

Safer Stronger Communities Select Committee Agenda

Wednesday, 7 March 2018
7.00 pm, Committee Room 3
Civic Suite
Lewisham Town Hall
London SE6 4RU

For more information contact: Katie Wood - 0208 314 9446

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

Part 1

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Safer Stronger Communities Select Committee Members

Members of the committee, listed below, are summoned to attend the meeting to be held on Wednesday, 7 March 2018.

Janet Senior, Acting Chief Executive
Tuesday, 27 February 2018

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

FIELD_TITLE

MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE

Wednesday, 13 December 2017 at 7.00 pm

PRESENT: Councillors Pauline Morrison (Chair), James-J Walsh (Vice-Chair), Brenda Dacres, Colin Elliott, Sue Hordijkeno, Jim Mallory, Pat Raven and Paul Upex

APOLOGIES: Councillors David Michael

ALSO PRESENT: Councillor Janet Daby (Cabinet Member Community Safety), Paul Aladenika (Service Group Manager, Policy Development and Analytical Insight), James Lee (Service Manager, Inclusion and Prevention and Head of Cultural and Community Development), Barrie Neal (Head of Corporate Policy and Governance), Geeta Subramaniam-Mooney (Head of Crime Reduction and Supporting People) and Katie Wood (Scrutiny Manager)

1. Minutes of the meeting held on 2 November 2017

RESOLVED:

That the minutes of the meeting held on the 2nd November 2017 be agreed as an accurate record of proceedings.

2. Declarations of interest

Councillor James-J Walsh declared a personal interest in item 7 as he was a founding member of the London Borough of Lewisham LGBT staff forum.

Councillor Brenda Dacres declared a personal interest in item 6 as she had been working with the Ministry of Justice.

3. Response to Referrals due at this Committee

There were no response to referrals considered at this meeting.

4. Capacity in the Voluntary Sector - 6 month update on the response to the Committee's recommendations

4.1 James Lee, Head of Service, Culture and Community Development, presented the 6-month update to the Committee. During the discussion that followed, the following key points were raised:

- Voluntary Action Lewisham's new role included sign-posting support to voluntary sector organisations.
- Corporate Social Responsibility could be looked at in more detail for example through companies that have interests in the borough such as City Bank who own land.
- Using the Social Value Act as part of the procurement process was positive.

RESOLVED:

That the report be noted.

5. Demographic Change - Response to recommendations

5.1 Paul Aladenika, Service Group Manager, Policy Development and Analytical Insight, presented the report to the Committee. He highlighted an amendment to paragraph 6.2 which should read that the London Living Wage was £10.22. During the discussion that followed, the following key points were raised:

- Members of the Committee welcomed the report and thanked officers for their work.
- An update from Human Resources would be provided on the apprenticeship scheme.
- An update from the Council's Housing Team would be provided on when the first homes under the Council's Besson Street Development were scheduled to become available.
- The Council mostly used ONS data for analysing demographics. There were sometimes differences between data projections from different sources such as the GLA versus ONS.

5.2 RESOLVED:

That the report be noted.

6. YOS Inspection Report

6.1 Geeta Subramaniam-Mooney, Head of Crime Reduction and Supporting People, presented the report to the Committee. During the presentation, the following key points were highlighted.

- More work was being done to ensure that there was a greater link to outcomes when looking at the interventions by the Youth Offending Service.
- There was a strong focus on partnerships working and governance. There was an independent Chair of the Partnership Board and lead roles had been allocated.
- Work had been done on speech, communication and language to provide the skills to staff to help them access the services needed.
- Risk and vulnerability management had been reviewed with clearer thresholds and actions, and escalation and learning frameworks.
- The trauma informed approach had been very positive and was being embedded across the service.
- Interventions were taking place such as through "Street Doctors" who were delivering sessions on the impact of trauma and first aid instructions for young people.
- In terms of the Key Performance Indicators for the Improvement Plan – "reducing the number of first time entrants to the Youth Justice

Service” was still red, however improvements had been made and Lewisham had had the biggest reduction across London.

- “Reducing the numbers of reoffenders” had now moved from red to amber.
- Episodes of youth custody was in the highest quartile in London. This did not reflect the number of children but the number of incidences. This had started to reduce which would hopefully be shown in the next set of statistics.
- A pilot scheme similar to the Virtual Schools had been launched for the Youth Offending Service that flagged up those not attending school. The team were working hard to improve outcomes.
- There was a new inspection regime that would come into effect from April 2018.

6.2 During the discussion that followed, the following key points were noted:

- The new processes to monitor and track missing, exploited and trafficked young people were now more joined up across service areas and embedded in the work being done.
- There were opportunities for young people in the YOS to do work linked to community groups but it was essential it was for a suitable project with the right supervision. Assessors checked each placement rigorously to ensure proper safeguarding for the young people.
- For adult offenders the Community Rehabilitation Service managed the process.
- Graffiti removal was an example of work that could not be carried out by young people in the YOS because of the toxins involved. Adults could carry out this work and the Head of Crime Reduction and Supporting People would provide details to the Committee on who to contact to discuss this in more detail.
- The reoffending statistics were prepared by the Ministry of Justice. The statistics are based on a 12 month period and evaluated which is why there is a delay in those versus the live statistics.
- Members of the Committee were informed that additional details on variance from targets could be provided in relation to the RAG (Red, Amber, Green) ratings and shared with the Committee in future reports. Looking at details of ages and ethnicities could, however, be very challenging but consideration could be given as to whether it was possible.
- It could be beneficial for the trauma-informed approach to be extended to other Council services working with children and to schools.
- Lewisham’s “stop and search” strategy was based on intelligence and had a 34% “conversion rate” meaning 1 in 3 stop and searches resulted in weapons being found. This was above the London average of 26%.
- A member of the committee raised the issue that once a child offended it could be easier to access services such as speech and language and that it would be good if all young people had access to essential services when they needed them.

- The Executive Member for Community Safety reported that there had been a backlog in SEND assessments at Kaleidoscope due to recruitment issues and IT problems, but that this was being monitored closely and showing improvement.
- In future reports on stop and search numbers would include details of ethnicity.

6.3 **RESOLVED:**

That the report be noted.

That the Chair of the Safer Neighbourhood Board be invited to attend the next meeting of the Safer Stronger Select Committee for the item: "Local Police Update".

7. **LGBT+ Provision in Lewisham - Draft Report**

7.1 Katie Wood, Scrutiny Manager, presented the draft report to the Committee.

7.2 Cllr James-J Walsh tabled suggested recommendations a copy of which will be included in the agenda documentation. During the discussion that followed the following key points were highlighted:

- Consideration of all protected characteristics was important.
- Recommendations should be inserted throughout the body of the report in a different colour to the main text.
- It would be helpful to separate the background information from the recommendation to make them clearer for the purpose of the report.
- It was important to ensure that it was made clear to people why data was being collected when individuals were asked for details on equalities monitoring forms.
- Equalities training should be mandatory for Councillors. There were cost and time constraints for officers but it was important that training should be undertaken where it was appropriate.
- It was a positive use of staff forums when they were consulted on for relevant policies such as the End of Life Care Policy being taken to the LGBT+ staff forum.
- There was a Lewisham Community Forum event being held on the 15 February 2015 on "*Working Together to Challenge Homophobia and Reduce Hate Crime in Lewisham*".
- A vote was held as to whether tabled recommendation 19 should remain as some members of the committee had concerns regarding "ghettoization" and protecting other disadvantaged groups. It was agreed by majority that the recommendation should remain but include reference to concerns regarding integration.
- Councillor Walsh thanked Cllr Jacca for her support throughout the review and attending the visit to Manchester, and Katie Wood for her support throughout the review.

7.3 **RESOLVED:**

That the following recommendations be agreed to be included with the draft report and submitted to the Mayor and Cabinet for consideration at a meeting in February:

Recommendation 1: That the London Borough of Lewisham should resource, produce and adopt a Lewisham LGBT+ Community Action Plan. The Action Plan should be annually reported back to the SSSC throughout the next administration.

Context: That in recognition of the broad and diverse nature of this topic, the fact that Lewisham has 2.4 times the national average of LGB residents (para 4.5) and the limited time and resource available through Scrutiny, that we should draw on similar authorities' approaches, in developing in partnership with the LGBT+ Community and other key stakeholders an action plan that should align with the Councils Comprehensive Equality Strategy.

Recommendation 2: That the Mayor should work to ensure that through the Council's internal and external communications, the Council includes positive and celebratory stories and imagery that reflect all protected characteristics, including LGBT+ people, with these woven through specific interest pieces, and also through more generic topics.

Context: Although the report highlights areas where inequalities exist, it is important to consider the LGBT+ community, and all communities, particularly those with protected characteristics, in terms of a "community asset model", empowering and facilitating them to use their inherent skills as a resource to form sustainable, community owned solutions.

Recommendation 3: That a consistent and 'whole-organisation' approach (including via contractors/commissioned partners) to equalities data gathering/monitoring be implemented.

Context: Equalities monitoring was found to be lacking on some casework systems, and in routine questions to service users. This should be corrected at the earliest opportunity. Monitoring questions should be aligned to latest ONS 'questions and guidance' on equality and diversity across all protected characteristics and be omitted only on the rarest exceptions. The Council should ensure it is clear to service users why the information is being sought, and how it will be used. Collecting this information will inform and enhance the decision-making process within the borough and the allocation of resources and service provisions.

Recommendation 4: Service provision across the Council should look at the "whole person" and consider multiple characteristics when ensuring the best options for individuals. This may necessitate reviews of screening questions as well as additional learning and development for staff to understand any barriers or issues that their service users/customers may face.

Context: Paragraph 10.13 of the report

Recommendation 5: That the Council’s workforce should match where possible the community it serves, consideration should be given by the Mayor on how to identify any protected characteristics where this is not the case, and the causes for it, and seek to improve the levels of representation.

Context: 1.8% of LBL staff identify as being LGB on staff surveys (para 9.2) and 2% of the UK population identify as LGB (ONS, Sexual Identity, UK: 2016). The Lewisham Residents’ Survey (2015) identified 4% of Lewisham’s population as being LGB. In terms of having a workforce that reflects the community it serves, Lewisham’s workforce figure is therefore below the national and local estimated LGB population.

Recommendation 6: That during staff induction, new staff should be informed about the different staff forums available and HR should include new starter information/staff packs with clear information and signposting about support and staff forums. Councillors also should receive copies of the staff pack for information. Equalities training should be mandatory for all Councillors, and where appropriate for staff. Human Resources should look at the best practice provided by Leicester County Council and apply it locally in consultation with the LGBT+ staff forum. This should include producing: a “Managing LGBT+ Staff Guide”; auditing Council policies to be more LGBT+ inclusive (i.e. family leave, and removing gender-based pronouns); and creating a pan-organisation network of forums to support and join up good practice and joint LGBT+ initiatives.

Context for recommendation 6: Paragraphs 5.27, 9.15. 9.22 and 9.26 of the report.

Recommendation 7: That the LGBT+ Staff forum and other staff forums (and the staff that facilitate them) be given the time and resources to bring their communities’ interests and knowledge as a resource to embed across the Council. The Council should see these forums as a rich resource for canvassing opinion on policies and proposals and should introduce processes to support and embed this across the Council.

Context: Paragraph 9.26. The End of Life Care Policy where views from the LGBT staff forum were sought and used to help shape policy.

Recommendation 8: That the Council should adopt a system where there is an elected member appointed Council Lead/Champion for each protected characteristics under the Equalities Act 2010. The appointment should be made through Full Council.

Context: Paragraph 9.20

Recommendation 9: That the Council should ensure there is a specific joint strategic needs assessment (JSNA) for the LGBT+ community. This review by the Safer Stronger Select Committee should be used as part of the evidence base. The Health and Wellbeing Board should be instructed to consider this as an urgent priority, making use of the evidence from this review.

Context: The Committee were concerned that there was a lack of evidence on the LGBT+ Community in the Joint Strategic Needs Assessment (JSNA) given the complex health and wellbeing needs of this community and the vital role the JSNA has in the commissioning of services.

Recommendation 10: The Committee also noted that not all Equalities Act protected characteristics had a specific JSNA needs assessments. The Committee felt that the Mayor should also look into this further, to ensure commissioning is based on the needs of all residents.

Recommendation 11: That the Council facilitates a meeting with the Lewisham clinical commissioning groups (CCG's), the LGBT+ Foundation and other key stakeholders, with the aspiration of Lewisham being the first London Borough to launch the 'Pride in Practice' or similar LGBT+ health quality assurance scheme.

Context (10 & 11): From feedback received during the evidence sessions and from research undertaken by the LGBT+ Foundation; NHS service users identified significant barriers to accessing LGBT+ inclusive healthcare provision in Borough. The Committee were impressed with the LGBT Foundation's, Royal College of GPs endorsed, 'Pride in Practice' quality assurance mark for primary care services.

Recommendation 12: That to begin to tackle the issue of LGBT+ substance misuse, the council should review and take lessons from the recommendations outlined in the [National LGB Drug and Alcohol Database "Part of the Picture" Briefing Sheet](#) for Commissioners and Policy Makers and Department of Health funded [London Friend's "Out of your mind" research](#), and advocate for other health partners to do similarly.

Context: It was of concern that LGB People are more likely than their heterosexual peers to partake in alcohol and substance misuse. The Committee heard how some jointly commissioned services were being delivered at considerable distance from the Borough and that future commissioned services outside of Borough should make an assessment of accessibility and cost to users, given the evidence from Metro about the LGBT community facing poorer income and employment outcomes (page 22 of the report).

Recommendation 13: That the Mayor should ask the Council's Public Health Team to carry out a review of LGBT facing sexual health services in the borough. This should include, where appropriate, focus groups with LGBT+ communities to ascertain why so many choose to access services out of Borough and to better understand their views of LB Lewisham commissioned health services in the borough. An action plan should be generated to help LB Lewisham and where appropriate NHS partners to improve services to better meet needs.

Recommendation 14: That the Mayor and Council seek to support the LGBT+ Community by setting a clear Council aspiration for attracting and supporting LGBT+ services to the Borough and, where appropriate,

protecting LGBT+ spaces through planning policies and other instruments available to it. Should appropriate LGBT+ operators come forward, the Council should give significant consideration to using community assets to enable the provision of an LGBT+ centric community space.

Context: The Committee had concerns about the lack of spaces for the LGBT+ community, the closure of LGBT+ spaces in the Borough over recent years, and the impact and need for the provision of such spaces, for both adults and children.

Recommendation 15: That the following reports be reviewed by the Public Health Team and other key departments to evaluate whether findings can be incorporated into Council policy, and that of partner organisations: the DoH/Public Health England endorsed [LGBT+ Public Health Outcomes Framework companion](#); [The LGBT Adult Social Care Outcomes Framework Companion](#) and Public Health England's research on [promoting the health and wellbeing of gay and bisexual men and other men who have sex with men \(MSM\)](#).

Recommendation 16: When receiving reports on the Safer Lewisham Plan, the Committee request that a specific sub-report is included on hate crime statistics affecting the LGBT+ community as well as all other communities with protected characteristics.

Context: The Committee understands that the LGBT+ community are disproportionately affected by crime compared to the population as a whole.

Recommendation 17: That the Council emulate good practice from Manchester City Council and Leicestershire County Council in respect to their excellent partnership working with other statutory service authorities, public bodies and universities.

Context: Paragraph 9.21. Sharing expertise and resources was seen to be cost-effective and ensured a joined up approach to service delivery and a commitment to innovation and excellence.

Recommendation 18: That the Council ensures its social care providers have a commitment to equalities including a specific LGBT+ Policy and that their staff have completed equalities training. The Council should look at ways it can assist signposting and embedding the [Opening Doors London checklist for Social Care providers](#) as a resource for providers who are unsure of how to improve provision.

Context: Paragraph 10.24. The Committee were concerned about the experience of some older members of the LGBT+ community accessing services and in care homes.

Recommendation 19: That the Strategic Housing Team and the Cabinet Member for Housing should progress the work with Tonic Housing to scrutinise the viability of an LGBT+ Extra Care facility, and if appropriate, support progressing the project. This should be considered in the context of ensuring groups are integrated well with the Lewisham Community.

Context: Safer Stronger Communities Select Committee welcomed the idea of extra care housing facilities for the LGBT+ community given the concerns raised during evidence sessions and in recommendation 18.

Recommendation 20: That the Council increase the awareness of the specific LGBT+ youth provision in the borough by requesting other commissioned youth work providers and schools regularly communicate details to their students/young people. The Council should encourage schools to reach out to the LGBT community to ensure their services are as robust an offer as possible. The Council should ensure it has a thorough understanding of the distances young people are travelling to access LGBT youth groups in order to identify if distance of provision is a hidden barrier to access. The Council should work with LGBT young people and commissioned providers to ensure that the provision available is meeting their needs.

Context: The Committee celebrated the fact that the Mayor and Lewisham Council continue to acknowledge the need for dedicated LGBT Youth Work provision and took a two-pronged approach to it through offering bespoke LGBT youth services in the borough and by ensuring an inclusive environment within other youth provisions.

Recommendation 21: That the Mayor should request further work be undertaken to better understand the specific experiences and needs of Lewisham's Trans+ Community.

Context: The committee noted the limited evidence that was available locally on Trans+ needs and issues and that further work should be undertaken to ensure the needs and services of Trans+ people were fully met.

8. Select Committee work programme

8.1 Katie Wood, Scrutiny Manager, presented the work programme report to the Committee and highlighted two requested additions to the work programme. During the discussion that following the following key points be noted:

- Members of the Committee requested that the final meeting of the municipal year be used in part to celebrate the contribution of community groups and others who have supported the Committee with their work over the course of the administration.
- Members of the Committee requested that the Chair of the Safer Neighbourhood Board be invited to attend the next meeting.

8.2 RESOLVED:

- 1) That an item be added to the work programme at the meeting of 25th January entitled "Review of the Assembly Co-Group Guidelines".
- 2) That a report on the work of the Safer Stronger Select Committee over the course of the 2014-2018 administration be added to the work programme for the meeting of 7th March 2018.

- 3) That the meeting of the Committee on the 7th March be dedicated in part to celebrating the work of community groups and individuals who have supported the Committee over the course of the last administration.

9. Items to be referred to Mayor and Cabinet

There were no referrals to Mayor and Cabinet other than the in-depth review as listed in item 7.

The meeting ended at 9.15 pm

Chair:

Date:

Safer Stronger Communities Select Committee		
Title	Declaration of interests	
Contributor	Chief Executive	Item 2
Class	Part 1 (open)	7 March 2018

Declaration of interests

Members are asked to declare any personal interest they have in any item on the agenda.

1. Personal interests

There are three types of personal interest referred to in the Council's Member Code of Conduct:

- (1) Disclosable pecuniary interests
- (2) Other registerable interests
- (3) Non-registerable interests

2. Disclosable pecuniary interests are defined by regulation as:-

- (a) Employment, trade, profession or vocation of a relevant person* for profit or gain
- (b) Sponsorship –payment or provision of any other financial benefit (other than by the Council) within the 12 months prior to giving notice for inclusion in the register in respect of expenses incurred by you in carrying out duties as a member or towards your election expenses (including payment or financial benefit from a Trade Union).
- (c) Undischarged contracts between a relevant person* (or a firm in which they are a partner or a body corporate in which they are a director, or in the securities of which they have a beneficial interest) and the Council for goods, services or works.
- (d) Beneficial interests in land in the borough.
- (e) Licence to occupy land in the borough for one month or more.
- (f) Corporate tenancies – any tenancy, where to the member's knowledge, the Council is landlord and the tenant is a firm in which the relevant person* is a partner, a body corporate in which they are a director, or in the securities of which they have a beneficial interest.
- (g) Beneficial interest in securities of a body where:
 - (a) that body to the member's knowledge has a place of business or land in the borough;

(b) and either

- (i) the total nominal value of the securities exceeds £25,000 or 1/100 of the total issued share capital of that body; or
- (ii) if the share capital of that body is of more than one class, the total nominal value of the shares of any one class in which the relevant person* has a beneficial interest exceeds 1/100 of the total issued share capital of that class.

*A relevant person is the member, their spouse or civil partner, or a person with whom they live as spouse or civil partner.

3. Other registerable interests

The Lewisham Member Code of Conduct requires members also to register the following interests:-

- (a) Membership or position of control or management in a body to which you were appointed or nominated by the Council
- (b) Any body exercising functions of a public nature or directed to charitable purposes, or whose principal purposes include the influence of public opinion or policy, including any political party
- (c) Any person from whom you have received a gift or hospitality with an estimated value of at least £25

4. Non registerable interests

Occasions may arise when a matter under consideration would or would be likely to affect the wellbeing of a member, their family, friend or close associate more than it would affect the wellbeing of those in the local area generally, but which is not required to be registered in the Register of Members' Interests (for example a matter concerning the closure of a school at which a Member's child attends).

5. Declaration and Impact of interest on members' participation

- (a) Where a member has any registerable interest in a matter and they are present at a meeting at which that matter is to be discussed, they must declare the nature of the interest at the earliest opportunity and in any event before the matter is considered. The declaration will be recorded in the minutes of the meeting. If the matter is a disclosable pecuniary interest the member must take no part in consideration of the matter and withdraw from the room before it is considered. They must not seek improperly to influence the decision in any way. **Failure to declare such an interest which has not already been entered in the Register of Members' Interests, or participation where such an interest exists, is liable to prosecution and on conviction carries a fine of up to £5000**
- (b) Where a member has a registerable interest which falls short of a disclosable pecuniary interest they must still declare the nature of the interest to the meeting at the earliest opportunity and in any event before the matter is considered, but they may stay in the room, participate in

consideration of the matter and vote on it unless paragraph (c) below applies.

- (c) Where a member has a registerable interest which falls short of a disclosable pecuniary interest, the member must consider whether a reasonable member of the public in possession of the facts would think that their interest is so significant that it would be likely to impair the member's judgement of the public interest. If so, the member must withdraw and take no part in consideration of the matter nor seek to influence the outcome improperly.
- (d) If a non-registerable interest arises which affects the wellbeing of a member, their, family, friend or close associate more than it would affect those in the local area generally, then the provisions relating to the declarations of interest and withdrawal apply as if it were a registerable interest.
- (e) Decisions relating to declarations of interests are for the member's personal judgement, though in cases of doubt they may wish to seek the advice of the Monitoring Officer.

6. Sensitive information

There are special provisions relating to sensitive interests. These are interests the disclosure of which would be likely to expose the member to risk of violence or intimidation where the Monitoring Officer has agreed that such interest need not be registered. Members with such an interest are referred to the Code and advised to seek advice from the Monitoring Officer in advance.

7. Exempt categories

There are exemptions to these provisions allowing members to participate in decisions notwithstanding interests that would otherwise prevent them doing so. These include:-

- (a) Housing – holding a tenancy or lease with the Council unless the matter relates to your particular tenancy or lease; (subject to arrears exception)
- (b) School meals, school transport and travelling expenses; if you are a parent or guardian of a child in full time education, or a school governor unless the matter relates particularly to the school your child attends or of which you are a governor;
- (c) Statutory sick pay; if you are in receipt
- (d) Allowances, payment or indemnity for members
- (e) Ceremonial honours for members
- (f) Setting Council Tax or precept (subject to arrears exception)

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Safer Stronger Communities Select Committee		
Title	Police service update	
Key Decision	No	Item No. 4
	All	
Contributors	Rob Jones – Chief Superintendent (Borough Commander) Lewisham Police Geeta Subramaniam-Mooney - Head of Public Protection and Safety	
Class	Part 1	Date: 7 March 2018

1.0 Introduction

- 1.1 The Future plans for local policing are embedded within the MOPAC Police and Crime plan and the Met Commissioners overall strategy for delivering an efficient, effective services within the context of significant savings that need to be met across the Met police area. This report covers the proposed new One Met model, safer neighbourhood ward panel review and stop and search information.
- 1.2 The information contained in this report is open to the public.

2.0 Recommendation

- 2.1 Members are asked to note the contents of the report and receive further updates as appropriate.

