

<b>Safer Stronger Communities Select Committee</b>			
Report Title	Comprehensive Equalities Scheme (CES) Annual Review 2018		
Contributors	Executive Director for Resources and Regeneration	Item	5
Class	Part 1 (Open)	Date	12 March 2019

## **Introduction**

1. This report provides an illustrative summary of progress against the five objectives in the Council's [Comprehensive Equalities Scheme \(CES\) 2016-20](#). This is the second such report on the 2016-20 CES.
2. The above-mentioned summary which is attached as an Appendix, also includes a contextual summary of demographics in Lewisham and highlights some of the emerging challenges for the borough as it relates to equalities.

## **Recommendations**

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

## **Background and Policy Context**

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

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

## **Comprehensive equalities scheme 2016-20**

7. Lewisham's CES 2016-20 sits within the wider framework of the Council's Corporate Strategy. The Corporate Strategy priorities are as follows:
- 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
8. The objectives of Lewisham's CES are to:
- tackle victimisation, harassment and discrimination
  - improve access to services
  - close the gap in outcomes for our citizens
  - increase understanding and mutual respect between communities
  - increase participation and engagement
9. The five objectives above, which cover the Council's role as both an employer and service provider, are deliberately high-level in as much as the intention is to ensure that every protected characteristic can recognise themselves within these aspirations.
10. In framing these objectives, the Council is also looking to develop a more sophisticated approach to equalities reporting. As part of this, the CES 2016-20 recognises a wider set of equality issues such as worklessness, low pay, living standards as well as health & wellbeing.

## **Overview of annual review**

11. This report summarises the equality impact of five strategic plans, which the Council oversees by itself or in partnership with other organisations. These plans are as follows:
- A Safe Lewisham Plan 2018-19
  - Housing Strategy 2015-20

- Work & Skills Strategy 2015-17
  - Health & Well-being Strategy 2015-18
  - Children & Young People's Plan 2015-18
12. This new approach to progress reporting on the CES was proposed to the Safer Stronger Communities Select Committee in October 2015 and approved by the Mayor in March 2016. The intention is to show how a wide range of strategic plans contribute to the Council's five equality objectives set out above.
13. The information contained in this report is not exhaustive, nor is it meant to be, as oversight for implementation and improvement planning regarding the above-mentioned strategies is reported through individual scrutiny select committees. Instead, the information provided to Safer, Stronger Communities Select Committee is illustrative of context, activity and impacts, from the perspective of protected characteristics, where known.
14. Information related to the above is set out below, with supplementary detail at the attached Appendix.

## **Borough demography**

15. Lewisham is a borough of some 301,300 residents. Since the last Census in 2011, the borough's population has increased by nearly 25,000. According to official forecasts, Lewisham's population is expected to reach some 319,000 by the time of the 2021 Census and 345,000 by the Census in 2031. In terms of demographic characteristics of the borough, more than a quarter of residents are children and young people aged 0-19, whilst one in ten are older residents aged 65 plus.
16. Some 70 per cent of Lewisham residents (above the average for London and England) are aged between 16 and 64 (of working age) and nearly 16 per cent of residents describe themselves as living with a long term condition (a proxy measure for disability).
17. In terms of ethnicity, some 54 per cent of residents describe themselves as White, whilst 46 per cent are of Black and Minority Ethnic (BME) heritage (compared to 66 per cent White and 34 per cent BME heritage at the time of the 2001 Census). Residents of more than 70 different nationalities make their home in the borough.
18. There is no official data on the proportion of Lewisham residents who describe themselves as LGB or those who identify as Transgender. However, for the 2014 Lewisham Residents Survey, some 4 per cent of survey respondents identified themselves as LGB.

