

Cabinet

Tuesday 17 December 2019

4.00 pm

Ground Floor Meeting Rooms, 160 Tooley Street, London SE1 2QH

Supplemental Agenda No. 1

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Date: 9 December 2019

Item No. 25.	Classification: Open	Date: 17 December 2019	Meeting Name: Cabinet
Report title:		St Thomas Street Social Regeneration Charter	
Ward(s) or groups affected:		London Bridge and West Bermondsey	
Cabinet Member:		Councillor Leo Pollak, Social Regeneration, Great Estates and New Council Homes	

FOREWORD - COUNCILLOR LEO POLLAK, LEAD MEMBER FOR SOCIAL REGENERATION, GREAT ESTATES AND NEW COUNCIL HOMES

This report presents the consultation draft of the St Thomas Street social regeneration charter, the third such charter following the recently adopted charters for Canada Water, and the draft Old Kent Road charter. The purpose of the 'social regeneration' approach is to not only ensure that regeneration in our borough is properly working for all, reducing health housing and economic inequalities in our borough, and ensuring that the top-down strategies and plans of the council, CCG, developers and other large institutions are properly aligned with the bottom-up needs and initiatives of the community, captured in one common vision.

This report presents a draft charter for St Thomas St and the wider London Bridge area where a series of developments have been completed over the last two decades, migrating from the river to the station southwards. Following the successful completion of the station in 2018, the focus of regeneration is now along the St Thomas Street corridor where several projects have the potential to bring significant benefits to our residents.

Social regeneration charters are all about action and making positive differences to the life chances of our residents, and this strategy identifies a set of goals, promises, and projects following a detailed baseline research project which was carried out through over 300 household surveys, walkabouts, workshops and interviews with all of the key stakeholders in the area. Whilst residents report a relatively strong sense of satisfaction with recently completed developments, areas for further improvement are identified, with a focus on wellbeing, better amenities for young people, improvements to community spaces where different groups can come together, as well as access to new and more flexible employment opportunities.

This charter proposes eight draft promises which include an investment of local community infrastructure levy funding into a variety of existing and new community facilities, new open spaces, amenities for young people, as well as securing sums for new council homes and develop new estate improvement plans for neighbouring estates. In addition to physical investment, partnership working with key service providers will seek to create new training, education and employment opportunities so that residents can benefit from as many new jobs in the new developments as possible. The St Thomas St social regeneration charter provides the council and residents with a means of measuring what positive impacts against and if necessary adapting plans to ensure our residents are the primary beneficiaries of change in the London Bridge area.

RECOMMENDATION

1. That Cabinet agrees to commence formal consultation on the St Thomas Street Social Regeneration Charter attached as Appendix 1 to this report.

BACKGROUND INFORMATION

2. The council's ambition, as expressed through the Council Plan, is of "a fairer future for all" where everyone can achieve their potential, and be more than the sum of our parts in a borough that they are proud of. This ambition provides the basis for *The Regeneration That Works For All* Framework which outlines our vision that "the places where people live, now and in the future, create new life opportunities, promote wellbeing and reduce inequalities so that people have better lives in stronger communities." The framework is shaping the development of social regeneration charters to embed our regeneration for all principles throughout the council and facilitate implementation of the framework's commitments at a local level.
3. The New Southwark Plan Proposed Submission Version has recently concluded a final round of consultation on amended policies in May 2019. The New Southwark Plan sets out a strategic policy SP2 on Social Regeneration and a vision, policies and site allocations for London Bridge.
4. London Bridge has experienced waves of change over the last few decades, with a number of projects having been completed including Hay's Galleria, More London, 160 Tooley Street, The Shard Quarter, London Bridge Station, Guys Cancer Centre, One Tower Bridge, The Dixon, and Science Gallery London. Following the completion of the London Bridge station in 2018, a number of new developments are now proposed along St Thomas Street, to maximise the opportunity presented by the increase in public transport capacity (which has grown from 55 to 90 million passengers a year). The New Southwark Plan vision for London Bridge seeks to create a globally significant central London business district with centres of academic and health excellence whilst also creating a distinct local destination and town centre. The vision seeks to extend the cultural district, protect the rich heritage, and maximise the opportunity from one of the UK's busiest and fastest growing transport hubs.
5. A report was taken to cabinet on 18 June 2019 that followed the 11 December 2018 Cabinet report titled "Allocation of Local Community Infrastructure Levy funding" on how we could improve the allocation of local Community Infrastructure Levy. Cabinet approved the introduction of Community Investment Plans (CIPs), which create a programme for how local CIL is spent. CIPs will be strategically developed to ensure local CIL supports growth and tackles inequalities. CIPs will contain four strategic priorities, three of these will come from the social regeneration charters and each ward area will develop an additional theme to guide key areas of need within the ward(s) The plan would be refreshed every three years and applications will be submitted and matched against the following suggested criteria:
 - Meets one of the proposed themes of the community investment plan
 - Is a one-off scheme that does not require additional revenue funding from the council in its delivery or subsequent operation.
 - Relates to a council plan commitment

- Identifies how any revenue funding will be generated– offering value for money
 - They should address the impact of new development
 - Should explain who will benefit the local community and how it tackles inequalities.
6. In 2017 the council undertook the biggest community engagement exercise of recent times, the Southwark Conversation, the outcomes of which are shaping plans for place-making and improving overall well-being. This has been followed by the *Southwark Approach to Community Engagement* which set out the council's vision and principles for engagement and was adopted by Cabinet in April 2019, with further developments to be made over the summer. As the borough grows and changes, the council's aim is to make sure that our communities have the opportunity to take part in the decisions which affect their lives and communities.
7. The Development Consultation Charter was developed and approved by Cabinet in April 2019. It is currently in the process of being implemented on all new planning applications submitted within the London Bridge Bankside Opportunity Area. This Charter forms part of the Statement of Community Involvement which sets out how we consult on planning and is an agreed way of working with developers and the community. The Charter requires the submission of an Engagement Plan, describing what the developer will do to involve those affected by their proposals as part of the validation stage of submitting their planning application at pre-application stage. The summary of the activity and the outcomes of local engagement will be a validation requirement for any planning application, and is expected to set out how the community has shaped the proposed development and where it was not possible to provide evidence, a justification for this reasoning.

Developing the Charter

8. The first wave of social regeneration charters have been developed in areas of concentrated development activity. Given the recent completion of a national infrastructure project at London Bridge Station, there is now a focus of development activity around the south side of the station along St Thomas Street, and this was identified by members as an early priority for the creation of a charter.
9. The first step in the process of developing the charter was to identify what existing baseline social research existed, and to commission any additional analysis that might be required. A brief to obtain additional survey work in line with the indicators set out in the council's framework was developed in February 2019 and tendered to research organisations with an expertise and track record in carrying out social research. Interviews were carried out and Social Life were appointed in March 2019. Organisations proposing new development projects along St Thomas Street agreed to fund the research, including the hospital campus. The council controlled the independent research process, and Team London Bridge kindly offered to coordinate the contributions from the stakeholders.
10. The research was carried out between March and June 2019, and included household surveys in 329 homes, in depth interviews with key resident organisations, community partners, and local stakeholders. Walking

ethnographies, or detailed walking tours were carried out with local people who know the area well.

