

Appendix



Comprehensive Equalities Scheme

Annual Review 2018

Introduction

- ➔ **Set out the equalities context in Lewisham**
- ➔ **Summarises progress against Comprehensive Equalities Scheme objectives**
- ➔ **Provide opportunity to consider emerging themes which impact upon equalities in Lewisham**
- ➔ **Set out broader approach to developing the Comprehensive Equalities Scheme 2020-24**

Lewisham is home to some

301,300



residents

167

languages are spoken by pupils attending Lewisham schools.

70

Lewisham is home to residents from more than **70** nationalities and five continents.



Nearly **three in ten**

Lewisham residents are older adults aged 65 plus



One in four

Lewisham residents is a child or young person aged 0-19.

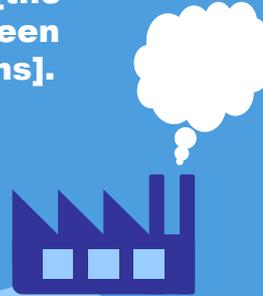
Lewisham's population is driven by natural change [the difference between births and deaths].



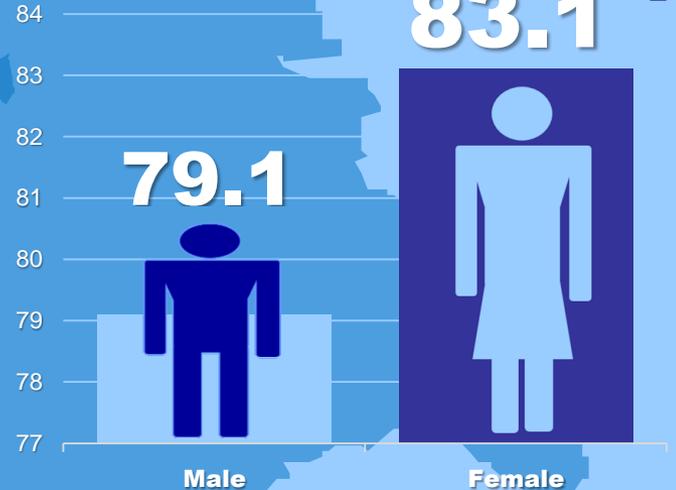
There are

133,000

households in the borough.



Lewisham has one of the highest concentrations of small businesses in the country.



Average life expectancy in Lewisham is 79.1 years for males and **83.1** years for females.

34.2%

46%

[2011 Census ONS]

of residents are of black and ethnic minority heritage

46.4%

of residents are men

49%

(2011 Census ONS)

53.6%

of residents are women

51%

(2011 Census ONS)

65.8%

of residents are White

54%

(2011 Census, ONS)

69.6%

of residents identify as having a faith

64%

(2011 Census, ONS)

301,300
residents
(MYE 2016, ONS)

35.9%

32.7%

of residents aged 16+ are married
(2011 Census, ONS)

25.7%

25.2%

of residents are aged 0-19
(2011 Census, ONS)

15.6%

14.5%

of residents are living with long-term conditions (a proxy measure for disability)
(2011 Census, ONS)

11%

9.5%

of residents are aged 65+
(2011 Census, ONS)

