

Safer Stronger Communities Select Committee Agenda

Monday, 26 June 2017

7.00 pm

Committee Room 1

Civic Suite

Lewisham Town Hall

London SE6 4RU

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

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

Part 1

Item		Pages
1.	Minutes of the meeting held on 26 April 2017	1 - 4
2.	Declarations of interest	5 - 8
3.	Response to Referrals from this Committee There are no responses to referrals.	
4.	Implementation of Employee Survey Action Plan	9 - 16
5.	Youth Offending Service - Inspection Action Plan	17 - 30
6.	Draft Violence Against Women and Girls Strategy Report to follow.	
7.	Demographic Change - Draft Report	31 - 96
8.	Provision for the LGBT Community In Lewisham - Scoping Paper	97 - 118
9.	Select Committee work programme	119 - 134
10.	Items to be referred to Mayor and Cabinet	

Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Monday, 26 June 2017.

Barry Quirk, Chief Executive
Thursday, 15 June 2017

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

MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE

Wednesday, 26 April 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: Barry Quirk (Chief Executive), Charlotte Dale (Interim Overview and Scrutiny Manager), Barrie Neal (Head of Corporate Policy and Governance) and Katie Wood (Scrutiny Manager)

1. Confirmation of Chair and Vice-Chair

1.1 Katie Wood introduced the item and invited Members of the committee to confirm the election of Councillor Pauline Morrison as Chair and Councillor James-J Walsh as Vice-Chair.

1.2 RESOLVED:

That Councillor Pauline Morrison be confirmed as Chair and Councillor James-J Walsh be confirmed as Vice-Chair of the Safer, Stronger Communities Select Committee for the municipal year 2017/18.

2. Minutes of the meeting held on 8 March 2017

2.1 That the minutes of the meeting on the 8 March be agreed as an accurate record of proceedings.

3. Declarations of interest

3.1 Councillor Michael declared a personal interest in item 6 as he was the Chair of Equaliteam and a co-opted Board Member of Marshall Phoenix Memorial Trust representing Lewisham Council, and a member of the Lewisham Safer Neighbourhood Board.

4. Response to Referrals from this Committee

4.1 There were no responses to referrals due at this meeting.

5. Demographics In Lewisham

5.1 Barry Quirk, Chief Executive, gave a presentation to the Committee, a copy of which will be included with the agenda documentation. During the presentation and following questions from members of the Committee, the following key points were highlighted:

- There had been dramatic changes in the demographic make-up of London in the last 10 years.
- The population of London was hugely significant in terms of numbers: More people lived in North London than in Scotland; more people lived in South London than Wales. The size of London comparatively to the second largest city of Birmingham was also very large with the population of Birmingham being around 1.1 million people compared to 8.7 million in London.
- There were major differences in London compared to national averages, for example – 62% of the population of inner London were in rented accommodation compared to 30% nationally. This meant that housing policies that worked for outside London were different from what was most suitable for London.
- The population of Lewisham was predicted to be 300,000 currently with a projected increase to between 314,000 and 360,000 by 2040.
- The main predictions were from GLA and ONS with the GLA having higher predictions than the ONS.
- Birth rates, long and short-term migration trends and number of available homes could all be used to predict demographic changes. Migration trends and birth rates were challenging to predict which accounted for the range in the forecast population increase.
- The Committee heard that the GLA figures were not capped based on maximum number of properties where as some experts felt this was a likely natural cap to population rises.
- In Lewisham, the movement between those moving in and out of the borough was much more significant in terms of numbers and effect on overall population than changes in the birth rate which accounted for only a small part of predicted changes.
- When asked whether there was a trend for families with young children to move out of the borough, the committee heard that there was no evidence of this currently and the changes were more likely to be from people without children moving in and out of the borough.
- The rate of international migration had a bigger net effect on the Lewisham population than domestic (within UK) migration but the numbers involved in domestic migration were much higher as the London Borough of Lewisham had low proportion of international migration compared to domestic.
- Currently there was not enough evidence to understand comprehensively the changes in terms of socio-economic groups of those moving in to Lewisham versus those moving out.
- Other influences on changes to demographic make-up included older home-owners “cashing in” on higher property values and moving out of London, and currency changes. The fall in the value of the pound by 15% since June 2016 was also believed to be likely to affect the population. In particular those who sent a proportion of their wages to their home country may have less incentive to stay in the UK. In 2017, there had been an unexpected fall in schools admissions for Primary across London of 5% compared to 2016. The reasons for this were still unknown.
- Demographic change was dynamic and causation was inter-related and complex. Historically policies tended to be created based on simple linear dependencies and not taking into account the current complex interdependent system.

- Budgetary pressures from changing demographics included a predicted 33% increase in the numbers of people aged over 80 years old in the next 13 years. This figure was lower than the predicted increases across the whole of London and the UK. The implications from the increase in numbers of people over 80 and 90 years old for the NHS and Social Services were huge.
- There was a forecast prediction in the percentage of working age adults increasing by 11.6% in London to 2030 compared to 3.5% across England in this time. The difference between London and the rest of England would therefore be likely to be exaggerated unless an external factor drove change such as house prices, pollution/congestion or Brexit.
- Percentage of BAME residents of Lewisham was not predicted to change dramatically in Lewisham between now and 2030 with a predicted increase of just 2 percentage points and in many other inner London boroughs such as Lambeth the percentage of BAME residents as a proportion of total residents looked likely to fall. This was in contrast to some outer London boroughs such as Newham where there has been a large increase in the number of BAME residents between the 2001 and 2011 census and a trend that looks likely to continue.
- According to the PWC report “Facing Facts”, London’s workforce was educated with 43% holding a degree or equivalent. The report also stated that UK and EU-15 migrants tended to work in managerial and professional roles across the full range of industry sectors, whereas non-EU and Post-2004 Accession Country migrants tended to undertake semi-routine and routine work, work in small businesses or are self-employed – often in the construction, tourism or wholesale & retail sectors.
- In Lewisham there was 1 household in 70 that was in temporary accommodation. Further increases would have an impact on the Council’s budget.
- Lewisham faced significant challenges but would be less hard hit by the costs of care for the elderly than many areas.
- There were significant concerns about the implications of Brexit. 20% of the London economy was finance based which could be badly hit if Britain were to leave the Single Market area. There was a limited understanding of the full supply chain and the knock-on effect this could have across sectors.
- A lot of uncertainty around future predictions still existed. Lewisham was in as strong position in terms of the value of land still being significantly lower than many other inner London boroughs making it comparatively more affordable.
- It was still unclear as to whether a fall in house prices or a fall in net migration would reduce housing problems or not.
- Lewisham’s demographics linked to different geographies for different services. For example; the health economy was linked to Lambeth, Greenwich, Bromley and Southwark; employment was linked to central London and Docklands; Education was linked to Bromley and Greenwich.
- The changes to local government funding from the introduction of Business Rate Retention would be very challenging for many local authorities. Property tax would be rising at less than inflation at a time when social care costs will be rising dramatically.

5.2 **RESOLVED:**

That the presentation be noted.

6. Select Committee work programme

6.1 Katie Wood, Scrutiny Manager, introduced the work programme to the Committee. In the discussion that followed, the following key points were noted:

- For the review into provision in the LGBT community, it would be important to look at the Joint Strategic Needs Assessment and consider whether this could be further developed in terms of considering the needs of the LGBT community.
- The LGBT Foundation could be invited to give evidence to the review.
- The meeting of the Committee scheduled for the week of the general election could be moved to after the election.

6.2 **RESOLVED:**

That the meeting currently scheduled for 6th June 2017 be moved to 26th June 2017 due to the general election.

That the first evidence session for the review considering “Provision for the LGBT community in Lewisham” be moved to the September meeting.

7. Items to be referred to Mayor and Cabinet

There were no referrals to Mayor and Cabinet.

The meeting ended at 8.45 pm

Chair:

Date:

Safer Stronger Communities Select Committee		
Title	Declaration of interests	
Contributor	Chief Executive	Item 2
Class	Part 1 (open)	26 June 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)

This page is intentionally left blank

SAFER STRONGER COMMUNITIES SELECT COMMITTEE			
Report Title	Talkback 2015 Action Plan Update		
Key Decision		Item Number	4
Contributors	Andrew Jacobs		
Class	Part 1	Date	26 June 2017

1. Summary

1.1 This report informs the Safer Stronger Communities Select Committee of the actions undertaken following presentation of the Talkback Action Plan at its meeting on 15 September 2016.

2. Recommendation

2.1 Safer Stronger Communities Select Committee is asked to note the progress made against the action plan and agree to a review of how we approach staff surveys.

3. Background

3.1 Lewisham’s Sustainable Communities Strategy (2008-2020) sets out a vision of a sustainable community which is socially progressive – tackling disadvantage and social exclusion, responding to the needs of its diverse citizens and communities. The staff Talkback survey is an opportunity to establish some of these needs since half of all Lewisham employees are residents of the Borough.

3.2 In addition, the Council has a number of corporate priorities, one of which is particularly relevant to the Talkback survey - Ambitious and achieving; where people are inspired and supported to fulfil their potential.

3.3 On 11 May 2016, the Safer Stronger Communities Select Committee considered a report entitled Council’s employee survey – Talkback 2015. The Committee was interested in the results of the employee survey, and felt there wasn’t enough information about what actions would be taken as a result.

3.4 In particular, the Committee wanted to see that the comments and suggestions by staff in the employee survey were acted on by the Council’s management.

3.5 The Committee therefore requested that an action plan be produced that reflects the feedback from staff and set out in detail how this feedback was being addressed, along with an indicative timeline for completion of actions as well as definitions of what would constitute success in each instance.

3.6 On 15th September 2016 the action plan was presented at the Safer Stronger Communities Select Committee.

4. Talkback Action Plan Update

4.1 The actions in the Talkback survey action plan were grouped into specific work streams, based on the themes which underpin groups of actions. Progress on each work stream is highlighted below.

4.2 The Performance Management work stream has been successful in developing the new desktop environment and back end IT to allow quicker and more stable logins. In addition, extensive piloting of mobile working in CYP and ASC has been effective. Change management sessions held last summer helped identify performance management challenges for managers and the development of managers' abilities to manage performance will be further improved with Core Management support which will be launched in September.

4.3 Within the Communication and Engagement work stream progress has been made across the organisation. A number of examples are included below:

4.3.1 A 'Love Lewisham' event was held for all workers in Environment who were invited to take part in a prize giving ceremony held at Beckenham Place Park, this improved management visibility and exposure to senior management.

4.3.2 In Housing Management & Regulatory Services open events for 3rd tier staff are run around every 8-10 weeks to discuss operational performance. Regular management team meetings are held within teams, as well as 1:1 meetings and PES reviews. An awayday for all Housing Staff looking at 'Working together differently' has been held.

4.3.3 In Children's Social Care they are implementing a comprehensive recruitment and retention strategy. Communication and feedback are key to this strategy and a range of engagement activity is ongoing to further improve, retention, development of our staff teams as well as good outcomes for our most vulnerable children. Engagement activity includes:

- An all staff forum every 6 months with a focus on communication and sharing of developments and feedback within the service.
- A monthly meeting for all CSC managers, focusing in developments and contributions from the whole management team
- Fortnightly team meetings for all teams
- Each worker receives a monthly 1:1 session with their manager, which also looks at progress, feedback and development

4.3.4 In Adult Social Care a staff survey has been conducted to help review working conditions and the tools they have to do their jobs. It also covered views on workload, access to training, supervision and how well supported they felt to do their job. A subsequent skills gap analysis against the professional competency framework for social workers supported the development of a Workforce Strategy. The outcome of this work is being used in service planning.

4.3.5 The engagement of an internal Communications Officer has improved the messaging and co-ordination of news and information across the Council.

4.3.6 The Council's induction is being revised and all new starters will receive more information through a digital channel before they start. The

Council's Welcome to Lewisham session has been redesigned and new starters will receive an invitation to a coffee with the Mayor and Chief Executive which will continue to be held monthly.

4.3.7 The HR team are working with staff forum groups to improve employee engagement.

- 4.4 In respect of Career Development, an online career portal was found to be prohibitive in cost and complexity, so more relevant, modern and appropriate content is currently being designed and launched through the summer. The Council has also trialled Lunch and Learn sessions which were well received by the people participating. They will be rolled out through the year to provide more easily accessible 'bites' of development activity.
- 4.5 Comparing the success of the activities above with other Councils is challenging. Councils survey their staff to review areas of specific interest and, as a result, direct comparison of staff engagement is not possible. London Councils, however, do benchmark some key staff measures and Lewisham compares favourably in respect of turnover of staff (11.5%) when compared to other London Councils (14.7%). Similarly, staff absence - a key factor in staff engagement - equates to 8 days for Lewisham, compared to the London mean of 7.9 days.
- 4.6 London Councils also review the benefits available to staff. In the latest survey in May 2017, the benefits offered to staff in Lewisham is comparable to those benefits offered by other Councils in London.

5. Further Actions

- 5.1 Further development of the link between individuals' performance and the organisation performance will be reviewed as part of the HR Service Plan for the year and included within management development supporting the more agile ways of working across the Council.

6. Legal Implications

- 6.1 None applicable

7. Financial Implications

- 7.1 None applicable

8. Equality Implications

- 8.1 The Talkback survey report provided information on responses by the protected characteristics. The subsequent action plan has taken these into account.

9. Decision and Recommendation

- 9.1 That the completed actions contained in the Plan be noted.

Talkback 2015 Action Plan

Key area for improvement: Performance Management : Half of the workforce says they have not had an appraisal. These sessions are critical in order to begin to address the priority of developing staff, their careers and their performance. Managers were also identified as a critical factor for improvement.			
Recommendations for action	Planned Actions	Progress	Further action
Create greater link between corporate and employee performance management	A clear set of people management accountabilities to be developed and communicated to managers to provide greater clarity on managing performance.	Part completed	Being developed in line with core management development training for managers.
	More specific linkages between service planning, KPIs and PES	Part completed	Included in service planning briefings for 2017/18.
	New desktop environment to be introduced to enable Council staff to have access to the new more modern and reliable remote desktop environment through new 'thin client' devices allowing quicker logins	Completed	
	Upgrade 'back end' IT infrastructure – the upgrade of our network and servers will deliver better performance and greater reliability for our key systems	Completed	
Improve appraisal (PES) usage and monitoring	Regular progress reports to be provided to EMT/Departments	Completed	Through HRBP at DMT meetings
	Further promote PES scheme on intranet at key points during the year	Part completed	Included in service planning briefings for 2017/18.
	Briefings to be scheduled on importance of PES	Not completed	Included in core management development
	Incorporate PES process into Transactional Management and Development Centres activity	Part completed	Included in core management development

Develop managers' abilities to manage performance	Core Management programme for new managers and Development Centres for Service Managers – selection process to be undertaken.	Delivery from September	Focus on core management development and to be reviewed following the core delivery
	Introduction of new remote working solution – all Council staff will have access to a simplified remote working solution that will allow them to access their desktop	Completed	
	Extensive piloting of mobile working in CYP and ASC – staff across CYP and ASC are piloting mobile technology (iPhones and iPads)	In progress	Paperless office and meetings, further mobile rollouts and smarter working.

Key area for improvement **Communication and Engagement**: Employees' have negative perceptions around openness, honesty and transparency in the communications of senior managers and these are not performing well relative to other measures.

Recommendations for action	Planned Actions	Progress	Further action
Improve exposure to senior management team	Email briefings by senior management team Quarterly Directorate wide meetings	Part completed Part completed	Keep progress under review at DMTs
Feedback themes and actions from Talkback	Lunchtime staff briefings by senior management team 'You asked – we did' poster campaigns Talkback findings published on staff intranet and core briefing notes provided to Heads of Service Cross-council discussion groups to action qualitative staff feedback	Part completed Not completed Completed Completed	Lunch and learn sessions delivered and to be scheduled through the year Reviewing the approach with the communication team
Develop regular staff briefings	Monthly/quarterly staff emails, newsletters and bulletins Wider monthly/quarterly team meetings attended by senior management team Twice yearly manager/staff forum events	Part completed Part completed Part completed	Improved communication on the staff intranet Continue improved management visibility across the Council. Continue awayday events and senior managers' engagement with the wider workforce.

Key area for improvement: **Career Development:** Employees feel that they do not have opportunities to develop a career at the Council.

Recommendations for action	Planned Actions	Progress	Further action
Develop manager's skills and confidence to have the necessary conversations with employees about their career development	<p>Implement Mentoring skills and Career planning workshops for managers and staff</p> <p>Core Management programme and Development Centres – selection process.</p>	<p>Part completed</p> <p>Delivery from September</p>	<p>Additional staff training to be commissioned</p> <p>Online career development modules by the Autumn</p>
<p>Create an online career development portal for employees to access and utilise</p> <p>Change employee career expectations i.e. focus to be about developing themselves so that they have 'transferable' and 'portable' skills</p>	<p>Online career portals to be investigated</p> <p>Repositioning offering of Identifying Staff Development Needs, Being a Great Interviewee and CV writing courses in timing with PES and other Reed courses to be considered.</p> <p>PES guidance notes and support for managers to be reviewed in assessing development needs and will include focus on career development.</p>	<p>Completed</p> <p>Part completed</p> <p>Part completed</p>	<p>Council's current platform to be extended</p> <p>More online and easy to access development activity to be made available</p> <p>Under review as part of the ERP implementation</p>

This page is intentionally left blank

Safer, Stronger Select Committee		
Report Title	Full Joint Inspection into Lewisham Youth Offending Work – Progress of Improvement Plan	
Key Decision	No	Item No.5
Ward	All	
Contributors	Keith Cohen - Youth Offending Service Strategic Manager.	
Class	Part 1	Date: June 2017

1.0 **Purpose of the Report**

HMI Probation undertook a Full Joint Inspection of Youth Offending Work in Lewisham in September 2016.

The final report was published in Dec 16:

<https://www.justiceinspectorates.gov.uk/hmiprobation/>

This report outlined the progress of the HMIP Improvement Plan following the publication of the report at the 6 month stage.

2.0 Recommendation:

- Note the progress against the Improvement Plan
- Further progress made against the Improvement Plan to be reported to the Select Committee in November 17

3.0 **Background**

- 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, update on the partnership 12 month action plan which has been approved by HMIP and the related key performance indicators to evaluate and evidence progress against the agreed elements of the plan.
- 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.
- 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'

4. The following headlines were noted by HMIP :

- 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;
- 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;
- 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;
- 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
- 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.
- 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

5. **HMIP Improvement Plan Activities**

5.1 **The following recommendations were made:**

The local authority Chief Executive should make sure that:

- The Youth Justice Management Board focuses on improving outcomes for children and young people with all partners being accountable for a reduction in reoffending rates, better management of risk of harm to others and the more effective protection of vulnerable children and young people who have offended.

The YOS Head of Service should make sure that:

- The Youth Justice Management Board considers a broader range of performance information to enable a consistent focus on outcomes for children and young people
- Planning for work with children and young people is carried out in all cases and is regularly and meaningfully reviewed
- Interventions are planned, address the areas identified in assessment, delivered with integrity and evaluated
- Quality assurance and management oversight in all case management work is conducted to a good standard, including the delivery of interventions and review of work
- The risk and vulnerability management panel is functioning effectively given the pace of work and volume of cases that it deals with
- Education, training and employment providers have sufficient information about the circumstances of children and young people before placements begin
- The delivery of health services to YOS children and young people reflects the needs identified in The Joint Strategic Needs Assessment 2014: Young People In Contact With The Criminal Justice System including physical health, and speech, language and communication needs
- Information sharing with health, substance misuse and social care partners is improved.

'All partners being accountable for a reduction in reoffending rates, better management of risk of harm to others and the more effective protection of vulnerable children and young people who have offended'

5.2 Progress Updates:

- 5.3 **Lewisham Youth Justice Management Board** is responsible for the work of the Youth Offending Service and the wider crime prevention partnership. Following the conclusion and proposals for change outlined in the HMIP report the board has undergone a **complete review** including the introduction of an independent chair. The Chair has introduced the following new components:

- A self-assessment framework to evaluate effectiveness for participant members
- A revision of the terms of reference for both the Quarterly Main board and supporting Performance Sub-board
- Activities outside of the meeting to strengthen Strategic and Operational partnership working to improve ownership of Youth Justice priorities across the range of services
- Lead Person for each section of the improvement plan and clarity of responsibility for implementation.
- The introduction of a Principal Policy Officer to act as Clerk for the meeting, co-ordinate actions and support the YOS Strategic Manager to update service policies.
- The Board is required to monitor the performance of the prevention of youth crime agenda and ensure the delivery of statutory principal aims at local level. This includes reducing the likelihood of reoffending by young people and the risk of harm that they can cause to other people and themselves.
- An update letter for the Committee is attached from the Independent Chair (Appendix B)

5.4 *'The Youth Justice Management Board considers a broader range of performance information to enable a consistent focus on outcomes for children and young people.'*

Activities to date:

- Implementation of an in-depth Performance management partnership group to ensure performance is linked to outcomes with detailed analysis of root cause to drive activity.
- Temporary support through a Partnership Analyst to contribute to accurate and relevant data reporting.
- The creation of a set of indicators to evidence outcomes for children and young people (see Appendix A)

5.5 *'Interventions are planned, address the areas identified in assessment, delivered with integrity and evaluated. Quality assurance and management oversight in all case management work is conducted to a good standard, including the delivery of interventions and review of work'*

Activities to date:

- The Service has introduced a new model of working adapted from the London Resettlement Consortium Mayor's Office funded Victims Trauma project. The agreed ethos of the delivery model is to create a Trauma-informed Service. Our working definition of a trauma-informed service is:

'An intentional universal presumption that all people who come in contact with the service have exposure to trauma in their past and that with such a presumption, amend and adjust services accordingly'

- A very thorough case audit process is being used to monitor case level improvement, ensure standards are being achieved to improve outcomes for young people and indicate themes for training and development.

5.6 *'Interventions are planned, address the areas identified in assessment, delivered with integrity and evaluated.'*

Activities to date:

- An interventions review has been undertaken. Many of the recommendations in this report have been adopted for example to rationalise the current group work provision, build theory and evaluation into programmes (e.g. new Trauma-Informed Weapons Awareness Programme) and to run direct interventions in the school environment.
- The FFT Functional Family Therapy work has been brought in house to focus exclusively on youth justice cases which has resulted in four times as many families in contact with the YOS receiving the intervention. FFT Governance and effectiveness is subject to close scrutiny by the owners of the model in the USA
- Improvements in the quality of data credibility through specialist support and use of anonymous staff surveys to identify database training needs. A program of intensive training on Career Vision (YOS Database) and embedding of ASSET Plus (new Youth Justice assessment framework)
- Introduction of Strengths based, Trauma-Informed and Restorative delivery model has resulted in re-design of team functions, new practice in screening and case formulation techniques supported by CAMHS and on-going trauma training and clinical supervision.

5.7 *'The risk and vulnerability management panel (RMVP) is functioning effectively given the pace of work and volume of cases that it deals with'*

Activities to date:

- Review of RMVP completed by YJMB partner and Performance Operational Manager. Robust review included attendance, purpose, effectiveness measures and strengthening links to other relevant panels.
- RMVP cases now referred require strategy meeting prior to the panel to propose actions, identify agency responsibilities and problem solve

5.8 *‘Education, training and employment providers have sufficient information about the circumstances of children and young people before placements begin’*

Activities to date:

- Performance data to now include a range of indicators that show outcomes, attendance, exclusions, attainment, ethnicity etc.
- Closer collaborative working with education system to improve behaviour including holding initial planning meetings at schools and restorative interventions.

5.9 *‘The delivery of health services to YOS children and young people reflects the needs identified in The Joint Strategic Needs Assessment 2014: Young People In Contact With the Criminal Justice System including physical health, and speech, language and communication needs’*

Activities to date:

- A JSNA refresh has delivered interim findings including recommendations on strengthening information collection through Asset Plus: on developing and implementing structured pathways to guide case workers through the process of referrals to appropriate services when a specific need is identified: strengthening data sharing between partners through reciprocal agreements with a particular emphasis on schools
- Strengthening staff training for improved recognition of Speech Language Communication Needs/SEN among the cohort
- Mobilisation of new integrate young people’s health service to deliver universal and targeted health provision.

5.10 *‘Information sharing with health, substance misuse and social care partners is improved.’*

Activities to date:

- Work commenced on new Service Level Agreement with Children's Social Care has commenced especially alignment of Early Help Strategy and new Lewisham MASH arrangements built around continuum of need model.
- SLA criteria to be established with new Young People's service provider for Substance Misuse and Health and well -being

6.0 HMIP Improvement Plan: Additional Steps to be actioned in next Six Months

6.1 Service Remodel. The next steps of the roll out of a Trauma-Informed Service will see a move from generic to a functional model based around Intake team for initial contacts, Pre-Court and Pre-Sentence Report, ASSET+ assessment and case formulation and two Interventions Teams one essentially managing Community Orders and a second responsible for High Risk and Custody cases. These essential elements will inform and shape the service values and identity:

- high levels of knowledge and awareness of mental health issues amongst staff, requiring ongoing training, supervision and clinical support;
- structured mental health assessments and individualised intervention plans;
- the development of trusting relationships with young people which emphasise their strengths and resiliency;
- A safe environment and knowing when young people are "ready to address their difficulties".
- The refreshing of all Service policies and procedures to accord with the model.
- Staff morale and capacity to address the context of very high risk and safeguarding issues that the borough manages the funding provided will to a large degree influence potential improved outcomes and impact.

6.2 Strengthening Partnerships. The initial improvement phase has seen a growing awareness within the Youth Justice partnership of the importance of close collaborative working at every stage of the youth justice journey. The effectiveness of the Youth Justice Management Board in finding joint solutions to mutual outcomes can be strengthened further as analytical capacity and complimentary service level agreements to prevent and reduce re-offending are fully realized.

6.3 Evidencing improved Outcomes for Children and Young People. The Inspectors highlighted that the large amount of Strategic Activity in Lewisham Crime partnership did not provide clear and robust evidence of outcomes for young people. The YOS will continue to work at a range of improvement activities to strengthen the quality of data through a Live tracker of information, build on the partnership contribution to analyse information in relation to understand the cohort and deploying resources

accordingly. Whilst young people have been involved in the reviews identified above the ongoing delivery will ensure that young peoples feedback and input is included in service redesign and changes.

7.0 Financial Implications

7.1 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 Dec 17.

8.0 Legal & Human Rights Implications

8.1 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.

8.2 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.

8.3 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.

8.4 These statutory duties amongst others feed into the Council's Safer Lewisham Strategy.

9.0 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.

10.0 Crime and Disorder Implications

10.1 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.

11.0 Environmental Implications

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

12.0 Conclusion

12.1 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 Crime Reduction & Supporting People, Directorate for Community Services on 020 8 314 9569, Keith Cohen Strategic Youth Offending Service Manager on 0208 314 9884.

