

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

Introduction

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

Recommendations

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

Background and Policy Context

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

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

Comprehensive equalities scheme 2016-20

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

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

Overview of Progress Report

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

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

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

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

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

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

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

Borough demography

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

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

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

Safer Lewisham Plan 2015-17

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

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

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

Source: Metropolitan Police (12 months to December 2016)

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

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

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

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

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

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

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

Work and Skills Strategy 2015-17

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

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

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

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

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

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

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

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

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

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

Source: NOMIS December 2016

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

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

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

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

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

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

Source: Annual Survey of Hours and Earnings

Children and Young People Plan 2015-18

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

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

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

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

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

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

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

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

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

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

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

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

Health and Well-being 2015-18

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

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

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

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

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

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

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

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

Source: Lewisham Health Profile 2016

Housing Strategy 2015-20

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

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

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

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

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

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

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

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

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

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

Source: Housing Division, LB Lewisham 2016

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

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

Source: Housing Division, LB Lewisham 2016

Going forward

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

Legal implications

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

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

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

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

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

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

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

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

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

Financial Implications

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

Environmental Implications

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

Equalities Implications

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

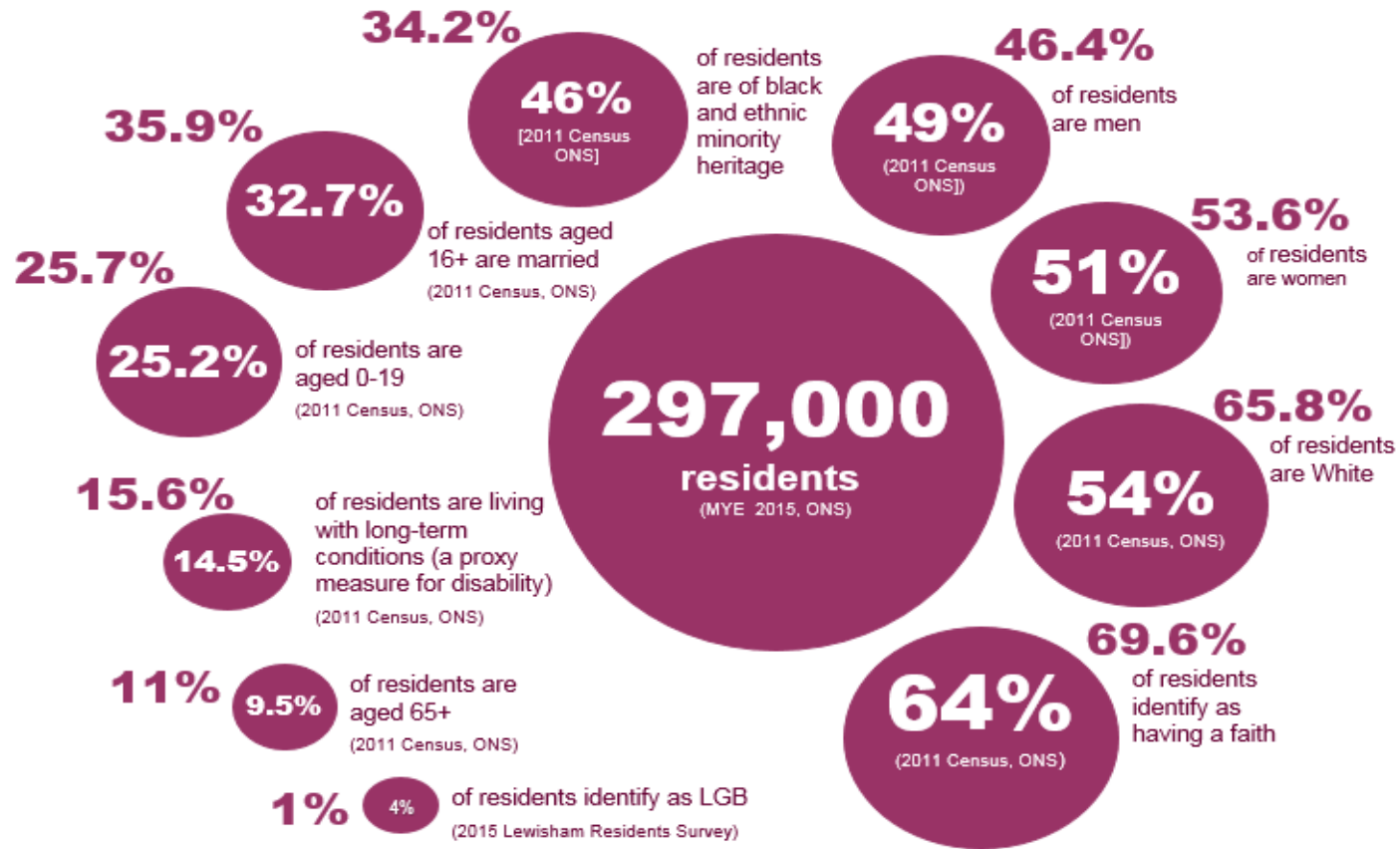
Crime and Disorder Implications

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

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Appendix: Charts and Graphs

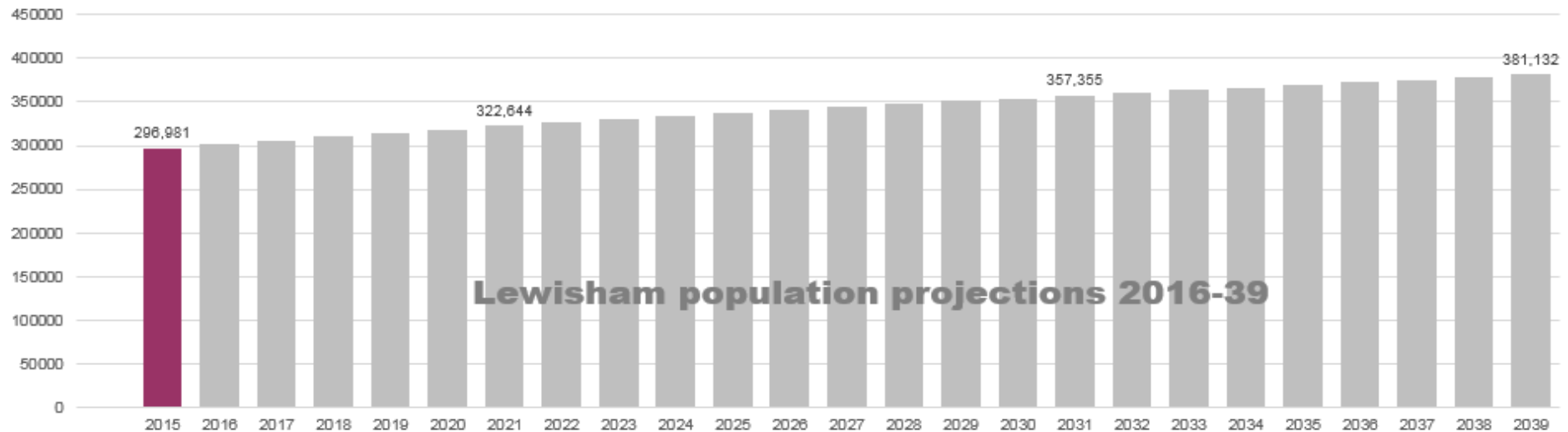
Borough demographics



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



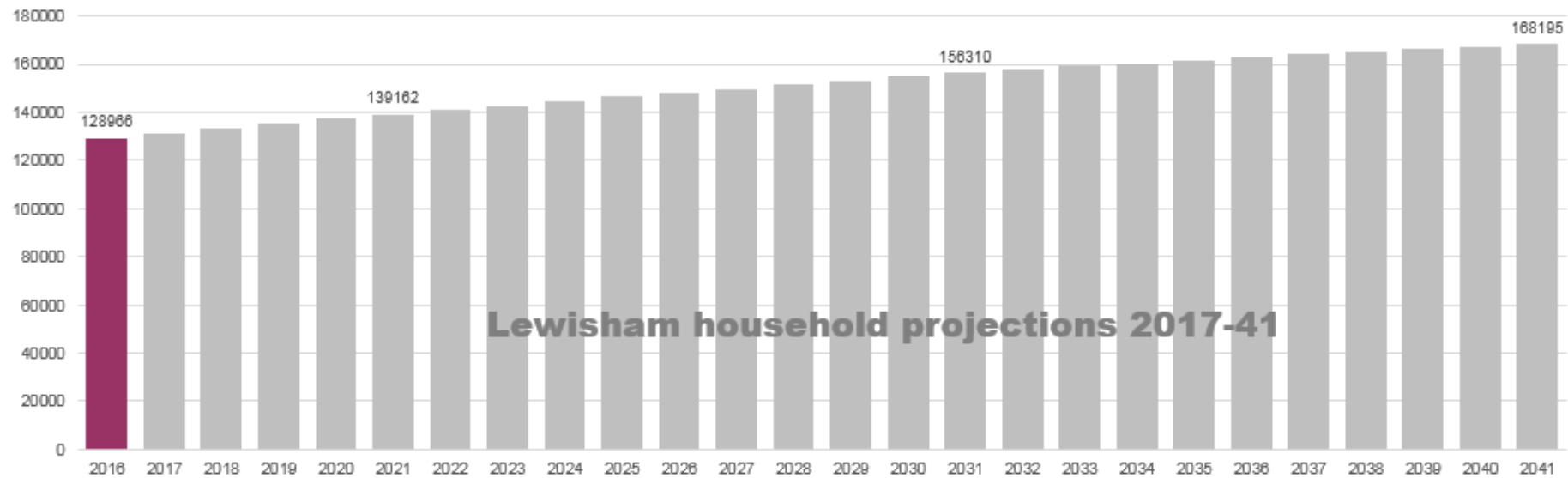
This chart sets out projected population increases in Lewisham over the 22 year period from 2016 to 2039. The chart shows that Lewisham's population will reach 322,000 by the time of the 2021 Census (up from 297,000 in 2015) and climb to 357,000 by the time of the 2031 Census. By 2039, the chart shows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



Population projections



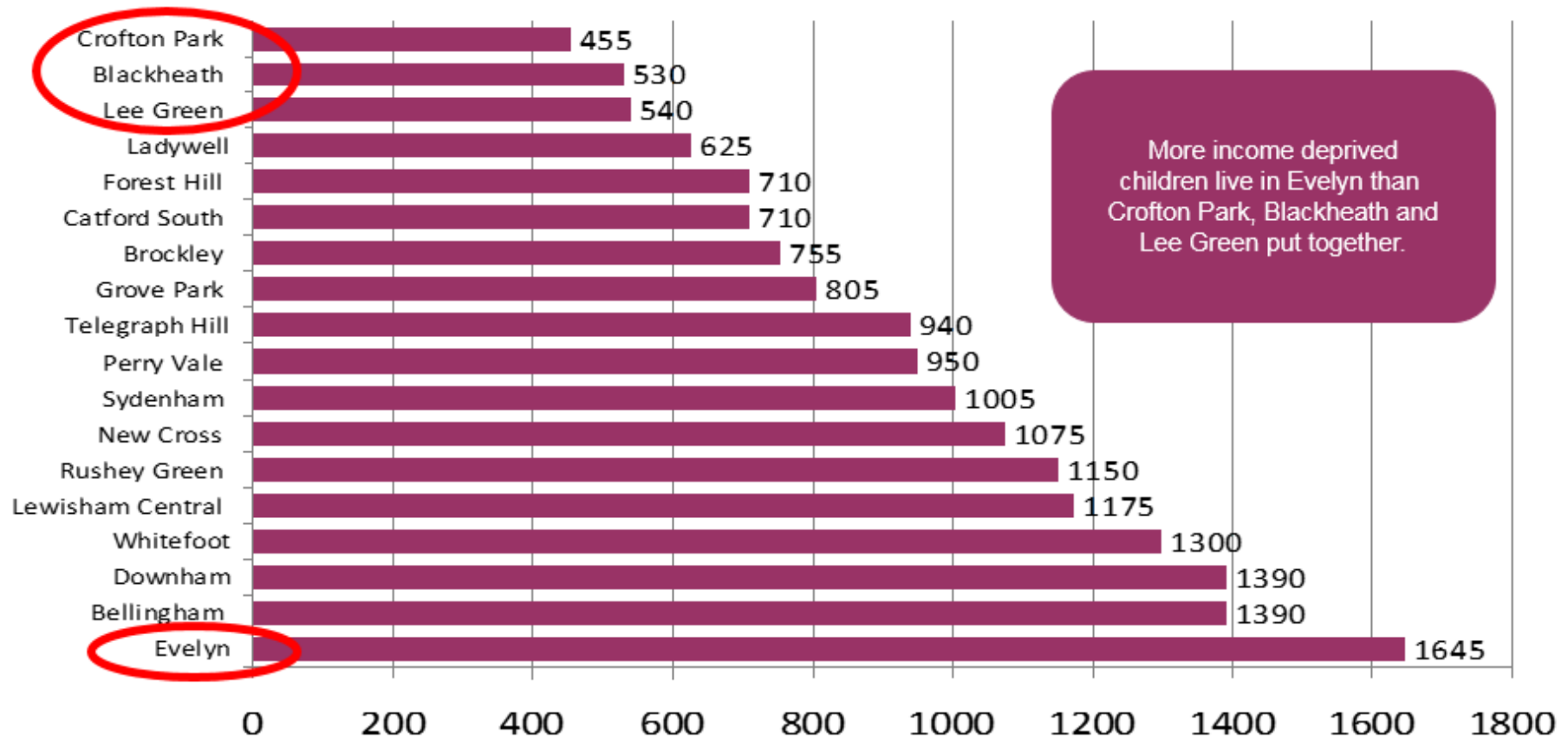
This chart sets out household projections for 2017-41. It shows that the borough's 129,000 households are projected to grow by nearly 40,000 over the next 25 years. This represents an increase of some 23.5% in the number of households over the period.



