

Safer Stronger Communities Select Committee Agenda

Thursday, 16 January 2020
7.00 pm, Committee Room 3
Civic Suite
Lewisham Town Hall
London SE6 4RU

For more information contact: Katie Wood - 0208 3149446

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

Part 1

Item	Pages
1. Minutes of the meeting held on 26 November 2019	5 - 8
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3. Response to Referrals from this Committee There are no responses to be considered at this meeting.	
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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 Thursday, 16 January 2020.

Kim Wright, Chief Executive
Tuesday, 7 January 2020

Councillor Juliet Campbell (Chair)	
Councillor James Rathbone (Vice-Chair)	
Councillor Liam Curran	
Councillor Sophie Davis	
Councillor Carl Handley	
Councillor Jim Mallory	
Councillor Lionel Openshaw	
Councillor Stephen Penfold	
Councillor Eva Stamirowski	
Councillor James-J Walsh	
Councillor Bill Brown (ex-Officio)	
Councillor Sakina Sheikh (ex-Officio)	

MINUTES OF THE SAFER STRONGER COMMUNITIES SELECT COMMITTEE

Tuesday, 26 November 2019 at 7.00 pm

PRESENT: Councillors Juliet Campbell (Chair), James Rathbone (Vice-Chair), Sophie Davis, Eva Stamirowski and James-J Walsh

APOLOGIES: Councillors Liam Curran, Carl Handley, Jim Mallory, Lionel Openshaw and Stephen Penfold

ALSO PRESENT: Tom Brown (Executive Director for Community Services), Keith Cohen (Head of Lewisham YOS), Gary Connors (Head of Crime, Enforcement and Regulation), Geeta Subramaniam-Mooney (Director of Public Protection and Safety) and Katie Wood (Scrutiny Manager)

1. Minutes of the meeting held on 9 October 2019

1.1 RESOLVED:

That the minutes of the meeting on the 9 October be agreed as an accurate record of proceedings.

2. Declarations of interest

2.1 Cllr Rathbone declared a non-prejudicial interest in item 5 as he was a Council appointee to Voluntary Action Lewisham.

2.2 Cllr Walsh declared a non-prejudicial interest in item 5 as he was a Council appointee to Voluntary Action Lewisham.

3. Response to Referrals from this Committee

3.1 RESOLVED

There were no referrals due to be considered at this meeting.

4. Modern Day Slavery

4.1 Gary Connors, Head of Crime, Enforcement & Regulation, introduced the report to the Committee. Keith Cohen, Head of Lewisham Youth Offending Service was also in attendance. In the discussion that followed a number of key points were made.

4.2 A member of the Committee requested additional information on the numbers of referrals made in Lewisham through the National Referral Mechanism (NRM) and comparisons with other London boroughs for the

last few years. **This information would be provided to the Committee as far as possible** but some of the data was not available in as much depth as desirable as it was owned by the Home Office and unavailable for release.

- 4.3 Training on identifying signs of modern-day slavery was being rolled out across key areas such as to social workers in Adult Social Care and Children's Services. Once champions were in place this could be expanded further. It would be possible to organise training for members if requested. The Council had officers embedded in services to support key groups such as through the Athena Service and working with the Vietnamese Community.
- 4.4 Following a question from a member of the Committee, the Committee were informed that the possibility of an e-mail footer on the Council's Modern-day slavery statement being produced would be looked into.
- 4.5 There were particular issues in the borough such as organised begging. The Council was working closely with partners to support those genuinely in need and to identify where criminality or exploitation was involved. There were also issues with unregulated labour such as in the building trade and these would be closely monitored.
- 4.6 There had been nail bars in Lewisham and a carwash where modern-day slavery had been discovered and the Council worked closely with partners to identify and support victims.
- 4.7 A member of the Committee commented that it was important to keep the terminology consistent in the report and to not use the term "slavery" on its own in place of Modern-Day or Modern Slavery.
- 4.8 It could be challenging to reach some communities and individuals. Equipping social workers to identify signs, as well as new schemes such as the private landlord properties registration scheme were mechanisms which it was hoped, would help.
- 4.9 Councillor Campbell, Chair of Safer Stronger Communities Select Committee and members of the Committee, thanked Geeta Subramaniam-Mooney, Director of Public Protection and Safety for her work for Lewisham Council and with the Committee over the last 12 years and wished her well for her new position.

4.10 **RESOLVED:**

That the report be noted.

That the Committee be provided with additional information on the number of National Referral Mechanism referrals in Lewisham and comparisons with other London boroughs.

5. How the Council embeds equalities across its service delivery - Evidence Session

- 5.1 Tom Brown, Executive Director for Community Services, gave a presentation to the Committee, a copy of which will be included in the agenda documentation. In the discussion that followed, a number of key points were made.
- 5.2 There were some areas of inequalities that were more understood than others and it was always a challenge to understand the complex nature of those with multiple characteristics.
- 5.3 Members of the committee felt that they had received a lot of information on the framework of what should be happening regarding the consideration of equalities in the Council but would like to understand more about how it was actually carried out in practice. **It was requested that the Executive Director for Community Services provide an example of how the Council had considered equalities implications and produced an Equality Analysis Assessment on a specific piece of work.** The Committee were informed that the equalities analysis connected to the Achilles Street ballot was a thorough and impressive example.
- 5.4 More information was requested on the thresholds for producing Equalities Analysis Assessments that were formally in place in Lewisham. **The Executive Director for Community Services would provide this to the Committee.**
- 5.5 The Committee were informed that socio-economic disadvantage was considered but not as a specific characteristic. It tended to form part of the layers of inequality faced by those with protected characteristics. **When the update information requested was provided to the Committee, it should specifically include consideration of socio-economic disadvantage.**
- 5.6 The Committee requested information on when unconscious bias training would be delivered to senior management. **This would be provided to the Committee.**
- 5.7 **RESOLVED:**

That the presentation be noted.

That the Committee be provided with a specific step-by-step example of how the Council has considered equalities implications and produced an Equality Analysis Assessment on two areas of work. One should be an example of where, in the opinion of officers, this was done well, and one where this was done not so well.

6. Select Committee work programme

- 6.1 Katie Wood, Scrutiny Manager, introduced the report to the Committee.

- 6.2 The Chair highlighted that the report on the Council's Employee Profile was following up on the report received by the Committee in July and members had requested that representatives from the Council's trade unions be invited to speak.
- 6.3 Members of the Committee agreed that, as they had received an update on the Public Health Approach to Crime Reduction at the October meeting of the Committee, it would not be necessary for a further report in January.
- 6.4 Due to the number of items of the agenda for January, members agreed that the 6-month update to the response to the Committee's recommendations on their Prevent and Stop and Search review could be postponed until the March meeting.
- 6.5 Members agreed that at item on the Committee's Equalities review could be included on the January agenda to circulate any submissions by community groups and evidence from the LGA.
- 6.6 Members of the Committee requested that the information from the Borough Commanders for Police and Fire, include any information the Committee had requested at the last meeting they had attended in May 2019. In particular, that for the next report from the London Fire Brigade, it would be useful to include details of non-fire related work such as support given in road traffic accidents in the borough.

6.2 **RESOLVED:**

- 1) That the report due to the next meeting on the "Public Health Approach to Violence Reduction" be removed from the Committee's work programme.
- 2) That the sixth-month update report on the Committee's recommendations in their review into Stop and Search and Prevent be postponed until the March meeting.
- 3) That an item on the Committee's Equalities Review be added to the work programme for the meeting on the 16th January to receive any evidence submissions by local community groups.

7. Items to be referred to Mayor and Cabinet

7.1 **RESOLVED:**

There were no referrals to Mayor and Cabinet.

The meeting ended at 8.40 pm

Chair:

Date:



Safer Stronger Communities Select Committee

Declarations of Interest

Date: 16 January 2020

Key decision: No

Class: Part 1

Ward(s) affected: All

Contributors: Chief Executive (Director of Law)

Outline and recommendations

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

1. Summary

- 1.1. Members must declare any personal interest they have in any item on the agenda. 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.
- 1.2. Further information on these is provided in the body of this report.

2. Recommendation

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

3. Disclosable pecuniary interests

3.1 These 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; and
 - (b) 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.

4. Other registerable interests

4.1 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.

5. Non registerable interests

- 5.1. 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).

6. Declaration and impact of interest on members' participation

- 6.1. 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 not 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**
- 6.2. 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 6.3 below applies.
- 6.3. 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.
- 6.4. 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.
- 6.5. 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.

7. Sensitive information

- 7.1. 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.

8. Exempt categories

- 8.1. 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).

9. Report author and contact

9.1. Kath Nicholson, Director of Law, Kath.Nicholson@lewisham.gov.uk, 020 83147648



Safer Stronger Communities Select Committee

Report title: Local Police and Fire Brigade Update

Date: 16 January 2020

Key decision: No.

Class: Part 1

Ward(s) affected: All

Contributors: Katie Wood, Scrutiny Manager; Borough Commander for Lewisham Fire Brigade, Borough Commander for the South-East BCU (Police).

Outline and recommendations

The Borough Commander for the South East Borough Command Unit (Police) and the Borough Commander for the Lewisham Fire Brigade will be providing an update on activity to the Committee and an opportunity for questions and answers.

- To analyse the written evidence received in appendix A (Lewisham Fire Brigade) and the presentation at the meeting (SE BCU) and question the Borough Commanders as necessary.

1. Summary

- 1.1. This report provides an update to the Committee on the work of the Lewisham Fire Brigade. There will also be a presentation at the Committee meeting from the South-East BCU Commander (Police). Members of the Committee will have an opportunity to listen to the presentation and read the attached report and question the officers present as necessary.

2. Recommendations

- To analyse the written evidence received in appendix A (Lewisham Fire Brigade) and the presentation at the meeting (SE BCU) and question the Borough Commanders as necessary.

3. Policy Context

- 3.1. The Council's Corporate Strategy of "Open Lewisham" promotes Lewisham as a welcoming place of safety for all which celebrates the diversity that strengthens us. It includes emphasis on Lewisham being a place where diversity and cultural heritage are recognised as a strength and celebrated and where hate crime will not be tolerated.
- 3.2. The Council's strategy of "Building safer communities" includes specific references to striving to make every resident feel safe and secure living in Lewisham, and working towards a borough free from crime and the fear of crime.

4. Background

- 4.1. The Committee's remit includes consideration and scrutiny of matters relating to crime and disorder and including the work of partner organisations such as the local Police and Fire Brigade. As such the Committee regularly invites the relevant Borough Commanders to attend to provide an update on their work and an opportunity for questions and answers.

5. Appendices

- *Appendix A – report from the Lewisham Borough Commander for Fire*

6. Financial implications

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

7. Legal implications

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

8. Equalities implications

- 8.1. Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 8.2. The Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.

9. Climate change and environmental implications

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

10. Crime and disorder implications

- 10.1. There are no direct crime and disorder implications arising from the implementation of the recommendations in this report. Part of the Committee's remit is to "review or scrutinise decisions made, or other action taken, in connection with the discharge by responsible authorities of their crime and disorder function.

11. Health and wellbeing implications

- 11.1. There are no direct health and wellbeing implications arising from the implementation of the recommendations in this report.
- 11.2. *Katie Wood, Scrutiny Manager, katie.wood@lewisham.gov.uk 020 8314 9446*

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Appendix A

SAFER STRONGER COMMUNITIES SELECT COMMITTEE		
Title	Report from London Fire Brigade	
Key Decision	No	Appendix A, Item 4
Ward	All	
Contributors	John Newing - Borough Commander of Lewisham, London Fire Brigade	
Class	Part 1	Date: 16 th January 2020.

Purpose.

To provide the Committee with an update on 2019 - 2020 performance of the London Fire Brigade within the Lewisham Borough

In year performance End Q3 – 31st December 2019.

In summary, performance targets for primary fires, dwelling fires and care home fires are being met, Community Fire Safety (CFS), Home Fire Safety visits (HFSV's) are being achieved as can be seen from the table below.

Automatic fire alarms (AFA's) and persons shut in lifts have been on the increase in 2019-20 The Area Fire Safety teams are working with responsible persons of the worst offending premises to look at ways to reduce these incidents.

Work has been done with Regulatory Fire Safety to reduce AFA's, the main offender is Lewisham Hospital where progress is being made to make them aware of their responsibility to ensure they have and appropriate fire safety response to AFA's, However this is slower than expected, January 2020 will see an increased focus on reducing the UwFS at the hospital and a series of meetings that may lead on to further escalated enforcement.

Lewisham Homes & LFB are now working together on reducing the number of PSIL calls to all of its premises, Since September 2019 we have identified clearer lines of reporting & additional measures for trend analysis, this in turn has reduced the number of invoices being raised but more so acknowledges the investment made by LH in all of their lift stock,

I have secured an office within Lewisham Homes every Tuesday afternoon to hold a drop in LFB surgery for LH & Lewisham Council to allow us greater interaction our Borough partners.

There is also a local liaison with borough housing providers to raise awareness and joint working to identify hotspots, defective lifts or ineffective housing providers lift release contractors. HA's provider representatives will be attending Lewisham Fire Station in early 2020 to receive input on their role at Silver Meetings during incidents. This is a project being run with Lewisham Emergency Planning department.

Arson incidents, although below target is an area I would still like to concentrate on and work is being done with the MPS to target borough hotspots which coincide with

Appendix A

anti-social behaviour, crews have been using Visual Audits to assist in reducing calls to these areas.

January 2020 will see the first meeting with Simon Dobinson & the three LFB Borough Commanders. This piece of work will support the Metropolitan Police Tri Borough Working. More importantly will see an alignment in consistency across Borough boundaries as opposed to fire ground boundaries,

The new year will see a major improvement of collaborative working with all Blue light partner agencies. This will see Working across Royal Borough of Greenwich & Bexley Borough top align with the Metropolitan Police BCU.

Station staff in the Borough are on course to achieve our annual target that complements the geographical target which is falling short.

It is reassuring that 92% of these were for vulnerable people or in priority places (P1 postcodes). The reason for the two performance indicators (PI) is that station grounds do not reflect borough boundaries and other stations in other boroughs cover some areas of Lewisham. There is a need to measure the performance of stations, hence the PI for HFSV's carried out by station staff. There is continual liaison between stations and boroughs to ensure priority places in the borough covered by other stations are visited.

Non domestic fires in Regulatory Reform Order (RRO) properties is on the increase. These are properties such as Houses of Multiple Occupation (HMO), commercial properties or shops with dwellings above that have a shared escape route. Work is ongoing between our Area Fire Safety Team and trading standards to identify rogue landlords or premises which do not have the required level of fire precautions. Work is taking place in early 2020 to create a joined up partnership working protocol between the Strategic Housing Team at Lewisham Council as part of their Borough Wide Licensing Consultation between the Lewisham LFB Team and the Area Fire safety Team.

Fire crews are also being used to undertake on the spot visits, particularly in shops with dwellings above to further identify premise contraventions. It is also planned that they are trained to undertake fire safety inspections of less complex RRO premises to reduce the load on our fire safety teams and increase the number of premises visited.

Appendix A

Five year data showing false alarm calls, fires and special services –

Date	SUMMARY			
Last 5 Years 30/12/2014 - 29/12/2019	False Alarm	Fire	Special Service	
	8,791 Incidents selected period	8,564 Incidents SPLY	0 All Deaths	0 All Injuries

Date	SUMMARY			
Last 5 Years 30/12/2014 - 29/12/2019	False Alarm	Fire	Special Service	
	3,112 Incidents selected period	3,158 Incidents SPLY	8 All Deaths	235 All Injuries

Date	SUMMARY			
Last 5 Years 30/12/2014 - 29/12/2019	False Alarm	Fire	Special Service	
	6,237 Incidents selected period	6,162 Incidents SPLY	22 All Deaths	477 All Injuries

Community Fire Safety

My main area of prevention is the identification of vulnerable people who are more likely to be injured or die in a fire. The main initiative to reduce injury and death in fires is through education via HFSV with individuals and or carer's present.

CFS initiatives continue with the Station Commander at Forest Hill working with the Safe and Independent Living (SAIL) project and Lewisham Homes to obtain referrals for vulnerable people, Crossfire, Deptford Reach for the homeless and CQC to get HFSV referrals from GP's.

Additional work is now being looked at to identify Borough based groups that meet at local venues. This will be achieved via the "Well Being Map" designed by Tim Radley,

Following a presentation to the Safer Adults Board, we are also working with the Positive Aging Council, presenting to their forums to highlight elderly people in the borough who we can target HFSV's.

In addition to this and to complement Lewisham Councils commitment to both issues, as part of our borough training days all firefighters in the borough have received Dementia Friends and domestic violence awareness. This will help them identify cases at HFSV's and the correct procedures to follow and enable them to refer if need be as an adult safeguarding referral ensuring support is provided at the quickest opportunity from our Borough partners at SCAIT..

Looking forward, I feel there will be greater benefit for LFB to deliver awareness training to key Borough caring groups. This will identify the early stages of Hoarding, & Neglect, further interaction from other Borough partner groups may assist in early identification of Modern Day Slavery.

Appendix A

Local Engagement

The summer of 2019 saw our Community Fire Stations at E21 Lewisham & E38 New Cross holding Open days for members of our community providing education and fun for all ages. The Borough also supported the Ff's Charity "Car Wash Days at Forest Hill Fire Station between all the events crews raised £787. New Cross crews also completed a cycling challenge raising an amazing £3035 also for the Ff's Charity. We are currently planning for our 2020 events which will be all of the above and more.

Work is continuing at New Cross Fire Station community facility. The Cadets and Outreach started using the facilities and have settled in well. Budget has been approved to fund a complete refurbishment of the CFS venue to create a South East Outreach hub, better facilities for the Cadets and a potential venue for LIFE in the coming years. . This work is due to start soon with a £250,000 investment over two financial years.