3.0 One Met model - The Vision

- 3.1 **The MPS ambition is to be the safest global city in the world**
Every Community Safer, through: accountable and visible policing at the most local level, a step-change in the effectiveness of our services and a focus on protecting the vulnerable
- 3.2 A Safer London, through: tackling new and growing threats, freeing up 1,000 officers from existing services and better management of demand
- 3.3 A Transformed, Modern and Efficient Met, that looks and feels more like London, with officers with the skills, tools and approach necessary to police London effectively,
- 3.4 **The strategic priorities emerging from the Police and Crime plan**
Delivering “real” Neighbourhood Policing

- Protecting Children and Young People
- Violence against women and girls
- A criminal justice system for all Londoners
- Hate crime, Terrorism and Extremism

3.5 **The Strengthening Local Policing Programme responds to these strategic drivers**

- 3.6 Police will deliver local policing in a way that is more personal and responsive. It will also tackle crime and disorder effectively and efficiently across London as a whole.
- 3.7 Police will deliver this change in a way that engages, involves and motivates our officers and staff and that prepares the way for future change across London.
- 3.8 Police will manage change in a way that empowers and devolves responsibility to our leaders - so that they own and drive the change and that will deliver benefits to London
- 3.9 there have been 2 pathfinder sites for London which has tested the model including structure, responsibilities, ability to respond and safeguarding. London will move from 32 boroughs to 18 BCU areas. Lewisham will form a unit with Greenwich and Bexley. At this stage decisions are being taken as to the senior leadership team and further discussions will take place to embed the model.

4.0 **Safer neighbourhood ward panels:**

4.1 What are Ward Panels?

4.1.1 Safer Neighbourhood Ward Panels are locally based, and Metropolitan Police managed, **community/police engagement and consultation groups**. They are important contributors to the Metropolitan Police Service engagement commitment; contained within the [Local Policing Model](#).

4.1.2 In restructuring community and police consultation and accountability, MOPAC transferred the control of borough based community consultation and engagement to Met's *Safer Neighbourhood Ward Panels (Ward Panels)*.

- 4.1.3 Additionally, MOPAC have required that [Safer Neighbourhood Boards](#) oversee the development of the *Ward Panels* to: " Ensure all wards have a ward panel..... Where ward panels are not in place or not functioning the board will have the opportunity to ask the MPS what plans are in place to address this..."
- 4.1.4 The aim of *Ward Panels* is to advise Metropolitan Police [Safer Neighbourhood Teams \(SN Teams\)](#) about local community crime and disorder concerns which should enable SN Teams to decide promises and priorities which are intended to match community concerns.
- 4.1.5 "The Ward Panel will decide the promises for the area by examining the results of community consultation and research by police and partners. This will include taking account of results from public events and meetings where the community have voiced concerns. In addition to promise setting the panel should also be fully involved in deciding what type of action should be taken on their concerns and have an input to the problem solving approach".
- 4.1.6 The work and governance of Ward Panels are fully described in the Metropolitan Police Services' [Review of Safer Neighbourhood Ward Panels](#) - published in May 2014. Some extracts from the document are written below.
- 4.1.7 Ward panels are instrumental part of local police engagement in London "As Met Police Safer Neighbourhood (SN) teams engage with communities, through various methods such as meetings or contact points, the teams will gain an insight into the local community's crime and disorder concerns. In order to ensure that the work of each SN team is focused on resolving these problems, each SN team will require a process to involve local people to decide promises for them to work on."

4.2 **Establishing a Ward Panel**

- 4.2.1 The responsibility for this process will be based on a seven-stage model that is summarised at Appendix A (see reference item 1 at the bottom of this page). The 5th stage in this process, public choices, is where decisions are made. At this stage each SN Team must establish a panel in every ward. This panel should be made up of local people whose role is to assess the local concerns, identified through community engagement and analysis, and establish priorities for policing in the SN area. The panel gives direction and local advice to the SNs team, although some priorities will require partners to take the lead.

4.3 **Ward Panel function**

4.3.1 The Ward Panel will decide the promises for the area by examining the results of community consultation and research by police and partners. This will include taking account of results from public events and meetings where the community have voiced concerns. In addition to promise setting the panel should also be fully involved in deciding what type of action should be taken on their concerns and have an input to the problem solving approach.

4.4 **Making the Ward Panel aware of police commitments**

4.4.1 Ward Panels should be made aware of the full remit of the SN teams and that they have additional police responsibilities such as Offender Management and victim visits. This arrangement will be available for all wards to assist in targeted problem solving activities but may reduce ward police resources on occasions. However, each SN ward team will continue to have a prominent presence on their ward and will engage with their communities in the normal way.

4.5 **1 [The MPS Review of Safer Neighbourhood Ward Panels](#)** - Published in May 2014

4.5.1 **Lewisham Review:**

Through a number of changes and feedback the panels were reviewed to establish:

- Access - venue
- Range of the panels / locations / times/ members
- Reporting consistency
- Online engagement
- Dates of the Local assemblies and possible improved links
- Chairing training
- Can there be some guidance on representation

4.5.2 The following table outlines the analysis of the Ward panels:

4.6 **Lewisham: Ward Panel Review – December 2017**

	Lewisham Central	Rushey Green	Catford South	Whitefoot	Downham	Blackheath & Lee Green	Grove Park	New Cross	Bellingham	Sydenham	Evelyn	Brockley	Telegraph Hill	Ladywell	Crofton Park	Perry Vale	Forest Hill
Is there a functioning ward panel?	Yes	No	Yes	Yes	Not very well	Not well	Yes	Yes	Yes	Yes	Yes	Yes – but potential change to format	No	Yes	Yes	Yes	Yes
How many people attend?	12 people approx	N/A	15-20 members but 8 regulars	18-20 members but 8-10 attend	15 members but only 5-8 attend	4 attended last meeting.	6-8 people	6	39 members but 10-12 attend	15 members but 7-10 attend	6	3-4 residents	6	5-10	9-10	20	8-10
Does it represent the community?	Not particularly. Many older retired residents	N/A	Most community but not young people	Not particularly. Many older retired residents	Membership not diverse	No not diverse	Not diverse	Yes members work and live in Deptford and New Cross	Yes	yes	No	No	No – only Barnes Wallis	No – mainly residents aged 50+	Mainly elderly residents	2 x members with disabilities, 1 from MPS LGBT forum, 1 x BME, 1xReligious leader 2x shop keepers	Yes
Who chairs the ward panel?	?	Laurel Saunders but panel not meeting	Kate Richardson	Rosalind Harding	Richard Holland	N/A	N/A	Mrs Diana Brynes	Adam Turner	Angela Hall	John Carling	Sian Williams	Ken Wakeman	Hazel Brown	N/A	N/A	Adam Turner
How often does it meet?	Every 3 months	N/A	Every 3 months	Every 3 months	Every 3 months	Every 4 months	Every 4 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months	Every 3 months
Does it have ward priorities?	Yes	N/A	Yes	Yes	Yes	Yes (set by SNT)	Yes set by SNT	Yes	yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
How often are they reviewed?	At every meeting	Was at every meeting	Each panel meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting	Every meeting
Where is it held?	Lewisham Police Station	Was at Civic suite	Catford police station	Catford Police Station	Catford Police Station	Lewisham Police Station	Ringway community centre	Olivets Baptist Church	Catford police station	The Grove Centre, Jews walk, Sydenham SE26	Kingfisher community centre	LeSoCo, Lewisham Way	Barnes Wallis Community centre	Tabernacle on Algernon Road	Various	Various	Various
Do Cllrs attend?	Yes, local Cllr attends	They used to yes	Not the past 4 meetings	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Occasionally	Sometimes	Most of the time	Generally	Generally

4.7 Summary

- 4.7.1 There are clearly differences and distinctions in each ward panel. The level of variability is positive and clearly the commitment of volunteers to shape these panels is invaluable.
- 4.7.2 The following ideas to help to further support the panels in Lewisham and where possible to provide some consistency.
- 4.7.3 These are only guidance options for consideration.
- The data provided at each panel will be the same and will follow the format agreed by the Local police – this will be at ward level and will be from the MOPAC dashboard.
 - The Panels may consider a range of venues to meet in including community centres/ other locations within a ward to assist attendance.
 - If it suits, where it is possible and in agreement with the ward panel chair the panel may look to meet on the same date as the Local assembly meeting.
 - A ward councillor will be a member of the ward panel to allow for links to the local assembly.
 - Police will attend the local assemblies for a dedicated slot to provide an update in line with the consistent data as outlined above. This will be data at ward level from the MOAPC dashboard.

5.0 Stop and Search

5.1 <https://www.met.police.uk/stopandsearch/>

- 5.1.1 Stop and search is never used lightly and police officers will only exercise their legal right to stop members of the public and search them when they genuinely suspect that doing so will further their investigations into criminal activity – whether that means looking for weapons, drugs or stolen property.
- 5.1.2 Section 60 of the Criminal Justice and Public Order Act 1994 is different to normal stop and search as it gives police the right to search people without reasonable grounds. This can only happen in a defined area at a specific time when a senior officer believes there is a possibility of serious violence or weapons are involved.
- 5.1.3 Stop and search remains a hugely important police power for protecting Londoners, tackling crime and keeping our streets safe. It is an invaluable tool - especially in relation to knife crime; resulting in

over 3,500 arrests for weapon possession and for taking several thousand weapons off the streets of London each year.

- 5.1.4 Stop and search must be used in a fair and effective way that supports public confidence and is independently scrutinised. Over the past few years we have changed the way we use stop and search, it is now used far less and is much more effective, complaints have reduced by 60 per cent. There are no individual numeric stop and search targets set for officers.
- 5.1.5 Police do not underestimate the impact stop and search has on communities and individuals. We know that to maintain public confidence in its use, the power must be used in a fair and effective manner.
- 5.1.6 The primary purpose of stop and search is to enable officers to either allay or confirm their suspicions about an individual without having to arrest them. Effectiveness must therefore reflect where suspicion has been allayed and an unnecessary arrest, which is more intrusive, has been avoided; or where suspicion has been confirmed and the object is found or a relevant crime is detected. Presently 32 per cent, almost one in three of all searches, result in the officer's suspicion being confirmed and an illegal object found or a relevant crime detected. Our arrest rate is now 20%, up from 8 per cent in 2011.
- 5.1.7 Police recognise the increase in knife crime and continue to make a concerted effort with operations such as Teal and Sceptre to tackle this. The aims of these operations are to remove knives from circulation and target habitual knife carriers. This includes the use of intelligence led stop and search, where it is an appropriate tactic, in areas with high levels of knife crime and gang violence.
- 5.1.8 Controlled drugs are a concern of many local communities and are often linked to anti-social behaviour. The overall outcome rate from drug searches is currently 34% and one third of all our weapons arrests from stop and search come from drug searches.
- 5.1.9 There is disparity in the use of stop and search in relation to gender, age and race. The reasons for disparity are complex and include the use of the power to tackle gangs and specific crimes. All measures of proportionality are subjective depending on which population base is employed. No population base will ever accurately capture a street population or offender profile in a given area, at a given time. In 2016, 42 per cent of people who were stopped and searched were white, 40 per cent were black and 14 per cent Asian.

- 5.1.10 In a survey of 9,492 school children in London aged 11 to 18 years conducted by the Mayor’s Office for Policing and Crime in 2015, 58 per cent of them believed stop and search made them feel safer.
- 5.1.11 Body Worn Video has been rolled out across the Met and will help to reassure Londoners that their interactions with the police are recorded. The technology offers greater transparency for those in front of the camera as well as behind it. The cameras will allow the Met to demonstrate the professionalism of officers, gather evidence and demonstrate their professionalism in the face of many challenges involved in policing the Capital.
- 5.1.12 The Met believes a stop and search is most likely to be fair and effective when:
- the search is justified, lawful and stands up to public scrutiny
 - the officer has genuine and objectively reasonable suspicion they will find a prohibited article or item for use in crime
 - the person understands why they have been searched and feels that they have been treated with respect
 - the search was necessary and was the most proportionate method the police officer could use to establish whether the person has such an item
- 5.1.13 The Commissioner supports the use of stop and search in a fair and effective way that enhances public confidence and is independently scrutinised.
- 5.1.14 Police will continue to work with our communities and stakeholders to improve the quality of interactions and ensure that stop and search continues to protect Londoners.

5.2 Lewisham Data

5.2.1 (Appendix A shows the London comparisons)

1. Table 1 - Highest borough in each section
2. Table 2 - Lowest borough in each section
3. Table 3 - Averages across all section
4. Table 4 – Lewisham’s data, its position (Rank) compared to each borough across all areas, and how as a borough we comparison to the Highest, Lowest and average figures.

	%	%	5	Key	Outco	
Search Volume	weapons Searches	% ASB Searches	Crimes Searches		me Rate	Arres t Rate

	Lambeth	Kensington & Chelsea	Hillingdon	Richmond	Barking & Dagenham	Bromley
Table 1 Highest Borough	3704	37.9%	70.6%	34.1%	40.7%	24.2%

	Richmond	Richmond	Kensington & Chelsea	Tower Hamlets	Harrow	Westminster
Table 2 Lowest Borough	437	9.2%	46.6%	11.7%	27.4%	14.1%

Table 3 Average across all Boroughs	1377	18.0%	61.2%	19.8%	32.8%	19.4%
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	Search Volume	% weapons Searches	% ASB Searches	5 Key Crimes Searches	Outcome Rate	Arrest Rate
Table 4 Lewisham	1432	24.1%	59.6%	16.0%	33.4%	23.5%
Position in London	12	4	20	19	15	3
In Relation to highest borough	2272 Less (61% lower)	-13.8%	-11.0%	-18.1%	-7.3%	-0.7%
In Relation to Lowest borough	995 More (69% Higher)	14.9%	13.0%	4.3%	6.0%	9.4%
In Relation to the Average	55 More (4% Higher)	6.1%	-1.6%	-3.8%	0.6%	4.1%

5.3 Demographics: December 2016 - November 2017

5.3.1 By ethnic appearance:-

White	1,683 (11.4 per '000)
Black	2,747 (31.6 per '000)
Asian	186 (8.3 per '000)
Other	99 (5.3 per '000)

5.3.2 By age:-

10-14	15-19	20-24	25-29	30-34	35-39	40-44	45+
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400	1,480	1,061	605	372	267	183	347
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5.3.3 By gender:-

Male	4,390
Female	325

5.4 Complaints:- during the past 12 months there have been 27 complaints received arising from a stop and search. This is in an increase of 10 (59%) from the previous period.

6.0 Next Steps

- Understand the lessons learnt from the pathfinder sites and ensure the roll out in Lewisham is carefully considered, supported and delivered.
- Provide feedback regarding the safer neighbourhood ward panels which will feed into a wide range of input for possible adjustments being made in some areas.
- To note the stop and search information

7.0 Legal Implications

- 7.1 Section 19 of the Police and Justice Act 2006 places an obligation upon Local Authorities to have a committee which scrutinises crime and disorder within its area.
- 7.2 Within the context of the powers of this committee, the section provides that it should have the power to “ (a) review or scrutinise decisions made, or other action taken, in connection with the discharge by the responsible authorities for example, police and other relevant partner agencies of their crime and disorder functions; (b) to make reports or recommendations to the local authority with respect to the discharge of those functions.”
- 7.3 Further, where this committee makes a report or recommendations it shall provide a copy— (a) to each of the responsible authorities, and (b) to each of the persons with whom, and bodies with which, the responsible authorities have a duty to co-operate under section 5(2) of the Crime and Disorder Act 1998 (“the co-operating persons and bodies”).
- 7.4 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.
- 7.5 These statutory duties amongst others are relevant to the production of the council's Safer Lewisham Strategy.

8.0 Financial Implications

- 8.1 There are no financial implications arising from this report for the Council, however there will be implications on Policing financial implications as outlined in the report.

9.0 Environmental Implications

- 9.1 Specific environmental implications of crime and disorder are reviewed annually through the strategic assessment process and appropriate action taken as required.

10. Equalities Implications

- 10.1 Equalities implications are considered throughout the delivery of this change.

11. Crime and Disorder Implications

- 11.1 Section 17 of the Crime and Disorder Act 1988, as amended places a duty upon Local Authorities to consider crime and disorder implications and in particular, “to exercise its various functions with due regard to the likely effect of the

exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area.” This statutory obligation is the same for the Authorities “responsible partners” too. The level of crime and its impact is influenced by the decisions and activities taken through the day-to-day functions of local bodies and organisations.

11.2 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.

11.3 Appendix A:

BCU or Borough	Date Period	Stop Reasons	Ethnic Appearance	Gender	Age Group	
Borough	Jul 2017 to Nov 2017	All	All	All	All	
MPS Comparison from start July 2017 to end October 2017						
<small>If no data is showing, change the range of the 'Date Period' filter</small>						
Borough of Stop	Search Volume	% Weapons Searches	% ABB Searches	% Key Crimes Searches	Outcome Rate	Arrest Rate
Barking & Dagenham	616	15.6%	69.5%	14.4%	40.7%	16.6%
Barnet	559	15.6%	61.0%	22.9%	33.6%	16.3%
Bexley	467	11.1%	63.6%	25.1%	36.6%	21.4%
Brent	1,666	17.9%	68.0%	13.0%	29.8%	16.7%
Bromley	799	22.9%	48.6%	27.9%	35.5%	24.2%
Camden	1,597	14.0%	69.3%	15.9%	31.7%	17.0%
Croydon	1,351	22.7%	64.5%	12.1%	35.9%	21.4%
Ealing	1,349	16.8%	67.4%	15.6%	31.1%	17.9%
Enfield	1,019	17.8%	68.0%	13.6%	34.0%	18.4%
Greenwich	994	20.9%	60.2%	17.9%	31.0%	21.0%
Hackney	1,551	23.9%	59.8%	16.0%	34.4%	22.3%
Hammersmith & Fulham	1,237	13.5%	56.4%	28.9%	31.7%	20.1%
Haringey	1,733	19.7%	58.5%	21.1%	35.8%	21.1%
Harrow	788	22.2%	61.5%	15.7%	27.4%	17.9%
Havering	542	19.4%	59.6%	19.9%	30.3%	18.8%
Hillingdon	1,005	9.3%	70.6%	19.7%	30.2%	17.1%
Hounslow	1,174	10.2%	67.9%	20.9%	36.4%	23.0%
Islington	1,561	17.6%	58.4%	23.5%	33.2%	17.1%
Kensington & Chelsea	2,771	37.9%	46.6%	14.8%	29.6%	14.8%
Kingston upon Thames	572	11.7%	60.3%	26.9%	37.9%	23.3%
Lambeth	3,704	27.2%	58.5%	13.3%	28.6%	18.7%
Lewisham	1,432	24.1%	59.6%	16.0%	33.4%	23.5%
Merton	635	10.2%	56.5%	30.1%	34.3%	19.2%
Newham	2,619	21.1%	65.5%	12.4%	34.8%	21.5%
Redbridge	855	10.9%	67.1%	21.4%	33.0%	17.9%
Richmond upon Thames	437	9.2%	56.3%	34.1%	35.2%	22.2%
Southwark	3,097	24.8%	56.1%	18.3%	29.4%	18.3%
Sutton	464	13.4%	61.9%	24.4%	35.8%	23.5%
Tower Hamlets	1,862	18.4%	68.6%	11.7%	29.4%	16.7%
Waltham Forest	1,351	15.7%	68.5%	15.0%	27.6%	15.1%
Wandsworth	711	22.9%	47.3%	28.1%	33.3%	23.8%
Westminster	3,549	18.4%	54.0%	24.6%	27.6%	14.1%
Aviation Policing	145	9.7%	44.8%	40.0%	43.4%	26.9%
Grand Total	44,222	20.2%	60.5%	18.3%	31.8%	18.7%
OCU of Stop Officer						
8C&O18 - Firearms	1,154	57.8%	31.1%	8.7%	36.1%	30.5%
8C&O20 - Taskforce	4,106	29.0%	58.9%	10.2%	34.9%	22.3%
Royal Parks	120	2.5%	80.0%	13.3%	59.2%	9.2%
8O18 - Aviation Security	178	23.0%	38.8%	33.7%	41.0%	27.0%
8O8 - DPG	29	10.3%	62.1%	27.6%	27.6%	17.2%
TP Other	37,065	18.5%	61.4%	19.3%	30.9%	18.1%
RTPC	1,570	10.5%	65.4%	22.5%	38.3%	16.4%
Grand Total	44,222	20.2%	60.5%	18.3%	31.8%	18.7%

For further information on this report, please contact Geeta Subramaniam-Mooney, Head of Public Protection and Safety, Directorate for Community Services on 020 8314 9569.

Safer Stronger Communities Select Committee		
Report Title	National Probation Service (NPS) and Community Rehabilitation Company (CRC) update	
Key Decision	No	Item No. 5
Ward	All	
Contributors	Becky Canning - Head of Lewisham and Southwark Probation Lucian Spencer - Area Manager, London South East Area - London Community Rehabilitation Company	
Class	Part 1	Date: 7 March 2018

1.0 Introduction

1.1 The Safer Stronger Select Committee last received a report from the National Probation Service and the CRC at its meeting in March 2017. At that time there was an update on the London wide inspection of National Probation Service and Community Rehabilitation Company. There were significant concerns raised the committee about the improvements needed to be made.

1.2 The purpose of this report is to provide an update to the Lewisham Safer Stronger Committee.

2.0 Recommendations:

- To note the report
- Request an further update in a years' time

3.0 Background:

3.1 Until June 2014 Probation services in London were delivered by the London Probation Trust. Following the government's programme of Transforming Rehabilitation, the service was divided with the management of low and medium risk offenders being delivered by a Community Rehabilitation Company and the remaining work being undertaken by the National Probation Service.

4.0 The National Probation Service update:

4.1 The National Probation Service is responsible for the following areas of service delivery:

- Advice to the judiciary including Courts and the Parole Board
- Management of MAPPA cases
- Management of all those assessed as posing a High risk of Harm or Serious recidivism.
- Approved Premises
- Foreign National Offenders
- Victim Liaison.

4.2 In September 2016 HMIP conducted an inspection of work in the National Probation Service (NPS) and the Community Rehabilitation Company (CRC). The inspection covered five boroughs in North London.

The inspectors made three recommendations:

1. Improve the quality of Court work
2. Improve Public Protection
3. Improve the relationship between NPS and CRC (this was a joint recommendation)

Improving Court work: Over the last year there has been significant progress including:

- All Local Delivery Units producing improvement plans
- A review of admin processes
- Better use of management information
- A Quality Assurance tool for pre-sentence reports
- Introduction of the SMART sentencing tool

As a result we have seen an increase in the number of reports prepared on the day of request in magistrates' and crown courts. In addition there has been an improvement on allocation timeliness. Staff are routinely using the Practice Improvement Tool to improve the quality of the advice given to sentencers. Now that we have processes embedded we will be focusing of the quality of reports and fully implementing the SMART sentencing tool.

Improved Public Protection: Activity has included.

- Mandatory Safeguarding (adults and children) and Domestic Abuse training for all staff
- Introduction of a Practice Improvement Tool for risk management planning
- Local briefings on specific areas of Probation work including TACT and Sex Offending

- o Themed case audits where learning is shared across the Local Delivery Unit.

Public Protection is an absolute priority for the National Probation Service and staff in Lewisham are committed this aspect of the work. Over the past year there have been two cases where a full review was conducted because a service user committed a Serious Further Offence. In both cases the reviewers found that the cases have been very well managed and highlighted numerous areas of good practice. This learning is also being shared across the Local Delivery Unit.

4.3 **Relations with the CRC:** On a local level relations with the CRC have always been positive as staff share the building and can resolve issues informally. The introduction of area managers by the CRC has improved relationships greatly.

4.4 **HIMP 2017**
In September of this year HMIP undertook an inspection of the NPS across the whole of London. The report will be published in early January and its findings will be provided to the committee as a verbal presentation.



5.0 Update from the CRC

5.1 London CRC Operating Model

- London has been separated onto five areas with a single point of contact for each being appointed in the form of an Area Manager (AM).
- The imposition of AM's allows for strong managerial oversight for each individual area whilst ensuring there are clear lines of accountability and improved service delivery
- Furthermore, AM's working in geographical areas means that there is the ability to strengthen local links for both specific boroughs and the wider area.

5.2 South East Operational Community Teams

- Five boroughs make up the South East region of London CRC's operating model: Croydon, Bromley, Bexley, Lewisham and Greenwich
- There are eight Senior Probation Officers (SPO's) who report to the Area Manager. Each operational SPO has a span of control of 10-12 practitioners.

- Average caseloads across London South-East are within the 55 service user average (pro-rata). The reliance on agency temporary staff has remained low.
- Across these five boroughs, London CRC manage 3,791 Service Users who are assessed as being of a low to medium risk of harm others following conviction of offences ranging from violence, drugs, and acquisitive offending who are now subject to Community Orders, Suspended Sentence Orders, Licence and Post Sentence Supervision conditions.

Lewisham Specific: There are two SPO's who manage a team of 18 Probation and Probation Service Officers. These in turn manage a combined Service User population of 931.

