

Safer Stronger Communities Select Committee			
Report Title	Comprehensive Equalities Scheme (CES) Annual Review 2017		
Contributors	Executive Director for Resources and Regeneration	Item	
Class	Part 1 (Open)	Date	07 March 2018

Introduction

1. This report provides an illustrative summary of progress against the five objectives in the Council's [Comprehensive Equalities Scheme \(CES\) 2016-20](#). This is the second such report on the 2016-20 CES.
2. The above-mentioned summary is contained within the main body of this report as well as at the attached Appendices. The table at Appendix A, provides a snapshot of equality reports presented to various scrutiny committees during the Financial Year 2017-18, whilst the charts at Appendix A provide demographic context of the borough, with a specific focus on nationality.

Recommendations

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

Background and Policy Context

3. 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.
4. 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.
5. The Act identifies the following as protected characteristics:

- Age
 - Disability
 - Ethnicity
 - Gender
 - Gender re-assignment
 - Pregnancy and maternity
 - Marriage
 - Religion or belief
 - Sexual orientation
6. 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

7. 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
8. 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
9. 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

10. 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.
11. 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 annual review

12. 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

13. 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.

14. The information contained in this report is not exhaustive, nor is it meant to be, as oversight for implementation and improvement planning regarding the above-mentioned strategies is reported through individual scrutiny select committees. Instead, the information provided to Safer, Stronger Communities Select Committee is illustrative of context, activity and impacts, from the perspective of protected characteristics, where known. 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

15. As this report covers the reporting period for 2017, 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.

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

Borough demography

17. Lewisham is a borough of some 306,000 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 357,000 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.
18. 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).
19. In terms of ethnicity, some 54 per cent of residents describe themselves as White, whilst 46 percent 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.
20. There is no official data on the proportion of Lewisham residents who describe themselves as LGB or those who identify as Transgender. However, for the 2014 Lewisham Residents Survey, some 4 per cent of survey respondents identified themselves as LGB.

Safer Lewisham Plan 2015-17

21. 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
22. Delivery of this strategy directly contributes to the following CES priorities:
 - tackle victimisation, harassment and discrimination
 - increase understanding and mutual respect between communities
 - increase access to services
23. 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.
24. Table A below, profiles hate crime affecting the characteristics of gender, religion & belief, race and sexual orientation, transgender and disability. It reveals that in the 12 months to December 2017, there were 3,800 reported incidents of hate crime in Lewisham (up 1.7%) on the 12 months to December 2016.

25. The overall picture of reporting indicates that incidents of hate crime in Lewisham increased in the 12 months to December 2017.
26. Of the eight hate crime sub categories presented in the table below, the number of reported incidents increased for more than half. The data reveals that domestic abuse was by far the most voluminous hate crime type reported (3258 reported incidents compared to 3139 for the previous period). This represents some 85% of all instances of reported hate crime in Lewisham. Of other hate crime types, the data reveals that reported incidents of disability hate crime reduced by more than 75% over the period.
27. 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 2016	12 months to December 2017	Direction of Travel
Hate crime	3,736	3,800	↑
Domestic abuse hate crime	3,139	3,258	↑
Disability hate crime	35	8	↓
Homophobic crime	81	75	↓
Transgender crime	8	9	↑
Racist and religious hate crime	512	507	↓
Faith hate crime	35	45	↑
Anti-Semitic crime	5	5	→
Islamophobia crime	24	32	↑

Source: Metropolitan Police

Work and Skills Strategy 2015-17

28. 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
29. 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
30. Set out in the tables below are measures to which the Work & Skills Strategy makes a direct contribution.

31. The data in Table B 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 and 2 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 B: Qualifications	Lewisham %age	London %age	Great Britain %age
NVQ4 and above	51	51.9	38.2
NVQ3 and above	66.3	66.3	56.9
NVQ2 and above	79.8	77.6	74.3
NVQ1 and above	88.6	85.2	85.3
Other qualifications	5.1	8.2	6.6
No qualifications	6.3	6.6	8.0

Source: ONS Annual Population Survey (January – December 2016)

32. The data in Table C below, is relevant to all protected characteristics (with a specific emphasis on gender) and shows median earnings for Lewisham residents. 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 both men and women in living in the borough are below the London average but above the England average.