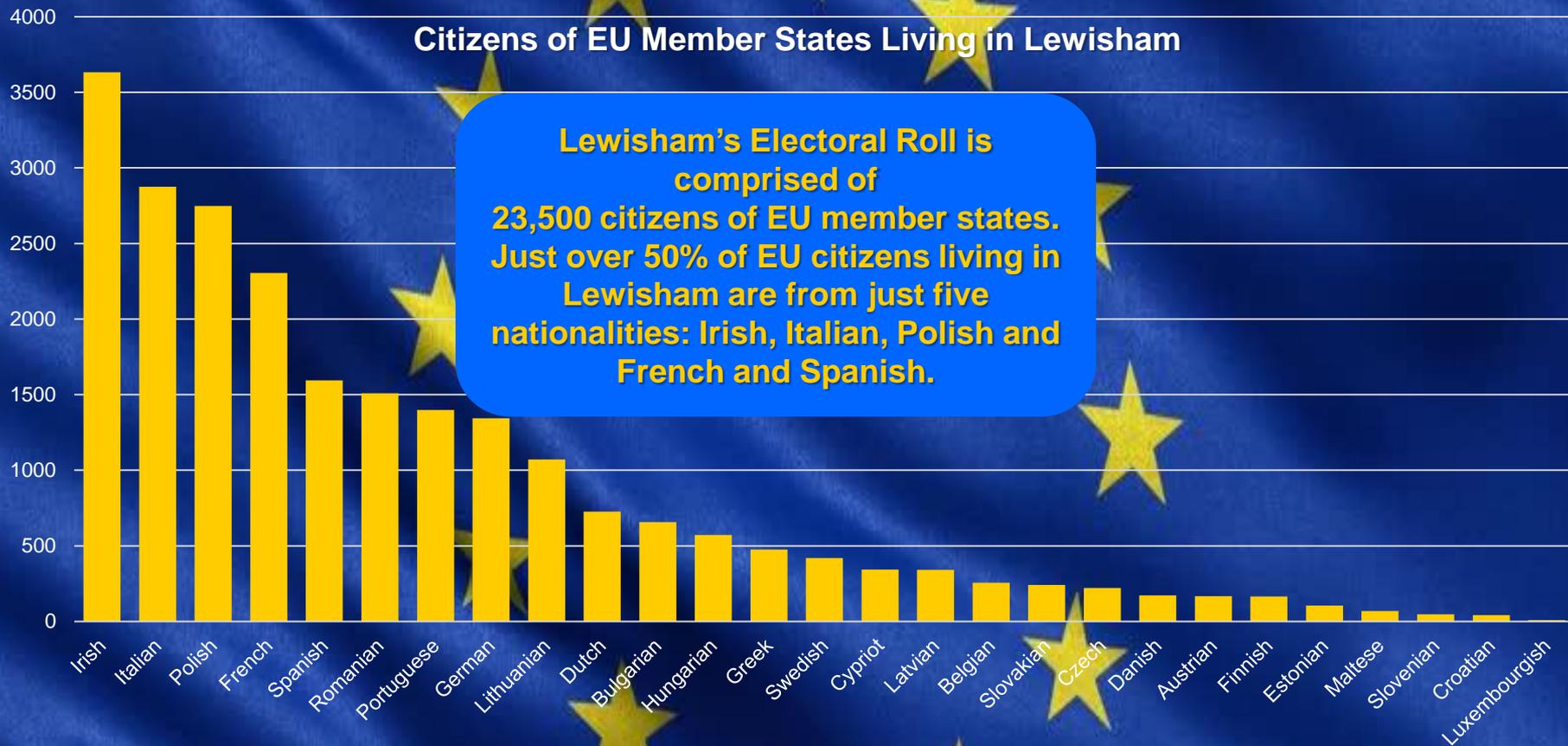
Note: percentages outside the bubbles are from the 2001 Census