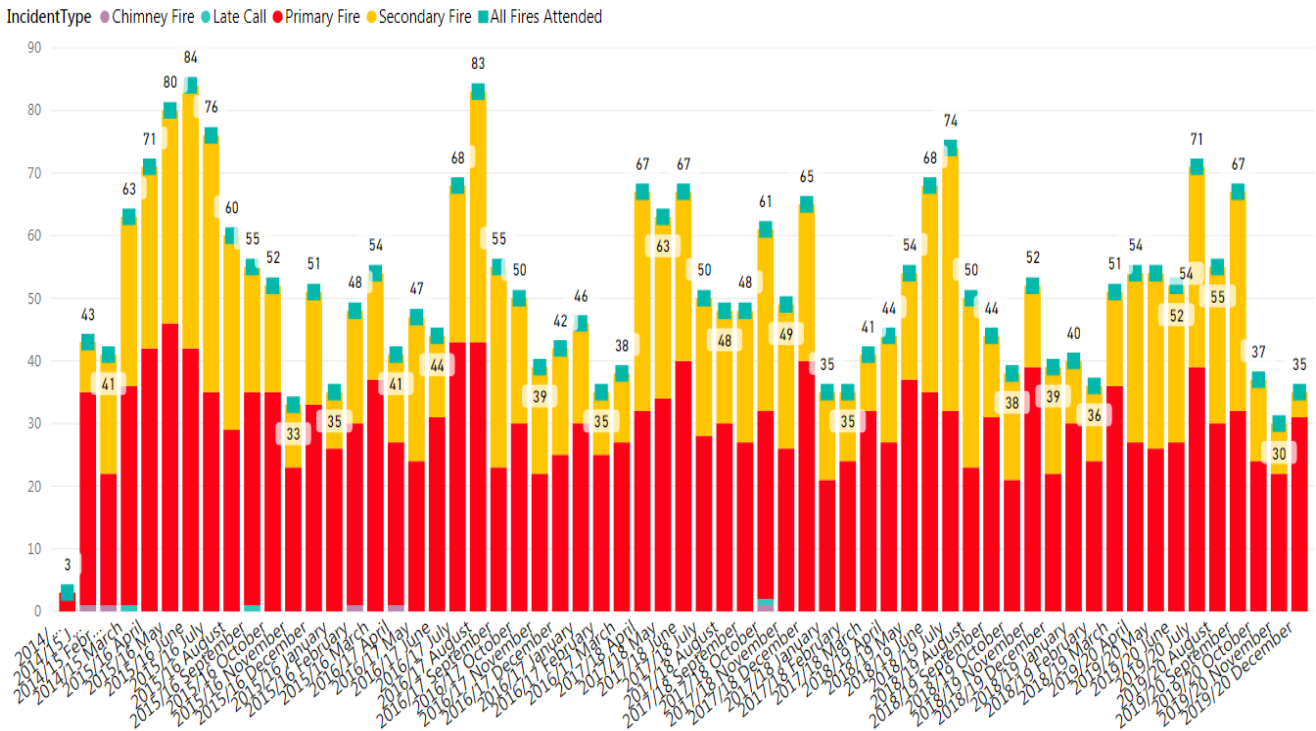
This project is part of the London Safety Plan and is continuing the theme of making our fire stations a hub within the community. It will have meeting and training rooms that Borough partners or community groups can use free of charge. For instance it was used as a venue to undertake flu vaccinations in December and will be again this year. Once the facility is up and running there will be a booking system for people to follow.

The Cadet team can only operate with funding from local partners. The Mayor of London has provided £1m to fund a central team which has the aim of establishing a Cadet group in every borough and is separate to funding to support local teams. We therefore still need local funding to continue the Cadets in Lewisham so if there is any funding streams or avenues to progress I would be very interested in discussing further.

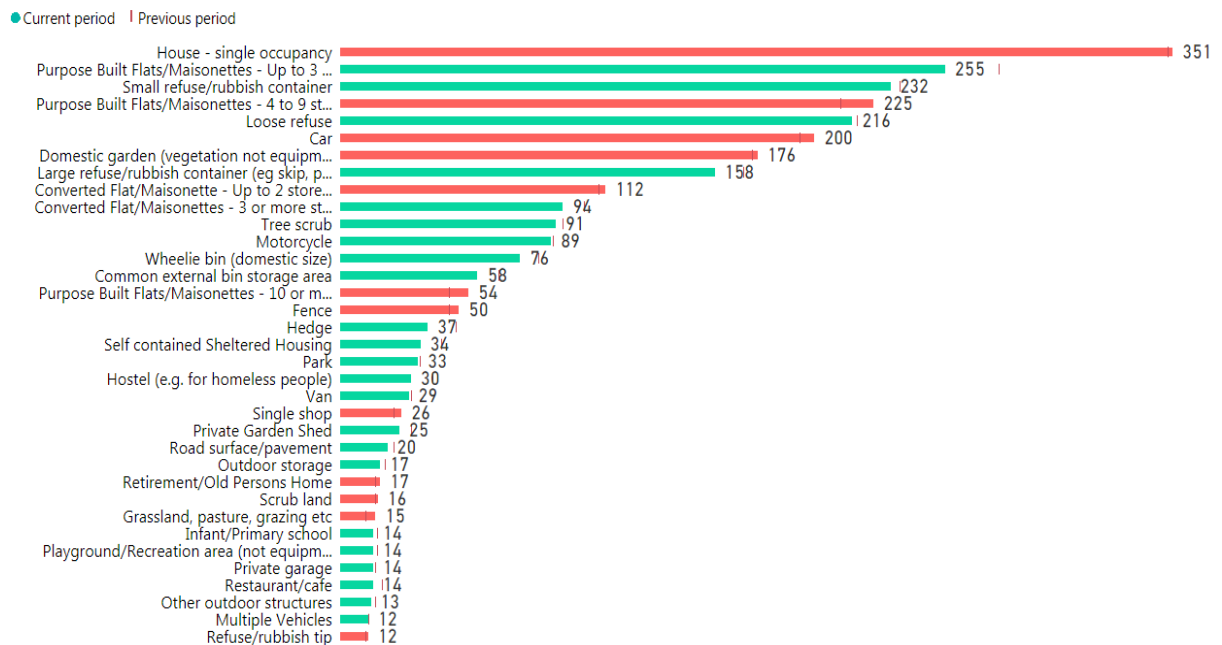
Appendix A

Fires:

Data for all fires in Lewisham Borough over previous five years to 30/12/19.

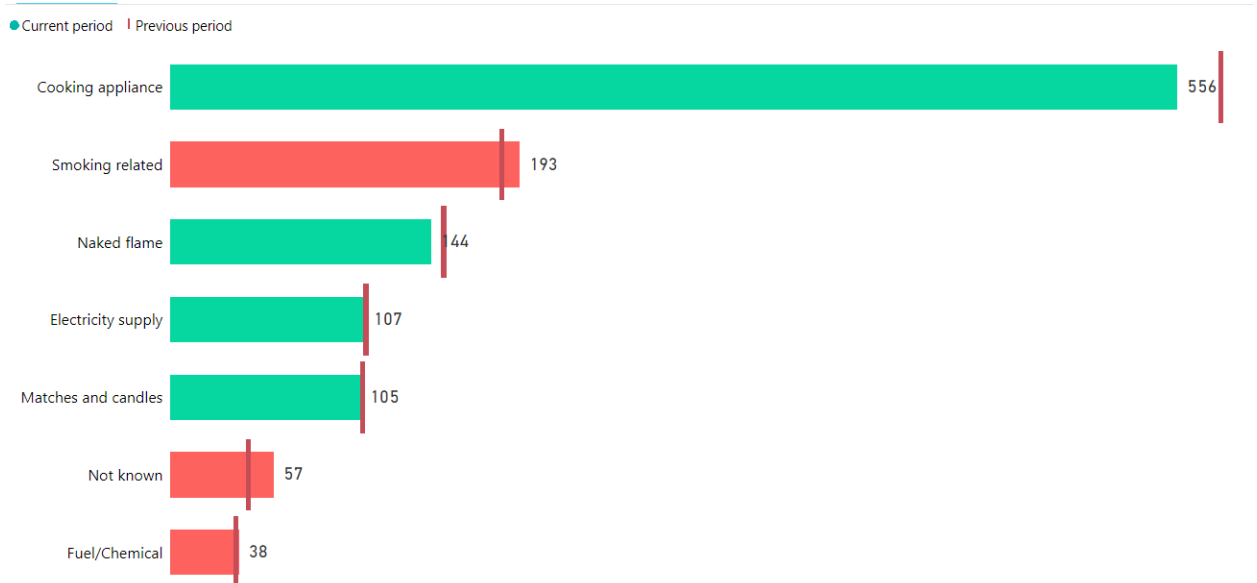


Data showing the property type where fire started over previous five years to 30/12/19

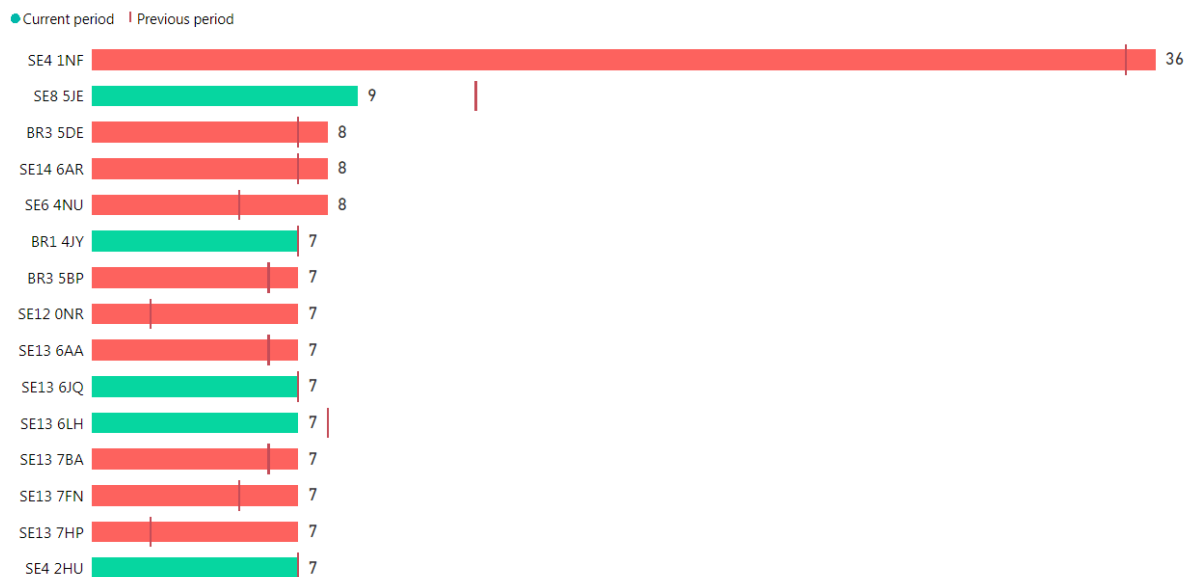


Appendix A

Data showing the cause of fire over previous five years to 30/12/19.



Data showing the postcode location of fire over previous five years to 30/12/19.



SE4 1NF is Wickham Road Forest Hill. This area five years ago had a spike in fires, more recently you can see it doesn't feature in the top ten postcodes –

Appendix A

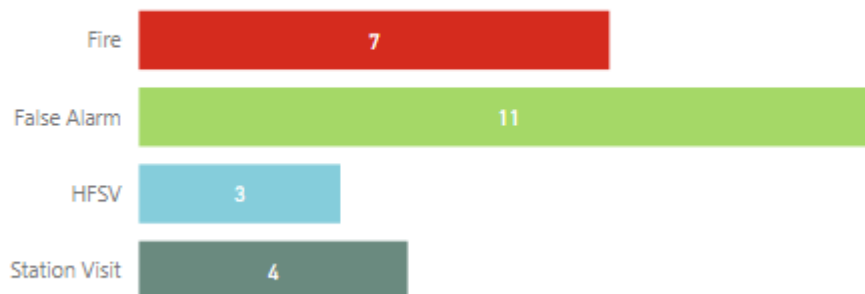


This highlights the positive work crews have done regarding education in that area.

An example of how we are targeting areas that have been identified more recently can be seen from the image below – for postcode SE13 7HP.

Count of incidents / visits by type

Type ● Fire ● False Alarm ● HFSV ● Station Visit



Station Visit = Visual Audit; Outside Duty; 7(2)d Inspection; High Rise Premises Inspection

Fires in High Rise Buildings.

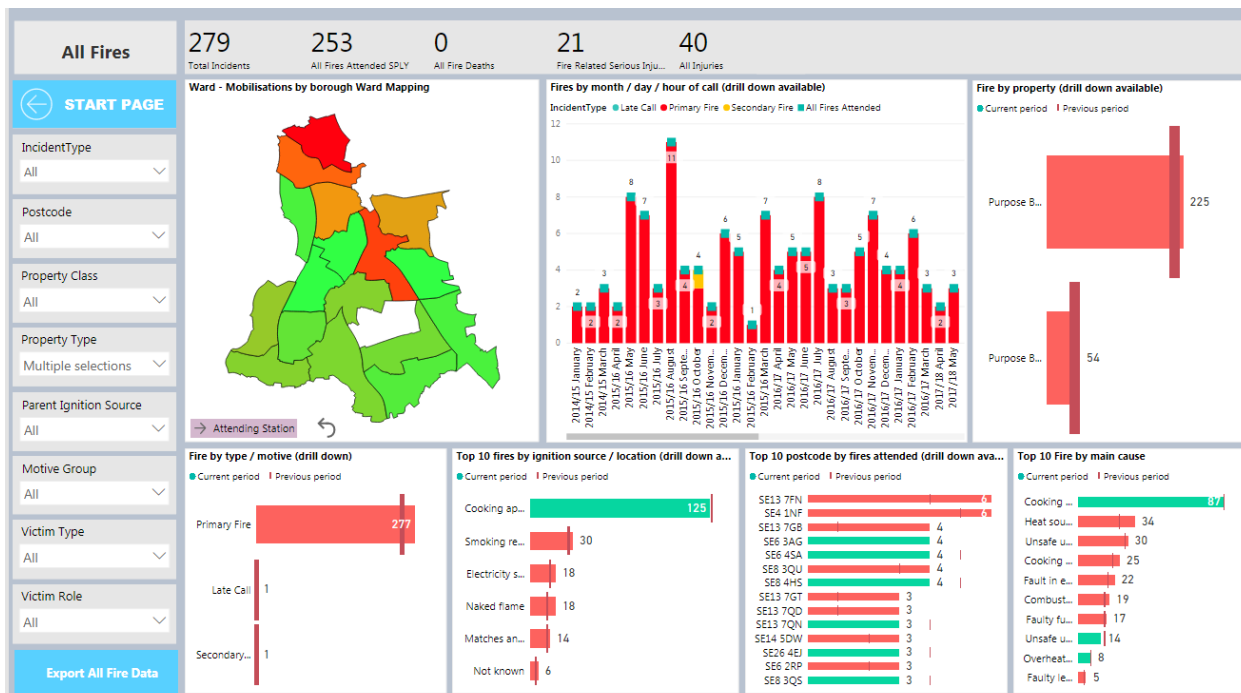
Work is continuing with regard to Premises Risk Assessments (PRA's) on every high rise residential building in the Lewisham Borough. Due to a technical recording issue we are not at 100%. We will continue to review every current and new premises in line with our guidance to ensure premises have current update information and E-PIP's running alongside these where required.

HIGH RISE RESIDENTIAL BUILDINGS	Number of tall buildings	Buildings with PRA	% Buildings with PRA	Buildings with P1	Buildings with ePIP	Data Last Refreshed
	116	115	99.14%	80	109	30/12/2019 09:04:27

Appendix A

The data below shows a clear trend with regard to cooking and smoking as the main cause of fires we attend in high rise premises. We are working hard with our Housing Association providers to help educate residents with regard to the dangers involved. Advice has also been given to the HA forum regarding the Total Recalls campaign.

Figures show high rise fire data for the past five years.



Future Initiative's.

Overall within the residential fires are reducing, this has been achieved via intervention & education, this has now allowed for a greater focus on two key areas of concern within the Borough.

1. The increase use of Corrosive Substance attacks,
2. Road Safety:

Corrosive Substance Attacks:

Since 2012 London has earned its self the reputation of the "Face Melting Capital" of the World.

Both LFB & Metropolitan Police data show a Steady increase over 6 year period, albeit the data demonstrates a higher number of attacks in East London, the data below shows how this is impacting on the Lewisham Borough.

Appendix A

London Borough of Lewisham

	2017	2018		2019				Grand Total	
	July	May	August	December	January	April	May		July
LEWISHAM	1	1	3	2	1	1	2	5	16
Grand Total	1	1	3	2	1	1	2	5	16

Lewisham Station Grounds

	2018		2019				Grand Total	
	August	December	January	April	May	July		September
Lewisham	2	2	2	2	2	4	1	15
Deptford					1			1
Forest Hill		1		2		2		5
Lewisham	1				1	2		4
New Cross	1	1	2				1	5
Grand Total	2	2	2	2	2	4	1	15

LFB Lewisham has been working closely with the Metropolitan Police BCU at Warspite road to train one hundred and twenty Street Duty & other frontline officers on how to deal with Corrosive Substance attacks as a first responder, Bexley Council front line staff have also received this training.

The Awareness training presentation was delivered to 15 key Stakeholders within Lewisham Council BRF meeting with a high percentage take up on the offer of training, this will commence early 2020.

We are currently in the process of re designing the presentation for Security Staff at Shopping Precincts & Football stadia.

Our aim is to train all frontline Metropolitan Police Officers pan London to the same standard, this will further rollout to LAS & LFB personel promoting consistency across all three Blue Light agencies.

Road Safety

The LFB as a whole has attended 25,505 RTC incidents between 01.01.2014 to 18.12.2019 of those 870 occurred in the Lewisham Borough. You can see from the trend analysis below that although good work was achieved in 2017 there is a noticeable increase since 2018. This is an area we are focusing on with Safe Drive Stay Alive campaign that we are hoping to deliver to local colleges targeting the most likely age group for RTC's.

Special Service	Calendar Year						Grand Total
	2014	2015	2016	2017	2018	2019	
RTC	128	169	172	127	136	138	870

Appendix A

Another area we are looking to reduce is cycle and motor bike incidents. We are looking at viable options such as running cycling proficiency tests at our community fire stations.

6 of those RTCS involved bicycles and 59 were due to motorcycles:

	Calendar Year						
Special Service	2014	2015	2016	2017	2018	2019	Grand Total
RTC	10	16	12	9	6	12	65
Bicycle	1		3	1	1		6
Motorcycle	9	16	9	8	5	12	59

Grenfell Report.

Statement on the publication of the Grenfell Tower Inquiry Phase 1 report

London Fire Commissioner, Dany Cotton said: "On behalf of London Fire Brigade I want to express our deepest sorrow at not being able to save all those who died in the Grenfell Tower fire. The suffering of the bereaved, survivors and community will never be forgotten by any of us in the Brigade. "The Inquiry's report details from the start that fire spread to the top of the building within 20 minutes. It was an unprecedented residential building fire, precipitated by significant failings of the building's fire safety measures which created impossible conditions that residents and the emergency services must never be placed in again. "We will now carefully and fully consider all of Sir Martin Moore-Bick's Phase 1 report and take every action we can to improve public safety. Many of the recommendations are welcome and will need to be fully understood not only by London Fire Brigade, but by government, every fire and rescue service and every residential building owner and manager across the country.

"The report is focused on our response and it is right for our actions to be fully examined by the Inquiry. We welcome the Chairman's recognition of the courage, commitment and bravery of firefighters on the night, but we are disappointed at some of the criticism of individual staff members who were placed in completely unprecedented circumstances and faced the most unimaginable conditions while trying to save the lives of others. On the evacuation of Grenfell Tower we note the Chairman states he has received no expert evidence to guide him on reaching his conclusion and that a qualitative judgement on the Brigade's approach might be better reserved for Phase 2. "We are also disappointed that measures we have been calling for are not in the recommendations, including the wider use of sprinklers in both new and existing buildings "We have made, and will continue to review and make changes to our policies, our training and our equipment. We are lobbying for major building regulation change and urgent research into 'buildings that fail' on fire safety, which leaves the national 'stay put' strategy no longer viable. We will never give up until all of the changes we are calling for to protect residents have been made.