Table C: Gross Weekly Pay	Lewisham	London	England
Full-time workers	£633.3	£654.6	£552.7
Male full-time workers	£670.8	£701.4	£594.2
Female full-time workers	£590.4	£602.1	£494.4

Source: Annual Survey of Hours and Earnings, ONS 2017

33. The data in Table D below shows Lewisham’s Jobseekers Allowance (JSA) claimant count. Specifically it reveals that, as at December 2017, there were some 5,210 Jobseekers Allowance claimants in Lewisham. Since January 2017 the total number of JSA claimants in Lewisham has increased by 220.

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 58% are male (this is down from 64% in the previous reporting period). By contrast some 42% are female (this is up from 36 per cent in the previous reporting period). 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 D reveals that those aged 25 – 49 represent 53% of all JSA claimants in Lewisham, whilst those aged 50 represent some 32% of all claimants. By contrast those aged 18-24 represent just under 15% 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 D: JSA Claimant Count By Age	Number	Lewisham %	London %	Great Britain %
All claimants gender	5,210	2.5	2.0	1.9
Male	3040	2.9	2.3	2.4
Female	2175	2.0	1.8	1.5
All claimants aged 16+				
Aged 16-17	0	0.0	0.0	0.1
Aged 18-24	755	3.0	2.4	2.7
Aged 18-21	405	3.3	2.5	2.9
Aged 25-49	2800	2.1	1.8	1.9
50+	1655	3.6	2.7	1.7

Source: NOMIS December 2017

36. The data in Table E below, is relevant to 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 one of five statistical groups (carers) is marginally below the London and Great Britain averages. The table also reveals a higher ESA and Incapacity Benefit claimant rates in Lewisham compared to both London and a marginally higher lone parent claimant rate in Lewisham compared to both London and Great Britain.

Table E: Working age out-of – work Benefit Claimants	Number	Lewisham %	London %	Great Britain %
ESA and Incapacity Benefits	12000	5.7	4.8	6.1
Lone parents	3190	1.5	1.0	1.0
Carers	2600	1.2	1.3	1.7
Disabled	1530	0.7	0.7	0.8
Bereaved	250	0.1	0.1	0.2

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

Children and Young People Plan 2015-18

37. 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

38. 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

39. Set out in the tables below is a snapshot of 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.

40. The data in Table F 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 2017. Specifically, the data reveals that the number of families in either temporary accommodation increased significantly in 2017 compared to 2016. The table also reveals that some one in four Lewisham children aged under 16 live in low income households.

41. In addition, the table shows the under 18 conception rate per '000 population, which in 2017 reached 26.5%, significantly down on the 31.3% per '000 population as reported in 2016. Finally, the table shows first time entrants to the criminal justice system aged 10-17 in the year to June 2017. Specifically, the data reveals that Lewisham had a slightly lower rate of first time entrants (578 per 100,000) in the period to July 2017; compared to the same period in 2016 (584 per 100,000).

Table F: Measure	Dec 2017	Dec 2016
Total number of contacts requesting help, support and protection	1024	-
Total number of children looked after	473	472
Number of families in temporary accommodation	1981	1806
Children in low income families (under 16)	26.5	26
U18 conception rate per '000 population	23.4	31.3
% 16-17 year olds (Years 12-13) who are NEET	1.7	-
First time entrants to the Youth Justice System (per 100,000 age 10-17)	578*	584

Source: Performance Reporting as at December 2017/ Lewisham Public Health Profile 2017

*Year to June 2017

Health and Well-being 2015-18

42. 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

43. 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

44. The data in Table G below, covers all protected characteristics, with emphasis given to gender, pregnancy & maternity, disability 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.

45. However against a range of other health equality measures the data reveals that Lewisham performs less well compared to the England average. In particular: average life expectancy for males, mortality from cancer for under 75’s and childhood obesity. Lewisham also performs significantly worse than the England average with regard to new sexually transmitted infections, where the rate per 100,000 in Lewisham is more than double that of England.