11. A draft report which summarised the research was shared with contributors to the research, and presented to the London Bridge and West Bermondsey ward forum on 25 September 2019. The survey work, together with other baseline statistics set out in the social research form the basis of this charter, with a number of themes identifying where the focus of investment should be made to further improve the well being of residents and workers at London Bridge.

KEY ISSUES FOR CONSIDERATION

12. A Social Regeneration Charter (SRC) is a high-level, area-specific document informed by the Southwark Regeneration Framework. The intention is that there will be an SRC for every area in Southwark developed with a methodology that is contextually appropriate. The St Thomas Street Social Regeneration Charter attached as Appendix 1 to this report sets out:

- A summary of the values, vision, priorities and goals of the area
- Methodology for tracking our progress
- Map of the area
- Four strategic goals and their eight underlying promises
- Indicators to implement and monitor each of these ten promises.

13. The summary sets out:

- LB Southwark's Values;
- The vision statement which builds on the London Bridge New Southwark Plan vision for a place which has *Regeneration that works For All*;
- Priorities developed from the social research and;
- The emergent goals for the charter.

14. The map of the area outlines the geographical area for the research, and the key area of impact for those developments along St Thomas Street. Whilst the focus of the developments which will have an impact at London Bridge is along St Thomas Street, the area which could benefit from investment and infrastructure improvements is much wider.

15. The key research findings and the linked goal and priorities for each of the themes. The four Strategic Goals and their underlying Ten Priorities are based on the *Fairer Future Promises* and *Regeneration that Works for All* commitments. They work together to ensure that the regeneration will invest in communities, reduce inequalities and improve life opportunities, good health and wellbeing for all and pride of place. The Three Strategic Goals are to:

- Create opportunities for young people (A great start in life)
- Bring communities together by building shared amenities and affordable housing (A place to belong)
- Coordinate local employment opportunities (A full employment Borough)
- Provide opportunities for recreation and active lifestyles to reduce obesity (A healthier life).

16. The eight achievable and actionable underlying promises that fall under the four goals include:

- **Promise 1.** Invest in existing and new facilities for young people
 - **Promise 2.** Programme of enrichment activities and training opportunities for young people linked to cultural facilities or businesses at London Bridge
 - **Promise 3.** Investment in existing and new community spaces and well designed inclusive public spaces where all groups can mix
 - **Promise 4.** Build more council homes and invest in estate improvement plans
 - **Promise 5.** Ensure residents can access good quality employment opportunities locally
 - **Promise 6.** Improve the quality of work locally.
 - **Promise 7.** Invest in existing and new public open space, sports facilities and activities, and sustainable transport initiatives to encourage active lifestyles
 - **Promise 8.** Improve the environment and air quality across the area
17. Each promise has indicators which will help measure how successfully we are implementing the ambitions of the charter. These will be tracked at different intervals and published on our website.

Impacts of the St Thomas Street regeneration

A great start in life

18. The social research identified a clear desire for more activities for young people, especially teenagers after school given the rise in knife crime across London and the cuts to public services. Whilst Downside Fisher and the Salmon Centre youth clubs are both available, Charterhouse-in-Southwark closed and more support is needed. Many residents are visiting the new cultural facilities but more could be done to help cultural facilities engage with longstanding residents. Many schools have developed partnerships with cultural venues for enrichment visits but the capacity of schools to arrange visits has been affected by cuts to public services.
19. Promises 1 and 2 have been designed to maximize investment in existing and new facilities for young people and to create a programme of enrichment activities for young people linked to cultural facilities at London Bridge. The charter will help to focus and direct local CIL expenditure towards the delivery of new infrastructure such as youth and community facilities. In addition, a key mechanism for making projects happen will be through partnership working. For example, a programme of enrichment activities, perhaps through an enrichment coordinator embedded with local schools and cultural attractions will require strong collaboration and partnership working. An emerging vehicle for partnership working is the medi-cultural district, an initiative between the hospital campus and the network of cultural attractions to create a shared space for schools, and a coordinator to programme activities.

A place to belong

20. The research found that whilst 81% think that changes in the area over the past five years have benefited their families, there is fear that new commercial developments will not be accessible and will have public spaces which are not inclusive. 86% felt a strong sense of belonging in the area but there a clear sentiment that there are several different “micro-communities” which don’t often mix. While good neighbourly relationships are reported, there are perceptions

among longer-term residents that community is weaker than in the past, this was linked to housing affordability and availability, and the break-up of some families as people move away.

21. Promise 3 has designed to ensure new investment is focused on existing and new community spaces and well designed inclusive public spaces where all groups can mix. As well as new physical spaces, partnership working will focus on building on the success of the Bermondsey Street Festival which is enjoyed by all, with other events and festivals which are able to bring the whole community together. Promise 4 seeks to build more council homes and invest in estate improvement plans. Whilst most of the developments along St Thomas Street will be commercial given their proximity to the station, the recent planning approval for student housing at Capital House provides a significant section 106 payment towards delivering new affordable housing in the area. A number of new council housing schemes are in the pipeline in the local area including Beormund school, Elim Estate, Falmouth Road, and Leroy Street.

Full employment

22. 76% are economically active and working in 14 London Boroughs but there is a clear interest in working locally, and there are employers locally who are struggling to find staff. There is a need for better publicity and coordination of employment opportunities and more options for flexible working locally.
23. Promise 5 and 6 seek to ensure that residents can more readily access employment opportunities locally, and that the quality of local work improves. Currently local people find out about new job opportunities in developments through the council's job brokerage service, Southwark Works working with local agencies and partners. Two key mechanisms are proposed to amplify the work of Southwark Works and to achieve these promises include the creation of a workplace coordinator for the area, similar to the recent Shard Jobs coordinator which placed 447 local people into a variety of different sector jobs in both the Shard and the News Building. For London Bridge there is a real opportunity for local people to access jobs and training in the emerging biomedical and clean technology sectors, both of which are of national and international significance. To help improve the quality of work, a London Living Wage Neighbourhood could be introduced to improve working pay and conditions.

A healthier life

24. One quarter of residents reported difficulty accessing opportunities for exercise or sport, with 42% doing less than 30 minutes of exercise a week. Use of active travel as a way of getting around (walking and cycling) is much lower compared to other areas. Childhood obesity rates are high locally and there could be scope to improve obesity levels whilst providing activities for young people. Two thirds of people reported concerns with air pollution as an impact on their health and wellbeing. People also expressed concerns about noise pollution, especially linked to construction and the need to coordinate any new developments to minimise impact.
25. To help residents access opportunities for exercise and wellbeing, promise 7 looks to invest more funding in existing and new public open space, sports facilities and activities, and sustainable transport initiatives to encourage active lifestyles. An exciting resident-led opportunity has arisen to create a new

community garden and open space on the two large garage rooftops within the Kipling Estate. Imaginative projects like this can create new green space, as well as investing in existing parks and open spaces which will be more intensively used as a result of population growth. Promise 8 seeks to improve the environment and air quality across this busy central London area with potential projects to reduce traffic, such as the closure of St Thomas Street to non-essential vehicles.