"We have and will continue to fully assist the Grenfell Tower Inquiry to understand what happened in order to learn and prevent such a tragedy ever happening again."

Appendix A

HMICFRS inspection.

Andy Roe, who was appointed as the new London Fire Commissioner and will take up his post from 1 January, said:

“We welcome our first report by Her Majesty’s Inspectorate of Constabulary and Fire and Rescue Services (HMICFRS) and accept their recommendations. I recognise that what’s been highlighted in the report isn’t good enough and as the new Commissioner I am committed to making the necessary improvements when I take on the position in January.

“We are already delivering some of the key improvements they have highlighted and doing everything we can to provide the best possible service to the people of London and keep them safe.

“Training our staff is a priority and we are heavily investing to make sure our firefighters have the right skills to carry out their roles effectively. We have introduced new courses, additional exercises, annual assessments for our Incident Commanders and refresher training for all of our Control staff and drivers. We are also planning a new high tech training centre in Croydon, which will include a new Real Fire Training Venue.”

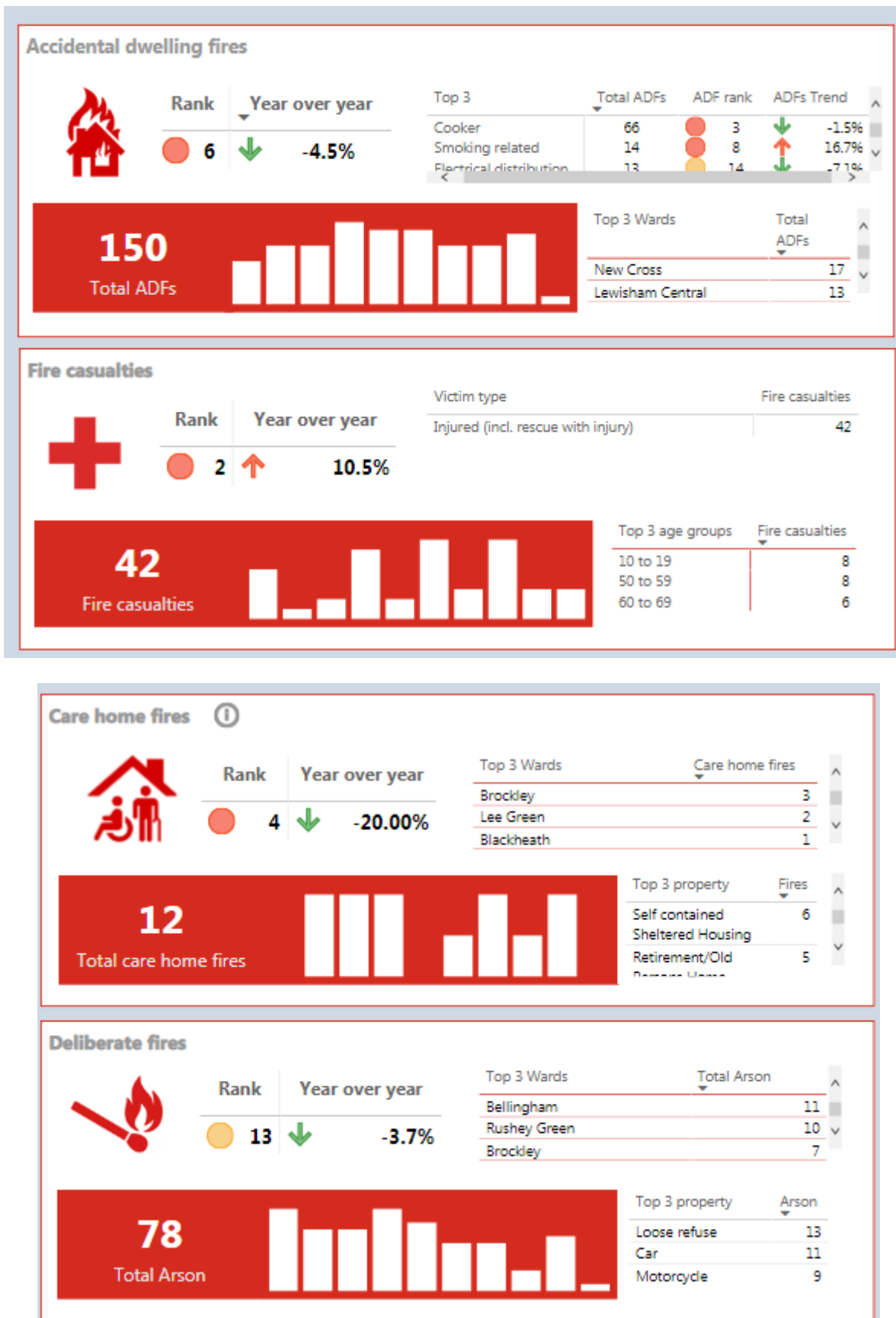
“We learn from every incident we attend and have introduced a range of new procedures and equipment, especially since the Grenfell Tower fire. These include fire escape hoods, drones and new technology in our Control centres.

All of our staff are dedicated to keeping Londoners safe and they are out in the community every day saving lives. We are committed to improving how we do things and to providing the best service we can to the people of London.”

Appendix A

Community Safety Risks Performance Over View 2019/2020 (Q3).


Appendix 1. Fire Data:



Appendix 2 – Special Service Data :

Appendix A

RTCs




Rank	Year over year
17	↓ -5.9%

Top 5 vehicles	RTCs	RTC rank	Year over year
Car	60	13	↑ 3.4%
Multiple Vehicles	29	21	↓ -23.7%

112

Total RTCs



Top 3 Wards	Total RTCs
Brockley	13
Downham	11

Casualties



Rank	Year over year
15	↓ -12.8%

Special service type	Deaths	Injury
Road traffic collision - Make scene safe	0	19
Road traffic collision - Medical assistance provided only	1	9
Effecting entry/exit - To medical	0	7


75

Casualties



Top 3 Wards	Casualties
Rushey Green	11
Brockley	10
Forest Hill	7

Person under train



Rank	Year over year
22	↓ -100.0%


SpecialServiceType	Person under train

0

Person under train

Top 3 Wards	Person under train

CO incidents




Rank	Year over year
5	↓ -24.2%

StopCodeDescription	Total CO
Special Service	
Class 2: Gases	12
Advice Only	7
Evacuation (no fire)	2

25

CO incidents



Top 3 wards	Total CO
BELLINGHAM	3
CATFORD SOUTH	3
EVELYN	5

Appendix A



	Safer Stronger Communities Select Committee	Item No	5
Title	HR Update Briefing Paper		
Wards			
Contributors	Adam Bowles, Director of OD & HR		
Class		Date	16 January 2020

1 Summary and Purpose

- 1.1 This report provides information on issues raised at the previous Safer Stronger Committee that reviewed the Council's employment profile report.

2 Recommendation

- 2.1 The Safer Stronger Select Committee are asked to note the contents of the report.

3 Policy Context

- 3.1 The Council's Employment Profile connects to all the priorities within the Councils Corporate Strategy 2018-2022 as it relates to the Council workforce who are the main resources that deliver services for the Council. The two Corporate Priority areas that the Employee Profile particularly connect, as we are one of the largest employers in the Borough with 51% of our workforce being residents, are:-

- Open Lewisham – Lewisham will be a place where diversity and cultural heritage is recognised as a strength and is celebrated
- Building an inclusive local economy – Everyone can access high quality job opportunities, with decent pay and security in our thriving and inclusive local economy.

4 Information requested

- 4.1 The 2018/2019 employment profile was presented at a previous committee meeting, and following a discussion a range of questions on further information was requested. This paper seeks to provide feedback on these.

The areas asked to report back on were:

- Councils process for resolving employee disputes
- The Council's phased return to work policy
- The relationship between ACAS guidance and legislation
- The numbers of long term agency staff

- The proportion of non-voluntary leavers that are dismissals and the different category of dismissal
- The numbers of staff that take shared parental leave
- Analysis of flexible retirement taken by employees
- Employment profile of Lewisham schools

5 Reports

5.1 Councils Process for Resolving Disputes

For individual disputes between an employee and a manager there is a grievance procedure in place which is published on our intranet, but we always encourage employees and managers to try to resolve issues informally first, before a formal grievance is raised.

For larger scale disputes then there are a series of escalation routes in place than can be requested by our trade unions to take forward their concerns with the council. (Details in Appendix A)

- Directorate Joint Consultative Committee
- Corporate Joint Council
- Works Council

5.2 The Council's Return To Work Policy

The absence management policy was last consulted with our trade unions in January 2017, which included the Return to Work Policy. The extract from the absence policy that covers phased return to work is included below. We are planning to review this policy this year.

Phased return to work

The purpose of a phased return to work is to enable the employee to return from a period of sickness absence to their full contractual hours where their medical condition, as confirmed by Occupational Health, prevents immediate return to normal working arrangements.

A phased return to work will not be an automatic right, because it will be subject to:

- *the service area being able to accommodate the arrangements taking into account the employee's role and service needs*
- *time limits and taking into account any cover requirements*
- *taking into account medical advice received from the Occupational Health Service but the decision to allow a phased return will rest with management*
- *during a period of phased return, any non-working days/ hours, will need to be taken as annual leave, unpaid leave, flexi or TOIL.*

5.3 Updating of Council's HR Policies

The councils HR policies are reviewed as necessary due to a number of reasons, which include.

- Change in legislation.
- Casework that may suggest greater clarity of advice needed
- Request from trade union to review the policy
- Request from senior leaders to review the policy
- Periodic review cycle. A categorisation of periodic review is being installed to ensure that policies that are not reviewed for the above reasons still get periodically reviewed.

An example of policies reviewed / introduced recently include, premature birth leave policy, menopause policy, trans policy. Examples of policies we are currently looking at reviewing are recruitment policy, buying annual leave, loans to support rental deposits, flexible retirement policy.

5.4 The Relationship between ACAS Guidance and Legislation

ACAS' duties are to promote the improvement of industrial relations in particular by exercising its functions in relation to the settlement of trade disputes. ACAS can conciliate in trade disputes. ACAS is empowered to give general advice to employers, workers and their organisations on matters affecting or concerning industrial relations. There is no statutory obligation generally to follow such general advice.

ACAS is not a legislator, but it also has in addition a general statutory power to issue Codes of Practice, subject to the approval of both Houses of Parliament. ACAS has issued Codes of Practice in relation to disciplinary and grievance procedures; disclosure of information; time off for trade union duties; a code of practice on settlement agreements and on flexible working.

A failure to follow the disciplinary code does not itself give rise to automatic liability in any proceedings, nor does it remove jurisdiction to hear a complaint from employment tribunals. Tribunals are however obliged to take the code into account and can adjust any award by up to 25% to take into account a failure to comply with the code. The other codes can also be taken into account by judicial bodies in relation to any dispute and a failure to follow a code may be a relevant factor in a judicial decision.

There is also non statutory general guidance issued by ACAS.

The Council seeks, as a matter of good practice and to improve industrial relations, to comply with the requirements of ACAS Codes and non-statutory guidance as necessary, possible and practicable in the relevant circumstances. The Council has its own policies and procedures which are agreed with the unions and these also seek to be compliant with the Codes and guidance as is relevant.

5.5 Number of Long Term Agency Staff

Use of agency workers is common practice within local government in London and Lewisham's use is typical to establish cover for vacant roles and flexibility to meet changes in service demand. Agency workers form an important part of the Council's workforce plan providing operational flexibility and business continuity across Directorates. Directorate management teams receive regular updates via HR Business Partners about local spend during the financial year. It is important to maintain a balance in the number and job roles covered by agency workers and ensure that this is kept under review within Directorates to ensure that service quality and value for money are achieved.

The council currently has 139 longer term agency workers (two years plus). The council is currently reviewing its long term agency use with a view to move to more permanent employment where practicable. This year so far 38 agency workers have secured employment with the council, the previous year this number of our non-employee workforce converting to employee was 50.

5.6 The proportion of non-voluntary leavers that are dismissals and the different category of dismissal

Year 2018/2019

Leaving Reason	Number
Mutual Agreement	4
Dismissal	9
Retirement-Efficiency	6
Some Other Substantial Reason	1
Death in Service	2

5.7 The numbers of staff that take shared parental leave

Year	Number
2016/17	3
2018/19	5
2017/18	1
2019 to date	1

5.8 Analysis of flexible retirement taken by employees

The Council's flexible retirement scheme came into effect from 1 April 2007.

The Council values the knowledge, skills and experience of all its employees and recognises the benefits that flexible retirement may have for both the employees concerned and the Council as a whole.

There is no right to flexible retirement and each application will be considered on its individual merits in light of service delivery needs, the requirements of the Flexible Retirement policy and legislation, the benefits to the Council of the retirement and the overall cost to the pension fund.

Employees who are granted flexible retirement will be able to receive immediate payment of their pension benefits whilst continuing to work for the Council on reduced hours and/or in a less senior position. Retaining employees in this way allows the transfer of skills and experience to other workers within the section. It may also enable employees who wish to relinquish their current level of responsibility to do so without having to leave the Council's service. The council is currently reviewing its early retirement policy.

Over the last ten year 116 employees have been granted flexible retirement. The average age of the employee when requesting flexible retirement is 60.4 years old.

Year	Staff	SMG	Dir	Exec	CE	Total
2009	13	1				14
2010	15	2				17
2011	4	1	1		1	7
2012	9		2			11
2013	3					3
2014	9	2				11
2015	9					9
2016	17	3	1			21
2017	9	1				10
2018	13					13
Total	101	10	4	0	1	116

5.9 Employment profile of Lewisham schools

An employment analysis of Lewisham schools is contained in Appendix B. The data comes from an Analysis of School Workforce Census (data provided by DfE for all Lewisham schools including Academies) which was carried out in November 2018. The 2019 data is not yet available

6. Legal Implications

- 6.1 The Council is required to comply with employment legislation generally. As noted under the Equality Implications section of this report the Council has statutory equalities obligations.
- 6.2 The Equality Act 2010 (the Act) brings together all previous equality legislation in England, Scotland and Wales. The Act includes a public sector equality duty (the equality duty or the duty), replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6th April 2011. The duty 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.

6.3 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.

6.4 As was the case for the original separate duties, 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.

6.5 The Equality and Human Rights Commission issued guides in January 2011 providing an overview of the new equality duty, including the general equality duty, the specific duties and who they apply to. The guides cover what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guides were based on the then draft specific duties so are no longer fully up-to-date, although regard may still be had to them until the revised guides are produced. The guides do not have legal standing unlike the statutory Code of Practice on the public sector equality duty, the guides can be found at:

<http://www.equalityhumanrights.com/advice-and-guidance/public-sector-duties/new-public-sector-equality-duty-guidance/>

7. Specific obligations on local authorities with regard to the provision of information

7.1 Public authorities have an obligation under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017 (the 2017 Regulations) to publish not later than 30 March each year information to show they are complying with the public sector equality duty under section 149 of the Equality Act 2010. This must include information in relation to persons who share a relevant protected characteristic who are its employees and other persons affected by its policies and practices.

7.2 Information should also be published in accordance with the 2017 Regulations, no later than 30 March 2018 and then every four years, on specific and measurable equality objectives.

7.3 Obligations are also set out under the 2017 Regulations to report annually on any gender pay gap.

8. Financial Implications

There are no direct financial implications from noting the contents of this report.

6 CORPORATE JOINT COUNCIL

6.1 TERMS OF REFERENCE

Main purpose:

To provide a corporate forum for consultation and negotiation between management and trade union representatives on issues directly affecting staff and services, in order to prevent differences and/or resolve employee relations issues.

Collective Bargaining Machinery:

The Corporate Joint Council will cover the following staff and services:

- School Teachers.
- Non-teaching staff within the Resources & Regeneration Directorate, Customer Services Directorate, Community Services Directorate, and Children & Young People Directorates, (including support staff in Schools).

Attendance:

- Executive Director for Resources and Regeneration or nominated representative.
- Corporate Trade Union Secondees
- Senior HR Officer covering schools/non schools as appropriate.
- Other senior officers and/or local trade union representatives for specific topics.

Servicing:

- Two meetings of the Corporate Joint Council (CJC) will normally be held each year.
- HR will service the meetings.
- An agenda planning meeting will take place in a timely manner prior to the CJC
- The Trade Union Side will elect their own Joint Secretary
- Either Side may make a request for an urgent CJC, through the designated employee relations adviser within HR, in such cases a minimum of ten working days notice will normally be required.
- The meetings shall be chaired by an Executive Director or nominated representative.
- Notes of the meetings will be distributed after each meeting.

Restrictions:

The CJC shall not consider;

- Any matter relating to an individual employee including terms and conditions, discipline, grievance, promotion or efficiency; except in exceptional circumstances as agreed by the Chair.
- Any matter which is properly the function of any other body within the council.
- Any issue that has not been previously been discussed at the DJCC unless specifically agreed by the Executive Director.

Links to DJCC's and the Works Council:

Genuine attempts to discuss and resolve issues at the Directorate JCC must be made by management and relevant trade union representatives locally before going to the Corporate Joint Council. Genuine attempts to discuss and resolve issues at the CJC must be made by management and trade union representatives before going to the Works Council.

Review:

The Terms of reference and the functioning of the CJC should be reviewed biannually by HR in conjunction with the relevant trade unions.

DIRECTORATE JOINT CONSULTATIVE COMMITTEE

6.1.1 TERMS OF REFERENCE

Main purpose:

To provide a regular forum for discussions on policies and strategy directly affecting staff and services within the specific Directorate, in order to prevent differences and to resolve them should they arise.

Attendance:

- Executive Director or nominated representative.
- HR Business Partner.
- Trade union representatives specific to the directorate as agreed within the directorate.
- Other senior officers and/or local trade union shop stewards may be invited to join the meetings on specific topics.

Servicing:

- Two Directorate J.C.C.'s will be held each year. □ HR will service the meetings.
- An agenda planning meeting will normally take place two weeks prior to the DJCC meeting.
- The meetings will be chaired by the relevant Executive Director or nominated representative.
- Notes of the meetings will be distributed after each meeting.
- Either Side may make a request for an urgent DJCC through the relevant Executive Director's office. In such cases a minimum of ten working days notice will normally be required.

Restrictions:

The DJCC shall not consider;

- Any matter relating to an individual employee i.e. discipline, grievance, promotion or efficiency etc;
- Any matter which is properly the function of any other body.

Links to CJC and Works Council

Genuine attempts to discuss and resolve issues at the Directorate JCC must be made by management and trade union representatives before going to the Corporate Joint Council. Genuine attempts to discuss and resolve issues at the CJC must be made by management and trade union representatives before going to the Works Council.

WORKS COUNCIL

CONSTITUTION AND FUNCTIONS

1. TITLE

The Joint Committee shall be called the "Works Council".

