5. Financial implications

- 5.1 There are no direct financial implications arising out of this report. However, the financial implications of any specific recommendations will need to be considered in due course.

6. Equalities implications

- 6.1 There are no direct equalities implications arising from the implementation of the recommendations set out in this report. The Council works to eliminate unlawful discrimination and harassment, promote equality of opportunity and good relations between different groups in the community and to recognise and to take account of people's differences.

For more information on this report please contact Katie Wood, Scrutiny Manager, on 020 8314 9446

Overview and Scrutiny

Provision for the LGBT+ Community in Lewisham Safer Stronger Communities Select Committee

December 2017



**Membership of the Safer Stronger Communities Select Committee
in 2017/18:**

Councillor Pauline Morrison (Chair)

Councillor James-J Walsh (Vice-Chair)

Councillor Brenda Dacres

Councillor Colin Elliott

Councillor Sue Hordijkeno

Councillor Joyce Jacca

Councillor Jim Mallory

Councillor David Michael

Councillor Pat Raven

Councillor Paul Upex

DRAFT

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12. Monitoring and ongoing scrutiny	
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Chair's Introduction

To be inserted.

Photograph of Chair

Councillor XXX
Chair of the XXX Select Committee

Executive summary

[Insert text here]

[Exec Summary should include the key findings of the review]

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Recommendations

The Committee would like to make the following recommendations:

[Insert recommendations]

DRAFT

3. Purpose and structure of review

- 3.1 The Safer, Stronger Communities Select Committee decided that, as the Committee with the overarching role of considering equalities across the Council, as part of their work programme they should look into provision for the LGBT+ Community in Lewisham.
- 3.2 At its meeting on 26 June 2017, the Committee agreed the scoping paper for a review into Provision for the LGBT+ Community in Lewisham. The scoping paper set out the background and key lines of enquiry for the review. This included information on a wide range of issues relating to the LGBT+ community. Due to the remit and terms of reference of the Safer Stronger Community Select Committee, it was proposed that the broader context should be considered, as well as a focus on crime and safety which included misuse of drugs and alcohol and on Lewisham Council as an employer. The scope also proposed to consider good practice from Manchester City Council which included a focus on housing for elderly residents. It was acknowledged that there were some areas of the scope that overlapped with other select committees' remits, but felt that as the Committee's terms of reference included all aspects of scrutiny relating to the "equality of opportunity within the borough" it was the right place for this topic to be considered. Business Panel considered the Committee's scope and agreed that this was a relevant topic to be considered by the Safer Stronger Communities Select Committee.
- 3.3 The following key lines of enquiry were agreed:

National Context and Best Practice

- What are the challenges faced by the LGBT+ community?
- Where do inequalities exist?
- What are the best local authorities doing to mitigate this?
- Is this good practice applicable to Lewisham and if so, how can it be emulated?
- Are there resource implications?

Lewisham

- What are the challenges for Lewisham residents and staff?
- What is the role of the Council?
- What data is collected and how?
- How do we ensure the data we have is accurate and up to date?
- What is the data telling us? Does this match the experiences of community groups and local residents?
- Are there barriers to getting the information and how can we mitigate this?
- Where are the areas of most concern?
- What training is undertaken for providers of social care on LGBT+ issues, what is happening currently and how effective this is?
- The possibility of some LGBT+ pubs and venues being recognised as assets of community value.

3.4 The timeline for the review was as follows:

Visit to Manchester City Council and LGBT Foundation (Tuesday 5 September)

- Considering examples of good practice and information on LGBT+ Extra Care Provision.

First evidence-taking session –National Context and Best Practice (21 September 2017)

- Receiving verbal and written evidence from national organisations such as LGBT Foundation and Stonewall. Discussion on evidence from Manchester City Council and LGBT Foundation.
- Receiving evidence from Tonic Housing

Second evidence-taking session – Lewisham Focus (2 November 2017)

- Receiving evidence from officers and providers on the JSNA and staff information and provision.
- Questioning officers and witnesses on their evidence.

Telephone Conference – Leicestershire County Council (Monday 13 November 2017)

- Considering examples of good practice and information on Stonewall LGBT friendly employer status. (rated 7th most LGBT friendly employer in Stonewall survey 2016).

Written Submission – Metro Charity (November 2017)

- Written submission received and discussed as part of the discussions of the draft report.

Recommendations and draft report (13 December 2017)

- Considering a final report presenting all the evidence taken and agreeing recommendations for submission to Mayor and Cabinet.

3.5 The structure of this report will be based on the following key headings: health and well-being; community engagement; crime; young people; Lewisham as an employer and service provider; and housing and older residents. The evidence received has been collated within this structure.

3.6 The review makes reference to the LGB community only where the data source only includes reference to the Lesbian, Gay and Bisexual Community. Many of the statistical data sources use this term where there is no data available on the Trans community. Other references to the LGBT, LGBT+ and LGBT* community are used following the language of the evidence provider and the report therefore uses their choice of term. All other references are to the LGBT+ community.

4 Policy Context

- 4.1 The Council's overarching vision is "Together we will make Lewisham the best place in London to live, work and learn". In addition to this, ten corporate priorities and the overarching Sustainable Community Strategy drive decision making in the Council. Lewisham's corporate priorities were agreed by full Council and they remain the principal mechanism through which the Council's performance is reported.
- 4.2 Equalities and LGBT+ provision crosses many of the Council's corporate priorities of: community leadership and empowerment; young people's achievement and involvement; safety, security and a visible presence; protection of children; caring for adults and older people; active healthy citizens. It is also important in the context of the underlying principals of the Sustainable Community Strategy of: reducing inequality – narrowing the gap in outcomes for all citizens; and delivering together efficiently, effectively and equitably – ensuring all citizens have appropriate access to and choice of high quality services. The theme also crosses over many of the priorities in the Sustainable Community Strategy. "Ambitious and Achieving" aims to create a borough where people are inspired and supported to achieve their potential. "Safer" where people feel safe and live free from crime, antisocial behaviour and abuse. "Empowered and Responsible" where people are actively involved in their local area and contribute to supportive communities. "Clean, green and liveable" where people live in high quality housing and can care for and enjoy their environment. "Healthy, active and enjoyable", where people can actively participate in maintaining and improving their health and well-being. "Dynamic and prosperous", where people are part of vibrant communities and town centres, well connected to London and beyond.
- 4.3 The Council's strategic approach to delivering equality is set out in the [Comprehensive Equalities Scheme 2016-20](#). The CES takes account of statutory responsibilities under the Equality Act 2010 and incorporates the nine characteristics that are protected under this legislation, including sexual orientation and gender re-assignment. The CES also outlines the Council's equalities objectives.
- 4.4 Lewisham's five equalities objectives are designed to ensure a holistic approach to tackling discrimination and promoting equality, across all protected characteristics, including sexual orientation. They are as follows:
- ① To tackle victimisation, harassment and discrimination
 - ② To improve access to services
 - ③ To close the gap in outcomes for citizens
 - ④ To increase understanding and mutual respect between communities
 - ⑤ To increase participation and engagement

- 4.5 In the 2015 Lewisham Residents Survey, 4% of respondents identified themselves as Lesbian Gay or Bisexual (LGB).¹ Nationally the ONS estimates that in 2015, 1.7% of the UK population identified themselves as LGB. Nationally, for the younger age group of the population aged 16 to 24, 3.3% identified themselves as LGB, the largest percentage within any age group in 2015². In 2015, the population of London had the largest percentage of any region who identified themselves as LGB at 2.6%.³ There is very limited data available on the percentage of the population who identify as Trans. The Gender Identity Research and Education Society (GIRES) has carried out work estimating the size of the transgender population in the UK. It is estimated that there are between 10 and 45 people per 100,000 identifying as trans* in different areas of the UK.⁴
- 4.6 This report will look at a number of areas of relevance to the LGBT+ community including: Health and Wellbeing, Community Engagement, Crime, Young People, and Older People and consider the provision in Lewisham, where relevant and provide statistics, where possible.

5 Health and Wellbeing

- 5.1 This section includes information on a number of factors relating to the health and well-being and the impact on the LGBT community and information on the Joint Strategic Needs Assessment (JSNA) and data processes. Sexuality is not routinely recorded for most health issues but there is growing evidence that there are areas where there are poorer health outcomes in the LGBT population. According to Public Health England⁵ these are: sexual health and HIV; mental health; and rates of smoking, alcohol and drug usage. In Lewisham the data available as part of the JSNA on the LGBT community was criticised by the Committee and this is further explored in paragraph 5.21 below which provides more details on the JSNA process.

Sexual Health

- 5.3 Sexually transmitted infection (STI) rates are highest in young people, men who have sex with men (MSM) and black ethnic minorities. Women who have sex with women are at lowest risk with very small numbers diagnosed with

¹ Residents Survey details can be found here:

<https://www.lewisham.gov.uk/mayorandcouncil/aboutthecouncil/performance/Documents/Lewisham%20Residents%20Survey%202015%20Summary.pdf>

² ONS, Sexual Identity, Uk, 2015

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2015>

³ ONS, Sexual Identity, Uk, 2015

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2015>

⁴ Lewisham Comprehensive Equalities Scheme Data Sift

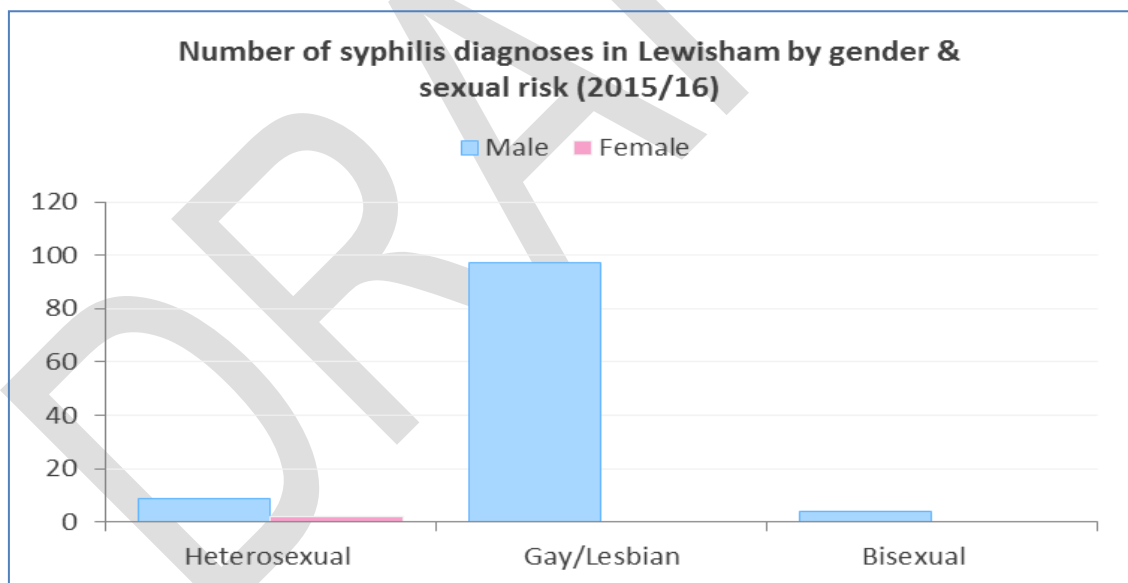
<https://www.lewisham.gov.uk/mayorandcouncil/aboutthecouncil/equality-and-diversity/Documents/Comprehensive%20Equalities%20Scheme%202016%E2%80%9320.pdf>