## **Summary of Annual Review**

19. The Annual Review of the CES provides an opportunity for the Council to reflect on work undertaken during the course of the year to deliver on the Council's equality objectives. The prism for assessing the impact of this work are the five high-level strategies which are set out above. A snapshot and progress and issues arising, over the 2018 reporting period, are set out below:

- Lewisham in one of only 3 London Boroughs that saw a reduction in Violence in the period Dec 17 - Nov 18 compared with the previous year (-5%)
- Reported incidents of disability hate crime increased in 2018, compared to 2017
- Levels of reported racist and religious hate crime have remained relatively consistent, however, whilst Islamophobic hate crime recorded incidents have decreased by more than 35% reported incidents of anti-Semitic hate crime have increased marginally.
- Reported incidents of homophobic hate crime are down marginally on the year, whilst reported transgender hate crime is also down marginally.
- Proportion of children not in education training or employment is below target;
- Number of families where homelessness was prevented has exceeded its target;
- Proportion of Lewisham children achieving a Good Level of Development (early years) continues to be amongst the best in the country;
- Breast feeding initiation at 6-8 weeks is amongst the highest in the country;
- Secondary schools are improving but are still at the bottom of the London tables.
- Our local NHS Health Check programme has good representation in terms of uptake by gender and ethnicity. This is particularly relevant as some BME communities are at higher risk of the illnesses that the NHS Health Check programme is working to prevent e.g. cardiovascular disease.
- Smoking at time of delivery figures in Lewisham compare well nationally and the whole systems training outlined above could support these figures to improve further.

20. Additional detail is set out in the end of year review summary, which is attached to this report as a supplementary Appendix.

### **Preparation for the 2020-24 scheme**

21. Preparation has already begun on the development of the 2020-24 CES. Set out under the sub-headers below are a summary of key reviews that will be taking place as part of the development process.

a. existing objectives

22. The five objectives for the current CES have been in place since the inception of the Scheme in 2012. At the time of their adoption they were seen as enduring and were therefore adopted again in 2016. The development of the next iteration of the Scheme provides the new administration and key stakeholders the opportunity to review the objectives for the next four years. As part of this process, there will be opportunities to dovetail and draw learning from existing programmes of work such as the Democracy Review.

#### b. data gathering

23. The availability and quality of data is crucial to the development of the CES and assessing its impact. The challenge that the Council faces in this regard is that, for the most part, service users do not share their data and the Council does not always make a compelling argument for service users to do so. As such, it is understood that going forward the approach to equality data monitoring must be significantly strengthened.

#### c. delivery mechanisms

24. Over the past four years, evidence of the impact of the CES has been tied to five high-level strategies. The rationale for this is because it provides the most effective way to demonstrate the extent to which equalities is embedded in decision-making and business systems of the organisation. The proposition, over the next four years, is to explore ways in which this approach can be further strengthened.

#### d. end of year reporting

25. Currently end of year reporting to the Safer, Stronger Communities Scrutiny Committee on the CES is focused around five key strategies. However, going forward, it is considered that other information that may be of interest to the Committee such as a summary of equalities analysis assessments and any analysis of public engagement in major public consultations.

### **Legal implications**

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

27. 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.
28. 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.
29. The Equality and Human Rights Commission has issued Technical Guidance on the Public Sector Equality Duty and statutory guidance entitled “Equality Act 2010 Services, Public Functions & Associations Statutory Code of Practice”. The Council must have regard to the statutory code in so far as it relates to the duty and attention is drawn to Chapter 11 which deals particularly with the equality duty. The Technical Guidance also covers what public authorities should do to meet the duty. This includes steps that are legally required, as well as recommended actions. The guidance does not have statutory force but nonetheless regard should be had to it, as failure to do so without compelling reason would be of evidential value. The statutory code and the technical guidance can be found at <http://www.equalityhumanrights.com/legal-and-policy/equality-act/equality-act-codes-of-practice-and-technical-guidance/>
30. The Equality and Human Rights Commission (EHRC) has previously issued five guides for public authorities in England giving advice on the equality duty:
1. The essential guide to the public sector equality duty
  2. Meeting the equality duty in policy and decision-making
  3. Engagement and the equality duty
  4. Equality objectives and the equality duty
  5. Equality information and the equality duty
31. The essential guide provides an overview of the equality duty requirements including the general equality duty, the specific duties and who they apply to. It covers what public authorities should do to meet the duty including steps that are legally required, as well as recommended actions. The other four documents provide more detailed guidance on key areas and advice on good practice. Further information and resources are available at: <http://www.equalityhumanrights.com/advice-and-guidance/public-sector-equality-duty/guidance-on-the-equality-duty/>

## **Financial Implications**

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

## **Environmental Implications**

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

## **Equalities Implications**

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

### **Crime and Disorder Implications**

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

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#### Supplementary Documents