2. TERMS OF REFERENCE

- A. The functions of the Works Council shall be;
- I. a forum for consultation and negotiation between the Council and its employees on corporate issues in relation to conditions of service;
 - II. to provide a forum for the discussion and prevention of differences and the resolution of disputes where they arise;
 - III. to establish regular consultation between the local authority and its employees on matters such as personnel policy initiatives;
 - IV. to make recommendations on the application and interpretation of terms and conditions of service of employees;
 - V. to consider any relevant matter referred to it by the Joint Secretary of either Side; and
 - VI. to carry out such other functions as are specifically assigned to it.
- B. The Works Council shall not consider:
- I. any matter concerning an individual employee, e.g. discipline, grievance, promotion or efficiency;
 - II. any matter which is properly the function of any other body, including the governing bodies of locally-managed institutions.
- C. In the event of any matter arising upon which the Works Council cannot agree, the matter may be referred by either side to the appropriate recognised negotiating body, in accordance with the relevant National Scheme of Conditions of Service.
- D. The Works Council may refer any question before it for consideration by, and the advice of, the appropriate negotiating body and shall inform that body of any recommendation of the Works Council which appears to be of more than local interest, always provided that such recommendation shall be approved by the local authority prior to its submission to the provincial body.
- E. The Works Council shall use its best endeavours to ensure that all relevant collective agreements are applied throughout the Council.

3. MEMBERSHIP

- (a) The Employer's Side shall comprise of all members of the Cabinet
- (b) The Union Side shall comprise not more than 17 employees.
- (c) The Council and the constituent trade unions shall both appoint substitute members of the Works Council, any one of whom shall act as a substitute for a full member of the appropriate side in the event of the latter being unable to attend a meeting. A substitute attending a meeting in place of a member shall have the same powers as the member.
- (d) If a member or a substitute member of the Works Council ceases to be a Member of the Council or an employee of the Council, that member shall

cease to be a member of the Works Council. Any such vacancy arising shall be filled by the Employer's Side of the Union Side as appropriate.

4. CHAIR

A Chair and a Vice-Chair shall be appointed by the Works Council at its first meeting in each municipal year. The Chair shall be a member of the Employer's Side, the Vice-Chair shall be appointed from the Union Side.

5. OFFICERS AND ADVISERS

- (a) Each Side of the Works Council shall appoint a Joint Secretary.
- (b) Each Side may invite advisers to attend meeting of the Works Council. The Joint Secretaries shall notify each other of the advisers they are inviting to each meeting. Persons attending under this provision shall be entitled to speak.

6 MEETINGS

- (a) The Works Council shall meet as required. Either Joint Secretary may call a meeting at any time. The Joint Secretaries shall arrange agenda, dates and times of meetings and for the circulation of documents for meetings.
- (b) Items not included on the agenda for a meeting may be considered by the Works Council with the agreement of both Sides.
- (c) A special meeting of the Works Council shall be called within 10 working days at the request of either Joint Secretary.
- (d) The minutes of the Works Council shall be agreed by the Chair and Vice-Chair. Disputes about the minutes shall be resolved through the Joint Secretaries.
- (e) The minutes shall be reported to the Cabinet.

7. QUORUM

Three members of the Employer's Side and five members of the Union Side.

8. PAYMENT TO UNION SIDE AND THEIR ADVISERS

Members of the Union Side shall receive payment at plain time rate for attendance at Works Council meetings.

Analysis of School Workforce Census – November 2018

(data provided by DfE for all Lewisham schools including Academies)

Total workforce:	6,262
of which:	
Teachers	2,476
Teaching Assistants	1,824
Non-classroom based support staff	1,009
Auxiliary staff	953
Male:	1,312 (21.0%)
of which:	
Teachers	651
Teaching Assistants	212
Non-classroom based support staff	203
Auxiliary staff	246
Female:	4,950 (79.0%)
of which:	
Teachers	1,825
Teaching Assistants	1,612
Non-classroom based support staff	806
Auxiliary staff	707
Minority Ethnic Group (ie. non-white British):	2,758 (44.0%)
of which:	
Teachers	990
Teaching Assistants	859
Non-classroom based support staff	452
Auxiliary staff	457
White British:	3,504 (56.0%)
of which:	
Teachers	1,486
Teaching Assistants	965
Non-classroom based support staff	557
Auxiliary staff	496

Data for part-time and full-time analysis and age analysis only available for Teachers

Total number of Teachers:	2,476
Teachers aged 50 and over:	498 (20.1%)
Teachers aged under 50:	1,978 (79.9%)
Teachers working part-time:	525 (21.2%)
Teachers working full-time:	1,951 (78.8%)

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Safer Stronger Communities Select Committee

Sanctuary Strategy

Date: 16 January 2020

Key decision: No

Class: Part 1

Ward(s) affected: All

Contributors: Executive Director for Housing, Regeneration and Environment

Outline and recommendations

This paper sets out the proposed Council approach to supporting those seeking sanctuary. This is part of the Council's corporate commitment to be a more 'Open Lewisham' and to become a Borough of Sanctuary for those fleeing persecution and violence.

It is recommended that Safer Stronger Communities Select Committee:

- Note the context for the development of a corporate strategy on sanctuary;
- Note the proposed strategy and the action planning framework it governs; and
- Approve the strategy and associated framework to be taken forward to Mayor and Cabinet.

Timeline of engagement and decision-making

This report relates to one of the Corporate Priorities, Open Lewisham, which are set out in the Council Corporate Strategy for 2018-2022. There have been no previous decisions taken on this item.

1. Summary

- 1.1. This paper sets out the proposed Council approach to supporting those seeking sanctuary as part of the corporate commitment to become a borough of sanctuary.

2. Recommendations

- 2.1. It is recommended that Safer Stronger Communities Select Committee:

- Note the context for the development of a corporate strategy on sanctuary;
- Note the proposed strategy and the action planning framework it governs; and
- Approve the strategy and associated framework be taken forward to Mayor and Cabinet.

3. Policy Context

3.1. The contents of this report are consistent with the Council's policy framework. It supports the priorities set out in the Corporate Strategy 2018-2022:

- Open Lewisham
- Tackling the housing crisis
- Giving children and young people the best start in life
- Building an inclusive local economy
- Delivering and defending: health, social care and support
- Making Lewisham greener
- Building safer communities

3.2. Of these, while several are indirectly met by this work, the Open Lewisham priority is most directly supported, including its three commitments, that:

- Lewisham will be a place where diversity and cultural heritage is recognised as a strength and is celebrated;
- Hate crime will not be tolerated; and
- Lewisham will be a Sanctuary Borough, welcoming those fleeing violence and persecution in their own countries and protecting the rights of all migrants, asylum seekers and refugees.

4. Background

4.1. A commitment to become a Borough of Sanctuary was ratified in the Corporate Strategy, 2018-2022, under the Open Lewisham commitment. The strategy sets out that:

“Lewisham will be a Sanctuary Borough, welcoming those fleeing violence and persecution in their own countries and protecting the rights of all migrants, asylum seekers and refugees.

We will become a recognised Borough of Sanctuary, working with partners to develop a pledge and practical steps we will take to welcome and include refugees in our activities, and to actively seek ways of supporting them wherever we can.

We will expand Lewisham's refugee resettlement programme, with a target of supporting a further 100 vulnerable families from Syria and other areas of conflict.”

4.2. The sanctuary movement is focussed on the City of Sanctuary Charter, and on community led commitments within local areas to see, broadly:

- The voices of those seeking sanctuary are heard;
- The contributions of those seeking sanctuary are acknowledged;
- That those seeking sanctuary have fair access;
- That good relations are fostered between those seeking sanctuary and other local residents; and

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- That good practice is shared to continually improve in the spirit of sanctuary.
- 4.3. To be successful, sanctuary work must be community led, and in Lewisham, this work is driven across the borough by the Lewisham Migration Forum, a consortium of local providers who work with refugees, asylum seekers and migrants in Lewisham including the Council. The Council is a founding member of this consortium, with the voting steering group membership held by Councillor Bonavia as Cabinet Member for Democracy, Refugees and Accountability.
 - 4.4. The Council has already been working to improve the borough for all those who call it home, including those seeking sanctuary here. Some of this work has been happening in services, addressing the particular needs of those seeking sanctuary or adapting to be more accessible, and some of this has been through commitments including supporting 100 refugee children as part of a campaign by Safe Passage, passing a Council motion to ensure NRPF families supported financially under the Children's Act 1989 are able to secure free school meals and removing the embedded Home Office worker who was previously part of the No Recourse to Public Funds service.
 - 4.5. Lewisham is currently at the forefront of sanctuary work in London, with strong community support coupled with the Council's corporate commitment and the next steps are to see commitment to the principles formalised and commitments made across the borough to improve the landscape for those seeking sanctuary.

5. Strategy development

- 5.1. While the Lewisham Migration Forum leads on the borough-wide work around sanctuary, the Council will have its own application of the sanctuary principles as they relate to the work the organisation undertakes, while also recognising and respecting the structures and governance of the organisation. The proposed corporate approach seeks to align with the national movement and the local work being led by the Lewisham Migration Forum, without compromising the work of officers who must be governed first by the law and the Council's constitution.
- 5.2. The strategy sets out the equalities perspective of the sanctuary work. Sanctuary is a thematic equalities issue – it relates to a group of individuals who will all have at least one protected characteristics under the Equality Act 2010, and who often have intersectionality of protected characteristics. Sanctuary is ultimately about reducing the marginalisation of refugees, asylum seekers and migrants.
- 5.3. Already in the Council there is work happening which is delivering on sanctuary. In Refugee Week 2018 the Council delivered an event with the Lewisham Migration Forum to promote an awareness and understanding of sanctuary across sectors. With speakers from the private, public and voluntary sector as well as the stories of those with direct experience seeking sanctuary, the event served as a launch for Lewisham's sanctuary commitment, borough-wide.
- 5.4. There are also service areas at the Council which have clear, direct engagement with refugees, asylum-seekers and migrants. These include the following work areas:
 - Refugee Resettlement Programme, based in Housing Services;
 - No Recourse to Public Funds, based in Housing Services;
 - Unaccompanied Asylum-Seeking Children Programme run out of Children's Social Care;
 - topical advice on issues like Windrush and Brexit, coordinated centrally through the Policy Hub; and
 - Community Cohesion work in Crime Enforcement and Supporting People.
- 5.5. Beyond these areas of work and policy which clearly align to sanctuary, all services are

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likely to have some service users who are refugees, asylum seekers or migrants, and sanctuary for the Council is about all services having an understanding and explicit consideration of these individuals in service development, design and delivery. In many services, this is already happening and the aim of having a strategic approach is to draw it together, share and celebrate good practice, continually improve and deliver a better Lewisham for all.

5.6. The Sanctuary Strategy will:

- Promote awareness of the Council's commitment and formalise the aspiration of the Corporate Strategy, taking the work forward from 'we will' towards 'we are';
- Give officers clarity of what sanctuary means and how it relates to the work they are carrying out, with clear guidance that relates sanctuary work to equalities work and good service design and delivery; and
- Set the expectation, providing the tools to meet the expectation and embedding performance management of this corporately to ensure that the objectives are met.

5.7. This strategy, contained at Appendix A, and the framework proposed within it will see all services translating the Corporate Strategy commitment into service level activity which will mean tangible change for residents seeking sanctuary.

6. Next steps

6.1. On agreement of this draft proposal, the strategy will be taken forward to Mayor and Cabinet for ratification. Adoption of the strategy will mark the beginning of Lewisham as a Borough of Sanctuary, formalising the aspiration and denoting the move from working towards, to working to maintain.

6.2. Work will need to continue and a consistent drive for sanctuary will be required to ensure that the borough continues to be a welcoming one for those seeking sanctuary here. Sanctuary is not a one-off piece of work, but is about culture change, which must be maintained if the sanctuary designation is to remain legitimate.

6.3. A Sanctuary Borough Programme Manager post is being recruited to, which will coordinate the sanctuary work at the Council. This post, once the strategy is ratified, will begin work with services to populate the Council's first annual sanctuary action plan and follow the processes set out within the strategic framework, with reporting beginning to Corporate Equalities Board and Executive Management Team against the plans in the next financial year.

6.4. Appendix B shows an example set of actions as an indication of how the corporate action plans will be populated in line with this strategy. The Council, as a member of the Lewisham Migration Forum, will also continue to support the borough-wide action plan and will feed into this the work taking place within the Council.

7. Financial implications

7.1. This paper sets out the proposed Council approach to achieving the corporate commitment to become a borough of sanctuary. As such, there are no direct financial implications resulting from this report.

8. Legal implications

8.1. There are no legal implications for this report.

9. Equalities implications

9.1. 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,

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disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

- 9.2. 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.
- 9.3. 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.
- 9.4. The Equality and Human Rights Commission has recently issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010
- 9.5. 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-andpolicy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>
- 9.6. The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
- The essential guide to the public sector equality duty
 - Meeting the equality duty in policy and decision-making
 - Engagement and the equality duty
 - Equality objectives and the equality duty
 - Equality information and the equality duty
- 9.7. Those seeking sanctuary often have protected characteristics under the Equality Act 2010. Most commonly, race and religion, but also often gender, sexual orientation, age and disability which may be the reasons for these individuals seeking sanctuary in the first instance.
- 9.8. An EAA was completed for this proposal, which has limited data due to the current approach to refugees, asylum-seekers and migrants which doesn’t see the Council collect this information. However, qualitative information was available through the Lewisham Migration Forum, a consortium of local agencies working with service users who are refugees, asylum-seekers or migrants, and headline information on local population nationality and country of birth have been sourced from the Lewisham Observatory. The full EAA is contained at Appendix C.
- 9.9. This report sets out the intentions to improve the Council’s work across services, in making them more effective, consistent and equitable for residents seeking sanctuary. Equalities strategies like this one apply the Council’s equalities approach thematically

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and promote awareness and understanding of the issues related to it.

- 9.10. The Sanctuary Strategy has positive implications for equality as it proposes an approach to understanding and acting around refugee, asylum-seeker and migrant issues which should reduce marginalisation and have a positive impact on equalities characteristics these individuals share.

10. Climate change and environmental implications

- 10.1. There are no specific environmental or climate change implications to this report.

11. Crime and disorder implications

- 11.1. There are no specific crime and disorder implications to this report.
- 11.2. Work to promote Lewisham as a place of sanctuary for those seeking it will involve extensive work with the community to foster good relations and promote community cohesion.

12. Health and wellbeing implications

- 12.1. There are no specific health and wellbeing implications to this report.
- 12.2. Work to promote good and fair access to health services for all, including those who may currently face barriers amongst those seeking sanctuary, will seek to improve health and wellbeing amongst these marginalised groups.

13. Background papers

- 13.1. There are no background papers for this report.
- 13.2. There are three appendices to the report:
Appendix A – Draft Sanctuary Strategy
Appendix B – Sample Action Plan
Appendix C – Equalities Analysis Assessment

14. Glossary

Term	Definition
Refugee	<p>A refugee is someone who:</p> <ul style="list-style-type: none">• has a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion; and• is outside the country of their nationality; and• is unable, or owing to their well-founded fear unwilling, to avail themselves of the protection of that country. <p>In the UK, a person becomes a refugee when government agrees that their application for asylum meets this definition (taken from the Refugee Convention) and recognises them as a refugee. The other route for refugee status in the UK is to be</p>

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Term	Definition
	accepted onto one of the dedicated resettlement schemes prior to arrival.
Asylum seeker	An asylum seeker , or a person seeking asylum , is someone who has left their country of origin and formally applied for asylum but whose application has not yet been concluded, where asylum is protection or safety given by a government to people forced to leave their own countries for fear of persecution.
Migrant	A migrant is someone who has moved from one country to another, not for reasons of asylum or refuge. Often the move is for work, education or to be with family.

15. Report author and contact

- 15.1. For further information please contact Madeleine Jeffery, Director of Housing, on 0208 314 9484 or by emailing madeleine.jeffery@lewisham.gov.uk.

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Lewisham Council

Sanctuary Strategy

2020-2025

Our borough has a proud history of supporting refugees and migrants. We are strengthened by our diversity and the values we hold which enable and empower it.

As part of the Council's Corporate Strategy commitment to be an open and welcoming borough, the Council is a founding member of the Lewisham Migration Forum which is co-ordinating the collective effort for Lewisham to become a Borough of Sanctuary, welcoming those fleeing violence and persecution in their own countries and protecting the rights of all migrants, asylum-seekers and refugees. Our aim within the forum is to persuade individuals and organisations across our borough to join us in enacting the principles of the Cities of Sanctuary movement.

The Council is also making changes across all of our organisation so as to create a supportive environment for refugees, asylum seekers and migrants who access our services and also to work with partners to identify national policy issues where we can work collectively to encourage and enable change. This strategy sets out the Council's individual commitments towards the Sanctuary Borough goal, and provides a policy anchor for the wide variety of work the Council undertakes. It provides a common understanding of the meaning of sanctuary and a framework for its delivery by the Council.

I am very pleased to recommend this strategy as the expression of our collective determination to make this Council a champion for all those seeking sanctuary in Lewisham.



Councillor Kevin Bonavia
Cabinet Member for Democracy,
Refugees & Accountability

Introduction

This strategy governs the work of officers across the council and informs our engagement with partners. It is tied to the wider work on sanctuary across the borough and formalises the council's role in this work.

This document is formed of the following parts:

- Introduction
- Principles of sanctuary
- Delivery approach
- Implementation, governance and accountability
- Appendix 1: definitions
- Appendix 2: action plan template
- Appendix 3: local data

Other documents, provided they align with the principles, can and should be developed locally in individual services and divisions to support the Council's vision to deliver services which support the borough's sanctuary status and promote and safeguard the rights of refugees, migrants and asylums seekers.

This strategy is for five years with a review built in after the second year. This is to enable services to develop with the stability of a medium-term strategic directive while allowing the strategy to be responsive to any changes and progress towards the middle of the strategy term.

Corporate Strategy: Open Lewisham

The Council's Corporate Strategy 2018-2022 sets out the corporate objectives relating to make Lewisham a Borough of Sanctuary:

Open Lewisham: Lewisham is a welcoming place of safety for all, where we celebrate the diversity that strengthens us.

1. Lewisham will be a place where diversity and cultural heritage are recognised as a strength and celebrated
 - We will establish an Accessibility Commission led by disabled people, which will make public services more accessible and make it easier to get around our borough.
 - We will work with groups giving voice to the borough's diverse lesbian, gay, bisexual and transgender (LGBT+) community.
 - We will publish a review of the cumulative impact of Council decisions on different groups in our community.
 - We will work to understand and mitigate the impact of Brexit in the borough, so we can protect jobs and opportunities for our residents where possible.
 - We will strive to make the Council's workforce more representative of our borough's diverse population at all levels.
2. Hate Crime will not be tolerated
 - We will actively challenge all forms of discrimination, including racism, sexism, homophobia, antisemitism, Islamophobia, ageism, and all other forms of hatred.
 - We will tackle unconscious bias and support local awareness campaigns.
 - We will support events that bring our community together.
 - We will work closely with the police so that perpetrators of hate crime are brought to justice.
3. **Lewisham will be a Sanctuary Borough, welcoming those fleeing violence and persecution in their own countries and protecting the rights of all migrants, asylum seekers and refugees.**
 - **We will become a recognised Borough of Sanctuary, working with partners to develop a pledge and practical steps we will take to welcome and include refugees in our activities, and to actively seek ways of supporting them wherever we can.**
 - We will expand Lewisham's refugee resettlement programme, with a target of supporting a further 100 vulnerable families from Syria and other areas of conflict.