⁵ Public Health Action Plan, Public Health England, February 2015

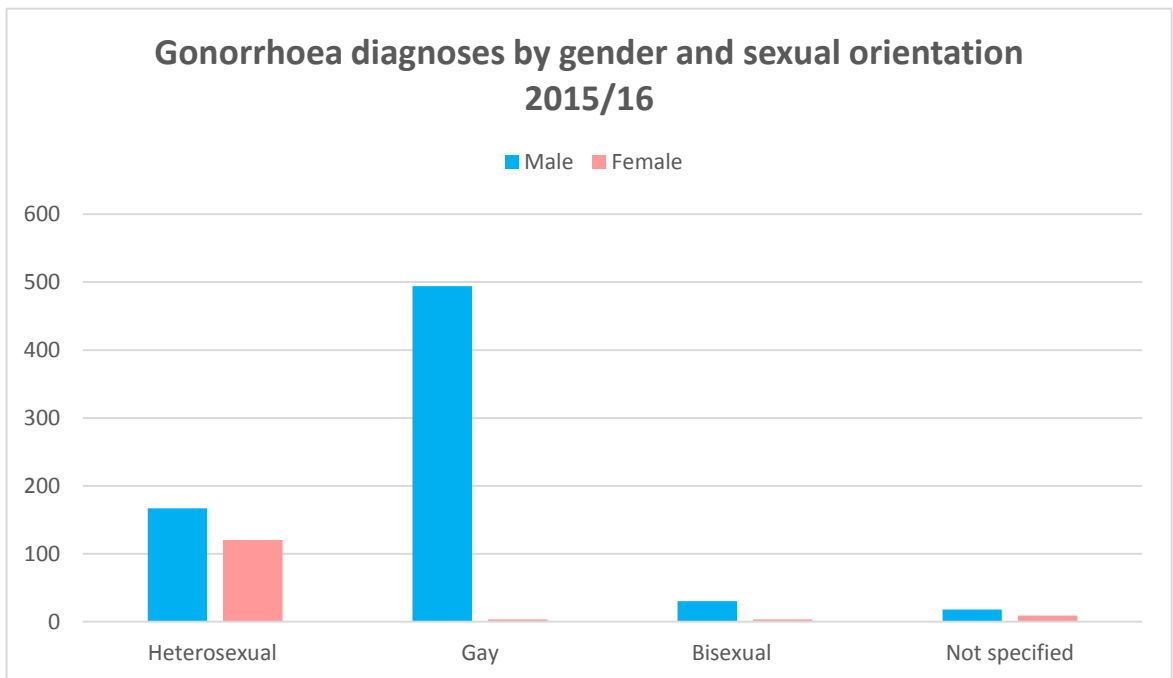
<https://www.gov.uk/government/news/phe-action-plan-tackles-health-inequalities-for-men-who-have-sex-with-men>

STIs. The number of STI diagnoses in MSM has risen sharply in England in recent years and this is also the case in Lewisham, with the number of cases of new infections more than doubling between 2011 and 2015. Over the last few years the number and rates of infection in heterosexual men has been falling, but has continued to rise in MSM.

- 5.4 Gonorrhoea is the most commonly diagnosed STI among MSM. High levels of gonorrhoea transmission are of particular concern given the emergence of gonorrhoea resistant to anti-biotic treatment. However there is no evidence of a particular problem in Lewisham in relation to resistant strains of gonorrhoea. In 2015, overall 6,346 new sexually transmitted infections (STIs) were diagnosed in residents of Lewisham, a rate of 2173.8 per 100,000 residents (compared to 767.6 per 100,000 in England). For cases in male Lewisham residents men where sexual orientation was known, 40.7% (1,175) of new STIs diagnosed in sexual health clinics were among MSM.
- 5.5 In England, 70% of gonorrhoea cases and 84% of syphilis cases were in MSM. In Lewisham 90% of all new syphilis cases in men were in MSM (of which 3% identified as bisexual). The number of cases in women was less than 5 and none of these were in Lesbian women. In total there were 114 new syphilis cases diagnosed in Lewisham residents.



- 5.6 Of new gonorrhoea cases diagnosed in 2015/16 in men, 59% were MSM, who had over 5 times the number of infections compared to heterosexual men, despite accounting for an estimated 10% of male population. In the female population 2% of gonorrhoea infections, were in lesbian women, and a further 2% in bisexual women.



HIV

- 5.7 There were around 100 new HIV diagnoses in Lewisham in 2015. The diagnosed HIV prevalence was 8.3 per 1,000 population aged 15-59 years (compared to 2.26 per 1,000 in England). There are around 1,660 people in Lewisham living with HIV accessing HIV services. Of these around 40% probably acquired their infection through sex between men, and 55% through heterosexual sex. Of the remaining 5%, 1.4% of infections were probably transmitted through injecting drug use and the rest were either unknown or acquired through other means. New infections are more likely to be acquired through sex between men rather than through heterosexual sex.

Access to Services

- 5.8 In 2015/16 there were just under 15,000 male and around 29,300 female first attendances in sexual health clinics by Lewisham residents. The figure for women is significantly higher than for men, as women access clinics for contraception as well as for sexually transmitted infection screening and treatment. Of the men attending 32% identified as gay and 2% as bisexual. Of the women attending 0.4% identified as lesbian, and 0.74% bisexual.
- 5.9 Overall around 32% of Lewisham residents accessing sexual health services do so outside of the borough. Central London clinics are more likely to be accessed by MSM than heterosexual men and women. There is a specialist sexual health clinic at the Waldron Health Centre for MSM called the newXclinic. However, all 4 sexual health clinics in Lewisham are able to see and clinically manage LGBT individuals.

- 5.10 In the first quarter of 2016/17, 60 Lewisham residents were tested through the HIV.test website. Due to the small numbers it is not yet possible to give a breakdown by sexual orientation and positive results, but Lewisham has a higher return rate (61%) than Lambeth and Southwark, both around 50%. 70% of tests are in men.
- 5.11 Lewisham contributes to the London wide HIV prevention programme branded as “DO IT LONDON” which is targeted at gay men and BME groups at highest risk of HIV infection. The programme includes outreach into 80 gay clubs/venues in central London, promotion of HIV testing and use of media (including social media and engagement via gay dating websites and apps) to develop a recognised brand to promote messages around HIV prevention. Lewisham Council contributed £59,000 to this in 2016/17.
- 5.12 Lewisham Council, with Lambeth and Southwark Councils also commission the RISE partnership which provides HIV Prevention and Sexual Health Services to Black African and Caribbean communities and gay, bisexual and MSM across Lambeth, Southwark and Lewisham. The services available include peer support for BAME MSM, personal development training for MSM, Chemsex harm reduction, training for faith leaders as well as outreach services for HIV testing and condom distribution. Lewisham MSM have access to and attend a number of peer support programmes through the RISE programme - particularly for those MSM from BAME groups who may face stigma within their own communities.
- 5.13 Interventions through the RISE partnership take place at 14 outreach locations across the borough, these include a range of religious, cultural and commercial settings. Outreach work includes support, testing, condom distribution and programme delivery such as the Testing Faith Programme and the Strengthening Families, Strengthening Communities Programme.
- 5.14 RISE have established new partnerships and referral pathways via the range of Rise programmes and interventions including through: Lewisham Pre-school Alliance; Welcare; Africa; Lewisham YOS; Lewisham + Bromley MIND; Lewisham Young Women’s’ Resource Project; Lewisham Volunteers Centre; Lewisham Seventh Day Adventist church; the Ecumenical Borough of Deans Lewisham; Christ the Rock Ministries Lewisham; Positive Parenting and Children (working across Boroughs); Preschool Learning Alliance (Lewisham); Welcare (working across Boroughs); Working With Men (working across Boroughs); House of Rainbow (working across Boroughs).
- 5.15 From April 2016 to the end of September 2016 (Q1 and Q2), through RISE, 22 faith leaders in Lewisham completed the Testing Faith training programme, and 292 individuals were engaged through community outreach programmes. In addition to this 3550 condoms were distributed in Lewisham. 3100 postcards and small media were also distributed in Lewisham promoting RISE.

Alcohol and substance abuse

- 5.16 The Prevention, Inclusion and Public Health Commissioning Team in Lewisham commissions drugs services, runs awareness campaigns, provides training and advice, and aims to help people in Lewisham with the problems that drug and alcohol use cause to individuals, families and communities.
- 5.17 Quarterly performance monitoring of service providers, includes Treatment Outcome Indicators which measures LGBT clients accessing their services, and promotes outreach work with this community.

Mental Health

- 5.18 The South London and Maudsley NHS Foundation Trust, the borough's main mental health service provider, supports the Four in Ten peer support group for LGBT people with mental health problems. The group meets once a week and is intended to provide a safe place for LGBT people with mental health issues to socialise, share experiences and support one another. SLAM also offers a range of academic sessions to ensure clinicians are mindful of issues faced by their patients, this will include gender and sexuality. SLAM often refer onto specific services, such as the Metro Centre, mermaidsuk.org.uk and the Tavistock Gender Identity Clinic, when specialist LGBT support is required.

Joint Strategic Needs Assessment (JSNA)

- 5.19 Primary Care Trusts and local authorities are required to produce a JSNA of the health and wellbeing of their local community. This is a requirement of The Local Government and Public Involvement in Health Act 2007. The Health and Social Care Act 2012 places a statutory obligation on the Local Authority, Clinical Commissioning Groups (CCGs) and the NHS Commissioning Board to jointly produce, and commission with regard to a JSNA.
- 5.20 The JSNA includes an evidence base with local demographic. This includes and has potential to include data on sexuality and other protected characteristics. A good JSNA will work with partners and the public to look at the current and future health and care needs of the local population and consider the wider determinants of health and identify inequalities, gaps in services and un-met needs. In addition to this it should inform and guide the planning and commissioning of health, well-being and social care services and provide evidence for the effectiveness of different health and care interventions and document current service provision.
- 5.21 The Committee heard evidence from Danny Ruta, Director of Public Health, Lewisham Council, focusing on the JSNA process and information within it. The Committee felt that the evidence highlighted a lack of information on the LGBT community. The Council's Public Health Team stated that it would welcome any recommendations around ways to improve the quantity and quality of data available. It was acknowledged that the lack of LGBT data on JSNA needs assessments was not unique to Lewisham and many other

published JSNAs demonstrated a gap in this area. However, some examples of published needs assessments that included more data on the LGBT community were available and could be used as a template by Lewisham. The JSNA needs assessment for the LGBT community for the Royal Borough of Windsor is a good example⁶.

- 5.22 Public Health had the same equalities responsibilities as the Council overall and must have respect to the protected characteristics as set out in the Equalities Act 2010 and not discriminate against anyone. Public Health also had a responsibility for identifying any inequalities in health.
- 5.23 Public Health were responsible for updating the Lewisham JSNA. This was a requirement introduced following the Public Involvement in Health Act 2007 to ensure the needs of the local population are understood and considered as a central part of the commissioning process. The Council's Health and Wellbeing Board had statutory responsibility for the JSNA. Data review was an on-going process and they had a prioritisation process for reviewing data as it took 2 to 3 months to review each area. The Health and Wellbeing Board had agreed to set up a steering group who were inviting anyone to submit areas to be reviewed which would then be prioritised. It would be possible to submit a suggestion for a needs assessment looking at LGBT inequality in Lewisham for example. This would then be prioritised for action according to their process.
- 5.24 Currently 10 public health outcomes performance dashboards were produced which aimed to monitor how the borough performed against key indicators. These were routinely monitored and updated and were based on the following areas: alcohol usage; cancer mortality; healthy weight; immunisation; maternal and child health; mental health; physical activity; sexual health; tobacco usage; and health checks for cardiovascular disease.
- 5.25 There was currently very little data available on the LGBT population and the team relied on surveys such as the ONS Annual Population Survey and the What About Youth (WAY) survey conducted on behalf of the Department of Health. Currently there were only 5 service user indicators where data on sexual orientation of users was collected. These were: HIV late diagnosis; health related quality of life for older people; smoking (adults); smoking (15 year olds); and proportion of the population meeting the recommended "5-a-day" at age 15. The data was, however, based on very small numbers and therefore had to be used with caution.
- 5.26 Members of the Committee highlighted a number of concerns during the evidence session and highlighted their surprise that there was so little information available on the LGBT community and that there had not been work done on all the equalities strands. The Committee stressed how important it was that all protected characteristics were fully covered in the JSNA. Members of the Committee spoke about issues such as the prevalence

⁶ RB Windsor, JSNA on Lesbian, Gay, Bisexual and Transgender Community
https://www3.rbwm.gov.uk/downloads/file/2841/lesbian_gay_and_transgender_people

of HIV and drug usage in the LGBT community. As it was known that Lewisham had a higher than average population from the LGBT community, it seemed essential that there was an increased understanding of these and similar issues that affected the LGBT community.