Next steps

26. A formal consultation event programme is planned in early 2020, with theme specific walking tours for each part of the charter. For young people, a tour visiting each of the existing facilities including Downside Fisher Youth Club, Salmon Youth Club, Primary schools, Globe Academy, HMS Belfast and London City Runners. To look at the theme of belonging, a tour of key community facilities and spaces such as Bermondsey Village Hall, Manna Centre, and Unicorn Theatre. For the employment theme, specialist agencies will be convened with residents to discuss as many routes into creating new quality employment opportunities, including Southwark Works, and Employ SE1. Finally for the health theme, key organisations working locally to improve health and well being will be brought together to discuss new ideas for projects with site visits. Organisations will include Bankside Open Spaces Trust, Tabard Growers, the Parks department, Guys Hospital / charity, and GP surgeries.

Community impact statement/Equalities considerations

27. The Equality Act 2010 imposes a general equality duty on public authorities (the Public Sector Equality Duty – PSED) in the exercise of their functions, to have due regard to the need to:
- Eliminate discrimination, harassment and victimisation and any other conduct that is prohibited by or under the Act
 - Advance equality of opportunity between people who share a relevant protected characteristic and people who do not share it
 - Foster good relations between people who share a relevant protected characteristic and people who do not share it.
28. For the purposes of the PSED the following are “protected characteristic” considerations:
- Age
 - Marriage and civil partnership
 - Disability
 - Gender reassignment
 - Pregnancy and maternity
 - Race
 - Religion or belief
 - Sex
 - Sexual orientation.
29. The purpose of charter is to set out how the communities in the London Bridge area will be able to have positive experiences of living through the regeneration and the benefits that they will receive due to the developments that are going to take place. An Equalities Assessment is attached at Appendix 3. The charter will

be an evolving document. The PSED duty and implications for groups with protected characteristics will be considered further as the emerging priorities are developed in more detail as the regeneration progresses and at review points.

Resource implications

30. There are none specifically arising from this report. Any new projects/initiatives that arise through the charter which require additional or reallocation of council funding would need to be considered through the normal budget, monitoring and governance processes.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

31. This report seeks authority to commence formal consultation in relation to the proposed Social Regeneration Charter for the St Thomas Street area. Some initial work has already been carried out with a social research project being undertaken and a summary of the results of these was presented to Ward Councillors. The Charter provides a closer focus and develops on the principles contained within the Development Consultation Charter which was approved by cabinet in April 2019.
32. The report refers to the significant changes in the London Bridge area over the past few years including the rebuilding of the new London Bridge station with the focus of development activity on the southern side of St Thomas Street.
33. An Equalities Impact Assessment is attached as Appendix 3 and the report acknowledges that the Public Sector Equality Duty is a continuing obligation for the Council and, as a result, the Duty will be considered further. The aim of the Charter is for residents to have positive experiences during the period of regeneration within the area and this should result in any harmful impact on those with protected characteristics being minimized
34. The cabinet is authorised under Part 3B of the Council's Constitution under paragraph 6 to approve this Charter once the process of preparation has been completed and the preliminary decision to agree to a formal consultation is therefore clearly within its powers.

Strategic Director of Finance and Governance (FC19/024)

35. The strategic director of finance and governance notes that there are no financial implications arising from this report.
36. Staffing and any other costs to be contained within existing departmental revenue budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	160 Tooley Street London SE1 2QH	Dan Taylor 020 7525 5450
Link: https://www.southwark.gov.uk/regeneration/borough-bankside-and-bermondsey?chapter=10		

APPENDICES

No.	Title
Appendix 1	Social Regeneration Charter
Appendix 2	Baseline report
Appendix 3	Consultation Plan
Appendix 4	Equalities Impact Assessment

AUDIT TRAIL

Cabinet Member	Councillor Leo Pollak, Social Regeneration, Great Estates and New Council Homes	
Lead Officer	Kevin Fenton, Strategic Director of Place and Wellbeing	
Report Author	Dan Taylor, Programme Manager	
Version	Final	
Dated	9 December 2019	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	9 December 2019	

St Thomas Street London Bridge Social Regeneration Charter

Summary and Illustrative Indicators

Southwark Council

December 2019



St Thomas Street

Social Regeneration Charter | Summary

A summary of our vision, goals, objectives and deliverables for the London Bridge Regeneration area and how we will work together to make them a reality.

Our Values We want Southwark to be a healthy, clean, green and safe borough, where everyone has a great place to live, with excellent schools, parks and community facilities; where everyone has the opportunity to play a full part in the economy, to thrive and meet their potential; and where a person's background does not determine their life chances.

Why St Thomas Street London Bridge has experienced waves of change over the last few decades, with a number of projects having been completed including Hay's Galleria, More London, 160 Tooley Street, The Shard Quarter, London Bridge Station, Guys Cancer Centre, One Tower Bridge, The Dixon, and Science Gallery London. Following the completion of the London Bridge station in 2018, a number of new developments are now proposed along St Thomas Street, to maximise the opportunity presented by the increase in public transport capacity (which has grown from 55 to 90 million passengers a year).

New Southwark Plan Vision We want London Bridge to be a globally significant central London business district with centres of academic and health excellence as well as a local destination and town centre. We want to extend the cultural district, protect the rich heritage, and maximise the opportunity from one of the UK's busiest and fastest growing transport hubs.

Charter Vision As London Bridge evolves, we will maximise the benefits of new developments to improve the life chances and well being of local people, creating better community amenities, access to high quality enrichment and recreation activities, and a range of employment and training opportunities.

Our Priorities We completed an in depth social research exercise with the local community and stakeholders between March and June 2019, based on a range of Southwark Council's Fairer Future themes and including some of the social regeneration indicators set out in the council's adopted framework. The research included an audit of data and statistics about the local area, a survey of 329 residents of local estates, a small number of group discussions and walking ethnographies with residents, and stakeholder interviews with a range of local groups and services. The research has created a baseline for the area and has informed the identification of four priority areas where partnership working and expenditure of Community Infrastructure Levy (CIL) could unlock further improvements to the well being and life chances of residents:

1. Create opportunities for young people
2. Bring communities together by providing better shared amenities and build more affordable

housing

3. Provide good quality employment opportunities and coordinate better information about how to access local jobs
4. Provide opportunities for recreation and active lifestyles to improve health and wellbeing

Our Goals

In line with our ambition to ensure regeneration works for all in order to reduce health, housing, social and economic inequalities, we have four overarching goals for the St Thomas Street area, these draw on Southwark Council's eight Fairer Future themes, which are to:

1. Create opportunities for young people (A great start in life)
2. Bring communities together through shared amenities and affordable housing (A place to belong)
3. Improve local employment opportunities (A full employment Borough)
4. Provide opportunities for recreation and healthier lifestyles (A healthier Life)

We have identified 8 promises to the local community in order to achieve these goals. For each promise, we have identified key deliverables and indicators to monitor our progress.