City of Sanctuary: Charter, Vision, Values and Principles

The Council is committed to the principles and values of the City of Sanctuary movement. These are set out in their charter which can be found in full here:

<https://cityofsanctuary.org/about/>

In line with their vision for the UK, Lewisham's vision is that **Lewisham will be a welcoming place of safety for all and proud to offer sanctuary to people fleeing violence and persecution.**

The vision is underpinned by five values which Lewisham is also committed to adopting, adapted for the local context as set out below:

Inclusiveness	We welcome and respect people from all backgrounds, place the highest value on diversity and are committed to equality.
Openness	We are committed to a culture of working collaboratively and in partnership with others.
Participation	We value and recognise the contribution of all involved in making Lewisham a place of sanctuary. We aspire to ensure people seeking sanctuary are fully involved in decision making processes and supported to become leaders
Inspiring	We work with enthusiasm and positivity and are determined to surpass what has already been achieved to welcome refugees and people seeking sanctuary. We act as a catalyst for change by being open to new and
Integrity	We aspire to high standards of honesty and behaviour, and always to act in the interests of people seeking sanctuary.

The vision and values feed into the seven principles which the Council will use in the development and delivery of services.

	Sanctuary Principles	We will...
1	Offer a positive vision of a culture of welcome and hospitality to all	Promote in our borough an unwavering commitment to equality, protecting and promoting the rights and welfare of all our residents
2	Promote relationships of friendship and solidarity between local people and those seeking sanctuary	Support community development and foster good community relations, rejecting all forms of discrimination and hate crime
3	Recognise and encourage partnership working	Work with our partners and communities to improve the borough for everyone who lives and works here, using our influence to create positive changes
4	Identify opportunities for practical action and work on common cause issues to effect change within and across communities	Work across our services to take practical steps wherever we can to mitigate disadvantages related to being a refugee, asylum seeker or migrant
5	Celebrate and promote the welcome and contribution of people seeking sanctuary	Proudly recognise and celebrate the diversity that strengthens our borough and continue to welcome those seeking sanctuary through our resettlement and unaccompanied asylum-seeking children programmes
6	Engage people seeking sanctuary in decision making processes at all levels and in all activities	Keep at the heart of our work the idea that 'nothing without us is about us' and make sure those seeking sanctuary are enabled and empowered to have their voices heard
7	Promote understanding of asylum and refugee issues, especially by enabling refugee voices to be heard directly	Seek to become practice leaders in our work with refugees, asylum seekers and migrants, promoting awareness and understanding across the Council, borough and beyond

Delivery approach

Sanctuary in practice

Sanctuary is applicable to all work in the Council. Being a borough of sanctuary is described by different people in different ways and encompasses all of the above.

At its heart, the essence of sanctuary is to act in the spirit of the equality act in the case of the marginalisation of refugees, asylum seekers and migrants, promoting and safeguarding the welfare of these residents as the Council would any other resident.

The council has a duty in our everyday work to do our best, by, for and with **all** our residents. This includes those seeking sanctuary.

What this means for services

Ensuring services are accessible to refugees and migrants - do staff know how to access our interpretation services? Is our language clear and universal? Do we have any requirements which inadvertently disadvantage certain groups? Are we promoting our services to those seeking sanctuary?

Considering refugees and migrants in service development - do we know which services are being accessed by people seeking sanctuary? Has there been explicit consideration of any needs these individuals may have?

Including the specific marginalisation of refugees in their equalities considerations and adapting and amending delivery to mitigate any disadvantage – do services need to adjust their processes to avoid disadvantaging those seeking sanctuary? Do services understand the marginalisation those seeking sanctuary experience?

Listening to and understanding the experiences of those seeking sanctuary in Lewisham – do we know whether consultations include refugee, migrant or asylum seeker voices? Do we understand the service user journey of those seeking sanctuary?

Providing the same level of service for refugees and migrants as for any other resident – do staff understand the rights and entitlements of different immigration statuses? Do services make clear how users can report any issues with the service they have received?

What this doesn't mean

This doesn't mean that any officer should act outside of the law or the Council's constitution. This strategy is superseded by any legislative or constitutional requirements.

Sanctuary is about working within these requirements in a sensitive and positive way to promote and safeguard the rights and welfare of those seeking sanctuary.

Implementation, governance and accountability

Corporate change and service review

Corporately, the needs of refugees, asylum seekers and migrants will be more formally considered. In activities like service planning, consultation and equalities monitoring you will see more reference to the needs of refugees, asylum seekers and migrants and will be expected to consider the needs of these groups of people more explicitly than in the past.

Whenever there is a proposal for a service to be changed, withdrawn or introduced officers should carry out an Equalities Analysis Assessment (EAA). Guidance for this can be found in the Council's Corporate Equality Policy. While our equality duty is specifically to the nine protected characteristics named in the Equality Act 2010, officers are able to, and should, consider wider inequalities and marginalised groups.

This should include being a refugee, asylum seeker or migrant. These groups of individuals often experience inequality related to other protected characteristics like race and religion, may have fled discrimination for characteristics like gender or sexual orientation, and may also be marginalised in other ways with an intersectionality to their immigration status.

Action planning

This strategy will inform an action plan with each Council directorate and division setting out how they are working to improve and develop their service offer for refugees, asylum seekers and migrants. The format for this action plan is laid out in Appendix 2. The action plan will be monitored centrally.

Governance and decision making

The corporate board for sanctuary is the Corporate Equalities Board. The scrutiny committee for sanctuary is Safer Stronger Communities Committee.

Reports will be made twice yearly to the Corporate Equalities Board on the action plan – once at the start of the financial year when service plans have been finalised and actions refreshed, to report on year progress and new targets, and once in the third quarter of the year to monitor delivery in-year. Following reporting at the Corporate Equalities Board an update on progress and key issues will be presented to the Executive Management Team.

Directorate Management Teams will need to ensure that each directorate is working on their actions and will be accountable to the Corporate Equalities Board and ultimately the Executive Management Team for their progress.

Appendix 1: Definitions

There are some core concepts that this strategy centres on which need to have a common meaning across the Council. These are defined for the purpose of this strategy as set out below:

- An **asylum seeker**, or a **person seeking asylum**, is someone who has left their country of origin and formally applied for asylum but whose application has not yet been concluded, where **asylum** is protection or safety given by a government to people forced to leave their own countries for fear of persecution.
- **UASC** stands for **unaccompanied asylum-seeking children**, and refers to children who are outside their country of origin to seek asylum, are separated from parents and relatives, and are not in the care of someone who is responsible for them in a guardianship role.
- A **refugee** is someone who:
 - i. has a well-founded fear of being persecuted for reasons of race, religion, nationality, membership of a particular social group or political opinion; and
 - ii. is outside the country of their nationality; and
 - iii. is unable, or owing to their well-founded fear unwilling, to avail themselves of the protection of that country.
- In the UK, a person becomes a refugee when government agrees that their application for asylum meets this definition (taken from the Refugee Convention) and recognises them as a refugee. The other route for refugee status in the UK is to be accepted onto one of the dedicated resettlement schemes prior to arrival.
- The **Vulnerable Children's Resettlement Scheme**, **Vulnerable Person's Resettlement Scheme** (both up to 2020/21) or the **Global Resettlement Scheme** (from 2020/21) refer to specific programmes where the Home Office and United Nations Human Rights Committee identify the most vulnerable refugees for resettlement. The **refugee resettlement programme** is how we refer to this programme in the Council, where we accept referrals to welcome and resettle these families.
- A **migrant** is someone who has moved from one country to another, not for reasons of asylum or refuge. Often the move is for work, education or to be with family.

Appendix 2: Action Plan Approach

The action plans will be held in excel format. The below provides the information headings in an accessible format for indicative purposes.

Reference.....

Directorate.....

Division.....

Service area.....

Action.....

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Owner.....

Milestones.....

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Status.....

Date added.....

Date due.....

RAG rating (with date).....

Comments (with dates).....

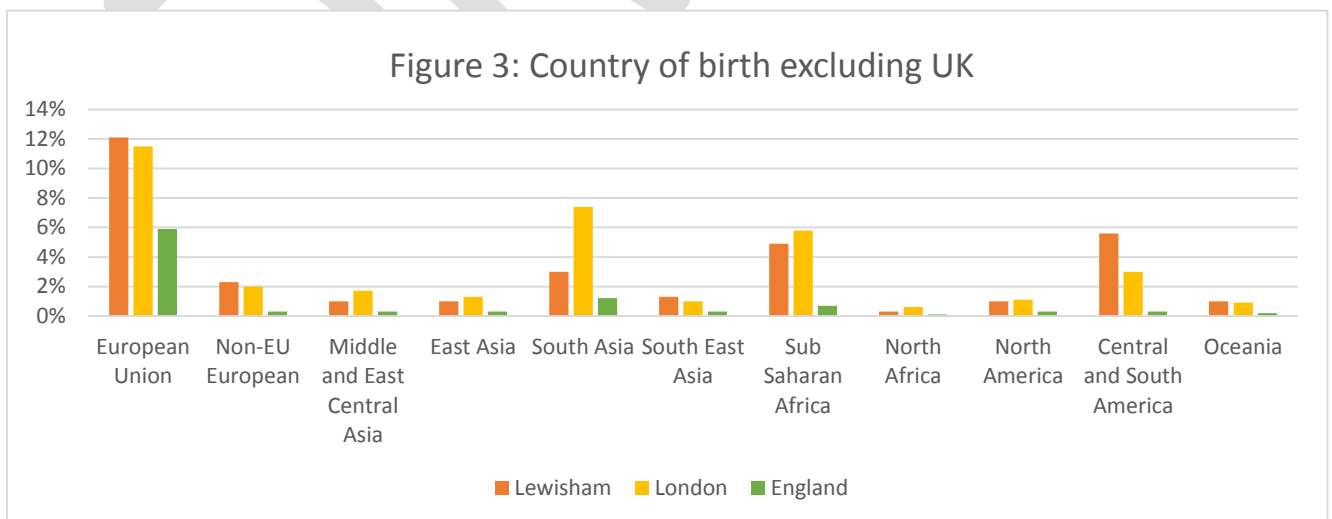
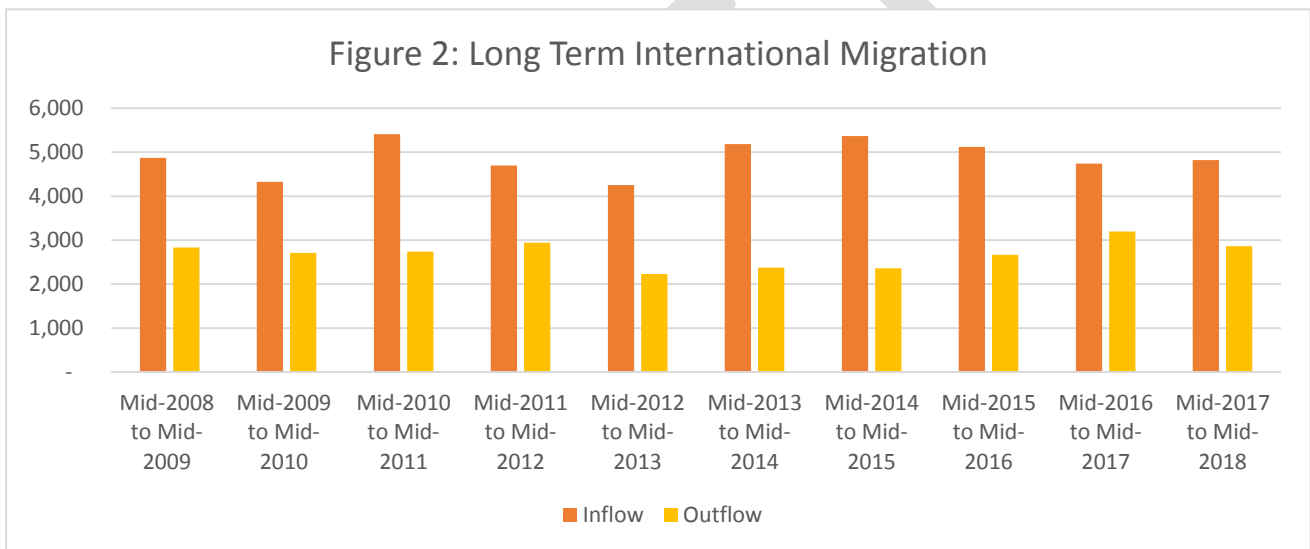
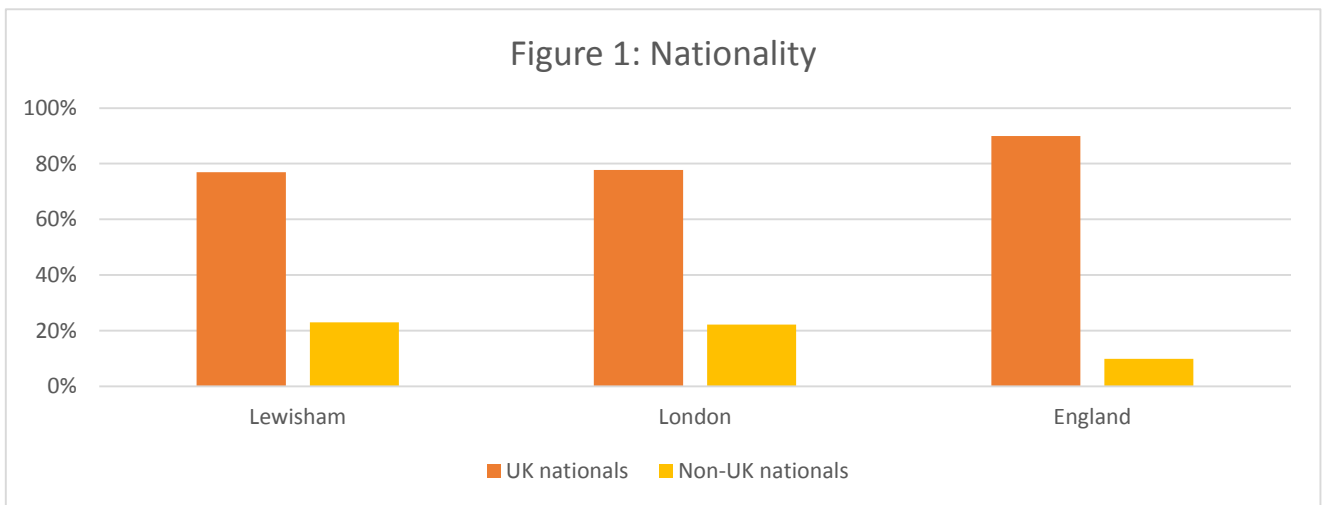
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Appendix 3: Local data



Figures 1 and 3 chart data drawn from <https://www.observatory.lewisham.gov.uk/population/> projections for 2019. Figure 2 data drawn from ONS migration statistics <https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/migrationwithintheuk/datasets/localareamigrationindicatorsunitedkingdom>.

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Sanctuary Action Plan Example

Ref	Directorate	Division	Service area	Action	Owner	Milestones	Status	Date added	Date due	RAG Rating with date	Comments with date
1	Housing, Regeneration and Environment	Housing Services	Housing Partnerships and Service Improvement	Pilot 'I need a translator' cards on the refugee programme	Natasha Valladares	Production of cards, distribution to refugees on programme, review of efficacy with pilot users at 3 months	Open	14/10/2019	14/02/2019	11/12/2019	14/10/2019 - to be rolled out across the borough if successful
2	Housing, Regeneration and Environment	Housing Services	Housing Partnerships and Service Improvement	Work with local RPs to get them to pledge their commitment to sanctuary and support them to develop an action they will take as part of this	Rachel Dunn	First RP pledged, 3 RPs pledged, first action complete	Open	14/10/2019	14/04/2019	11/12/2019	14/10/2019 - work with Phoenix on how they do this, potentially incorporate into an event in January with RPs
3	Housing, Regeneration and Environment	Housing Services	Private Sector Housing Agency	Work with local letting agents to get them to pledge their commitment to sanctuary and compile a list of Sanctuary Lettings Agents to be shared with service user groups and online	Theo Bonner	First agent pledged, 3 agents pledged, first Sanctuary Lettings Agents list published	Open	14/10/2019	14/06/2019	11/12/2019	
4	Housing, Regeneration and Environment	Housing Services	Private Sector Housing Agency	Produce short guide for refugees and migrants on the UK/Lewisham rental market and how to rent a property	Theo Bonner	First version of guide produced	Open	14/10/2019	14/04/2019	11/12/2019	
5	Housing, Regeneration and Environment	Housing Services	Private Sector Housing Agency	Produce a guide for refugees and migrants on their housing rights and clear and accessible routes to housing enforcement	Nick Stabeler	First version of guide produced	Open	14/10/2019	14/04/2019	11/12/2019	
6	Housing, Regeneration and Environment	Housing Services	Housing Needs	Send all front line staff a reminder of how to access translation and interpretation services	Lee Georgiou	Reminder sent	Open	14/10/2019	14/12/2019	11/12/2019	
7	Housing, Regeneration and Environment	Housing Services	Housing Needs	Provide online guidance for refugees, asylum-seekers and migrants on how the allocations policy may apply to them	Alex Clarke	Online guidance published	Open	14/10/2019	14/04/2019	11/12/2019	
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Author	Natasha Valladares	Directorate	Housing, Regeneration and Environment
Date	10 October 2019	Service	Housing

1. The project or decision that this assessment is being undertaken for

This EAA is for the Sanctuary Strategy and associated work to deliver actions arising from it.

Sanctuary in its broadest sense is about protecting and promoting the rights of refugees, asylum seekers and migrants. Lewisham has committed to becoming a borough of sanctuary and a key part of this is the Council setting out how we will implement sanctuary across our work. The strategy sets this out, and sets up a framework for services to incorporate sanctuary explicitly across their development and delivery.

The main report for this will be the proposed strategy and framework going to Safer Stronger Communities Select Committee and then Mayor and Cabinet.

2. The protected characteristics or other equalities factors potentially impacted by this decision

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity	<input checked="" type="checkbox"/> Maternity	<input checked="" type="checkbox"/> Language spoken	<input checked="" type="checkbox"/> Other, please define: refugee, asylum seeker, migrant
<input checked="" type="checkbox"/> Gender	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Religion	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Income	

The primary factors this work regards are being a refugee, asylum seeker or migrant. Individuals who are refugees, asylum seekers or migrants usually have intersectionality with other characteristics, in particular those selected above which are overrepresented in this group or which specifically compound any marginalisation.

These include, under the Act, gender, gender identity, ethnicity, disability, sexual orientation and religion, and additionally language spoken and income.