Table G: Measure	Lewisham	England
Life expectancy at birth (years) male	78.8	79.5
Life expectancy at birth (years) female	83.1	83.1
Infant mortality (rate per 1000 live births)	4.1	3.9
Under 75 mortality rate: cancer	153.9	138.8
Breastfeeding initiation (%age)	86.2	74.3
Excess weight in adults (%age)	60.3	64.8
Obese children (%age)	24.4	19.8
Smoking prevalence in adults (%age)	21.2	15.5
Hospital stays for self-harm (rate per 100,000)	91.2	196.5
Hospital stays for alcohol related harm (number)	601.3	647.0
New sexually transmitted infections (rate per 100,000)	1973.9	795

Source: Lewisham Health Profile 2017, Public Health England

Housing Strategy 2015-20

46. 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

47. 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

48. Set out in Tables H to O 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.
49. The tables show the number of lettings for the period April to December 2017, as well as the protected characteristic of the primary householder. Please note that the number of lets achieved in the previous year (2016) seems much higher than 2017 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.
50. The data in Table H below, shows the ethnicity of primary householders for April to December 2017. Of those, who disclosed their ethnicity, 16 (33%) described themselves as Caribbean, whilst those describing themselves as African accounted for 13 (22%) of primary householders. By contrast 12 (25%) of primary householders described themselves as English/Welsh/Scottish/Northern Irish/British/ Any other White.

Table H: Ethnic monitoring of lettings	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
African	13	40
Any other Asian background	2	9
Any other Black/ African/ Caribbean background	0	5
Any other ethnic group	1	5
Any other mixed/ multiple ethnic background	0	1
Any other White background	3	7
Arab	1	1
Bangladeshi	0	1
Caribbean	16	34
Chinese	1	3
English/Welsh/Scottish/Northern Irish/British	11	23
Not disclosed	470	603
Pakistani	0	1
White and Black African	1	1
White and Black Caribbean	0	3
Grand total	519	737

Source: Housing Division, LB Lewisham 2017

51. Table I below, shows the age distribution of primary householders for the period April to December 2017. The table reveals that 129 (25%) of primary householders were aged 25-34, whilst 125 (24%) were aged 35-44. A further 71 (13.5%) of primary householders were aged 18-24, whilst 70 (13.3 per cent) were aged 55-64.

Table I: Age of the primary householder	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
18-24	71	113
25-34	129	198
35-44	125	156
45-54	69	130
55-64	70	90
65+	55	50
Grand total	519	737

Source: Housing Division, LB Lewisham 2017

52. Table J below, shows the disability status of primary householders for the period April to December 2017. The data reveals that of the 207 primary householders who identified themselves as living with an impairment, 49 (24%) described the impairment as relating to mental health, 45 (22%) described the impairment as 'physical', 44 (21%) described the impairment as 'longstanding illness', 40 (19.5%) described the impairment as relating to a long-standing illness and 17 (8.2%) described the impairment as relating to either a sensory defect or learning difficulty.

Table J: Impairment	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Impairment Long-standing illness or health condition such as cancer, HIV, diabetes, chronic heart disease or epilepsy	44	33
Impairment Other	40	55
Impairment Sensory impairment, such as being blind/ having a serious visual impairment or being deaf/ having a serious hearing	12	15
Impairment Mental health condition, such as depression or schizophrenia	49	70
Impairment Learning disability/difficulty, such as Down's Syndrome or dyslexia or cognitive impairment, such as autistic spectrum	17	16
Impairment Physical impairment, such as difficulty using your arms or mobility issues which means using a wheelchair or crutch	45	44

Source: Housing Division, LB Lewisham 2017

53. Table K below, shows the gender of primary householders for the period April to December 2017. The data reveals that of those who disclosed their gender 337 (65%) were female, whilst 172 (33%) were male.

Table K: Gender	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Female	337	530
Male	172	201
Not Disclosed	10	6
	519	737

Source: Housing Division, LB Lewisham 2017

54. Table L below, shows the gender assignment status of primary householders for the period April to December 2017. 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 L: Is your gender different to the one assigned to you at birth?	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Yes	14	9
No	286	322
Prefer not to say	1	2
Not Disclosed	173	404
Grand total	737	737

Source: Housing Division, LB Lewisham 2017

55. Table M below, shows the religion/ belief of primary householders for the period April to December 2017. The data reveals that of those who disclosed their religion/ belief (or absence thereof), 154 (64%) described themselves as Christian, whilst 52 (21.5%) described themselves as having no religion/ belief. A further 23 (9%) described themselves as Muslim. Proportions under 3 per cent were recorded for all other religions.