Appendix A – performance dashboard – HMIP approved

National KPIs	RA G
FIRST TIME ENTRANTS	
Reducing the numbers of First Time Entrants to the YJS	
Reducing the numbers of LAC 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	Green
Mental Health - Number receiving a CAMHS Specialist Intervention	Green
Speech and Language - Number Identified as requiring a service	Red
Speech and Language - Number receiving a S & L Assessment	Red
Speech and Language - Number receiving a S & L Specialist Intervention	Purple
Trauma - % of cases assess for trauma	Purple
Trauma - % of cases where a trauma informed intervention is being delivered	Purple
DISPROPORTIONALITY	
Toolkit – TBC	Dark Blue
Local Standards	Orange
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	Yellow
Proportions of Improvement Plan Actions: Red, Amber and Green	Red
WORKFORCE	
Vacancy	Green
Long term Absence	Green
Agency	Red
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

Key: **Green** = Target met
Amber = Toward met target
Red = Target not met
Purple = Target not started or problematic

APPENDIX B

Youth Justice Management Board

30 May 2017

Overview by the Independent Chair of the Lewisham YOS Partnership Board

Role of the YOS Partnership Board

Each Local Authority has, by statute, to create a Youth Justice Partnership Board including named partners but augmented to meet local needs.

National guidance sets out that the key role of the local Board is to bridge

- Criminal justice system
- Community safety and
- Children's services sectors

... and to ensure partnership resources are deployed to meet the local Youth Justice Plan and deliver progress to meet three national targets - reducing first time entrants, reducing reoffending and reducing the use of custody

The function of the Partnership Board is to:

1. Hold the local multi agency youth justice service to account for performance – including scrutinising reports to the national Youth Justice Board (YJB)
2. Hold the partners to account for supporting and delivering the local youth justice plan
3. Undertake strategic development of youth justice services

Independent Chair

After the Inspection report by HMI Probation (2016), Lewisham strengthened the processes and structures of the Lewisham YOS Board including by appointing an Independent Chair. My background is as a secondary school head, Member of the Youth Justice Board and in support of other local YOT development work in London.

YJM Board Improvement

During 2017 the Partnership Board:

- i) Reviewed its own effectiveness against national standards and put in place improvement processes
- ii) Developed an annual work plan to ensure we meet national expectations on effective YOS Partnership Boards (YJB and HM Inspectorate of Probation)

iii) Submitted an improvement Plan to HMIP and YJB to address the issues in the Inspection report

iv) Established oversight of a Performance Sub group with internal and external members so that Board can ensure improvement work is having the impact Board wishes to see.

v) Established named Board members as Theme Leads to oversee the key recommendations of the HMIP Probation Inspection report. These Board members work to assure the whole Board that key development priorities are being delivered.

In addition I have met with the Independent Chairs of the Lewisham LSCB and ASB to ensure necessary coherence of our respective Boards – while recognising the distinctive differences of each.

Key priorities now

1) Ensuring all statutory partners are fully contributing and exercising their oversight. We do not yet have such strategic engagement from the Courts Service and changes to the Community Rehabilitation Company (part of Probation)

2) Engaging non-statutory and community partners who can play a key role – for example education providers.

3) Ensuring that the current focus on culture and performance is sustainable given financial and service pressures.

4) Ensure that the Board members are fully equipped to fulfill their roles and to understand the impact of regional and national changes in policy on Lewisham YJMB

5) Oversee resources available for the development of youth justice services

Conclusion

The improvement work programme is well underway and with evident leadership. Board will be playing a full role in scrutiny and oversight of the Improvement Plan.

All this work is key because in Lewisham a relatively small number of young people in contact with the youth justice system present real risk to themselves, families and communities and have a range of complex needs. But these are the young people who happen to be, at any particular moment, to be under the supervision of the YOT but who are also ‘full time’ young citizens of Lewisham supported by families, communities and the universal services. I am clear that our collective hopes for those young people to live healthy, successful, crime - free lives must drive the Youth Justice services.

Graham Robb
Independent Chair, Youth Justice Management Board

This page is intentionally left blank

Safer Stronger Communities Select Committee			
Title	Demographics in Lewisham – Draft Report	Item No.	7
Contributors	Scrutiny Manager		
Class	Part 1	Date	26 June 2017

1. Purpose of paper

- 1.1 As part of the work programme for 2016/7 municipal year, the Select Committee agreed to carry out a review on demographic change. The review was scoped in November 2016 and evidence gathered at the meeting in April 2017.
- 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

Demographic Change Safer Stronger Communities Select Committee

June 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

Contents

Chair's introduction	xx
1. Executive summary	xx
2. Recommendations	xx
3. Purpose and structure of review	xx
4. Policy Context	
The Findings	
5. Current Population, National and Lewisham	
6. House Prices and Tenure	
7. Deprivation	
8. Evidence from Barry Quirk	
9. Conclusion	xx
10. Monitoring and ongoing scrutiny	xx
Sources	xx

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]

DRAFT

Recommendations

The Committee would like to make the following recommendations:

[Insert recommendations]

DRAFT

3. Purpose and structure of review

3.1 As a result of the severe financial pressures facing the local authority, the Safer, Stronger Communities Select Committee decided that as part of their work programme they should look into changing demographics in the borough to ensure that the Council was able to adapt as quickly as possible to changing needs of residents.

3.2 At its meeting on 28 November 2017, the Committee agreed the scoping paper for a short review of Demographic Change in Lewisham. The scoping paper set out the background and key lines of enquiry for the review. It was agreed that the review should consider both current medium-term and longer-term predictions and projections, and focus on areas of most concern in terms of pressure on residents and the Council, looking at how the Council forward planned for demographic change and how it managed risk. It was also agreed that the review should consider the equalities aspect of demographic change with a view to identifying any population groups that were especially likely to feel the impact of demographic change and the council's role in mitigating this. Key lines of enquiry agreed for the short review were:

- What sources of information are used to inform future delivery of council services?
- Where are the predicted population trends in Lewisham?
- How does the council use demographic information to predict future demand for services?
- How could the council make better use of the available information?
- Where are the most severe pressure points on services predicted to be?
- How do national policy issues such as Brexit, devolution or boundary changes impact the Council's ability to plan for and predict demographic change?
- How can the council ensure the best outcomes for local people in the context of the current financial climate?

3.3 At its meeting on the 28 November 2017, the Committee also agreed to add:

- Changes in demographic participation and demographics of those who do not vote.
- Projections on the numbers of looked after children and how services will need to adapt to this.
- Changes in how the Council will manage services due to changing demographics.
- How will Lewisham change by 2030 and what does the Council need to do to be prepared.

3.4 The timeline for the review was as follows:

26 April 2017 Evidence session to receive a presentation from Barry Quirk, Chief Executive addressing the expanded key lines of enquiry referred to above and key challenges for the Council:

- How policy is developed and services are future-proofed
- Protecting the most vulnerable residents and those with protected characteristics
- Planning for and mitigating the impact of national policy changes such as Brexit, Devolution and Boundary Changes.

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 Demographic change has an affect on all of the Council's corporate policies: community leadership: young people's achievement and involvement; clean, green and liveable; safety, security and a visible presence; strengthening the local economy; decent homes for all; protection of children; caring for adults and older people; active healthy citizens; and inspiring efficiency, equity and effectiveness. Managing and planning for changing demographics in therefore vital to service delivery across the Council. The theme also crosses over all 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 Demographic change has been a feature of London's history for centuries. Understanding the changes is essential for the council to be able plan ahead and deliver services that are relevant, timely and sufficient. The population of London peaked in 1939 at 8.6 million, then post war it started to fall to a low of 6.7 million in 1988. Since then the population has grown each year to approximately 8.6 million in 2016. With the current level of cuts to local government budgets of approximately 44% to 2019/20, the challenge becomes ever greater to ensure services are delivered to those most in need. Changing populations pose a challenge in terms of service prioritisation and predictions for need and usage. This affects all areas of the Council from school places planning, housing, care for the elderly, to leisure facilities and

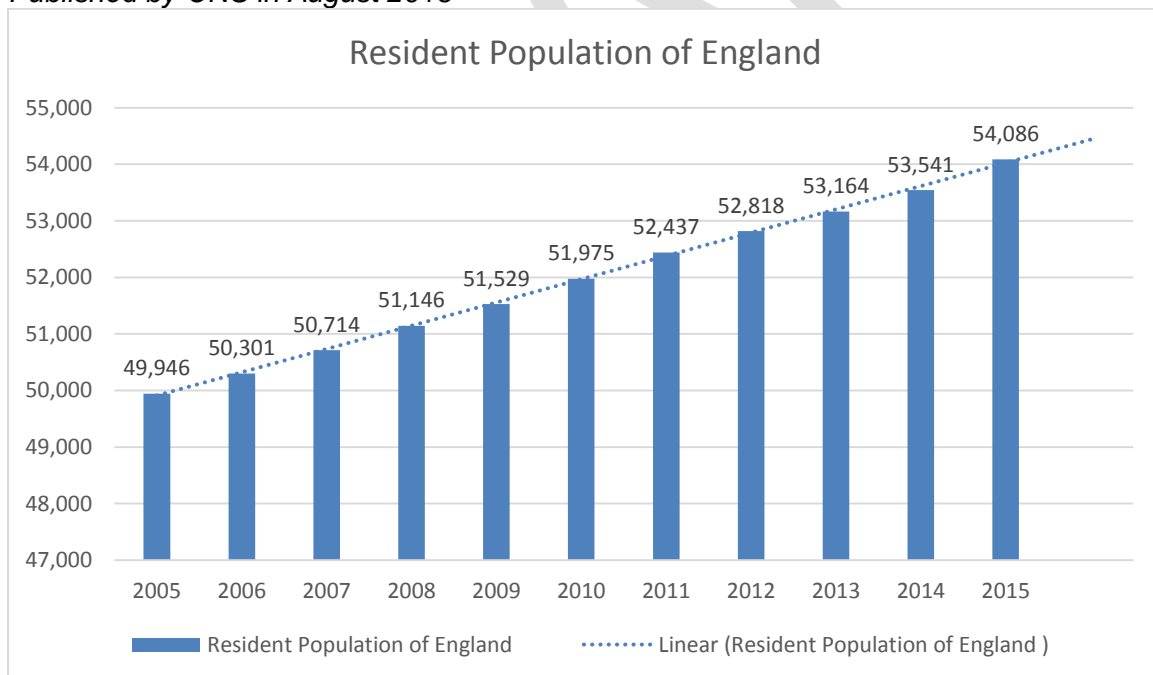
refuse collection etc. Demographic change has an effect on everything the Council does.

5 Current Population

The Current Population – National and London

- 5.1 The UK population is growing. The Office for National Statistics (ONS) projections forecast an increase in UK population of 6% to 2024 and 14% to 2039 from the 2014 figures. According to the ONS the UK population in June 2015 stood at just over 65 million representing an increase of 9.2% or just over 5 million people over the previous ten years.¹ The population of London in 2015 was estimated to be 8,663,300 an increase of 7% in the last 5 years.²
- 5.1 In the ten years from 2005 to 2015 the resident population of England has increased from 49.9 million to 54.1 million, a rise of 8.3%. During this period the non-UK born estimated population of England rose from 5.2 million to 7.9 million, a rise of 51.8%. In 2015, the non-UK born population of England amounted to 14.6% of the overall population.

Published by ONS in August 2016



- 5.2 The population of the UK is getting older. The graph below shows the age structure of the UK in 2014 and projections for 2039. The median average age rises from 40 years in 2014 to 42.8 by 2039. This has an implication on a wide variety of services provided by Councils and the cost of health and social care

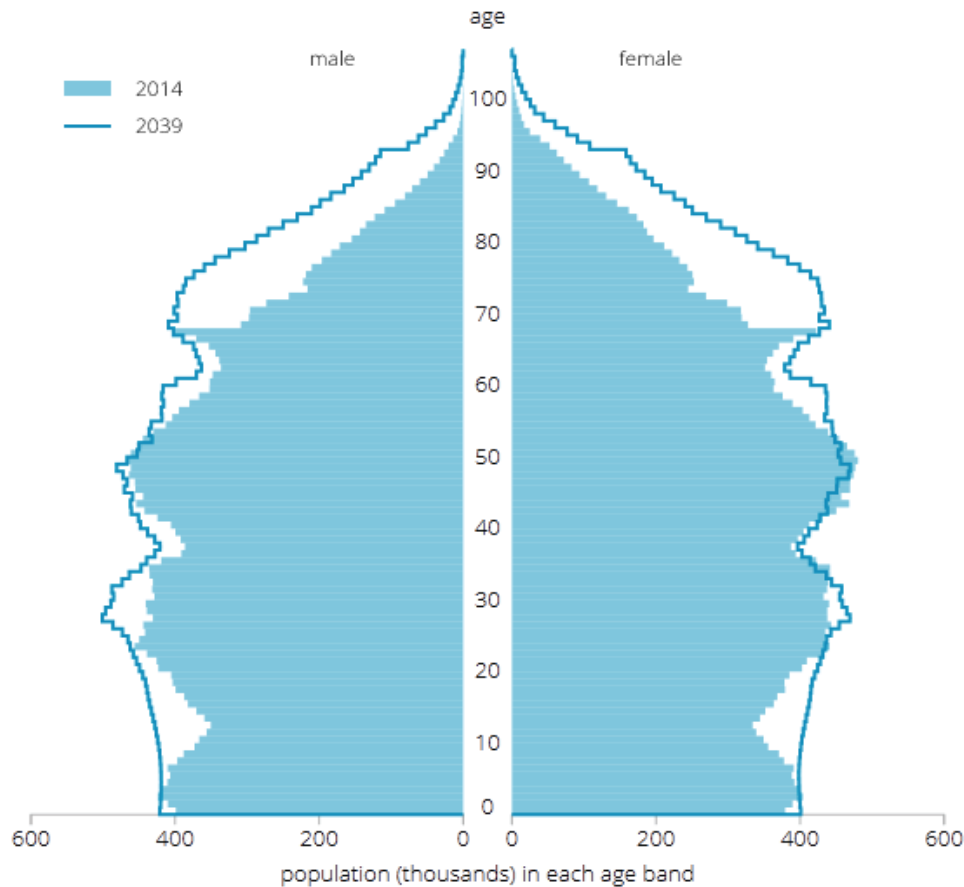
¹ONS

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates>

² GLA DataStore <https://data.london.gov.uk/>

provision. This trend is similar in London but the average age of residents remains younger than in the rest of the UK, being 34 in 2013 according to the ONS regional profile statistics. London also has a higher proportion of residents under 18 than the National average.

Age structure of UK population, mid-2014 and mid-2039



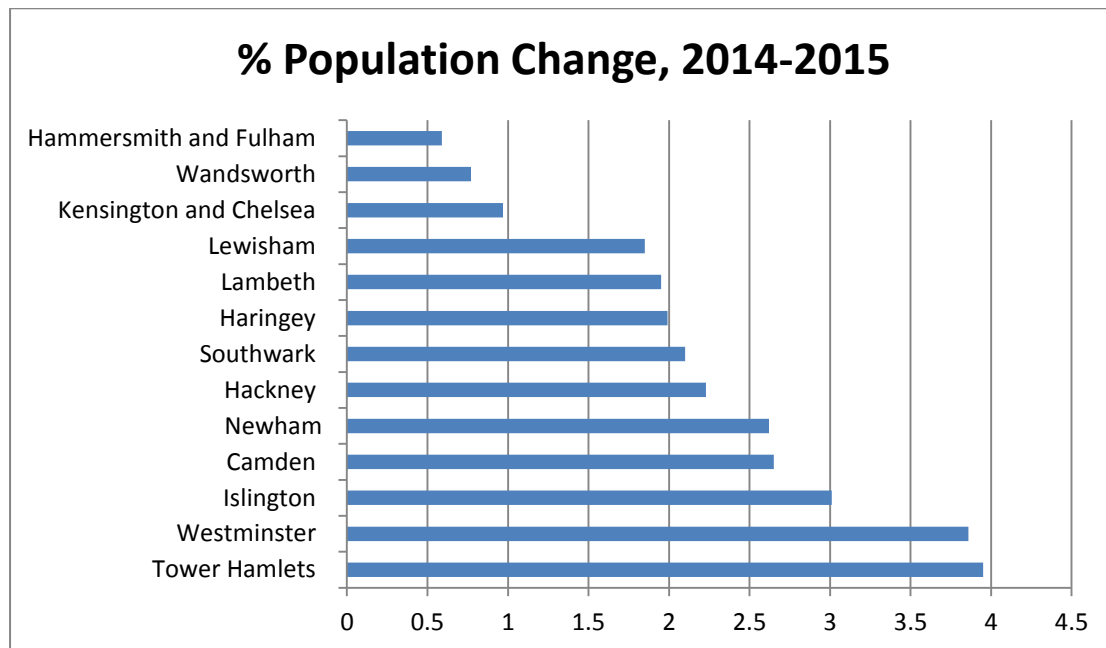
Source: Office for National Statistics

The Current Population – Lewisham

- 5.3 Lewisham is the fifth largest inner London borough and the thirteenth largest in London. According to the ONS Population estimates released on 23 June 2016, the 2015 mid-year estimates show the population of Lewisham has risen to 297,325 people, an increase of 1.8% (5392 people) from the same point in 2014. Within this figure the data shows that in the previous 12 months to June 2015, it is estimated that 22,879 people moved to Lewisham from other parts of the UK, whilst 24,415 left for other parts of the UK; a net effect of -1,536 people. Over the same period 5,649 were estimated to have moved to Lewisham from outside the UK whilst 1,966 left Lewisham for countries outside the UK; a net effect of +3,683 people. There were 4,763 births and 1,524; a natural change effect of +3,239 people.
- 5.4 The population of Lewisham rose steadily at an average of more than 5,000 per year between 2012 and 2015, amounting to an increase over this period

of 15,769. The population has increased at around 1.7% to 1.8% per year and this growth rate is accelerating very slightly each year. As can be seen from the graph below, population growth in Lewisham is less than that of the majority of inner London boroughs.

Percentage Change by Inner London borough, 2014-15 mid-year population estimates



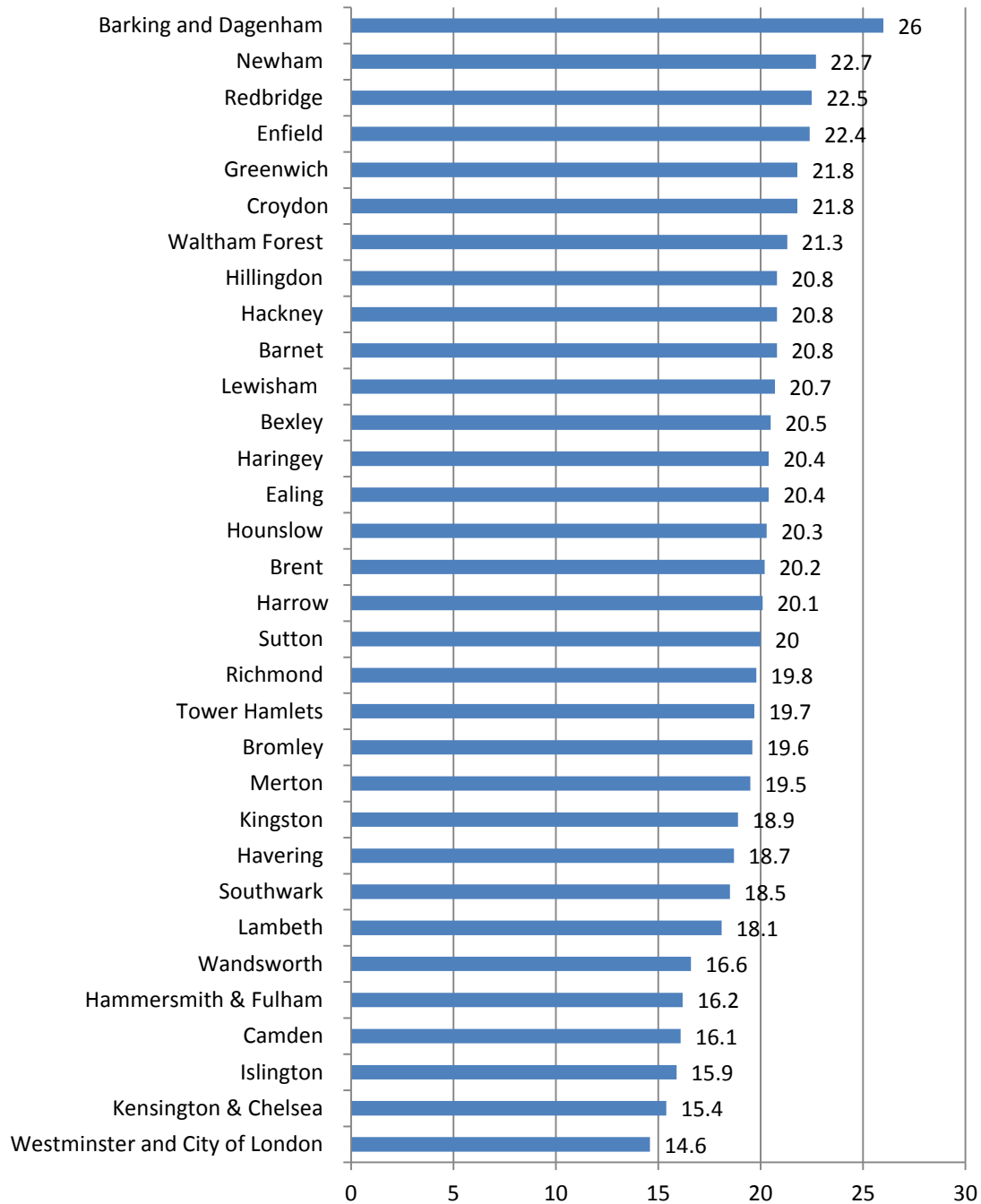
5.5 Within the resident population, occupational class is also changing. Across London the proportion of residents in “higher-skilled occupations is rising. In Lewisham, between 2004 and 2014, the percentage of the work force in higher-skilled occupations rose from 46% of those in employment who were in “higher- skilled occupations” to 57%, the third biggest percentage point rise across all London boroughs. At 57%, Lewisham has the 10th highest proportion of all London boroughs of residents in higher-skilled occupations, the highest is Islington at 73% and the lowest being Barking and Dagenham at 31%.³ Other notable socio-economic shifts include an increase in the number of houses in the private rented sector and a decrease in number of home owners across London. This is further explored in section 6.

5.6 Lewisham has a slightly younger age profile than the rest of the UK; children and young people aged 0-19 years make up 24.5% of our residents, compared to 22.4% for inner London and 23.8% nationally. Lewisham has approximately 39,000 pupils within its 90 schools. Statistically Lewisham also has a lower percentage of the population over 65 than the national average and also comparatively with other London boroughs. These trends are illustrated in the two graphs below. Page 21 of Appendix 1 also shows the estimated number of children at each age up to 18 years old in the borough.

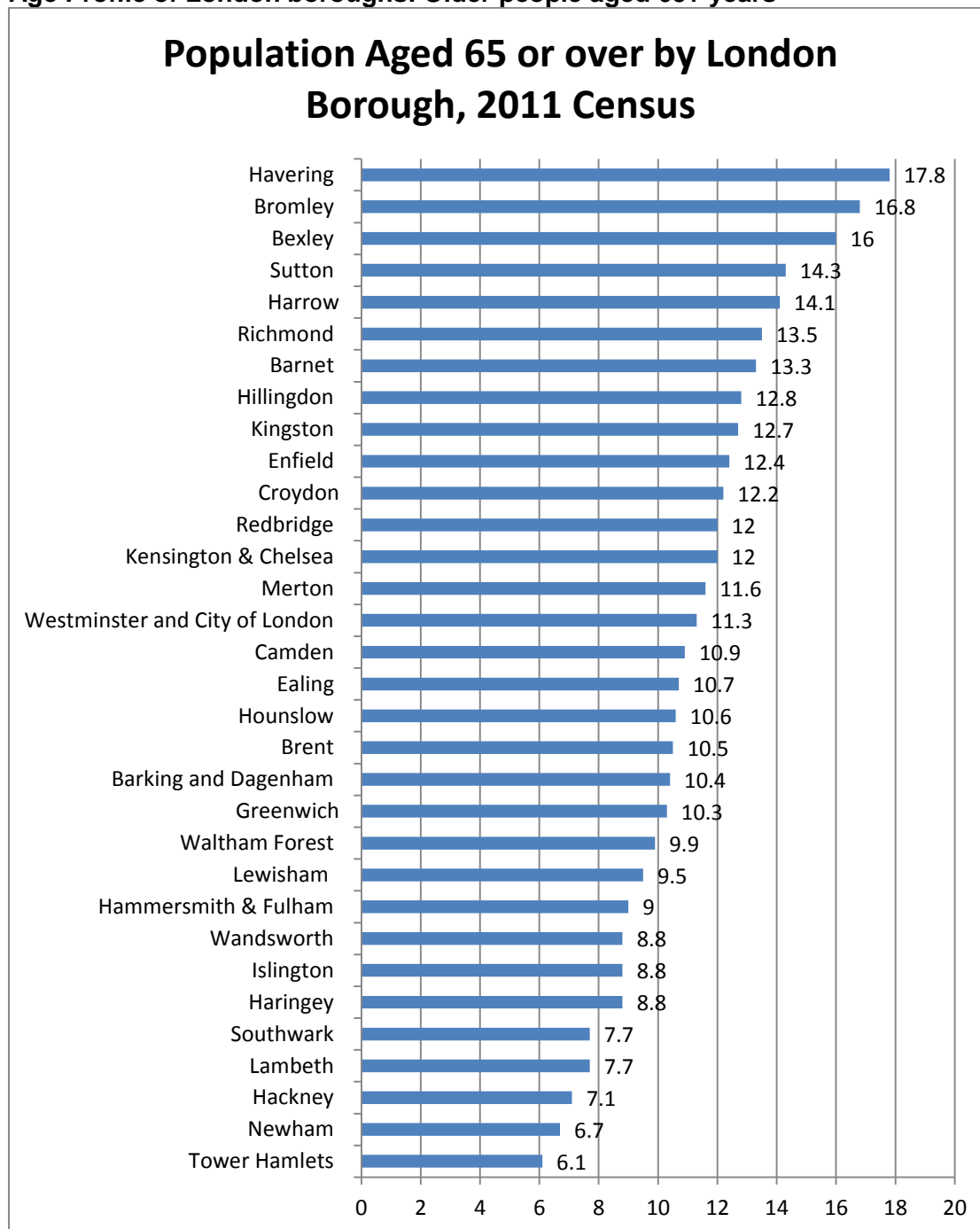
³ ONS Annual Population Survey, 2004-2014

Age Profile of London boroughs: Children and young people aged 0-15 years

Children and Young People, 0-15 yrs, by London Borough, 2011 Census



Age Profile of London boroughs: Older people aged 65+ years



This chart illustrates the large variation in the older age population across London.

5.8 Lewisham is an ethnically diverse borough with approximately 40% of Lewisham residents being from black and minority ethnic backgrounds. This rises to 77% within the school population, where over 170 different languages are spoken by pupils. According to the London Plan 2016, London will continue to diversify as a result of natural growth and continued migration from overseas. However, the evidence this review received from Barry Quirk highlighted in paragraph 8.3 and Appendix 1 page 26 shows that this trend is at different rates in different boroughs.