For example, a refugee may be referred to Lewisham under the Home Office’s programme because their refugee status in combination with a disability, or because their sexual orientation or religion subject them to particular risk of persecution. An asylum-seeker may be additionally disadvantaged in terms of income due to their inability to legally work in the UK.

3. The evidence to support the analysis

The Council does not currently hold data on the refugee, migrant and asylum-seeker population in Lewisham. There is no clear reason why the Council would collect this information at a borough-wide level and no incentive for these individuals to disclose. As such, there is no definitive data set to draw on for this analysis. The Lewisham Observatory does set out population projections for 2019 showing Lewisham has higher overall BAME populations than London. Additionally, we know that Lewisham is the 15th most ethnically diverse borough in the country, with more than 170 languages spoken, as per Corporate Strategy data.

We are also working to become London’s leading borough for resettlement with 17 refugee families welcomed in 2017 and 7 of a further 100 families welcomed so far this year, almost 100 individuals altogether. We also have over 100 unaccompanied asylum seeking children and care leavers we have a responsibility towards in Lewisham. All of these individuals have at least one protected characteristic, most of them multiple.

The Lewisham Migration Forum, a consortium of agencies who work with refugees, asylum seekers and migrants, provide insights through their work with these individuals and through formal listening exercised and consultation.

The initial findings of a consultation by the Lewisham Migration Forum, a consortium of agencies who work with refugees, asylum seekers and migrants, found that refugees, asylum-seekers and migrants in Lewisham face barriers and challenges around accessing employment, healthcare and banking, directly related to them being refugees, asylums seekers or migrants. Access to services like these and others was reported to be discriminatory around these characteristics, while there was positive feedback on a more general level about how friendly the borough is.

4. The analysis

The Sanctuary Strategy proposed will seek to mitigate some of the specific marginalisation experienced by refugees, asylum-seekers and migrants by raising awareness of this marginalisation and providing a framework within which to fairly mitigate it.

While it will be underpinned by the Council's Corporate Equalities Policy, it is clear that there is a specific inequality around those seeking sanctuary as evidenced by the experiences accessing services, and that this is an area not currently being considered as part of our equalities approach.

Inability to access core services, like banking, have cumulative impacts as bank accounts are required to access benefits, which provide an income through which to pay rent etc. Institutionalised discrimination is apparent for these individuals from the qualitative information available.

In the future, further data would be useful to refine this analysis. The proposed strategy suggests inclusion of monitoring questions in consultation which would assist with this.

5. Impact summary

The overall impact of this work is **positive**.

The impact on each characteristic noted above should be positive as the strategy proposed reiterates the Council's equalities duties, and seeks to address the marginalisation of refugees, asylum seekers and migrants within this framework.

There is a risk that focussing on this group in particular may be to the detriment of the individuals seeking sanctuary where it creates community tensions. Perceptions of this group as 'not local' can lead to community tensions where, in the context of local government spending cuts, this sort of work is seen by some residents as at the expense of perceived 'local' people. This perception, while discriminatory and inaccurate, can have a negative impact on equality by creating a hostile local environment.

6. Mitigation

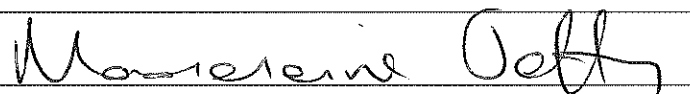
Section 4 sets out that the reason this work is required is due to the current invisibility of those seeking sanctuary, as they are not directly included in the Equality Act or in the Council's wider Corporate Equality Policy, so this work corrects a current failure to include these individuals. This proposal is itself an attempt to mitigate the existing disadvantage and discrimination against those seeking sanctuary.

To mitigate the risk of harms to those seeking sanctuary from community tensions, the strategy is very clear that the aim is equality and not disproportionate benefits for one part of the community. Officers will also need to be mindful of these risks and to work with the Community Cohesion officer in CER to monitor this.

7. Service user journey that this decision or project impacts

This strategy will impact the service users seeking sanctuary specifically, with positive spillover effects for all those who would benefit from clearer language, improved accessibility etc. Most if not all services will be impacted as the council works to make improvements corporately.

Signature of
Director



For further information please see the full [Corporate Equality Policy](#).



Safer Stronger Communities Select Committee

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

Date: 16 January 2020

Key decision: No.

Class: Part 1

Ward(s) affected: All

Contributors: Katie Wood, Scrutiny Manager

Outline and recommendations

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

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

1. Summary

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

2. Recommendations

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

3. Policy Context

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

4. Background

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

5. Appendicies

- *Appendix A – summary from Meeting with Young Advisors*
- *Appendix B – Summary from visit to Sutton Council*
- *Appendix C – Submission from the Local Government Association*
- *Appendix D – Submission from the Lewisham Interfaith Forum*

6. Financial implications

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

7. Legal implications

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

8. Equalities implications

- 8.1. Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 8.2. The Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.
- 8.3. There may be equalities implications arising from items on the work programme and all activities undertaken by the Select Committee will need to give due consideration to this.

9. Climate change and environmental implications

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

10. Crime and disorder implications

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

11. Health and wellbeing implications

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

Is this report easy to understand?

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12. Background papers

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

13. Report author and contact

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

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Appendix A

Summary of Engagement with Young Advisors Group for the Safer Stronger Communities Select Committee in-depth review into “How the Council embeds Equalities across its service delivery” – 9th December 2019



The Scrutiny Manager attended the Young Advisors meeting on the 9th December 2019 and gave an introduction to the Committee’s review. This was followed by an engagement session to get the views of those present facilitated by Jacob Sakil, Young Mayor Advisor Team.

Introduction given to the group:

A number of Councillors at Lewisham Council are carrying out an in-depth review into “How the Council embeds Equalities across its service provision”.

By Equalities we basically mean Fairness and making sure the Council’s own policies, the way it buys services, and the way it does the things that it needs to do, are fair to different people.

In particular when talking about Equalities, we refer to 9 characteristics that are protected in law by the Equalities Act 2010.

These are: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation.

In addition to these considerations there is another area that Councillors are more and more interested in which is “socio-economic disadvantage”. This sounds like a confusing term and lots of people misuse it. In fact it is usually defined as a range of things that can put you at an economic disadvantage regardless of any of the 9 factors listed above. It is similar to “poverty” but not the same. By Socio-economic disadvantage we mean things such as having: low or no wealth; low income; whether you live in a deprived area; if you are

Appendix A

unable to afford basic needs such as food or heating; and what your socio-economic background is. I understand that many of you considered similar issues in your manifestoes and looked at why some groups might be effected by poverty in different ways. Some people talk about “period poverty” “food poverty” “fuel poverty” etc. The problem is still the same – poverty – but it might be experienced more acutely in different ways by different groups.

As I am sure you can image from thinking about yourself, your family and friends, many of us have lots of different parts to us so all these factors can’t be considered in isolation.

The Committee are keen to hear from you as young people in the borough on what you think are the important issues and we have some questions that we would like you to discuss.

Questions (through a workshop facilitated by Jacob Sakil):

Do you feel that people making decisions in the Council understand about your needs? What do they not understand? What do they get right?

“They understand but don’t care about changing.”

“There is always an adult’s point of view”

“surveys are often not effective – just seems like consultation but not real”

“some views and needs seem to be less valid than others due to people’s biases and perceptions”

“Older people seemed biased. They think about their own childhood experiences rather than listening to the reality from young people today – it’s not the same now.”

“People in the Council seem to be older - they don’t seem to care about young people or young black people.”

“Austerity – the Council has not invested in Youth Services – people from poorer backgrounds and ethnic minorities are most affected by this.”

Have you personally or someone you are with ever been unable to access a service because of something you feel is unfair? ie. Closure of a community centre/ changes to parks

- *Do you have examples of things that help you be able to use services (ie. What helps you be able to use a leisure centre/park/youth provision) (This could be for example that there is a reduced rate for kids/a place feels safe/ there is access for wheel chairs/it is near a bus route/ taking part in the Young Mayors programme*
- *Do you have examples of where there are barriers for you or friends (ie. No equipment for your age group/all the facilities in the leisure centre not suiting you (maybe time of day of classes or for older people; the park not feeling safe; no access for wheelchairs etc.*

Appendix A

“Homelessness – a friend was refused help by SHIP as she didn’t meet the criteria of being pregnant”

“Access to counselling services – a friend couldn’t access and was told by a teacher that there was no support unless they were suicidal”

“A post-16 careers day at school – there was no facilities such as a hearing loop and a pupil with a hearing impairment was told they wouldn’t be able to attend”

“Youth clubs – limited access has a big impact on often marginalised young people.”

“An HIV positive friend felt nervous about accessing services and enrolling at university”

“Lewisham Shopping Centre - only 2 young people are able to enter shops at once and young people are not allowed to congregate. It is one of the main things to do in Lewisham centre and young people are not able to.”

“Downham Library – we were kicked out as a group of young people for being too noisy”

“Libraries not being quiet enough to do homework anymore. This is a barrier for people who particularly need them.”

“lots of places not being Autism friendly meaning they are hard to use or access for some people.”

“brother told to leave the school as the school was unable to adapt to his needs as an Autistic child.”

- *What helped you to decide to be involved with the Young Advisors project?*

“Working together, meeting others, and having an opportunity to make a change.”

“a place to hear different opinions.”

“found the information online.”

“an opportunity to voice opinions in a safe space.”

“useful events such as hearing about the cadets.”

- *Do you know what barriers there are for other people who may have liked to but didn’t?*

“it starts and end quite late for some people.”

“it should be showcased more. Don’t hear enough about it”.

“people might not know about it.”

- *Is there anything else that you would like to highlight in terms of the Council that you feel would be of interest to the Committee’s review?*

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LB Sutton – Fairness Commission, 4th November 2019

Councillors Juliet Campbell (Chair) and James Rathbone (Vice-Chair), and Katie Wood, Scrutiny Manager met with Simon Breeze, Policy and Projects Manager and Alison Navarro, Chief Executive, Community Action Sutton (CVS Sutton)¹, and Chair of the Sutton Fairness Commission.

LB Sutton set up the Fairness Commission in 2017 as a method of engaging the community and ensuring their expertise were built into the Equalities process in the Council. The Commission is hosted by Community Action Sutton and includes key community groups and stakeholders. The Commission chose an investigative theme on which to focus – the first of which was “the life chances of children in the borough”. They reported on this in December 2018. [LINK](#)

“The overall aim of the Commission is to work to ensure that the benefits of living in Sutton are enjoyed by all sections of society. The commission will work to 'eliminate discrimination', 'advance equality of opportunity' and 'foster good relations' amongst all in the borough, including those from 'protected characteristic groups'. In line with the Sutton Plan and the borough's focus on partnership working, the Fairness Commission will be the main vehicle for external equality and diversity activity. The Council will act as a critical friend for partners and will also receive input and feedback on its services, policies and commissioning processes via the Commission.”

During the meeting the following points were raised:

- The initial theme chosen was key and needed to test the process and cut across many equalities themes. Members of the Commission agreed the issue – a focus on children and young people. Engagement was crucial – they discussed with Council CYP colleagues and met with key groups such as: looked after children; and ex-offenders. They held a Fairness Commission conference and invested in an event for young people which they led themselves (this was seen to be very important as the lead and directions had to be from the community groups themselves and not the Council). By the CVS chairing the Commission, they felt they could reach more people than the Council and focus on cross-cutting issues that are separate from the image many have of the Council.
- The Board was chaired by Alison as Chief Executive of Community Action Sutton and included the Councillor Lead for Equalities and Executive member. After the first year it was recommended that the Fairness Commission become the only vehicle for delivering the Council's external equalities function. Following this, the representation was formalised to include: Cabinet Lead for Equalities; Chair and Vice-Chair of People Committee; representatives from opposition parties within the Council; Principal of local college; Police representative; Fire representative; and a representative of the Education sector. Alison remained the Chair. The following link below is to the

¹ A Council for Voluntary Service (CVS) is a type of charity in England and it is the place where local voluntary and community organisations speak to each other and get support.”

Appendix B

report making the Fairness Commission the [Council's external equality function. \(Item50\)](#):

- “At this stage the Commission was re-energised again with a new theme and a dedicated Council officer to support the work”.
- In terms of funding, the Council provided £10,000 initially. Support is now through officer time. Within Community Action Sutton's contract with the borough there is a built-in focus on equalities and with community development.
- Recommendations made by the Commission go to the relevant Council committee. (LB Sutton operates under the Committee system model). The reports can be critical of the Council, for example, one of the findings said there was a lack of leadership.
- Three topics were being considered for the next theme: the gypsy and traveller community; race equality work to develop a BAME strategy for Sutton; and participation of disabled people in community life. Partners such as the Police could also use their own youth engagement strategies etc. Access and engagement would continue to be key. The Runnymede Trust had done a bespoke piece of work on race equality in Sutton.
<https://www.runnymedetrust.org/projects-and-publications/parliament/scorecard/sutton.html>
- The Sutton Fairness Commission is not part of the formal consultation for Council officers when producing EIAs. The Commission can aid with policy development, scrutinising delivery, acting as a critical friend.
- There was a review of Children's Services and Early Help Policy at the Council that has been driven by recommendations from the Fairness Commission.
- There is a positive relationships between the local authority and community sector and a shared sense of issues, process and relationships.
- It was important for the organisation running the commission to be embedded in the community.
- Alison was keen to set up a youth participation framework.
- In terms of consultation events, positive work had been done through the Volunteer Centre with a group called Citizen Commissioners and Young Commissioners. They are given training and take part in interview panels and are consulted with on Council policy changes etc.
- The Council also consulted Citizens panel and had a commitment to engagement. Getting officers to engage early and in a meaningful way was a continuous challenge. The Volunteer centre organised the citizen assembly. Useful for skills and CV - full training involved. The assembly was involved in how to spend money such as in a park.
- See extract below regarding Citizen Commissioning in Sutton from: Public service: state of transformation, 2018 case studies from the public service transformation academy, 2018, page 46 [Link here](#)
- They felt that “fairness” was a more inclusive word than “equality” and more easily understood.

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'What do they know of cricket who only cricket know?'

Why commissioners should stop commissioning and start collaborating – Citizen Commissioners in Sutton

- Commissioners don't have all the answers and cannot work alone
- Local people will engage but it must be worth their while – and not what you think is worth their while
- You may not always save money but you can avoid costs

What is the context?

Sutton Council has been on a journey. We've gone from services supplied by the council to services of mixed provision. In 2011, our

members agreed to a values-based and value-focused commissioning approach. At its heart, it encourages officers to seek the best return on public money, instead of the cheapest option. Our earliest innovations in commissioning began

in the mid noughties in adult social care. The reason was to improve conditions for vulnerable adults with learning disabilities and to meet a local need to shut one of the last long stay hospitals in Britain.

46 Public service: state of transformation 2018 Report from the public service transformation academy

This case study aims to show that commissioning skills honed in this period have developed into an organisational approach – an approach which could soon be borough-wide, and which centralises residents, with clear evidence why and the impact of doing so.

What's the story?

A shamelessly personal reflection now. I started working in adult learning disabilities over a decade ago. I worked in respite, residential and day care and eventually managed services. Around this time the Valuing People Support Team was working to improve our clients' lives.

One of the dichotomies I struggled with then was the fact people coming into the service were adult, with associated rights and responsibilities, yet the service was shaped for their families. Which is not necessarily a problem, although one situation remains with me: the evening I took a group of adults to the pub. One person got drunk and had a good time. Their family, however, was deeply unimpressed. They felt I had allowed that adult to make a bad choice.

I may not have a perfect answer to this one but, for me, it was more important to respect that person's right to make a choice, and then to support it. After all, it was neither a health risk, nor an issue about previous abstinence. It was about quantity. From then, I began challenging why services were the way were. For example, respite is about giving carers a break, but it's the carer for who leave their homes. I still do not really understand why that is fair.

Fast forward to 2011, and I was managing a project to turn the local authority into a commissioning council. Members were clear: this didn't mean outsourcing only, or cheapest wins. It meant having a robust, evidence-based approach to select the best option. So, if the

commissioning process is integral to our decision making, and, therefore, what our residents receive, there was little doubt that to change our relationship with residents, we needed a commissioning framework that enabled collaboration. At the time, we had some tough decisions to make about our children's services, and so we agreed to train some young people in the art of commissioning and, in some ways, let them loose within our commissioning team.

Yes, their expectations had to be managed and no, they could not have actual money to spend, but the first principle was that their view was as valid, if not more so, than the paid staff.

The council paid for a young cohort to be given accredited training in commissioning, while each committed to one project. We linked them up with commissioners from the council and let them choose their work. They chose public health, regeneration of a local park and services for looked after children, among other projects.

We had those young people, plus others trained later, designing surveys, canvassing harder-to-reach groups, connecting stakeholders, presenting at market consultation events, helping to set method statements, contributing to specifications, taking part in tender evaluations and monitoring performance. And they spotted when we missed things, too. I remember being in a room talking about healthy eating and obesity, with lots of experts who spent over an hour on the topic, only for the young commissioner in the room to point out that, at her college, the biggest problem was among young men under-eating. We checked, she was correct, and we changed the specification.

Members could see the value of this community-led approach. So we tendered for a provider to run a project that would support

Citizen Commissioners of any age from 12 upwards, train them, and incorporate the group of young people already hard at work.

Our local volunteer centre won the contract and we now have about 115 local people trained and a core who are regularly active and others who do more ad-hoc projects. They've been achieving a lot. From working on the sexual health website consultation, the Sutton Young People Survey, E-Safety feedback, Sutton Recycling Campaign, the Make Your Mark project and the recommissioning of looked after children placements. And they've recently undertaken a huge piece of work which is part of the Sutton Plan.

And that is where we are today. Not everyone we have trained has fulfilled their side of the deal, often for perfectly legitimate reasons, but those that have are amazing people who have gone over and above what we asked – and proven beyond doubt the value of opening commissioning to local people. Every time I meet one of them, it holds me to account as an investor of public money, and in a way that submitting reports and being dragged into the boss's office never can.

Who are the key partners?

The Volunteer Centre Sutton and Sutton Council.

What has been the impact?

The completion of more than a hundred commissioning projects, the development of ongoing relationships between 37 local organisations and public-sector agencies, and the solid engagement of 520 Sutton residents. And much more besides.

Public service: state of transformation 2018 Report from the public service transformation academy

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What have been the key elements of success?

You've got to take a positive approach to risk across all tiers of the council. The expertise of our volunteer centre was vital, as was having enthusiastic young people in the first cohort who were appropriately trained. Striking a balance was crucial: volunteers simply needed to know their involvement would be meaningful, not a direct influence.

Also, the £20,000 for the launch was integral, as was a good choice of commissioning projects.

What has been learned?

If you trust people's good nature you learn new things, possibly before they become problematic. Also, do not expect people to take part in commissioning without making clear what is involved. Allow people to experience the whole commissioning cycle, or repeat aspects with different

projects. Procurement is not a barrier to full contribution from locals and it's not the commissioner's job to decide upon engaging locals, it's theirs. Finally, if you get something wrong admit it, learn from it and move on.

Who are the key contacts?

