

**QUESTION No. 1**  
**Priority 1**

**LONDON BOROUGH OF LEWISHAM**

**COUNCIL MEETING**

**2 OCTOBER 2019**

**Question by Councillor Walsh**  
**of the Cabinet member for Culture, Jobs and Skills**

**Question**

Please give an update on how well we are progressing on reaching the Manifesto target for living wage employers in the Borough?

**Reply**

While the employment rate in Lewisham has reached a record high, one in four people working in Lewisham earn below the Living Wage, and far too many people in our community are in work but in poverty.

We want to build an inclusive economy which works for the many. Central to this is tackling poverty pay, and promoting the Living Wage. We are proud to have been the joint first local authority to achieve Living Wage accreditation, and we are working to encourage, support and push other local employers to go Living Wage.

We are making very good progress against the manifesto target for living wage employers in the borough. The target was to double the number of living wage employers from 47 to 94 in 2022.

There are now 77 living wage accredited employers (as at 31st August 2019), which is an increase of 30 employers. We only need 17 more businesses to become accredited employers to reach the manifesto target. That means with less than half of the Council term gone, we are nearly two thirds of the way towards our target.

With Living Wage Week coming up in November, we'll be trying to get the word out to local employers about the benefits of the Living Wage, for them and for their workforce.

**QUESTION No 2.**

**Priority 2**

**LONDON BOROUGH OF LEWISHAM**

**COUNCIL MEETING**

**2 OCTOBER 2019**

**Question by Councillor Walsh  
of the Cabinet member for the Community Sector**

**Question**

Please give an update on the progress towards implementing the adopted recommendations from the “Provision for the LGBT+ Community in Lewisham”. Please snapshot against each adopted recommendation the progress made to date and expected completion/implementation date.

**Reply**

Progress continues to be made with regard to implementation of recommendations arising from the review of provision for the LGBT community. Notable amongst these are the following:

- Officers are in the process of refreshing its strategic approach to equalities in Lewisham and will be consulting with the Safer, Stronger Communities Select Committee on the approach by the New Year;
- A Trans policy for staff has been introduced and Trans awareness training has taken place for councillors and online training has been made available for staff on Trans awareness;
- Trans awareness training has now been put in place and is available for staff. Mandatory equalities training is being developed for new staff and unconscious bias training has been procured for all managers and will be taking place from November onwards;
- A proposal submitted to the JSNA steering group of Lewisham’s Health & Wellbeing Board to undertake a JSNA review of the needs of LGBT residents was prioritised and accepted by the group. Work on the substantive needs assessment has commenced, along with two other assessments and will be completed this financial year;
- Officers are continuing to look at ways in which Tonic and other providers of LGBT+ housing can be accommodated in the borough. The challenges around this centre on the availability of land and suitable sites;
- Funding for LGBT+ support is currently provided via a main grant to Metro who are currently working to improve their footprint in the borough as well as to deliver innovative and accessible services locally.

Additional details across information across each of the 21 recommendations is included alongside this summary response.