6 House prices and Tenure

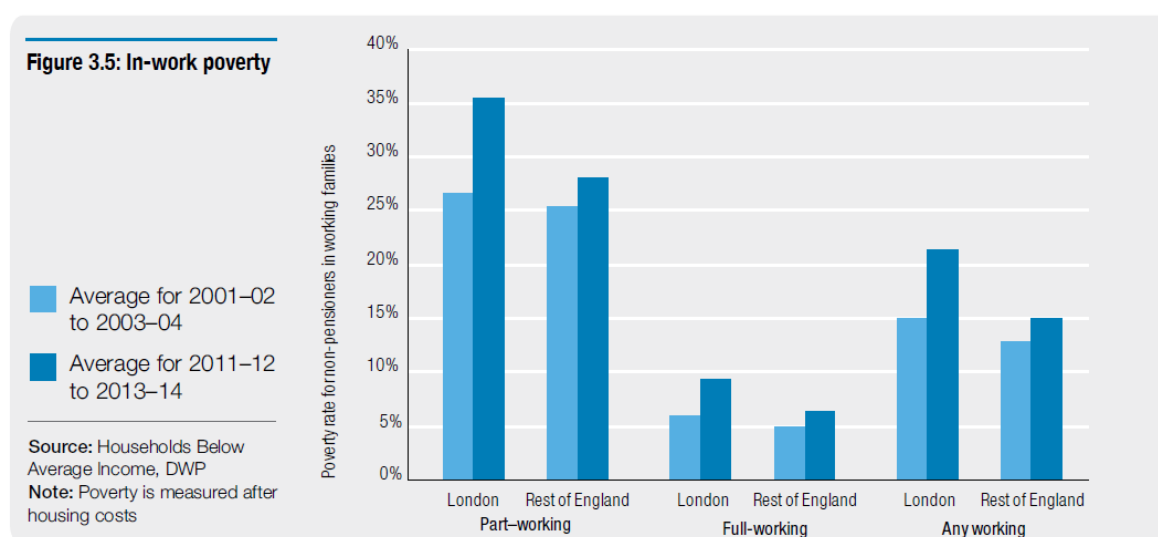
- 6.1 Pressure from house prices can affect demographics within an area. As noted in paragraph 6.3 below, the rise in the private rented sector (PRS) is occurring across London. In England average house prices have increased by 9.3% in the 12 months to June 2016 to £229,383. In Inner London prices have increased by 8.6% to £574,916 whilst in Outer London they have increased by 15.6% to £415,854. Average house prices have increased by 16.7% in Lewisham over this period, but this is still only the 12th largest increase of all 33 London boroughs, and the borough therefore remains more affordable than many areas of London. Home ownership is still, however, unobtainable for many residents.
- 6.2 Though 3.5 times annual salary has in the past been regarded as a guide to buying a house through a mortgage, average house prices in the cheapest London borough of Barking and Dagenham were 7 times average earnings in 2015, in Kensington and Chelsea they were 40 times the average earnings by resident in that borough. In Lewisham they were 11 times average earnings, having been 6.5 times annual earnings in 2003.
- 6.3 Reduction in home ownership and the rise in the private rented sector have implications for wealth accumulation of residents. It could result in the need to review policy assumptions and ensure those in the PRS are protected. It is also a notable difference between London and the rest of the UK and highlights that different approaches and policies may be needed in London to the rest of the UK.

7 Deprivation

- 7.1 In relative terms, Lewisham remains among the most deprived local authority areas in England. Deprivation is measured using the following Indices of Multiple Deprivation (IMD) 2015:
- Income
 - Employment
 - Health Deprivation and Disability
 - Education, Skills and Training
 - Barriers to Housing and Services
 - Crime
 - Living Environment
- 7.2 In the overall Index of Multiple Deprivation, Lewisham ranked 48th most deprived nationally of 326 local authority district. This compares to a ranking of 31st for 2010, and 39th for 2007.⁴ This is the “rank of average score” (see

⁴ Office of National Statistics, Indices of Multiple Deprivation 2015, File 10: local authority district summaries <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>

footnote 8 for definition). This means that as a local authority Lewisham is within the 20% most deprived Local Authorities in the country. There have been large decreases in a number of London Boroughs in the proportions of their neighbourhoods that are highly deprived. In Hackney and Newham in particular, there were reductions of 24 percentage points: from 42 per cent of neighbourhoods in Hackney being highly deprived on the Index of Multiple Deprivation 2010 to 17 per cent following the 2015 update, and from 31 per cent of neighbourhoods being highly deprived in Newham on the 2010 Index to 8 per cent following the 2015 release. See Chart 7 below.⁵ Generally, London boroughs are more deprived comparatively in terms of income deprivation compared to employment deprivation. This in part helps to explain the higher rankings of London Boroughs in the Income deprivation affecting children and older people indices as shown paragraph 7.11. The graph below from the London Poverty Profile also demonstrates this and how this difference has grown since 2010.



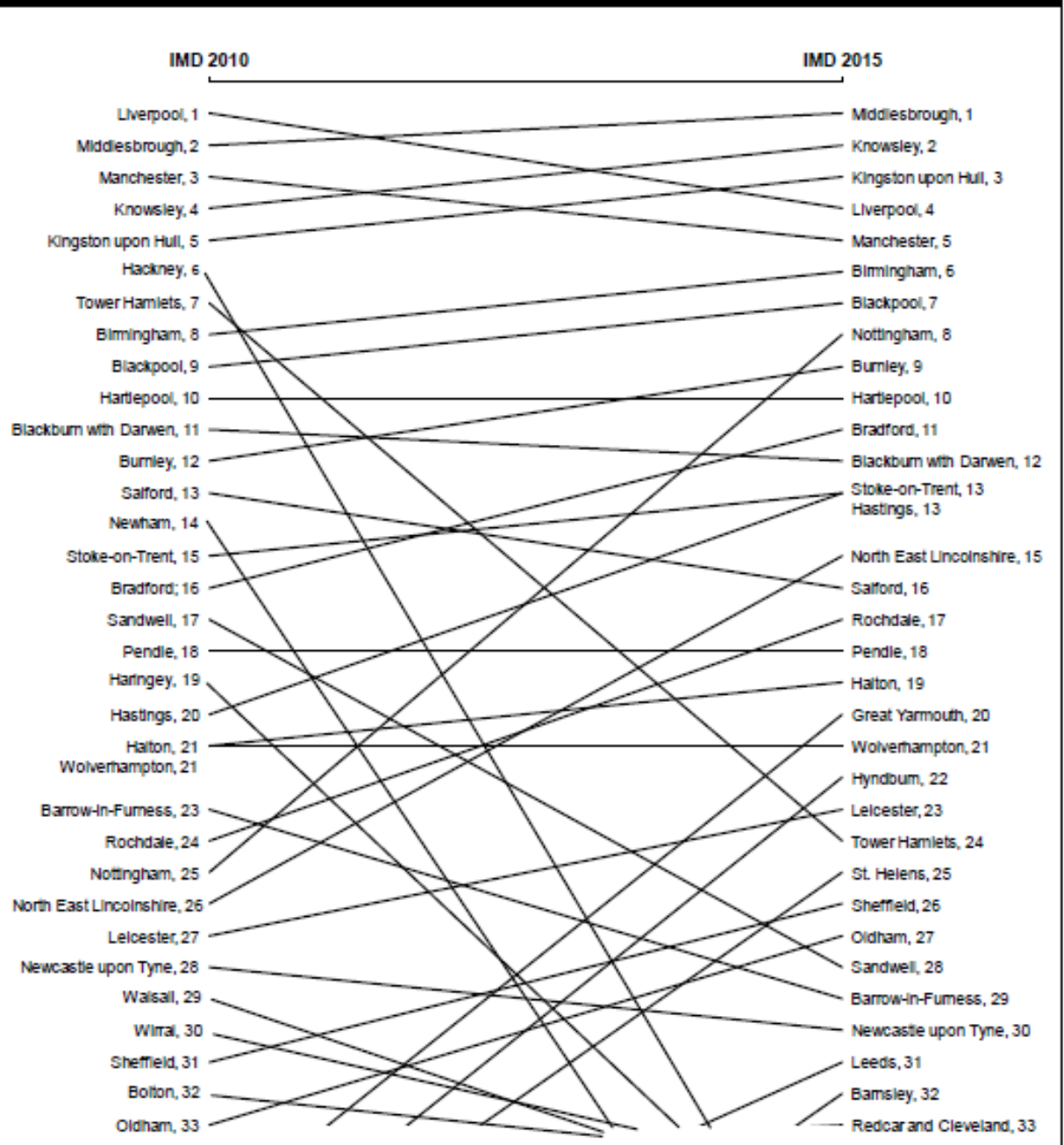
London Poverty Profile 2015⁶

7.3 In terms of overall deprivation, Lewisham is ranked 10th out of the 33 London boroughs (including the Corporation of London), unchanged from 2010. The IMD ranking of most London boroughs has improved (i.e. they have become comparatively less deprived), though notable ranking increases have occurred in Barking and Dagenham, Westminster, and Croydon. The chart below from the ONS shows the comparison between comparative ranking in the 2010 IMD to the 2015 IMD, and highlights the dramatic reductions in comparative deprivation in some London boroughs.

⁵https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/465791/English_Indices_of_Deprivation_2015_-_Statistical_Release.pdf

⁶ http://www.londonpovertyprofile.org.uk/2015_LPP_Document_01.7-web%202.pdf

Chart 7. The most deprived local authority districts according to the Index of Multiple Deprivation 2015 and the 2010 Index: local authorities are ranked on the proportion of neighbourhoods in the most deprived 10 per cent nationally



Note: Hastings and Stoke-on-Trent are equally ranked as 13th most deprived on this measure.

Any change in rank position represents relative change only. It is possible that a district may have become less deprived in real terms since the previous Index, but more deprived relative to all other districts, or vice versa. Furthermore, a change in rank, even of several places, may not represent a large increase or decrease in the levels of deprivation.

SOURCE: ONS⁷

⁷ONS

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/465791/English_Indices_of_Deprivation_2015_-_Statistical_Release.pdf

Table 1: London Boroughs by IMD National Ranking⁸

	2015 National Rank of average scores⁹	2010 National Rank	2010-2015 Ranking Change
Tower Hamlets	10	7	-3
Hackney	11	2	-9
Barking & Dagenham	12	22	10
Newham	23	3	-20
Islington	24	14	-10
Haringey	30	13	-17
Waltham Forest	35	15	-20
Southwark	40	41	1
Lambeth	44	29	-15
Lewisham	48	31	-17
Westminster	57	87	30
Enfield	64	64	0
Brent	68	35	-33
Greenwich	78	28	-50
Camden	84	74	-10
Hammersmith & Fulham	92	55	-37
Croydon	96	107	11
Ealing	99	80	-19
Kensington & Chelsea	104	103	-1
Hounslow	117	118	1
Redbridge	138	134	-4
Wandsworth	158	121	-37
Hillingdon	162	138	-24
Havering	167	177	10
Barnet	172	176	4
Bexley	191	174	-17
Bromley	208	203	-5
Merton	213	208	-5
Sutton	217	196	-21
Harrow	219	194	-25
City of London	231	262	31
Kingston upon Thames	278	255	-23
Richmond upon Thames	294	285	-9

⁸ File 10: Local Authority District Summaries, IMD rank of average scores

⁹ **LA Average Score of LSOA Scores**

Population weighted average of the combined scores for the LSOAs in a larger area.

This measure is calculated by averaging the LSOA scores in each larger area after they have been population weighted. This measure retains the fact that more deprived LSOAs may have more 'extreme' scores, which is not revealed to the same extent if the ranks are used. So highly deprived areas will not tend to average out to the same extent as when using ranks; highly polarised areas will therefore tend to appear more highly deprived on the average score measure than the average rank measure.

LA Average Rank of LSOA Ranks

Population weighted average of the combined ranks for the LSOAs in a larger area.

This measure is calculated by averaging all of the LSOA ranks in each larger area. For the purpose of this specific calculation, LSOAs are ranked such that the most deprived LSOA is given the rank of 32482 (2010) and 32844 (2015). This is opposite to the main IMD rankings where 1 is the most deprived. The LSOA ranks are population weighted within a local authority district to take account of the fact that LSOA size can vary. The nature of this measure (using ranks not scores) means that highly polarised larger areas tend not to score highly because extremely deprived and less deprived LSOAs will tend of 'average out'.

Conversely, a larger area that is more uniformly deprived will tend to score highly on this measure. Please note the rank indicator for this measure is a "rank of the average ranks".

- 7.4 Statistically in terms of IMD rating, Lewisham has improved its ranking in percentage terms and now rates 48th most deprived as opposed to 31st most deprived in the country. However, it is important to note the proportion of children and older people in income deprivation is very high and Lewisham ranks as the 19th most deprived in the country specifically for each of these categories. As mentioned previously, income deprivation is also higher comparatively than employment deprivation.¹⁰
- 7.5 In Lewisham, in terms of overall deprivation and the percentage of wards falling in the bottom 20% nationally, deprivation is concentrated in New Cross, Downham and Bellingham. Significant parts of these wards fall within the 20% most deprived in England. In New Cross relative deprivation has increased significantly, though in neighbouring Evelyn the situation has improved compared to 2010. Deprivation levels remain unchanged in Whitefoot. However, the most severe deprivation is concentrated in the Evelyn ward where approximately a third of the ward is categorised as being in the 10% most deprived in England.
- 7.6 Levels of income deprivation affecting older people are relatively unchanged from 2010. Evelyn, New Cross, Brockley and Downham are the most affected wards.
- 7.7 Overall levels of income deprivation affecting children have improved slightly since 2010. However, deprivation exists across many parts of the borough, with the highest levels in Evelyn, Bellingham, Downham, and New Cross.

Impact of Welfare Reform

- 7.8 The Centre for Regional Economic and Social Research at Sheffield Hallam University in partnership with Oxfam and the Joseph Rowntree Foundation¹¹, has produced information on the financial impact of the recent changes to welfare. Their data shows that the cumulative effect of welfare reforms from 2010 to 2016 has resulted in an estimated average loss of £470¹² per year for every working age adult in Lewisham up to March 2016. This loss is above the London (£410) and the national (£360) average. The reforms to Tax Credits have had the largest impact per head, followed by changes to the Local Housing Allowance for Housing Benefit claimants.

¹⁰ ONS Indices of Multiple Deprivation Definitions

- The **Income Deprivation** Domain measures the proportion of the population experiencing deprivation relating to low income. The definition of low income used includes both those people that are out-of-work, and those that are in work but who have low earnings (and who satisfy the respective means tests).
- The **Employment Deprivation** Domain measures the proportion of the working-age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.

¹¹ The Uneven Impact of Welfare Reform, Centre for Regional Economic and Social Research, https://www4.shu.ac.uk/research/cresr/sites/shu.ac.uk/files/welfare-reform-2016_1.pdf

¹² Welfare Reform 2016 Database, The Uneven Impact of Welfare Reform, Centre for Regional Economic and Social Research, <http://www4.shu.ac.uk/research/cresr/ouexpertise/the-uneven-impact-of-welfare-reform>

7.9 The table below shows a breakdown of the impact per working age person per year for each of the changes to benefits up to 2020/21. It also shows the number of households in Lewisham affected by each of the changes and the total impact per year. According to the 2011 census there are 116,000 households in Lewisham.

Welfare reforms: estimated impacts to 2020-21

<ul style="list-style-type: none"> - Number of households impacted - Impact per working age person per year - Total impact in area per year 	Lewisham	London	Great Britain
Universal Credit tapers and thresholds	<ul style="list-style-type: none"> - 15,500 households - £81 per year - £16m. 	<ul style="list-style-type: none"> - 400,000 households - £73 per year - £430m. 	<ul style="list-style-type: none"> - 3,000,000 households - £81 per year - £3,220m
Tax Credits (new reforms)	<ul style="list-style-type: none"> - 11,200 households - £57 per year - £12m per year 	<ul style="list-style-type: none"> - 300,000 households - £58 per year - £340m. 	<ul style="list-style-type: none"> - 2,000,000 households - £53 per year - £2,115m.
Mortgage interest support	<ul style="list-style-type: none"> - 700 households - £5 per year - £1m. 	<ul style="list-style-type: none"> - 17,000 households - £4 per year - £25m. 	<ul style="list-style-type: none"> - 170,000 households - £6 per year - £255m.
Pay to stay	<ul style="list-style-type: none"> - 1,000 households - £13 per year - £2.7m. 	<ul style="list-style-type: none"> - 26,000 households - £14 per year - £80m. 	<ul style="list-style-type: none"> - 130,000 households - £6 per year - £240m.
LHA Cap in social rented sector	<ul style="list-style-type: none"> - 2,100 households - £8 per year - £1.6m. 	<ul style="list-style-type: none"> - 47,000 households - £6 per year - £35m. 	<ul style="list-style-type: none"> - 300,000 households - £6 per year - £225m.
Employment and Support Allowance (new reforms)	<ul style="list-style-type: none"> - 2,300 households - £14 per year - £2.9m. 	<ul style="list-style-type: none"> - 51,000 households - £11 per year - £65m. 	<ul style="list-style-type: none"> - 500,000 households - £16 per year - £640m.
Benefit Cap (extension)	<ul style="list-style-type: none"> - 1,910 households - £15 per year - £3m. 	<ul style="list-style-type: none"> - 50,000 households - £14 per year - £85m. 	<ul style="list-style-type: none"> - 210,000 households - £12 per year - £495m.
Benefit Freeze	<ul style="list-style-type: none"> - 43,000 households - £121 per year - £25m. 	<ul style="list-style-type: none"> - 1,080,000 households - £108 per year - £630m. 	<ul style="list-style-type: none"> - 7,900,000 households - £101 per year - £4,010m.
Total anticipated loss by 2020/21 from post-2015 welfare reforms	<ul style="list-style-type: none"> - £350 per year - £72m. 	<ul style="list-style-type: none"> - £320 per year - £1,870m. 	<ul style="list-style-type: none"> - £320 per year - £12,920m.
Total anticipated loss by 2020/21 from pre and post-2015 welfare reforms	<ul style="list-style-type: none"> - £820 per year - £168m. 	<ul style="list-style-type: none"> - £730 per year - £4,250m. 	<ul style="list-style-type: none"> - £690 per year - £27,400m.

Source: The Uneven Impact of Welfare Reform¹³

¹³ Ibid

- 7.10 The freeze on working age benefits from April 2016 is expected to have had the largest impact, affecting 43,000 households by 2020 with an average loss of £121 per year per working age adult. The analysis from the policy hub also indicates that the total estimated financial impacts over the 2010-2020/21 period amount to £820 per working age adult per year in Lewisham, which is the eighth highest level out of thirty-two London boroughs. A further definition of each of the benefit reforms included in this analysis is included in the footnote below.¹⁴

¹⁴ **Tax Credits**

Reductions in payments and thresholds, notably the removal for new claims of the ‘family’ element and a limit on the ‘child’ element to two children for children born after March 2017

Mortgage interest support

Change from welfare payment to a loan

‘Pay to stay’

New requirement for higher-income tenants in the social rented sector in England to pay market rents, mandatory in local authority housing and voluntary for housing associations

LHA cap in the social rented sector

Housing Benefit in the social sector limited to the equivalent local private sector rate

Housing Benefit: 18-21 year olds

End of automatic entitlement for out-of-work 18-21 year olds

Employment and Support Allowance

Reduction in payment to JSA rate for new claimants in the Work-Related Activity Group

Benefit cap

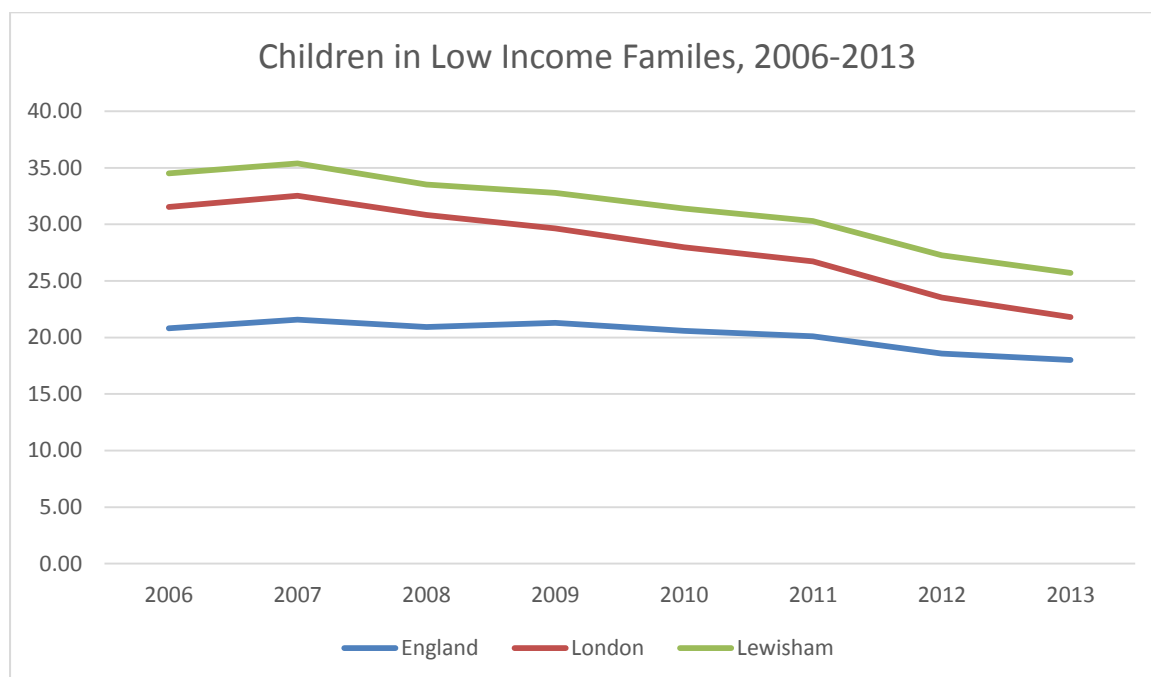
Lower ceiling per household - £23,000 a year in London, £20,000 elsewhere – applying to total of wide range of working age benefits

Benefit freeze

Four-year freeze in the value of most working-age benefits

Child poverty

Children in Low Income Families (all dependent children aged under 20), 2006-2013



7.11 In England the proportion of Children in Low Income Families has fallen from 20.8% in 2006 to 18.0% in 2013. In 2006 this measure of child poverty was much higher in London at 31.5%, but the gap has narrowed significantly to 21.8%. Lewisham was at 35.4% in 2006 but has since dropped sharply to 25.7%. According to the IDACI (Income Deprivation Affecting Children Index), LB Lewisham is the 19th highest Local Authority in England in terms of income deprivation affecting children.

8 Evidence from Barry Quirk, Chief Executive, LB Lewisham

8.1 The Committee heard evidence from Barry Quirk, Chief Executive. There had been dramatic changes in the demographic make-up of London in the last 10 years. The population of London was hugely significant in terms of numbers: More people lived in North London than in Scotland; more people lived in South London than Wales. The size of London comparatively to the second largest city of Birmingham was also very large with the population of Birmingham being around 1.1 million people compared to 8.7 million in London. Appendix 1, page 4 show's London's population change 1801 to 2011 and page 5 show's Lewisham's population change over the same period and the forecast to 2030 based on the current trajectory.

8.2 There were major differences in London compared to national averages, for example – 62% of the population of inner London were in rented accommodation compared to 30% nationally. This meant that housing policies that worked for outside London were different from what was most suitable for London.

- 8.3 The population of Lewisham was predicted to be 300,000 currently with a projected increase to between 314,000 and 360,000 by 2040. The main predictions were from GLA and ONS with the GLA having higher predictions than the ONS. Appendix 1, Page 6 highlights some of the reasons for these differences in predictions and forecasting techniques for population growth.
- 8.4 Birth rates, long and short-term migration trends and the number of available homes could all be used to predict demographic changes. Migration trends and birth rates were challenging to predict which accounted for the range in the forecast population increase.
- 8.5 The Committee heard that the GLA figures were not capped based on the maximum number of properties whereas some experts felt this was a likely natural cap to population rises.
- 8.6 In Lewisham, the movement between those moving in and out of the borough was much more significant in terms of numbers and effect on overall population than changes in the birth rate which accounted for only a small part of predicted changes.
- 8.7 When asked whether there was a trend for families with young children to move out of the borough, the committee heard that there was no evidence of this currently and the changes were more likely to be from people without children moving in and out of the borough.
- 8.8 The rate of international migration had a bigger net effect on the Lewisham population than domestic (within UK) migration but the numbers involved in domestic migration were much higher as the London Borough of Lewisham had a low proportion of international migration compared to domestic. Paragraph 5.3 of this report expands on this using migration figures for 2015.
- 8.9 Currently there was not enough evidence to understand comprehensively the changes in terms of socio-economic groups of those moving in to Lewisham versus those moving out. Other influences on changes to demographic make-up included older home-owners “cashing in” on higher property values and moving out of London, and currency changes. The fall in the value of the pound by 15% since June 2016 was also believed to be likely to affect the population. In particular those who sent a proportion of their wages to their home country may have less incentive to stay in the UK. In 2017, there had been an unexpected fall in primary schools admissions across London of 4% compared to 2016. The figure for Lewisham was a 5.8% reduction between 2017 and 2016. The reasons for this were still unknown but it did appear to mirror the fall in the birth rate between 2011/12 and 2012/13.
- 8.10 Demographic change was dynamic and causation was inter-related and complex. Historically policies tended to be created based on simple linear dependencies and not taking into account the current complex interdependent system.

- 8.11 Budgetary pressures from changing demographics included a predicted 33% increase in the numbers of people aged over 80 years old in Lewisham over the next 13 years. This figure was lower than the predicted increases across the whole of London and the UK. The implications from the increase in numbers of people over 80 and 90 years old for the NHS and Social Services were huge. Page 18, Appendix 1 shows that whilst London overall has a predicted 44% increase in people aged over 80 between 2017 and 2030; the rest of England has a 59% predicted increase over the same period.
- 8.12 The percentage of working age adults was forecast to increase by 11.6% in London by 2030 compared to 3.5% across England as a whole. The difference between London and the rest of England would therefore be likely to be exaggerated unless an external factor drove change such as house prices, pollution/congestion or Brexit. Page 19 of Appendix 1 shows the correlation between healthcare costs and age, demonstrating why this is so important.
- 8.13 The percentage of BAME residents in Lewisham was not predicted to change dramatically between now and 2030 with a predicted increase of just 2 percentage points and in many other inner London boroughs such as Lambeth the percentage of BAME residents as a proportion of total residents looked likely to fall. This was in contrast to some outer London boroughs such as Newham where there has been a large increase in the number of BAME residents between the 2001 and 2011 census and a trend that looks likely to continue.
- 8.14 According to the PWC report “Facing Facts”, London’s workforce was educated with 43% holding a degree or equivalent. The report also stated that UK and EU-15 migrants tended to work in managerial and professional roles across the full range of industry sectors, whereas non-EU and Post-2004 Accession Country migrants tended to undertake semi-routine and routine work, work in small businesses or are self-employed – often in the construction, tourism or wholesale & retail sectors.
- 8.15 In Lewisham there was one household in 70 that was in temporary accommodation. Further increases would have an impact on the Council’s budget. Lewisham faced significant challenges but would be less hard hit by the costs of care for the elderly than many areas.
- 8.16 There were significant concerns about the implications of Brexit. 20% of the London economy was finance based which could be badly hit if Britain were to leave the Single Market area. There was a limited understanding of the full supply chain and the knock-on effect this could have across sectors.
- 8.17 In Lewisham, there were currently 70,000 children aged 0-18 of which 450 are currently “looked after”. There are currently an additional 1500 others which the Council has concerns about. Therefore the current range is between 0.6% to 3% of children in the borough. If the population projections up to 2030 in terms of numbers and age make-up are accurate there would be an additional 20,000 children in the borough. If the risk profile of these children was the

same as the current risk profile of Lewisham children, this would mean that the corresponding “safeguarding” and “concern” figures would rise to 540 and 2700 respectively.