Tom Alexander, Head of Strategic Business, Commissioning & Governance, London Borough of Sutton tom.alexander@sutton.gov.uk 020 8770 4522

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Submission for Lewisham Scrutiny and Equality Commission

1. Introduction

The Equality Standard for Local Government was established in 2001 by the Improvement and Development Agency (IDeA). Its purpose was to set a benchmark and enable councils to self-assess and improve their approach to equality. In 2009, the IDeA revised this, and soon after launched the Equality Framework for Local Government (the EFLG) which took a less bureaucratic approach. The LGA regularly revises the EFLG, with involvement of local government personnel to take account of changing society and legislation. It aims to be a supportive self-assessment tool for councils, to help them become more aware of their own achievements and areas for improvement. If the council chooses to have an external validation by an LGA peer challenge, the EFLG forms a large part of the evidence for that peer challenge.

The most recent revision was 2019. The EFLG (2019) has been updated to reflect the latest legislation affecting equality such as Gender Pay Gap reporting, GDPR, the changing context of the local government sector and equality in Britain and in response to other significant issues that might affect equality including the UK's decision to leave the European Union.

2. Aim of the EFLG:

The equality framework is intended to help Councils:

- deliver accessible and responsive services to customers and residents in their communities including those from protected characteristics
- employ a workforce that reflects the diversity of the area they are serving
- provide equality of opportunity for all staff
- Meet the requirements of the Public Sector Equality Duty

It seeks to do this by:

- Identifying the areas of activity that Councils need to be addressed to deliver good equality outcomes
- Helping Councils to understand how they can build equality into processes and practices
- supporting organisations to become inclusive employers
- Enabling Councils to informally self-assess their progress on the equality improvement journey and determine where and how they need to improve.
- Providing the framework for an LGA Equality peer challenge

3. Underlying Principles

- The EFLG is part of the LGA's sector led improvement offer to the local government sector and as such engagement with the Framework is voluntary.
- The Framework can help with compliance with the Public Sector Equality Duty which is a legal obligation of the Equality Act 2010.
- The Framework references the nine legally protected characteristics: age; disability; gender reassignment; marriage and civil partnership; pregnancy and maternity; race; religion or belief; sex; sexual orientation. It also encourages Councils to consider other issues that might be affecting their staff such as caring responsibilities as well issues affecting communities such as socio-economic inequality and isolation including rural isolation
- The EFLG is supportive of the EHRC's six selected domains of equality measurement which it has identified as the areas of life that are important to people and that enable them to flourish. They are: Education, Work, Living standards, Health, Justice and personal security, and Participation
- The modular design of the Framework reflects the fact that Councils come in all shapes and sizes with different resources, communities and priorities. It recognises that action on all equality issues at once is not always possible.
- The Framework supports the LGA's Equality Peer Challenge

4. Structure of the EFLG

The Framework sets out four modules for improvement underpinned by a range of criteria and practical guidance that can help a Council plan, implement and deliver real equality outcomes for employees and the community. The four modules are:

- Understanding and working with your community
- Leadership and Organisational Commitment
- Responsive Services and Customer Care
- Diverse and Engaged Workforce

For each module there are three Levels. Developing; Achieving and Excellent. The levels are progressive and cumulative so an organisation can plan and chart its progression against different priorities. Councils can be at different levels of the framework for different modules.

Developing - The developing level criteria contain the basic building blocks for each priority. An organisation at the Developing level has made an organisational commitment to improving equality. It is putting in place processes to deliver on equality issues and is working towards meeting and exceeding the statutory requirements.

Achieving - An organisation at the Achieving level has policies, processes and procedures in place and is delivering some good equality outcomes. It is not only meeting but can demonstrate exceeding statutory requirements.

Excellent - An organisation at the Excellent level has mainstreamed equality throughout the organisation and can demonstrate that it is delivering significant outcomes across its services that are making a difference in its communities. The organisation not only exceeds statutory requirements and it is an exemplar council for equality and diversity in the local government and wider public sector.

The modules contain several themes, each with short descriptor at each level of the framework. This is followed by a set of indicators or criteria that can be used to self-assess.

5. Good Practice examples from recent LGA equality peer challenges

LB Croydon – Awarded Achieving November 2019

There is a visually diverse leadership team

There is a clear link on E&D from governing party's manifesto to corporate plan and Cabinet responsibilities. Progress on E&D strategy and objectives is monitored at a Member's equality and diversity oversight group.

There are Member champions for Autism, mental health, dementia and BAME and LGBT.

The borough has declared itself a "White Ribbon" borough to highlight the issue of Domestic Violence. The Leader is a White Ribbon ambassador.

There are 6 staff equality networks. Each has a sponsor and a budget of £1500 per annum for projects.

Croydon was the first council to publish menopause guidance and this has already had positive outcomes in the workplace.

Socio- Economic Equality actions

Localities based approach uses data to tailor services to the most vulnerable in the borough.

Procurement and commissioning is used effectively to deliver equality outcomes. Contracts in excess of £100,000 are assessed with equality metrics. Service providers are required to collect equality monitoring data and provide equality training to their staff.

Council supports the VCS deliver food clubs not food banks to reduce stigma

There is targeted leadership development for BAME and women employees which has already started to see results. There is a commitment to diverse recruitment panels and LBC is working with neighbouring councils to achieve this.

The organisation is Level 2 of “Disability Confident” It pays employees the London Living Wage and encourages other employers in the borough to do the same with its Good Employer Charter.

The Council has a low gender pay gap of 1.6%. It goes beyond the pay gap legal requirements to also measure disability and ethnicity pay gaps.

Wolverhampton Council – Awarded Excellent Autumn 2018

The Council’s “WV Insight” website gives staff and the public access to information and data sets developed from several sources including the Office of National Statistics, Public Health and the Joint Strategic Needs Assessment (JSNA). The data is aligned to the Equality Framework for Local Government. It enables users to drill down to consider trends and compare CWC to its near neighbour councils and conduct gap analyses on equality criteria.

All elected Members receive annual equality training and on induction.

There is a Members Equality Advisory Group (EAG) with a very good knowledge of their communities & local issues. EAG has a diverse makeup in terms of gender and ethnicity. Members of the group are trained on the WV Insight tool to help them to understand the emerging trends and changes within their communities.

The Council has taken some bold initiatives that impact beyond the local authority area e.g. the Paulette Wilson Windrush Migrants Initiative. The project is named after a Wolverhampton resident who was detained as part of the scandal. CWC developed a project with the city’s Refugee and Migrant Centre to assist and support those who came from the Commonwealth prior to 1973 and who may be affected or worried about their immigration status. It provided one-year funding for the project and its launch on the 9 May 2018.

Each service produces an annual service equality action plan and has a service equality group and an equality champion. Performance on service equality plans is reported through the relevant governance processes and presented to the Members group.

The Council has set up a Community Reference Group which acts as community moderators in the event of critical incidents of gang crime. Members of the group include community leaders, third sector organisations as well as parents of victims and perpetrators.

There are four well-established staff equality forums (Race, Gender, Disability and LGBTQ) which have clear structures and regular meetings. These are open to all staff in the council and have memberships from across the organisation. Forums are recognised as a source of innovation and good ideas (for example the Maternity and Disability Buddy Schemes, and the need for Unconscious Bias training).

Socio Economic Equality Actions

“Wolves at Work” uses data to identify and target key groups. In this case to receive support around employability.

CWC offers more of its contracts to local SMEs rather than national organisations as a result of its policy of breaking down contracts into smaller lots by area. An example is the Advocacy contract which was increased from 2 lots to 5. Outcomes of contracts are analysed by protected characteristics. Questions on social value are included in tender questions and social value (with a focus on equality) is used to

The Council supports a Parental Ambassadors scheme which provides opportunities for the better integration of migrants. The scheme is recognised as best practice at a national level. It offers an accredited training course in becoming a community ambassador to parents newly arrived in the City. Twenty newly arrived migrant parents who were unemployed have qualified from this course and a number have found employment in Wolverhampton schools. They are providing daily interpretation and other key support to newly arrived children with additional language requirements. The scheme has had positive outcomes for both education and employment.

A range of actions have been introduced over the past two years to address lack of workforce representation at senior levels. These include having diverse selection panels; introducing mandatory unconscious bias training for all staff involved in selection decisions including members; requiring recruitment agencies to produce diverse shortlists; having anonymised applications for all posts; giving guaranteed interviews for all disabled applicants meeting the vacancy criteria.

Manchester City Council – Re-accredited at Excellent June 2018

The Council’s collaboration with partners is enriching its knowledge and enabling it to gain a deeper understanding of residents. An example of this is its work with higher education institutions to generate an ethnographic study of Manchester and an external study of the Health and Wellbeing system. Another example is the preparation work being done for the new Local Care Organisation. (LCO) Data is being provided by a range of partners including police, fire, the ambulance service and housing providers. Mental Health Trusts are also involved.

Member Equality Champions were strongly committed to driving change for each of the protected characteristics.

The Council has very strong relationships with the local LGBT community. A strong strategic partnership and engagement framework exists between the council and the LGBT Foundation.

The Ward Improvement Partnerships intervene early to tackle cohesion issues, focusing on the problem (such as fly tipping) rather than different communities blaming each other.

Extra care for Lesbian, Gay, Bi-Sexual and Transgender (LGBT) elder residents is available as part of an effort to improve residential care delivery for this protected characteristic group. The provision was designed with input from an LGBT elder reference group.

Socio Economic Equality actions

The City Council has adopted Inclusive Growth as a very explicit goal to help ensure that all residents can benefit from the considerable economic growth of the last twenty years.

Since 2015 the Council has worked hard to increase the use of the Social Value Act to drive conversations with suppliers. It has increased the weighting given to social value considerations in the tendering process from 10% to 20%. Outcomes from this approach include suppliers creating 423 employment opportunities for hard to reach individuals, 705 apprenticeships and 1,160 jobs and nearly 69,000 hours of support to the VCS.

The Council pays the national Living Wage to all its staff including care staff. Staff can have up to three days paid leave to volunteer. Flexible working is promoted across the organisation and the Timewise Accreditation has been adopted.

Essex CC – Reaccredited at Excellent June 2018

Essex Innovates is a partnership between the County Council, the police and Essex University. It has created a data platform with the vision of making Essex national leaders in using the power of data science and Artificial Intelligence to tackle public policy challenges. The intention is that partners will implement data-driven solutions for prevention to benefit local people and businesses. Issues on the ground are already being tackled using predictive data analysis from the platform. e.g. domestic violence, and school readiness where district councils, ECC and police data is analysed to predict which families will need the greatest intervention.

ECC has worked with partners to develop and launch the first countywide Faith Covenant in Britain. The Covenant was signed in October 2017 by, amongst others, ECC, Basildon, Braintree, Chelmsford and Colchester councils, Essex Police, the Office of the Police and Crime Commissioner and the Essex Fire Authority. The shared ambition is for Christians, Muslims, Hindus, Jews, Buddhists, Pagans and leaders from the public sector to pool their resources to strengthen community cohesion and tackle isolation and loneliness.

Accessible Meeting Hub – ECC sought to create a space where with people with a range of needs can be better supported during meetings or engagement work, as part of its drive to be Disability Confident. In Autumn 2017, the first floor of Chelmsford Library was identified as the most viable space for new ‘accessible’ meeting rooms.

The Council is doing some innovative work around preventing mental ill health. It funds a council based Mental Health and Wellbeing team of specialist social workers who do preventative work with people suffering from low level mental ill health.

Carer and disability passports are “owned” by the staff member and set out their issues and needs so that new managers can quickly appreciate their needs.

Socio-Economic Equality Actions

Ethnographic research is used to engage with hard to reach communities. E.g. at Jaywick in Tendring where intelligence was gathered by talking to residents. This is helping to determine where infrastructure changes can really help the community, for example the provision of shelters at bus stops for residents who use public transport to get to work. Research with the Children in Care Council also used observation and soft data to develop services.

The Meaningful Lives Project for autism and learning disability is funded for three years and works across health, employment and housing needs. The offer is firmly grounded by the people themselves who are using the service telling the council what they need in their lives. The project has enabled a programme for six adults at a time with learning disability and/or autism to be given paid internships within ECC for an eight-week period. The project is also approaching other potential employers such as police, fire and ambulance services about opportunities for people with a learning disability or autism.

London Borough of Hackney Re-accredited at Excellent April 2018

There are Member Champions for equality

Community engagement is well resourced. There is an independent facilitator for the community planning panel and other social cohesion groups. Different faith groups meet via the Faith Forum throughout the year working on different issues such as hate crime and welfare reform.

Examples of positive partnership working in practice: e.g. Volunteering for Hackney, the Faith Forum, reaching excluded communities, Improving Outcomes for Young Black Men, work in Hackney Museum, Integrated Communities.

Consultation is targeted appropriately, and the Council monitors which communities are harder to reach or engage with. Events are then held specifically to engage these communities. For example, Public Health targeted work with Muslim women. A fitness instructor in a hijab was engaged to provide fitness classes.

Although the Council is putting more services on line, it recognizes that there will always be certain people who are unable to use the internet due to disability, age or mental health issues. Its strategy is to help those who can, to interact on line, which will free up resources to work with the people who need face to face assistance. The I-Care Information Directory was tested by elderly users and those with mental health issues. User groups were able to go through the process with support where necessary.

The Council has recognized that tenants in the private rented sector also need support. It has set up a specific team set up to address health and wellbeing issues of private tenants.

The Pause Project supports women at risk of having their future children being taken into care. The programme which is now in its third cycle provides 18 months of support in every aspect of the women's lives. The approach was piloted in Hackney and it is now being adopted across the county.

Socio Economic Equality Actions

Work with Young Black Men –This project addresses the fact that many young black men have worse outcomes in terms of education, mental health, offending rates and employment than their peers in the community. The project is championed by the Council's Deputy Mayor Lead Cabinet Member for Children and Young People. It is a multi – agency partnership that seeks to improve the life chances of future generations of young black men and to provide support and opportunities for those now aged 18-25. Its next step are to secure resources to increase the level of community engagement, develop the leadership role of the youth advisory group of young black men who steer and shape the programme and deliver engagement.

There is a deliberate policy of taking some services and interventions out to the estates in the borough where there is particular need. Some residents are being prescribed exercise and fitness by GPs and the Council is responding by offering £1 fitness classes on some estates.

Rugby Borough Council Re-accredited at Excellent May 2017

Community Associations within the borough are proving to be a good source of community insight and intelligence. Issues around anti-social behaviour and gang culture have been identified and addressed in one area as a result of intelligence gained by the Association.

Member Champions for equality

The Council has good relationships with volunteers such as street pastors who are supporting vulnerable people across the town.

The Council has been bold in tackling the issue of child sexual exploitation by working with partners to provide training for hotels, bed and breakfasts and taxi drivers. All new taxi drivers are required to attend the training and then every three years as part of their licence conditions to ensure they are aware of their responsibilities in protecting their passengers.

Staff have access to a wide range of equality and diversity training. Refresher training is regularly available. Manual and customer service staff have had "theatre type" equality training. Some equality training is mandatory, such as for new staff in their induction training. All employees have had training around the Prevent agenda. Members training is also mandatory and should be undertaken every three years.

Socio -Economic Equality Actions

Leaders recognise the “socio-economic” challenges facing communities in Rugby that are at risk of exclusion. This is exemplified in the case studies relating to Homelessness and Universal Credit. RBC is the lead Council in the Homelessness Prevention Trailblazer pilot project across Warwickshire. The aim of the project is to trial new ways to prevent Homelessness at an earlier stage than other local authority models. In response to a growing need for support for vulnerable claimants of Universal Credit the Council has contracted with the Benn Partnership and the Citizens Advice bureau to provide advice and support on a cost per client basis

Other case studies

Available on the LGA website here: [LGA Equalities Case Studies](#)

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The London Borough of Lewisham is a Borough where residents' equalities needs are generally understood and respected. There is plenty to celebrate in Lewisham with respect to equalities but there are still too often areas of discrimination, hate crime, abuse relating to Faith, Disability, Race, Gender and Sexuality.

Undoubtedly, more needs to be done in practical ways to educate Communities and Organisations. An example of such practice is the *LIF (Lewisham Interfaith Forum)* which proactively and passionately engages Communities through Events, Discussions, and sports, including as The Annual Peace Walk, Annual Mosque Open Day, Annual Holocaust Memorial Day, interfaith sports events, and other initiatives. The experience of *LIF* is that we can focus on what we share and what we hold in common across the religious spectrum so that *LIF* can be truly inclusive and respectful to all without anyone feeling they are censured, drowned out or unheard, or others feeling that they are made unsafe by uncharitable views. Everyone needs to be safe. Everyone matters. We have our differences but we try to bring those differences to the table and work together with respect and tolerance.

Although the Local Council actively takes into account Equalities in its Policy and Decision Making, at the same time it is important that there is more Engagement with Faith Groups/Leaders in the Borough to further understand and appreciate those long held values and sensibilities cherished by Faith Communities in a world of changing and melding opinions.

One example from among some members of *LIF* are that concerns and barriers to engagement have emerged not only from a faith perspective but also from a cultural perspective from communities across the faith traditions spectrum most currently concerning pressures to conform with LGBT opinions over the promotion of conservative religious traditions, where critical or dissenting opinions about LGBT may be tacitly or deliberately ignored, dismissed, drowned out, censured, and censored. For the continued wellbeing of any open democratic society, Lewisham Borough in this case, where opinions are aired and respected, it is

Appendix D

critical that orthodox religious voices are not excluded from the dialogue. Faith communities will sometimes choose to differ vocally on opinions vis-a-vis LGBT, but they are not and should not be dismissed as backward, antiquated or repressive.

Another example, expressed by some of our members is the ongoing discrimination, hate crime and barriers to participation that are experienced by disabled members of our community. Disability equality should be a standard that all adhere to, but sadly this is not always the case in Lewisham.

Evidence of good practice is demonstrated by the work and willingness over the years of the *LIF*, the various ethnic communities in Lewisham, the network of the Police and the Council to cement a close-knit Lewisham community where residents have united to repel the far right marching on Lewisham Islamic Centre, the various peace vigils for continued peace and unity in Lewisham. These events and more, including countless personal testimonies, prove just how indispensable intercommunity dialogue and the work of the *LIF* has been in shaping current attitudes in Lewisham.

Lewisham Interfaith Forum Steering Group. Dec 2019



Safer Stronger Communities Select Committee

Report title: Select Committee Work Programme Report

Date: 16 January 2020

Key decision: No.

Class: Part 1

Ward(s) affected: All

Contributors: Katie Wood, Scrutiny Manager

Outline and recommendations

This report gives Committee members an opportunity to review the Committee's work programme and make any modifications required.

- To consider the work programme attached at Appendix B and discuss any issues arising.
- To consider the items scheduled for the next meeting and outline any specific information required.
- To review the forward plan of key decisions to consider whether there are any items for further scrutiny.