5.3 **Area Manager Support Roles**

- The final quarter of 2017 saw the implementation of three new managerial roles within each operational area of London CRC.
- Interventions, Contracts & Partnerships and Quality and Performance Manager roles have been implemented to support the AM in issues relating to service delivery, performance against contract measures and increased visibility within our community partnerships.

For the South East, Andrea Farley-Moore is the Interventions Manager, AJ Brooks is the C&P Manager with the Q&P Manager yet to be named.

5.4 **Community Payback**

- A new administrative Community Payback operating model was launched on the 6th of November 2017 with six teams across London managing all stand-alone CP requirement cases.
- Each team consists of an operational manager and a number of PO/PSO's and case administrators.
- The South East CP team is located in Bromley and currently consists of eight PO/PSO's who have oversight to 1069 cases with 325 cases being based in Lewisham.
- A review of field operations, typically the unpaid work placements, will commence in early 2018.

5.5 **Custody Cohort**

- This operating model has now been rolled out in three of the five London boroughs: South East, South West and North East. The two remaining areas are to be rolled out over the coming months.

- There are three PSO's allocated to each area, with responsibility for assessment and through the gate delivery
- Eligibility for the cohort requires a male Service User to be sentenced to a custodial term of 20 months or longer and have no outstanding community based Orders with a CP requirement nor meet the criteria for IOM.
- As well as liaising with the prison and preparing SU's for release, the cohort team also complete necessary HDC and ROTL applications.
- Five days prior to release, area based PO's are given an in-depth handover document outlining the preparations made for the SU's release and the case is formally transferred.

5.6 HMIP Inspection

- Following on from the inspection held in December 2016, a further HMIP Inspection was held across all boroughs in October and November 2017.
- The inspection was the largest conducted by HMiP, in respect to the number of cases reviewed and length of time (the inspectors were with us for a total of 5 weeks)
- The inspection involved two phases, the first of which saw 148 cases in total being inspected pan London. Inspectors attended all bar two CRC offices across London. The two not visited were due to logistical consideration of the inspectorate.
- Whilst unable to comment of the outcome of the field work, we are aware that no case alerts were identified within the inspection period which is a significant improvement on the previous year
- The second phase saw focus groups attended by practitioners and managers over the various operational levels of London CRC.
- The outcome of the inspection will not be made available until March/April 2018.

5.7 2017 in Review

- The focus for the London CRC over the past year has been "Back to Basics" – a return to the fundamentals of our practice to ensure that we, as an organisation, are meeting our performance targets whilst reducing re-offending with a focus on compliance and engagement.
- Increased operational oversight has led to greater accountability which has seen an increase in performance against our contractual measures.

- This year has seen an improved interface relationship with the National Probation Service (NPS), within Courts and local offices, and improved visibility across local stakeholder and partnership forums

5.8 Focus of 2018

- London CRC is now building on the practice developed and strengthened through our recent “Back to Basics” approach to move towards quality intervention and engagement.
- Our focus in 2018 will be looking at intervention strategies to further expand our current offer to Service Users. This focus on targeted, bespoke rehabilitation and reintegration will increase the level of engagement we receive from SU’s whilst reducing their risk of further offending.
- The commencement of an Interventions Manager and Contract and Partnership manager will also enable us to build on local approaches and improve visibility

5.9 Transforming Rehabilitation Review (Justice Select Committee)

MTCNovo, the parent company of London CRC, are leading the response into this review.

6.0 Legal Implications

- 6.1 Section 19 of the Police and Justice Act 2006 places an obligation upon Local Authorities to have a committee which scrutinises crime and disorder within its area.
- 6.2 Within the context of the powers of this committee, the section provides that it should have the power to “ (a) review or scrutinise decisions made, or other action taken, in connection with the discharge by the responsible authorities for example, police and other relevant partner agencies of their crime and disorder functions; (b) to make reports or recommendations to the local authority with respect to the discharge of those functions.”
- 6.3 Further, where this committee makes a report or recommendations it shall provide a copy— (a) to each of the responsible authorities, and (b) to each of the persons with whom, and bodies with which, the responsible authorities have a duty to co-operate under section 5(2) of the Crime and Disorder Act 1998 (“the co-operating persons and bodies”).

6.4 The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.

6.5 These statutory duties amongst others are relevant to the production of the Council's Safer Lewisham Strategy.

7.0 Financial Implications

7.1 There are no direct financial implications arising from this report for the Council

8.0 Environmental Implications

8.1 Specific environmental implications of crime and disorder are reviewed annually through the strategic assessment process and appropriate action taken as required.

9.0 Equalities Implications

9.1 Equalities implications are considered throughout the delivery of this model.

10.0 Crime and Disorder Implications

10.1 Section 17 of the Crime and Disorder Act 1988, as amended, places a duty upon Local Authorities to consider crime and disorder implications and in particular, "to exercise its various functions with due regard to the likely effect of the exercise of those functions on, and the need to do all that it reasonably can to prevent, crime and disorder in its area." This statutory obligation is the same for the Authorities "responsible partners" too. The level of crime and its impact is influenced by the decisions and activities taken through the day-to-day functions of local bodies and organisations.

10.2 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.

Background Documents

None

For further information on this report please contact Geeta Subramaniam-Mooney,
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020 8314 9569.

Safer, Stronger Select Committee		
Report Title	Safer Lewisham Plan 18-19	
Key Decision	No	Item No. 6
Ward	All	
Contributors	Executive Director for Community Services. Head of Public Protection and Safety	
Class	Part 1	Date: 7 March 18

1. Purpose of the Report

1.1 The Crime and Disorder Act 1998 as amended by section 97 and 98 of the Police Reform Act 2002, places a requirement on Community Safety Partnerships (CSP) (In Lewisham, the Safer Lewisham Partnership) to develop a three year Crime and Disorder Strategy which sets out how crime and Anti Social Behaviour will be tackled

- An additional responsibility is also placed on Community Safety Partnerships to produce a Strategic Assessment to ensure emerging community safety trends are captured, and priorities are refreshed where necessary.
- The Annual Plan outlines the main priorities for the Safer Lewisham Partnership, which have been identified through the Strategic Assessment.
- This report outlines the considerations for the Plan 18-19 by the Safer Lewisham Partnership, the boroughs Statutory Community Safety Partnership. Due to delay in some data there will be a presentation at the committee to provide details.

Recommendations:

- It is requested to share views on the approach following the presentation
- It is recommended that the final draft of the 18-19 Plan be circulated to members and comments included for discussion at the Safer Lewisham Partnership in march before sign off

2. Priorities set for 2017/2018

Lewisham Council and the Safer Lewisham Partnership have a statutory obligation to analyse crime and disorder problems in the borough and agree priorities for a given financial year where the Partnership will focus most of its resources and activity.

The March 2017 meeting of the Safer Lewisham Partnership agreed the single priority of Violence:

- Gender based violence
- Peer on peer abuse

- All other violence Including organised crime
- 3. Appendix A outlines the agreed action plan with updates for information.
- 4. **The Safer Lewisham Plan for 18-19: A Safe Lewisham**
- 4.1 Lewisham is a vibrant and dynamic borough. Lewisham is a part of London and one of the most diverse local authority areas in the country. Lewisham's 13.4 square miles are criss-crossed with some of the region's busiest roadways and rail networks providing transport routes to and around the capital for people from all over the south-east. In terms of connectivity, Lewisham is just five minutes from London Bridge and 15 minutes from Charing Cross.

A rich architectural heritage provides character to the built environment, this includes award winning buildings such as the Laban Centre, the Horniman Museum, Deptford Lounge and Glass Mill Leisure Centre, which are landmark features for visitors and residents alike. The borough also showcases several beautiful and award-winning parks including: Hilly Fields, Ladywell Fields, Telegraph Hill and Manor House Gardens.

Lewisham is home to over 306,000 people. In terms of population size, it is the fifth largest Inner London borough and the 13th largest in London. Between the 2001 and 2011 Censuses, the population of Lewisham increased by some 30,000. By the time of the next Census in 2021 the population of the borough is forecast to reach 321,000 and 357,000 by the time of the 2031 Census. Lewisham is comprised of some 133,000 households (forecast to reach 139,000 by 2021 and 156,000 by 2031).

In terms of the demographic profile, children and young people make up about 25 per cent of Lewisham's population, whilst those aged 65 plus comprise some 10 per cent. Over the years Lewisham's population has become increasingly diverse; currently some 54 per cent of residents describe themselves as White, compared to 46 per cent who are of Black & Minority Ethnic heritage. Residents from more than 70 nationalities, covering five continents, make their home in the borough.

Nearly 212,000 Lewisham residents are of working age (16 to 64), of which some 60 per cent of those in employment travelling outside the borough each day to work. Within Lewisham, the borough's employment rate of 80 per cent is above the London and Great Britain averages (73.7 per cent and 74.5 per cent respectively). In terms of occupations, a higher percentage of Lewisham residents (57 per cent) are employed in managerial, professional, associate professional and technical occupations compared to London (55.1 per cent) and Great Britain (45.6 per cent).

In terms of the borough's commercial base, nearly 95 per cent of all businesses in Lewisham, are micro-enterprises employing 0-9 staff. This is above the London average of nearly 91 per cent. By contrast, some 5.1 percent of Lewisham businesses employ 10 to 250 staff, compared to an average of 9.1 per cent for London.

There are strong partnerships established over many years in the Borough which provide a strong foundation for effective working as well as constructive challenge of services and response. The approaches taken in Lewisham in respect of Public protection and safety are amongst the best in London and the country including the model for Missing, Exploited,

Trafficked children, the work on County lines drug dealing and the Trauma informed approach both within Youth Offending and the community setting.

- 4.2 In setting the **18 – 19 direction of travel** a number of aspects have been taken into consideration. The Partnership is adopting an approach that challenges and ensures that issues are not normalised asking the difficult questions to tackle the hardest issues.

There are a number of drivers for the approach which include:

- The London Mayors Police and Crime Police 2017-2021 which has been adopted by Lewisham as the 4 year statutory Strategy. (Strands include A better police service, A Criminal Justice System for London, Keeping children and young people safe, VAWG. Hate crime and counter terrorism).
- Regional work being undertaken in respect of the London Landscape, devolution options and future projections in respect of harm and vulnerability and any regional and sub-regional commissioning across agencies
- Reviews in respect of disproportionality and cohesion including Baroness Young, MP David Lammy, and Dame Louise Casey
- Findings from reviews being undertaken by central and regional government and partners including MET police drugs strategy, London VAWG refresh, DIP review, IOM review, Youth Custody prison reform etc.
- Inspection outcomes and identified learning from Domestic Homicide Reviews and Serious Case reviews that relate to the Partnership
- Information from our local strategic needs assessment and local residents survey Lewisham's local assessment profiles (LAP)

The Borough partners and residents have identified the following as being essential for our collective approach:

- Reduction in harm and vulnerability being critical as part of an overall prevention, intervention and enforcement approaches
- Reducing fear, harm and Revictimisation is critical.
- Considering contextual and geographical risks.
- Improving trust, confidence and satisfaction in this agenda
- Considering systemic approaches that link to agency changes whilst improving outcomes and impact
- Using data and analysis which is single, collective and cumulative whilst also considering future foresight modelling

4.3 **Potential Questions to focus on in 18-19:**

- How do we become a less violent society?
- How do we shape a safer place and space?
- How do we understand the emotional and social triggers to assist behavioural change? How do we use interdependence of relationships to build an approach to crime reduction?
- How do we understand and ensure negative bias is reflected upon and protected against?

4.4 The Partnership plan will focus on answering these questions building on the Local Assessment Profiles and learning in a complex changing landscape. The Action Plan including a comprehensive communications strand will detail the activities required and will be monitored through the SLP quarterly.

4.5 The committee will receive a presentation at the committee which will outline further details for the Plan.

5. **Financial Implications**

5.1 The SLP currently monitors spend in relation to the MOPAC funding grant allocation to tackling emerging issues. All other resources are delivered by individual agencies and monitored as appropriate.

6. **Legal & Human Rights Implications**

6.1 The Council is under a number of statutory obligations to reduce crime and anti-social behaviour. The Crime and Disorder Act 1998 requires the Council to formulate and implement a strategy for the reduction of crime and disorder; the Anti Social Behaviour 2003 requires the Council as a local housing authority to have policies and procedures for dealing with anti-social behaviour and the Race Relations (Amendment) Act 2000 places the Council under a duty to have, when carrying out its functions, due regard to the need to eliminate unlawful discrimination and promote good relations between persons of different racial groups.

6.2 The Local Government Act 1999 places a duty on the local authorities to secure continuous improvement in the way its functions are exercised having regard to the combination of economy, efficiency and effectiveness.

6.3 Section 2 of the Local Government Act 2000 empowers the local authority to do anything which it considers likely to achieve the promotion or improvement of the economic, social or environmental well-being of all or any persons within the local authority's area.

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

7. **Equalities Implications**

7.1 Developing safe and secure communities is central to the work of the Council as a whole and in particular to the Community Services directorate. Reducing and preventing crime, reducing fear of crime and supporting vulnerable communities is critical to the well-being of all our citizens.

8. **Crime and Disorder Implications**

8.1 Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken in the day-to-day of local bodies and organisations. The responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

9. **Environmental Implications**

9.1 Key decisions made which may have environmental implications. Environmental services are consulted about all agreed activity before proceeding.

10. **Conclusion**

10.1 The SLP will continue to review its practice and that of the sub groups to ensure that all activity in relation to crime and disorder and drugs and alcohol is in line with the sustainable communities' strategy, and the adopted 4 year London Mayor Police and Crime Plan as well as having links to children's and young person's board and the health and wellbeing board and safeguarding Boards.

For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection and Safety,, Directorate for Community Services on 020 8 314 9569

Safer Lewisham Plan 17-18- Action Plan

Across all aspects the following will be the core of delivery:

- Inequalities/ disproportionality and how crime impacts disproportionately in geographical areas.
- Victims centred approach
- Consideration of trust and confidence in the partnership

VIOLENCE:

Peer on peer abuse

All strands of violence against women and girls within the defined strands of human trafficking, sexual violence, prostitution, domestic violence, stalking, forced marriage, 'honour'-based violence and female genital mutilation (FGM). A specific and stated focus will be placed on raising awareness of VAWG, taking a zero-tolerance approach to VAWG, and using the coordinated community response (CCR) model to tackling VAWG.

What will be done?

	Actions	Time frame	Completed
Awareness raising	Borough wide campaign – “The Violence STOPS here” - communications strategy for professionals and residents	Begin July 17	✓
	Open Day / Evening with the community – promoting safety measures such as Clare’s Law, local VAWG services etc.	March 18	
	Conversation with leaders of all faiths and religious institutions.	July 17 / monthly	✓
	VAWG & Arts – Drama productions about VAWG, and hosted in the community.	March 18	
	Creation of a comprehensive VAWG Services directory	Sept 17 March 18	✓

	<p>Establishing third party reporting sites at places like pubs and bars, where appropriate, to report incidents of VAWG.</p> <p>Launch of the VAWG Plan 2017-2021</p>	<p>July 17</p>	<p>✓</p>
<p>Prevention</p>	<p>Universal schools safety programme commissioned to include a focus on healthy relationships</p> <p>Work with Lewisham’s Safeguarding Children’s Board (LSCB) and the Adult Safeguarding Board to ensure that messages delivered through training are consistent. It will support practitioners to make the links between violence against women and girls, safeguarding children, child sexual exploitation, harmful behaviours, peer to peer abuse and vulnerable adults.</p>	<p>Sept 17</p> <p>Ongoing throughout the life of the Plan</p>	<p>✓</p> <p>✓</p>
<p>Action / intervention / enforcement</p>	<p>Everyone taking an active stance of zero tolerance to gender based violence within organisations.</p> <p>Increased referrals to all agencies against the strands of gender based violence.</p> <p>Review of perpetrator programmes available and suitability for Lewisham</p> <p>Targeted practice in respect of the distinctions between intimate partner violence, familial violence and male victims.</p> <p>We will coordinate, monitor, review and aim to increase the use of:</p> <p>a) Domestic Violence Protection Orders</p> <p>b) Domestic Violence Disclosure Scheme (Clare’s Law)</p> <p>c) FGM Protection Orders</p>	<p>March 18</p> <p>March 18</p> <p>March 18</p> <p>March 18</p> <p>March 18</p>	

	<p>d) Forced Marriage Protection Orders.</p> <p>e) Stalking Protection Orders</p> <p>f) Modern Slavery Orders</p>		
Analytical review	Deep dive of top DV victims and Deep dive of sexual violence linked to the Local Assessment profile on peer on peer domestic abuse	Sept 17	✓

Peer on Peer abuse / Serious Violence

Focus on young people under Peer on Peer Abuse. This will include work in relation to identified serious youth violence, drugs markets, knives, firearms, trafficking, Child Sexual Exploitation, and cyber-crime. Particular focus on contextual violence and risk, harm and vulnerability will be essential.

What will be done?

	Actions	Timeframe	Completed
Awareness raising	<p>A whole borough active stance on a zero tolerance approach to drug dealing in the community.</p> <p>Borough wide campaign – “The Violence STOPS here” - communications strategy for professionals and the wider Lewisham Community.</p>	July 17	✓
Prevention	<p>Universal schools safety programme commissioned to include on line/bullying/ knife crime/ drug use/ healthy relationships.</p> <p>Imbed contextual risk understanding across all agencies and ensure assessments include this aspect</p>	<p>Sept 17</p> <p>Review quarterly</p>	<p>✓</p> <p>✓</p>
Action / intervention / enforcement	Focused deterrence approach which ensures swift action by all in respect of peer on peer abuse.	Immediate – review quarterly	✓

	<p>Implementation of a trauma informed model across services recognising the strong associations between victims, perpetrators, trauma, childhood conduct disorders, and violent behaviour – increasing the level of people within the children’s workforce economy trained.</p> <p>Delivery against the Youth Justice Inspection Improvement Plan HMIP</p> <p>Continued use of the Serious Youth Violence Prevention Panel and Missing, exploited and trafficked panel to have a multi-agency management of identified cases</p>	<p>March 18</p> <p>Quarterly review YJMB/SLP</p> <p>Review 6 monthly for effectiveness</p>	<p>✓ within YOS and CER</p> <p>✓</p> <p>✓</p>
Analytical review	<p>Improved understanding of the drivers and interdependencies across peer on peer abuse</p> <p>Develop the local assessment profile on on-line dangers and associated crime</p> <p>Develop understanding on the drug dealing / drug users / serious violence profile affecting Lewisham</p>	<p>6 month review</p> <p>March 18</p> <p>March 18</p>	<p>✓</p> <p>✓</p>

All other forms of Violence :

- Examples include:
- aggravated burglary
 - Common assaults
 - Violence with injury
 - Hate crime where violence is a feature

What will be done?

	Actions	Timeframe	Completed
Awareness raising	Use of social media and bespoke communication to raise awareness of the risks and target at risk groups	July 17 – ongoing	√
	Advertising and advocate the use of the Hate crime reporting app	June 17	√
	Promoting the development of the MOPAC hub to tackle online Hate Crime	June 17 – ongoing	√
Prevention	Continued use of smart water in targeted areas	Review 6 monthly	√
	Broadening the remit of the Local Authority funded, Victim Support burglary target hardening initiative, to focus more on target hardening those deemed most vulnerable.	March 18	√
	Deliver on the community cohesion (Counter extremism) programme	Begin June 17	√
Action / intervention / enforcement	Targeted action on prolific offenders in these categories (Integrated Offender Management)	Review IOM – set up Board – weekly operational tasking	√

Analytical review	Through regular assessment, where other crime is identified requiring a different response this will be directed through a Partnership problem solving approach and agreed action	As required	√
	Drivers of violence will be identified and appropriated action taken I.e. alcohol	As required	√
	Development of a Profile of Organised crime as it affects Lewisham	March 18	√
	Assessing the scale of online/cyber-crime affecting Lewisham communities.	March 18	

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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.

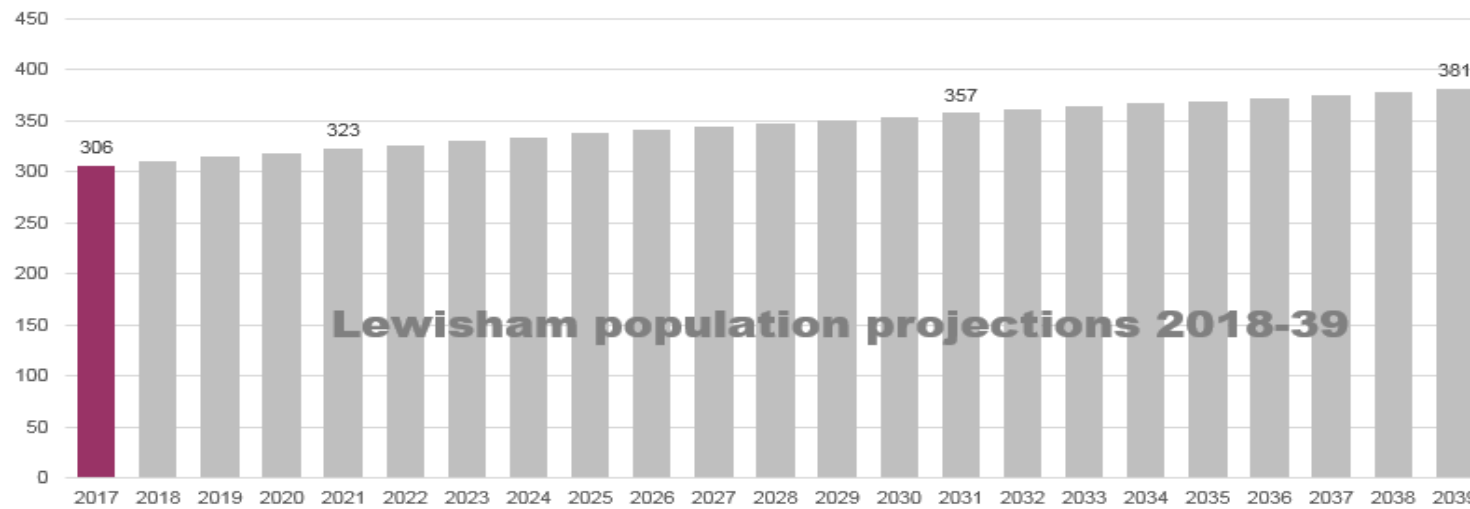
Contacts: Paul Aladenika, Policy and Governance Division
Ext: 47148

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

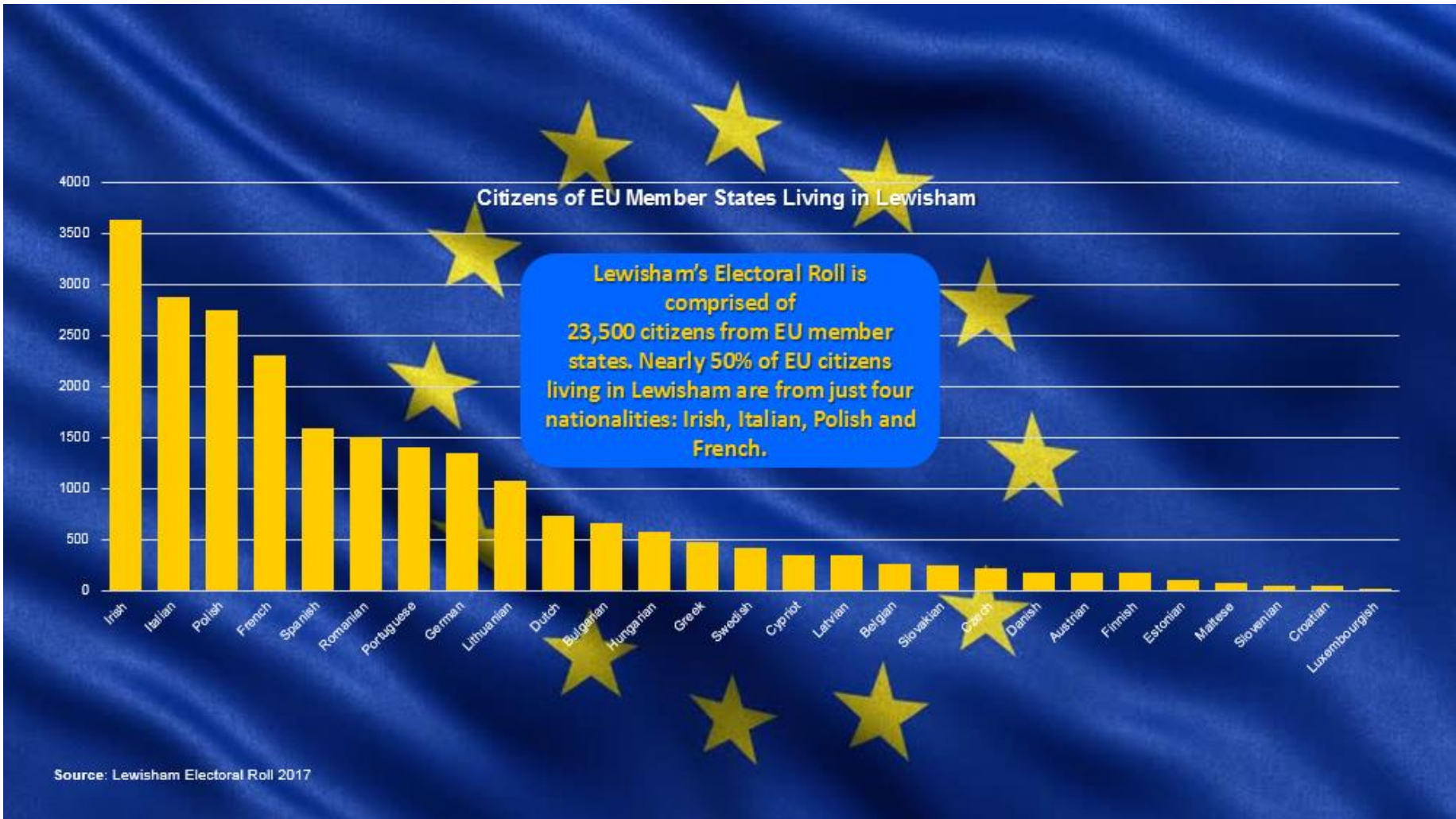


A truly global borough.....