Table M: Religion of belief	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Any other religion/belief	3	6
Buddhist	1	10
Christian (all denominations)	154	147
Jewish	1	0
Hindu	0	2
Muslim	23	22
None	52	85
Not disclosed	278	459
Prefer not to say	7	5
Sikh	0	1
Grand total	519	737

Source: Housing Division, LB Lewisham 2017

56. Table N below, shows the sexual identity of primary householders for the period April to December 2017. The data reveals that of those who disclosed their sexual identity, 255 (98%) described themselves as heterosexual, whilst 5 (1.9%) described themselves as either bisexual/ gay or lesbian.

Table N: Sexual orientation	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Bisexual	2	2
Gay/Lesbian	3	6
Not disclosed	257	405
Other	1	1
Prefer not to say	1	9
Heterosexual	255	314
Grand total	519	737

Source: Housing Division, LB Lewisham 2017

57. Table O below, shows the pregnancy/ maternity status of primary householders for the period April to December 2017. The data reveals that of those who disclosed pregnancy or maternity status, 10 (2%) described themselves as pregnant/ maternal, whilst 509 (98%) described themselves as no either pregnant/ maternal.

Table O: Pregnancy/ maternity	Number of Lets	
	Apr-Dec 2017	Apr-Dec 2016
Yes	10	14
No	509	723
Grand total	519	737

Source: Housing Division, LB Lewisham 2017

Going forward

58. The Council will continue to monitor and report progress against the objectives outlined in the CES 2016-20 over the next year. As set out in the 2017 annual review, it is intended that the structure and format of future reports will be nuanced to provide a wider range of information on the delivery context as well as output and outcome measures.

Legal implications

59. 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.

60. 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.

61. 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.
62. 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/>
63. 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
64. 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

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

Environmental Implications

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

Equalities Implications

67. 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.

68. 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

69. 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.

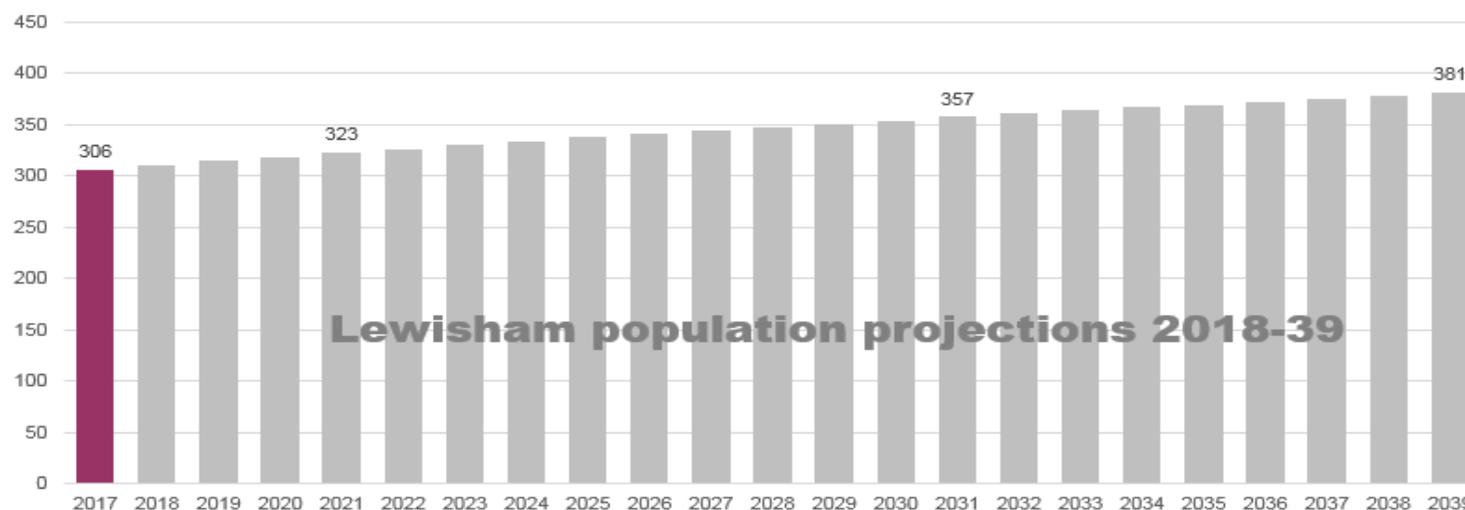
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Appendix A: Snapshot of Equality Reports Presented for Members Scrutiny