Timeline of decision-making

Safer Stronger Communities Select Committee (SSCSC) Work Programme 2019/20 – draft agreed at SSCSC 30.4.19

SSCSC Select Committee Work Programme 2019/20 – agreed by Business Panel 7.5.19

SSCSC Select Committee Work Programme 2019/20 – reviewed at meetings of SSCSC 22.5.19, 16.7.19, 12.9.19, 9.10.19, 26.11.19

1. Summary

- 1.1. The committee drew up a draft work programme at the beginning of the municipal year for submission to the Business Panel for consideration.
- 1.2. The Business Panel considered the proposed work programmes of each committee on 7 May 2019 and agreed the overview and scrutiny work programme.
- 1.3. The work programme can, be reviewed at each select committee meeting to take account of changing priorities.

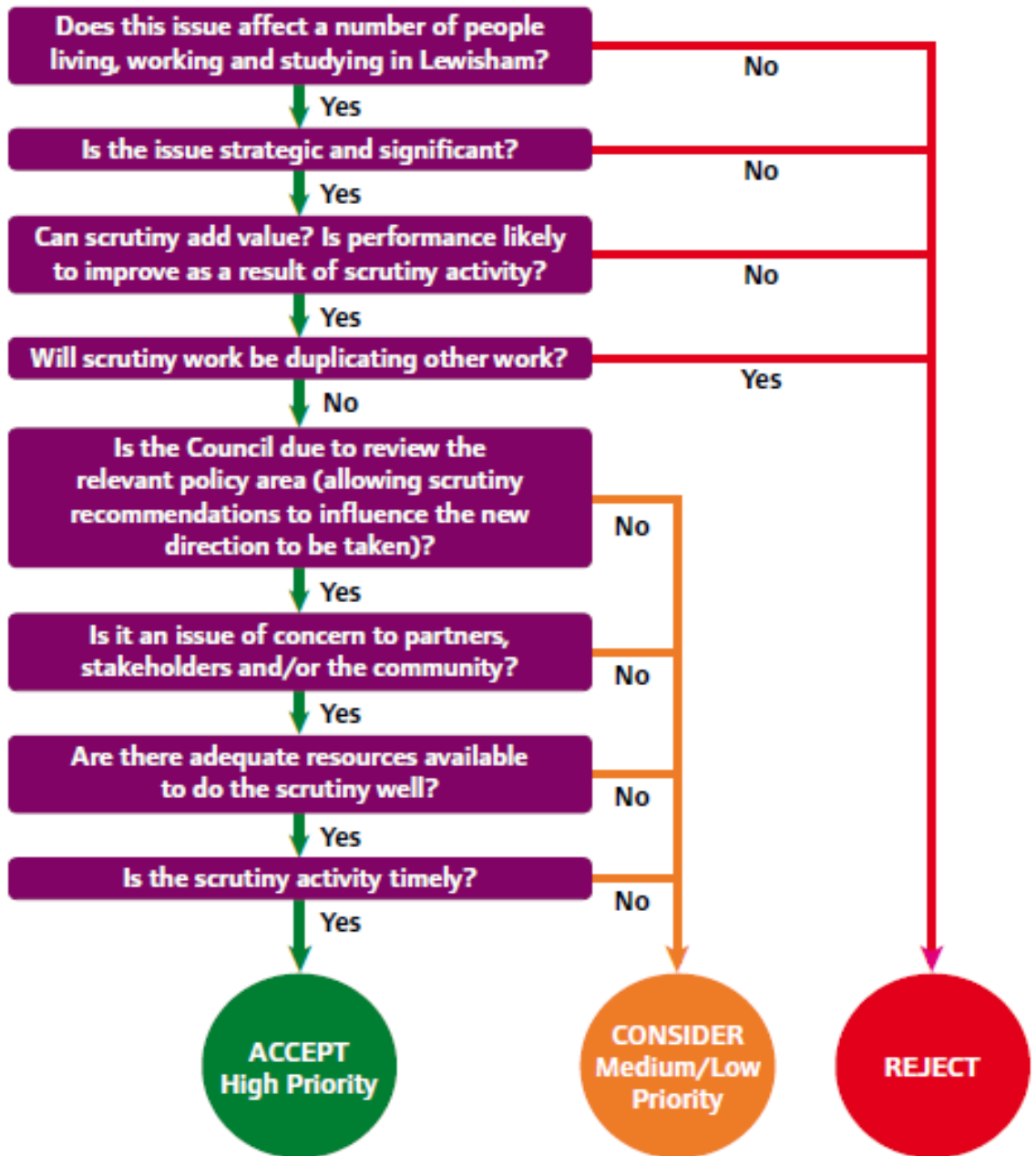
2. Recommendations

- 2.1. The Committee is asked to:
 - consider the work programme attached at Appendix B, and discuss any issues arising from the programme
 - consider the items scheduled for the next meeting, and specify the information the committee requires to achieve its desired outcomes
 - review the forthcoming key decisions set out in Appendix C, and consider any items for further scrutiny

3. Work Programme

- 3.1. Members are asked to consider if any urgent issues have arisen that require scrutiny and if any items should be removed from the work programme.
- 3.2. Any additional items should be considered against the prioritisation process before being added to the work programme (see flow chart below).
- 3.3. The committee's work programme needs to be achievable in terms of the meeting time available. If the committee agrees to add additional items, members will also need to consider which lower-priority items should be removed to create sufficient capacity.

Scrutiny work programme – prioritisation process



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- 3.4. Items within the committee's work programme should be linked to the priorities of the Council's Corporate Strategy
- 3.5. The Council's Corporate Strategy for 2018-2022 was approved at full council in February 2019.
- 3.6. The strategic priorities of the [Corporate Strategy for 2018-2022](#) are:

[Open Lewisham](#) - Lewisham is a welcoming place of safety for all, where we celebrate the diversity that strengthens us.

[Tackling the housing crisis](#) - Everyone has a decent home that is secure and affordable.

[Giving children and young people the best start in life](#) - Every child has access to an outstanding and inspiring education, and is given the support they need to keep them safe, well and able to achieve their full potential.

[Building an inclusive local economy](#) - Everyone can access high-quality job opportunities, with decent pay and security in our thriving and inclusive local economy.

[Delivering and defending: health, social care and support](#) - Ensuring everyone receives the health, mental health, social care and support services they need.

[Making Lewisham greener](#) - Everyone enjoys our green spaces, and benefits from a healthy environment as we work to protect and improve our local environment.

[Building safer communities](#) - Every resident feels safe and secure living here as we work together towards a borough free from the fear of crime.

4. The next meeting

- 4.1. The following items are scheduled for the next meeting on 4th March 2020.
- 4.2. The committee should specify the information and analysis it requires for each item, so that officers are clear about what information they need to provide. The Committee is also asked to confirm the priority rating for each item.

Agenda item	Review type	Relevant Corporate Priority	Priority
Prevent and Stop and Search – 6-month update	In-depth review	CP1 and CP7	High
Disability Provision in Lewisham	Performance monitoring	CP5	High
Comprehensive Equalities Scheme	Performance monitoring	ALL	High
Local Assemblies Annual Review including NCIL	Performance monitoring	CP1	High

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YOS Monitoring progress	Performance monitoring	CP7	High
Equalities In-depth Review	in-depth review	CP1	High

5. Referrals

5.1. Below is a tracker of the referrals the committee has made in this municipal year:

Referral title	Date of referral	Date considered by Mayor & Cabinet	Response due at Mayor & Cabinet	Response due at committee
Select Committee Work Programme	30.04.19	Considered at Business Panel on 7.5.19	N/A	N/A
Budget Cuts	12.09.19	1. CYP -17.9.19 2. PAC – 24.9.19 3. M&C - 10.10.19	11.12.19 for Referral 3 Only. (slipped to 4.2.20)	16/1/20 (delayed now 4/3/20)
Food Poverty	09.10.19	20 November 2019	4.2.20	4/3/20

6. Information Items

6.1. Some potential work programme items might be low priority and may only require a briefing report for information to be produced for members outside of a formal committee meeting.

6.2. Below is a tracker of the information items received by the committee:

Item	Date received
Public Health Approach to Violence Reduction	9.7.19

7. Financial implications

7.1. There are no direct financial implications arising from the implementation of the

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recommendations in this report. Items on the Committee's work programme will have financial implications and these will need to be considered as part of the reports on those items.

8. Legal implications

- 8.1. 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.

9. Equalities implications

- 9.1. Equality Act 2010 brought together all previous equality legislation in England, Scotland and Wales. The Act included a new public sector equality duty, replacing the separate duties relating to race, disability and gender equality. The duty came into force on 6 April 2011. It covers the following nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 9.2. The Council must, in the exercise of its functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
 - advance equality of opportunity between people who share a protected characteristic and those who do not.
 - foster good relations between people who share a protected characteristic and those who do not.
- 9.3. There may be equalities implications arising from items on the work programme and all activities undertaken by the Select Committee will need to give due consideration to this.

10. Climate change and environmental implications

- 10.1. There are no direct climate change or environmental implications arising from the implementation of the recommendations in this report. Items on the Committee's work programme may have climate change implications and these will need to be considered as part of the reports on those items.

11. Crime and disorder implications

- 11.1. There are no direct crime and disorder implications arising from the implementation of the recommendations in this report. Items on the Committee's work programme may have crime and disorder implications and these will need to be considered as part of the reports on those items.

12. Health and wellbeing implications

- 12.1. There are no direct health and wellbeing implications arising from the implementation of the recommendations in this report. Items on the Committee's work programme may have health and wellbeing implications and these will need to be considered as part of the reports on those items.

13. Report author and contact

- 13.1. If you have any questions about this report please contact: Katie Wood, 020 8314 9446 katie.wood@lewisham.gov.uk

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Safer Stronger Communities Select Committee 2019/20

Work Item	Type of review	Strategic Priority	Delivery deadline	30-Apr	22-May	16-Jul	12-Sep	09-Oct	26-Nov	16-Jan	04-Mar
Budget Cuts Proposals	Standard Item						Budget Cuts				
Election of Chair and Vice-Chair	Constitutional requirement										
Select Committee Work Programme 2018/19	Constitutional requirement	CP1,CP4 and CP7	Apr-19								
Safe Lewisham Plan	Performance monitoring	CP7	Apr-19								
Adult isolation & services for the elderly	Performance monitoring	CP5	May-19								
Invitation to Age UK, Positive Ageing Council and Cabinet member	Performance monitoring	CP5	May-19								
Update from Local Police and Fire Service	Standard Item	CP7	May-19								
Vision for the third sector: compact and transformation	Standard Item	CP1 and CP4	Jul-19								
Violence Against Women and Girls	pre-decision	CP7	Jul-19								
Prevent and Stop and Search response and update	in-depth review	CP7	Jul-19			response					6-month update
Councils employment profile and staff survey results	performance monitoring/in-depth										
Equalities Indepth Review	in-depth review	CP1	Mar-20							Information o	Final report
Lewisham Libraries- Future and Transformation inc annual report	Performance monitoring	CP1	Sep-19								
Public Health Approach to Violence Reduction	Performance monitoring	CP7	Oct-19								
Disability Provision in Lewisham	Performance monitoring	CP1	Oct-19								
Food Poverty	Performance monitoring	CP7	Oct-19								
National Probation Service and Community Rehabilitation Company	Performance monitoring	CP7	Jan-20								
Modern Day Slavery	Performance monitoring	CP1 + CP7	Jan-20								
sanctuary borough commitment and strategy	Performance monitoring	CP1	Jan-20								
Comprehesive Equalities Scheme	Pre-decision	CP1	Mar-20								
Local Assemblies Annual Review inc. NCIL	Performance monitoring	CP1	Mar-20								
YOS - monitoring progress against Action Plan	Performance monitoring	CP7	Mar-20								

	Item completed
	Item on-going
	Item outstanding
	Proposed timeframe

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FORWARD PLAN OF KEY DECISIONS

Forward Plan January 2020 - April 2020

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

Anyone wishing to make representations on a decision should submit them in writing as soon as possible to the relevant contact officer (shown as number (7) in the key overleaf). Any representations made less than 3 days before the meeting should be sent to Kevin Flaherty 0208 3149327, the Local Democracy Officer, at the Council Offices or kevin.flaherty@lewisham.gov.uk. However the deadline will be 4pm on the working day prior to the meeting.

A "key decision"* means an executive decision which is likely to:

- (a) result in the Council incurring expenditure which is, or the making of savings which are, significant having regard to the Council's budget for the service or function to which the decision relates;
- (b) be significant in terms of its effects on communities living or working in an area comprising two or more wards.

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
November 2019	Improvement Work Social Care Software Systems (LiquidLogic Adults - LAS & Childrens LCs)	17/12/19 Overview and Scrutiny Business Panel	David Austin, Acting Chief Finance Officer and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
December 2020	Contract Award for Extra Care Services at Conrad Court (Notting Hill Genesis)	17/12/19 Overview and Scrutiny Business Panel	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
August 2019	Consultation: Proposal to Transfer Management of 5 Community Centres to Lewisham Homes	15/01/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Jonathan Slater, Cabinet Member for Community Sector		
October 2019	Preferred Tender for Travel and Transport Programme	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	Building for Lewisham New Homes Programme parts 1 & 2	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell,		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Cabinet Member for Housing		
October 2019	State of the Highways Infrastructure and Update on Asset Management Strategy	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
October 2019	Achilles Street Estate Regeneration Ballot Results	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Parking Policy Update	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
June 2019	Disposal of former Wide Horizon Sites in Wales & Kent'	15/01/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Mayor Damien Egan, Mayor		
October 2019	Acquisition of land at Pool Court. parts 1 & 2	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
October 2019	Private Sector Housing Borough-wide Licensing	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
June 2019	Adopting a Residents Charter for Lewisham	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Lewisham Draft Housing Strategy	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Housing Strategy and Homelessness Strategy	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
October 2019	Precision Manufactured Housing (PMH) Procurement	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Highway Contract Tendering strategy for 2021 award	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		
November 2019	Approval for the procurement of lake operations for Beckenham Place Park	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
November 2019	Setting the Council tax Base NNDR Tax Base & Discounts for Second Homes and Empty Homes	15/01/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
December 2020	Permission to tender the Refugee Resettlement Support Service	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia,		

FORWARD PLAN – KEY DECISIONS					
Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Cabinet Member for Democracy, Refugees & Accountability		
December 2020	Beckenham Place Park Procurement of a Lake Swimming Operator	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
December 2020	Creekside Acquisition Opportunity	15/01/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Addey & Stanhope School Instrument of Government	15/01/20 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	NHS Commissioning Arrangements in Lewisham	22/01/20 Council	Aileen Buckton, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
November 2019	Setting the Council tax Base NDR Tax Base & Discounts for Second Homes and Empty Homes	22/01/20 Council	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
December 2020	Friendship Agreement Pokhara	22/01/20 Council	David Austin, Acting Chief Finance Officer and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
December 2020	Variation to Mayoral Scheme of delegation	22/01/20 Council	Kath Nicholson, Head of Law and Mayor Damien Egan, Mayor		
October 2019	Budget 2020-21	05/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
December 2020	Youth Services Contract Award	05/02/20 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
October 2019	Mayow Road Supported Living Service Parts 1 & 2	05/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			and Cabinet Member for Health and Adult Social Care		
October 2019	PLACE/Ladywell parts 1 & 2	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
November 2019	Supported Accommodation Permitted Contract Extension	05/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
October 2019	Contract Award for Stage 2 of Greenvale School Expansion Project	05/02/20 Mayor and Cabinet	Sara Williams, Executive Director, Children and Young People and Councillor Chris Barnham, Cabinet Member for School Performance and Children's Services		
November 2019	Approach to Boroughwide pot of Neighbourhood Community Infrastructure Levy	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Brenda Dacres, Cabinet Member for Environment and Transport (job share)		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
May 2019	Performance Monitoring	05/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
October 2019	Renewal of Social Care software systems	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
October 2019	Renewal of revenue and benefits software systems	05/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
November 2019	Learning Disability Framework - Award of call off contracts	05/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
December 2020	Leisure Centre Admission Charges	05/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Services and Councillor Andre Bourne, Cabinet member for Culture, Jobs and Skills (job share)		
October 2019	Budget Update	12/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Precision Manufactured Housing (PMH) Procurement Process Outcome and Decision	12/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
October 2019	Old Town Hall works - permission to tender	12/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Future Provision of Home Care	12/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Chris Best, Deputy Mayor and Cabinet Member for Health and Adult Social Care		
December 2020	Draft Local Plan	12/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration &		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
			Environment and Mayor Damien Egan, Mayor		
December 2020	Community Wealth Building and Inclusive Growth Strategy Update	12/02/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Joe Dromey, Cabinet Member for Culture, Jobs and Skills (job share)		
December 2020	Achilles Street Estate Land Assembly Parts 1 & 2	12/02/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Paul Bell, Cabinet Member for Housing		
December 2020	Community Energy Fund grant awards	12/02/20 Mayor and Cabinet	Tom Brown, Executive Director for Community Services and Councillor Jonathan Slater, Cabinet Member for Community Sector		
October 2019	Budget 2020-21	26/02/20 Council	David Austin, Acting Chief Finance Officer and Councillor Amanda De Ryk, Cabinet Member for Finance and Resources		
October 2019	Lewisham Climate Emergency Action Plan	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie		

FORWARD PLAN – KEY DECISIONS					
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			McGeevor, Cabinet Member for Environment and Transport (job share)		
October 2019	Air Quality Action Plan	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
December 2020	Local Plan New Cross Gate SPD and Surrey Canl SPD	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
October 2019	Renewal of Oracle Licensing arrangements	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Councillor Kevin Bonavia, Cabinet Member for Democracy, Refugees & Accountability		
December 2020	Corporate Energy Contract Strategy	11/03/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
December 2020	Post consultation	11/03/20	Kevin Sheehan,		

FORWARD PLAN – KEY DECISIONS

Date included in forward plan	Description of matter under consideration	Date of Decision Decision maker	Responsible Officers / Portfolios	Consultation Details	Background papers / materials
	recommendation of additions of new buildings to Local List	Mayor and Cabinet	Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Approval of the draft Lewisham Local Plan for public consultation	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Approval of the Local Development Scheme (update)	11/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
October 2019	Adoption of the Catford Regeneration Masterplan Framework	25/03/20 Mayor and Cabinet	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Approval of the draft Lewisham Local Plan for public consultation	01/04/20 Council	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
December 2020	Approval of the Local Development Scheme (update)	01/04/20 Council	Kevin Sheehan, Executive Director for Housing, Regeneration & Environment and Mayor Damien Egan, Mayor		
November 2019	Approval to appoint operator	29/04/20	Kevin Sheehan,		

FORWARD PLAN – KEY DECISIONS					
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	for concessions contract at the lake, Beckenham Place Park	Mayor and Cabinet	Executive Director for Housing, Regeneration & Environment and Councillor Sophie McGeevor, Cabinet Member for Environment and Transport (job share)		
November 2019	Corporate Equalities Scheme	29/04/20 Mayor and Cabinet	David Austin, Acting Chief Finance Officer and Councillor Jonathan Slater, Cabinet Member for Community Sector		

FORWARD PLAN – KEY DECISIONS

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