- 8.18 A lot of uncertainty around future predictions still existed. Lewisham was in a strong position in terms of the value of land still being significantly lower than many other inner London boroughs making it comparatively more affordable. It was still unclear as to whether a fall in house prices or a fall in net migration would reduce housing problems or not.
- 8.19 Lewisham’s demographics linked to different geographies for different services. For example; the health economy was linked to Lambeth, Greenwich, Bromley and Southwark; employment was linked to central London and Docklands; Education was linked to Bromley and Greenwich.
- 8.20 The changes to local government funding from the introduction of Business Rate Retention would be very challenging for many local authorities. Property tax would be rising at less than inflation at a time when social care costs will be rising dramatically.

9 Conclusion

- 9.1 Demographics and Demographic change is complex and dynamic. It is important for the Council to have a thorough understanding of the demographics of Lewisham, London and the UK and an understanding of predictions and projections for demographic change. There will always be differences in predictions between practitioners and understanding this and the implications for the Council in ensuring service delivery and robust policy development is important.
- 9.2 The report summarises the evidence the Committee has received around demographic change in Lewisham, London and the UK. It draws on evidence from sources such as the Office of National Statistics, the GLA, the Indices of Multiple Deprivation and from the evidence the Committee heard from Barry Quirk, Chief Executive of the London Borough of Lewisham.

10 Monitoring and ongoing scrutiny

- 10.1 The recommendations from the review will be referred for consideration by the Mayor and Cabinet at their meeting on 19 July 2017 and their response reported back to the Safer Stronger Communities Select Committee within two months of the meeting. The Committee will receive a progress update in six months’ time in order to monitor the implementation of the review’s recommendations.

Sources and Background Papers

Inside Out, Centre for London, December 2015

<http://www.centreforlondon.org/publication/inside-out/>

Indices of Multiple Deprivation 2015

<https://files.datapress.com/london/dataset/indices-of-deprivation-2015/2016-05-24T18:16:14/indices-deprivation-2015.pdf>

London's Poverty Profile 2015, Trust for London, New Policy Institute, 2015

http://www.londonpovertyprofile.org.uk/2015_LPP_Document_01.7-web%202.pdf

Office of National Statistics, Indices of Multiple Deprivation 2015, File 10: local authority district summaries <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2015>

The Health of Lewisham Children and Young People, Annual Report of the Director of Public Health for Lewisham 2015

<https://www.lewisham.gov.uk/mayorandcouncil/aboutthecouncil/strategies/Documents/LewishamAnnualPublicHealthReport2015.pdf>

The Uneven impact of Welfare Reform, Centre for Regional Economic and Social Research, March 2016

<http://www4.shu.ac.uk/research/cresr/sites/shu.ac.uk/files/welfare-reform-2016.pdf>

Welfare Reform 2016 Database, The Uneven Impact of Welfare Reform, Sheffield Hallam University, Centre for Regional Economic and Social Research,

<http://www4.shu.ac.uk/research/cresr/ouexpertise/the-uneven-impact-of-welfare-reform>

Websites and datasets

GLA DataStore <https://data.london.gov.uk/>

ONS, Population Estimates

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates>

This page is intentionally left blank

Safer, Stronger Select Committee

demographic
trends &

challenges

Barry Quirk.

Home Ownership Rate in the UK

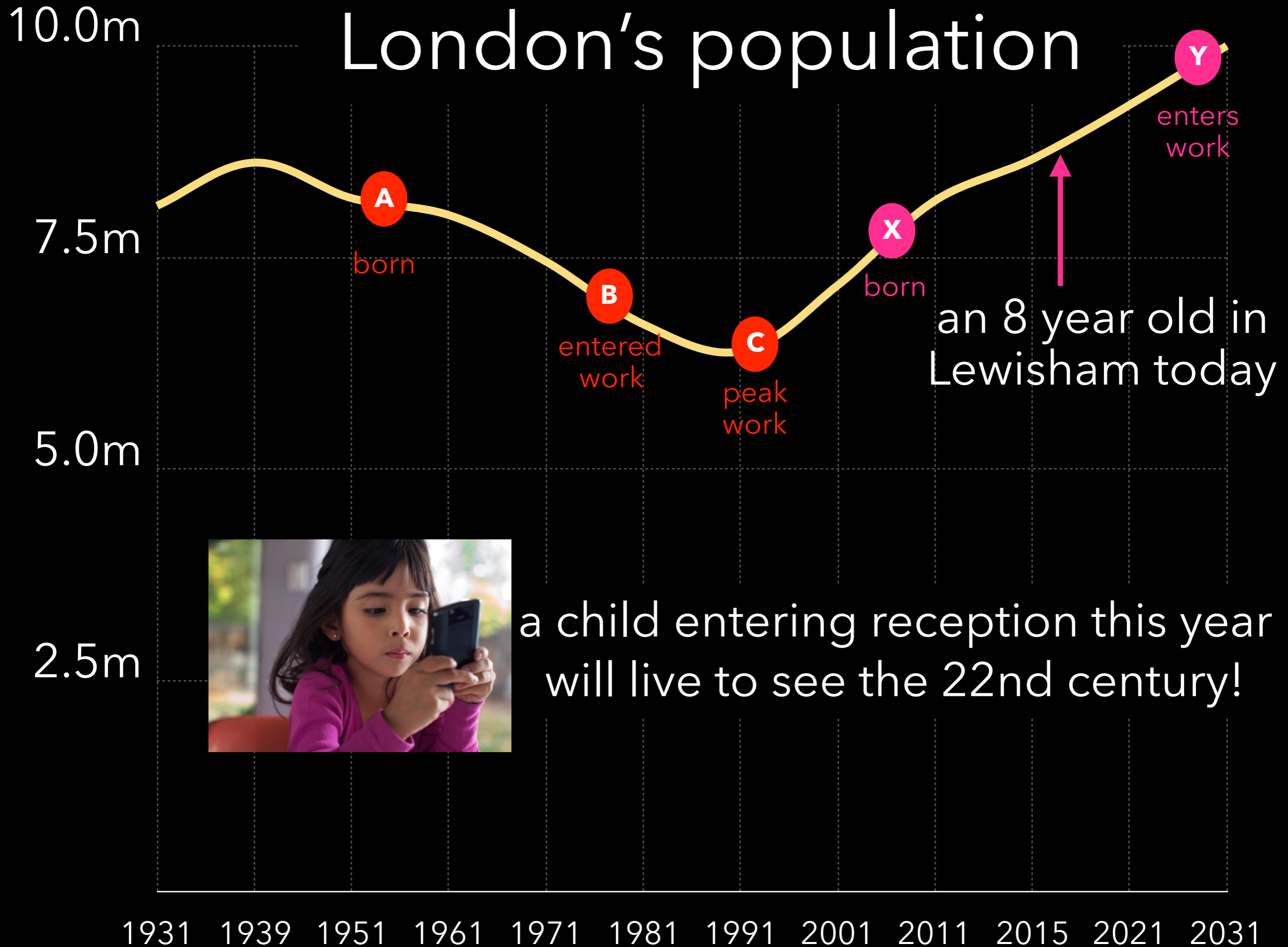
50 60 % 70 80



below 50%:
Majority of
households
renting



London's population

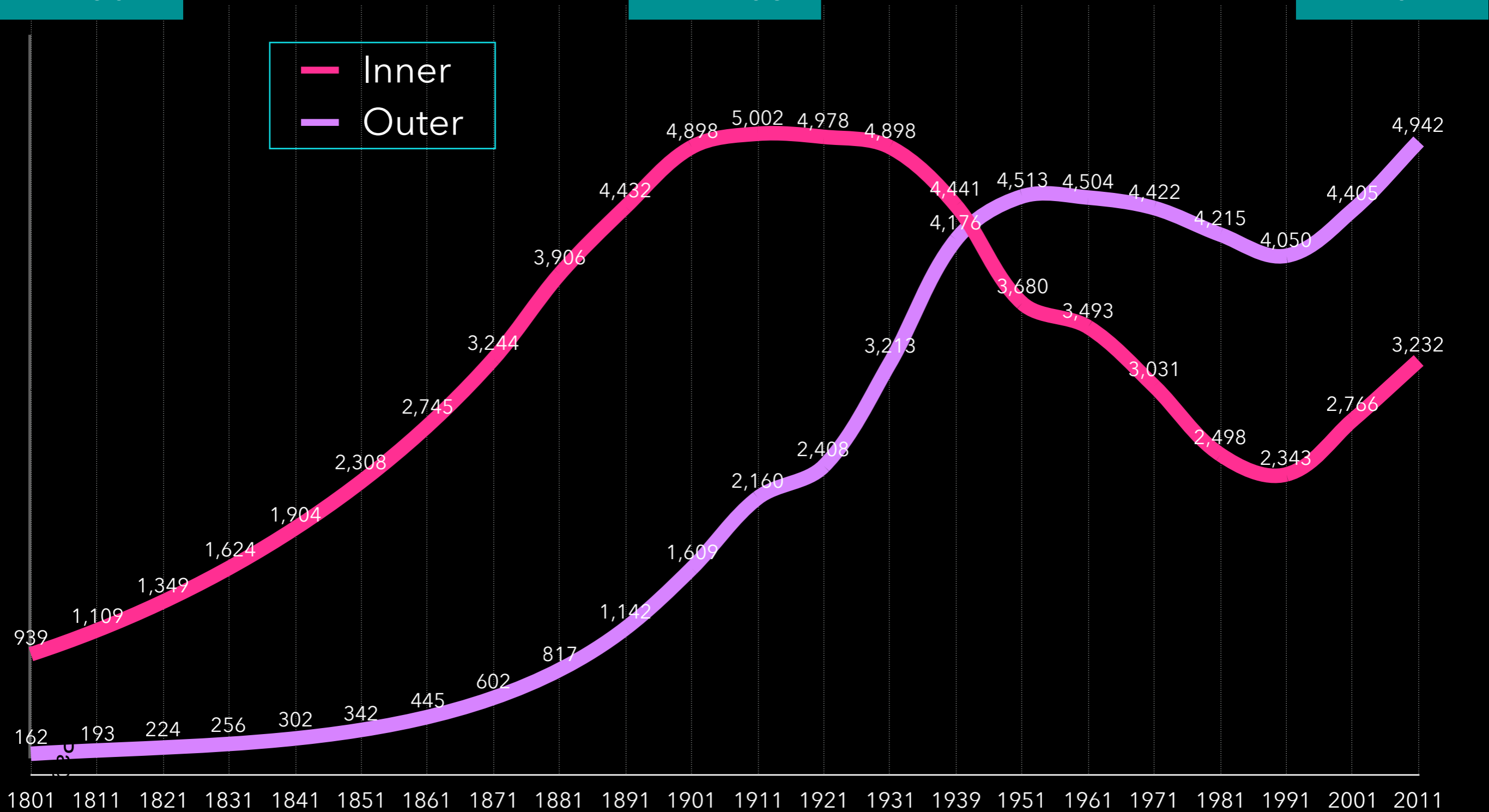


London's population change: 1801 to 2011

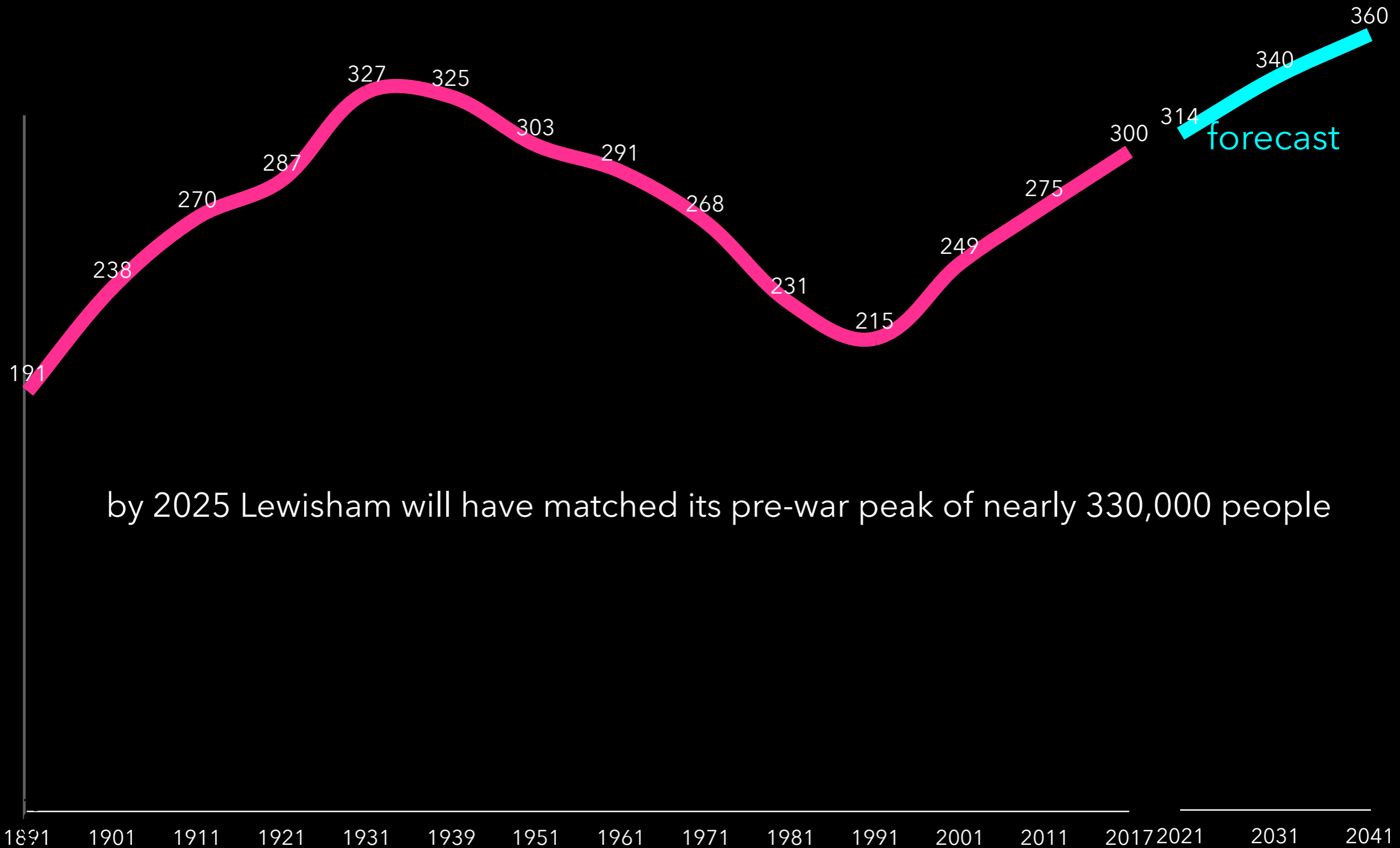
1 million
in 1801

7 million
in 1905

8 million
in 2011



Lewisham's population change: 1891 to 2041



by 2025 Lewisham will have matched its pre-war peak of nearly 330,000 people

the future?

GLA or ONS population forecasts?

to 2030 it's either an increase of
40,000 (GLA) or 60,000 (ONS)

the "natural change" rate is births less deaths:
birth rates (related to the "future fertility rates" of women in the
cohort aged 18-45); and death rates (applying ageing profiles)

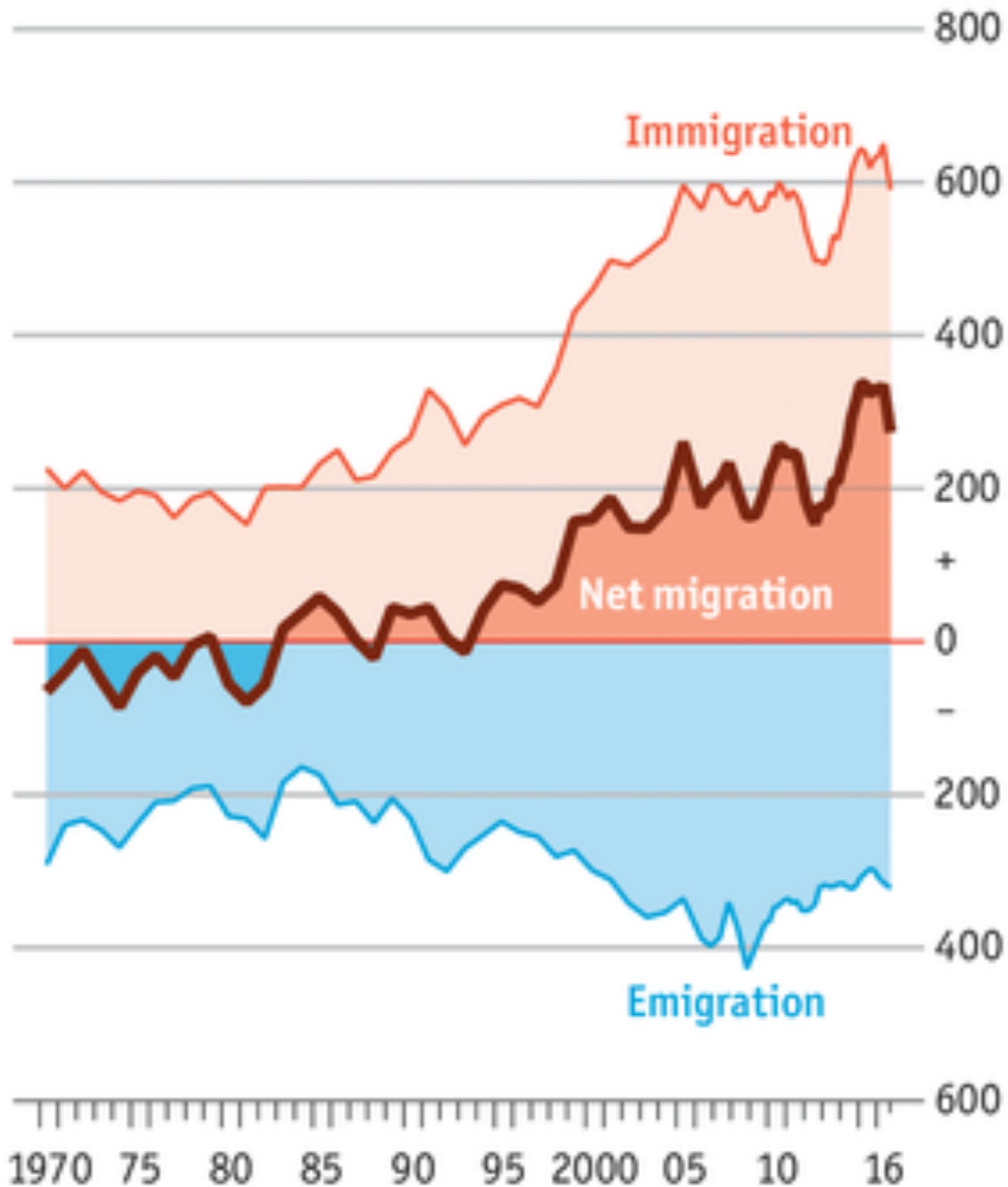
the migration effect is the net residential
mobility of households (in and out):
net international migration; net "domestic" migration

difference in forecasts depends upon whether:

- (1) long or short term migration trend is used; and
- (2) DCLG housing availability method is used to cap growth in numbers

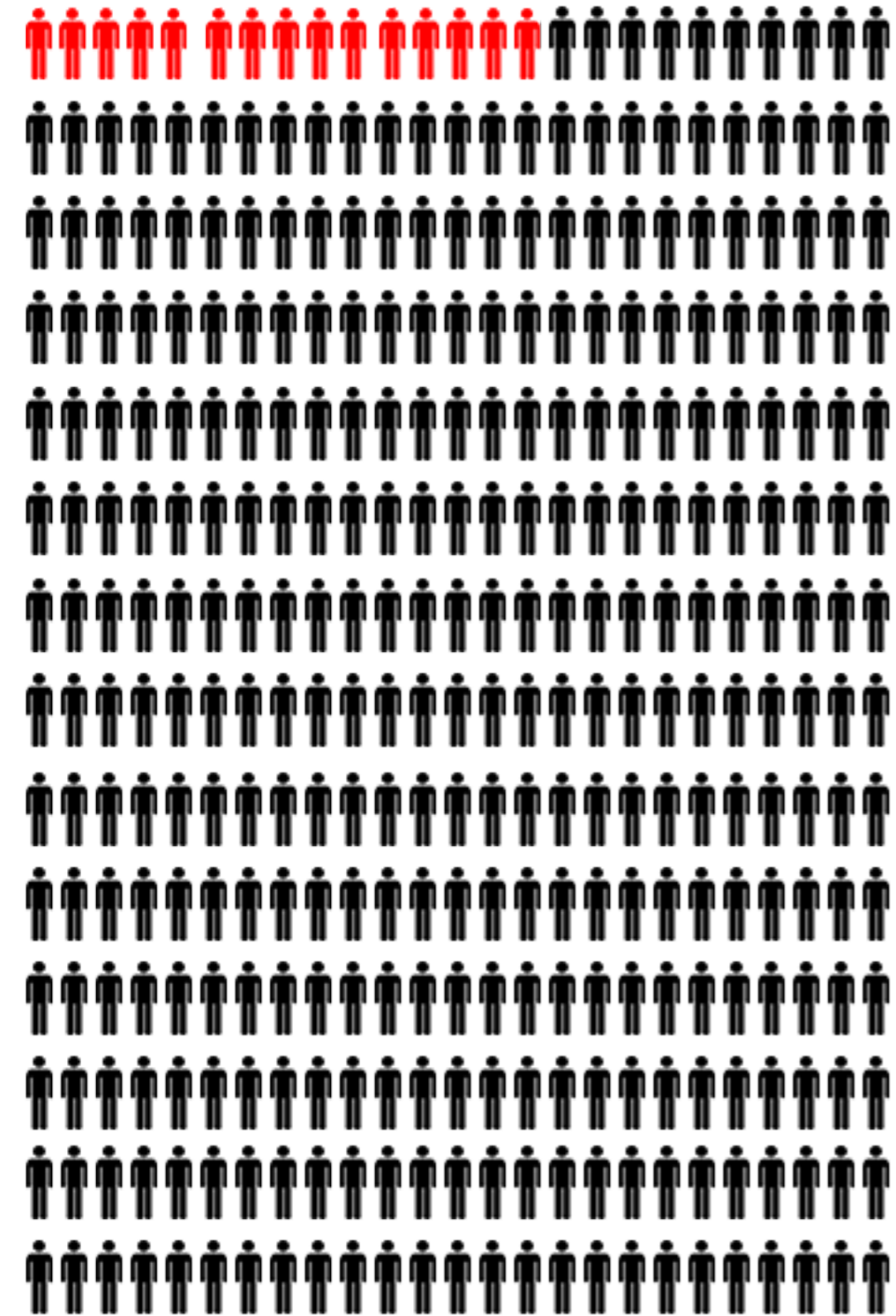
Britain, long-term international migration

'000



if Lewisham were a thousand people, every year ...