- 5.27 It was suggested by members of the Committee that universities could be used to collect data and best practice from organisations such as the LGBT Foundation could be used. Committee members also highlighted the importance of key staff receiving training on equalities issues relating to all the protected characteristics. The JSNA website was also felt to be challenging to navigate and the Committee was pleased to hear the Director for Public Health state that it was going to be redesigned to make it more user-friendly and accessible.
- 5.28 Following the evidence session, the Committee heard from the Director of Public Health that other authorities had similar gaps in data on the LGBT population, including other London boroughs. From his research he identified only a handful of boroughs nationally who had undertaken specific JSNAs on their LGBT communities as cited in paragraph 5.21. The JSNA for the Royal Borough of Windsor and Maidenhead was shared with the Committee.
- 5.29 As the sexual health inequalities in the LGB community and particularly the MSM community were so high, Members of the Committee stressed the importance of ensuring that the sexual health provision in Lewisham was of high quality and that all staff were trained appropriately to manage the needs of all residents. A motion to Council from 22 November 2017 also called on the Council to act on improving access to sexual health services across the borough and, in particular, to high risk and vulnerable groups.
- 5.30 Although this review by the Safer Stronger Communities Select Committee focusses on the LGBT community, the Committee felt strongly that the concerns they felt in terms of the data within the JSNA could be replicated across other protected characteristics. The Committee felt strongly that all of the protected equalities strands should be present in the data in the JSNA and front of mind during commissioning processes and more work had to be done to ensure this was achieved.

6 Community engagement

- 6.1 Lewisham Council's Sustainable Community Strategy priority "Empowered and responsible" aims for Lewisham to be a place where people are actively involved in their local area and contribute to supportive communities. Engaging in civic life and volunteering are an important part of being an active citizen and ensuring there are no obstacles to individuals' participation or prejudices due to sexual orientation, is an important consideration.
- 6.2 The Committee heard evidence through its scoping report on the Council's library and local assemblies' teams. The Committee also requested evidence on community value assets as part of this review. The following LGBT led organisations are in Lewisham: Lewisham LGBT + Forum, Metro and TAGS

Trans swimming club. The Lewisham Council website has a page which signposts readers to events, organisations, information and advice of interest to the LGBT community, the website is updated regularly to ensure the relevance and accuracy of data.

Library & Information Service

6.3 The Library & Information Service offers a range of services to support and represent LGBT people in Lewisham:

- Fiction and Non-Fiction stock represents the diverse makeup of the community it serves, including stock relevant to LGBT users, across both physical and digital platforms. This includes Self Help titles, Biographies and quality information plus Fiction titles which may have themes or authorship around LGBT.
- Stock is used to raise awareness of LGBT issues with annual displays marking LGBT History Month, IDAHOT⁷ and World Aids Day where relevant. Regular displays also happen throughout the year.
- Lewisham Libraries participate in the nationwide initiative Reading Well for Young People. The scheme provides books for 13 to 18 year-olds with support and advice on common mental health conditions. The books are chosen by young people and health professionals and include titles specific to LGBT mental health issues in young people. Health professionals can refer young people to the booklist and anyone can borrow them for free from their local library.
- Lewisham Libraries offer information and sign-posting to services by staff and also provide spaces for local organisations to display publicity for services or for groups to meet. They have also hosted regular sessions on hate crime reporting and other relevant information. Several branches are registered as Hate Crime reporting sites where crimes can be reported and statements given and passed on to police.
- Lewisham Libraries support the “Come Correct” or “CCard” Scheme and are distributors of condoms and sexual health advice. The CCard scheme enables young people who have pre-registered to access free condoms in a variety of locations across London.
- The Home Library Service is open to all who are house bound and therefore it engages with a wide and diverse range of users, including those from the LGBT community.
- Online magazine and newspaper resources include LGBT interest titles such as GT, Attitude, Diva and Out which are free to read or download.

⁷ International Day Against Homophobia, Transphobia and Biphobia.

Volunteering

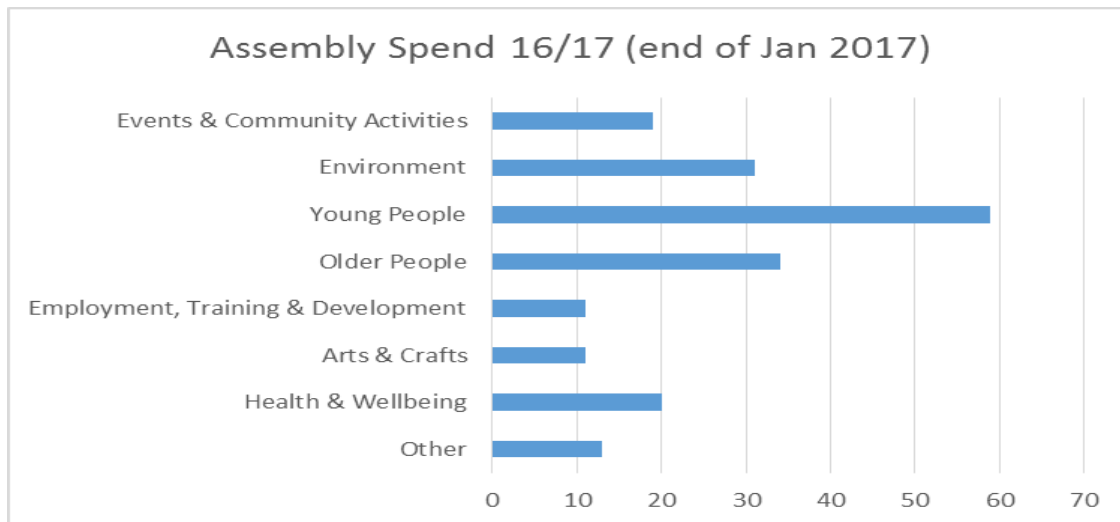
- 6.4 The Committee heard through the scoping report that the Council is unable to monitor volunteering throughout the borough, however current figures from Volunteer Centre Lewisham (VCL) for the year November 2015 to November 2016 provide a snapshot of demographic makeup and indicate the following breakdown out of the 735 volunteers:

Heterosexual – 80%
Lesbian/Gay – 2%
Bisexual – 3%
Not disclosed – 15%

- 6.5 These figures represent a small proportion of the number of volunteers in Lewisham as the majority do not access volunteering through VCL but approach organisations directly. The statistics above for Volunteer Centre Lewisham would appear to be in line with the general population who identify as LGB in Lewisham (4%) as outlined in paragraph 4.5 of this report.
- 6.6 As referenced in section 10 of this report, during the evidence the Committee received from the LGBT Foundation and echoed in other evidence received, members heard how important it was to see the LGBT community in terms of a community assets model as well as considering potential inequalities. Many of the community did not experience inequalities due to their LGBT status and were in the position to be able to support their communities through volunteering for example. The figures from VCL above, although representing a small amount of people, help to demonstrate this with 5% of volunteers being from the LGB community.

Local Assemblies

- 6.7 Local Assemblies are a mechanism to bring the local community together to discuss priorities and issues of concern, they also have a small budget which they use to address local issues. The Local Assemblies' Team monitors participation at Local Assemblies. They did not previously include sexual orientation as part of the monitoring information that they gather at each meeting but have added this for the first time this year.
- 6.8 141 projects were funded in 2015/16 through the Local Assemblies' budgets and this rose to more than 195 in 2016/17. The table below shows a breakdown based on the themes of the projects for the 16/17 spend.



Community Value Assets

- 6.9 This is a new right under the Localism Act 2011 and came into effect on 21 September 2012. It means that an eligible local voluntary or community group can ask the Council to list certain assets as being of value to the community by making a nomination. If an asset is listed and then comes up for sale, the new right will give an eligible community interest group that wishes to be treated as a potential bidder to purchase the asset, 6 months to put together a bid to buy it. This right is intended to give communities an increased chance to save shops, pubs or other local facilities which are of community value. The Assets of Community Value Regulations 2012⁸ provides additional information on the process.
- 6.10 This issue was raised by the Committee in response to the loss of many LGBT venues across London in the last 10 years. Research by University College London⁹ highlighted that since 2006 there had been a 58% fall in the number of LGBTQ+ nightlife venues across London (125 in 2006 to 53 in 2016). Which was significantly higher than the fall in UK pubs overall (25% in the same period) and other London “grass roots” venues (35% fall).¹⁰ The Committee also saw evidence of a planning decision by LB Tower Hamlets where the sexual orientation of a venue’s target market was made a condition of planning approval.¹¹

⁸ The Assets of Community Value Regulations 2012

http://www.legislation.gov.uk/ukxi/2012/2421/pdfs/ukxi_20122421_en.pdf

⁹ LGBTQ+ Cultural Infrastructure in London: Night Venues, 2006-Present, UCL UrbanLab 2017

https://www.ucl.ac.uk/urbanlab/docs/LGBTQ_cultural_infrastructure_in_London_nightlife_venues_2006_to_the_present.pdf

¹⁰ Ibid

¹¹ Guardian Newspaper, October 12 2017, https://www.theguardian.com/world/2017/oct/12/joiners-arms-redevelopment-must-include-lgbt-nightclub-council-rules?CMP=Share_AndroidApp_Email

7 Crime

- 7.1 The Committee heard through the scope of this review that there was currently no way of capturing accurately, the number of victims of all crimes in Lewisham who are LGBT, as gender or sexual orientation data may not always be recorded unless pertinent to the specific crime. However, for recorded Hate Crime it is possible to monitor the incidences of those recorded as homophobic or transgender Hate Crime. The Crown Prosecution Service defines A Hate Incident as “any incident which the victim, or anyone else, thinks is based on someone’s prejudice towards them because of their race, religion, sexual orientation, disability or because they are transgender”.
- 7.2 Nationally in 2016/17 just over 80,000 hate crimes were recorded in England and Wales, an increase of 29% on the previous year’s figures. 11% of recorded hate crimes (9,157)¹² were related to sexual orientation. It is important to note that the ONS reports that much of the increase in figures from previous years can be attributed to improved reporting of hate crime.

“The increase over the last year is thought to reflect both a genuine rise in hate crime around the time of the EU referendum and also due to ongoing improvements in crime recording by the police. The Office for National Statistics have stated that increases in recent years in police recorded violence against the person and public order offences have been driven by improvements in police recording.”