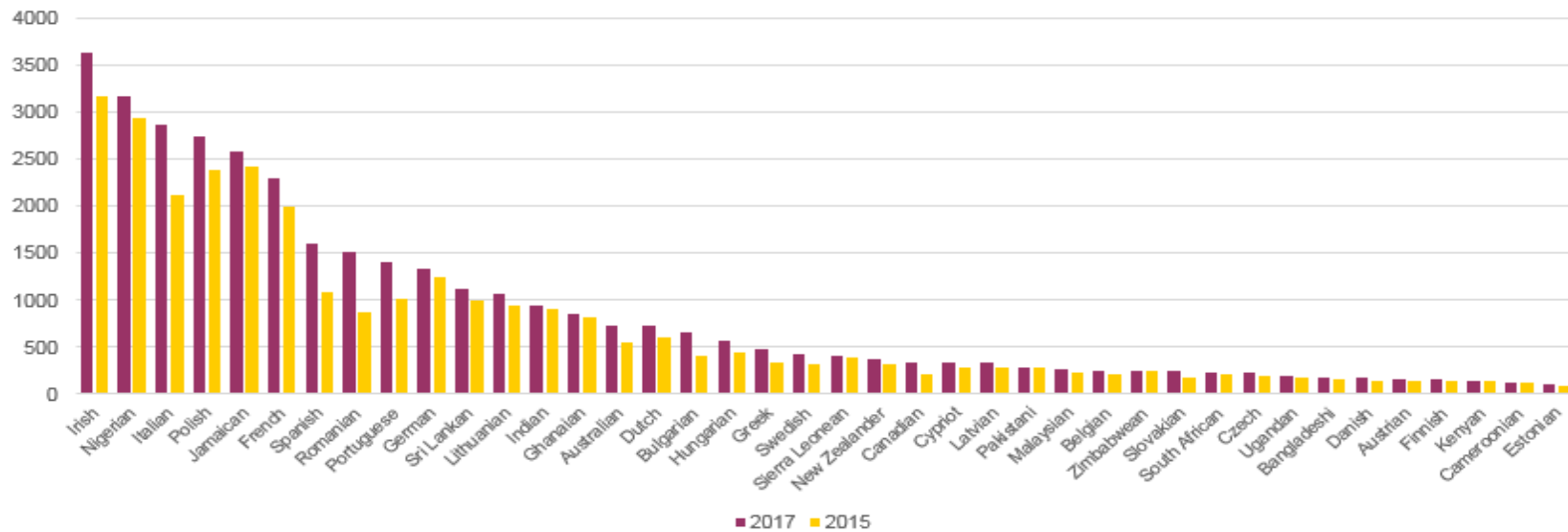


The 207,343 people on Lewisham's electoral roll comprise more than 70 nationalities and five continents

Source: Lewisham Electoral Services

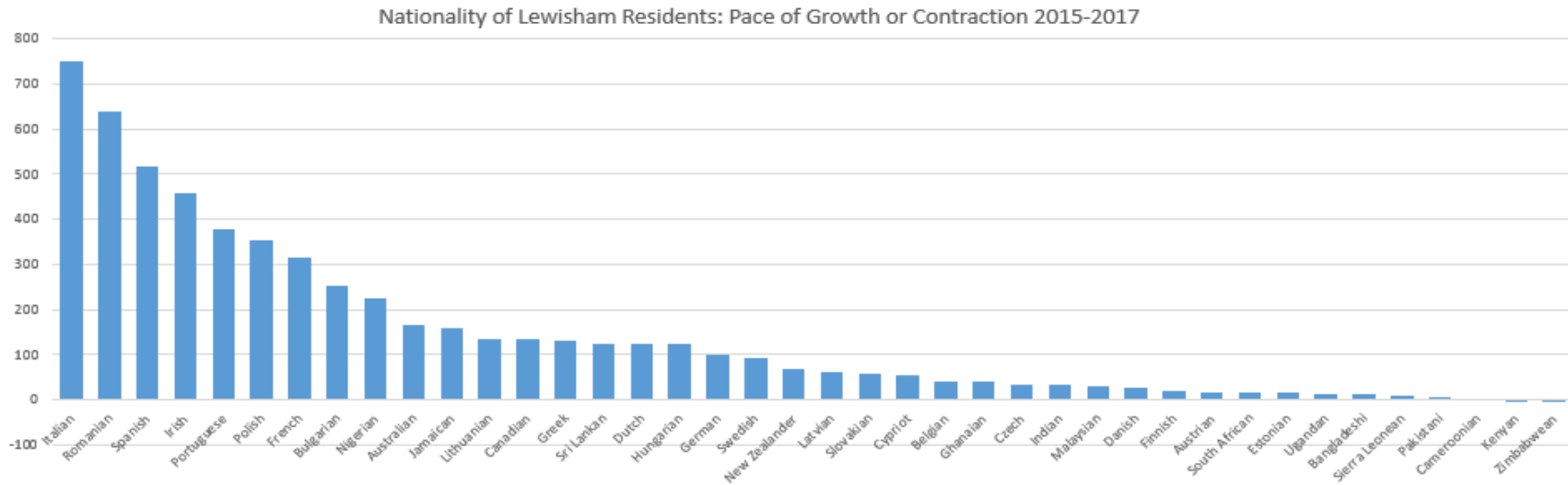


Between 2015 and 2017 the fastest growing nationality on Lewisham's Electoral Roll (by volume) was Italian (up 750 over the period), followed by Romanian (up 640), Irish (up 458) and Portuguese (up 378). Over the same period, Italian replaced Jamaican as the third most numerous non-British nationality,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

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SAFER STRONGER COMMUNITIES SELECT COMMITTEE			
Report Title	Local Assemblies Review		
Contributors	Paul Gale Local Assembly Manager Winston Castello Community Enterprise Manager		
Class	Part 1	Date: 7.3.18	Item 8

1. Purpose

This report provides an update for the Safer Stronger Communities Select Committee.

2. Recommendation/s

Members of the Safer Stronger Communities Select Committee are recommended to note the content of this report and the future actions listed in section 5.

3. Policy Context

- 3.1 Section 138 of the Local Government and Public Involvement in Health Act came into effect on 1 April 2009. It places a duty on a local authority to involve local representatives when carrying out 'any of its functions' by providing information, consulting or 'involving in another way'. The Local Assemblies programme is a key aid to the London Borough of Lewisham in fulfilling this duty.
- 3.2 Prior to the Act, in May 2007, the Mayor's Commission on Empowering Communities and Neighbourhoods recommended that the London Borough of Lewisham introduce local ward assemblies for each of the borough's 18 wards. The Commission's objective was that these localised bodies, defined by the active involvement of ward councillors, would enable the people living and working in each ward to have a stronger and more direct influence in shaping their local community, supporting an ongoing process for identifying and resolving local concerns and implementing local solutions. The Local Assemblies programme was established in March 2008.
- 3.3 The Local Assemblies programme particularly helps to deliver the Lewisham Sustainable Community Strategy priority outcome 'empowered and responsible – where people can be actively involved in their local area and contribute to supportive communities'. The programme is also helping to deliver the corporate priority 'community leadership and empowerment – developing opportunities for the active participation and engagement of people in the life of the community'. Individual projects funded by the assemblies also help to deliver other corporate priorities.

4. Local Assemblies Update

- 4.1 This section provides an update on Local Assembly activity in the last year.

- 4.2 2017-18 represents the tenth full year of the Local Assembly programme. Average attendance at Assembly meetings for the full 2016-17 year was 163, compared to 107 the previous year. This figure is high as many assemblies will organise at least one social event which will attract a larger turnout. As at the end of January 2018, the average attendance for the formal assembly meeting is 92, this figure does not include Assembly events. We have seen some very large formal assembly meetings including 170 attendees at Catford South and 134 attendees at Grove Park.

An analysis of 2017/18 across 6 wards selected at random shows that 34% of assembly attendees stated that they were attending the meeting for the first time and that 87% of all attendees stated that they will definitely attend another assembly meeting.

- 4.3 Coordinating Groups continue to play an active role in the planning of the assembly meetings and at present we have 134 active Coordinating Group volunteers (not including ward councillors). Coordinating Groups are integral to the programme and a good Coordinating Group will fulfil many functions including:

- Planning the assembly meeting
- Evaluating the feedback, what worked / did not work
- Ensuring that the assembly is representative of the ward and fully inclusive
- Helping to promote the assembly
- Provide information to assemblies to assist them in making decisions
- Where relevant, help to assess funding applications to ensure that they meet the assembly's agreed criteria, benefit the ward, are value for money, that there is evidence of local need and that they are not duplicating existing provision.

Several Coordinating Group events, bringing representatives from all Coordinating Groups together, have now been held at the Civic Suite with a further two scheduled to take place in June 2018 and October 2018. These events are very well attended by both Ward Councillors and Coordinating Group volunteers and represent an ideal opportunity for the Groups to get together to exchange views and ideas. Key Speakers are invited to these events and subjects covered are generally more generic and have included Emergency Planning, Sugar Smart and Fundraising. The June 2018 Meeting will include Highways and consultation on the forthcoming Local Implementation Plan (LIP).

- 4.4 Currently each Assembly is allocated a fund of £15,000 to run local projects. £2,500 of this sum is known as the Councillor Discretionary Fund and this can be utilised directly by Ward Councillors to address other areas which may arise during the course of the year or are not identified by residents as key priorities but which still have an impact on the local area.

All the Assemblies review their approach to the allocation of funds. Most assemblies are now using more of a Small Grants process to allocating funds. However, wards such as Catford South will ensure that applications are targeted into certain areas identified by the assembly.

A number of Assemblies simply advertise generally for applications. Prior to this the Coordinating Group will agree the criteria including the maximum amount that an organisation can apply for. This approach often results in an increased number of applications but requires the coordinating group to

Carefully sift and analyse applications to ensure they represent value for money, are robust / deliverable, benefit the ward and are not duplicating existing provision. This will mean that some applications are rejected upon application and others have been extensively worked upon and improved before going to the assembly.

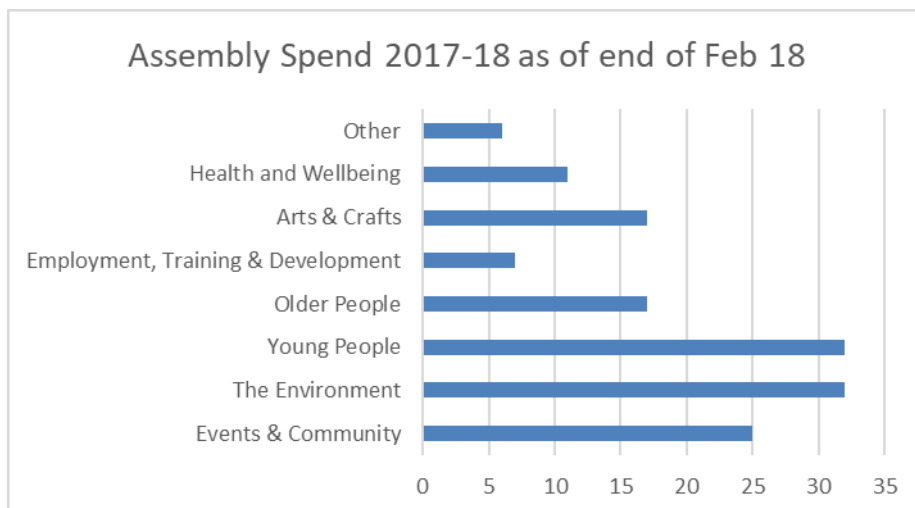
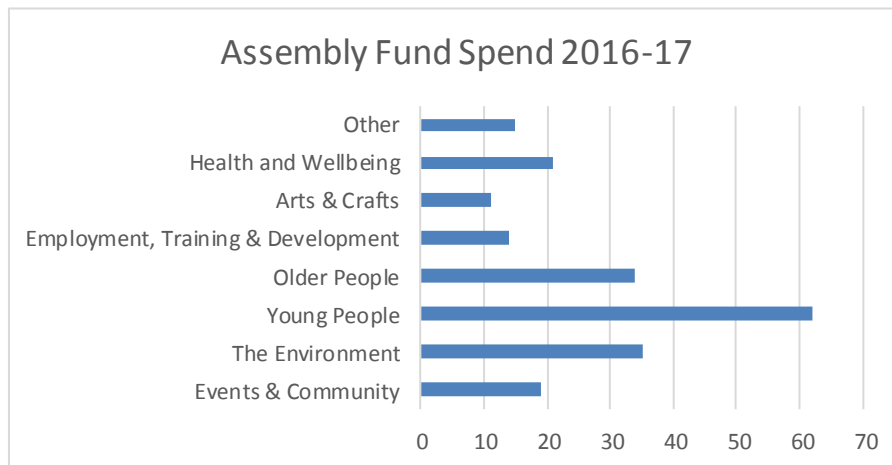
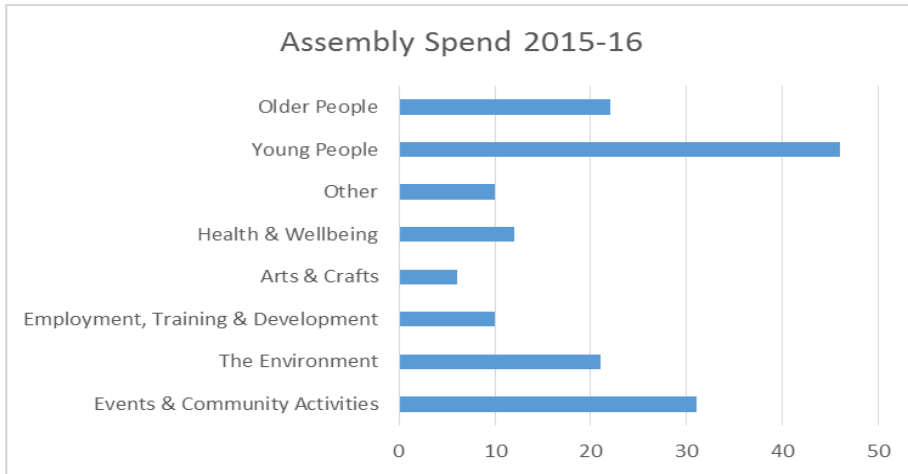
The advantage of this approach is that it encourages organisations which have not previously worked with the assembly to come forward and the creation of new local organisations. This sometimes provides a catalyst for further involvement by organisation users and supporters who subsequently attend Assembly meetings to promote the benefits of their work. This has been the case in many wards. In Grove Park ward this approach is so successful that some organisations were asked to take a 'year out' from applying to give new organisations the opportunity to apply and deliver projects.

An increasing number of Assemblies use the marketplace approach to enable funding applicants to engage with Assembly participants. The marketplace allows for a dialogue to take place between residents and potential projects, followed by a voting process. This approach further increases resident engagement and ownership of projects, as well as offering an opportunity for vibrant dialogue between residents and local organisations. Marketplace Assembly meetings are hugely popular and extremely well attended. Feedback is generally very positive and residents welcome the opportunity to have a genuine say in which projects are funded and relish the informal atmosphere. Piloted at the Grove Park Assembly, the voting mechanism for the marketplace has now evolved with a fairer system in place which negates tactical voting, a common past criticism.

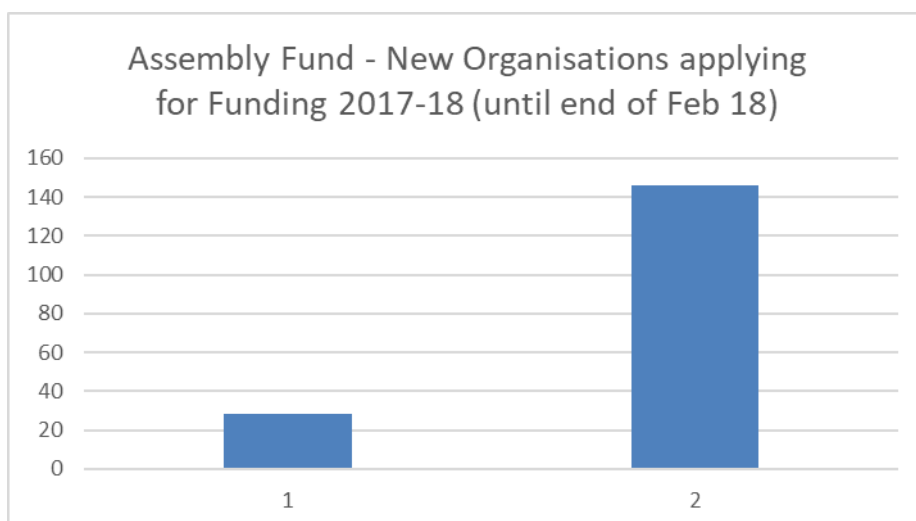
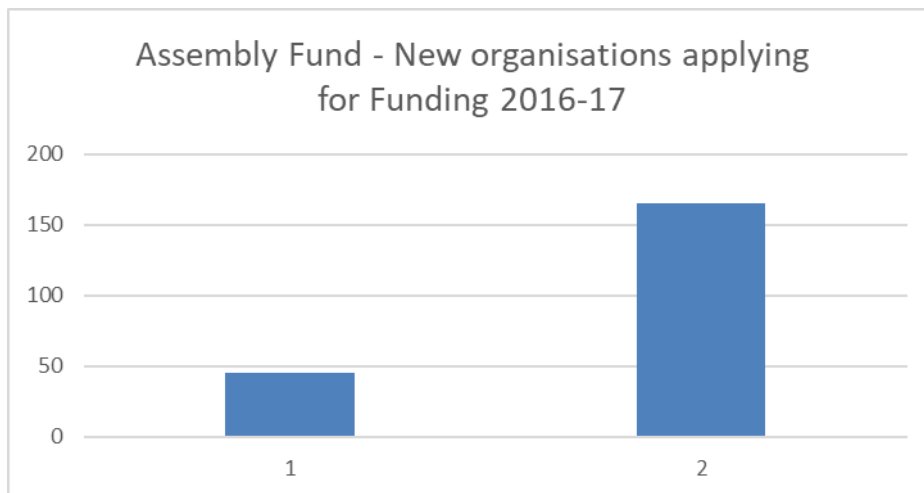
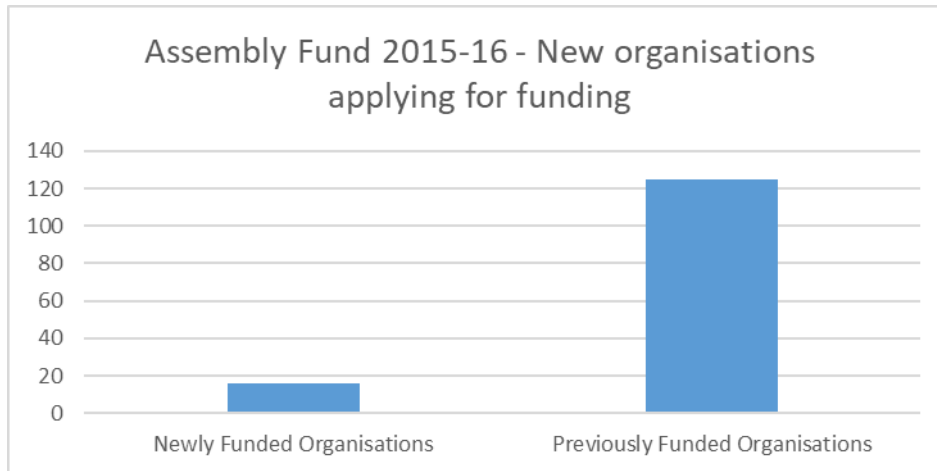
Once funds have been agreed, Assemblies require successful projects to provide regular updates at meetings. These presentations are often very popular because they enable residents to find out how projects are progressing and to review the work they have undertaken. This also provides an opportunity for groups to promote what they do, gain volunteers and enable residents to access their provision.

- 4.5 A total of 205 projects were funded in 2016/17. Of these, 14 were for over £3,000, with the highest award being for £9,000 in Lewisham Central ward for a project titled Greening Lewisham which is all about renewing public spaces within the town centre. The lowest award was £150 towards the Christmas Pantomime in Sydenham.

In 2017/18 (as of the end of February 2018) 174 projects have benefitted from Assembly Funding. Of these, 3 are for over £3,000, with the highest figure awarded £8,060 in Lewisham Central ward for the second stage of Greening Lewisham.



This year we are seeing a much greater variety of projects which benefit different areas particularly around the Environment, Events and Community and Arts and Crafts.



It is again encouraging to note that the Assembly Fund process continues to attract new applications following on from the significant increase in 2016-17.

- 4.6 During the course of the year, through the combined approaches to distributing funds described above, a number of new initiatives have been established. In addition, Assemblies have acted as a catalyst for some key areas of community-led action, including:

Crofton Park, Cinderella Line - This is a new organisation supported and funded by the Crofton Park Local Assembly that has been set-up to improve the train service from Crofton Park Station. It is working closely with the Crofton Park Assembly and the Neighbourhood Forum as it campaigns for services to London Victoria to be reinstated. In addition to improving the service the Group is working with the assembly to improve disabled access on to trains at Crofton Park. This was a substantive agenda item at the assembly on January 27 2018.

Evelyn, Community Infrastructure Levy Pilot - In response to a request from the Assembly for more information on Section 106 funding, officers have been working closely with the Head of Planning on a full report and the transition to Community Infrastructure Levy. New processes will be trialled in Evelyn Ward before roll out across the borough. Deptford Folk, a park user group for Deptford Park and Folkestone Gardens have been undertaking consultations with a range of residents at their events to identify potential projects and these will be included in the wider consultation.

Grove Park Job Fair – In partnership with the Chinbrook Action Residents Team (ChART), a Job Fair was organised alongside the Grove Park Assembly at Coopers Lane School. Many local organisations were involved with around 150 attendees being present at the event. It was so successful that a further event is planned.

Catford South, Dementia Friendly Community - The Lewisham Dementia Action Alliance (LDAA) was formally launched in May 2015 and is Lewisham's vehicle to become a more Dementia Friendly Community. Dementia Friendly Communities are defined by Alzheimer's Society as a community 'in which people with dementia are empowered to have aspirations and feel confident, knowing they can contribute and participate in activities that are meaningful to them'.

Becoming a dementia-friendly community has been recognised as a process taking several years. The LDAA feels that becoming a Dementia-friendly community in an area as big as Lewisham is likely to prove challenging. Therefore, it was decided that the process of becoming a dementia-friendly community should start in a geographically defined area as a pilot project to be rolled out across the entire borough in the future.

The Catford South area and local assembly has been chosen to work to become Lewisham's first dementia friendly community for a number of reasons:

- A ward with the second highest number of residents above the age of 65 and has a higher proportion of people living with dementia compared to Lewisham as a whole.
- Initial conversations with councillors and key members of the local assembly have established a real interest in Catford South becoming a dementia-friendly community.