borough demographics

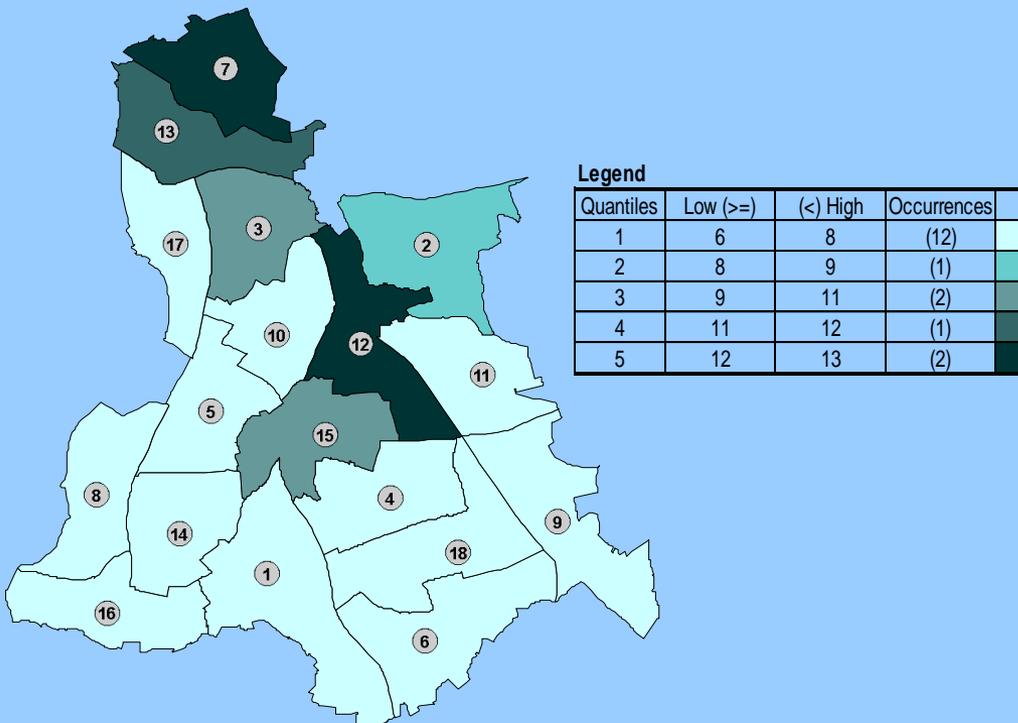


Citizens of EU Member States Living in Lewisham

Lewisham's Electoral Roll is comprised of 23,500 citizens of EU member states. Just over 50% of EU citizens living in Lewisham are from just five nationalities: Irish, Italian, Polish and French and Spanish.



The map and table below show that there is a higher percentage of EU nationality residents in wards in the north of the borough. The borough comprised of the highest percentage of EU residents Lewisham central at 13.4%, followed by Evelyn and New Cross at 12.6% and 11.2% respectively. Three in ten EU citizens living in Lewisham, reside in either Lewisham Central, Evelyn or New Cross. Bellingham has the lowest percentage of EU citizens as residents at 6.3%.



Ref	Ward Name	EU Nationals on Electoral Roll	Population (Census 2011)	% EU
1	Bellingham	937	14,775	6.3
2	Blackheath	1,188	14,039	8.5
3	Brockley	1,724	17,156	10.0
4	Catford South	1,026	15,214	6.7
5	Crofton Park	1,072	14,937	7.2
6	Downham	1,126	14,567	7.7
7	Evelyn	2,094	16,603	12.6
8	Forest Hill	1,118	14,854	7.5
9	Grove Park	1,067	14,648	7.3
10	Ladywell	1,018	14,515	7.0
11	Lee Green	1,127	14,573	7.7
12	Lewisham Central	2,331	17,446	13.4
13	New Cross	1,765	15,756	11.2
14	Perry Vale	1,017	15,618	6.5
15	Rushey Green	1,398	14,916	9.4
16	Sydenham	1,190	15,605	7.6
17	Telegraph Hill	1,211	16,414	7.4
18	Whitefoot	967	14,249	6.8
	Total	23,376	275,885	8.5

The Equality Act 2010

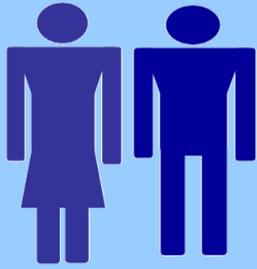
Public bodies must have due regard to the need to:

- ➔ **Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;**
- ➔ **Advance equality of opportunity between those who share a protected characteristic and those who do not**
- ➔ **Foster good relations between those who share a protected characteristic and those who do not**

Characteristics protected under the Act:

- ➔ **Age**
- ➔ **Disability**
- ➔ **Ethnicity**
- ➔ **Gender re-assignment**
- ➔ **Marriage/ civil partnership**
- ➔ **Pregnancy and maternity**
- ➔ **Religion or belief**
- ➔ **Sex**
- ➔ **Sexual orientation**