Source: Home Office, 17th October 2017¹³

- 7.3 Stonewall believe the problem of hate crime facing the LGBT community to be significant. Their findings indicated that 20% of LGBT people had experienced a hate crime in the last 12 months and that many (4 out of 5) of those had not reported it. The 20% figure included 41% of Trans people who had experienced a hate crime or incident because of their gender identity. The same survey also reported that 36% of the LGBT population did not feel comfortable walking down the street holding their partners hand.¹⁴ In the submissions from Metro and the LGBT Foundation, the committee heard evidence of groups within the LGBT community who are at greater risk of inequalities and the Stonewall report also showed higher incidences of hate crime based on sexuality or gender identity for: young people aged 18-24; Black and minority ethnic people; LGBT people who belong to a non-Christian faith; and LGBT disabled people.¹⁵

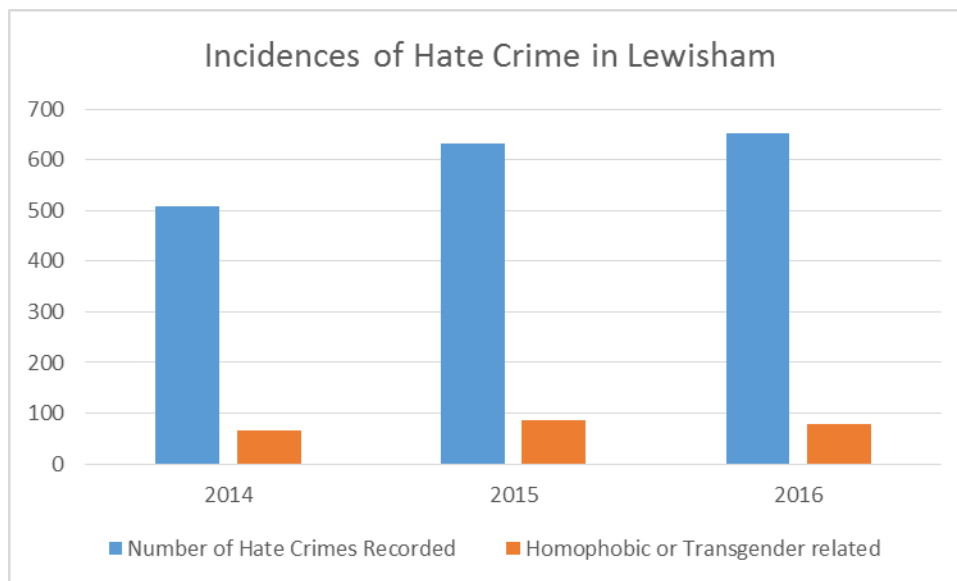
¹² Home Office, Hate Crime England and Wales 2016/17, Statistical bulletin 17/17
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/652136/hate-crime-1617-hosb1717.pdf

¹³ Ibid

¹⁴ LGBT in Britain: Hate Crime and Discrimination, Stonewall,
https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_hate_crime.pdf

¹⁵ Ibid

7.4 In Lewisham, the number of recorded Homophobic or Transgender Hate Crime incidents over three years (2014-16) was 230 out of 1793 recorded Hate Crimes in that period. The graph below shows the incidences over the last three years.



7.5 The committee heard through the scoping document that the Council continues to develop initiatives with its partners to encourage the reporting of homophobic and transphobic crimes affecting the LGBT community. This includes the promotion of [third party reporting sites](#) (e.g. METRO and youth clubs) to allow LGBT people to log and formally report incidents and crimes.

7.6 The aim of the third party reporting sites are to provide a safe and comfortable non-police environment for LGBT people, and increases their access to relevant support services. The settings are actively involved in raising awareness of hate crime and how to report it, and the visible presence sends a message to perpetrators that homophobic or transphobic hate crime is not acceptable in Lewisham. All third party reporting sites receive training on how to deal sensitively with diverse communities.

7.7 Hate crime reporting can also be reported online via the Council's website, which tracks whether the incident was homophobic or gender-related, and also identifies whether the victim was under 16 years of age. The figures from the Council's site are incorporated into the overall figures as cited above.

8 Young People

8.1 Through the evidence the Committee received as part of their scope, the Committee heard that the Council expected all its provision to be inclusive and to demonstrate awareness of equalities. The Council undertook a consultation with young people as part of youth service changes 3 years ago. One of the issues raised in that was not only that some LGBT young people wanted bespoke provision, but also that most young people wanted to access the same provision as all their friends, regardless of sexuality.

- 8.2 Lewisham Council commissions Metro, a charity serving lesbian women, gay men, bisexual people and transgender people (LGBT), as well as those questioning their sexuality. The Charity is commissioned to provide support to LGBT young people aged 11-19 (25 with SEN) across 6 key areas – sexual health, mental health, drug and alcohol, bullying and hate crime, employment and healthy living. These are provided weekly meetings, generally 10-12 young people attend each week and a total of 30 individuals over the past year. In addition to this they also provide training for youth workers and workshops for all young people accessing youth provision on understanding sexuality and gender identity.
- 8.3 The Council does not routinely collect data on numbers of young people who identify as LGBT. Many young people are questioning their sexuality at this age and they may not want to answer or know the answer to these questions. Youth Service staff are, however, trained to listen out for, and support young people who may be questioning their sexuality, and to support young people through any challenging situations they may be facing.
- 8.4 The Council's commissioned Youth Service provider 'Youth First' has 513 directly run youth clubs and 5 Adventure Playgrounds across the borough as well as various commissioned projects. Eleven Youth First youth and play workers and youth volunteers are trained in dealing with issues regarding sexuality and gender, and are able to provide holistic support to young people. Training is delivered by Metro.
- 8.5 Youth and play workers address a range of issues with young people attending their clubs including support with 'coming out', bullying etc. They are trained not to presume that all young people are heterosexual when discussing issues such as sexual health. All youth and play workers have been trained by the Council's Community Safety Officer to provide a third-party hate crime reporting function within youth clubs. This includes homophobic or transphobic hate crimes. Staff also challenge low-level homophobia that may be evident in language usage amongst young people.
- 8.6 Youth clubs also provide a signposting service to dedicated LGBT support services, advice and information provided by either the Council or other organisations (e.g. Metro and Stonewall). LGBT posters and support leaflets are available in all youth club venues.
- 8.7 The LiVE LGBT youth group supports young LGBT people aged 16-25 (19-25 with Special Educational Needs / Learning Difficulties and Disabilities) from Lewisham. It is facilitated on a weekly basis (48 weeks per annum) on a Wednesday evening, by the Metro Youth Service. The group is funded by the Council's Youth Service Provider Youth First.
- 8.8 Lewisham - LiVE activities address a range of health inequalities faced by young LGBT people, focusing on their wellbeing, and increasing their knowledge and skills. Particular sessions include the following:

- Relationships and safer sex, including the reduction of STIs;
- Mental health, emotional health and personal wellbeing (such as coming out, self-esteem, family problems, isolation, self-harm and suicide);
- Reducing alcohol and substance misuse;
- Support for victims of hate crime and homophobic/transphobic bullying;
- Support with employment, study and training; and
- Support for LGBT young people to access cultural events across London.

- 8.9 LGBT young people are actively engaged in defining the elements of the LiVE project that will best address their specific needs, and the impact of the project is measured through post-activity evaluation forms, an annual needs assessment process, and general feedback from the group's youth forum. The project also provides one-to-one assessments and referrals, supporting early intervention for young LGBT people in Lewisham. This seeks to better outcomes for individuals and minimize the future impact on services (e.g. CAHMS, NHS, sexual health clinics). Metro Youth Service staff actively signpost additional support services to young LGBT people including services available at the Metro centre in Greenwich (i.e. sexual health clinics, counselling, and mental health drop-in sessions).
- 8.10 In Lewisham young people can access a free and anonymous online counselling service: www.kooth.com for any 11 – 19 year olds living or attending school in the borough. The site offers a space where young people can explore their feelings in relation to sexuality and gender without the fear of recrimination or negative judgement.
- 8.11 In addition to the counselling element of the service, Kooth.com facilitates weekly online youth forums (all externally moderated to ensure safety), whereby a range of topics are covered. On occasion the topic may cover issues affecting the LGBT community, such as sexuality, peer pressure or body image. Online open access message boards are also available, for young people to raise issues concerning them.



What are the challenges faced by the LGBT community?

We know from our national research (METRO Youth Chances 2014) that lesbian, gay, bisexual, transgender and questioning (LGBTQ) 16 to 25 year olds continue to face prejudice and discrimination at school and that they experience poorer mental health than their heterosexual and cisgender peers. We also know that trans young people in particular face the worst levels of discrimination and ensuing impact on health and wellbeing.

We know that in an ethnically diverse borough such as Lewisham that LGBTQ young people encounter additional difficulties because of the cultural and / or religious influence of their families and communities, which may not be supportive of their sexuality or gender identity.

In Lewisham we have young people at our Live youth group who are experiencing issues in relation to their sexuality or gender identity (unsupportive parents, for example). Moreover, these issues are often mixed together with others such as mental health problems, unemployment or housing difficulties. The wider context of service provision and opportunity for young people can appear limited.

In the wider, adult LGBTI population mental health inequalities as well as poorer housing, income and employment outcomes, which often follow from poorer mental health, are also reported along with poorer physical health outcomes related to substance misuse, poor eating and physical habits, as well as much higher rates of HIV and other STIs.

Submission from Metro Charity

8.12 As part of the evidence gathering for this review, the Committee approached Metro Charity to submit evidence for the Committee's consideration. Metro submitted evidence based on the key questions from the committee's scope document and the following section highlights the key points of their written submission.

8.13 Metro Charity further highlighted inequalities regarding mental health outcomes as a key issue as well as the higher rates of HiV and other sexually transmitted diseases amongst MSM. They also highlighted higher rates of substance misuse and other instances of ill health related to lifestyle, such as poor eating habits and lack of physical exercise. In terms of mental health they highlighted that LGBTQ young people, in feeling side-lined or excluded because of their sexuality or gender identity, may then struggle to maximise their potential.

8.14 The Charity's submission also highlighted that Lewisham's diverse population also raised some specific problems for its LGBTI population:

- Many of its LGBTI residents come from harder to reach BAME communities where stigma around being LGBTI presents and extra difficulty in connecting residents with available services
- Lewisham has very few LGBTI venues, making targeted work more difficult.
- Its partnering with Lambeth, Southwark, Lewisham in much of its HIV work can often leave it overshadowed, particularly as there is an entrenched tendency to focus on African populations in Lewisham and MSM in Lambeth and Southwark

8.15 The evidence the Committee received from the LGBT Foundation as highlighted in section 10 and the report from Stonewall mentioned in paragraph 7.3 also highlighted particular challenges of groups within groups such as BAME LGBT communities or LGBT people with disabilities. The submissions from the charities highlighted that it was important to look holistically at an individual's needs to ensure that all needs were being met and individuals were being supported in the most effective way. It was also reported that it was sometimes harder to reach certain communities which meant there could be additional needs that weren't being considered or supported. Metro Charity reported that they were particularly concerned about ensuring that support was being targeted to LGBTI individuals in the BAME community and there needed to be increased understanding of their needs.

Schools

- 8.15 Lewisham Safeguarding Children's Board has produced an anti-bullying guidance¹⁶ which includes guidance on bullying linked to prejudice and discrimination including homophobic bullying. This was issued to schools approximately 2 years ago. The Lewisham safeguarding in education officer, when visiting schools, will raise this in terms of reporting, dealing with incidents, training etc. The Committee heard from its scoping report that from feedback from these visits it appeared that homophobic incidents were low but where they have occurred schools have dealt with them appropriately. Although this is a matter for individual schools, the Council does see it as part of its safeguarding role and it is being added to the annual audit. It is also part of the Ofsted framework. There may also be occasions where incidents of bullying should be addressed as a child protection concern and the local authority will have statutory responsibilities on such occasions. A number of Lewisham schools do some good work, working with external organisations such as Stonewall.
- 8.16 The Committee heard through the scope research that the Council does not keep data on bullying in schools and had to prioritise its statutory data collection obligations. The Council is not resourced to advise schools on equalities in the curriculum and schools are expected to find that expertise from within their staff and to use external organisations to plug any gaps/give additional ideas/challenge.