- Catford South has very active and engaged community organisations who are keen to work together and work on new projects.

In June 2015 Catford South and Lewisham were formally accredited as working towards Dementia Friendly Community Status.

Working with the Catford Assembly has been an extremely positive experience and supported the on-going development of the LDAA. The networks it operates in has enabled the assembly members and Catford South residents to be much more aware of dementia as well as supporting local residents through direct one-to-one support and more accessible groups, shops and venues which supports local residents living with dementia feeling confident and remaining active members of their community.

Brockley, Street Trees for Living - Street Trees for Living is the new name for Brockley Society's street tree campaign. Since 2012 it has raised enough money to fund 250 street trees, with about half of these already labelled and planted. The assembly has played a key role in supporting this initiative including identifying preferred sites and each year funding tree initiatives. Street Trees for Living is now viewed as the 'community borough authority' on street trees and has grown beyond the ward boundaries of Brockley to engage borough wide.

Perry Vale, Lark in the Park - Lark in the Park started in 2014 as an Assembly-led event, bringing people in Perry Vale ward together for an inclusive day of fun in the park. Based in Mayow Park, this event which remains Assembly-led, has become immensely popular with local residents, bringing out around 800 people each year. The original format of a few local community groups setting up their stalls in the park, has now grown to encompass over 25 community, sports and social providers, and a range of activities from t-shirt painting and placard-making, to "golden goal" competition, and "boxercise" tasters! For 2018, the Assembly are in negotiation with a local community arts organisation to bring a mix of professional and community musicians to add to the fun.

Bellingham, The Pye Project – The assembly is once again supporting the Pye Project with its Double Edge programme for Schools. The programme is designed to effectively prevent the onset of harmful lifestyle choices for young people involved or considered at risk of becoming involved in knife/weapon carrying and gang activity. It provides young people with essential information as well as support and guidance to develop attitudes and thinking skills to overcome many of the known issues presented by a small but significant number of children and young people in Bellingham. Key areas will include knife crime prevention, stop and search, youth crime and gangs. The programme is an intervention course and supports a cohort of up to fifteen young people referred by Sedgehill School. Any person aged between 11 and 14, identified as being at risk of becoming involved in knife crime or serious youth violence can be referred to the Double Edge programme.

Blackheath, Age Exchange, The Magic Table – The assembly is supporting Age Exchange to install a new invention called Tovertafel (or 'Magic Table'). The Tovertafel is a little box that can be mounted on the ceiling. Inside the box is a high-quality projector, infrared sensors, speaker, and processor that work together to project the games onto the table. Because the colourful objects respond to hand and arm movements, users get to play with the light itself. Tovertafel was developed to stimulate activity – physical, mental and social – in people with late stage dementia.

Lewisham Central, Hither Green Murals – This exciting project at Hither Green Station is in two parts. The first is to create a stunning place making mural on Springbank Road and the second will transfer the station’s waiting room into the ‘Hither Green Living Room’ which will include a community library.

Downham, The London Garden Workshop – This is a project to engage and educate the local community with a view to the planning and cultivation of both edible and non-edible plants. Activities will take place in a relaxed and informal environment enabling both young and older people to connect and develop friendships.

Sydenham, Greener Homecroft Planters - Funded by Sydenham Assembly, this local residents group received a small grant of £600 to green their street with a set of planters to be planned, planted up and cared for by the community. As well as improving their local environment and enjoying some healthy outdoor activity, residents were able to report some great added value in the shape of the greater community cohesion including plans for a street party and a Facebook group for the road which is proving really useful for sharing information, requests and other street news.

Rushey Green, Felday Road Street Party – This was a street party with a theme of celebrating diversity. The event was inter-generational as well as promoting community cohesion. Specifically, children were involved in co-designing the programme including the preparations nearer the event by making bunting, decorating their houses and decorating cakes as they were this year. The fire engines, health stall and mounted police and police cadets helped introduce young people to different community services and raise vocational aspirations. As part of the inter-generational focus a number of retired residents are part of the resident’s volunteer group and help with the organising of the street party and on the day. This really helped everyone to get to know their neighbours both those who have lived in the area for a long time and more recent residents.

Evelyn, Community Infrastructure Levy Pilot - In response to a request from the Assembly for more information on Section 106 funding, officers have been working closely with the Head of Planning on a full report and the transition to Community Infrastructure Levy. New processes will be trialled in Evelyn Ward before roll out across the borough. Deptford Folk, a park user group for Deptford Park and Folkestone Gardens have been undertaking consultations with a range of residents at their events to identify potential projects and these will be included in a wider consultation.

Soundbites

Catford Town Centre Regeneration - “We’re [Team Catford] currently in the process of evaluating last year’s engagement efforts and achievements [around the Regeneration plans for Catford] and updating the engagement strategy...Results have shown that the most effective face to face method of engagement has been through the ward assemblies. On average we’ve had 104 attendees at each event, with 89% of people saying it was the primary way they receive information.”

Information via Filigree communications / quote from Deborah Efemini, Team Catford Jan 2018

Grove Park Assembly attendee – “I’ve not long moved from Greenwich and we had nothing like this. This is a really good way of finding out the local news and the fact that you hold the meeting in the ward is inspired.”

Crofton Park Assembly attendee – “Such a lovely atmosphere at the meeting with good people doing good things and lots of interesting news. Thank you for having the meeting at Ewart Road as it’s close to where I live.”

Lewisham Central Assembly attendee – “I didn’t have any expectations, but I was happy that I was given my say. I learnt quite a lot as well.”

Lee Green Assembly attendee – “A wide range of information was provided.”

Perry Vale Assembly attendee – “The meeting was very informative with some useful tips.”

Telegraph Hill Assembly attendee – “It was all very good as usual.”

Evelyn Assembly attendee – “A really good turnout, with lots of passion.”

Forest Hill Assembly attendee – “The Forest Hill Assembly is an engaging thing that does great work, keep it up.”

Bellingham Assembly attendee – “We didn’t get funded so other groups chipped in to help us, I was touched.”

Rushey Green Assembly attendee – “A really informative meeting.”

Downham Assembly attendee – “I had no idea what to expect, but what really struck me was how friendly it all was.”

4.7 Other Developments

During the course of the last year, Local Assemblies have worked with partners across the borough through a number of borough-wide initiatives. The Assemblies have provided a local forum in order to obtain local resident feedback, views and suggestions.

Sugar Smart

As part of Lewisham’s Sugar Smart campaign to tackle the growing incidence of and concern about obesity, in order to engage local residents and community organisations, a number of presentations have taken place at Assembly meetings, stimulating lively discussions on ways of implementing the national Sugar Smart strategy locally. This includes asking community organisations to sign up to the campaign, as well as working with local groups and businesses to encourage the provision of readily available healthy options, e.g. water and fruit in catering and food retail outlets.

Poverty Commission

During 2017, Local Assemblies hosted a number of discussions of the Lewisham Poverty Commission. This enabled the commissioners to seek and receive the views of local residents on the impact of poverty in the borough, as well as to receive ideas about initiatives the Council and partners might undertake to address incidents of poverty. The commissioners’ report in

autumn included a number of comments that had been received from Assembly meetings. The recommendations include the encouragement of Local Assemblies as the forum for developing partnerships and sharing information on local development and activities.

London Borough of Culture

In June 2017, the Mayor of London launched the Borough of Culture initiative which involved a competition amongst all the London boroughs to receive the designation of Borough of Culture for 2019 and 2020. Lewisham Council and partners' strategy to develop a bid involved extensive consultation with local communities. Local Assemblies have played a central role in the shaping of the Lewisham bid, as well as disseminating information and galvanising local support through events and social media activities.

Neighbourhood Community Development Partnerships (NCDPs)

During the course of 2017, Community Connections and the Local Assemblies team have led the development of four NCDPs. The partnerships reflect the geography of the four clusters of GP practices across the borough and have worked to provide a network for community-based groups undertaking preventative and wellbeing focused work in their respective areas. During the course of the year, the networks have each met on at least three occasions and have worked to share information on their service delivery and develop a number of new initiatives to better address the need of residents. The network will continue meeting in 2018 and amongst the initiatives being taken forward are a project to recruit, train and support volunteers and the development of more user-friendly service directories for GPs and local residents.

Assembly Guidance

This was updated during the course of the year following feedback from members.

5. Considerations for the future direction of Local Assemblies

The present Assembly Programme has been in operation for 10 years and a number of lessons can be drawn from its operation. These include:

- They are an effective way for Ward Councillors to engage with local communities;
- They provide an opportunity for active engagement on community-wide issues;
- There are still groups that are not attracted to attending formal Assembly meetings, e.g. young people and people with caring responsibilities

In receiving this report, the committee is asked to consider the following in developing the Assembly programme for the future:

- How Local Assemblies can further develop the use of social media especially around promoting meetings to young people.
- How Local Assemblies can continue to engage with communities outside of meetings and maintain a strong and pro-active profile in challenging fiscal times

- How Local Assemblies can continue to act as a forum for engagement between the Council and its communities and play an integral role in influencing policy
- How Local Assemblies can provide a forum for local community organisations to better coordinate their services, working in conjunction with their local NCDP.

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Safer Stronger Communities Select Committee			
Title	Disproportionality in the Criminal Justice System		
Key Decision	No	Item No.	9
	All		
Contributors	Geeta Subramaniam-Mooney - Head of Public Protection and Safety		
Class	Part 1	Date: 7 March 2018	

1.0 Purpose of the Report

1.1 To provide the committee with an update on the work of the Partnership in relation to disproportionality in the criminal justice system.

1.2 Recommendations:

- It is recommended to note the report
- To consider a members workshop in a similar light to that undertaken by the partnership to support delivery

2.0 Background

2.1 Since 2015 the Safer Lewisham Partnership has placed focus on better understanding the disproportionality in the CJS issues with the aim of putting in place local measures to tackle the issues and improve outcomes for BAME offenders.

2.1 The work to date has included:

- Review and response to Baroness Young's Review on Improving Outcomes for young Black and/or Muslim men in the Criminal Justice System.
- Lewisham's response to the Baroness Young Review conference
- Statistical analysis of Disproportionality – December 2016
- Review of the MP David Lammy November 2017

2.1 The figures are of great concern and a focus for those working in all aspects of community work, education, youth provision, crime prevention and reduction and the rehabilitation

of offenders need to recognise the issues and commit to challenging and helping to make a change.

- 2.4 The Safer Lewisham Partnership are clear that through better understanding of the data, the analysis and what this means in Lewisham will enable direct action to be taken to tackle this longstanding issue.
- 2.5 **Definition:** In general, disproportionate representation, or **disproportionality**, refers to the over- or under-representation of a given population group, often **defined** by racial and ethnic backgrounds, but also **defined** by socioeconomic status, national origin, English proficiency, gender, and sexual orientation, in a specific sector i.e. Criminal Justice System.

3.0 Statistical National analysis

- 3.1 The disproportionately high numbers of black, Asian and minority ethnic (BAME) offenders and the poor outcomes they face in the Criminal Justice System (CJS) have been drawn to the attention of successive governments, voluntary and public sector agencies for decades.
- 3.2 The situation has frequently been the subject of independent scrutiny and attempted institutional reform. For example:
- There is greater disproportionality in the number of black people in prisons in the UK than in the United States.
 - 13.1% of prisoners self-identify as black, compared with approximately 2.9% of the over 18 population recorded in the 2011 Census.
 - Similarly Muslim prisoners account for 13.4% of the prison population compared with 4.2 % in the 2011 Census.
 - This figure has risen sharply since 2002 when Muslim prisoners were 7.7% of the prison population.
 - In London the over-representation of BAME young people in the Criminal Justice system is 56.9% compared to 52.6% Census 2011. There is also an increase in this disproportionality as young people enter custody with 78.1% being from BAME background.
 - In Lewisham, BAME people represent 12.5% of the overall Youth Offending Population entering custody compared to 3.75% of White. The BAME group are 2.8 times more likely to be within the YOS population than White and 3.3 times more likely to be within the custodial population.

4.0 The Young Review

4.1 The Young Review began its work in November 2013 in order to consider how existing knowledge regarding the disproportionately negative outcomes experienced by black and Muslim male offenders could be applied in the significantly changed environment introduced under the Transforming Rehabilitation reforms.

4.2 Its key findings:

- The outcomes for this group of offenders cannot be understood in isolation from the wider contexts of disadvantage they experience and unequal outcomes at the earlier stages of the criminal justice system.
- Nearly all offenders we met said they experienced differential treatment due to their race, ethnicity, faith
- In the context of multiple disadvantage support for this group of young men to desist must provide opportunities for them to build positive identities
- Politicians and statutory agencies insufficiently understand the implications for resettlement of disadvantage within the BAME communities and crude stereotyping.
- The voluntary sector has a vital role to play in supporting the development of social capital that can in turn facilitate positive resettlement outcomes
- Representatives and organisations from BAME communities, working in partnership with the criminal justice system, were found to improve prisoners' perceptions of and relationships with institutions
- Organisations and individuals including offenders and ex-offenders themselves, with an understanding of the lived experience of this group, should play an integral role in the planning and delivery of services

4.3 The Review published its report in December 2014.

5.0 Lewisham's response to the Young review

5.1 In spring 2015 the Safer Lewisham Partnership approached Clinks to discuss a half day workshop to explore the Young Review's recommendations and consider learning and implications for services in the borough. This workshop was held in autumn 2015 and attended by 23 professionals from services across the borough.

5.2 Although many of the Young Review's recommendations are directed at national policy makers with the Ministry of Justice and National Offender Management Service there are a number which are of key relevance to local commissioners, policy makers and practitioners. These include:

- Working with community partners and the voluntary sector
- Involving 'experts by experience'

- Ensuring consistent and rigorous data collection
 - Working towards solutions
- 5.3 From these discussions we grouped together key areas of commonality and in small groups discussions continued of what needs to happen locally to progress towards solutions in each of these areas. The following themed areas were considered:
- Prevention – Community / non-criminal justice settings
 - Commissioning and Delivery
 - Evidence Vs Validity Vs Accountability
 - Structures
 - What's the dialogue? Link to Building trust
- 5.4 In Lewisham, the Safer Lewisham Partnership have committed to agree and oversee the partner agencies response to the Young Review and where possible encourage and assist changes as outlined below:
- 5.5 **Awareness raising** (consideration of unconscious bias) training for all staff within the Criminal justice and associated service areas including schools, youth services and health services- helping to change the narrative.
- ACTION** – Lead officer from each identified agency to develop this training and agree multi agency delivery.
- 5.6 **Reviewing all agencies** within the Criminal Justice system and their approach to tackling disproportionality – (Youth Offending Service will be using the disproportionality toolkit).
- ACTION** – Members of the Safer Lewisham Partnership to undertake a self-assessment and report back to SLP.
- 5.7 Embedding and ensuring all Criminal Justice **commissioning and procurement** fully considers ethnically appropriate services.
- ACTION** – a stocktake of commissioned services from CRC/ NPS and YOS.
- 5.8 Developing a **peer network for parents and adults** through the Parents Standing Together network. Develop a wide network for peer support, mentors, and advocates helping to develop trust and engendering community support and resilience across the board.
- ACTION** – work with agencies to develop further this model
- 5.9 Develop a **local reference group** linked to the SLP which will include young people, community groups, ex-offenders, current service users. This group can act as a forum to

discuss issues related to this agenda as well as any service redesign, commissioning or future developments.

ACTION – SLP to agree membership and periodically review

6.0 Rt Hon David Lammy interim report Key Findings

6.1 The Lammy review began in 2016 with an approach to better understanding the issues of disproportionality from the point of the Crown Prosecution Service (CPS) involvement onwards in the Criminal Justice System. The interim report set the following Research questions:

- Where is disproportionate BAME contact with the CJS more pronounced?
- To what extent is the disproportionate BAME contact with the CJS paralleled in the youth system compared to the adult system?
- To what extent is the disproportionate BAME contact with the CJS paralleled for males and females?

6.2 Areas within the CJS post-arrest where BAME disproportionality was found to be particularly pronounced included:

- Being tried at Crown Court rather than Magistrates court
- Custodial remand and plea at Crown Court
- Custodial sentencing
- Adjudications of prison discipline.
- The system itself did add some degree of disproportionality at subsequent stages, however rarely at the levels seen in arrest differences.

6.3 Some key identified issues:

- Ethnic group classification (this is consistent with the Young Review) (pg8)
- BAME young males and adults were more likely than white to be arrested (pg11)
- BAME males, both youth and adults, and BAME women were more likely to be tried at Crown Court (pg11)
- BAME adults, both male and female, were more likely to receive custodial sentences at Crown Court (pg11)

A fuller breakdown of the data findings are in Appendix A).

6.4 **In summary:**

Arrests, Charging and Prosecution:

- Black young males just under 3 times more likely than white young males to be arrested (pg12)
- Black and mixed ethnic women greater than 2 times more likely to be arrested. (pg12)
- BAME women more likely to be committed for trial at crown court (pg15)
- Black young males were just less than 60% more likely to be committed to crown court for trial (pg15)
- Of those convicted at magistrates court custodial sentences were somewhat more likely for black and mixed ethnic young males (pg19)
- Black men 12% more likely to receive custodial sentence in crown court. (pg19)
- All BAME groups more likely to be remanded in custody at crown court and plead not guilty (pg19)
- Plea BAME men were greater than 50% more likely to plead not guilty at crown court (pg19)

6.5 There were three offence categories that demonstrated distinctive disproportionality findings: (pg20)

6.5.1 **Robbery:** Robbery could be traced primarily to disproportionate arrests rates (pg21) **Sexual offences:** Disproportionality in the prison population for sexual offences could be traced back to a combination of disproportionality in arrests and disproportionate custodial sentencing for black and Asian men at Magistrates court. (pg21).

6.5.2 **Drugs Offences:** Custodial sentencing for all BAME men committing drugs offences was particularly disproportionate at crown court – the only offence group where custodial sentencing was consistently more likely for BAME men.

6.5.3 **Prison experience:** Black and Asian men were more likely to be housed in high security – 4 times more likely for black men. 6 times more likely for Asian men.

6.6 **The final report made 35 separate recommendations and noted:**

6.6.1

https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/643001/lammy-review-final-report.pdf

6.6.2 My biggest concern is with the youth justice system. This is regarded as one of the success stories of the CJS, with published figures showing that, compared with a decade ago, far fewer young people are offending, reoffending and going into custody. 30 YOTs were established by the 1998 Crime and Disorder Act, with a view to reducing youth offending and reoffending and have been largely successful in fulfilling that remit. Yet despite this fall in the overall numbers, the

BAME proportion on each of those measures has been rising significantly.³¹ Over the last ten years:

- The BAME proportion of young people offending for the first time rose from 11% year ending March 2006 to 19% year ending March 2016.³²
- The BAME proportion of young people reoffending rose from 11% year ending March 2006 to 19% year ending March 2016.³³
- The BAME proportion of youth prisoners has risen from 25% to 41% in the decade 2006-2016.³⁴ (see figure 1 next page indicating the makeup of the youth custodial population).

- 6.7 The system has been far too slow to identify the problem, let alone to react to it. There are isolated examples of good practice, including in some YOTs³⁶, but nothing serious or comprehensive enough to make a lasting difference. Unless something changes, this cohort will become the next generation of adult offenders.
- 6.8 In both the youth and adult systems, there is no single explanation for the disproportionate representation of BAME groups. For example, analysis of 2014/15 data, shows that arrest rates were generally higher across all ethnic groups, in comparison to the white group – twice as high for Black and Mixed ethnic women, and were three times higher for Black men.³⁷ Arrests are disproportionate but this does not fully explain the make-up of our youth custody population.
- 6.9 Other decisions have important consequences. For example, analysis of the same 2014/15 data, shows that BAME defendants were consistently more likely than White defendants to plead not guilty in court.³⁸ Admitting guilt can result in community punishment rather than custody, or see custodial sentences reduced by up to a third.³⁹ Plea decisions are an important factor in the disproportionate make-up of the prison system.
- 6.10 There is evidence of differential treatment that is equally problematic. For example, analysis of sentencing data from 2015 shows that at the Crown Court, BAME defendants were more likely than White defendants to receive prison sentences for drug offences, even when factors such as past convictions are taken into account.⁴⁰ Despite some areas that require further study, such as the role of aggravating and mitigating factors, there is currently no evidence-based explanation for these disparities.
- 6.11 In many prisons, relationships between staff and BAME prisoners are poor. Many BAME prisoners believe they are actively discriminated against and this is contributing to a desire to rebel rather than reform. In the youth system, young BAME prisoners are less likely to be recorded as having problems, such as mental health, learning difficulties and troubled family relationships, suggesting many may have unmet needs. All this hinders

efforts to tackle the root causes of offending and reoffending among BAME prisoners, entrenching disproportionality.⁴¹

- 6.12 Probation services and YOTs are charged with managing offenders in the community and helping them start new lives. However, our criminal records regime does precisely the opposite of this. Over the last five years 22,000 BAME children have had their names added to the Police National Database.⁴² This includes for minor offences, such as a police reprimand. The result in adulthood is that their names could show up on criminal record checks for careers ranging from accountancy and financial services to plumbing, window cleaning and driving a taxi.⁴³

7.0 The Government’s response to the Rt Hon David Lammy Review into the treatment of, and outcomes for, BAME individuals in the Criminal Justice System: Written statement Made by: Mr David Lidington (The Lord Chancellor and Secretary of State for Justice) – 19th December 2017

- 7.1 In 2016 the Prime Minister asked the Right Honourable Member for Tottenham to chair ‘An Independent Review into the Treatment of, and Outcomes for, BAME Individuals in the CJS’. The Review made 35 recommendations for the Government to implement, and today the Government publishes its response.

The Government welcomes the impetus that the Lammy Review brings to the debate about ethnicity and race, and would like to thank the Honourable Member for Tottenham for his thorough and incisive research on the topic. We welcome the core principles detailed in the Review - transparency, fairness, and responsibility - as a framework on which policy and practice should stand.

In the response, we have clearly outlined the actions we have taken or will take in relation to each recommendation. We have also examined the review to find ideas that, while not being explicit recommendations, nevertheless warrant greater attention and action.

There are already a number of steps the Government has taken in line with the Review recommendations, announced at the publication of the Race Disparity Audit. We are already moving to publish more and better data, and will adopt a co-ordinated approach to improving data quality to determine where disparities occur and why. In addition, the Government has adopted the principle of “explain or change” to identify and objectively assess disparities, and then decide whether and how changes need to be applied. We feel this principle is particularly valuable in relation to smaller groups in the criminal justice system, such as Gypsies, Roma and Travellers, and BAME women.

On a small number of the recommendations we have indicated that we need to proceed with caution, if significant barriers exist that prevent us from implementing a recommendation as it stands. Where this is the case, we aim to be transparent about the reasons and open to change, as circumstances alter.

Beyond the Review's recommendations, we will set up governance procedures to monitor our progress driven by a Race and Ethnicity Board of senior officials, chaired at the level of Director General within the MoJ. It will update the Criminal Justice Board, of which I am chair. The Race and Ethnicity Board will consider and agree the scope and timelines for the work needed to reduce race disparities. This will include timings for the actions set out in the Government's response.

These governance structures will cover the agenda articulated by David Lammy, contribute to the wider work around tackling race disparities Government, and direct sustained effort to give this agenda the longevity it deserves.

8.0 Dame Louise Casey review into opportunity and integration

8.1 This review has highlighted worrying levels of segregation and socio-economic exclusion in different communities across the country and a number of inequalities between groups.

8.2 The key findings included:

8.2.1 Build local communities' resilience in the towns and cities where the greatest challenges exist, by:

(1) Providing additional funding for area-based plans and projects that will address the key priorities identified in this review, including the promotion of English language skills, empowering marginalised women, promoting more social mixing, particularly among young people, and tackling barriers to employment for the most socially isolated groups.

(2) Developing a set of local indicators of integration and requiring regular collection of the data supporting these indicators.

(3) Identifying and promoting successful approaches to integration.

8.2.2 Improve the integration of communities in Britain and establish a set of values around which people from all different backgrounds can unite, by:

(4) Attaching more weight to British values, laws and history in our schools.

(5) Considering what additional support or advice should be provided to immigrants to help them get off to the best start in understanding their rights and obligations and our expectations for integration.

(6) Reviewing the route to British citizenship and considering the introduction of an integration oath on arrival for immigrants intending to settle in Britain.