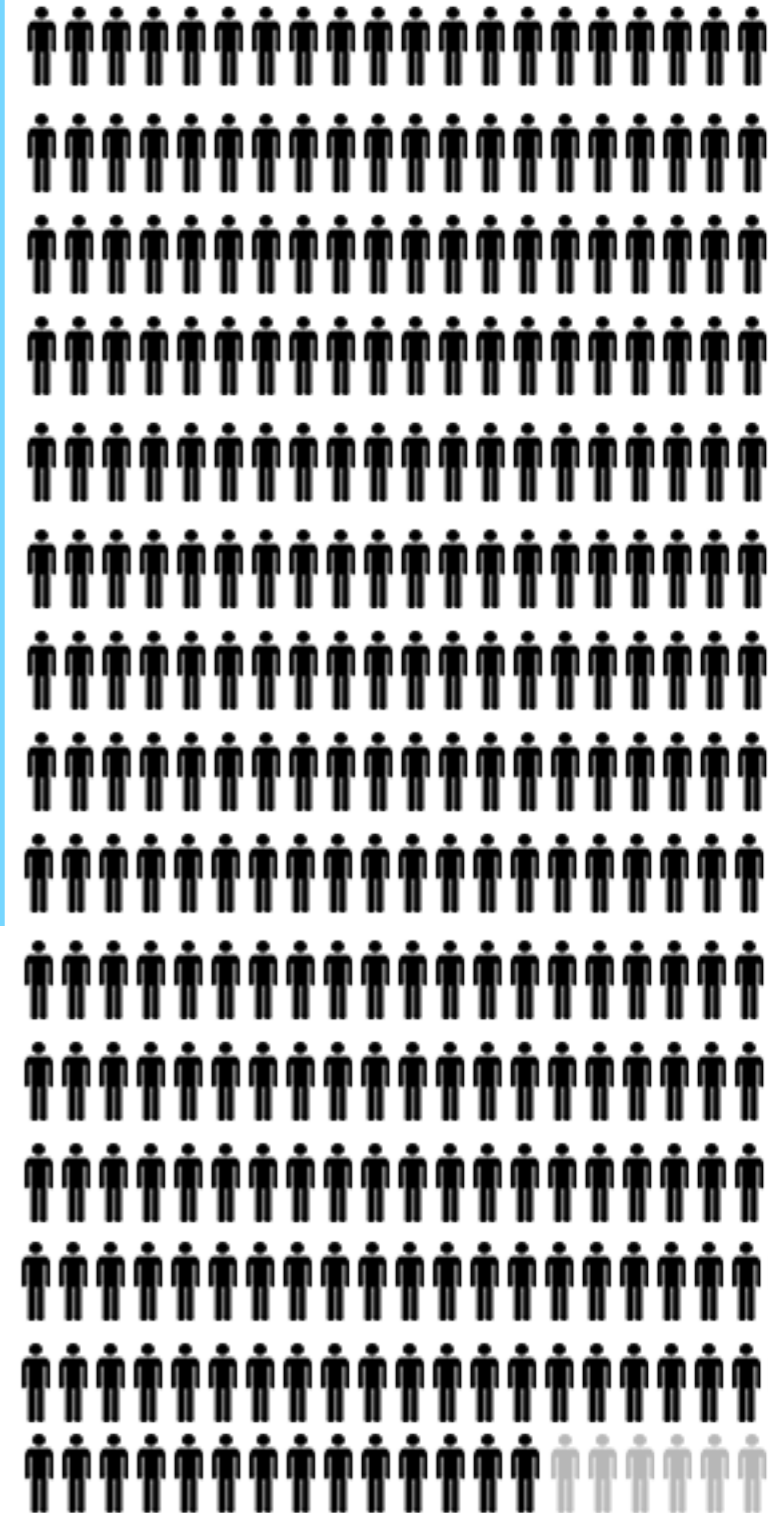
births



move in



move out



deaths

4,700 births: 1,600 deaths

overall annual
net migration
gain of 2,100

rest of the world
(outside the UK)

5,600

gaining 3,600
per year

2,000

Lewisham
300,000

losing 1,500 per
year

22,900

rest of UK
(including London)

24,400

the proximal causes of uncertainty

of the range in the ONS population forecast
for the next 15 years;

56% is due to range in net migration

33% is due to the range in the birth rate

11% is due to range in life-expectancy

overall annual
net migration
gain of 57,000

rest of the world
(outside the UK)

220,000

gaining 130,000
per year

90,000



205,000

rest of UK

losing 80,000
per year

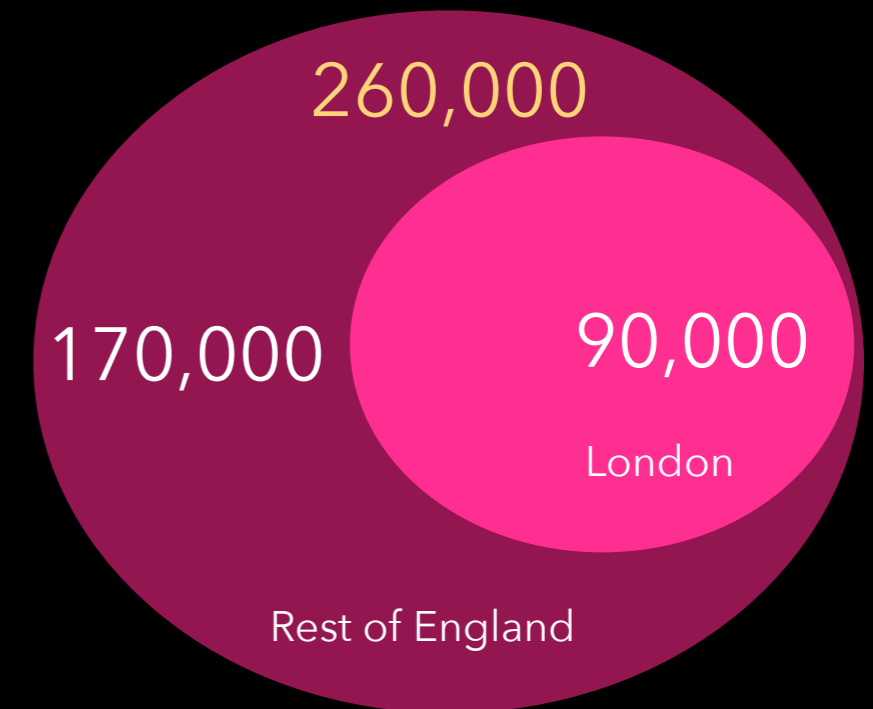
285,000

London has 16% of England's population: 39% of international in-migration and 35% of international out-migration

in-migration



out-migration

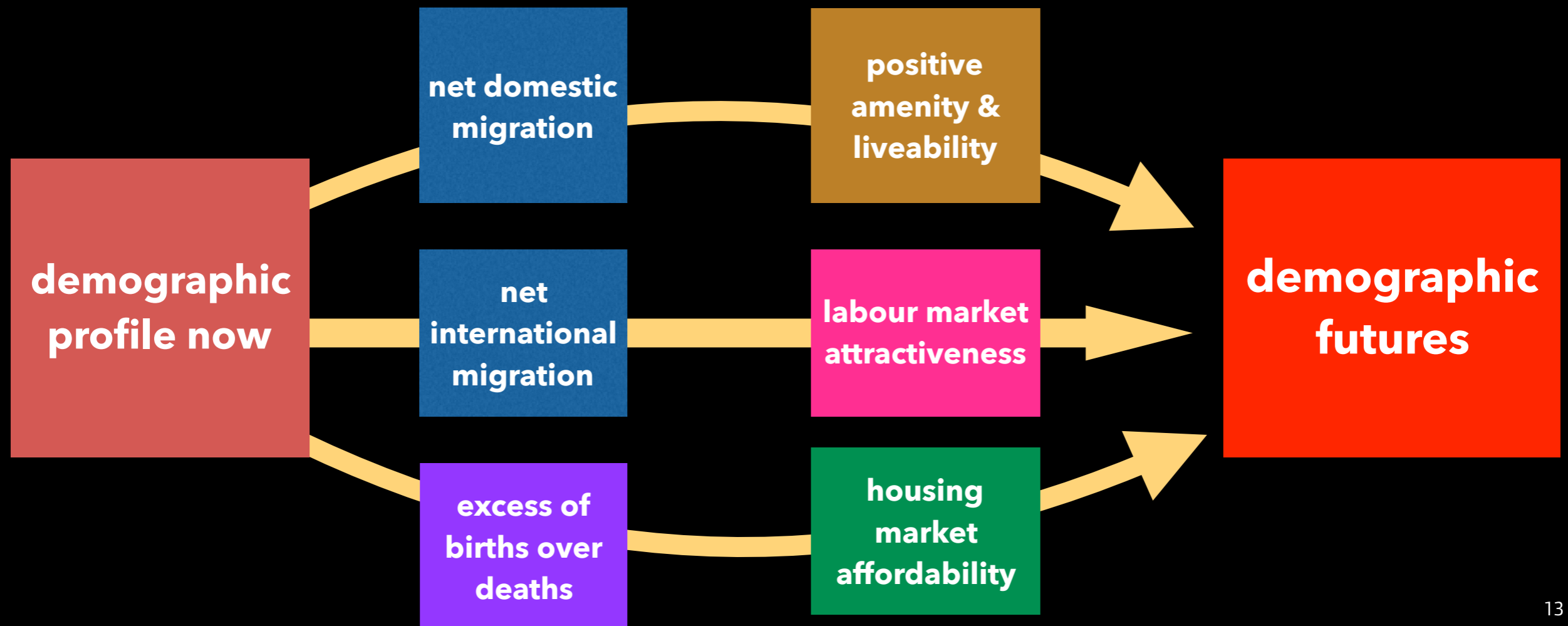


big influencing factors

generational & household change

Lewisham's role in London housing market

tenure, asset holding, cashing-in
currency changes, economy and migration



demographic change
is best understood in terms of
the dynamic operation of a
complex system

networks

collective
behaviour

emergence
over scale

system
theory

game
theory

complex systems

self-organisation
over time

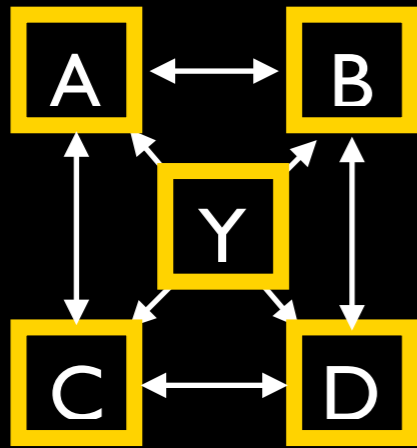
pattern
formation

evolution &
adaptation

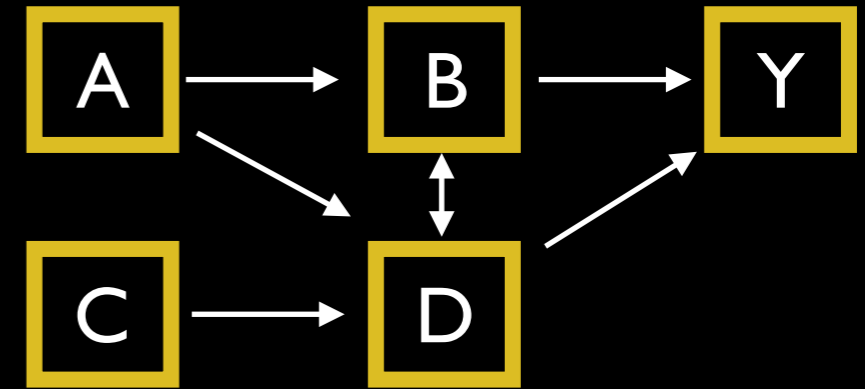
nonlinear
dynamics

causation

complex

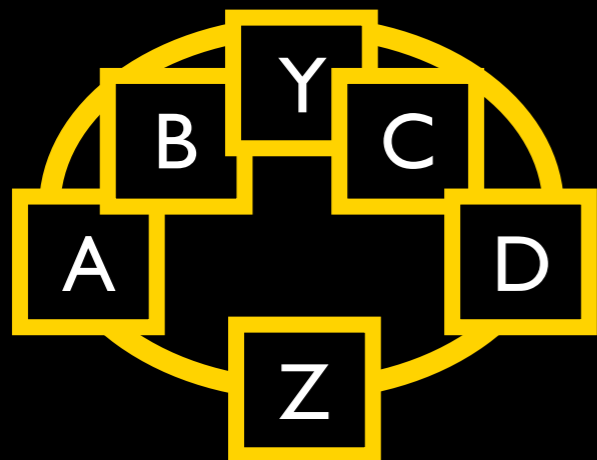


complicated



none

chaos

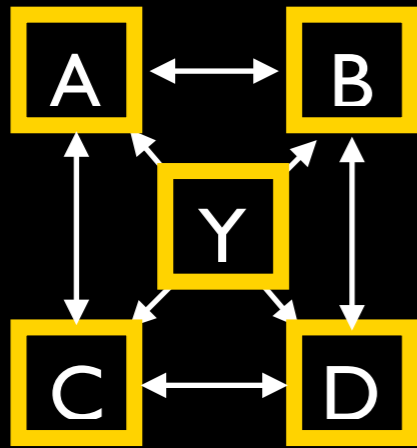


simple

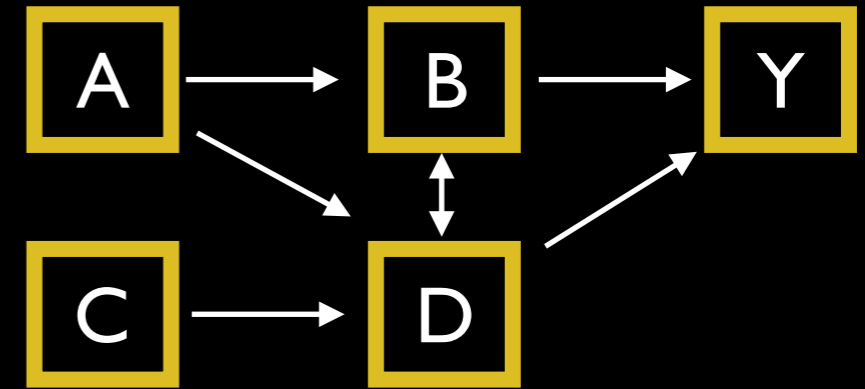
A plus B causes Y

causation

complex

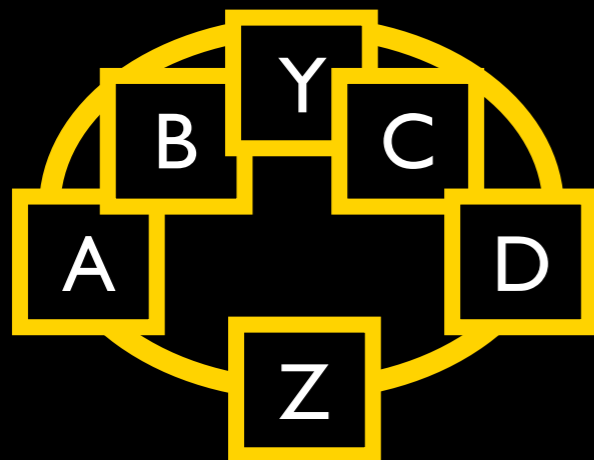


complicated



none

chaos



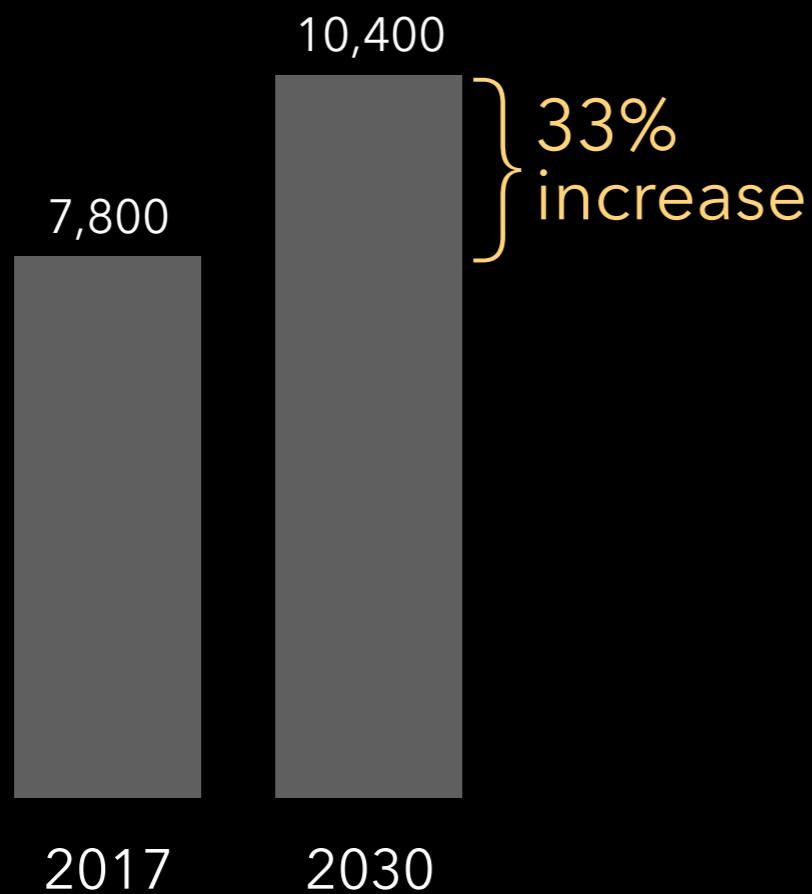
simple

A plus B causes Y



% increase in people aged 80 years and over (2017 to 2030)

people aged 80 years and over in Lewisham



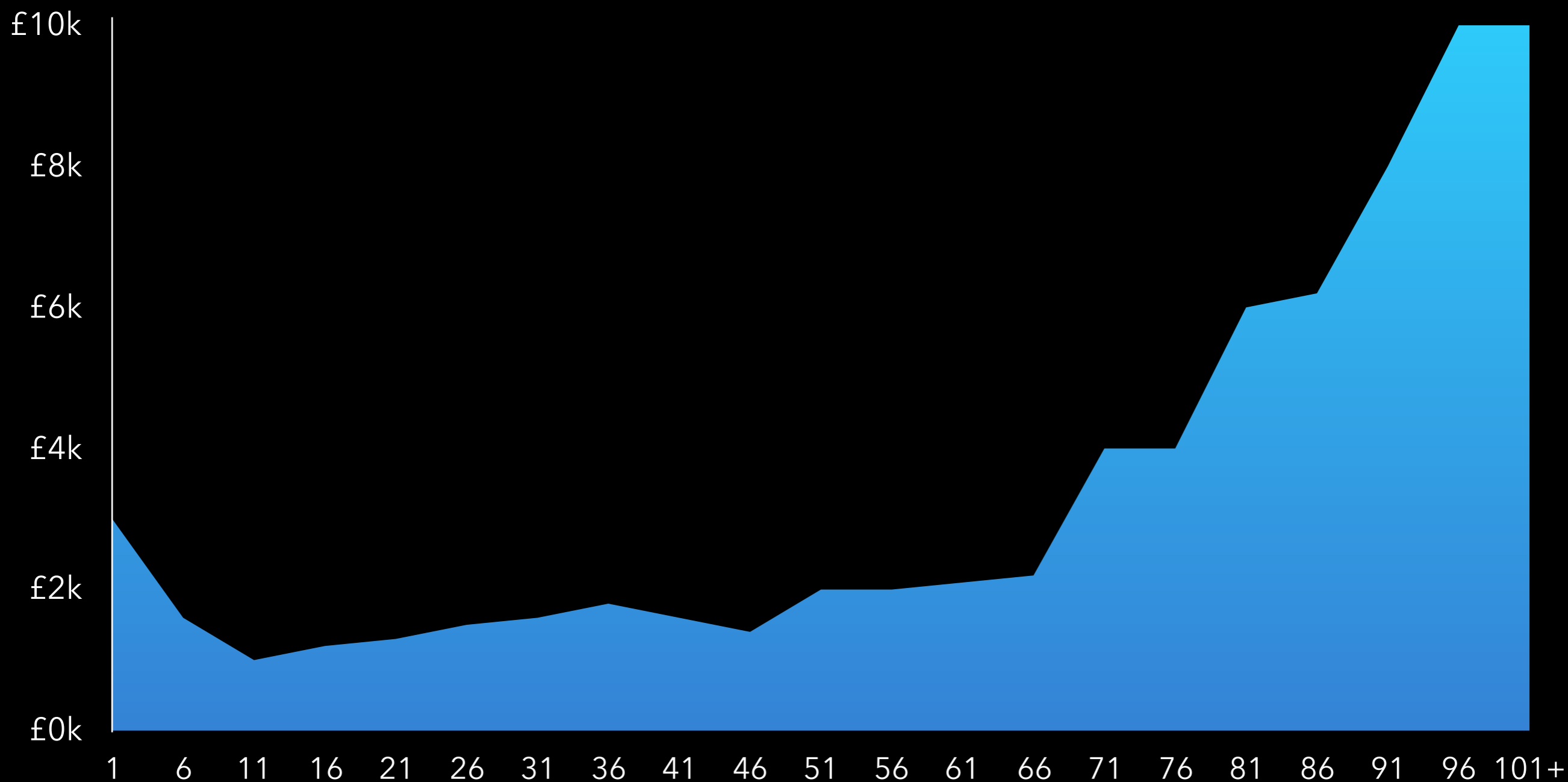
London* 44%

Rest of England 59%

* excluding Lewisham

90 years plus in England		
<u>2017</u>	<u>2030</u>	<u>2040</u>
0.6m	1.0m	1.7m

health care spending rises with age



OBR quoted in NHS Next Steps report March 2017

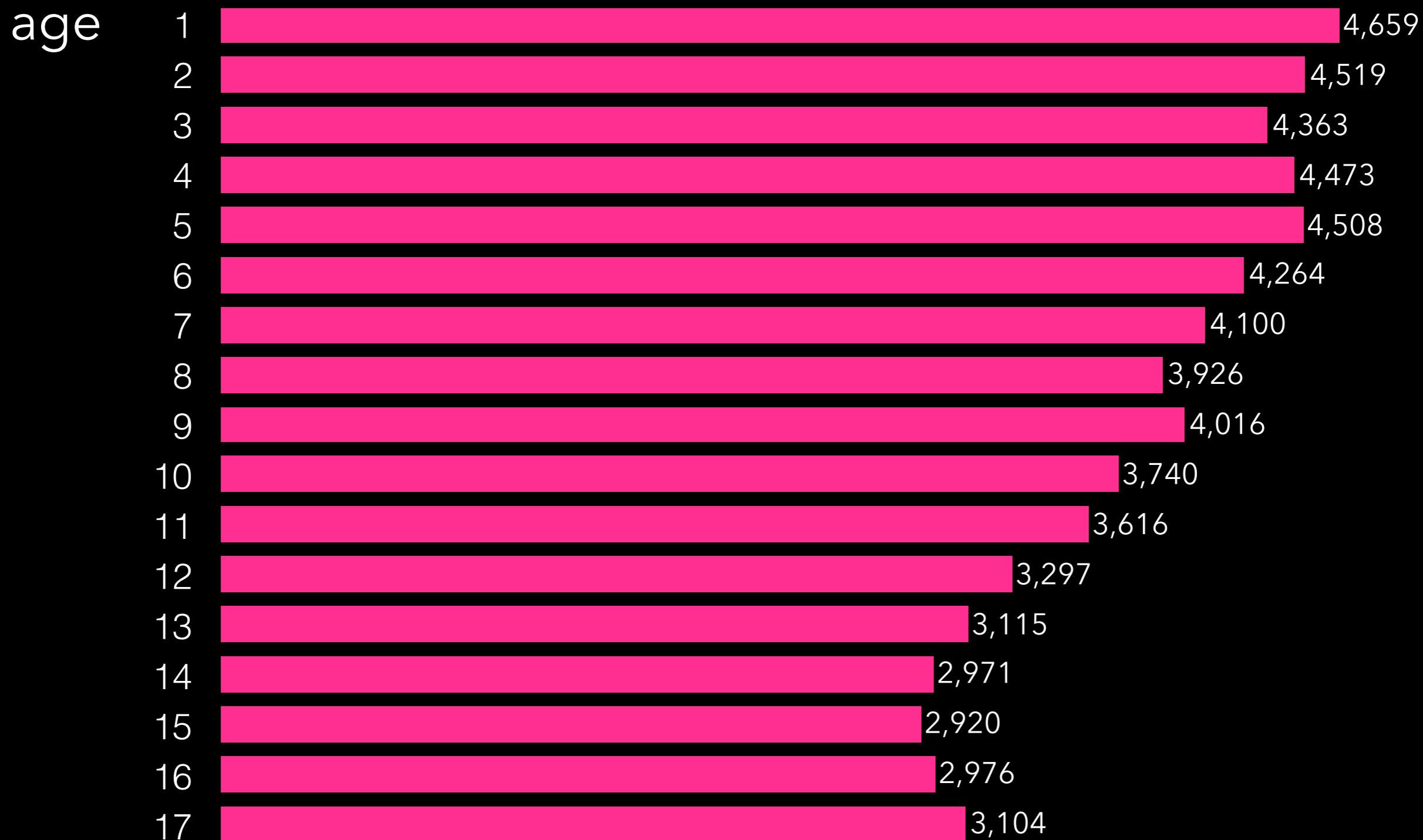
of 70,000 children in Lewisham,
we "look after" 450;
and have concerns about 1,500 others

so the range is ...

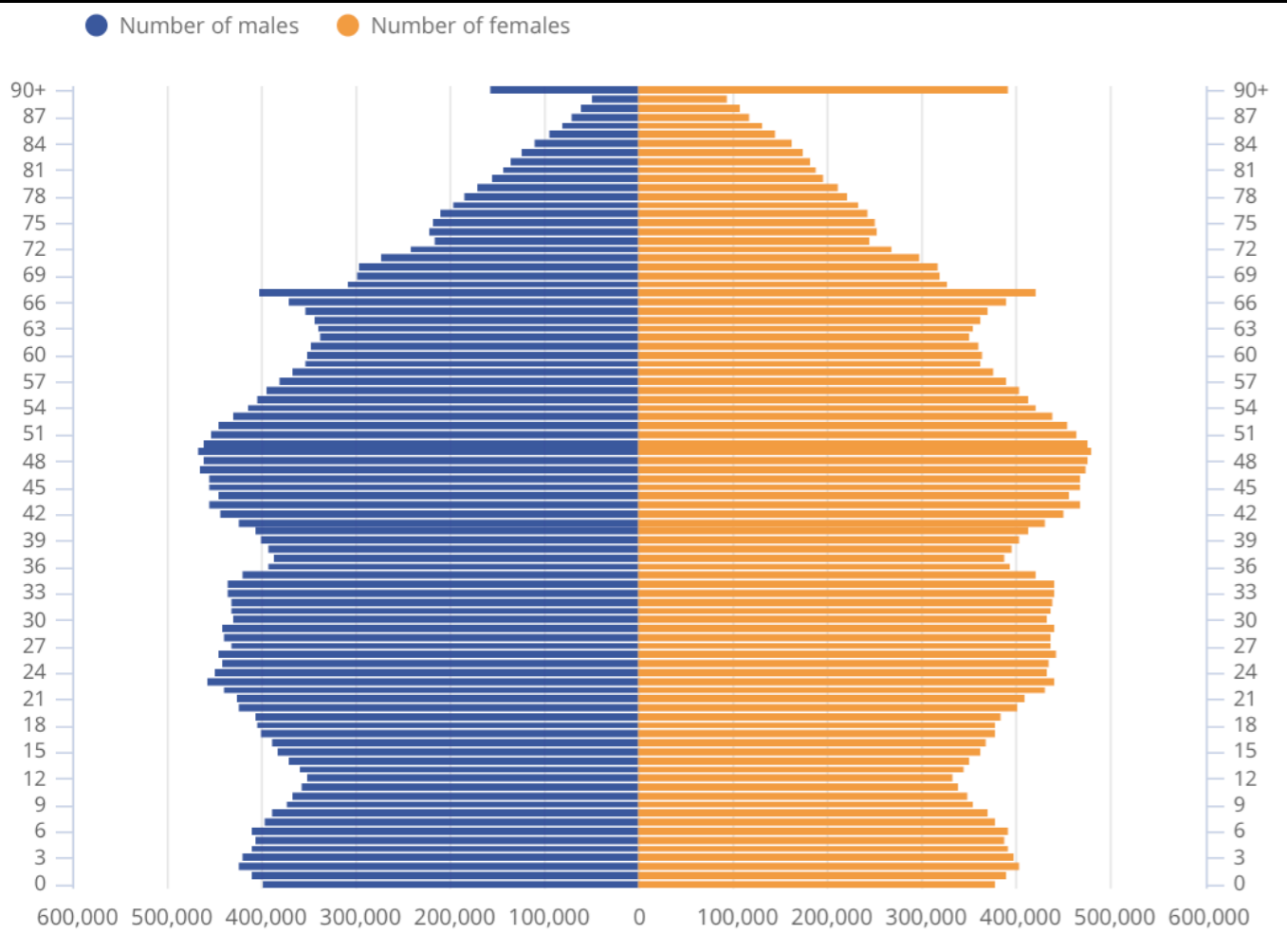
0.6% to 3.0%

if there were another 20,000 children
(who shared the same risk profile as the current 70,000)
then the corresponding "safeguarding" and
"concern" numbers would be 540 and 2,700