Tracking our progress

Over the past few decades significant changes have taken place in the London Bridge area. The completion of the station redevelopment is now leading to a focus of investment on the south side of the station along St Thomas Street which is likely to take place over the next decade. In order to ensure that the major changes planned and proposed around St Thomas Street works for everyone and that we improve the livelihood of existing and future generations, we will work differently and better with developers and local communities to ensure all activities are aligned to the ambitions and objectives of this charter and to achieve the shared outcomes.

We will measure our progress using standardised and agreed indicators, engaging local residents, communities and those across the borough to understand, measure and maximise the positive impact of regeneration and mitigate where there are challenges.

In this document we set out two kinds of indicators for each social regeneration goal:

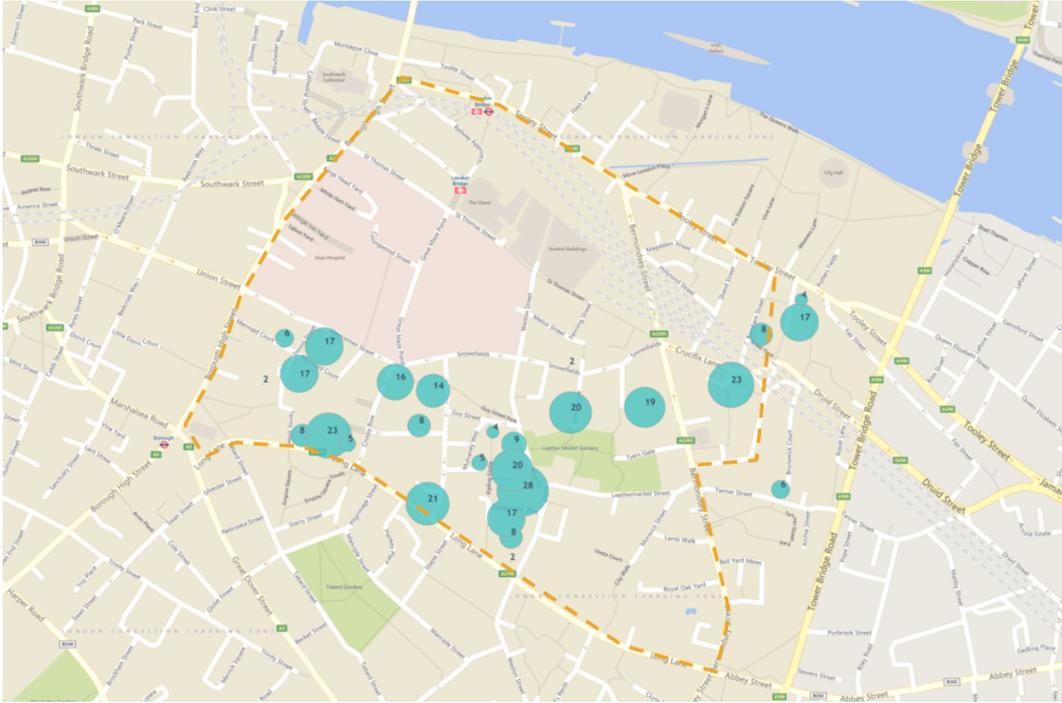
- **Area indicators:** these are intended to build an understanding of residents' perceptions and experiences in relation to the broad goal set out. We recognise that many external forces will be influencing how residents are faring, however we want to ensure that we understand if things are improving or getting worse.
- **Performance indicators:** we have also set some measures to monitor progress on each promise we make, these will help ensure that, along with local partners, we are delivering on these promises.

In order to deliver on the goals and promises sets out, a diverse range of projects and programmes will be delivered through the social regeneration charter. We will seek to record the impact of these activities through targeted monitoring and evaluation activities which will be additional to the overarching indicators set out in this document.

Alongside recording quantitative data through a survey and other monitoring activities, we will also be speaking to residents and local stakeholders to help build a more detailed picture of how people are faring and the impact of investments and development in the area.

We will also track the total investments into the local area, both directly from the new developments, as well as investments from Community Infrastructure Levy and Section 106. We set out how this money will be spent in Local Place Plans and Community Investment Plans.

Map of London Bridge



Map of London Bridge showing the survey respondents to the social research (green bubbles)

The orange perimeter sets out the focus area for the social regeneration charter, which was designed to encompass the residential areas most likely to be affected by the developments around St Thomas Street.

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Our Promises

Goal 1. Create opportunities for young people

Promise 1. Invest in existing and new facilities and programmes for young people

Promise 2. Programme of enrichment activities and training opportunities for young people linked to cultural facilities or businesses at London Bridge

Potential projects

Investment in youth facilities and programmes with local youth clubs including Downside Fisher, Salmon Centre, schools including Snowsfield and Tower Bridge Primary schools, and the Globe Academy

Support schools to coordinate enrichment activities

Investment to create a safe space locally for young people to spend time in a less structured way

Skate park made more welcoming and open after 5pm

New cultural facilities with innovative outreach programmes such as Young Leaders Programme at

Goal 2. Bring communities together through shared amenities and affordable housing

Promise 3. Investment in existing and new community spaces where all groups can mix.

Promise 4. Build and secure sums for more council homes and invest in estate improvement plans

Potential projects

Expand and build existing local corporate social responsibility and volunteering initiatives to encourage new business occupiers to contribute to the local community, for example the Building Bridges programme, Putting Down Roots and Bankside Open Spaces Trust

Cultural engagement and programming to develop pride of place, and celebrate history such as Bermondsey Street Festival plus further work to promote awareness of the existing events which are currently available.

Cultural or workspace meeting facilities could be better accessed by community

Goal 3. Improve local employment opportunities

Promise 5. Ensure residents can access good quality employment opportunities locally.

Promise 6. Improve the quality of work locally.

Potential projects

Each developer of workspace will be obliged to create jobs for local residents in the construction of, and the end use of each building. To help raise awareness about the range of opportunities across the sites, a dedicated workspace coordinator could be created for St Thomas Street who can focus on connections to the local area and work closely with employers to help them recruit locally, ensuring good working standards.

Create London Living Wage Neighbourhood and London Living Wage buildings for the St Thomas Street area.