8.2.3 Reduce economic exclusion, inequality and segregation in our most isolated and deprived communities and schools, by:

(7) Working with schools providers and local communities to promote more integrated schools and opportunities for pupils to mix with others from different backgrounds.

(8) Developing approaches to help overcome cultural barriers to employment.

(9) Improving English language provision through funding for community-based classes and appropriate prioritisation of adult skills budgets.

(10) Improving our understanding of how housing and regeneration policies could improve integration or reduce segregation.

(11) Introducing stronger safeguards for children who are not in mainstream education, including those being home schooled.

8.2.4 Increase standards of leadership and integrity in public office, by:

(12) Ensuring that British values such as respect for the rule of law, equality and tolerance are enshrined in the principles of public life and developing a new oath for holders of public office.

8.3 We await the government's response to this review but locally have been delivering on the countering extremism community cohesion agenda (report brought to select committee in October 2017)

9.0 Disproportionality workshop Lewisham:

9.1 In January 2017, partners agreed to review the findings of both the Baroness Young report, the interim report by MP David Lammy, and the Dame Louise Casey Review and conduct a workshop to look at the findings as a whole and what practical local actions would the partnership take.

9.2 The workshop themes for discussion included:

- Prevention
- Targeted engagement and interventions
- Enforcement and Criminal Justice

9.3 (The details of the discussions are captured in appendix B)

9.4 Discussion areas:

- 9.4.1 **Was there a clear understanding of the statistics and what this really means?** It was felt that whilst discussions often happen about disproportionality it is often not completely understood and the prevalence of the issues are not fully recognised. It was felt that a better understanding of the wider statistics would enable a fuller understanding of some of the issues, which would assist in solutions for example homelessness, exclusions, mental health etc. There was discussion about the perceptions of young people, offenders; labelling which led to negative perceptions based on ethnicity. There were concerns about how these perceptions fed into stereotypes and lack of trust between communities, police, statutory agencies etc.
- 9.4.2 **The role of the media** It was felt strongly that the role of the media / social media was critical in the messaging, and how young people/ BAME were perceived. There was concern raised about the stigmatizing of young people. There were concerns raised about the lack of reporting of black victims of serious crimes compared to white victims.
- 9.4.3 **Community involvement:** there was discussion about how improving dialogue, the language used by all about each other such as restorative language would be a positive approach to dealing with stereotypes, negative perception and distrust. Greater involvement of parents, adults and senior members in the community was seen as critical in setting the tone, providing safe dialogue as well as supportive challenge. There was discussion about accountability and responsibility of all; how do we all work to build trust/ non blame culture to enable change and joint resolution. There was consideration of how community leaders are fully engaged and how a conversation about race was had with the community. As well as whether there was sufficient diversity and spread of community leaders involved and engaged in this agenda, and not the same groups representing the same views.
- 9.4.4 **Training:** there was discussion about the watering down of what used to be called anti-discrimination training. Because it is seen very much as integral to everything we do, there does not seem to be a specific focus on the issues of discrimination, prejudice, and stereotyping, unconscious bias. There was discussion that whilst a lot of work has gone into developing approaches within policing that there needed to be challenge within all agencies about this, and about how professionals recognise this within their own approaches and work.
- 9.4.5 **Trust and confidence:** it is well rehearsed that there is a lack of trust and confidence from some communities with the police/ statutory agencies. It is clear that understanding and a recognition of “history” and how this can

influence correct concerns is important, but that equally there needed to be recognition that things have moved forward and that the dialogue needed to reflect current practice and experience. There was discussion about the following terms “Establishment of a fair contract”, “Unresolvable grievance” and “Lack of credibility”, which would benefit from further understanding and discussion. There was discussion about perceptions of “victimhood” and how these issues, whilst opposing need fuller recognition and understanding to assist with next steps.

9.4.6 **Make up of staff:** there was discussion about the Met Polices programme of increasing the representation in the Force about the look and feel of London in its workforce. There was similar dialogue about other agencies including magistrates, lay custody visitors, youth services, schools, housing etc. It was felt important to understand this better, and also the senior leadership perspectives about discrimination and how this was practically being considered in organisations. It was accepted that the make up in itself was not a solution, but would support a wider cultural change.

9.4.7 **The lived experience:** there was concern that young black children perceived themselves as different. The messaging for some in the home was not to trust police or statutory agencies, and that it was language such as State Vs Us. There was clear recognition of the positive impact ex-offenders can have in working with current offenders and that this needed further consideration as an agreed approach. Understanding the journey of a child through their lived experience across a range of issues and services recognising and identifying the aspects of discrimination, real and perceived, would help to shape further understanding of the problem.

9.5 **Agreed actions:**

Was there a clear understanding of the statics and what this really means?	<ul style="list-style-type: none"> - Providing a breakdown across specific elements / aspects to start to understand the profile. This would include homelessness applications, exclusions, YOS, stop and search, etc - Focus on the findings from the YOS disproportionality toolkit for insight of an aspect of the CJS - Take a specific area to focus on and consider solutions - Discuss the findings with those developing national and regional strategies - Ensure there are sufficient links made between a number of agendas such as community cohesion, exclusion, Exclusion, PREVENT etc
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The role of the media	<ul style="list-style-type: none"> - Utilise the community networks as mechanisms for sharing information, discussing issues and forming messages - Using opportunities for positive stories about young people - Neighbourhood focused work to develop intergenerational/ multi community conversations - The Partnership to agree the communications strategy for community cohesion
Community involvement	<ul style="list-style-type: none"> - Mapping who the advocates are within communities and ensuring support is given through information sharing to help dialogue and conversation - Facilitate opportunities for wider community dialogue about disproportionality - Run this workshop style discussion with Safer Neighbourhood Board, Cllrs and other key community networks. - Annual faith conference to support the ongoing dialogue
Training:	<ul style="list-style-type: none"> - Agree the language and cultures we would like to develop across all agencies in the Borough in respect of unconscious bias, disproportionality, inequality - Commit to peer support / observation about agencies approaches to this issue - Agree what the training might be across partnership
Trust and confidence:	<ul style="list-style-type: none"> - Greater understanding of the history and impact this has in relation to trust and confidence in the police - More opportunities for dialogue and conversation about the issue of disproportionality to consider solutions - All agencies, community leaders, others agreeing to change the language in which police, statutory services etc. are talked about. The language being restorative in approach, solution focused and not negative and blaming. Police are here to provide safety which needs positive attestation. - Understanding this can take time and there is no quick fix
Make up of staff:	<ul style="list-style-type: none"> - Ongoing support locally for residents of Lewisham to access the Met police, apprenticeships, cadets etc. - Organisations to understand the issues of staff make up, representation at all level in the organisation, and providing pro social modelling opportunities for staff across all ethnicities.

The lived experience:	<ul style="list-style-type: none"> - Develop a programme with the Young mayor/ schools/ youth councils etc to share stories about young people - Proactive use of ex-offenders in provision - Profile and mapping the journey of a child/ children through their lived experience across a range of issues and services
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9.6 **Summary**

9.7 It is clear that many professionals and community leaders have been rightly concerned about the disproportionality issues within the criminal justice system for some time. The work both nationally and locally done to date has enabled a greater understanding of the issues and has enabled dialogue about the possible reasons.

9.8 It is important that Lewisham reflects on the findings and that whilst there are a number of things that will need to be resolved at a National and London wide level, there are local actions which the Partnership should focus on and look to make changes to improve the situation and to improve outcomes for those who are disadvantaged as reflected in this paper.

9.9 The actions, once signed off in March 17 will be reviewed annually at the Safer Lewisham partnership.

10.0 **Financial Implications**

10.1 Currently this has not been identified but consideration about collective resources will need to take place to deliver on this agenda.

11.0 **Legal and Human Rights Implications**

11.1 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.

11.2 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.

11.3 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.

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

12.0 **Equalities Implications**

12.1 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. This agenda directly impacts on this area and any actions must review impact in relation to equalities.

13.0 **Crime and Disorder Implications**

13.1 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.

14.0 **Environmental Implications**

14.1 Key decisions made which may have environmental implications. Environmental services are consulted about all agreed activity before proceeding.

15.0 **Conclusion**

- 15.1 The SLP will continue to review this agenda specifically in relation to criminal justice, and a wider approach is sought to ensure that all aspects outside of the criminal justice sphere are reviewed and actions taken to reduce this disproportionality.

For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection and Safety, Directorate for Community Services on 020 8 314 9569.

Appendix A

Arrests, Charging and prosecution:

- lack young males just under 3 times more likely than white young males to be arrested (pg12)
- Black men greater than 3 times more likely to be arrested (pg12)
- Mixed ethnicity men greater than 2 times more likely to be arrested (pg12)
- Black and mixed ethnic women greater than 2 times more likely to be arrested. (pg12)
- BAME women more likely to be committed for trial at crown court (pg15)
- Black young males were just less than 60% more likely to be committed to crown court for trial (pg15)
- Asian women greater than 2 times more likely to be committed to crown court for trial (pg15)
- Asian and other ethnic women just over 40% more likely to be convicted at magistrates court (pg16)
- Of those convicted at magistrates court custodial sentences were somewhat more likely for black and mixed ethnic young males (pg19)
- BAME men 10% less likely to be convicted at crown court. Asian women 20% less likely (pg19)
- Apart from Asian men, disproportionality in custodial sentencing at Crown Court for BAME men. (pg19)
- Black men 12% more likely to receive custodial sentence in crown court. (pg19)
- Black women about 25% more likely to receive custodial sentence at crown court. (pg19)
- All BAME groups more likely to be remanded in custody at crown court and plead not guilty (pg19)
- Plea BAME men were greater than 50% more likely to plead not guilty at crown court (pg19)

Specific offences:

Three offence categories demonstrated distinctive disproportionality findings: (pg20)

1. Robbery
2. Sexual Offences
3. Drugs Offences

Robbery:

- Black young males 10.5 times more likely to be arrested
- Only marginally more likely to be proceeded against at magistrates
- Significantly less likely to be committed to crown court for trial
- No more likely to be convicted or receive a custodial sentence (pg20)
- Mixed ethnicity young males 4.2 more likely to be arrested
- Marginally more likely to be proceeded against at magistrates
- No more likely to be convicted or sentenced to custody (pg20)
- Adult Black men were 8.4% more likely to be arrested for Robbery (pg20)
- Mixed Men 5.5 times more likely to be arrested (pg20)
- Black young females were 5.1 times more likely to be arrested

- Somewhat more likely to be proceeded against at magistrates court (pg21)
- Robbery could be traced primarily to disproportionate arrests rates (pg21)

Sexual offences:

- Black men were 3.7 times more likely to be arrested
- Asian 1.8 times more likely (pg21)
- Asian men were significantly less likely to receive a custodial sentence (pg21)
- Disproportionality in the prison population for sexual offences could be traced back to a combination of disproportionality in arrests and disproportionate custodial sentencing for black and Asian men at Magistrates court. (pg21)

Drugs Offences:

- Custodial sentencing for all BAME men committing drugs offences was particularly disproportionate at crown court – the only offence group where custodial sentencing was consistently more likely for BAME men.
- Black men about 1.4 times more likely to receive custodial sentence (pg22)
- Asian men were 1.4 times more likely to receive custodial sentence (pg22)
- Mixed ethnicity men 1.1 times more likely to receive custodial sentence (pg22)
- Other ethnic 1.6 times more likely to receive custodial sentence (pg22)
- Black women 2.3 times more likely to receive a custodial sentence (pg22)
- Black men 5.4 times more likely to be arrested for drugs offences (pg22)
- Asian men 1.4 times more likely to be arrested for drugs offences (pg22)
- All BAME somewhat more likely to be committed to crown court (pg22)
- Conviction rates marginally lower for BAME (pg22)
- Disproportionality in prison for BAME men and black women convicted of drugs offences can be traced back to a combination of disproportionate arrest and disproportionate custodial sentencing at crown court. (pg22)

Prison experience:

- Black and Asian men were more likely to be housed in high security – 4 times more likely for black men. 6 times more likely for Asian men.

Appendix B – Workshops comments

Prevention

Issues:

- Considering the safeguarding continuum

- Protecting from harm
- Promoting welfare
- Education
- Do young people know the stats on disproportionality – what are their thoughts
- Exclusion issues – step into the CJS – what are the stats for those getting excluded And what is being done for their challenging behaviour
- Roles in the community e.g. statutory services - public perception
- Information sharing
- Disrupted housing- housing homelessness/ overcrowding
- Media is not helpful – the language they use State Vs people
- Homelessness – lack of housing – temporary accommodation – is it disproportionate
- Education
- Mental health
- Community engagement
- Young people committing crime 3 hours after school
- Perception that BME are offenders
- Rights and responsibilities of individuals and communities
- Trust breakdown
- Peoples agenda is difficult to manage
- Social media / community of interest – fuels people’s views

Actions:

- Schools council / Young mayors team
- Restorative justice approach in schools with teachers and students
- Training for teachers on cultures
- Look into cultural understanding training
- Outreach work re employment
- Training starting with management to ensure it is consistent
- Representative workforce and equal opportunities in the workplace
- Identify where you can to be proactive with supporting staff
- Feedback keep them regular
- Encourage what is available – parents together/
- Housing audit
- Action planning to prevent young black men getting evicted and excluded
- Look at how schools can be open longer
- Change the perception to success
- Engaging communities to talk about race issues
- Empowering communities
- Powerful advocates – ex offenders – act as role models for children
- Empathy – evidence – what we know about the impact of trauma – link I the engagement

Enforcement and Criminal Justice

Issues:

- Better opportunities to use Restorative justice
- Education – parents , teachers, young people
- Look at the approach in custody
- Police training

Actions:

- Arresting fewer young people ?!?!
- Options available to young people who have been arrested
- Look at mentors and mediators in custody to advise of rights
- Working much closer with schools
- Independent custody visitors – role – representative
- Contact defense solicitors
- What is the magistrates make up for London

Targeted engagement:

Issues

- Historically embedded attitudes towards police
- Community responsibility
- Establishment of a fair contract
- Unresolvable grievance
- Lack of credibility
- State vs people view
- One size does not fit all
- As people get older become harder to engage
- Stigmatizing children
- Lack of teacher time for individuals
- Use of technology
- Self-fulfilling prophecy
- Young black boys feeling le they are perceived differently

Actions

- Build up confidence and trust – be honest about the issues and the stats
- Training n cultural issues
- Unconscious bias
- Engage ex-offenders
- Use of peer leaders – church, community, musicians
- Are we picking the right leaders – find other people who may be better placed
- Bespoke engagement i.e shops / barbers
- Create alternative options for making money
- Use of ex-offenders in engagement – compelling stories
- Engage with people who understand what’s going on but not actively involved

- Involve peers
- Get in early re housing solutions
- Work with teachers including primary
- Soft interventions
- Use of social media
- Attitudes amongst professionals

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SAFER STRONGER COMMUNITIES SELECT COMMITTEE			
Report Title	Update on Implementing the Counter Extremism Strategy		
Key Decision	No	Item No.	10
Ward	All		
Contributors	Head of Public Protection and Safety		
Class		Date	07 March 2018

1. Recommendations

- 1.1 The Committee is asked to note the update of the work of the Community Coordinator, who is working to coordinate and implement Lewisham’s response to the priorities of the Counter-Extremism Strategy.

2. Background

This Counter Extremism Strategy (published in October 2015) has been developed to be distinct but complementary to the work laid out by the Government’s CONTEST Strategy, but it also recognises that we must go further. We must counter the ideology of non-violent and violent extremists alike. We must continue our efforts to tackle neo-Nazi as well as Islamist extremism and respond better to the growing problems of hate crime in our communities.

Just as important is addressing the underlying problem of segregated and isolated communities that can provide an environment in which extremism can take root, and allow the continuance of illegal, violent, cultural practices such as FGM.

To deal with the broad challenge of extremism the Strategy proposes out that we will focus on four areas:

- **Countering extremist ideology** – Continue to confront and challenge extremist propaganda, ensuring no space goes uncontested, including online, promoting a better alternative, and supporting those at risk of radicalisation.
- **Building a partnership with all those opposed to extremism** – Go further to stand with and build the capacity of mainstream individuals, community organisations and others in our society who work every day to challenge extremists and protect vulnerable individuals.

- ***Disrupting extremists*** – Create new targeted powers, flexible enough to cover the full range of extremist behaviour, including where extremists sow division in our communities and seek to undermine the rule of law.
- ***Building more cohesive communities*** – Review, understand and address the reasons why some people living here do not identify with our country and our values. A new Cohesive Communities Programme will help those communities most at risk of isolation.

3. Delivering a new partnership

The Home Office, through the Counter Extremism Strategy, aims to develop a new network, linking individuals and groups around Britain who are already standing up to extremists in their communities. Working with local partners, including local authorities, it aims to identify the most impactful and relevant groups already doing important work to protect communities. They will work with all those committed to defeating extremism.

The Special Interest Group on Counter Extremism (SIGCE) is a local authority (LA) network co-chaired by Cllr Hazel Simmons (Executive Leader of Luton Borough Council) and Cllr Debra Coupar (Executive Member for Communities, Leeds City Council) partnered by the Local Government Association (LGA), the Centre for Trust, Peace and Social Relations (CTPSR) at Coventry University, and funded by the Home Office (HO) and the Department of Communities and Local Government (DCLG). Funding has been secured for 2 years.

The network will bring together councils in England and Wales to share learning and experience, and to promote good practice on countering extremism beyond terrorism. The network was formally launched on the 23rd of November by Baroness Williams, Minister of State for Countering Extremism (HO) and Lord Bourne, Parliamentary Under Secretary for State, Minister for Faith (DCLG).

The SIGCE will build on the work of a previous Special Interest Group on Managing Far Right Activity with a remit broadened to encompass all forms of extremism and intolerance relevant to England and Wales. At a minimum, this is likely to include Islamist extremism and the Far Right.

The rationale is simple: that councils are best placed in their community leadership role to understand what does work, and what does not work in meeting the challenges of extremism within their own communities, and that on this basis councils can develop good practice from sharing the learning gained from each other's experiences and working together on this agenda.

The **Prime Minister's Engagement Forum** is another high profile example of this new network. It will give Ministers the chance to hear directly from those challenging extremism and allow a broad range of people to discuss their experiences and work with the most senior people in government.

Finally, the Home Office's Counter Extremism Unit stands ready to support those in our network who seek our help. This could include – for example – providing social media training, technical assistance to enable a small charity to set up a website, or targeted funding for specific projects. This will help our partners to expand their campaigns, allowing mainstream voices to reach a wider audience.

4. **The Community Coordinator Role**

The Home Office Counter-Extremism unit has offered 12 month grant agreement to the London Borough of Lewisham to employ a Community Coordinator, whose role is to oversee the coordination of activity to implement the priorities of the Counter-Extremism Strategy.

The Lewisham Community Coordinator, Megan Mellor, based within the Crime, Enforcement & Regulation Service, has been in post since May 2017. Although directly employed by local authorities, community coordinators are very much ambassadors of the counter extremism strategy, working across their local areas with a variety of groups, organisations and partners to support the counter-extremism agenda. Community Coordinators are expected to develop an expert understanding of extremism locally, build strong relationships with local partners and then support those partners by signposting them to support opportunities which will consolidate and amplify their message.

The role goes beyond challenging terrorism to challenge those who target the vulnerable, including the young but seeking to sow division between communities on the basis of race, faith or denomination; justify discrimination towards women and girls; persuade others that minorities are inferior; or argue against the primacy of democracy and the rule of law in our society.

Update on the work of Lewisham's Community coordinator is set out in the table below:

	Home Office expectations of the Community Coordinator role	Update on work of Lewisham Community Coordinator
1	<p><i>To build an extensive understanding of issues and challenges with extremism of all forms in Lewisham, utilising excellent communication skills to represent the Council at internal and external forums, working closely with senior officers, elected Councilors and central Government.</i></p>	<p>The Lewisham Community Coordinator has developed and led on the boroughs work on understanding and tackling hate crime, which has included expanding the Hate Crime 3rd Party Reporting site programme, promoting the use of Lewisham’s hate crime reporting phone app and leading on Council and multi-agency action for Hate Crime Awareness Week.</p> <p>Leading on Hate Crime, she facilitates a multi-agency Hate Crime steering group and works to support the hate crime sub group of the Safer Neighbourhood Board.</p> <p>The Community Coordinator is also a key member of the Lewisham Prevent (CT) Delivery Group.</p> <p>The Community Coordinator works closely with and keeps the Cabinet Member for Community Safety and the Head of Public Protection & Safety informed on Counter Extremism updates.</p> <p>On March 7th, the Community Coordinator will attend specific Training for Community Co-ordinators and Local Authority Communications representatives - This one-day training session has been designed to inform Community Co-ordinators and Local Authority Communications staff about the benefits of using PR and social media to amplify their messages and work.</p>
2	<p><i>To build good working relations with the Home Office and Metropolitan Police and work to implement, advocate for and advance community cohesion and counter extremism.</i></p>	<p>The Lewisham Community Coordinator represents the Local Authority at Home Office peer network events, Counter Extremism strategic meetings and London Hate Crime working groups.</p> <p>The Community Coordinator works closely with the police to access their data to gain a better understanding as to what hate crime is being reported monthly. She is also working closely with the VAWG Team to understand the issues around harmful cultural practices etc so that she can build a greater understanding of the extent and breadth of extremist issues within the borough</p> <p>She has also attended key meetings with the SO15 Counter Terrorism Unit and the Prevent coordinator to help to develop Lewisham’s Counter Terrorism Profile.</p>

<p>3</p>	<p><i>To develop an excellent local knowledge of the drivers, prevalence and wider harms of extremism of all kinds in Lewisham and an understanding of those affected by this.</i></p>	<p>The Community Coordinator has been working with vulnerable groups in the community. She has assisted on a focus group for members of the community with learning disabilities to discuss their fear of hate crime and the concerns that they have as an individual and how I can support them.</p> <p>She also set up a focus group specifically for Muslim women. This group was well attended and the women were in a safe space to discuss their concerns of feeling marginalised and isolated in the borough in light of the attacks as they felt they could be targeted when they left the house for simply being Muslim.</p> <p>She has facilitated the safer neighbourhood boards hate crime working group meeting and CE is discussed. This gives the opportunity for community groups to discuss issues that they have in the borough and she works alongside them to address and concerns that they have.</p> <p>The Community Coordinator is currently working with key community partners to deliver Lewisham’s second Positive women’s conference.</p> <p>Another key piece of work has been the work undertaken to help organising a faith and community leader conference for serious youth violence. This conference was an opportunity to bring together faith leaders and members of the community to discuss and tackle serious youth violence in Lewisham. The event enabled interfaith dialogue and focused on peer on peer violence and abuse; gender based violence including domestic and sexual violence; reduction of violence at all levels and reduce exposure to violence making it less “normal”. The purpose of this was to unite together to pledge in unison tangible actions to be used to tackle serious youth violence in Lewisham. The event was a success with 80+ people attending. People made pledges for how they would help stop the violence in Lewisham and work in partnership with other organisations.</p>
<p>4</p>	<p><i>Lead, engage and increase the resilience of communities and organisations/institutions challenging all forms of extremism, including the promotion of hatred and division.</i></p>	<p>The Community Coordinator has been working with numerous faith leaders across the Borough for the past few months to reinstate a Lewisham Interfaith Forum/Council, where faith groups can work together to share direction on a range of issues from engagement with the police, community tension</p>

	<p>monitoring at times of crises and partnership events such as the Lewisham Peace walk.</p> <p>The Community Coordinator has led on problem solving and tackling individual cases of hate crime or potential drivers of extremism over the past year. This has included successfully engaging premises to stop potential hate speech events and mobilising Council services and Police colleagues to swiftly deal with anti-Semitic graffiti found in the borough.</p> <p>She has also worked with particular community groups on specific issues of hatred or division. This included working closely with Lewisham Speaking up to develop new material to tackle hate crime perpetrated against those with learning difficulties.</p>
<p>5 <i>Identify and build a local network of trusted individuals and organisations who are involved in building stronger communities and/or countering extremism and promoting cohesion.</i></p> <p><i>The post holder will support these groups and organisations by identifying what help they require to expand their reach, including by signposting them towards and helping them submit high quality bids for the national competitive process for accessing both in-kind support and grants.</i></p>	<p>In September 2016 a national programme called ‘Building a Stronger Britain Together’ (BSBT) was launched offering in-kind support and grant funding for community groups to:</p> <ul style="list-style-type: none"> • Empower those who wish to challenge extremism. • Support and network of “credible commentators” who want to challenge extremist narratives and promote mainstream views online. • Train a wide range of civil society groups to help them build and maintain a compelling online presence. <p>There are two types of support available:</p> <ul style="list-style-type: none"> • In Kind Support helps organisations build their capacity to reach larger audiences and expand their reach. For example through design and delivery of specific campaigns, professionally built websites or social media training. • Grant offer targeted funding for specific projects that support delivery of the Governments CE Strategy. <p>The ‘Building a Stronger Britain Together’ programme will support civil society and community organisations who work to create more resilient communities, stand up to extremism in all forms and offer vulnerable individuals a positive alternative. This programme is a partnership between Government and groups and organisations who want to see extremism defeated.</p>

	<p>Organisations can bid for grant funding and in-kind support for specific projects that deliver this goal.</p> <p>Having waited for more than six months for the BSBT grant funding process to open, Lewisham's Community Coordinator worked to ensure that community groups and organisations were primed to put their best bids together by holding a BSBT Amplifier (funding opportunity) event in December 2017, which was attended by more than 20 groups.</p> <p>This was followed up by more 121 visits to help organisations in their preparation to be funding ready.</p> <p>When the BSBT grant funding finally opened in January 2018, the Community Coordinator worked with a large number of different community groups and organisations to reframe and redraft their applications before the deadline of mid-February. In the end, Lewisham had 8 completed bids for BSBT grant funding submitted to the Home Office. Successful recipients will be notified in late March 2018.</p> <p>While working to support groups in preparation for the opening of the BSBT funding, the Community Coordinator also signposted and supported community groups to apply for both the MOPAC Knife Crime funding opportunity and the MOPAC Safer Neighbourhood Fund in Lewisham, where she felt that their programmes met the criteria for these. The Community Coordinator continues to work to identify and signpost appropriate groups to funding streams when they become available.</p>
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5. Financial Implications

The Home Office Counter-Extremism Unit monitors the funding towards to Community Coordinator post.