Fostering, Adoption and Leaving Care

- 8.17 Recruitment of foster carers in Lewisham is currently provided by an external agency. Lewisham is developing its own broad fostering strategy which will include recruitment as well as support of foster carers; and will include targeted recruitment at events such as LGBT Adopt/Foster fortnight. Providers of placement and procurement services for children and young people are monitored through the Preferred Provider Framework (PPF) to ensure that they address issues of sexual orientation and gender identity in a supportive manner, and that LGBT young people in fostering placements are being given relevant advice, information and helpline support.
- 8.18 Lewisham foster carers, and those placed with foster carers working for Preferred Provider Independent Fostering Agencies receive training on sexual orientation as part of the training courses on Celebrating Diversity, Promoting Identity and Self Esteem; as well as Sex and Relationships specifically relating to young people.
- 8.19 From 2014, requirements for PPF providers include monitoring reports on the numbers of Looked After Children that are LGBT, and how they have been appropriately supported.

¹⁶ Antbullying Guidance can be found here:

<https://www.lewisham.gov.uk/myservices/socialcare/children/keeping-children-safe/information-for-professionals/protocols-and-policies/Documents/AntiBullyingResource.pdf>

- 8.20 In line with the current national agenda, the Council now undertakes much of its recruitment activity as a consortium. The members of the South London Adoption Consortium work together to undertake recruitment of adoptive parents and to promote the best possible outcomes for Lewisham children. The Council attends all recruitment events and targets LGBT groups within Adoption week. As part of this collective approach, the Council has focused collectively on recruitment of LGBT carers and have targeted LGBT groups within Adoption week.
- 8.21 Lewisham has subscribed to a service provided by New Family Social, an organisation which supports LGBT adopters. Over the last 4 years, 11 LGBT adopters have been approved by Lewisham Council; however the support service is provided to all Lewisham approved LGBT adopters; regardless of when they were approved. Lewisham also subscribe to Adoption Link and Placement Link, which provide potential matches for children who are waiting for adoptive placement.
- 8.22 The leaving care service provides support to Looked After Children who are leaving or have left care. This is targeted at young people aged between 16-25 years, and predominantly consists of advice, counselling and signposting to other support services. The service doesn't systematically monitor on the basis of sexual orientation, taking a bespoke needs-based assessment with each client instead. If a client identified their sexual orientation or gender identity as a factor that needs to be considered, this would be captured in their case report and explored as part of their assessment. This could entail mediation work with their family, information on sexual health issues, or signposting to a relevant LGBT support group.

9 London Borough of Lewisham as an Employer and Service Provider

- 9.1 At its meeting on 2 November 2017, the Committee received evidence from Adam Bowles, Head of Organisational Development and HR, and Andrew Jacobs, Organisational Learning and Talent Management Manager at LB Lewisham.
- 9.2 The rates of disclosure amongst staff were increasing and the Council was able to build up an increased understanding of the workforce. In 2016/17, there was information on 55% of the workforce which was similar to many other London boroughs. The highest disclosure rate was 76% in LB Newham and the lowest was 4% in LB Richmond.

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

- 9.3 A new HR system was due to be in place in 2018 and it was hoped this would improve data collection. Recruitment data was much more robust as 90% of people who applied for posts listed their sexual orientation. Last year there were 5,300 applicants for posts in Lewisham. 2.0% of applicants listed their sexual orientation as Lesbian or Gay and 0.9% listed bisexual. The figures for those offered positions was 1.9% Lesbian or Gay and 0.8% bisexual. Of those actually hired 1.9% were Lesbian or Gay and 0.4% bisexual. There were 186 leavers (non-schools) during the last financial year, 62% of which declared their sexual orientation when they left. 3.8% of all leavers identified at LGB. There had been no LGBT related grievances, discipline or tribunal cases in the last 3 years at Lewisham.
- 9.4 The Lewisham LGBT Staff Forum gave evidence for the scoping document of this review which will be considered in paragraph 9.12 below. The evidence the Committee received from the Head of HR highlighted that there were new members attending and increasingly strong links with the HR department and that the forum met regularly and had representation at many events. The rainbow flag had been raised by the Council to mark a number of national events such as National Coming Out Day as well as throughout LGBT History Month. The Chairs of the staff forums also met with the Executive Director for Community Services as part of the Equalities Board meetings.
- 9.5 The HR team were looking to increasingly work with the forum to discuss policies and proposals and for the forum to consider implications for the LGBT community. The forum had worked with Lewisham Public Health looking at their End of Life Care Review.
- 9.6 There was a new process in place to welcome new staff to Lewisham which included a new online module highlighting the staff forums that were available to join. There was also a new face to face coffee with the Mayor session for new employees and representatives from the LGBT and other staff forums are invited to these events to meet new employees.
- 9.7 The introduction of the GDPR (General Data Protection Regulation) in May 2018 will have implications on how data is collected and stored. This continued to be explored by the Council and HR.

¹⁷ONS, Sexual Identity, UK: 2016

<https://www.ons.gov.uk/peoplepopulationandcommunity/culturalidentity/sexuality/bulletins/sexualidentityuk/2016#the-majority-of-the-uk-population-identifies-as-heterosexual-or-straight>

- 9.8 There were new online courses on equality and diversity available to staff and more work was being planned to introduce new courses on these themes. Current courses included: Equality and Diversity – an overview; Equality and Diversity; Equality Impact Assessments; and Respecting Diversity: Sexual Orientation. The Head of HR reported to the Committee that he felt training on equalities and diversity needed to be delivered to teams on a needs basis as there was evidence that mandatory training was not successful in terms of outcomes.
- 9.9 On hearing the evidence, members of the Committee felt that work needed to be done to consider how people wished to self-identify to ensure the language used on forms etc was helpful. This needed to be worked on further and built into the new HR IT service. In addition to this, equalities data on service users such as those accessing libraries or housing services could be gathered.
- 9.10 Members of the Committee also felt it was important that, when requesting data from staff, it was clearly communicated to them how the data would be stored (anonymously and separately from employees' profiles) and the reasons for collecting it and potential impact on service delivery.
- 9.11 HR were working with the BAME staff forum to support them moving forward following their previous Chair leaving the organisation. Work could be done to facilitate Lewisham staff forums to meet with similar staff forums in other major borough employers such as Lewisham Hospital and Goldsmiths University.

LGBT Staff Forum

- 9.12 As discussed, Lewisham Council has an LGBT staff forum created with the intention of providing a voice and support for LGBT staff and a means for those staff to raise specific issues and influence policy and organisational development. Membership is open to all LGBT staff working for the Council. There are currently approximately 40 staff on the mailing list and around 10 regular attendees. For the purpose of the scoping report, the forum agreed to have a snapshot discussion with attendees to consider their experiences working at the Council and being LGBT.
- 9.13 Many of the comments from the feedback were positive citing for example the way in which the Council regularly supports gay pride and LGBT history month. The respect shown in marking the shootings in Orlando in June 2016 was also noted. Other comments included feeling confident discussing issues with managers and welcoming the commitment the Council makes to LGBT issues through actively supporting LGBT history month. Other comments included feeling accepted and that colleagues were supportive and tolerant.
- 9.14 There were however some concerns raised including the HR equality and diversity form which, it was felt, could be updated to ensure staff felt confident in providing data and therefore reducing the numbers of "unknowns" and providing more accurate workforce figures. Issues affecting the Trans

community were felt to not be widely known and it was suggested that additional training for staff could be beneficial. Additional training for managers, to ensure they are able to signpost staff to the forum, would be welcomed as would management training which ensured managers understood some of the broader issues that may affect the LGBT community and how they may be of relevance across service areas. Some forum members felt that in particular there was a lack of awareness around LGBT inter-sex and non-binary issues which meant that staff may not be supported and services may not be taking these issues into account. There was also a comment that slang which negatively references the LGBT community had been heard in corridors on occasions.

- 9.15 The Forum members also felt they would welcome more discussions with the CYP Directorate particularly on Education and Adoption & Fostering. Forum members also queried the level of depth with which the Comprehensive Equalities Scheme considered LGBT issues. During staff inductions, new staff should be informed about the different forums available and members raised the possibility of HR providing a “New Staff pack” that includes information about support and staff forums which could be given out as part of the recruitment process.
- 9.16 The forum also highlighted the course ‘Respecting Diversity: Sexual Orientation’ which is available at the Lewisham Staff E Learning zone (<http://lewisham.learningpool.com/>). The course gives scenarios and discussion points as well as asking questions. Increasing awareness of this course and uptake was seen as being a useful aim.

Evidence from Leicestershire County Council

- 9.17 Members of the Committee held a telephone conference with representatives from Leicestershire County Council on the 13 November 2017. The Council is a County Council made up of 55 Councillors (36 Labour, 13 Liberal Democrat, 6 Labour). It serves a population of around 680,000 residents across 7 district Councils. It has a Leader + Executive model made up of a Leader and 7 Executive members and has an overview and scrutiny committee and 4 scrutiny committees.
- 9.18 Leicestershire County Council had been very successful in the Stonewall Top 100 Employers in 2016 and 2017¹⁸ and the Committee were very keen to hear work they had done to embed good practice throughout their organisation and their approach to partnership working.
- 9.19 Leicestershire CC had a strong track record for its equalities work. Despite tight financial resources they aimed to remain ambitious in their approach. Currently there were active staff groups in the following areas: BAME; LGBT+; disability; and a virtual group for those with carer responsibilities. Working with Stonewall had helped the Council monitor outcomes by the use of Stonewall’s

¹⁸ Stonewall Top 100 Employers 2017
http://www.stonewall.org.uk/sites/default/files/top_100_employers_2017-web_0.pdf

staff survey. This focussed on staff sentiment and was for all staff. There had been improvements in this and the Council's in-house staff surveys which demonstrated progress.

- 9.20 Through corporate policy, the Leicestershire County Council has developed a strong Equalities and Diversity Strategy with a high level of commitment from the Council Leader and the Cabinet Lead for equalities issues. There was a culture of everyone being responsible and every Council department had a representative on the Equalities Board which also included representatives from all staff forums and trade unions. The culture was embedded across the organisation and was highly visible. The positive benefits were also highlighted and recent staff surveys had shown that 91% of staff felt that the Council was committed to Equalities.
- 9.21 There were 3 strands of the Equalities Strategy – Workforce; Community and Inclusive and Responsive Service. Part of Leicestershire's approach was to develop very strong partnerships with other public sector providers and community groups. This included regular meetings, joint initiatives and networking and sharing best practice. The County Council worked closely with the NHS, Police, Universities and Leicestershire Fire Service in developing local initiatives, and sharing good practice. For example the Council had recently produced guidance on the Trans community for colleagues and to signpost to services and support. Working with a wider range of public sector organisations had enabled them to broaden the scope and widen the number of staff involved. At Leicester Pride, the County and City Councils had been part of a shared public services area providing information to the public. Elected members had also been present.
- 9.22 Leicestershire County Council had worked to ensure it had inclusive HR policies, for example a combined Family Leave Policy and Procedure rather than separate policies. There had been audit monitoring to ensure more inclusive language for example removing references to "he" and "she" and thinking carefully about terminology being used. Inclusive policies were highlighted to staff on the staff intranet and staff understood and supported the idea that discrimination would not be tolerated. There was also clear information on homophobic harassment.
- 9.23 For learning and development there were a number of courses that supported staff and raised awareness of equalities issues across the protected characteristics. This included: managing diversity for managers; an LGBT awareness course for all staff; and "spring forward" courses to remove barriers to progression. In addition to this, Professional Development Reviews took place in the Council and looked at equalities achievements across the Council. Leavers' questionnaires were also actively monitored to review trends and help shape policies needed to support areas where there may be concerns or weaknesses.
- 9.24 A quarterly performance dashboard was produced by the Learning and Development Team and progress was carefully monitored. Data included: workforce statistics including levels of declaration and training and how

representative the workforce was of the local community. There was on-going work around increasing the levels of declaration and explaining the rationale and methods of data collection and retention to staff. One-off data analysis also took place for example following annual reviews of areas such as recruitment and retention. Work was continually undertaken to make the most of the Council's online learning management system to support all staff in their learning and development.