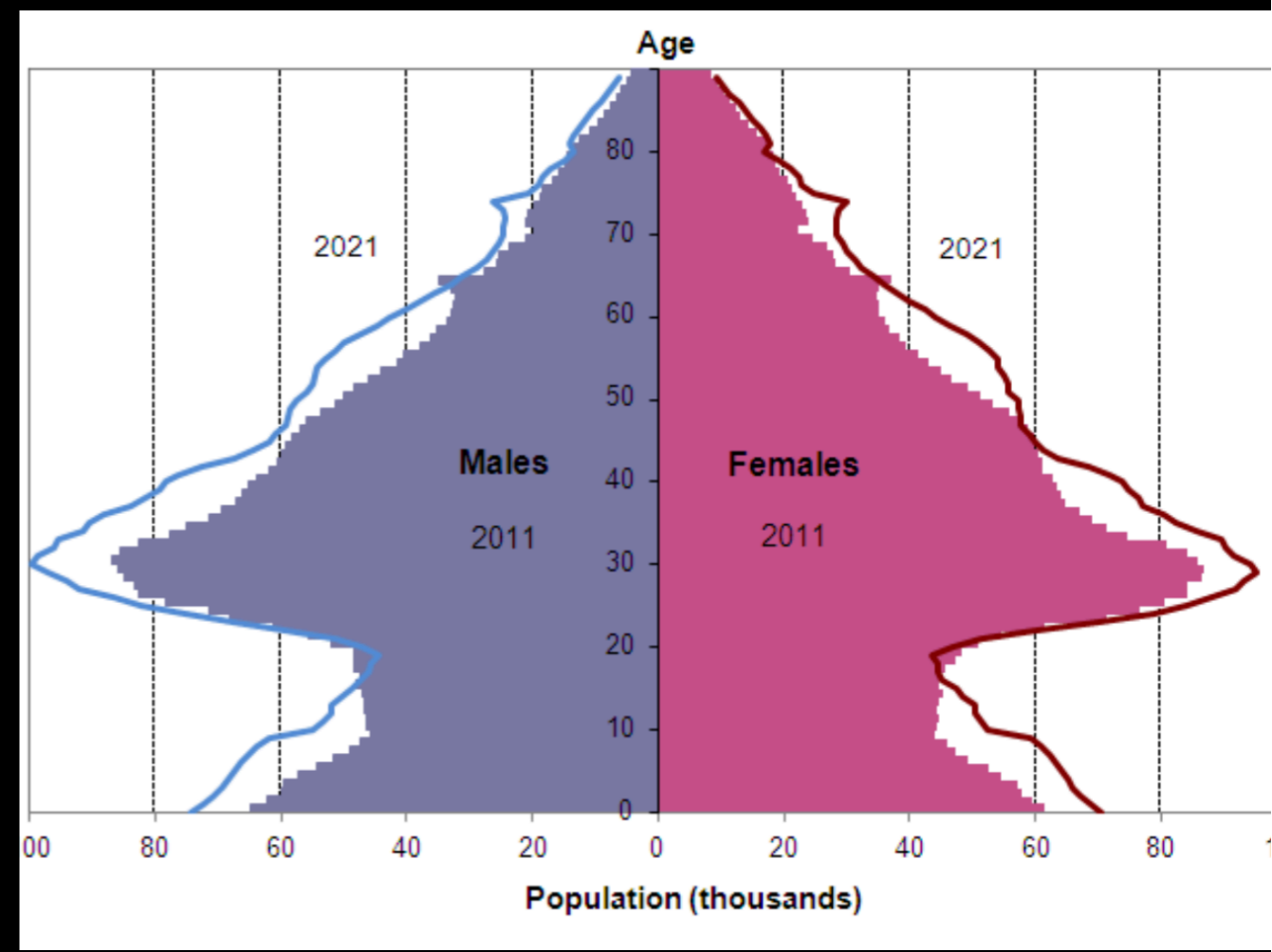
children in Lewisham 2017 (aged 0-18 years)



UK



London



forecast increase in working age population

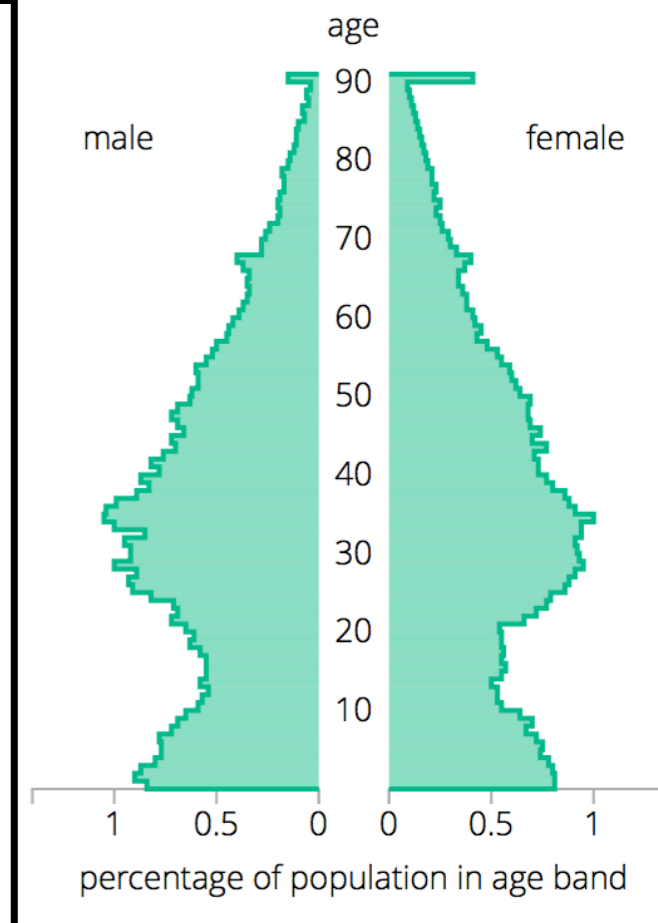
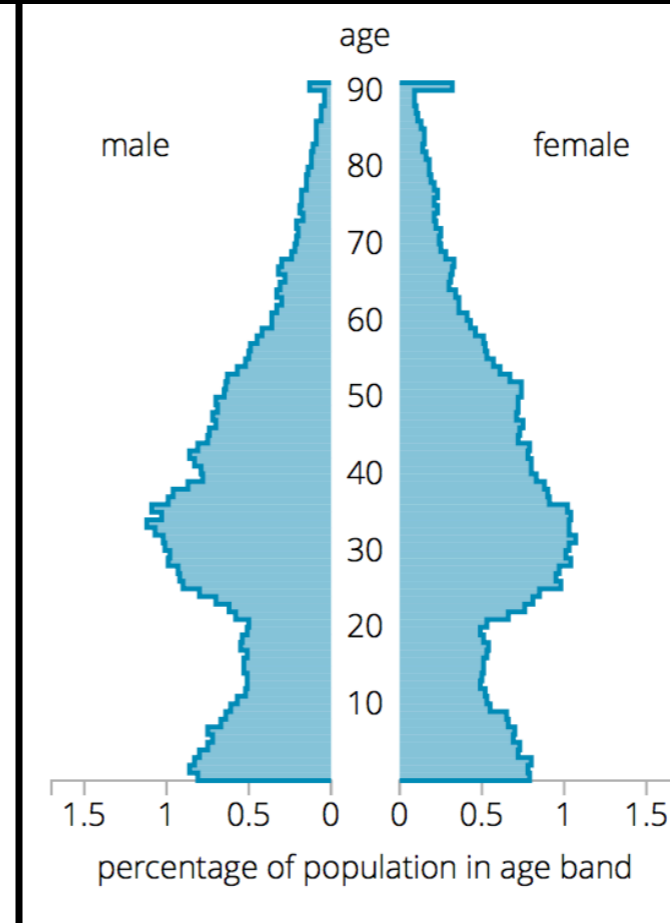
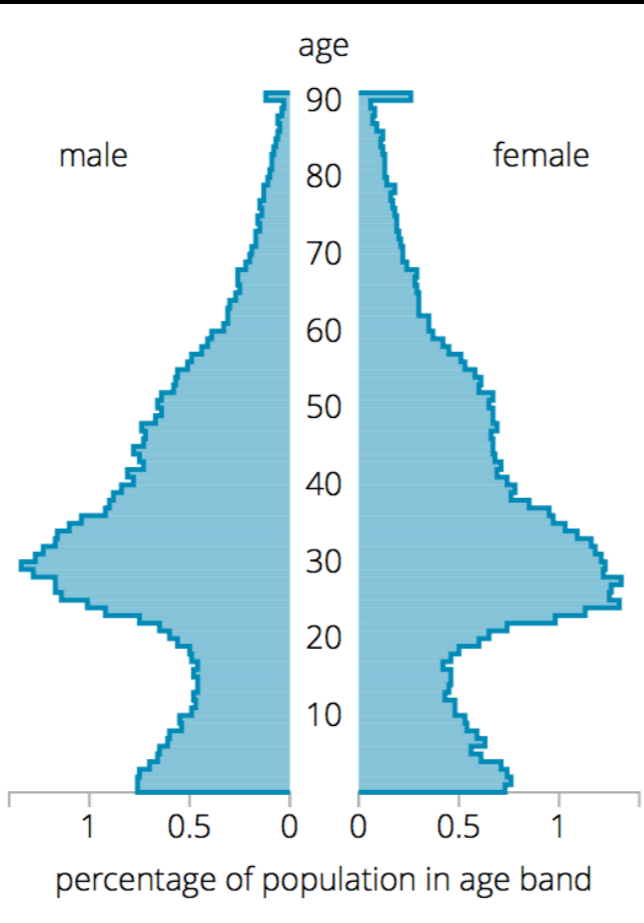
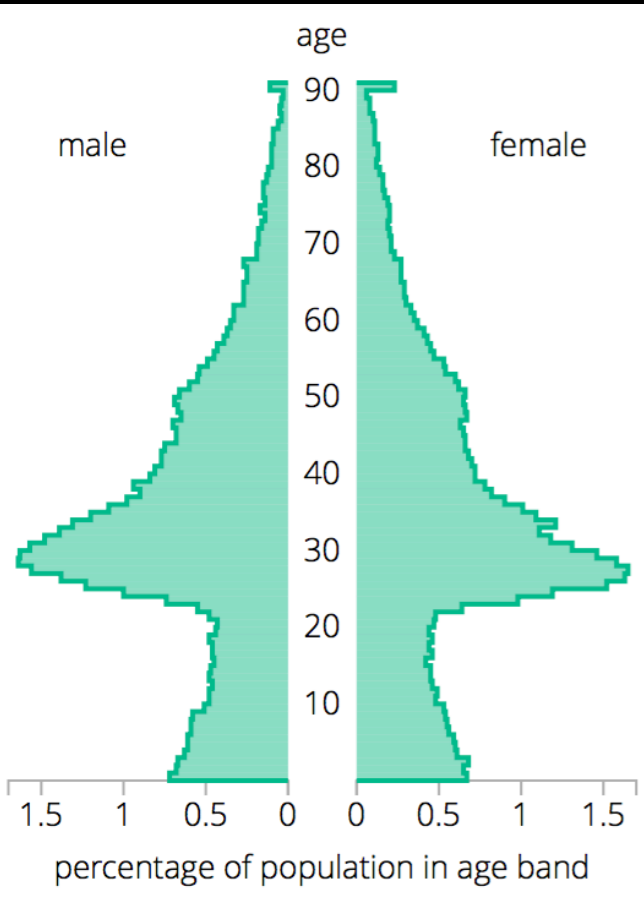
	<u>2014</u>	<u>2024</u>	<u>increase</u>
London	5.5m	6.1m	11.6%
Rest of England	31.9 m	33.0m	3.5%

Lambeth: 320,000

Southwark: 305,000

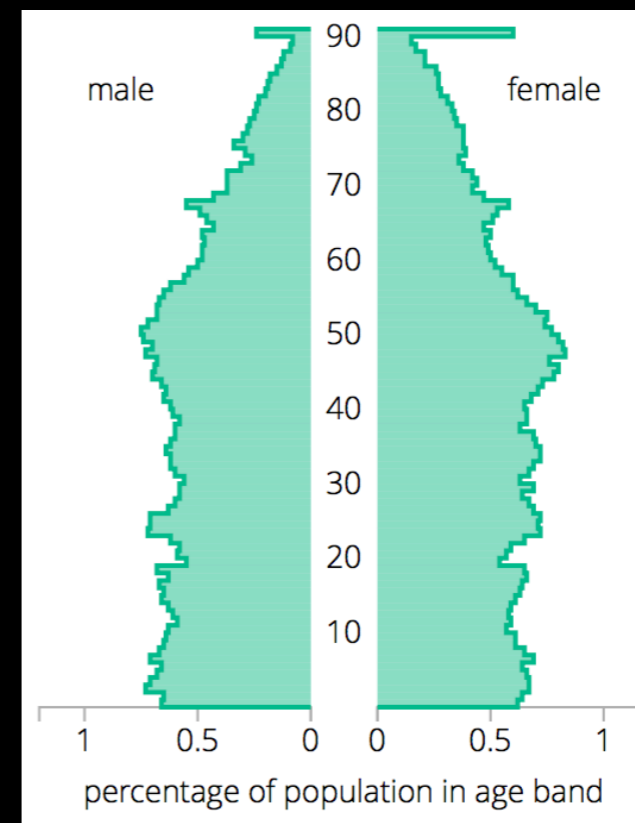
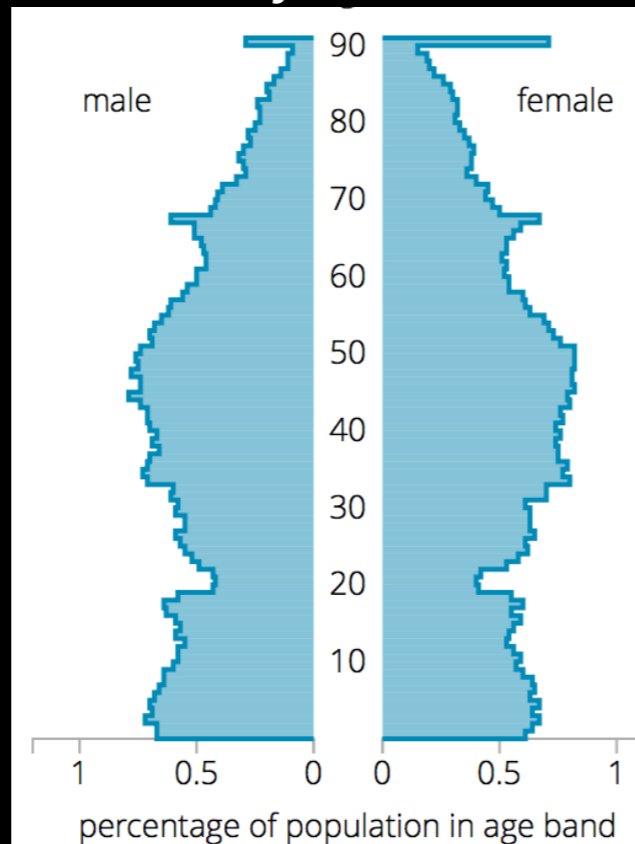
Lewisham: 295,000

Greenwich: 270,000

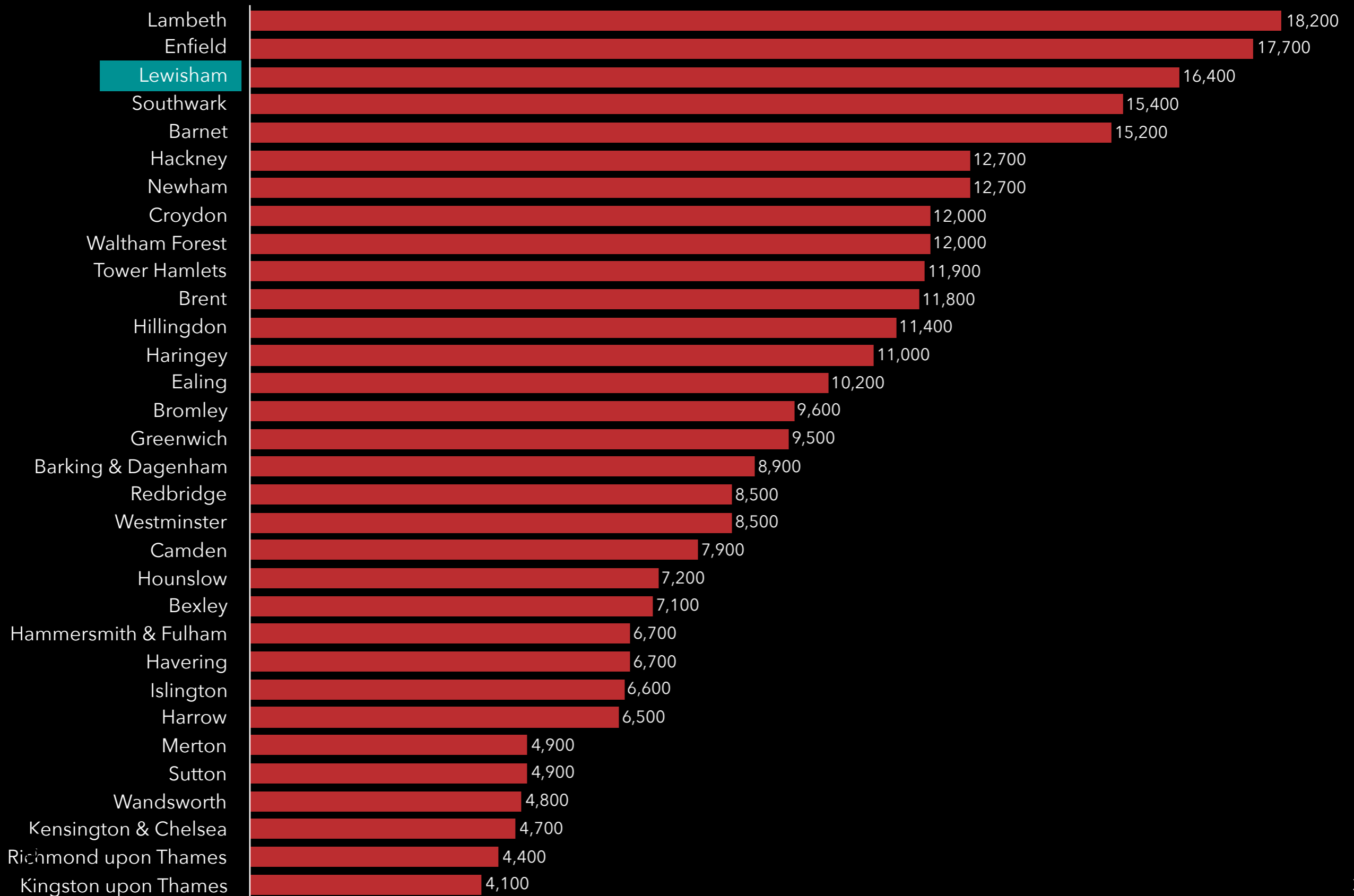


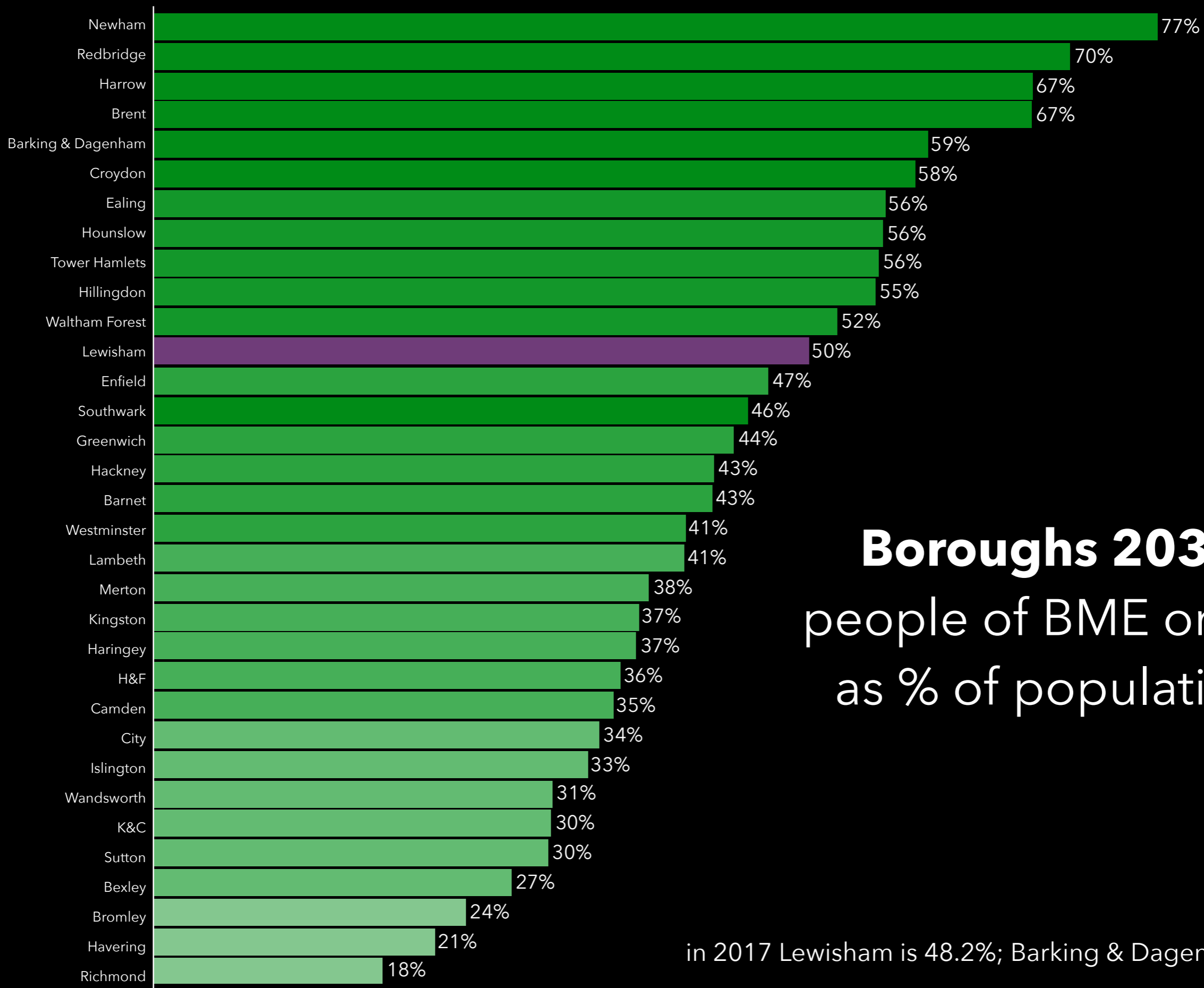
Bromley: 320,000

Bexley: 240,000



number of lone parents living with dependent children

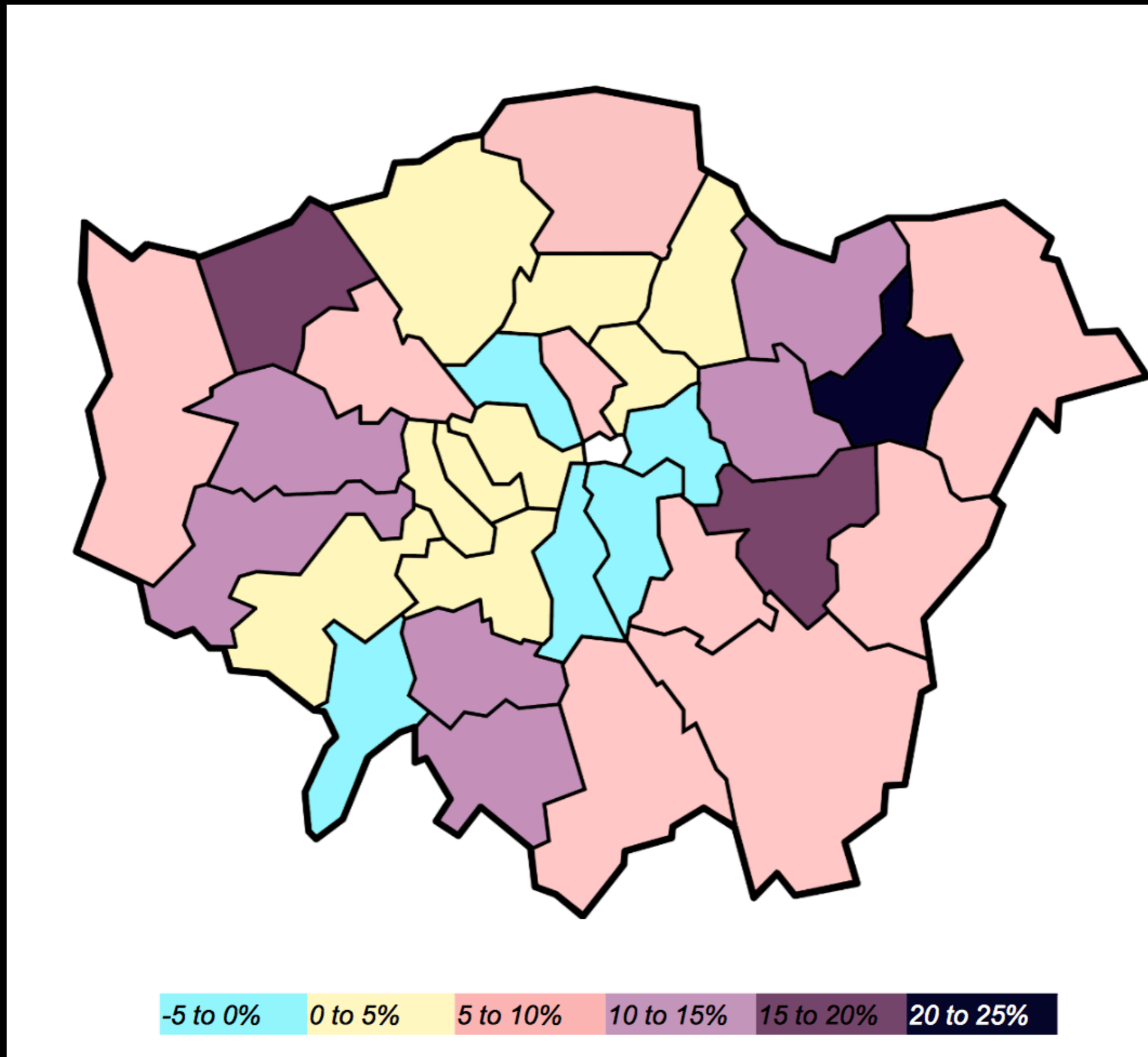




Boroughs 2030
 people of BME origin
 as % of population

in 2017 Lewisham is 48.2%; Barking & Dagenham 50.5%

change in migrant population 2005 -2015



Boroughs with the highest proportion of migrants

Borough	non UK ¹⁹ %	EU %	Non-EU %
Newham	55.2	18.7	36.5
Westminster	54.4	16.2	38.2
Brent	52.4	10.6	41.8
Ealing	50.0	15.7	34.3
Harrow	49.7	11.4	38.3
Kensington and Chelsea	49.5	14.3	35.3
Hounslow	43.1	10.3	32.7
Merton	40.9	16.0	24.9
Hammersmith and Fulham	40.7	18.9	21.8
Tower Hamlets	40.4	11.2	29.2
Hackney	40.3	15.2	25.1
Haringey	40.1	15.9	24.2