6. Legal & Human Rights Implications

The Counter Extremism Strategy 2015 is about countering all forms of extremism: violent and non-violent; Islamist and the neo-Nazi. It will improve our understanding of the causes and impacts of extremism and do more to:

- counter the extremist ideology
- build a partnership with all those opposed to extremism
- disrupt extremists

- build more cohesive communities

The strategy also explains how the government will work in partnership with everyone who wants to defeat extremism.

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 Act 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.

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.

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.

7. Equalities Implications

Developing safe and secure communities is central to the work of the Council as a whole and in particular to the Community Services directorate. Reducing and preventing crime, reducing fear of crime and supporting vulnerable communities is critical to the well-being of all our citizens.

8. Crime and Disorder Implications

Section 17 places a duty on partners to do all they can to reasonably prevent crime and disorder in their area. The level of crime and its impact is influenced by the decisions and activities taken in the day-to-day of local bodies and organisations. The responsible authorities are required to provide a range of services in their community from policing, fire protection, planning, consumer and environmental protection, transport and highways. They each have a key statutory role in providing these services and, in carrying out their core activities, can significantly contribute to reducing crime and improving the quality of life in their area.

9. Environmental Implications

Key decisions made which may have environmental implications. Environmental services are consulted about all agreed activity before proceeding.

10. Conclusion

The Crime, Enforcement & Regulation Service, along with key partners will continue to review its implementation of the Counter Extremism Strategy in Lewisham to ensure that all activity is in line with the sustainable communities' strategy, and the Safer Lewisham Strategy as well as having links to children's and young person's board and the health and wellbeing board and safeguarding Boards.

For further information on this report please contact Geeta Subramaniam-Mooney Head of Public Protection & Safety, Community Services Directorate on 020 8314 9569.

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Safer Stronger Communities Select Committee		
Title	Select Committee work programme	
Contributor	Scrutiny Manager	Item 11
Class	Part 1 (open)	7 March 2018

1. Purpose

- 1.1. To provide Members of the Select Committee with an overview of the work programme.

2. Summary

- 2.1. At the beginning of the municipal year each select committee is required to draw up a work programme for submission to the Overview and Scrutiny Business Panel. The Panel considers the suggested work programmes and coordinates activities between select committees in order to maximise the use of scrutiny resources and avoid duplication.
- 2.2. The meeting on 7 March is the last scheduled meeting of the Safer Stronger Communities Select Committee in the 2017-18 municipal year, as well as the last meeting of the 2014-18 Council administration. An end of administration report has been prepared (attached at **appendix A**). It provides an overview of the Committee's work in the 2014-18 administration and as such, it provides the background for the development of the 2018-19 Committee work programme.

3. Recommendations

- 3.1. The Select Committee is asked to:
 - note the completed work programme attached at **appendix B**;
 - consider the contents of the **end of administration report** attached;
 - put forward ideas and suggestions for Members of the Committee to consider for the development of their work programme in 2018-19 - and into the next administration.

4. Planning for the next administration

- 4.1. A work programme report will be put forward at the first Safer Stronger Communities Select Committee meeting of 2018-19. The report will take account of the committee's previous work, and will draw on a range of sources for ideas and suggestions.
- 4.2. As with the development of all new work programmes, suggestions will also be incorporated by drawing on:

- items suggested by the Committee in the course of the previous year- and at the last meeting of the previous municipal year.
- items suggested by Council officers
- issues arising as a result of previous scrutiny
- those items that the select committee is required to consider by virtue of its terms of reference
- monitoring of the recommendations of recent reviews

4.3. The Committee will also need to give consideration to:

- issues of importance to Local Assemblies
- decisions due to be made by Mayor and Cabinet.

4.4. The end of administration report includes a summary of the Committee's scrutiny over the last four years, however key issues for the Committee have included:

- Violence against women and girls;
- Poverty Review;
- Capacity in the Voluntary Sector;
- Demographic Change;
- LGBT+ provision in Lewisham.

5. The Lewisham Future Programme

5.1. The Council is in the process of delivering a decade long programme of savings. It is expected that in the in the years to 2020-21 the Council will need to find an additional £35m of savings, bringing the total amount since 2010 to almost £200m. The Committee has been closely involved in the scrutiny of each year of the Lewisham Future Programme. It is overseen by senior council officers on the Lewisham Future Programme board, who have identified these areas for the delivery of savings:

- Smarter and deeper integration of social care and health
- Supporting people
- Efficiency review
- Asset rationalisation
- Management and corporate overheads
- School effectiveness
- Drugs and alcohol
- Culture and community services
- Strategic housing
- Environmental services
- Public services
- Planning and economic development
- Early intervention and safeguarding.

5.2. All select committees have a role to play in ensuring that the Council is making effective use of its resources. In the upcoming administration, the Committee may decide to allocated further time and resources to ensuring that it is scrutinising the effective delivery of savings on areas covered by the committee's remit such as: supporting people, drugs and alcohol and culture and community services.

6. Financial Implications

- 6.1. There are no financial implications arising from the implementation of the recommendations in this report. However, there will be implications arising from the work carried out by the Committee and these will need to be considered at the appropriate time.

7. Legal Implications

- 7.1. 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.

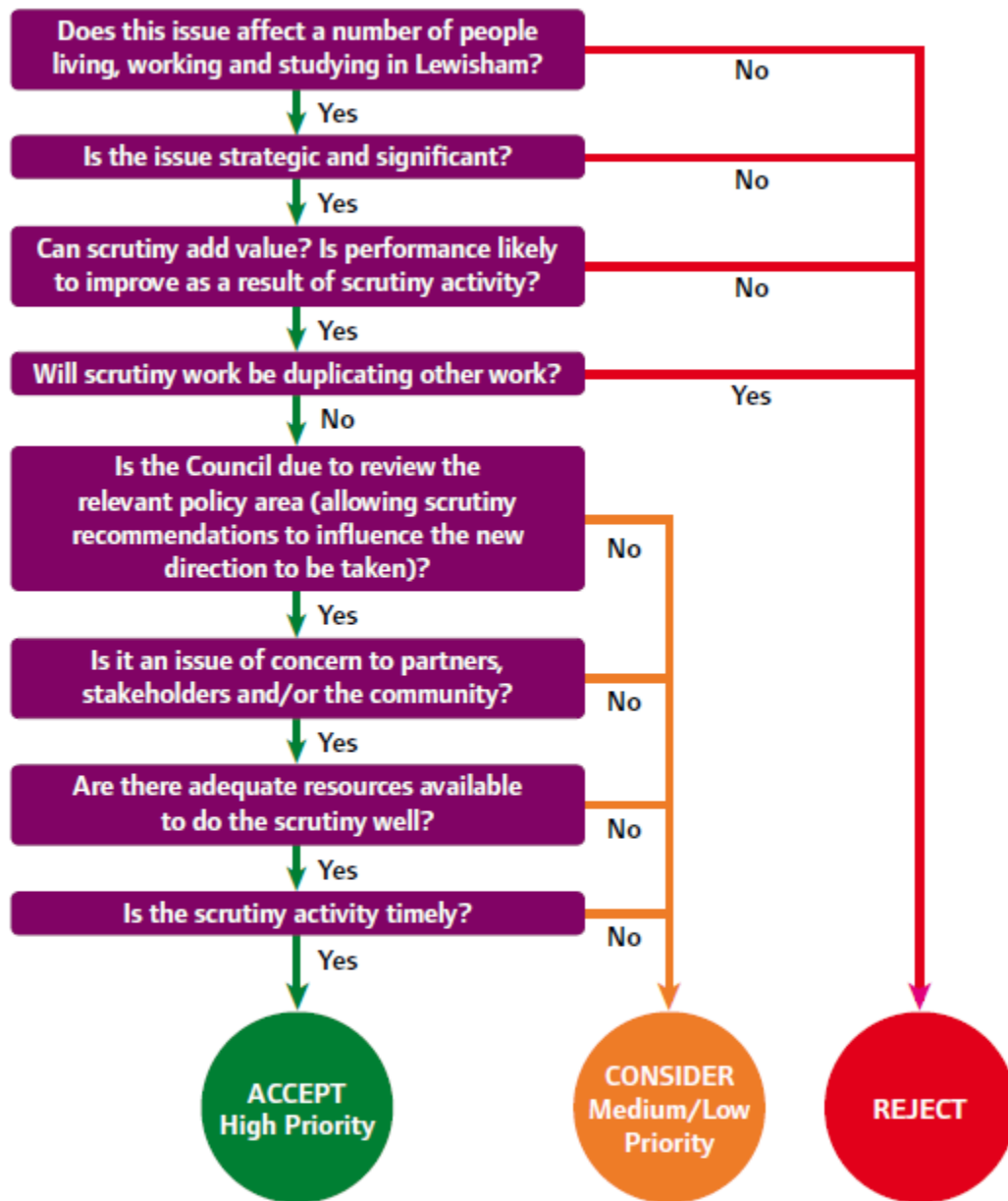
8. Equalities Implications

- 8.1. The Equality Act 2010 (the Act) introduced a public sector equality duty (the equality duty or the duty). It covers the following protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 8.2. 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.
- 8.3. It is not an absolute requirement to eliminate unlawful discrimination, harassment, victimisation or other prohibited conduct, or to promote equality of opportunity or foster good relations between persons who share a protected characteristic and those who do not. It is a duty to have due regard to the need to achieve the goals listed above.
- 8.4. There are no direct equalities implications arising from the implementation of the recommendations in this report. However, there may be equalities implications arising from items on the work programme and all activities undertaken by the Committee will need to give these due consideration.

Background Documents

Lewisham Council's Constitution

Scrutiny work programme – prioritisation process



Overview and Scrutiny

Safer Stronger Communities Select Committee end of administration report

Spring 2018

Membership of the Safer Stronger Communities Select Committee 2014-18:

2014-15

Councillor Pauline Morrison (Chair)
Councillor David Michael (Vice-Chair)
Councillor Andre Bourne
Councillor Alicia Kennedy
Councillor Colin Elliott
Councillor Pat Raven
Councillor Luke Sorba
Councillor Eva Stamirowski
Councillor Paul Upex
Councillor James-J Walsh

2016-17

Councillor David Michael (Chair)
Councillor James-J Walsh (Vice-Chair)
Councillor Brenda Dacres
Councillor Colin Elliott
Councillor Joyce Jacca
Councillor Stella Jeffrey
Councillor Jim Mallory
Councillor John Paschoud
Councillor Luke Sorba
Councillor Paul Upex

2015-16

Councillor Pauline Morrison (Chair)
Councillor Pat Raven (Vice-Chair)
Councillor Andre Bourne
Councillor Brenda Dacres
Councillor Colin Elliott
Councillor Alicia Kennedy
Councillor David Michael
Councillor Luke Sorba
Councillor Paul Upex
Councillor James-J Walsh

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

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Introduction

- 1.1. Lewisham has 54 Councillors, representing 18 wards. Lewisham also has an executive mayor who is elected by the whole borough.
- 1.2. Nine of Lewisham's Councillors are chosen by the Mayor to form his Cabinet.
- 1.3. 45 non-executive councillors are all members of the Overview and Scrutiny Committee. The Committee usually met four times in each year of this administration to consider cross cutting issues of strategic importance. Members of the Overview and Scrutiny Committee also form six select committees, which take on the responsibilities of the Overview and Scrutiny Committee for specific areas of work. In this administration, there have been six select committees, each has usually met eight times a year:
 - Children and Young People Select Committee
 - Healthier Communities Select Committee
 - Housing Select Committee
 - Public Accounts Select Committee
 - Safer Stronger Communities Select Committee
 - Sustainable Development Select Committee
- 1.4. This report provides a short summary the activities and achievements of the Safer Stronger Communities Select Committee in the 2014-18 administration.
- 1.5. The Safer Stronger Communities Select Committee has a responsibility for reviewing and developing policy in relation to crime and disorder, equality of opportunity within the borough and community development and the voluntary sector, as well as holding decision makers to account and monitoring the Council's performance. Throughout the course of this administration, the Committee has allocated time to respond to emerging issues and to review issues in depth. Each of the sections below sets out how the Committee has fulfilled its responsibilities over the past four years.
- 1.6. Over the course of the administration, the Committee has asked hundreds of questions of Council officers, guests and decision makers. It also has a formal option to send its views to the Council's executive Mayor and Cabinet through the use of referrals – to which the Executive is obliged to provide a written response. A summary of these referrals is included as an appendix to this report.



2. Overview

2.1. Meetings

- The Committee met six times in 2014-15.
- It met eight times in 15-16 & 16-17 and 7 times in 17-18.
- In all there were 29 Committee meetings in 2014-18.
- The Committee has considered more than 120 reports.
- The Committee made more than 18 referrals to Mayor and Cabinet and has undertaken five in-depth reviews.

2.2. Terms of reference

2.3. Safer Stronger Communities Select Committee's terms of reference are to exercise all the functions and roles of the overview and scrutiny committee in relation to the following matters:

- To fulfil all overview and scrutiny functions in relation to the discharge by responsible authorities of their crime and disorder function as set out in Sections 19 and 20 Police & Justice Act 2006, as amended from time to time, and all other relevant legislation. This shall include the power:
 - to review or scrutinise decisions made, or other action taken, in connection with the discharge by responsible authorities of their crime and disorder function,
 - to make reports or recommendations to the local authority or the executive with respect to the discharge of those functions; and
 - to make reports and/or recommendations to the local authority with respect to any matter which is a local crime and disorder matter in relation to a member of the authority. A local crime and disorder matter in relation to a member means a matter concerning crime and disorder (including, in particular, forms of crime and disorder involving anti-social behaviour or other behaviour adversely affecting the environment), or the misuse of drugs, alcohol and other substances, which affect all or part of the electoral area for which the member is elected or any person who lives or works there.
- make proposals to the Executive to promote equality of opportunity within the borough, including issues of discrimination based on race, ethnic origin, gender, disability, sexuality, age and/or class;
- to recommend to the Executive, the Council or an appropriate committee proposals for policy development in relation to equalities issues;
- to analyse policy options as necessary to inform the proposals to be made to the Executive or other appropriate committee;
- to advise the Executive or other committee on all matters relating to equality of opportunity both in terms of policy, service provision, employment and/or access to public services;

- to enhance and develop existing and innovative consultative and/or advisory work for equality of opportunity and to consider issues of inequality and discrimination across the borough;
- to consider and recommend to the Executive, ways in which participation by disadvantaged and under-represented sections of the community might be more effectively involved in the democratic processes of local government;
- to pilot methods of consultation and involvement and to report back to the Executive or appropriate committee on their effectiveness with recommendation if appropriate;
- to establish links with and liaise with external organisations in the borough which are concerned with the promotion of equality of opportunity.
- Overview & Scrutiny functions (excluding call-in) in relation to library provision.

2.4. Leadership

2.5. Councillor Pauline Morrison has been the Chair of the Select Committee for three of the past four years with Councillor David Michael Chair for the 2016/17 municipal year. There have been three Vice Chairs: Councillor David Michael, Cllr Pat Raven and Councillor James-J Walsh.

2.6. Deciding on the work programme

2.7. At the beginning of each year of the administration, the Committee considered a range of topics for its upcoming work programme. This was comprised of:

- items the Committee was required to consider by virtue of its terms of reference;
- issues of importance to residents;
- the capacity for adding items to each meeting;
- suggestions already put forward by Members;
- issues arising from previous scrutiny;
- follow up to Committee referrals and reviews.

2.8. The Committee considered, discussed and prioritised the work programme using:

- the context for setting the work programme and advice from officers;
- criteria for selecting and prioritising topics developed from best practice.

2.9. At the end of each meeting, the Committee reviewed the programme for upcoming meetings and decided on how the topics it had identified should be scrutinised. The Committee agreed at each meeting which items just required an information report to be provided to the Committee and which others required performance monitoring data or analysis to be presented. Typically, the majority of items took the form of single meeting items or in-depth reviews, where members:

- agreed what information and analysis they wished to receive in order to achieve their desired outcomes;
- received a report/s presenting that information and analysis;
- asked questions of the presenting officer or guest;
- agreed, following discussion of the report, whether the Committee would make recommendations or receive further information or analysis before summarising its views.

2.10. Issues of importance to residents:

- 2.11. Councillors have substantial knowledge of the issues of importance in their wards. They are also closely involved in their local assembly meetings and local groups. Each year, when deciding on its work programme, Committee members drew on their local knowledge to inform the development of the work plan for the year. Also, it is worth noting that the Committee closely monitored the Safer Lewisham Plan, residents' concerns fed into the plan to ensure objectives matched community concerns.

Guests at Committee meetings and visits by the Committee

- 2.12. There have been more than 35 guests, experts and witnesses for reviews at the Committee's meetings and evidence gathering sessions in this administration. They attended to give their views on issues of importance, or to provide the Committee with information or analysis about a specific topic. In addition to this, the cabinet members for Community Safety, Third Sector and Community, and Policy and Performance have attended meetings on numerous occasions to answer questions about the overarching vision for a policy - or to answer questions about the delivery of a service. The Committee also visited Manchester City Council and the LGBT+ Foundation in September 2017 to gather evidence for its LGBT+ review. They also held a conference call with Leicestershire County Council in October 2017 as part of the evidence gathering for the same review.

Date	Name	Organisation	Item attended in relation to
10-Sep-14	Ian Alderson	Met Police	VAWG
3-Feb-15	Russell Nyman	Met Police	Police and Fire Update
3-Feb-15	Keeley Smith	LFB	Police and Fire Update
3-Feb-15	Laura Butterworth	Safer London Foundation	VAWG
3-Feb-15	Anna Reilly	Safer London Foundation	VAWG
10-Mar-15	Graham Price	Met Police	Safer Lewisham Strategy Update
14-May-15	Becky Canning	National Probation Service	NPS and CRC Update
14-May-15	Rob Clarke	Community Rehabilitation Company	NPS and CRC Update
1-Jul-15	Kay Kelleher	Volunteer Centre Lewisham	Implementation of the Volunteering Strategy
1-Jul-15	Justus Mugbeh	Milton Court TRA	Voluntary Sector Accommodation Implementation Plan
1-Jul-15	Yvonne Peart	Honour Oak Community Association	Voluntary Sector Accommodation Implementation Plan
30-Nov-15	Tony Nickson	Voluntary Action Lewisham	Main Grants' Programme Equalities Update
19-Jan-16	Keeley Smith	LFB	Police and Fire Update
19-Jan-16	Rachel Leaser	GLA	Poverty Review
9-Mar-16	Roz Hardie	Lewisham Disability Commission	Lewisham Disability Commission Report
04-Jul-16	Kate Halpin	Met Police	Local Police Update
19-Oct-16	James Banks	Co-author "The Way Ahead"	Capacity in the Voluntary Sector
19-Oct-16	Andrew O'Brien	Charities Finance Group	Capacity in the Voluntary Sector
19-Oct-16	Philippe Granger	Rushey Green Timebank	Capacity in the Voluntary Sector
19-Oct-16	Roz Hardie	Lewisham Disability Coalition	Capacity in the Voluntary Sector
17-Jan-17	Andy Carter	Met Police	Local Police Update
17-Jan-17	Peter Vittles	Metro Charity	LGBT Provision in Lewisham
8-Mar-17	Becky Canning	National Probation Service	NPS and CRC Update
8-Mar-17	Cassie Newman	Community Rehabilitation Company	NPS and CRC Update
5-Sep-17	Cllr Bev Craig	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Cllr Peter Cookson	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Keiran Barnes	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Kath Hanna	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Helen Hassall	Manchester City Council	LGBT+ Provision in Lewisham

5-Sep-17	Jude Millet	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Zoe Robertson	Manchester City Council	LGBT+ Provision in Lewisham
5-Sep-17	Rob Cookson	LGBT+ Foundation	LGBT+ Provision in Lewisham
21-Sep-17	James Greenshields	Tonic Housing	LGBT+ Provision in Lewisham
21-Sep-17	Rob Jones	Metropolitan Police	Local Police Update
13-Nov-17	Gordon McFarlane	Leicestershire County Council	LGBT+ Provision in Lewisham
13-Nov-17	Caroline Fairchild	Leicestershire County Council	LGBT+ Provision in Lewisham
13-Nov-17	Liz Goodman	Leicestershire County Council	LGBT+ Provision in Lewisham
13-Nov-17	Charlene Coates	Leicestershire County Council	LGBT+ Provision in Lewisham

3. Policy development and In-depth Reviews

3.1. One of the Committee's important functions is to lead on the development of emerging Council policy and to make recommendations to Mayor and Cabinet with Committee views, recommendations, concerns and endorsements. The Committee does this both by on-going monitoring of policy development and through its in-depth reviews. The Committee has scrutinised the development of a broad range of Council policies and strategies over the past four years, some notable examples include:

3.2. Safer Lewisham Partnership Plan

3.3. The Committee has spent a significant amount of time looking at and monitoring the Safer Lewisham Partnership Plan. As part of the Committee's annual work programme at least two meetings a year have looked at the development and on-going review of the plan. At the developmental stage the process included incorporating priorities and suggestions from the Committee. The on-going review process allows the Committee to consider how the plan's targets are being met.

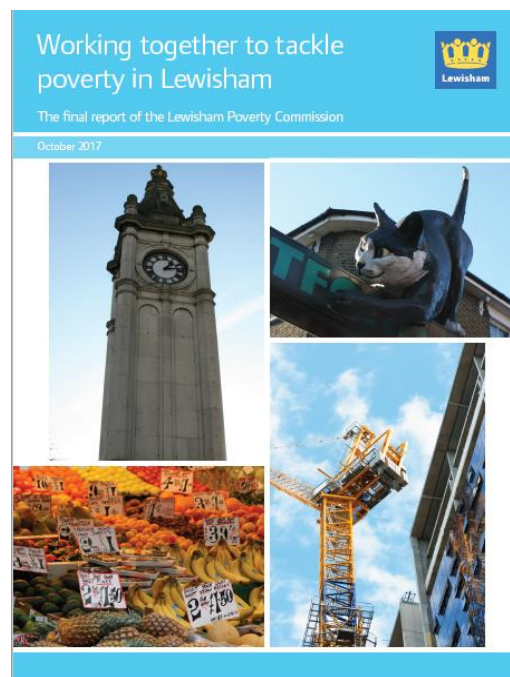


3.4. The focus of the Lewisham Partnership Plan has very much been around gender-based violence and peer on peer abuse. As a result of the partnership plan, the Council monitors associated targets closely and has a detailed and comprehensive view of serious youth violence, safeguarding and criminal justice.

3.5. Lewisham Poverty Commission

3.6. As part of the Committee's 2015/16 work programme, the committee undertook a review into poverty in Lewisham. The Committee took evidence from a range of sources and looked at experiences and challenges of Lewisham residents.