Committee	Report	Impact on relevant CES priority
Children & Young People's	<ul style="list-style-type: none"> • Childcare Strategy Update - including increased provision for 3 year olds • Looked After Children Annual Report • Child Sexual Exploitation Update • Human Trafficking • Safeguarding Services 6-monthly report • Lewisham Safeguarding Children Board annual report • Mental Health and Wellbeing in Schools • SEND update on transport and short breaks 	<ul style="list-style-type: none"> • Close the gap in outcomes for all citizens • Tackle victimisation, discrimination and harassment • Improve access to services
Healthier Communities	<ul style="list-style-type: none"> • HealthWatch annual report • Transition from children's to adult social care • Leisure Contracts Update • Social prescribing in-depth review 	<ul style="list-style-type: none"> • Improve access to services • Close the gap in outcomes for all citizens • Increase mutual respect within and between communities
Housing	<ul style="list-style-type: none"> • New Homes Programme • Lewisham Housing Strategy • Homelessness and temporary accommodation pressures 	<ul style="list-style-type: none"> • Improve access to services
Public Accounts	<ul style="list-style-type: none"> • Social care budgets • Household budgets 	<ul style="list-style-type: none"> • Improve access to services
Safer Stronger Communities	<ul style="list-style-type: none"> • Demographics In Lewisham • Draft Violence Against Women and Girls Strategy • Poverty Commission Update • Council's Employment Profile • Local Police Service Update • Lewisham Poverty Commission - Final Report • Community Cohesion (including extremism strategy) • Safer Lewisham Plan • LGBT+ Provision in Lewisham - Draft Report 	<ul style="list-style-type: none"> • Tackle victimisation, discrimination and harassment • Increase mutual respect within and between communities • Close the gap in outcomes for all citizens • Promote participation and engagement • Improving access to services
Sustainable Development	<ul style="list-style-type: none"> • Implementation of the air quality action plan 	<ul style="list-style-type: none"> • Close the gap in outcomes for all citizens

Appendix B: Charts and Graphs

This chart sets out projected population increases in Lewisham over the 21 year period from 2018 to 2039. The chart shows that Lewisham's population will reach 323,000 by the time of the 2021 Census (up from 306,000 in 2017) 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 75,000 compared to 2017.