Corporate Strategy 2018-22
Comprehensive Equalities Scheme 2016-2020

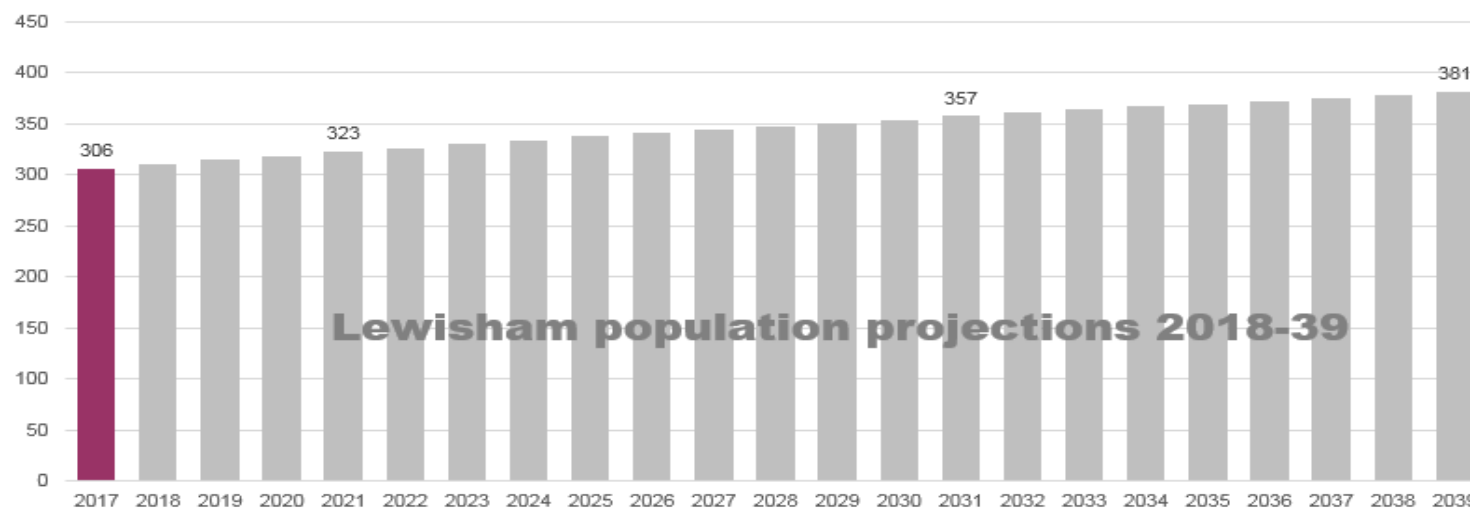
## Appendix A: Snapshot of Equality Reports Presented for Members Scrutiny

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



## Appendix B: Charts and Graphs

This chart sets out projected population increases in Lewisham over the 21 year period from 2018 to 2039. The chart shows that Lewisham's population will reach 323,000 by the time of the 2021 Census (up from 306,000 in 2017) and climb to 357,000 by the time of the 2031 Census. By 2039, the chart shows that Lewisham's population is projected to reach 381,000 which is an increase of 75,000 compared to 2017.