3.7. Some of the key recommendations of the Committee's finding were that the Council should set up a poverty task force and a poverty summit in the borough with the aims of understanding and tackling the poverty faced by some Lewisham residents. The committee's recommendation included suggesting that the taskforce should work in partnership with key stakeholders from community groups, think-tanks and local residents.



3.8. As a direct result of the Committee's recommendations the Lewisham Poverty Commission was set up incorporating the Executive Member for Policy and

Performance, members of the Safer Stronger Communities Select Committee, representatives from partner organisations and local stakeholders, and national experts in the field. Many of the recommendations were around childcare and extending opportunities for parents and lone parents by developing training and flexible working opportunities. Recommendations were also around affordability of housing and the private rental sector, supporting the community sector and increasing people's access to support.

3.9. In-depth Reviews carried out by the Safer Stronger Communities Select Committee

3.10. Over the last administration the Committee has carried out five in-depth reviews with over 60 recommendations for consideration by the Mayor and Cabinet. Reviews carried out during this administration are:

- Violence Against Women and Girls;
- Poverty Review; (see paragraph 3.6 above)
- Capacity in the Voluntary Sector;
- Demographic Change;
- LGBT+ Provision in Lewisham.

3.11. Violence Against Women and Girls (VAWG)

3.12. The Committee had concerns about the prevalence of violence against women and girls and in particular the dangers faced by women and girls linked to gangs. The review focussed on preventative work, awareness raising and early intervention.

3.13. As part of the review the Committee heard from a number of Council and Police officers as well as representatives from the Safer London Foundation. Following the recommendations of the review, combatting violence against women and girls has continued to be an important priority for the committee and the Council. The Safer Stronger Communities Select Committee continued to receive reports and updates on VAWG throughout the administration. VAWG is also now a key part of the Safer Lewisham Partnership Plan.

3.14. Capacity in the Voluntary Sector

3.15. The Committee were concerned about the increasingly challenging situation faced by many voluntary organisations with dramatic decreases in grant funding at a time of increasing need for services by local residents. As part of the Committee's 2016/17 work programme they decided to undertake an in-depth review into the challenges organisations in Lewisham were facing and how best the Council could support the sector with the limited funds available.

3.16. The review looked principally at small and medium-sized voluntary organisations and civil society support groups and heard evidence from a number of local community groups and local and London-wide civil support groups. In particular the review looked closely at "The Way Ahead – Civil Society in London" and heard evidence from the report author. The Committee used the techniques and analysis listed in the report to help them consider recommendations for how Lewisham Council could best support the voluntary sector in Lewisham.

- 3.17. The Committee’s findings and recommendations included a strong focus on the importance of collaborative work, consistent information, fair commissioning and sharing data and expertise. The Committee’s findings also highlighted the importance of a shared understanding of need in the community but suggest this be developed further to include a shared understanding of opportunities such as availability of volunteers and skills of local residents.
- 3.18. In their findings, the Committee recognised the role the Council plays in supporting infrastructure support organisations and providing infrastructure support itself. Many of the Committee’s recommendations strongly linked to this such as the recommendation to set up a liaison support network for Chief Executives in the Community and Voluntary Sector and investigating the potential to offer support with data sharing. The importance of infrastructure support organisations providing a voice for the sector was also highlighted by the report’s findings.
- 3.19. At the centre of this review and its findings was the role of civil society and the importance of engaging and working with volunteers. The Committee’s findings included recommendations to support this such as the Council supporting a “brokerage” system between voluntary sector organisations and employers and considering the role that could be played by local assemblies.
- 3.20. As a result of the committee’s recommendations a number of changes have been introduced. In particular has a support network for Chief Executives of local organisations was created and this role is now being carried out through Voluntary Action Lewisham. Other changes include work being undertaken to look at the commissioning process to improve access by local community groups.
- 3.21. Demographic Change

Overview and Scrutiny

Demographic Change
 Safer Stronger Communities Select Committee
 June 2017

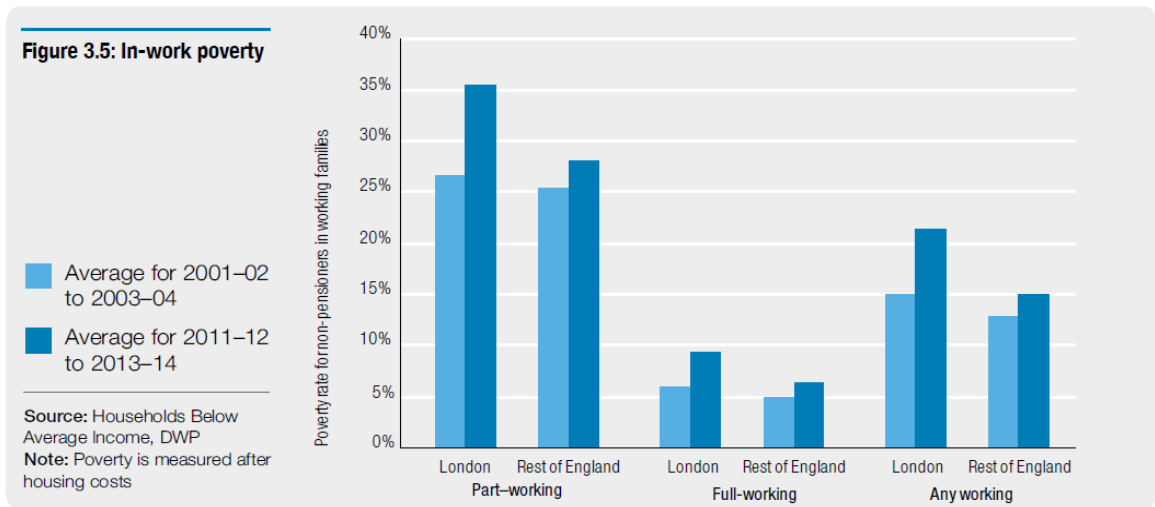


3.22. At the end of the 2016/17 work programme the Committee decided to look in detail at demographic change and started a review that went between the work programmes for 16/17 and 17/18. The review looked at key changes and predictions and projections for the future to consider the important service delivery and capacity questions the Council would need to address.

3.23. The review considered the reduction in comparative poverty in Lewisham but noted that Lewisham remains in the top 20% of most deprived boroughs nationally. In particular, income deprivation is higher in London than nationally and income deprivation affecting children and older people is comparatively very high in Lewisham.

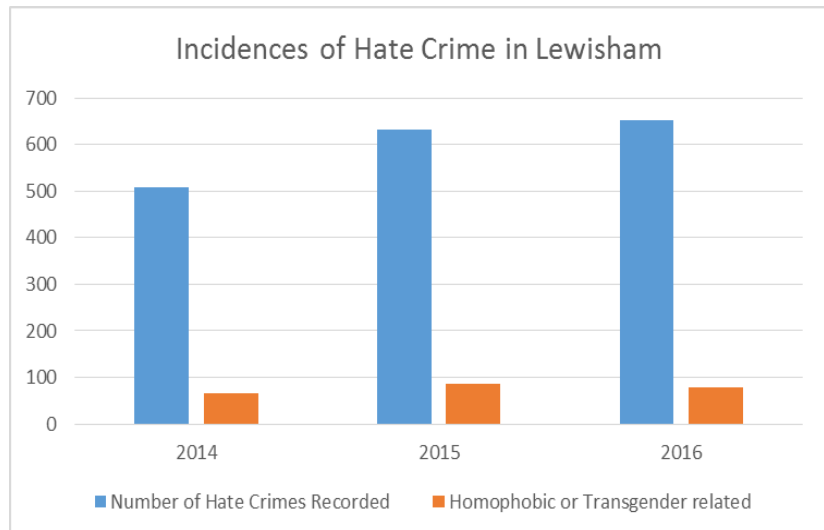
These factors coupled with concerns regarding the impact of welfare reforms, led the Committee to focus its recommendations on the effect of the high cost of living and how this could drive demographic change and deprivation. The Committee made a number of suggestions for mitigating negative

effects on residents. The review also considered the high cost of housing in Lewisham, the reduction in home ownership, and the increase in the private rental sector. This was reflected in the Committee’s recommendation on a joint housing venture.



- 3.24. The review also strongly stressed the importance of the Council continually monitoring data to ensure it is prepared for the future. This included work on being prepared for different scenarios around Britain leaving the EU and decisions being made taking into account long, medium, and short term projections for demographic change. These factors were also reflected in the review’s recommendations around planning and monitoring.
- 3.25. The review concluded that demographic change was a reality of living in London but ensuring that residents were supported and services were targeted affectively was vital to maintaining a strong and supported community. The Council’s role in ensuring it adapts to changes and supports residents as best as possible was seen as essential.
- 3.26. Provision for the LGBT+ Community in Lewisham
- 3.27. The Committee took a broad look at services and provision across the Council from the perspective of LGBT residents looking at challenges and opportunities and where inequalities existed. As part of the evidence gathering the Committee heard from a number of local and national experts and community groups and visited Manchester City Council.

3.28. The recommendations from the LGBT+ review recognised that inequalities faced by, and experiences within, those defining as LGBT+ are diverse and different groups and those within each group may face different challenges or may not face challenges at all. To this end, the



recommendations focused strongly on improving the evidence base and knowledge of the community in part through the Joint Strategic Needs Assessment process but also through equalities monitoring across Council provision.

3.29. The recommendations also included making more routine use of good practice and expertise from other public bodies and embedding this across the Council. The recommendations also included emulating innovative practice such as investigating the possibility of LGBT focussed extra care provision and embedding equalities policies across the Council's commissioning process to ensure providers are meeting high standards. Other areas of focus include HR improvements to ensure the Council provides an inclusive and supportive environment for all staff.

4. Holding decision makers to account – Performance Monitoring and Responding to Emerging issues

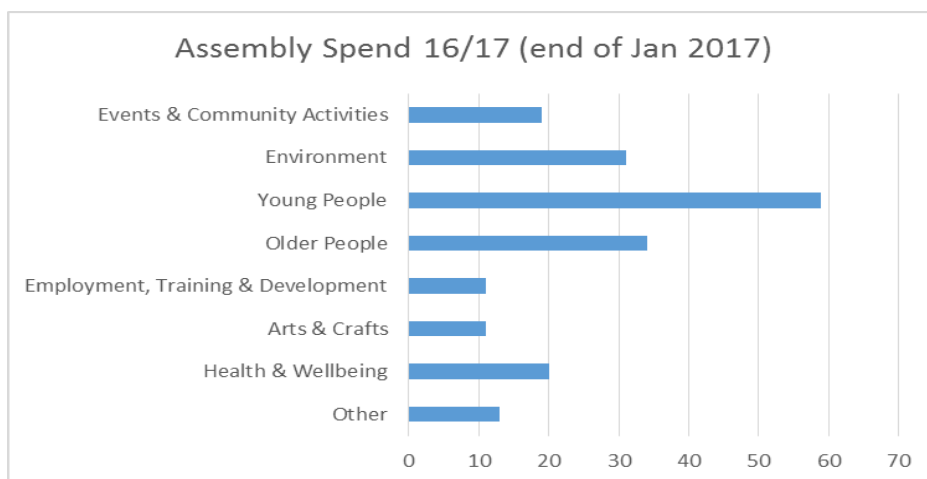
4.1. The Committee allocated significant time to performance monitoring scrutiny during the last administration. This can take a number of different forms. It might include challenging decision makers on the decisions they have taken or it might relate more closely to the development of policy and include scrutiny of the Council’s delivery of services in a particular area.

4.2. Scrutiny regularly uses performance information and data to examine the effectiveness of services. In this administration there have been a number of issues that required the Committee to review initial proposals as well as results of consultation (where appropriate) before a change was implemented- and then to review the implementation of a scheme once it a decision had been taken.

4.3. Comprehensive Equalities Scheme

4.4. The Committee has continued to monitor the Council’s Comprehensive Equalities Scheme over the course of the administration. The new scheme was updated in 2016 and the Committee’s views formed part of the consultation around it. As the Committee with the overarching responsibility for equalities the CES has been an important part of the committee’s work programme and is likely to continue to be over the next administration.

4.5. Local Assemblies Review



4.6. As part of the Committee’s work programme the Committee looks at the annual review of local assemblies. This includes details of their grant allocations, number of people attending, events held and other key statistics and information. The Committee has also been involved in considering the local assemblies handbook and how that can best help ward Councillors undertake their roles on Local Assemblies.

4.7. Youth Offending Service Action Plan

4.8. The Council underwent an HMI Probation inspection in December 2016 and a number of areas were found to be unsatisfactory. The subsequent action plan has

been reported to Safer Stronger Communities Select Committee and is now part of the regular reports to ensure they monitor targets and key performance indicators. The Committee has been impressed with progress and in particular the implementation of the “trauma-informed approach.” The Committee will likely want to continue monitoring the KPIs and overall performance on the action plan over the course of the forthcoming administration.

4.9. Savings

4.10. During the last 4 years the Committee has considered savings proposals and changes to service provision as part of the Lewisham Future Programme. This has included: changes to library services; reductions to the Main Grants Programme; and changes to community safety and crime prevention and the local assemblies budgets. As a result of a referral from the Safer Stronger Communities Select Committee, savings to the Local Assembly Budget were reconsidered and the grant allocations were maintained. Other areas have been closely monitored by the Committee following the reductions to ensure that there were no additional unpredicted consequences. For example, the Committee has continued to closely monitor the changes to the library service and the implications of the reductions in funding as part of the Main Grants Programme. As detailed in the paragraph below, additional savings are likely to be a part of the Committee’s work programme over the course of the next administration.

5. **Future challenges**

5.1. The Council has been on a decade long programme of reductions in resources as a result of ongoing government austerity. In order to deliver the scale of the savings required, and to give consideration to the broader implications of changes in services, the Council established the Lewisham Future Programme. The programme board has led on the identification and delivery of cross-cutting and thematic reviews to achieve the savings required. Since 2010, the Council has delivered savings of £160.6m whilst reorganising services and meeting increased demand.

5.2. An additional £4.8m of savings are proposed for 2018/9 and in the years to 2020 is estimated that further savings of £35m will be required, which will bring savings over the decade since 2010 to almost £200m. However, savings are becoming more difficult to achieve and the Council’s reserves have been used to balance to budget for the past four years.

5.3. Despite the level of savings already delivered and the Lewisham Future Programme’s systematic approach to identifying and delivering savings from cross cutting areas of activity, the Council’s progress with delivering savings has slowed. This has been combined with directorate overspends for a number of Council services. Projections for the end of the 2017/18 financial year are that the budget will be overspent by £13m, with more than half of this amount relating to savings that have been agreed but not delivered.

5.4. The medium term financial outlook for local government is one of uncertainty. In the summer of 2017 the Public Accounts Select Committee considered the Council’s medium term financial strategy, which identified a number of areas of uncertainty and

risk in the years to 2022. The Committee noted that the likelihood and impact of these risks remained uncertain:

- Government policy and funding changes;
- Development and changes for London via the London devolution agenda;
- Employment and business prospects impacting on the local tax take; and
- Demographic change and the wider social implications resulting from the above.

5.5. Officers project that into the next decade, beyond 2020, approximately £10m per year of savings will be required in order to balance the Council's budget. As scrutiny committees consider their programmes of work for the 2018-22 administration, they will need to give close consideration to the areas of Council spending which fall within their remit, for the Safer Stronger Communities Select Committee this includes crime prevention, community services, local assemblies and libraries.

Appendix:

Appendix A – scrutiny committee terms of reference

Appendix B – committee referrals and responses from Mayor and Cabinet 2014-18

Appendix A

The following roles are common to all select committees:

(a) General functions

To review and scrutinise decisions made and actions taken in relation to executive and non-executive functions

To make reports and recommendations to the Council or the executive, arising out of such review and scrutiny in relation to any executive or non-executive function

To make reports or recommendations to the Council and/or Executive in relation to matters affecting the area or its residents

The right to require the attendance of members and officers to answer questions includes a right to require a member to attend to answer questions on up and coming decisions

(b) Policy development

To assist the executive in matters of policy development by in depth analysis of strategic policy issues facing the Council for report and/or recommendation to the Executive or Council or committee as appropriate

To conduct research, community and/or other consultation in the analysis of policy options available to the Council

To liaise with other public organisations operating in the borough – both national, regional and local, to ensure that the interests of local people are enhanced by collaborative working in policy development wherever possible

(c) Scrutiny

To scrutinise the decisions made by and the performance of the Executive and other committees and Council officers both in relation to individual decisions made and over time

To scrutinise previous performance of the Council in relation to its policy objectives/performance targets and/or particular service areas

To question members of the Executive or appropriate committees and executive directors personally about decisions

To question members of the Executive or appropriate committees and executive directors in relation to previous performance whether generally in comparison with service plans and targets over time or in relation to particular initiatives which have been implemented

To scrutinise the performance of other public bodies in the borough and to invite them to make reports to and/or address the select committee/Business Panel and local people about their activities and performance

To question and gather evidence from any person outside the Council (with their consent)

To make recommendations to the Executive or appropriate committee and/or Council arising from the outcome of the scrutiny process

(d) Community representation

To promote and put into effect closer links between overview and scrutiny members and the local community

To encourage and stimulate an enhanced community representative role for overview and scrutiny members including enhanced methods of consultation with local people

To liaise with the Council's ward assemblies so that the local community might participate in the democratic process and where it considers it appropriate to seek the views of the ward assemblies on matters that affect or are likely to affect the local areas, including accepting items for the agenda of the appropriate select committee from ward assemblies.

To keep the Council's local ward assemblies under review and to make recommendations to the Executive and/or Council as to how participation in the democratic process by local people can be enhanced

To receive petitions, deputations and representations from local people and other stakeholders about areas of concern within their overview and scrutiny remit, to refer them to the Executive, appropriate committee or officer for action, with a recommendation or report if the committee considers that necessary

To consider any referral within their remit referred to it by a member under the Councillor Call for Action, and if they consider it appropriate to scrutinise decisions and/or actions taken in relation to that matter, and/or make recommendations/report to the Executive (for executive matters) or the Council (non-executive matters)

(e) Finance

To exercise overall responsibility for finances made available to it for use in the performance of its overview and scrutiny function.

(f) Work programme

As far as possible to draw up a draft annual work programme in each municipal year for consideration by the overview and scrutiny Business Panel. Once approved by the Business Panel, the relevant select committee will implement the programme during that municipal year. Nothing in this arrangement inhibits the right of every member of a select committee (or the Business Panel) to place an item on the agenda of that select committee (or Business Panel respectively) for discussion.

The Council and the Executive will also be able to request that the overview and scrutiny select committee research and/or report on matters of concern and the select committee will consider whether the work can be carried out as requested. If it can be accommodated,

the select committee will perform it. If the committee has reservations about performing the requested work, it will refer the matter to the Business Panel for decision.

The Safer Stronger Communities Select Committee has these specific terms of reference:

(a) To fulfil all overview and scrutiny functions in relation to the discharge by responsible authorities of their crime and disorder function as set out in Sections 19 and 20 Police & Justice Act 2006, as amended from time to time, and all other relevant legislation. This shall include the power:

(i) to review or scrutinise decisions made, or other action taken, in connection with the discharge by responsible authorities of their crime and disorder function,

(ii) to make reports or recommendations to the local authority or the executive with respect to the discharge of those functions; and

(iii) to make reports and/or recommendations to the local authority with respect to any matter which is a local crime and disorder matter in relation to a member of the authority. A local crime and disorder matter in relation to a member means a matter concerning crime and disorder (including, in particular, forms of crime and disorder involving anti-social behaviour or other behaviour adversely affecting the environment), or the misuse of drugs, alcohol and other substances, which affect all or part of the electoral area for which the member is elected or any person who lives or works there.

(b) make proposals to the Executive to promote equality of opportunity within the borough, including issues of discrimination based on race, ethnic origin, gender, disability, sexuality, age and/or class;

(c) to recommend to the Executive, the Council or an appropriate committee proposals for policy development in relation to equalities issues;

(d) to analyse policy options as necessary to inform the proposals to be made to the Executive or other appropriate committee;

(e) to advise the Executive or other committee on all matters relating to equality of opportunity both in terms of policy, service provision, employment and/or access to public services;

(f) to enhance and develop existing and innovative consultative and/or advisory work for equality of opportunity and to consider issues of inequality and discrimination across the borough;

(g) to consider and recommend to the Executive, ways in which participation by disadvantaged and under-represented sections of the community might be more effectively involved in the democratic processes of local government;

(h) to pilot methods of consultation and involvement and to report back to the Executive or appropriate committee on their effectiveness with recommendation if appropriate;

(i) to establish links with and liaise with external organisations in the borough which are concerned with the promotion of equality of opportunity.

(j) Overview & Scrutiny functions (excluding call-in) in relation to library provision.

Appendix B – Referrals to Mayor and Cabinet from Safer Stronger Communities Select Committee

Date	Name of referral	Date to M and C	Response Date to M and C	Link to response report sent to Committee
20-Apr-15	Voluntary Sector Accommodation	22-Apr-15	03-Jun-15	Link to report
14-May-15	VAWG: awareness raising review report	03-Jun-15	Sep-15	Link to report
16-Sep-15	Lewisham Future Programme Savings Proposals	30-Sep-15	N/A	N/A
21-Oct-15	Voluntary Sector Accommodation Consultation Update	11-Nov-15	n/a	N/A
30-Nov-15	Library Consultation 2015 Update	09-Dec-15	n/a	N/A
19-Jan-16	Main Grants Programme 2016-17	10-Feb-16	18-May-16	Link to report
09-Mar-16	Comprehensive Equalities Scheme	23-Mar	No decision by M&C to respond	N/A
14-Apr-16	Crime, Enforcement and Regulatory Service (CER)	18-May	13-Jul-16	Link to report
11-May-16	Council's Employee Survey - Talkback 2015	01-Jun-16	07-Sep-16	Link to report
11-May-16	Poverty review - final report and recommendations	01-Jun-16	07-Sep-16	Link to report
04-Jul-16	Library savings programme update	13-Jul-16	19-Oct-16	Link to report
04-Jul-16	DBS checks for library staff	13-Jul-16	19-Oct-16	Link to report
04-Jul-16	Lewisham metropolitan police service update	13-Jul-16	28-Sep-16	Link to report
15-Sep-16	Lewisham future programme proposal M6 - handyperson service	28-Sep-16	28-Sep-16	N/A
15-Sep-16	Lewisham future programme proposal L9 - Removal of Assembly Fund	28-Sep-16	28-Sep-16	N/A
15-Sep-16	Lewisham future programme proposal B3 - Re-procure floating support services	28-Sep-16	28-Sep-16	N/A
15-Sep-16	Lewisham future programme proposal L8 - Review of Facilities Management Arrangements	28-Sep-16	28-Sep-16	N/A
28-Nov-16	Main Grants Programme 2016-17	07-Dec-16	08-Feb	Link to report
17-Jan-17	Capacity in the Voluntary Sector	15-Feb-17	10-May	Link to report
08-Mar-17	NPS and CRC update	22-Mar-17	07-Jun	Link to report
08-Mar-17	Local Assemblies Update	22-Mar-17	07-Jun	Link to report
26-Jun-17	Demographics Recs from indepth Review	13-Sep-17	November	Link to report
12-Jul-17	Library Service Annual Report	19-Jul-17	September	Link to report
13-Dec-17	In-depth review LGBT+ provision in Lewisham	07-Feb-18	April	Due June 2018

Safer Stronger Communities Select Committee 2017/18

Programme of Work

Work Item	Type of review	Priority	Strategic Priority	Delivery deadline	26-Apr	26-Jun	12-Jul	21-Sep	02-Nov	13-Dec	Cancelled 25/01/2017	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								End of term
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 report		
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							Cancelled	FROM January
Council's Employment Profile	Performance Monitoring	High	CP10	Jul-17								
Update on Main Grants Programme	Performance Monitoring	High	CP10	Jul-17								
Community Cohesion (inc extremism strategy)	Policy Development	High	CP1,CP4 and CP10	Nov-18								Update
National Probation Service and community rehabilitation company	Standard Item	High	CP4	Jan-18							Cancelled	From January
disproportionality in the criminal justice system	Policy Development	High	CP4 and CP10	Jan-18							Cancelled	
Review of the Assembly Co-group Guidelines	Policy Development	High	CP1	Jan-18							Cancelled	From January
Safer Lewisham Plan	Performance Monitoring	High	CP4	Mar-18								
Comprehensive Equalities Scheme Annual Review 2017	Performance Monitoring	High	CP1	Mar-18								
Local Assemblies	Performance Monitoring	High	CP1	Mar-18								

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

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

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