- 9.25 Leicestershire County Council had an LGBT+ network with an internal and external focus. The aims of the network included supporting the Council to: be an inclusive and fair employer of LGBT+ staff; provide accessible services that meet the needs of LGBT+ residents; and to signpost LGBT+ staff and friends and family of LGBT+ people to appropriate support. Examples of internal work included: drafting the Council's LGBT+ Managers' Guide; supporting individuals; working with the Leicestershire Youth Council to look at issues and help them support the network's work and increase their understanding.
- 9.26 In each of Leicestershire's staff networks there were members who had been on mental health first aid courses to help support colleagues. Measures of success included: levels of attendance at key events such as the LGBT+ Conference where all staff and partners were invited to attend; number of discussions and followers through internal chat mechanisms such as Yammer; improvements in the staff survey results and work carried out with colleagues in HR to address concerns. Currently 2 hours a month was formally set aside during the working week for Staff Forum Chairs to work on forum activities. In reality, most Managers were flexible and supportive but during very busy times such as the LGBT+ Conference, staff did some work outside their hours.
- 9.27 There was an all staff approach to communications and the LGBT Staff Conference was for all staff. Attendees at the most recent conference had been 50% LGBT+ and 50% heterosexual. Staff manuals and promotional material around working for the Council included a visible and open approach and an emphasis on "being yourself". In addition to this, public facing events included: LGBT History Month; Pride; and using LGBT angles to promote services such as for the fostering and adoption service. Following the LGBT+ Conference, staff had been invited to wear rainbow lanyards to show awareness and support for the LGBT+ community. Uptake had been very high with over 2000 people across the Council and partner organisations choosing to wear the lanyards.
- 9.28 An example of successful partnership working included working with partner public sector organisations such as the Leicestershire Fire Service and sharing good practice. The Fire Service have already adopted a Trans Policy and therefore using their experiences improved the service and reduced the costs for Leicestershire County Council. Through working with partners in the Equalities Forum, the Council had improved their online recruitment system and the HR data systems to ensure the questions being asked were the most appropriate. A Trans* Equality in the Workplace guide for Managers had been

produced in partnership with the City and County Councils, Leicestershire Police and Leicestershire Fire and Rescue Service.

- 9.29 Leicestershire CC highlighted that there could be a reluctance for staff to declare on formal HR systems and more work was being done to increase understanding and reassure staff to improve the disclosure rates. This problem was acknowledged by Stonewall as a problem experienced by many organisations. Disclosure rates on staff surveys were significantly higher and 90% of staff had disclosed on the most recent staff survey compared to 40% on the HR system.
- 9.30 Leicestershire Council was looking at possibilities for gender-neutral bathrooms and had worked with their properties services to look at options. They were keen to not just use existing disabled toilets as it was felt that people with disabilities should also have protected services.
- 9.31 The work across organisations by Leicestershire Equalities Forum had been very beneficial in sharing good practice and resources. The forum's scope covered all of the protected characteristics under the Equalities Act 2010.

Lewisham Council Complaints

- 9.32 Stonewall have published data showing that 12% of LGBT people accessing social services in the last year in the UK had been discriminated against because of their sexual orientation or gender identity and that this figure rose to 30% of trans people. The same study also cited discrimination in other areas such as accessing sporting events and sporting facilities, restaurants and bars and attending faith settings or services¹⁹. The Committee requested as part of its scope that due to evidence such as this at a National level it was particularly important to ensure a robust monitoring process across the Council and in particular monitoring complaints.
- 9.33 The Committee heard through their scoping paper that LB Lewisham aimed to deal with all complaints appropriately and sensitively. Current complaint categories include the "equality/diversity" complaint category on the complaints system and the Council does ask those commenting on Council services (via the complaints form) their sexual orientation. However, currently there is the potential for complaints to be categorised under another category even if there is an equality/diversity aspect to them.
- 9.34 The Council's complaints and casework review recommended the current iCasework system should either be upgraded or replaced. In part this is because the current version does not include all necessary LGBT categorisations meaning that the data available is not statistically robust. The service is currently undertaking an analysis of available options, functionality and costs with the objective of replacing the system in 2017. The service will ensure that the replacement system has the capacity to record and report on

¹⁹ LGBT in Britain: Hate Crime and Discrimination, Stonewall
https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_hate_crime.pdf

sexual orientation appropriately, inclusive of all relevant options such as transgender. Guidance and training will be provided to staff to ensure as accurate as possible recording of complaints, an appropriate awareness of LGBT issues and a sensitive and informed workforce.

10 Housing, Homelessness and Older Residents.

- 10.1 This section outlines the evidence heard as part of the scoping document on housing and homelessness in Lewisham and considers the evidence the Committee received from Manchester City Council and Tonic Housing. It also includes the evidence the Committee received from the LGBT Foundation which although covers areas previously included in other sections, is listed in this section due to the links on the work with Manchester City Council.

Homelessness

- 10.2 Homelessness rates as measured by homelessness acceptances in Lewisham are higher than the London average at 5.9 per 1,000 households compared to London average of 5.1, however they have risen much less than the average since 2009. In the rest of England the figure was 1.9 per 1000 people.²⁰ Rough sleeping rates are high in London, 7,580 people were recorded as rough sleeping in London in 2014/15 (and were in touch with homeless outreach teams). The number of rough sleepers in London has increased every year since 2007 and is now more than double the number in the mid- 2000s.
- 10.3 Single Homeless Intervention and Prevention (SHIP) provides support to single people who are homeless or are worried they might become homeless. They can be contacted either directly, or via a referral. Following an assessment of a person's situation, they will refer them to the housing service that best fits their needs, or signpost them to other agencies or support services.
- 10.4 Where a person's sexual orientation or gender identity is the cause of their homelessness, or potential homelessness, this will be discussed as part of their assessment. If the intention is to house them in supported accommodation alongside other residents, their sexual orientation or gender identity will be considered where appropriate in determining the most suitable housing option.

Older residents

- 10.5 Lewisham Council's four lead providers of Social Care are: Medacs, Care Outlook, Westminster Homecare and Eleanor Health Care. All groups submit their equalities policies at the time of tendering. The wording of the Equalities Policy for all four are very similar, they all refer to discrimination or

²⁰ Trust for London Poverty Profile
<http://www.londonspovertyprofile.org.uk/indicators/boroughs/lewisham/>

harassment on grounds of sex, sexual orientation, marriage, gender reassignment, marriage and civil partnership.

- 10.6 For Eleanor Healthcare, as part of their training for staff, their equal opportunities policy and person centred care modules both reference LGBT clients, promoting tolerance and personal preferences. They don't have a specific policy or training course in this area.
- 10.7 Westminster covers LGBT issues during induction training and 'promotes their equalities & diversity policy through daily working practice.' WHC do not have specific training but if this was required then they would provide training to staff.
- 10.8 As a result of being contacted for the scoping report of this review, some of the providers have said they would be very interested to see any examples of good practice in this area.
- 10.9 In terms of monitoring of customers, for nearly 80 % of users of social care in Lewisham, sexual orientation is unknown or undisclosed. There are many barriers to finding this information and many clients prefer not to say, are unable to say or in some circumstances family members may be completing information on behalf of the clients and it can be inappropriate to ask.
- 10.10 As part of the scope for the review the Committee heard that Manchester City Council had announced a scheme to create social housing for older people with a specific focus on the LGBT community and had worked in close partnership with the LGBT Foundation and Stonewall. The Committee heard the scheme was in response to a survey Manchester City Council commissioned, which indicated higher levels of loneliness and isolation amongst LGBT older people, and experiences of fear of discrimination in existing accommodation and a desire for affordable, accessible LGBT specific accommodation where people were able to be open about their identity in later life.²¹ This led the Committee to look to hear evidence from Manchester City Council for this review.

Evidence – Manchester City Council and LGBT Foundation.

- 10.11 Members of the Safer Stronger Communities Select Committee visited Manchester City Council on 5 September 2017 and met with a number of key officers and Councillor Bev Craig, Executive Member for Adult's Health and Wellbeing and Lead Member for LGBT Women and Councillor Peter Cookson, Lead Member for Gay Men's Issues.
- 10.12 Manchester City Council serves a population of around 540,000 residents. It is a unitary authority and has a Leader + Executive model with 96 Councillors (95 Labour and 1 Lib Dem). It is one of 10 authorities that make up the

²¹ Manchester City Council Press Release, 16 February 2017
http://www.manchester.gov.uk/news/article/7628/uk_s_first_lgbt_older_person_s_community_planned_for_manchester

Greater Manchester Combined Authority. The City Council has 9 Executive Members including the Council Leader and uses a system of Lead Members where backbench and Executive Councillors also act as Lead Members for certain issues. All of the protected characteristics from the Equalities Act 2010 have a designated Lead Member and some protected characteristics are separated to have a number of Lead Members such as the roles of Lead Member for Gay Men and Lead Member for Lesbian Women. Scrutiny is undertaken through 6 committees divided in a similar way to Lewisham's 6 Select Committees. These Committees are: Children and Young People; Communities and Equalities; Neighbourhoods and Environment; Economy; Health; Resources and Governance.

- 10.13 Manchester City Council worked closely with the LGBT Foundation. The LGBT Foundation had become increasingly active in researching the Trans community in Manchester and those with multiple characteristics i.e. Nigerian Lesbian refugee. Historically there had been examples where the LGBT issue had not been recognised as being needed to be taken into account. The LGBT Foundation used the term “intersectionality” when discussing some of the problems facing individuals with multiple characteristics. The word is often used to describe how different types of discrimination overlap and was coined by Kimberle Crenshaw in particular reference to discrimination faced by Black American Women ²²
- 10.14 The City Council Equalities Team commissioned research where they had gaps in available data such as commissioning a study of the Trans* community by the LGBT Foundation. The team stressed the importance of developing strong relationships and reciprocal arrangements with relevant local groups. In addition to this, they saw an organisational commitment to funding as being crucial. For example they described their organisational relationship with the LGBT Foundation as being a “push-pull” relationship where both parties support and challenge each other in a collaborative way. Helping identify problems and proposing possible solutions. This positive relationship enabled the City Council to more accurately measure community needs. The Council's approach was to use the Comprehensive Equalities Scheme to develop a best approach for Manchester.
- 10.15 The Council and Executive Members were conscious that the reduction in Council budget was an additional challenge. Partner organisations such as the LGBT Foundation and George House Trust understood the challenges the Council faced. Part of the success had been the importance of building strong relations in past years. Other options around funding included considering “charge backs” to relevant authorities based on the addresses of service users. For example GUM clinic accesses in central Manchester could be charged back to the users' authorities based on their addresses.

²² Definition and origin of term can be found on Wikipedia <https://en.wikipedia.org/wiki/Intersectionality>

- 10.16 Sign-posting members of the community to accessing services was a key role for the City Council. It was important to strengthen the approach around equality analysis and ensuring a broad approach to communications.
- 10.17 House Proud is a collaboration of housing providers in the North West and the Strategic Housing Team have shared their information across the Manchester Housing Provider Partnership to ensure information reaches local community groups.
- 10.18 Older people in the LGBT community could be vulnerable through a number of factors relating to their housing. Ensuring providers of social care and social housing had LGBT policies in place to ensure older residents were not subject to discrimination or homophobia and felt safe and secure in their setting was essential. It was also important to ensure housing providers were monitoring and recording homophobic crime.
- 10.19 Manchester City Council provided grant funding to a number of organisations through a combined equality fund aligned to Manchester City objectives. LGBT groups were also able to obtain funding through streams in youth/ public health etc.
- 10.20 The LGBT scene in Manchester had changed and businesses in Canal Street and the Village had had to adapt to be successful. Representatives from businesses in these areas needed to be involved in regeneration discussions and considerations.
- 10.21 The Greater Manchester Action Plan²³ had been produced in partnership between the LGBT Foundation and The Greater Manchester Combined Authority. It looks at what can be done at all levels and proposes interventions and recommendations.
- 10.22 Commissioning processes could be complex often with different funding streams. Consideration of LGBT issues and communities needed to be part of commissioning processes across service providers. The City Council was working on training and awareness around all care contracts. The legal team was working to help ensure the requirements for providers were robust.
- 10.23 More and more organisations were monitoring equalities data but there were many gaps. Previously, Council equalities impact assessments didn't always include specific reference to implications for the LGBT Community but this had now improved. Often there were high levels of "prefer not to say" in the sexual orientation monitoring box. More work had to be done to understand the reasons for this and what could be done to ensure the data was as robust as possible.

