



Safer Stronger Communities Select Committee

Report title: How Lewisham Council embeds Equalities across its service delivery

Date: 4 March 2020

Key decision: No.

Class: Part 1

Ward(s) affected: All

Contributors: Katie Wood, Scrutiny Manager

Outline and recommendations

The Committee is carrying out an in-depth review and this reports highlights evidence received from community groups and visits since the last meeting.

- To note the evidence received as highlighted in appendices A - C.

1. Summary

- 1.1. This reports highlights evidence received from visits and evidence gathering since the Committee's last meeting as part of the Committee's review in "How the Council embeds Equalities across its service delivery."

2. Recommendations

- 2.1. To note the evidence received as highlighted in appendices A - C.

3. Policy Context

- 3.1. The Council's Corporate Strategy of "Open Lewisham" promotes Lewisham as a welcoming place of safety for all which celebrates the diversity that strengthens us. It includes emphasis on Lewisham being a place where diversity and cultural heritage are recognised as a strength and celebrated and where hate crime will not be tolerated.
- 3.2. The strategy includes specific references to striving to make the Council's workforce more representative of the borough's diverse population at all levels and to challenging all forms of discrimination and tackling unconscious bias. There is also reference to understanding and mitigating the impact of Brexit for the borough.

4. Background

- 4.1. The Committee is carrying out an in-depth review and this reports highlights evidence received from community groups and visits since the last meeting.

5. Appendicies

- *Appendix A – summary from Procurement Exercise*
- *Appendix B – Summary from visit to Glasgow City Council*
- *Appendix C – Summary from Equalities Analysis Assessment Exercise*

6. Financial implications

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

7. Legal implications

- 7.1. There are no direct legal implications arising from the implementation of the recommendations in this report.

8. Equalities implications

- 8.1. 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 recommendations from the Committee's review and the Select Committee will need to give due consideration to this.

9. Climate change and environmental implications

- 9.1. There are no direct climate change or environmental implications arising from the implementation of the recommendations in this report.

10. Crime and disorder implications

- 10.1. There are no direct crime and disorder implications arising from the implementation of the recommendations in this report.

11. Health and wellbeing implications

- 11.1. There are no direct health and wellbeing implications arising from the implementation of the recommendations in this report.

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12. Background papers

- Scope Report into “How the Council embeds Equalities across its service delivery” – SSCSC – 16.7.19
- Council’s Employee Profile and Staff Survey Results - SSCSC – 16.7.19
- Evidence Report into “How the Council embeds Equalities across its service delivery” – SSCSC – 9.10.19
- Evidence Report into “How the Council embeds Equalities across its service delivery” – SSCSC – 26.11.19
- Evidence Report into “How the Council embeds Equalities across its service delivery” – SSCSC – 16.01.20

13. Report author and contact

13.1. *Katie Wood, Scrutiny Manager, katie.wood@lewisham.gov.uk 020 8314 9446*

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