Policy Priorities



Open Lewisham



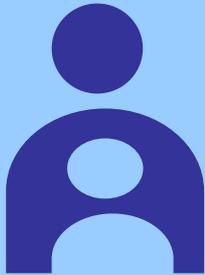
Delivering and defending health, social care and support



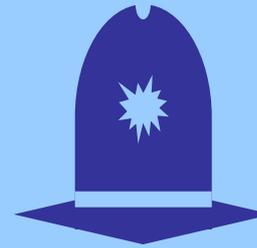
Tackling the housing crisis



Making Lewisham greener



Giving children and young people the best start in life



Building safer communities



Building an inclusive local economy

Comprehensive Equalities Scheme Priorities

- ➔ **Tackling victimisation, discrimination and harassment**
- ➔ **Improving access to services**
- ➔ **Closing the gap in outcomes for citizens**
- ➔ **Increasing mutual respect and understanding between communities**
- ➔ **Increasing participation and engagement**

- ➔ **Safeguard residents from mischief, disadvantage and harm**
- ➔ **Promote equity and fairness**
- ➔ **Promote community harmony and social cohesion**
- ➔ **Empower individuals and communities to do their best for themselves and others**

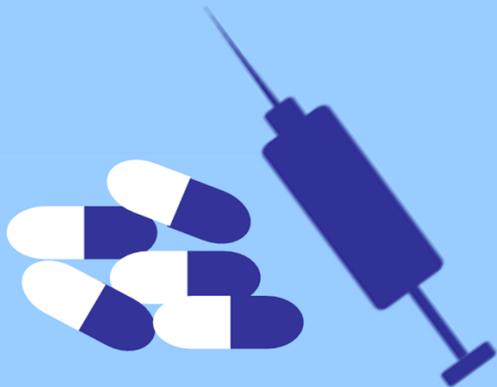
Framework

- ➔ **Health and Wellbeing Strategy**
- ➔ **Children and Young People's Plan**
- ➔ **Work and Skills Strategy**
- ➔ **Safer Lewisham Plan**
- ➔ **Housing Strategy**

Health and Wellbeing

Health & Wellbeing Facts

- ✓ Average life expectancy for men is 79.1 years and 83.1 years for women;
- ✓ Life expectancy is 5.8 years lower for men and 3.4 years lower for women in the most deprived areas of Lewisham than in the least deprived areas;
- ✓ Lewisham performs significantly better than the national average in respect of: hip fractures in older people, suicide rate, hospital stays due to alcohol, breast-feeding initiation and smoking status at time of delivery;
- ✓ Lewisham performs significantly worse than the national average as it relates to: under 75 all cause mortality, diabetes diagnosis, obese children aged 10-11, new sexually transmitted infections



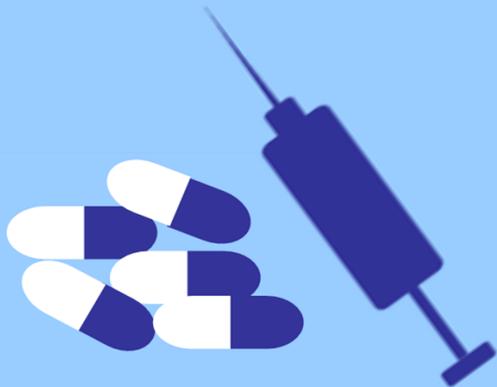
Action

- ✓ Whole systems stop smoking training has been commissioned for midwives, health visitors and other maternity staff to improve referrals and uptake of stop smoking services by pregnant women who smoke. Routine carbon monoxide monitoring for all pregnant women has also been promoted as part of this training.
- ✓ Lewisham Council has committed funding to develop four Neighbourhood Community Development Partnerships (NCDPs) in each quadrant of the borough. The partnerships consist of voluntary and community sector organisations and statutory agencies working together to deliver localised solutions to the neighbourhoods' community-level health and wellbeing priorities.
- ✓ Lewisham's Health and Wellbeing Board made addressing Black, Asian and Minority Ethnic (BAME) health inequalities a key priority in 2018. A programme of work is currently being co-produced with the Lewisham BME Network and partners to address BAME inequalities in mental health and was kick-started by a BAME mental health summit in October 2018.
- ✓ The RISE partnership is commissioned in Lewisham to increase awareness of testing and treatment of HIV in particular at risk communities.