²³ <http://lgbt.foundation/actionplan/>

Developing an LGBT affirmative extra care scheme for Manchester.

- 10.24 There are 7,650 people over 50 living in Manchester who identify as LGB, with a 45% expected increase in over 65s in the next 2 decades. 1 in 5 of the older LGBT population in Manchester have no one to contact in times of crisis – 10 times higher than the general population. 3 in 5 older LGB people were not confident that social care and support services would be able to understand and meet their needs. In addition to this, Trans people surveyed noted hate crime and anti-social behaviour from neighbours as common issues.
- 10.25 The Council's Equalities Team had commissioned a report entitled "Age Friendly Manchester" (see sources for link). The study identified that older people struggled to find routes to relevant Housing. HOOP in Manchester was created which helped residents access the most appropriate help and was funded 50% from the City Council and 50% through the CCG. It is a City Council corporate priority to reduce the numbers of people going into residential care when an alternative option such as care at home (including extra care and sheltered housing) could be more suitable for individuals and also less costly. Historically residential social care had often been seen as the answer even when care was only needed for a short period such as recovery time. This could lead to people being in residential care before they needed to be when they could have a better quality of care in a different setting. The findings of the surveys and evidence indicated that there was a need for specific accommodation for older LGBT residents and these findings were supported by the Homes and Community Agency as well as at strategic director level, political level and through local community groups and housing associations.
- 10.26 There could be tensions between aspirations for an individual's care and the reality of options available and funding. The Council departments worked together closely and partnership working was key.
- 10.27 The flagship retirement home in Manchester "Village 135" had now been build and set an exceptional standard in extra care provision for residents. The LGBT housing scheme felt like a natural progression to this scheme and would help to address the requirements for more extra care provisions needed and less residential care. Key principles for the development were agreed: LGBT affirmative; a location where LGBT elders feel safe and comfortable; mixed tenure; pets allowed; accessible to the wider community; LGBT friendly trained carers and staff.
- 10.28 A Comprehensive Equalities Impact Assessment was being developed and various construction, design, funding and management options were being considered.

LGBT Foundation

- 10.29 The Committee heard evidence from Rob Cookson, Deputy Chief Executive, LGBT is a national charity based in Manchester which delivers advice, support and information services to LGBT communities. Services included one to one support, befriending programmes, advice and guidance and a safe place to talk and be. Individuals could also be linked up with or signposted to other services such as health services. There was also HIV testing available in a non-clinical and friendly environment.
- 10.30 Concerns had been raised to the organisation about issues facing some older LGBT residents. These could be particularly acute when accessing sheltered housing or care in their homes and some reported feeling insecure and fearing prejudice or experiencing direct prejudice. One issue was where there was no key workers and providers relied heavily on bank staff; a resident may have a different carer each week and feel nervous about what their attitude may be. The LGBT Foundation believed that it was essential for equality needs of all residents to be built into the commissioning model for home care providers to help address these and other problems experienced.
- 10.31 The LGBT Foundation actively and visibly championed the LGBT Community and ran LGBT Hero awards and community awards such as Employer of the year. The organisation promoted a quality assurance scheme for example in GP surgeries called Pride in Practice where people could report if they had experienced prejudice or poor service due to their LGBT identity (<http://lgbt.foundation/prideinpractice>). The charity had also commissioned a Trans Visibility Report and was promoting a system of LGBT Community champions.
- 10.32 One of the areas where more work needed to be done was around intersectionality as discussed in paragraph 10.13. The example was given of Black gay men or Asian lesbian women or members of the LGBT community who also had a disability. Many people experienced increased levels of prejudice and greater challenges. There was a lack of funding and a lack of data available on these particular issues. This could be linked to the evidence the Committee heard from organisations such as the LGBT Foundation, Stonewall and Metro and further highlighted the importance of high quality data and information within the JSNA to ensure as much as possible was known and understood about different communities and “groups within groups”.
- 10.33 The LGBT Foundation ran a “Village Angel” scheme which provided support and information to people. They could also help to promote community safety and help people report incidents of hate crime. They also had a base around Canal Street called the Village Haven where people could have a safe place to go. They had links with police and health services.
- 10.34 It was also important to remember that many members of the LGBT community were highly skilled and did not suffer from inequalities resulting

from their LGBT status. Equally it was important to look at the LGBT community in a community assets point of view, in terms of a potential resource such as for volunteering.

Tonic Housing

- 10.35 The Committee heard evidence from James Greenshields, Chief Executive, Tonic Housing, on 21 September 2017. A short film was shown to the Committee as part of their evidence which can be found on the following link: (<https://vimeo.com/160863683>).
- 10.36 The Committee heard that older LGBT residents faced distinct problems in retirement and as users of social care or in social housing. It was an age group who had experienced many past injustices because of their sexuality and were at risk of experiencing them again as they approached older age.
- 10.37 Issues of particular relevance included:
- 28% more LGBT people over 65 took recreational drugs than non-LGBT people in 2016 according to statistics from Stonewall in 2017.
 - There had been a 75% increase in the number of transphobic crimes referred to CPS by the Police between 2014/15 to 2015/17 according to the CPS Hate Crime Report. (This represented 58 cases in 2014/15 rising to 98 in 2015/16).²⁴
 - A disproportionate number of older LGBT people lived alone compared to the population as a whole.
 - Older LGBT people were reporting being scared about disclosing their sexuality to care staff. The research undertaken by Tonic Housing had been recognised by housing providers who reported that they didn't always have the resources to research or tackle the problem further.
 - According to Stonewall, 45% of older LGBT people had felt discriminated against when accessing social services and 73% were anxious about disclosing their sexuality to care staff.
- 10.38 Following requests from Tonic Housing to housing providers to identify the number of LGBT residents; 11 out of 12 housing providers reported they had no LGBT residents. This appeared to be statistically improbable and helped to demonstrate that part of the problem was that people were not being identified or supported. Opening Doors London and Stonewall Housing had been working on the concept of a kite mark system for recognising excellence in housing and social care for older residents.

²⁴ Extract from CPS Hate Crime Report: "2014/15 was the first reporting year following the change to the Criminal Justice Act 2003 to incorporate transgender identity as an aggravating feature. The CPS is now able for the first time to report separately on its performance in relation to prosecutions involving transphobic hostility. Whilst two years does not provide a sufficiently robust basis on which to draw firm conclusions in respect of trend data, the fact that the CPS is now able to publish this data will be of reassurance to communities and will play a part in encouraging the confidence to report." https://www.cps.gov.uk/publications/docs/cps_hate_crime_report_2016.pdf

- 10.39 There were models for social housing for LGBT residents in the USA and in Germany but to date there was nothing in the UK despite the recognition of the needs of this sector of the community. Tonic Housing want to work with partners to build an LGBT majority mixed community retirement facility. There was also an aim to develop LGBT sensitive domiciliary care. Tonic were actively looking across London for a site and had approached a number of local authorities. They were very keen for the site for their proposed LGBT majority housing to be in Lewisham. They had already been in discussion with the Executive Member for Housing and with officers in the Council.
- 10.40 Following a question regarding the fear of “ghettoisation” of sectors of the community from an LGBT majority housing scheme; the Committee heard from Tonic that the housing scheme was not looking to create isolated communities. Integration was very important to the project and working with local housing providers and the local community and local authority was key. The scheme would also be carefully looking at longevity and sustainability including being able to adapt to reflect different issues in the future as they emerged. This could include changing the percentage allocated to the LGBT community.
- 10.41 Following a question on the financial sustainability of such a housing proposal and the costs to potential residents; the Committee heard that there was an aim of 50% of the units to being affordable. Tonic had also submitted funding bids and predicted the possibility of substantial legacy income in the future.
- 10.42 Finding those most in need could be challenging particularly if people were not disclosing their sexuality. Lots of work with the local community and community partners would be necessary.
- 10.43 After hearing the evidence, some members of the Committee stated that a new housing scheme in the borough would be very beneficial for residents and it would be exciting to be at the forefront of promoting equality for older LGBT residents. Other members of the Committee noted that it was important to look at inequalities across all of the protected characteristics and carefully assess where there was most need to ensure Council resources were allocated prioritising those most in need.

11 Conclusion

The Conclusion will be added to the final report after the Committee have made their recommendations.

12 Monitoring and ongoing scrutiny

The Committee expects to receive an update on the implementation of any agreed recommendations approximately six months after receiving the Mayoral response to this report.

Sources and Background Papers

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Trust for London Poverty Profile, Trust for London, 2017

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Safer Stronger Communities Select Committee		
Title	Select Committee work programme	
Contributor	Scrutiny Manager	Item 8
Class	Part 1 (open)	13 December 2017

1. Purpose

To advise Committee members of the work programme for the 2017/18 municipal year, and to decide on the agenda items for the next meeting.

2. Summary

- 2.1 At the beginning of the new municipal year, each select committee drew up a draft work programme for submission to the Business Panel for consideration.
- 2.2 The Business Panel considered the proposed work programmes of each of the select committees on 22 May 2017 and agreed a co-ordinated overview and scrutiny work programme. However, the work programme can be reviewed at each Select Committee meeting so that Members are able to include urgent, high priority items and remove items that are no longer a priority.

3. Recommendations

3.1 The Committee is asked to:

- note the work plan attached at **Appendix B** and discuss any issues arising from the programme;
- specify the information and analysis required in the report for each item on the agenda for the next meeting, based on desired outcomes, so that officers are clear about what they need to provide;
- review all forthcoming key decisions, attached at **Appendix C**, and consider any items for further scrutiny;

4. The work programme

4.1 The work programme for 2017/18 was agreed at the Committee's meeting on 26 April 2017.

4.2 The Committee is asked to consider if any urgent issues have arisen that require scrutiny and if any existing items are no longer a priority and can be removed from the work programme. Before adding additional items, each item should be considered against agreed criteria. The flow chart attached at **Appendix A** may help Members decide if proposed additional items should be added to the work programme. The Committee's work programme needs to be achievable in terms of the amount of meeting time available. If the Committee agrees to add additional item(s) because they are urgent and high priority, Members will need to consider

which medium/low priority item(s) should be removed in order to create sufficient capacity for the new item(s).

5. The next meeting

5.1 The following reports are scheduled for the meeting on Thursday 25 January 2017:

Agenda item	Review type	Link to Corporate Priority	Priority
Local Police Service Update	Performance Monitoring	Community leadership Safety, security and a visible presence	High
National Probation Service and Community Rehabilitation Company	Standard Item	Safety, security and a visible presence	High
Disproportionality in the criminal justice system	Performance Monitoring	Safety, security and a visible presence Inspiring efficiency, effectiveness and equity.	High

5.2 The Committee is asked to specify the information and analysis it would like to see in the reports for these items, based on the outcomes the Committee would like to achieve, so that officers are clear about what they need to provide for the next meeting.

6. Financial Implications

There are no financial implications arising from this report.

7. 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.

8. Equalities Implications

8.1 The Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. 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.

8.2 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.