Goal 4. Provide opportunities for recreation and healthier lifestyles

Promise 7. Invest in existing and new public open space, sports facilities and activities, and sustainable transport initiatives to encourage active lifestyles

Promise 8. Improve the environment and air quality across the area

Potential projects

Create Kipling Rooftop Garden to provide food growing and amenity space for the local community

Sports outreach programmes in partnership with Marlborough Sports Garden and other local sports facilities (young and older people included)

Build on existing greening and food growing projects such as Melior Street garden with the Putting Down Roots project, and Whites Grounds Community Garden

Potential to invest in better football pitches around Leathermarket Gardens

Science Gallery
London
between the parks

Use of school buildings outside of school hours by community groups, for example JMB looking to use Snowfields school facilities, or Tower Bridge Primary arranging for catering team to organise after school activities

Existing youth and community initiatives are not all known by local people, for example Downside Fisher, and the Sea Cadets at HMS Belfast – is there scope for better coordination and promotion of local opportunities, and also access to opportunities nearby, such as the Drawing Room at the Elephant and Castle given as one example

Radio based youth club, perhaps in partnership with Resonance FM

Outreach and training schemes for youth with mentoring and support involving role models to raise awareness of opportunities for recreation and employment

MORE IDEAS PLEASE

Involve local groups in the design of new public spaces to ensure they are inclusive for all micro-communities

Work to develop inclusive programming to bring groups together for example the Dragon Café and London City Runners

Encourage developers to develop new “local treasures” such as AI’s café.

Build new council homes at the following sites: Beormund school, Elim Estate, Falmouth Road, Leroy Street

Invest in estate improvement projects at Tabard North, Snowsfield, Leathermarket estates

MORE IDEAS PLEASE

Sector specific employment and enterprise initiatives to help local people find work in the emerging biomedical cluster at London Bridge Campus

Use affordable retail and workspace policy to secure new shops and workspaces which are saved for local independent operators with a rent discounted below market rates by 40% over 5 years.

Create all-life apprenticeships

Initiatives to reduce the gender pay gap

MORE IDEAS PLEASE

Can any new sports facilities in new developments also provide discounted access for local people

Close St Thomas Street to traffic except for servicing access

Access to world class medical technologies at Guys Campus

Pro-active measures to create wider accessibility to cycling

Construction logistics group and considerate contractor initiatives similar to Bankside Logistics Group

Stronger goals around air quality and carbon positive developments, servicing/transport requirements

Green hoarding (min 50% of the construction hoarding to be covered in ivy or something else that’s suitable), for example Tideway’s hoarding in Shad Thames

MORE IDEAS PLEASE

St Thomas Street

Social Regeneration Charter | Indicators

DRAFT

Goal 1: Create opportunities for young people

Key research findings

- Parts of the research area are among the 20% most deprived in relation to income deprivation affecting children, with poverty and hunger reported to be significantly impacting a portion of children at a local primary school.
- Primary schools in the area are Ofsted rated 'good' or 'outstanding'. There is no secondary school in the research area and young people attend a range of schools of varying quality within the borough.
- Local young people and schools benefit from a wide range of amenities and opportunities nearby, however schools struggle with capacity to coordinate enrichment activities.
- More facilities and activities for young people are a key priority for local residents, in particular a safe place for teenagers to spend time without the need to engage in structured activities.

Indicators

Indicator	Detail	Where are we now?	Where do we want to be?	Frequency & method of monitoring
Area indicators				
School performance	Primary school Ofsted rating for local schools. <i>Local defined as in or adjacent to the focus area</i>	All primary schools in or adjacent to the focus area are good or outstanding	Maintain	Every 2 years Official data monitoring
Satisfaction with facilities for children and young people	% satisfied with facilities for children and young people	78% (2019 baseline survey)	Increase	Every 5 years Local estates residents survey
Performance indicators				
Promise 1. Invest in existing and new facilities for young people				
Level of investment in existing and new facilities	£ invested in existing and new facilities and activities for young people [aged 21 and under] through CIL, local developers or other partners	N/A		Every 2 years Council and partner monitoring
Promise 2. Programme of enrichment activities or training opportunities for young people linked to cultural facilities or businesses around London Bridge				

Indicator	Detail	Where are we now?	Where do we want to be?	Frequency & method of monitoring
Local school visits to London Bridge cultural attractions	Number of visits undertaken by local schools to cultural or education institutions around London Bridge. <i>Local defined as in or adjacent to the focus area.</i>	No baseline data		Every 2 years Schools monitoring
Apprenticeships	Number of apprenticeships created through the development and taken up by local young people <i>Local defined as Southwark residents.</i>	N/A		Every 2 years Council and partner monitoring

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Goal 2: Bring communities together by build shared amenities and affordable housing

Key research findings

- Our survey found high levels of neighbourliness and belonging locally, although there is some sense of loss of the more cohesive community of former years.
- Residents surveyed were positive about the relationships between people of different backgrounds, yet there is felt to be little association between individuals from different socio-economic backgrounds.
- High numbers of survey respondents feel they can influence decisions affecting their local area and there are strong activist and community groups locally, which provide forums for residents to participate. However, there is significant distrust and cynicism around consultation and the impact of local voices on the planning process.
- The area is characterised by high levels of inequality. Gaps between residents living on different incomes appear to be widening: between 2010 and 2015 deprivation increased in the parts of the area with higher stocks of social housing and has diminished in areas with more private housing.
- Housing affordability is a key issue for many residents, already high rents and housing costs in the area are increasing at a faster rate than the borough average. More affordable housing was the top local priority for residents surveyed. There are also some concerns around the quality of social housing stock locally.
- Among survey respondents, 38% reported participating in a formal cultural activity in the past month, this is lower among social housing tenants than owner occupiers and well below the London average of 66%. However, local cultural amenities were reported to be well used and known by survey respondents.

Indicators

Promise	Measure/Indicator	Where are we now?	Where do we want to be?	Frequency and method of monitoring
Area indicators				
Satisfaction with the area	% respondents who are satisfied with the local area [defined as 15-20 minute walk from home]	90% (2019 Baseline survey), compared to 74% local area benchmark	Maintain	Every 5 years Local estates residents survey
Sense of belonging	% respondents who feel like they belong to the neighbourhood	86% (2019 baseline survey), compared to 59% local area	Maintain	Every 5 years

		benchmark		Local estates residents survey
Perceptions of area change	% respondents who feel the local area is changing for the better	81% (2019 baseline survey), compared to 51% in Southwark as a whole	Maintain	Every 5 years Local estates residents survey
Community cohesion	% respondents who feel the local area is a place where people from different backgrounds get on well together	91% (2019 baseline survey), compared to local area benchmark 82%	Maintain	Every 5 years Local estates residents survey
Cultural participation	% respondents who participated in a cultural activity in the past month	38% (2019 baseline survey), compared to 66% London average (GLA 2019)	Increase	Every 5 years Local estates residents survey
Inclusive cultural offer	% respondents who believe that local museums, galleries and theatres cater to them	83% (2019 baseline survey)	Maintain	Every 5 years Local estates residents survey
Inclusive commercial offer	% respondents who believe that local cafes, restaurants and bars cater to them	74% (2019 baseline survey)	Increase	Every 5 years Local estates residents survey

Performance indicators

Promise 3. Investment in existing and new community spaces where all groups can mix.