Source: ONS Labour Force Survey

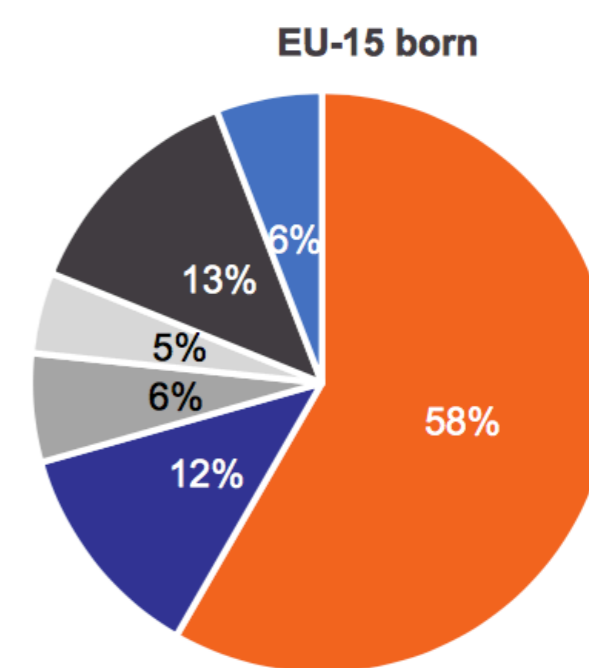
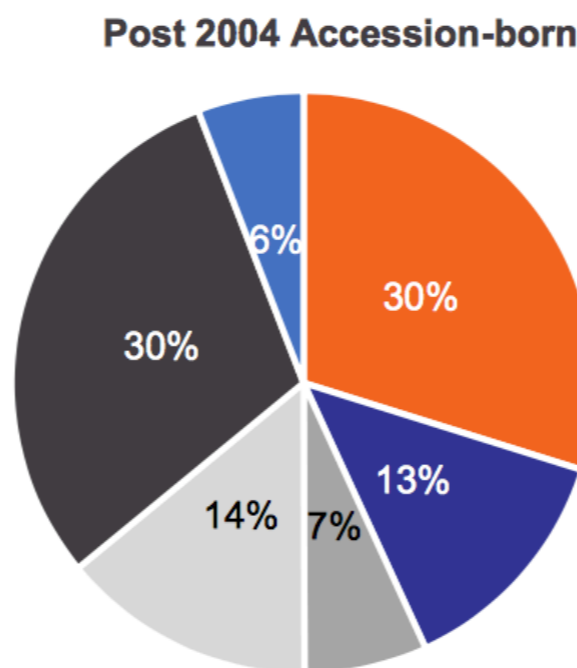
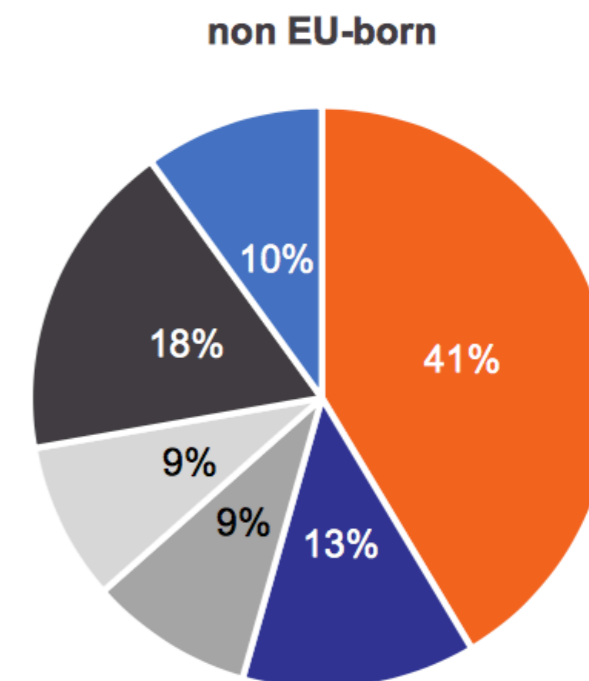
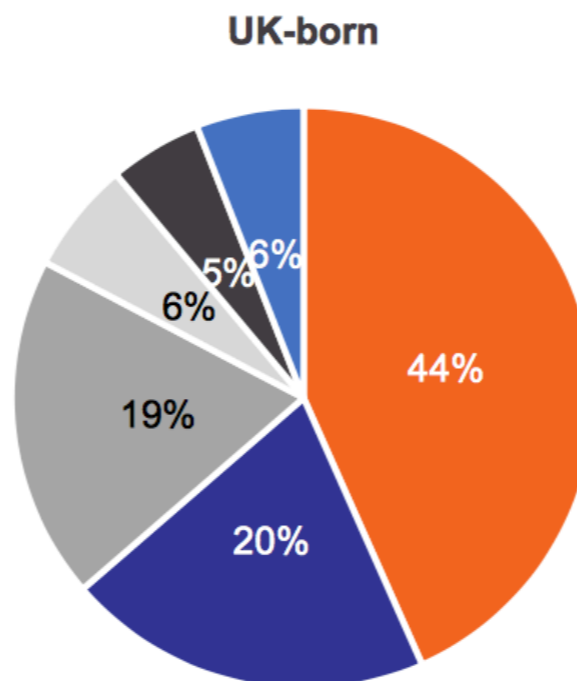
top 10 countries with settled communities in London

Country	Number ¹⁵	Percentage of London's Total Population
India	287,000	3.3%
Poland	167,500	1.9%
Pakistan	127,000	1.5%
Nigeria	116,000	1.3%
Ireland	102,700	1.2%
Bangladesh	95,700	1.1%
France	89,400	1.0%
Italy	89,000	1.0%
Jamaica	86,200	1.0%
Romania	84,500	1.0%

Source: ONS Labour Force Survey

London workers: highest qualification by region of birth

Labour Force Survey



- 1. Degree of equivalent
- 2. GCE A level or equivalent
- 3. GCSE grades A*-C or equivalent
- 4. Higher education
- 5. Other qualifications
- 6. No qualifications

homes for households

household formation & change is not straightforward

all households have different stages in their life-cycles:

(1) households which at some stage will have children

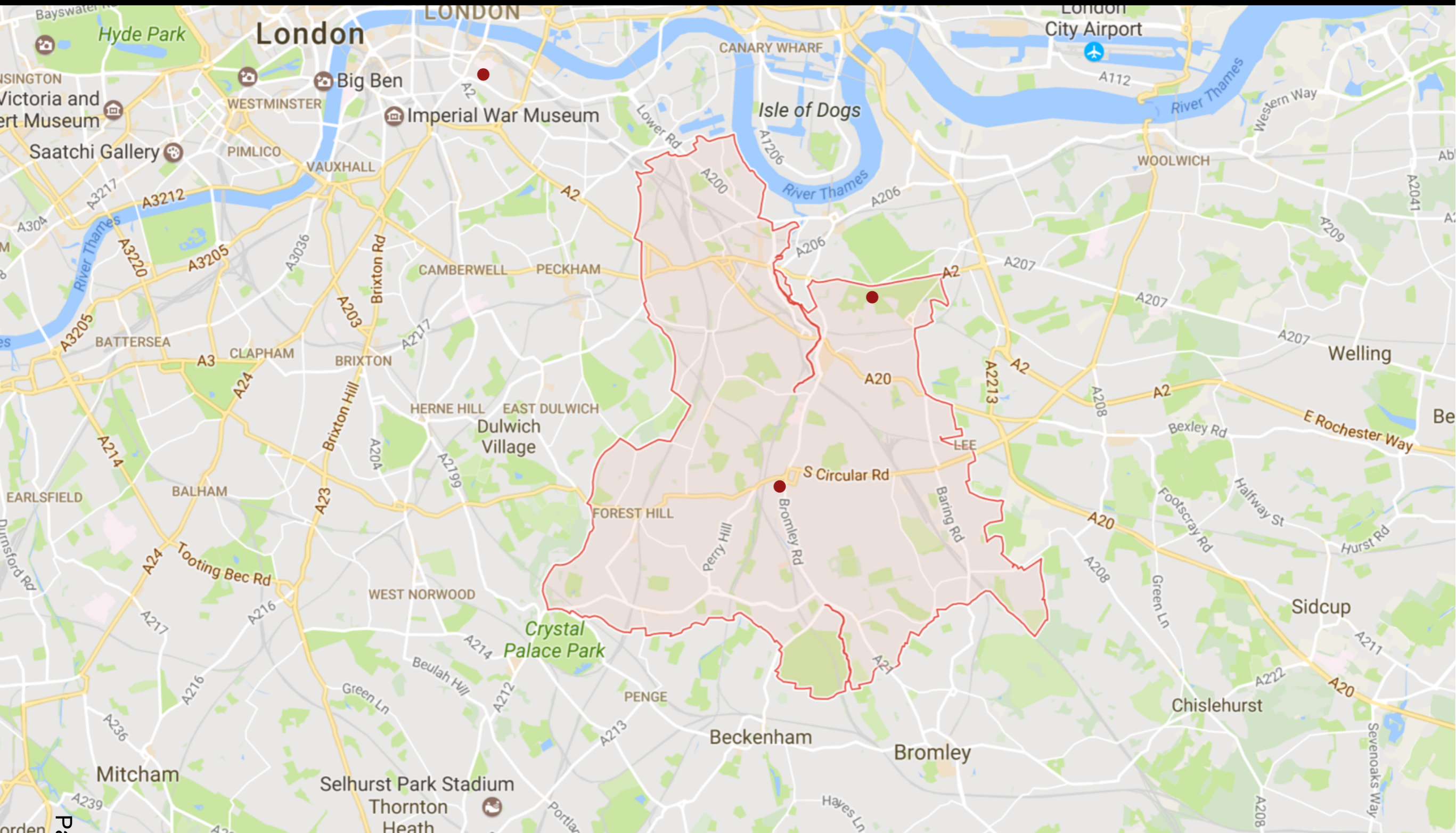
(2) households which will not have children

Lambeth
3km

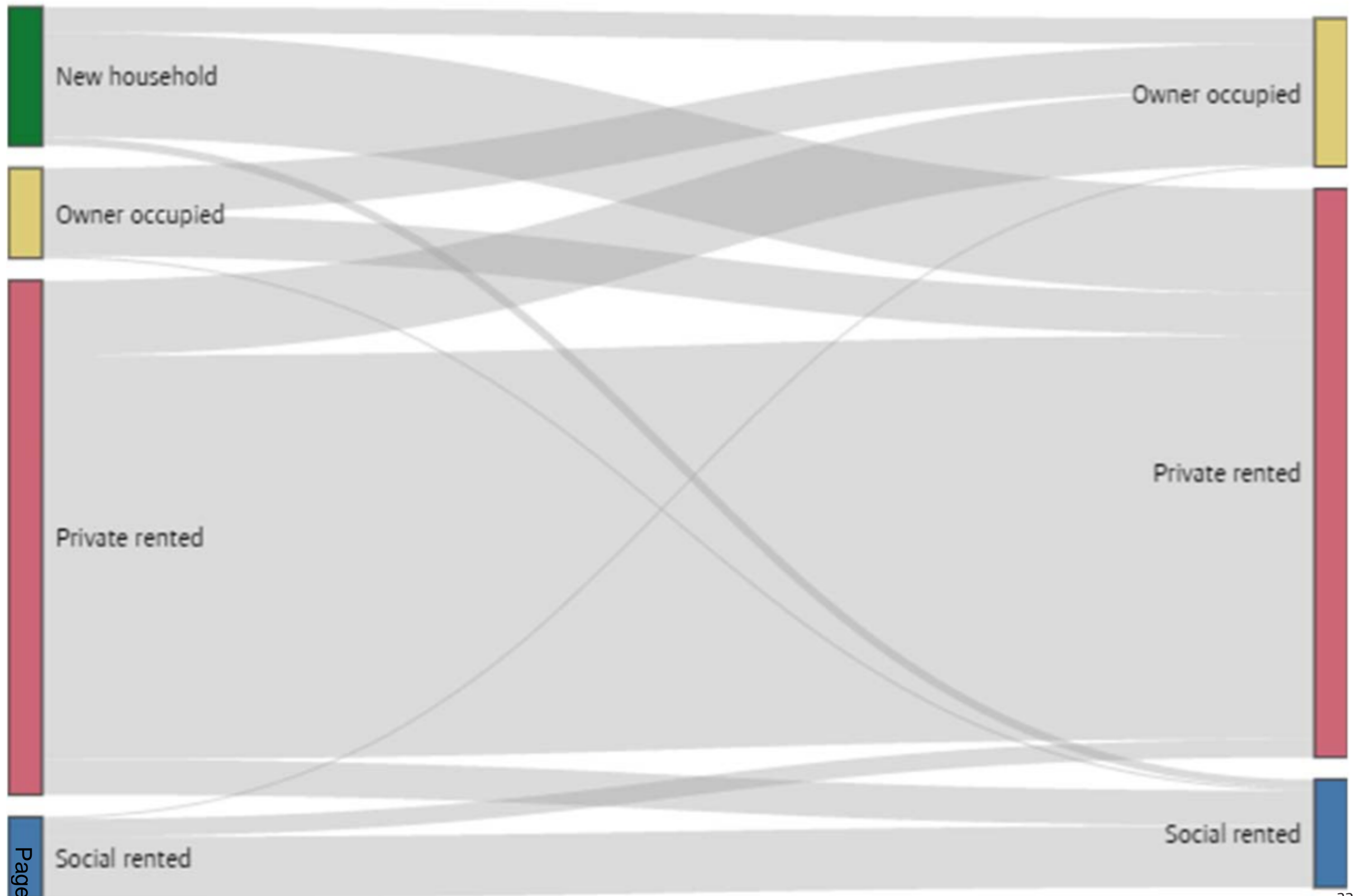
Southwark
7km

Lewisham
800m

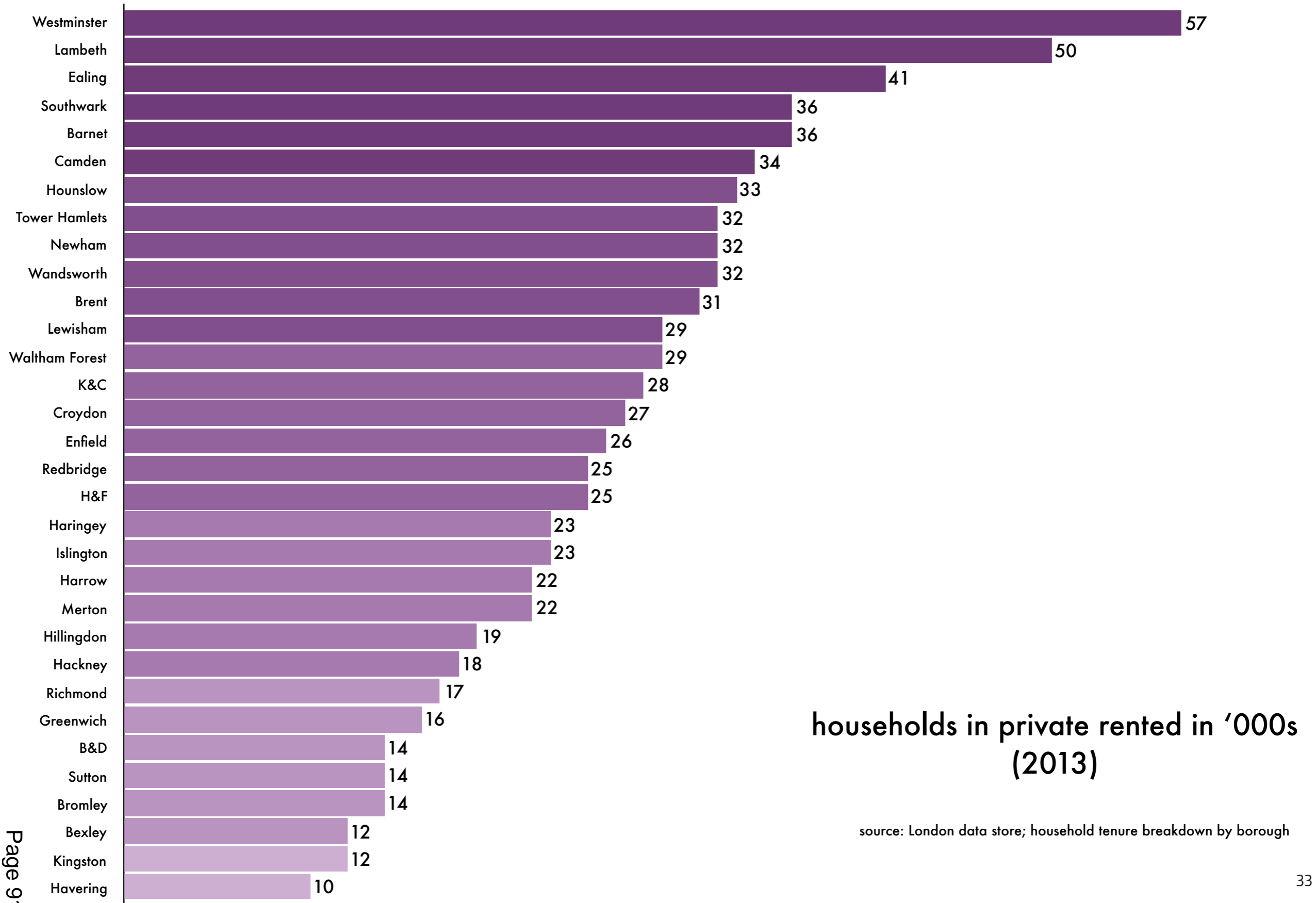
Greenwich
14km

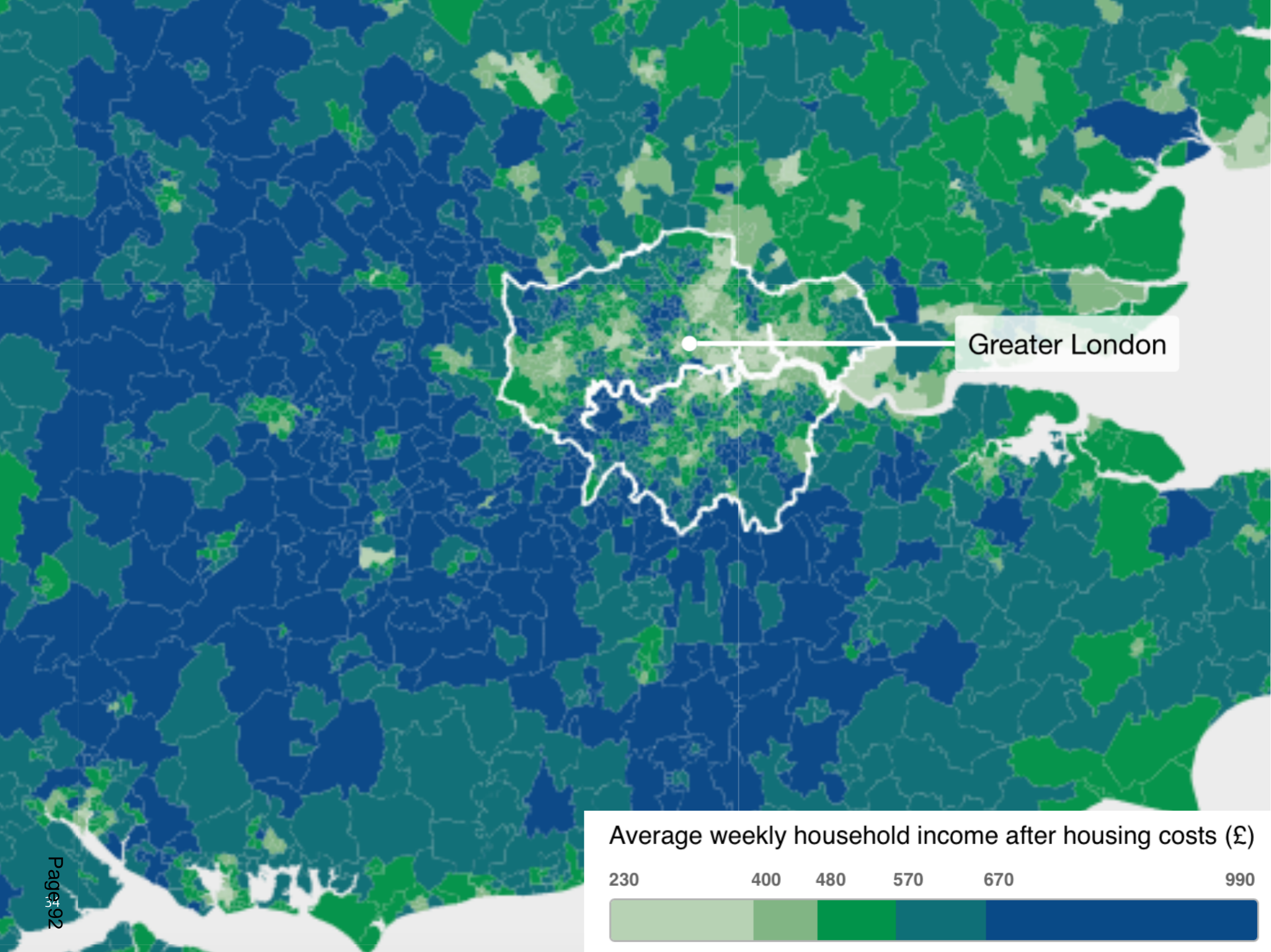


Flows between tenures of London households moving in the last year



but the numbers households who are in the private rental sector are very unevenly distributed across London





Greater London

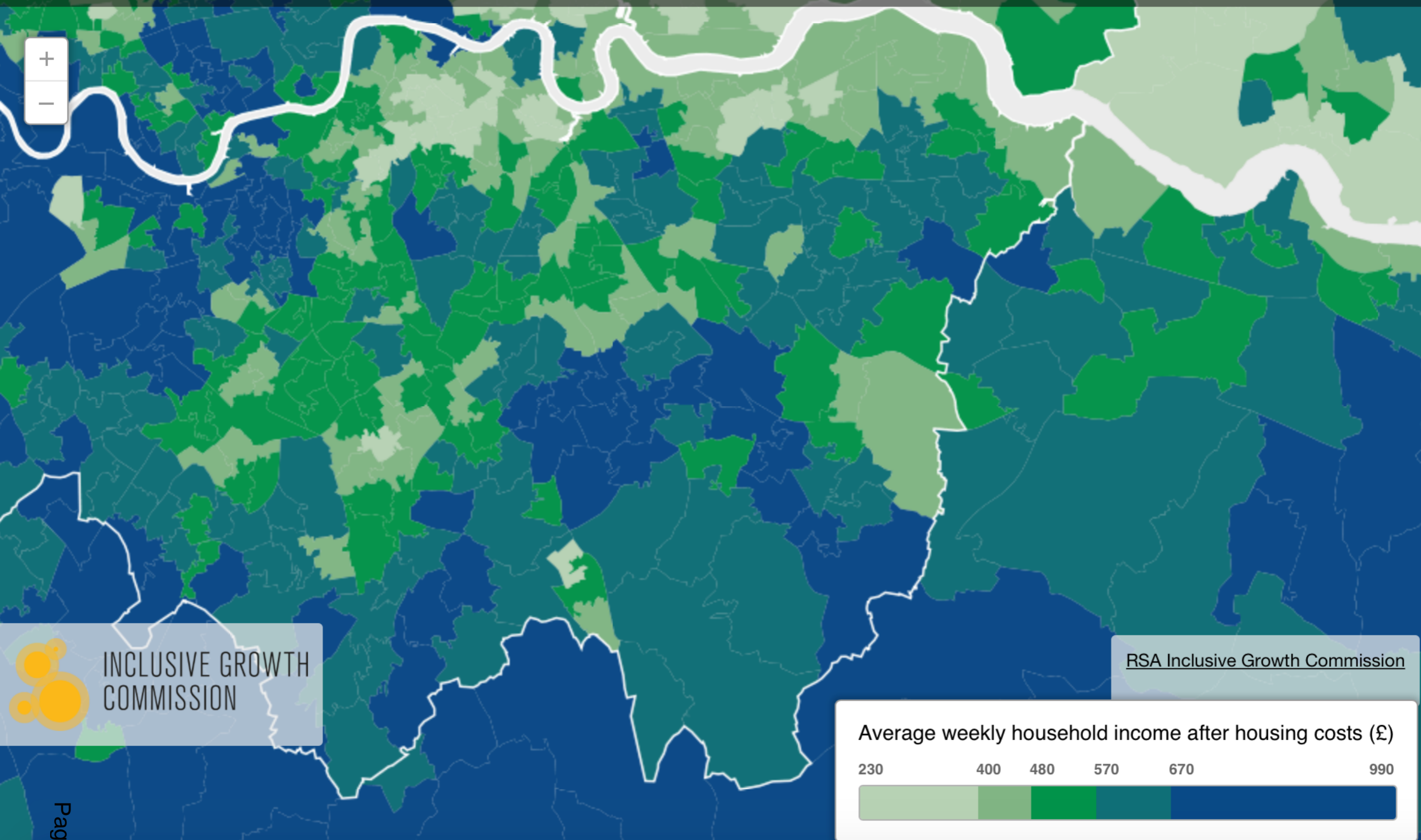
Average weekly household income after housing costs (£)

230 400 480 570 670 990



Estimated average total weekly household income (equivalised) after housing costs, by middle layer super output area, England and Wales (2013/14)

Source: ONS (2016) Small area model-based income estimates, England and Wales: financial year ending 2014



RSA Inclusive Growth Commission

Soaring house prices reduce number of babies born in England



every 10% increase in house prices, the birth rate falls by 1.3% amongst people looking to buy

The trend is reversed for people who own their own home, with a 10% house price rise sparking a rise in the number of births by 2.8%. However among renters, the same increase causes a birth rate decline of 4.9%.

Safer, Stronger Select Committee

demographic
trends &
challenges

Barry Quirk.

This page is intentionally left blank

Safer Stronger Communities Select Committee			
Title	Provision for the LGBT community in Lewisham	Item No	8
Contributors	Scrutiny Manager		
Class	Part 1	Date	26 June 2017

1. Purpose of paper

- 1.1 As part of its work programme the Committee has agreed to undertake an in-depth review into Provision for the Lesbian, Gay, Bisexual and Transgender (LGBT) Community in Lewisham.
- 1.2 This paper sets out the rationale for the review, provides some background information on the work that has already been carried out in relation to this topic within Lewisham and sets out proposed terms of reference for discussion and agreement by the Committee.
- 1.3 The in-depth review process is outlined at Appendix 1.

2. Recommendations

The Select Committee is asked to:

- note the contents of the report
- consider and agree the proposed key lines of enquiry for the review outlined in section 13, and the timetable, outlined in section 14.

3. Background and Policy Context

- 3.1 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.
- 3.2 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. 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.

- 3.3 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.
- 3.4 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
- 3.5 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 2015.² 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 percentages 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

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>

3.6 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.

4. Health and Wellbeing

4.1 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.