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Progress

- ✓ 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.
- ✓ In 2017-2018, 170 community groups came together as part of the NCDPs to deliver projects ranging from increasing social opportunities for older people to IT training programmes and cookery classes. The evidence gathered through quarterly reports shows the success of each NCDP in cooperatively bringing together local groups to engage communities and improve health and wellbeing.
- ✓ 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.
- ✓ National Child Measurement Programme (NCMP) data has shown a reduction in the prevalence of excess weight in primary school (reception year) aged children (4-5 years) in Lewisham for 2017/18 (from 22.2% to 17.6%). Lewisham being a Whole Systems approach to obesity pilot may have contributed to this achievement, but further trend data is required to provide evidence for this.

Children and Young People's Plan

Children & Young People Facts

- ✓ Population growth in Lewisham is driven largely by the birth rate;
- ✓ One in four Lewisham residents is a child aged 0-19;
- ✓ Some 91,000 pupils attend Lewisham schools;
- ✓ About three in four pupils attending Lewisham schools are of BAME origin;
- ✓ Some three in ten Lewisham children live in poverty;
- ✓ More income deprived children live in Evelyn ward than Blackheath, Lee Green and Crofton Park wards combined



Action

- ✓ Establishment of a strategic board, chaired by a Cabinet Member, to lead and drive forward work on children's social care improvement;
- ✓ New Children & Young People's Plan developed;
- ✓ All funding streams are being utilised including income generated from schools, Dedicated Schools Grant and council funds. Partnership working with Lewisham Learning has generated an additional £750k over 2 years to support secondary school improvement and at least 5 other bids are in development.

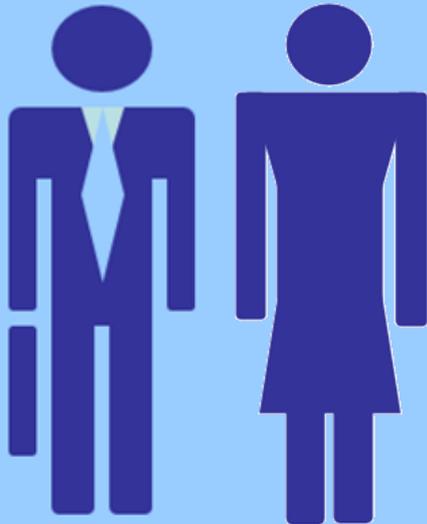
Progress

- ✓ 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;
- ✓ One third of primary schools are rated Ofsted 'Outstanding' but primary school performance is at national average;
- ✓ Secondary schools are improving but are still at the bottom of the London tables.

Work and Skills

Work and Skills Facts

- ✓ 211,000 Lewisham residents (70% of the population) are of working age
- ✓ 85% of the working age population are economically active (above the London and national averages)
- ✓ 81% of Lewisham residents who are economically active are in employment (above the London and national averages)
- ✓ Nearly 11% of Lewisham households are workless (below the London and national averages)



Action

- ✓ A comprehensive work programme is in place to increase the number of Living Wage accredited businesses
- ✓ Apprenticeships - We are continuing to work with our strategic partners to create more apprenticeship opportunities in their organisations and supply chain.
- ✓ The Inward Investment Programme was presented to Mayor and Cabinet on 12th December and sets out the work we are doing to create more enterprise hubs
- ✓ Business Growth - a review of the processes for supporting businesses from the point they register with the DeK Growth Programme right through to when they complete their support package has been completed. This has resulted in a much smoother process for our clients

Progress

- ✓ The Council is currently ahead of its target to double the number of Living Wage employers in the borough
- ✓ The Council is on track to expand its business growth programmes to reach 300 small businesses by 2020
- ✓ The Council has been successful in its bids for funding that will lead to the creation of enterprise hubs. We therefore have every expectation that we will create more enterprise hubs over the life of the current manifesto