Investment in community spaces	£ invested in existing and new community spaces in the local area through CIL contributions, local developers or other partners <i>Local area defined as in or adjacent to the focus area</i>	N/A		Every 2 years Partner and council monitoring
Attendance at community events	% respondents who have attended a community event or festival in the past month	12% (2019 baseline survey)		Every 5 years Local estates residents survey

Promise 4. Build and secure sums for more council homes and invest in estate improvement plans

Delivery of new homes	Total number of new social rent homes built in the local area <i>Local area defined as in or adjacent to the focus area</i>	N/A		Annual
Sums secured for new council homes	Total amount of section 106 funding secured to construct new council homes	N/A		Annual

Investment in council estate improvement projects	£ invested through CIL, developer contributions, or other partners to upgrade and refurbish infrastructure and surroundings in local council estates <i>Local defined as in or adjacent to the focus area</i>	N/A		Annual
Satisfaction with condition of estates	% respondents who are satisfied with condition of their estate	No baseline data		Every 5 years Local estates residents survey

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Goal 3: Improve local employment opportunities

Key research findings

- There are jobs available locally and it is reported that employers in a number of sectors struggle to fill lower paid positions.
- The employment rate among survey respondents is below the Southwark average, driven by higher numbers of long-term sick or disabled, or respondents looking after home or family – a small portion of whom would like to access paid work.
- There is considered to be support to access work locally. However, there is reported to be a lack of coordination between agencies, as well as some difficulty catering to individuals with complex needs.
- There is a high demand for flexible work opportunities which is not currently being met by employers. This was considered the main barrier to accessing better work among survey respondents.
- Low wages are affecting a portion of residents: one in ten survey respondents reported earning below the London Living Wage.
- It is reported that employers would like to employ people living locally, but sometimes struggle understanding how best to do this.
- Only 10% of residents surveyed reported volunteering in the past 12 months in a formal or informal capacity, this is below comparable areas and well below the London average.

Promise	Measure/Indicator	Where are we now?	Where do we want to be?	Frequency of monitoring
Area indicators				
Employment rate	% of respondents of working age in paid employment	65% (2019 baseline survey) compared to Southwark average of 79% (ONS)	Increase	Every 5 years Local estates residents survey
Job satisfaction	% of in-work respondents who would like to access better	51% (2019 baseline survey)	Reduce	Every 5 years Local estates residents survey
Volunteering levels	% respondents who participated in informal or formal volunteering over past 12 months	10% volunteered (2019 baseline survey) compared to 20% Southwark average	Increase	Every 5 years Local estates residents survey
Quality of work	% of respondents earning below the London Living Wage	10% (2019 baseline survey) compared to 14% Southwark average (Trust for London)	Reduce	Every 5 years Local estates residents survey

Performance indicators				
Promise 5. Ensure residents can access good quality employment opportunities locally				
London Living Wage opportunities created	Number of positions created through St Thomas Street developments paid at minimum London Living Wage	N/A		Every 2 years Partner monitoring
Delivery of workspaces	Available affordable workspace in M ² in the local area <i>Local defined as in or adjacent to the focus area</i>	5 arches on St Thomas Street	Significant expansion in affordable workspace square meterage	Every 2 years Council and partner monitoring
Promise 6. Improve the quality of work locally				
Employer standards	Number of local businesses signed up to the Mayor's Good Work Standard <i>Local defined as in or adjacent to the focus area</i>	Assessment ongoing		Every 2 years Council monitoring
Living Wage employers	Number of local businesses who are living wage employers <i>Local defined as in or adjacent to the focus area</i>	Assessment ongoing		Every 2 years Council monitoring

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Goal 4: Provide opportunities for recreation and healthier lifestyles

Key research findings

- There are significant health inequalities locally, evidenced in lower life expectancy in parts of the area with high stocks of social housing.
- There are reports that mental health issues are increasing in the area, and that services are insufficient to meet needs.
- Survey respondents reported relatively low levels of loneliness, this was highest among long-term sick or unemployed individuals, while those in paid work were more likely to be isolated than retired individuals.
- Childhood obesity is high locally, parts of the area are in the upper most decile for childhood obesity rates in the country, this is linked to complex socioeconomic, cultural and geographic factors.
- Around a quarter of survey respondents do not feel they have the ability to be physically active or participate in sports, while 42% of survey respondents are doing less than 30 minutes of exercise per week, excluding walking.
- The area has a relatively low amount of green space but local parks are well-used and were considered by 84% of survey respondents to be well maintained. The area is also characterised by many community gardening and greening projects.
- Environmental factors affect the health and wellbeing of many residents: 43% of survey respondents feel air pollution has a significant or moderate impact, while around a third of residents report similar effects from noise pollution, road traffic, and construction.
- Only 15% of survey respondents reported walking or cycling to work, well below the average for the area as a whole, where 38% reported walking or cycling to work at the 2011 census.

Promise	Measure/Indicator	Where are we now?	Where do we want to be?	Frequency and method of monitoring
Area indicators				
Physical inactivity	% residents doing less than 30 minutes exercise per week, excluding walking	42% (2019 baseline survey)	Decrease	Every 5 years Local estate residents survey
Satisfaction with parks and green spaces	% residents satisfied with local parks and green spaces	90% satisfaction with local parks and greenspaces (baseline study)	Maintain	Every 5 years Local estate residents survey
Active travel	% residents walking or cycling to work	15% (2019 baseline study) compared to 23% area average	Increase	Every 5 years

		(ONS)		Local estate residents survey
Childhood obesity	% children who are obese in reception and Year 6 at local schools. <i>Local schools defined as London Bridge and West Bermondsey ward</i>	Assessment ongoing	Reduce	Annual Official data monitoring
Performance indicators				
Promise 7. Invest in existing and new public open space, sports facilities and activities, and sustainable transport initiatives to encourage active lifestyles.				
Investment in existing and new public spaces	£ invested in existing and new public spaces in the local area through CIL contributions, local developers or other partners <i>Local defined as in or adjacent to the focus area</i>	N/A		Every 2 years Partner and council monitoring
Investment in sports facilities and activities	£ invested in sports facilities and activities in the local area through CIL contributions, local developers or other partners <i>Local defined as in or adjacent to the focus area</i>	N/A		Every 2 years Partner and council monitoring
Promise 8. Improve the environment and air quality across the area.				
Perceptions of impact of air pollution	% respondents who feel air pollution has a significant or moderate impact on their health and wellbeing	43% (2019 baseline survey)	Reduce	Every 5 years Local estate residents survey
Perceptions of impact of construction	% respondents who feel construction has a significant or moderate impact on their health and wellbeing	32% (2019 baseline survey)	Reduce	Every 5 years Local estate residents survey
Air quality	Air pollution levels in the local area. Atmospheric emissions of: • Nitrogen Dioxide (NO2) • Particulate Matter (PM10 & PM2.5) <i>Local area defined as monitoring points in the focus area</i>	Assessment ongoing	By 2030: NO2 reduced emissions by 50% PM2.5 emissions reduced by 20% PM10 emissions reduced by 5%	Every 2 years Council monitoring

Tree planting	Number of new trees planted in the local area <i>Local area defined as focus area</i>	N/A		Every 2 years Council and partner monitoring
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Social & economic benchmark of the residential areas most affected by the St Thomas St developments

Summary report

Summary

In Spring 2019, Social Life was commissioned by Southwark Council in partnership with Team London Bridge to carry out a social and economic benchmark of the residential areas most affected by the proposed developments around St Thomas Street. The aim of the research is to act as a baseline to inform a Social Regeneration Charter being prepared for the area.