Source: Household projections, GLA 2016

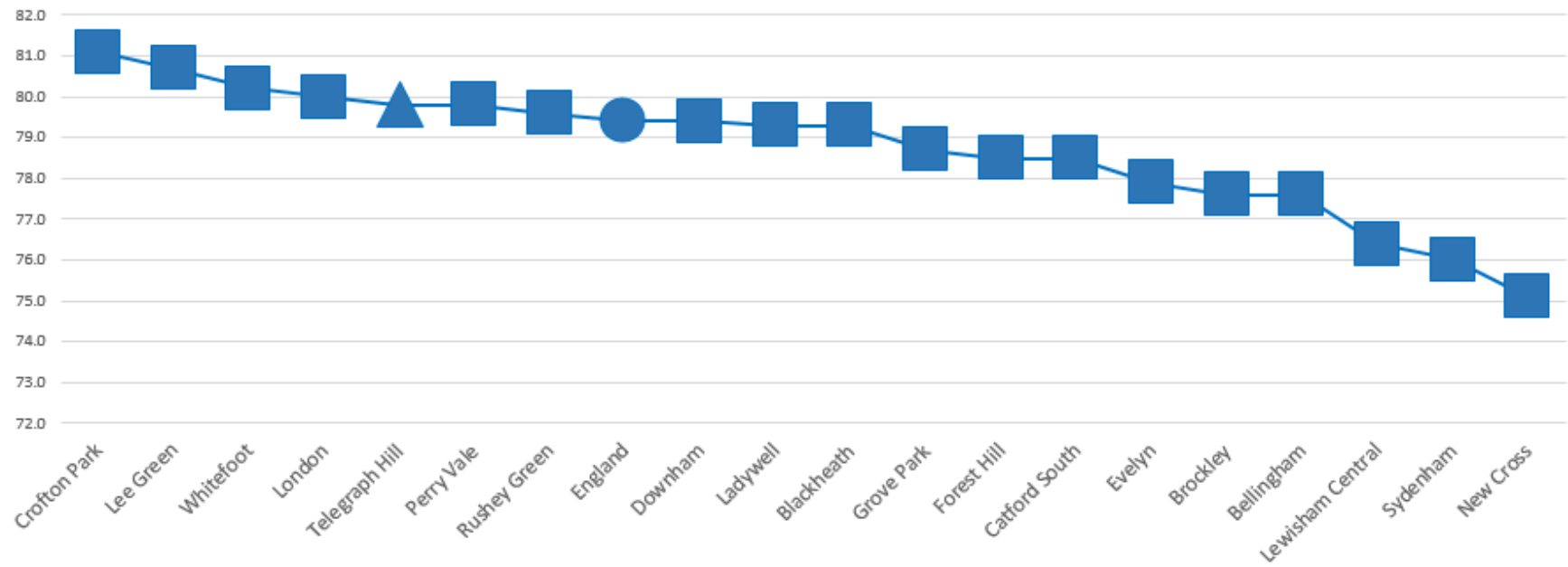


Number of income deprived children by Lewisham ward



Source: Indices for Multiple Deprivation, 2015

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



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