population projections

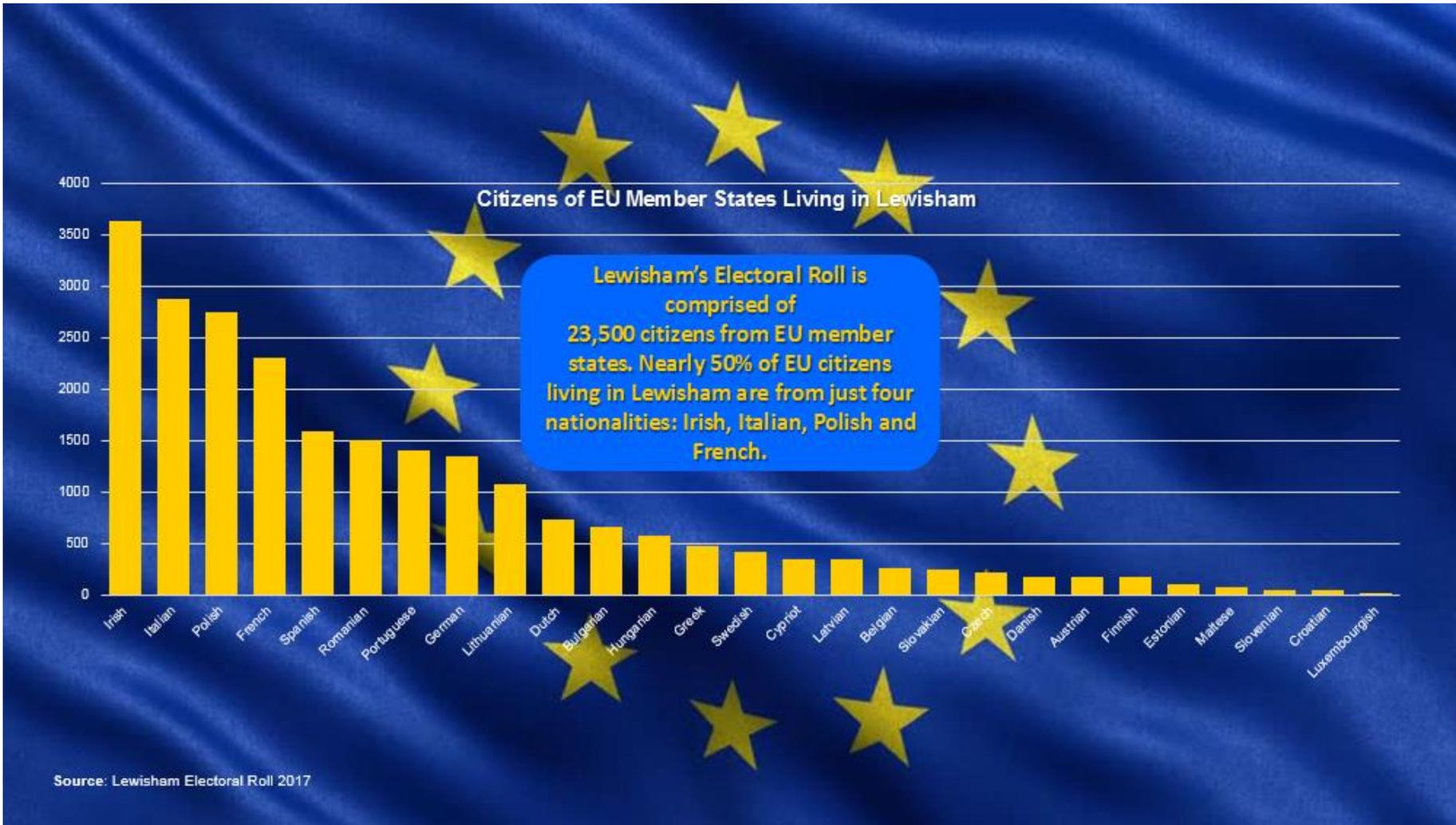


A truly global borough.....

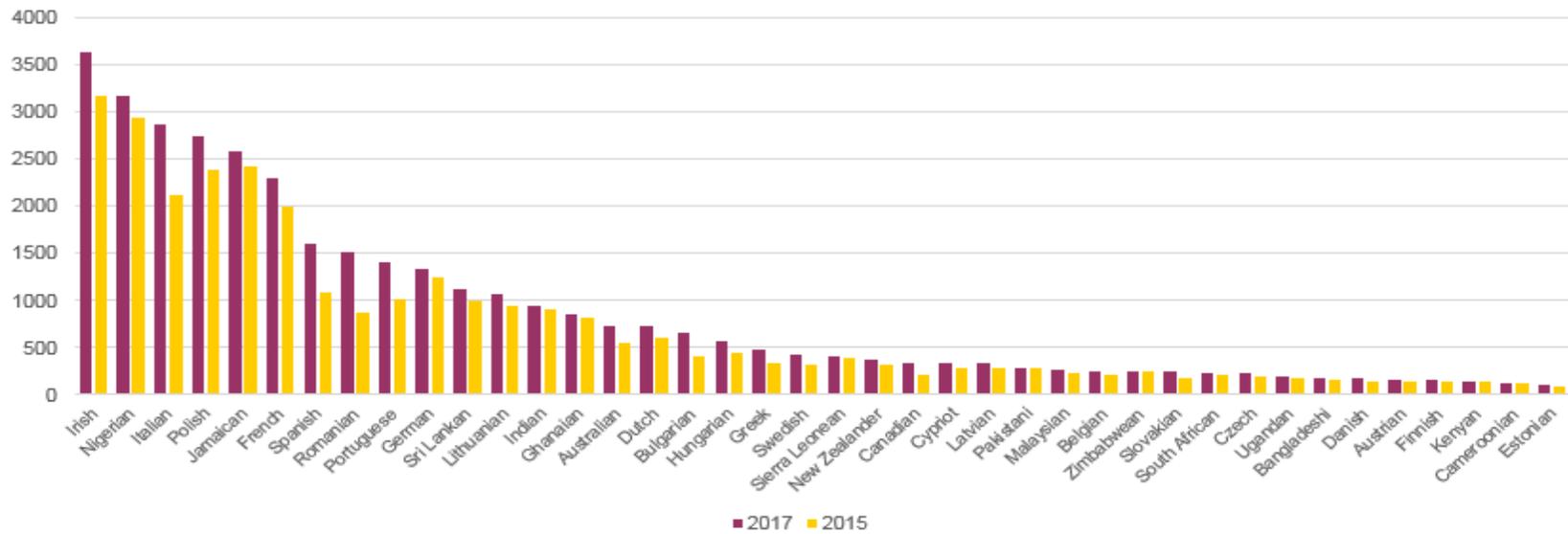


The 207,343 people on Lewisham's electoral roll comprise more than 70 nationalities and five continents