The study explored the experiences and perceptions of residents in relation to a number of themes, including community life, work, health and wellbeing and the local area. It draws on a survey of 329 residents of local estates, as well as interviews and group conversations with residents and stakeholders. This summary brings together the research findings under Southwark Council's eight Fairer Future themes.

A place to call home

- We found strong satisfaction with the local area, well above comparable areas. It is considered to have many assets, including its central location, its relatively peaceful environment, and its historical character.
- Overall, 82% of survey respondents reported that the area is changing for the better. Previous developments which showed clear social purpose were very positively received by residents.
- There are significant concerns about the nature of future proposed changes, these centre on questions around their scale and character, disruption caused by building works, as well as their social value.
- Housing affordability is a key issue for many residents, already high rents and housing costs in the area are increasing at a faster rate than the borough average. More affordable housing was the top local priority for residents surveyed. There are also some concerns around the quality of social housing stock locally.

A place to belong

- Our survey found high levels of neighbourliness and belonging locally, although there is some sense of loss of the more cohesive community of former years.
- Residents surveyed were positive about the relationships between people of different backgrounds, yet there is felt to be little association between individuals from different socio-economic backgrounds.
- High numbers of survey respondents feel they can influence decisions affecting their local area and there are strong activist and community groups locally, which provide forums for residents to participate. However, there is significant distrust and cynicism around consultation and the impact of local voices on the planning process.
- The area is characterised by high levels of inequality. Gaps between residents living on different incomes appear to be widening: between 2010 and 2015 deprivation increased in the parts of the area with higher stocks of social housing and has diminished in areas with more private housing.

A greener borough

- The area has a relatively low amount of green space but local parks are well-used and were considered by 84% of survey respondents to be well maintained. The area is also characterised by many community gardening and greening projects.
- Environmental factors affect the health and wellbeing of many residents: 43% of survey respondents feel air pollution has a significant or moderate impact, while around a third of residents report similar effects from noise pollution, road traffic, and construction.
- Only 15% of survey respondents reported walking or cycling to work, well below the average for the area as a whole, where 38% reported walking or cycling to work at the 2011 census.

A full employment borough

- There are jobs available locally and it is reported that employers in a number of sectors struggle to fill lower paid positions.
- The employment rate among survey respondents is below the Southwark average, driven by higher numbers of long-term sick or disabled, or respondents looking after home or family - a small portion of whom would like to access paid work.
- There is considered to be support to access work locally. However, there is reported to be a lack of coordination between agencies, as well as some difficulty catering to individuals with complex needs.
- There is a high demand for flexible work opportunities which is not currently being met by employers. This was considered the main barrier to accessing better work among survey respondents.
- Low wages are affecting a portion of residents: one in ten survey respondents reported earning below the London Living Wage.
- It is reported that employers would like to employ people living locally, but sometimes struggle understanding how best to do this.
- Only 10% of residents surveyed reported volunteering in the past 12 months in a formal or informal capacity, this is below comparable areas and well below the London average.

A healthier life

- There are significant health inequalities locally, evidenced in lower life expectancy in parts of the area with high stocks of social housing.
- There are reports that mental health issues are increasing in the area, and that services are insufficient to meet needs.
- Survey respondents reported relatively low levels of loneliness, this was highest among long-term sick or unemployed individuals, while those in paid work were more likely to be isolated than retired individuals.
- Childhood obesity is high locally, parts of the area are in the upper most decile for childhood obesity rates in the country, this is linked to complex socioeconomic, cultural and geographic factors.
- Around a quarter of survey respondents do not feel they have the ability to be physically active or participate in sports, while 42% of survey respondents are doing less than 30 minutes of exercise per week, excluding walking.

A great start in life

- Parts of the research area are among the 20% most deprived in relation to income deprivation affecting children, with poverty and hunger reported to be significantly impacting a portion of children at a local primary school.
- Primary schools in the area are Ofsted rated 'good' or 'outstanding'. There is no secondary school in the research area and young people attend a range of schools of varying quality within the borough.
- Local young people and schools benefit from a wide range of amenities and opportunities nearby, however schools struggle with capacity to coordinate enrichment activities.
- More facilities and activities for young people are a key priority for local residents, in particular a safe place for teenagers to spend time without the need to engage in structured activities.

A safer community

- Residents surveyed report similar levels of safety to comparable areas and 91% feel safe when out and about. However, crime rates in the London Bridge area are above the borough average, driven by high levels of theft associated with growing numbers of visitors in the area.
- There are concerns around young peoples' safety, particularly in relation to knife crime, although this is not considered a localised issue within the area but part of wider patterns across London. Stakeholders and residents link the issue to reduced provision for young people.

A vibrant Southwark

- Among survey respondents, 38% reported participating in a formal cultural activity in the past month, this is lower among social housing tenants than owner occupiers and well below the London average of 66%. However, local cultural amenities were reported to be well used and known by survey respondents.
- A significant portion of residents are not active online, 23% of survey respondents reported that they go online "never" or "rarely" - only a fifth of retired people and a third of those with long term illness or disability report going online frequently.
- Residents have good access to shops and other businesses locally. In terms of gaps, affordable supermarkets were a priority for residents surveyed, while it was commented that community shops with affordable prices are lacking locally.