# population projections



# A truly global borough.....



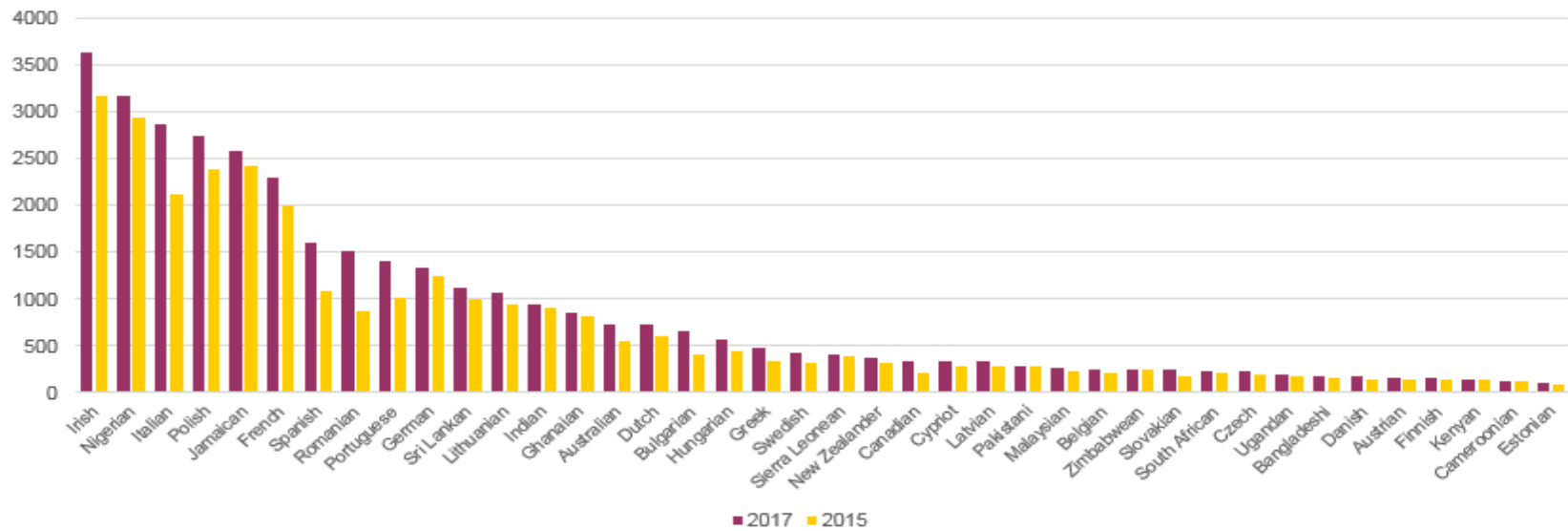
The 207,343 people on Lewisham's electoral roll comprise more than 70 nationalities and five continents

Source: Lewisham Electoral Services



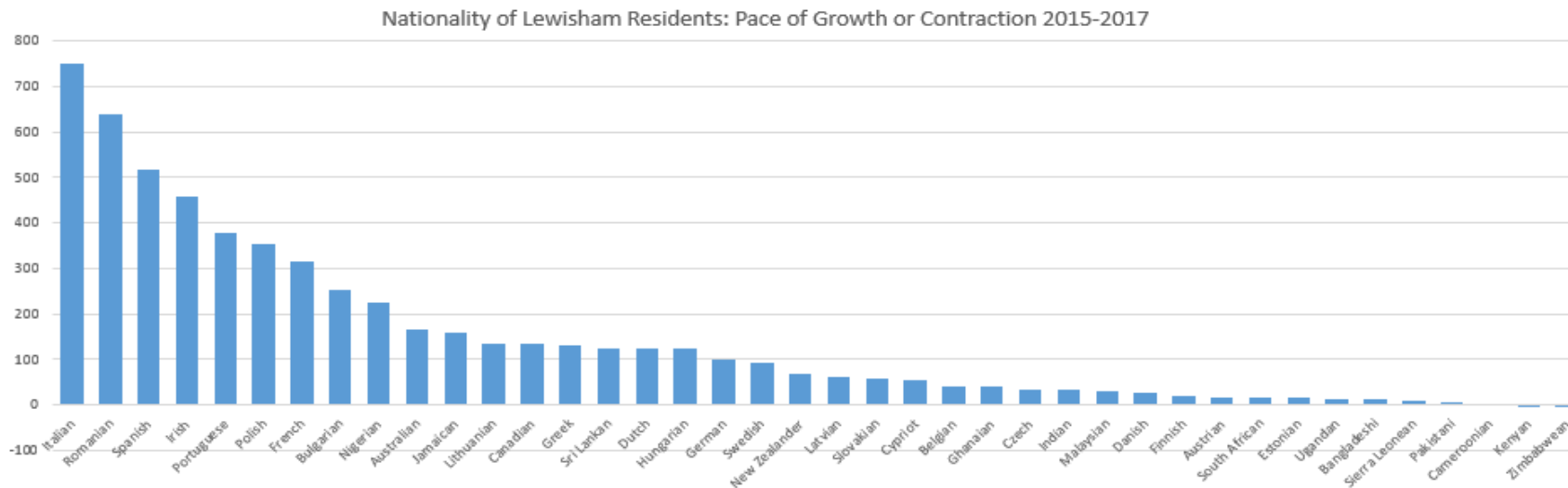
Source: Lewisham Electoral Roll 2017

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



Source: Lewisham Electoral Roll 2017 and 2015

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



Source: Lewisham Electoral Roll 2017