Source: Lewisham Electoral Services

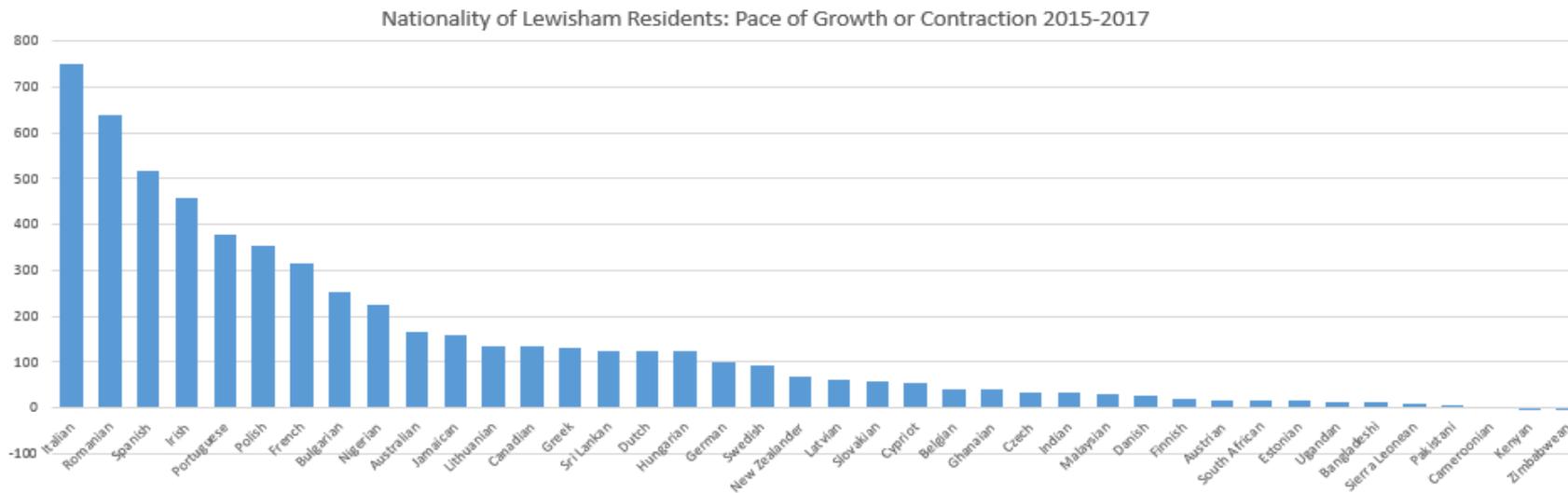


Between 2015 and 2017 the fastest growing nationality on Lewisham's Electoral Roll (by volume) was Italian (up 750 over the period), followed by Romanian (up 640), Irish (up 458) and Portuguese (up 378). Over the same period, Italian replaced Jamaican as the third most numerous non-British nationality, Polish is the fourth most numerous and Jamaican is now the fifth most numerous. Romanian has replaced Portuguese as the eighth most numerous non-British nationality and Portuguese has replaced German as the ninth most numerous non-British nationality in the borough.



Source: Lewisham Electoral Roll 2017 and 2015

The chart below shows nationalities on Lewisham's Electoral Roll whose populations are at or above triple digits. In particular the chart shows growth or contraction in population size between 2015 and 2017. The chart shows that, at 750, Italian is the fastest growing nationality in Lewisham followed by Romanian 640, Spanish 516, Irish 458 and Portuguese 378. The chart also reveals that Kenyan and Zimbabwean are the only two nationalities in this sample where the resident population decreased over the above-mentioned period. Cameroonian was unchanged.



Source: Lewisham Electoral Roll 2017