Safer Lewisham

Safer Lewisham Facts

- ✓ There were 25,783 incidents of crime recorded in Lewisham between Nov 2017 and December 2018. This is a 3% increase on the previous year.
- ✓ 79% of victims of non-domestic related knife crime (Oct 17- Sep18) were male, 53% of all victims were aged (0-24) and 49% of all victims were from a BAME background.
- ✓ 54% of victims of domestic related knife crime (Oct 17- Sep18) were female, 72% of all victims were aged (25-49) and 57% of all victims were from a BAME background.
- ✓ There were 516 recorded incidents of Hate Crime in Lewisham from Nov 2017 to Dec 2018 and 517 recorded incidents in 2016/17. There were 17,642 recorded incidents of hate crime across London in the same period in 2017/18, an increase of 3% on the previous year.
- ✓ There were 3,654 Domestic Abuse incidents recorded in Lewisham in 2017/18.



Action

- ✓ Manifesto pledge in place to adopt a Public Health approach to tackling violence in Lewisham and public consultation on this is underway.
- ✓ Safer Lewisham Knife Crime Action Plan in place.
- ✓ Violence Against Women & Girls Plan 2017-21 in place. Athena (VAWG) Service for DA victims currently being reviewed. New Lewisham DA perpetrator programme in place. In depth reviews into Domestic Abuse and Domestic Abuse involving knife crime have been undertaken.
- ✓ The Council, Police, Community representatives and other stakeholders meet regularly to review the hate crime action plan. Lewisham's 3rd Party Hate Crime reporting sites programme reviewed and expanded and annual Hate Crime Awareness Week activity is well established in the Borough.

Progress

- ✓ 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%)
- ✓ Domestic Abuse incidents recorded in Lewisham increased by 12% in the period Dec 17 – Nov 2018 compared with the previous year.
- ✓ 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.

Housing Strategy

Housing Facts

- ✓ There are some 133,000 households in Lewisham;
- ✓ Private-rented is the fastest growing housing sector in the borough;
- ✓ There are some 33,000 social homes in the borough;
- ✓ The average monthly rent in Lewisham £1,275 (below the London average);
- ✓ Average house price in Lewisham is £416,000 (below the London average)

Actions

- ✓ Increase the number of social rented homes in Lewisham through our 500 home development programme
- ✓ Implement the Homelessness Reduction Act as a Trailblazer borough
- ✓ Provide all staff in Housing with training to ensure consistency of approach in high-quality customer service
- ✓ Drive down the use of nightly paid BnB and temporary accommodation.

Equality and Diversity Statistics (between April and December 2018)

- ✓ 63% of social housing lets were to households led by a female
- ✓ 47% of accepted homelessness households were from households who identify as Black/ African /Caribbean/ Black British
- ✓ 3% of social housing lets were to residents who identify as Transgender

Data is collected on protected characteristics of housing applicants, but this data is patchy

Progress

- ✓ Achieving the key operational priority of commencing 500 new Council homes by 2018 and commenced a new programme of housebuilding
- ✓ Further reduced the No Recourse to Public Funds caseload from the all time high of 330 in 2015 and from 125 to 95 in 2017/18 and reduced costs by almost £500,000;
- ✓ Joined the pan-London Capital Letters company to help drive down the use of Nightly Paid Bed and Breakfast
- ✓ Successfully rolled out 'People First' training, and implemented new ways of working in the housing needs service to support the changes under the Homelessness Reduction Act

Brexit

- ➔ **Social cohesion**
- ➔ **Older and vulnerable people**
- ➔ **School places and school place planning**

Next steps

- ➔ **Commence work on the development of the new Comprehensive Equalities Scheme;**
- ➔ **Ensure that the next Comprehensive Equalities Scheme is lined up with the Mayor's priorities;**
- ➔ **Improve granular level data collection;**
- ➔ **Consider the implications of Brexit on delivery of the new Comprehensive Equalities Scheme**
- ➔ **Embrace wider work being undertaken in support of migrant and refugee communities**
- ➔ **Commence preparation for the 2021 Census**