8.3 There may be equalities implications arising from items on the work programme and all activities undertaken by the Select Committee will need to give due consideration to this.

9. Date of next meeting

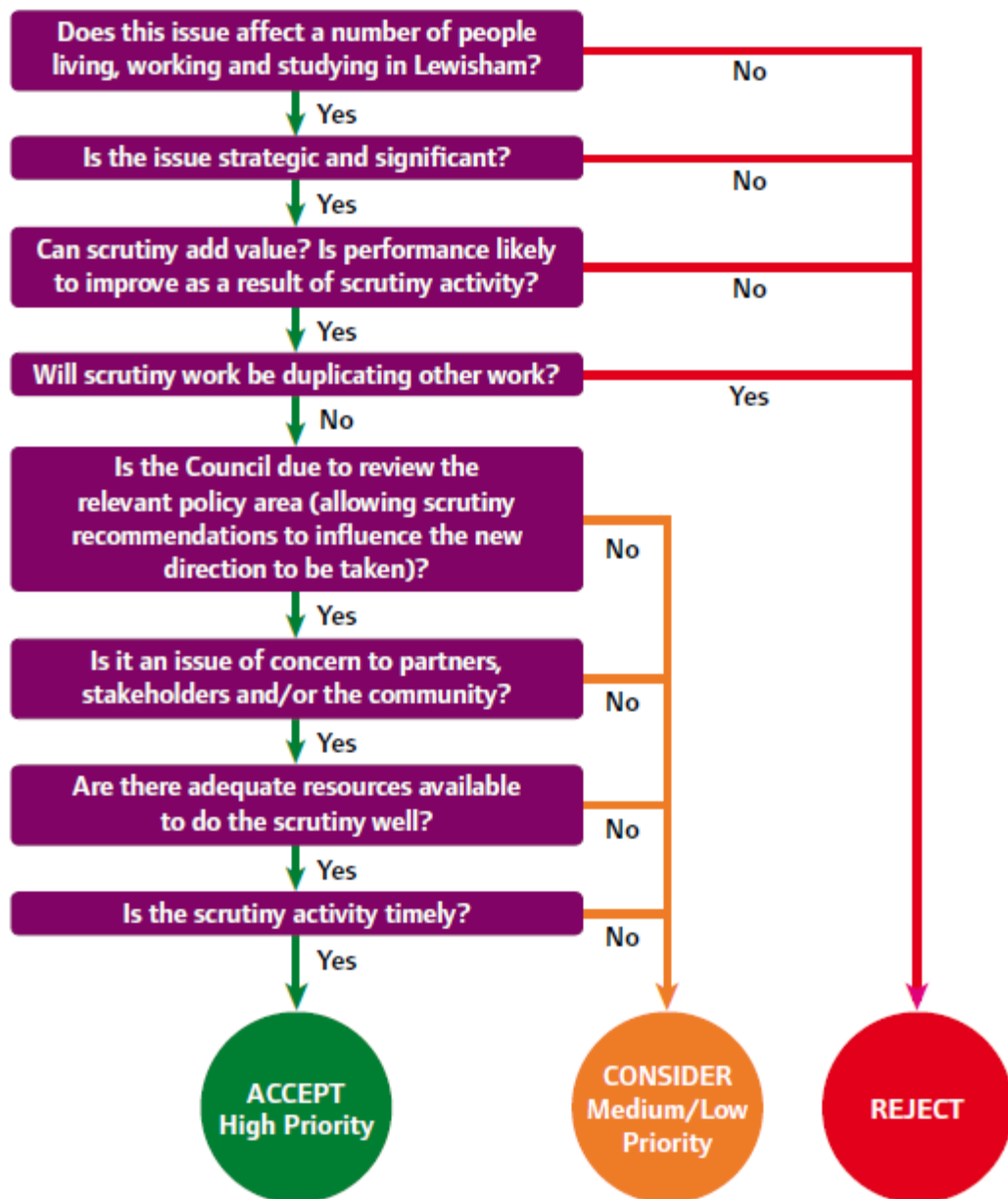
The date of the next meeting is Thursday 25 January 2018.

Background Documents

Lewisham Council's Constitution

Centre for Public Scrutiny: the Good Scrutiny Guide

Scrutiny work programme – prioritisation process



Work Item	Type of review	Priority	Strategic Priority	Delivery deadline	26-Apr	26-Jun	12-Jul	21-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	CP1	Apr-17	Evidence Ses	Final Report				Response to recs		
Capacity in the Voluntary Sector - response to recs	Response to recs	High	CP1	Apr-17		Response				6-month update		
Provision for the LGBT community	In-depth review	High	CP1 and CP10	Dec-17		Scope		Evidence	Evidence	Report		
Implementation of employee survey action plan	Policy Development	High	CP10	Jun-17								
YOS inspection action plan	Performance Monitoring	High	CP4	on-going								
Draft Violence Against Women and Girls Strategy 2017-2021	Policy Development	High	CP4	Jun-17								
Poverty Commission	Policy Development	High	CP10	Nov-17			update		Final Report			
Library and Information Service Annual Report.	Performance Monitoring	High	CP10	Jul-17								
Local Police Service Update	Performance Monitoring	High	CP4	Jul-17								
Council's Employment Profile	Performance Monitoring	High	CP10	Jul-17								
Update on Main Grants Programme	Performance Monitoring	High	CP10	Jul-17								
Community Cohesion (inc extremism strategy)	Policy Development	High	CP1,CP4 and CP10	Nov-18								Update
National Probation Service and community rehabilitation company	Standard Item	High	CP4	Jan-18								
disproportionality in the criminal justice system	Policy Development	High	CP4 and CP10	Jan-18								
Safer Lewisham Plan	Performance Monitoring	High	CP4	Mar-18								
Implementation of the CES	Performance Monitoring	High	CP1	Mar-18								
Local Assemblies	Performance Monitoring	High	CP1	Mar-18								

	Item completed
	Item on-going
	Item outstanding
	Proposed timeframe
	Item added

Meetings			
1)	26-Apr		5) 02-Nov
2)	26-Jun		6) 13 Dec
3)	12-Jul		7) 25-Jan
4)	21-Sep		8) 07-Mar

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FORWARD PLAN OF KEY DECISIONS

Forward Plan December 2017 - March 2018

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, 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.

June 2017	New Precision Manufactured Homes: Edward Street	15/11/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
September 2017	Precision Manufactured Homes and GLA Innovation Fund Update	15/11/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan,		

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
			Cabinet Member for Housing		
October 2017	Update on Fire Safety in Lewisham	15/11/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
June 2017	Gypsy and Traveller Local Plan Update	15/11/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
June 2017	Ladywell Playtower: selecting a restoration partner	15/11/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
October 2017	Lewisham Poverty Commission	15/11/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Joe Dromey, Cabinet Member Policy & Performance		
October 2017	New Homes Programme Update Parts 1&2	15/11/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		

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
September 2017	Consultation on removal of subsidies for Day Care meals	15/11/17 Mayor and Cabinet	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
October 2017	Cutting Energy Costs through new local energy supply models	15/11/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Rachel Onikosi, Cabinet Member Public Realm		
September 2017	Main Grants Programme	15/11/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community		
October 2017	School Kitchen Facilities Maintenance	15/11/17 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
	Brent Knoll and Watergate Co-operative Trust Appointment	22/11/17 Council	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
September 2017	Business Rates - London Pooling	22/11/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
September 2017	Financial Regulations and Directorate Schemes of Delegation	22/11/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Report of the Barriers to Participation Working Party	22/11/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Suzannah Clarke, Chair Planning Committee C		
September 2017	LGO finding against the Council	22/11/17 Council	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
October 2017	Lewisham Poverty Commission	22/11/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Joe Dromey, Cabinet Member Policy & Performance		

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
October 2017	Terms and Conditions for Appointment of a Chief Executive	22/11/17 Council	Kath Nicholson, Head of Law and Councillor Alan Hall, Chair of Overview & Scrutiny Committee		
November 2017	Young Mayor Appointment	22/11/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
October 2017	Northgate Contract Extension	28/11/17 Overview and Scrutiny Business Panel	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
March 2017	Achilles Street Regeneration Proposals	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
June 2017	Joint Strategic Depot Review	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
September 2017	Adoption of Lewisham Cycling Strategy	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and		

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
			Councillor Alan Smith, Deputy Mayor		
November 2017	Besson Street Parts 1 & 2	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
September 2017	Review of Implementation of the Armed Forces Community Covenant	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Damien Egan, Cabinet Member for Housing		
November 2017	Council Tax Reduction Scheme 2017-18	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
November 2017	Council Tax Reduction Review	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
August 2017	Fostering Strategy	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for		

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
			Children and Young People		
October 2017	Wide Horizons refinancing	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2017	Introduction of a new Public Space Protection Order	06/12/17 Mayor and Cabinet	Aileen Buckton, Executive Director for Community Services and Councillor Janet Daby, Cabinet Member Community Safety		
September 2017	Financial Monitoring 2017/18	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Lewisham Future Programme 2018/19 Revenue Budget Savings	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
September 2017	School Deficits	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin,		

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
			Cabinet Member for Children and Young People		
September 2017	Brownfield Land Register	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
September 2017	Planning Service Annual Monitoring Report 2016-17	06/12/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
November 2017	Working in the Private Rented Sector	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
November 2017	New Homes Programme Update	06/12/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
October 2017	Disposal of the former Saville Centre	06/12/17 Mayor and Cabinet	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
November 2017	Amalgamation of Sandhurst Infant School and Sandhurst Junior School - Feedback from consultation and permission to move to next stage	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2017	Delivering additional school places for Children and Young People with Special Educational Needs and Disabilities (SEND) - Feedback from consultations and permission to move to next stage	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2017	Amalgamation of Torridon Infant School and Torridon Junior School - Permission to consult	06/12/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Jim Mallory		
November 2017	Contract award of new framework agreement for Personalised Care and Support in the Home"	06/12/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
September 2017	Contract Awards for Support Services for Young People with Housing and Support Needs	06/12/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older 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
September 2017	Contract Extension for Shared Care Adult Substance Misuse Services	06/12/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Janet Daby, Cabinet Member Community Safety		
September 2017	Contract Extension Provision of Homecare Services (Lead Provider)	06/12/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
November 2017	Equinox Mental Health Accommodation Based Service Contract Award	06/12/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
November 2017	Grove Park Streetscape Improvement - Contract award	06/12/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
November 2017	Annual Complaints Report	10/01/18 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Joe Dromey, Cabinet Member Policy & Performance		

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
August 2017	School Improvement Partnership	10/01/18 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
September 2017	Council Tax Base	10/01/18 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
August 2017	Response to Consultation regarding changes to Targeted Short Breaks Provision	10/01/18 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
October 2017	Schools Minor Works Programme	10/01/18 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2017	New Homes Programme Update	10/01/18 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan,		

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
			Cabinet Member for Housing		
November 2017	Planning Service Statement of Community Involvement	10/01/18 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
April 2017	Proposed revision to the contract structure of the Downham Health & Leisure Centre PFI	10/01/18 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community		
September 2017	Council Tax Base	17/01/18 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
November 2017	Council Tax Reduction Scheme 2018/19	17/01/18 Council	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
November 2017	New Homes Programme Update	07/02/18 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		

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
June 2017	Deptford Lounge & Tidemill Academy Facilities Management and Centre Management Contract Award	07/02/18 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
September 2017	Contract Award and Approval to Proceed with 1 FE expansion at Ashmead School	14/02/18 Mayor and Cabinet (Contracts)	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
November 2017	Planning Service Statement of Community Involvement	21/02/18 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
October 2017	Update on Fire Safety in Lewisham	28/02/18 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		
November 2017	Private Sector Housing Assistance Policy	28/02/18 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member for Housing		

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
September 2017	Agreed Syllabus Review and Syllabus Launch	21/03/18 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