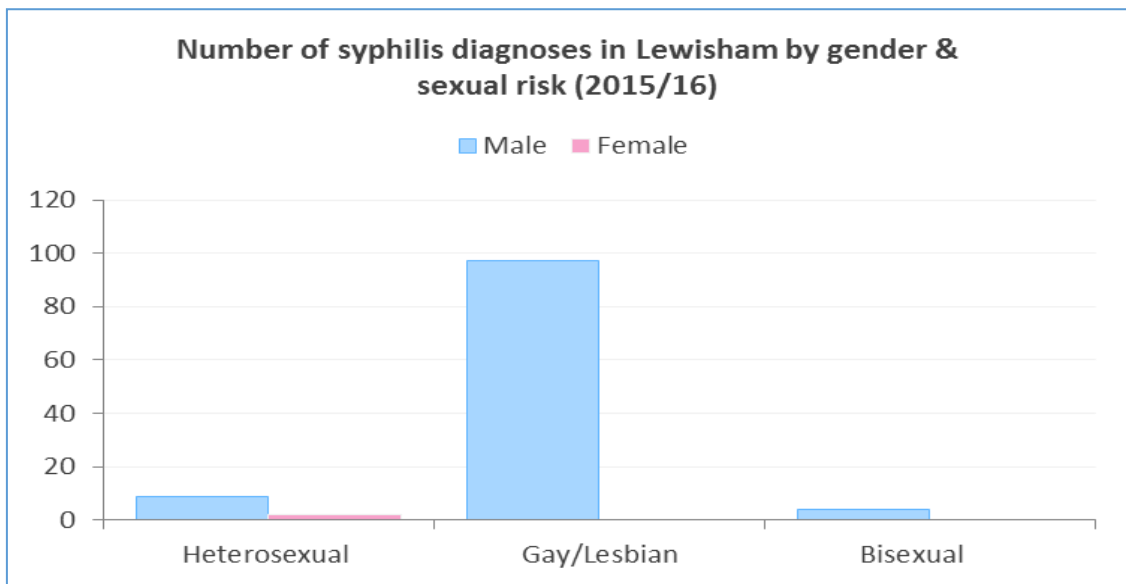
Sexual Health

4.2 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 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.

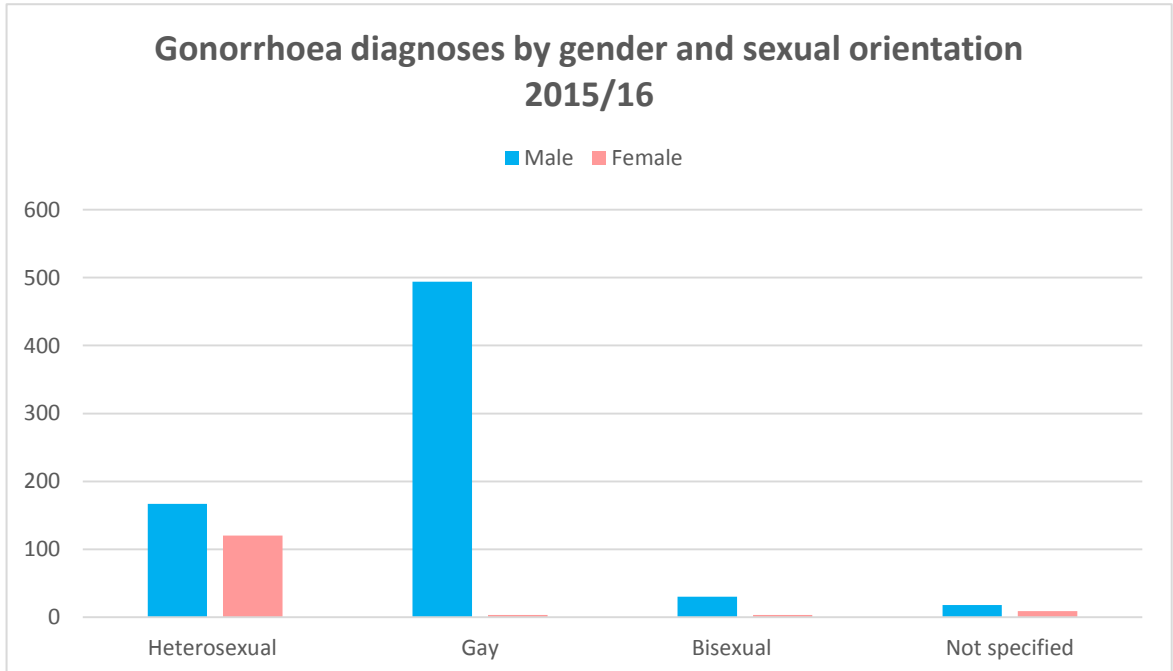
4.3 Gonorrhoea is the most commonly diagnosed STI among MSM. High levels of gonorrhoea transmission are of particular concern given the emergence of gonorrhoea resistant to anti-biotic treatment. However there is no evidence of a particular problem in Lewisham in relation to resistant strains of gonorrhoea. 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 men who have sex with men (MSM).

4.4 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 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>



4.5 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

4.6 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

- 4.7 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.
- 4.8 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 men who have sex with men than heterosexual men and women. There is a specialist sexual health clinic at the Waldron Health Centre for MSM newXclinic. However, all 4 sexual health clinics in Lewisham are able to see and clinically manage LGBT individuals.
- 4.9 In the first quarter of 2016/17, 60 Lewisham residents were tested through the HIV.test website. Due to small numbers it is not yet possible to give breakdown by sexual orientation and positive results, but Lewisham has a higher return rate (61%) than Lambeth and Southwark, both around 50%. Seventy percent of tests are in men.
- 4.10 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 and 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.
- 4.11 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 BME groups who may face stigma within their own communities.
- 4.12 Interventions through the RISE partnership take place at 14-15 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.

- 4.13 RISE have established new partnerships and referral pathways via the range of Rise programmes and interventions including through: Lewisham PreSchool Alliance; Welcare; Africa; Lewisham YOS; Lewisham + Bromley MIND; Lewisham Young Womens' 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).
- 4.14 From April 2016 to the end of September 2016 (Q1 and Q2), through RISE, 22 faith leaders in Lewisham have completed the Testing Faith training programme, and 292 individuals have been engaged through community outreach programmes. In addition to this 3550 condoms have been distributed in Lewisham. 3100 postcards and small media have also been distributed in Lewisham promoting RISE.

Alcohol and substance abuse

- 4.15 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.
- 4.16 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

- 4.17 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)

- 4.18 Primary Care Trusts and local authorities are required to produce a JSNA of the health and well being 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 new 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.

- 4.19 The JSNA includes an evidence base with local demographic. This includes and has potential to include data on sexuality and other protected characteristics. This is updated on an on-going basis. Details of the process and timetable are being published shortly. However, due to the timetable of publication of this report this is not available at the time of drafting the report.

5. Community engagement

- 5.1 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.
- 5.2 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

- 5.3 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, IDAHOT 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.

Volunteering

- 5.3 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%

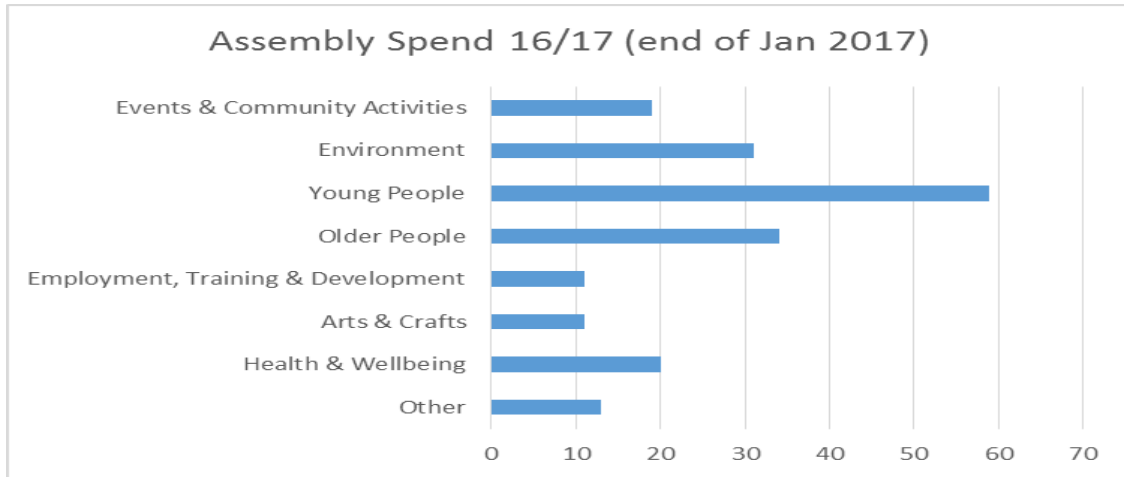
Not disclosed – 15%

- 5.4 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 as outlined in paragraph 4.5 above.

Local Assemblies

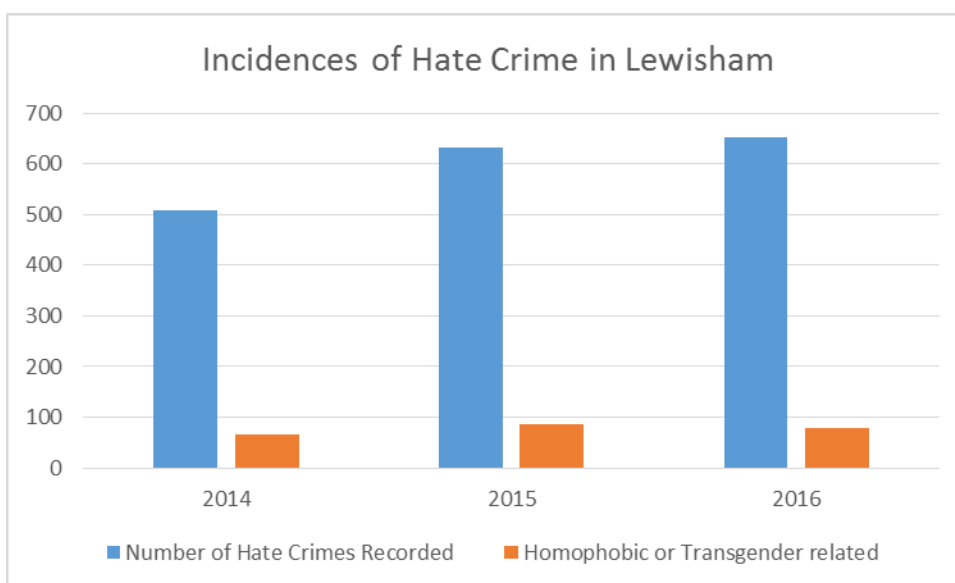
- 5.5 Local Assemblies are a mechanism to bring the local community together to discuss priorities and issues of concern, they also have a small budget which they use to address local issues. The Local Assemblies’ Team monitors participation at Local Assemblies and does include sexual orientation as part of the monitoring information that it gathers at each meeting. Because of the scale of the work involved, this information is not collated until the end of the financial year when an annual report is produced. Sexual orientation was included as a category for the first time in 2016/17 therefore data from previous years is not currently available.

- 5.6 141 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.



6 Crime

- 6.1 There is 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”.
- 6.2 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.



- 6.3 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.
- 6.4 Third party reporting sites 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.
- 6.5 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.

7 Young People

- 7.1 The Council expects 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, and one of the issues raised in that was not only that some LGBT young people want bespoke provision, but also that most young people want to access the same provision as all their friends, regardless of sexuality.
- 7.2 Lewisham Council does, however, commission Metro, a charity serving lesbians, gay men, bisexual and transgendered (LGBT) people, and those questioning their sexuality, 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.
- 7.3 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.
- 7.4 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.

- 7.5 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.
- 7.6 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.
- 7.7 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.
- 7.8 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 Sexually Transmitted Infections;
 - 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.
- 7.9 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 minimize the future impact on services (e.g. CAHMS, NHS, GUM clinics) later in the client's life. 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).

- 7.10 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.
- 7.11 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.

Schools

- 7.12 Lewisham Safeguarding Children’s Board produced an anti-bullying guidance⁶ which includes guidance on bullying linked to prejudice and discrimination including homophobic bullying. This was issued to schools approximately 18 months to 2 years ago. The Lewisham safeguarding in education officer, when visiting schools, will raise this in terms of reporting, dealing with incidents, training etc. From feedback from these visits it appears that homophobic incidents are 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. The Children and Young People Directorate are in the process of gathering a list of the organisations which schools commission from to good effect so that other schools which need to get up to speed know where to go.
- 7.13 The Council does not keep data on bullying in schools and has 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

- 7.14 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; this will include targeted recruitment at events such as LGBT Adopt/Foster fortnight. Providers

⁶ 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>

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.

- 7.15 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.
- 7.16 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.
- 7.17 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.
- 7.18 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.
- 7.19 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.

8 Lewisham Council Staff

- 8.1 Lewisham Council employment profile provides information on the Council's staff. According to the 2015-16 survey, the Council employs 2300 non-school staff. Data on sexuality is requested but not always completed by staff and so there is a large section of the workforce (54.74%) whose sexual orientation is

unknown. This is similar to marital status and religion where a similar number of employees' data is unknown. The figures for sexual orientation in 2015/16 profile are as follows:

Lesbian or Gay	1.69%
Bisexual	0.17%
Heterosexual	39.35%
Prefer not to say	4.22%
Unknown	54.74%

As can be seen from the figures above, the non-disclosure of protected characteristics such as ethnicity, marital status, sexuality etc, remains high across the council. The HR division have said that they do make requests of the workforce from time to time and a decision has now been taken to undertake a refresh of the data once the Council IT active directory has been cleansed. This will enable HR to more effectively email employees within Directorates.

- 8.2 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 this report, the forum agreed to have a snapshot discussion with attendees to consider their experiences working at the Council and being LGBT.
- 8.3 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.
- 8.4 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.

- 8.5 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.
- 8.6 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.

9 Complaints

- 9.1 The Council aims 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.
- 9.2 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 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 and Homelessness

- 10.1 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.⁷ 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

⁷ Trust for London Poverty Profile <http://www.londonpovertyprofile.org.uk/indicators/boroughs/lewisham/>

increased every year since 2007 and is now more than double the number in the mid- 2000s.

- 10.2 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.
- 10.3 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.

11 Older residents

- 11.1 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 harassment on grounds of sex, sexual orientation, marriage, gender reassignment, marriage and civil partnership.
- 11.2 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.
- 11.3 Westminster covers LGBT 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.
- 11.4 As a result of being contacted for this report some of the providers have said they would be very interested to see any examples of good practice in this area.
- 11.5 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.
- 11.6 Manchester City Council has recently announced a scheme to create social housing for older people with a specific focus on the LGBT community. The scheme will include 51% of accommodation specifically for LGBT older people and that Council have worked in close partnership with the LGBT Foundation

and Stonewall. The Council state that the scheme is in response to a survey they 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.⁸

12. Meeting the criteria for a review

12.1 A review into provision for the LGBT community meets the criteria for carrying out a scrutiny review, because:

- Scrutiny can add value providing information and insight into the particular issues faced by this community in Lewisham and views and insight from partner organisations as well as insight into good practice from around the country.
- A scrutiny review would be timely as the JSNA is being updated and the views of the Safer Stronger Communities Select Committee can be fed into the process.

13. Key lines of enquiry (KLOE)

13.1 It is proposed that the Committee undertake a review entitled “LGBT Provision in Lewisham”.

13.2 This scope includes 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 is proposed that although the broader context is considered, there would be a particularly strong focus on crime and safety which includes misuse of drugs and alcohol and on Lewisham Council as an employer. Although there may be some areas of the scope that have some overlap with other select committee remits, the Committee’s terms of reference do include all aspects of scrutiny relating to the “equality of opportunity within the borough”. However, it will be important not to duplicate work being undertaken in other committees and therefore, where necessary, the relevant Chair/s could be consulted through Business Panel.

13.3 Following discussion at the meeting of Safer Stronger Community Select Committee on 17 January 2017, it is also proposed that the review should consider:

- 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.

⁸ 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

- Inviting local faith groups to participate in discussions on LGBT provisions and the LGBT community.

13.4 This scope also proposes to consider good practice from Manchester City Council which includes a focus on housing for elderly residents. With the permission of Business Panel, due to the equalities aspect of this initiative, this scope proposes that this is included in the remit. The proposed key lines of enquiry are:

13.5 **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?

13.6 **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?

14. **Timetable**

14.1 The Committee is asked to consider the outline timetable for the review set out below. The proposed timetable for the review is as follows:

14.2 **Scope** including context and background information. (26 June 2017)

1. The scope includes extensive background and context information that was previously considered by the Committee at its meeting held on 17 January 2017.

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

1. Receiving verbal and written evidence from national organisations such as LGBT Foundation and Stonewall.
2. Considering good practice and experience from other Local Authorities including: Manchester City Council (LGBT housing needs and retirement home); and Leicestershire County Council (rated 7th most LGBT friendly employer in Stonewall survey 2016).

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

1. Receiving evidence from officers and providers on the JSNA, crime and drug and alcohol misuse, social care, staff information and provision, community value assets, housing.
2. Evidence from LGBT staff forum, local faith groups, Metro.
3. Questioning officers and witnesses on their evidence.

14.5 Recommendations and final report (December 2017)

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

15 Further implications

- 15.1 At this stage there are no specific financial, legal, environmental or equalities implications to consider. However, each will be addressed as part of the review.

For further information please contact Katie Wood, Scrutiny Manager on 020 8314 9446

Background Papers

Lewisham Comprehensive Equalities Scheme Data Sift 2016-20

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

Lewisham Residents Survey 2015

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

London Poverty Profile, Trust for London and New Policy Institute, 2015

<http://www.londonspovertyprofile.org.uk/indicators/boroughs/lewisham/>

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

Office of National Statistics, Sexual Identity, Uk, 2015

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

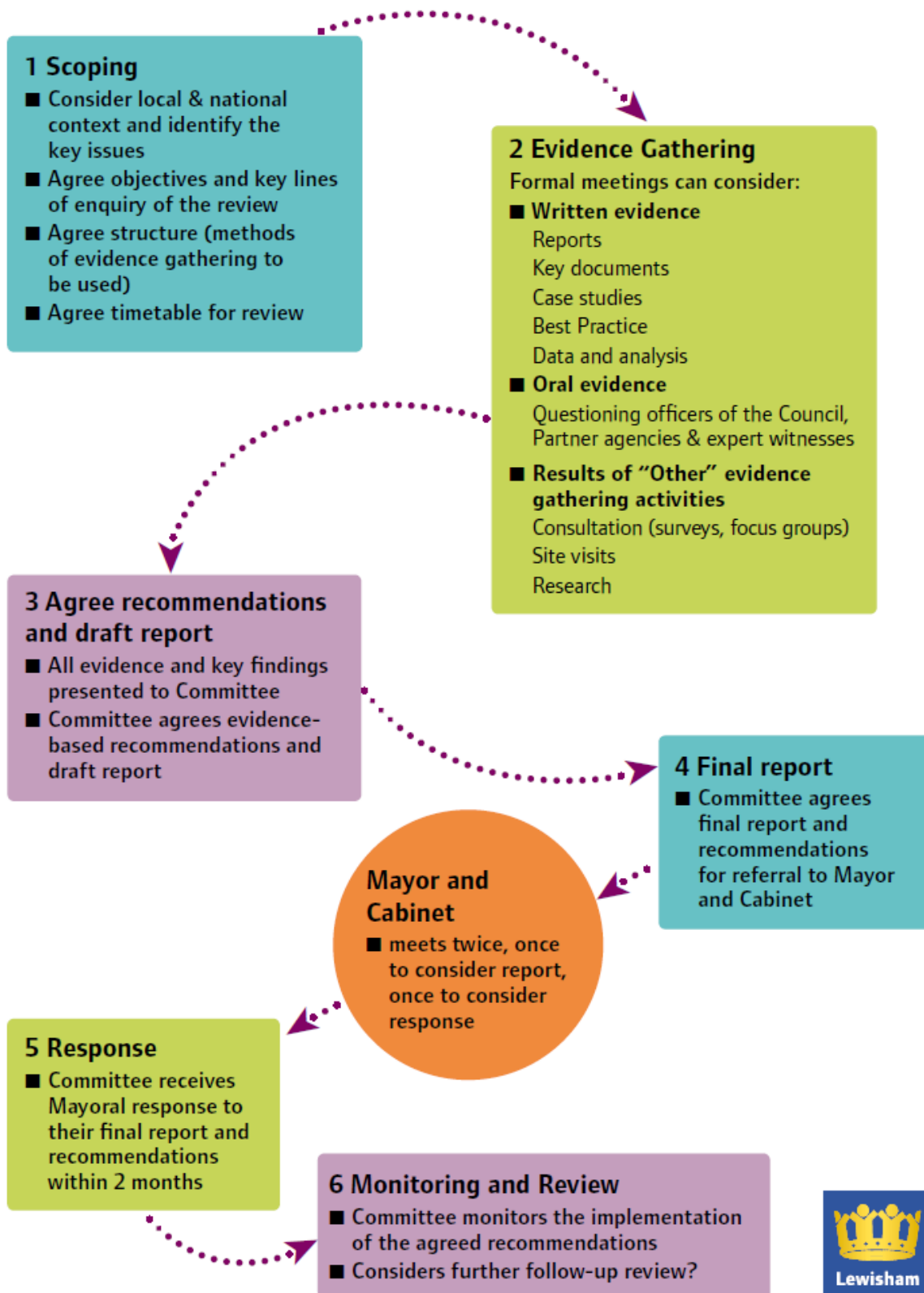
Public Health Action Plan, Public Health England, February 2015

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

Stonewall Top 100 Employers 2016, Stonewall, 2016

https://www.stonewall.org.uk/sites/default/files/top_100_employers_2016.pdf

How to carry out an in-depth review



This page is intentionally left blank

Safer Stronger Communities Select Committee		
Title	Select Committee work programme	
Contributor	Scrutiny Manager	Item 9
Class	Part 1 (open)	26 June 2017

1. Purpose

To advise Members of the proposed work programme for the municipal year 2017/18 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 2016/17 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 Wednesday 12 July 2017:

Agenda item	Review type	Link to Corporate Priority	Priority
Update on Poverty Commission	Policy Development	Community leadership Inspiring efficiency, effectiveness and equity.	High
Library and Information Service Annual Report	Performance Monitoring	Inspiring efficiency, effectiveness and equity.	High
Local Police Service Update	Performance Monitoring	Safety, security and a visible presence	High
Council's Employment Profile	Performance monitoring	Inspiring efficiency, effectiveness and equity.	High
Update on Main Grant's Programme	Performance monitoring	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 Wednesday 12 July 2017.

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						
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								
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	Performace 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

This page is intentionally left blank

FORWARD PLAN OF KEY DECISIONS

Forward Plan June 2017 - September 2017

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

Anyone wishing to make representations on a decision should submit them in writing as soon as possible to the relevant contact officer (shown as number (7) in the key overleaf). Any representations made less than 3 days before the meeting should be sent to Kevin Flaherty, 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.

March 2017	Preliminary Flood Risk Assessment Update	07/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
May 2017	Financial Results 2016/17	07/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member		

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
			Resources		
February 2017	Provision of Textile Collection Bring Back Service - Appointment to Framework	07/06/17 Mayor and Cabinet (Contracts)	Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	Replacement of Fleet Vehicles	07/06/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
January 2017	Award of contract for Sexual Health e-service	12/06/17 Overview and Scrutiny Business Panel	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
May 2017	Sydenham Park Footbridge Approval of Agreement with Network Rail	12/06/17 Overview and Scrutiny Business Panel	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
February 2017	Contract award report for bulge class scheme	12/06/17 Overview and Scrutiny Education Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		

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 2016	The Wharves Deptford - Compulsory Purchase Order Resolution	21/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
May 2017	Evaluation of the Sustainable Community Strategy	21/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Joe Dromey, Cabinet Member Policy & Performance		
May 2017	Memorandum of Understanding on Participation of Central London Forward for Purposes of Employment and Skills Devolution and joint working procurement of Work and Health Programme	21/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
May 2017	Audited Accounts and Pension Fund Accounts 2016/17	21/06/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
March 2017	CRPL Business Plan 2017-18	21/06/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
February 2017	New Homes Programme	28/06/17	Kevin Sheehan,		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
		Mayor and Cabinet	Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
February 2017	Beckenham Place Park Programme Update	28/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Rachel Onikosi, Cabinet Member Public Realm		
February 2017	Deptford Southern Housing Sites - Part 1 & Part 2	28/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
March 2017	Response to Consultation on Policy for Supported Travel Young People Attending College and Adults Eligible for Adult Social Care	28/06/17 Mayor and Cabinet	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Cabinet Member for Health, Wellbeing and Older People		
May 2017	Lewisham Homes Articles of Association	28/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
May 2017	Housing Acquisitions Part 2	28/06/17 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 Housing		
May 2017	Medium Term Financial Strategy	28/06/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	Extending the shared IT service to Southwark	28/06/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
February 2017	IT Network re-procurement Brent and Lewisham shared service	28/06/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
April 2017	Proposed revision to the contract structure of the Downham Health & Leisure Centre PFI	28/06/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community		
May 2017	Contract Award Bulge Class Sandhurst school	11/07/17 Overview and Scrutiny Education Business Panel	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young		

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
			People		
March 2017	Achilles Street Regeneration Proposals	19/07/17 Mayor and Cabinet	Kevin Sheehan, Executive Director for Customer Services and Councillor Damien Egan, Cabinet Member Housing		
January 2017	Catford Regeneration Programme Parts 1 and 2	19/07/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
May 2017	Financial Monitoring 2017/18	19/07/17 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	19/07/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Lewisham Adoption Service Statement of Purpose and Children's Guides	19/07/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		

FORWARD PLAN – KEY DECISIONS					
Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
May 2017	Lewisham Fostering Service Statement of Purpose and Children's Guides	19/07/17 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Paul Maslin, Cabinet Member for Children and Young People		
May 2017	Transfer of the Applications Support Function to the LB Brent Shared Service	19/07/17 Mayor and Cabinet	Janet Senior, Executive Director for Resources & Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Sydenham Park Footbridge Contract Award	19/07/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
February 2017	Telephony re-procurement	19/07/17 Mayor and Cabinet (Contracts)	Kevin Sheehan, Executive Director for Customer Services and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Sangley and Sandhurst Road Highway Improvement Scheme Contract Award	19/07/17 Mayor and Cabinet (Contracts)	Janet Senior, Executive Director for Resources & Regeneration and Councillor Alan Smith, Deputy Mayor		
May 2017	Financial Regulations and Directorate Schemes of	20/09/17 Council	Janet Senior, Executive Director for Resources &		

FORWARD PLAN – KEY DECISIONS					
Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
	Delegation		Regeneration and Councillor Kevin Bonavia, Cabinet Member Resources		
May 2017	Report of the Barriers to Participation Working Party	20/09/17 Council	Janet Senior, Executive Director for Resources & Regeneration and Councillor Suzannah Clarke, Chair Planning Committee C		
May 2017	Community Services Youth Review	04/10/17 Mayor and Cabinet (Contracts)	Aileen Buckton, Executive Director for Community Services and Councillor Joan Millbank, Cabinet Member Third Sector & Community		

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

This page is intentionally left blank