The full report of the research findings, as well as information on the St Thomas Street Social Regeneration Charter can be found here:

<https://www.southwark.gov.uk/regeneration/borough-bankside-and-bermondsey?chapter=10>

Residents survey: key findings

OF PEOPLE INTERVIEWED | **329**

A PLACE TO CALL HOME

Satisfied with the local area

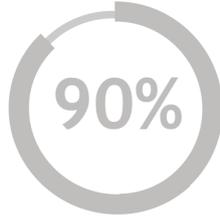


Feel area is changing for the better



A GREENER BOROUGH

Satisfied with local parks and green spaces



Feel air pollution impacts significantly or moderately on health & wellbeing



Walk or cycle to get to work



A PLACE TO BELONG

Regularly stop and talk with people with in neighbourhood



Feel they belong



A HEALTHIER LIFE

Have a long-term health condition or disability



Feel lonely occasionally, hardly ever, or never



A SAFER COMMUNITY

Feel safe when out and about in the local area



Feel they have ability to influence decisions affecting local area



Agree people from different backgrounds get on



Feel they have the opportunity to play sport



Feel they have the ability to be physically active



Feel safe when walking in the area after dark



A FULL EMPLOYMENT BOROUGH

Employment rate among working age respondents



Earnings below the London Living Wage



Would like to access better work



Volunteered in the past 12 months



A GREAT START IN LIFE

Consider activities or facilities for young people a priority



A VIBRANT SOUTHWARK

Participated in a cultural activity in the past month



Feel local museums, galleries & theatres cater to them



Feel local cafes, restaurants & bars cater to them



Go online never or rarely



KEY

- Above benchmark
- In-line with benchmark
- Below benchmark
- No available benchmark

CONSULTATION PLAN

ST THOMAS STREET

LONDON BRIDGE

SOCIAL REGENERATION CHARTER

December 2019

We want your ideas to make a difference

Over the last two decades, Southwark has seen a variety of regeneration programmes delivered which has enabled us to rise from the 12th most deprived Borough in the UK (out of 326) to the 41st. We want to continue this improvement, and to continue to explore the best possible ways of improving the life chances for our residents.

What is a social regeneration charter?

A social regeneration charter is a tool for creating a common vision and programme to improve the well-being of residents in and around an area. In the Autumn of 2017 the council carried out our largest ever community engagement exercise, the [Southwark Conversation](#) (see [feedback report](#) and [further analysis](#)) to explore local perceptions and experiences of the regeneration that has taken place in the Borough over the last decades. We had almost 3,000 responses which has guided the creation of the [Regeneration That Works for All Framework](#) and the [Social Regeneration Indicators](#) which was approved by Cabinet in January 2019 and paves the way for a series of social regeneration charters for areas with concentrations of development activity. The first charter has been created for [Canada Water](#) in December 2018 after a detailed research exercise with the local community.

Why St Thomas Street?

London Bridge has experienced waves of organic change over the last few decades, with a number of projects having been completed including Hay's Galleria, More London, The Shard, London Bridge Station, Guys Cancer Centre, One Tower Bridge, The Dixon, and Science Gallery London. Following the completion of the London Bridge station, a number of new developments are now proposed along St Thomas Street, to maximise the opportunity presented by the increase in public transport capacity (which has grown from 55 to 90 million passengers a year).

Research to inform the charter

The council is keen to prepare a social regeneration charter for St Thomas Street, in order to maximise the regeneration benefits available from new developments for local people. As a first step in the process of preparing a charter, a social research exercise has been carried out to develop a set of baseline indicators for the area – this research was carried out between March and August 2019 with all of the stakeholders in the environs of St Thomas Street and culminated in a research report which was presented to the ward forum on 25th September 2019.

Draft charter

The research highlights set of key themes where improvements to social regeneration outcomes can be made at London Bridge, and these themes form the basis of the charter. The aim and key purpose of the charter is to identify a number of projects and initiatives which can be delivered to improve outcomes over time. In depth consultation will be carried out with the community on the draft charter, to identify as many projects as possible which can be delivered either using Community Infrastructure Levy (CIL) funds or through imaginative partnership working to affect change which will be monitored over time.

This consultation plan sets out the steps and creative suggestions for community involvement – if you have any other suggestions for making this consultation as effective as possible please contact us.

Dan Taylor
 Programme Manager
 020 7525 5450
Dan.taylor@Southwark.gov.uk

Consultation Plan

CONSULTATION TIMETABLE					
Stage	Method of Consultation	Consultees	Date		
RESEARCH STAGE / PREPARATION OF DRAFT CHARTER In depth social research carried out by Social Life, for the final report visit project webpage	In-depth interviews and group conversations	<ul style="list-style-type: none"> • Ark Globe Academy • Bermondsey Street.London • Downside Fisher Youth Club • Employ SE1 • Leathermarket JMB TRA representatives • Leathermarket JMB working group • Manna Centre • Melior Street Church • Old Bermondsey Neighbourhood Forum • Old Operating Theatre Museum and Herb Garret • Metropolitan Police • Science Gallery London • Snowsfields Primary School • Southwark Council (local councillors) • Southwark Works • St George the Martyr Church 	Mar – Aug 2019		
	Walking ethnographic tours				
	Household surveys			<ul style="list-style-type: none"> • 329 addresses in council estates adjacent to London Bridge 	Mar – Aug 2019
	Data analysis			<ul style="list-style-type: none"> • Census data • Index of Multiple Deprivation 	Mar – Aug 2019
	Ward forum workshop			<ul style="list-style-type: none"> • Local councillors • Public invite 	25 th September 2019
DRAFT CHARTER CONSULTATION STAGE Gathering as many ideas as possible for projects which can improve social regeneration outcomes	Draft charter approved by Cabinet for formal consultation between 10 December 2019 and 4 February 2020 (6 weeks standard period plus extra 2 weeks for Christmas break)	<ul style="list-style-type: none"> • Published to website • Displayed in public libraries 	17 December 2019 Cabinet meeting		
	Stakeholder meetings / workshops with all interest groups	<ul style="list-style-type: none"> • Bermondsey Street.London • Leathermarket JMB • Old Bermondsey Neighbourhood Forum • Team London Bridge and businesses • Developers and infrastructure partners (TFL / Network Rail) • Fair Community Housing 	17 December 2019 – 28 February 2020		
	Ward forum workshop	<ul style="list-style-type: none"> • January 2020 – consultation will be extended if there is no meeting date until February. 			

Theme specific workshops and walking tours	Theme 1 Great Start in Life	<ul style="list-style-type: none"> • Workshop / walking tour to visit all of the facilities available for young people in the area with key interested parties including <ul style="list-style-type: none"> ○ Downside Fisher Youth Club ○ Salmon Youth Club ○ Primary schools ○ Globe Academy ○ HMS Belfast ○ London City Runners ○ All interested resident and amenity groups ○ Kings College London ○ Developers 	
	Theme 2 Place to Belong	<ul style="list-style-type: none"> • Workshop / walking tour to visit all community and cultural facilities in the area with key interested parties including <ul style="list-style-type: none"> ○ Bermondsey Village Hall ○ The Hive ○ Manna Centre ○ Science Gallery London ○ Old Operating Theatre Museum and Herb Garret ○ Unicorn Theatre ○ Bridge Theatre ○ Borough Market ○ View from Shard ○ St George the Martyr Church ○ Melior St Church ○ All interested resident and amenity groups ○ Developers 	
	Full Employment	<ul style="list-style-type: none"> • Workshop / walking tour to discuss how to coordinate employment opportunities , implement a London Living Wage neighbourhood and access flexible working and good work standards with key interested parties including <ul style="list-style-type: none"> ○ Team London Bridge ○ Southwark Works ○ Employ SE1 ○ All interested resident and amenity groups ○ Developers 	
	Theme 4 Healthier Life	<ul style="list-style-type: none"> • Workshop / walking tour to visit all open space and sports facilities with key interested parties including <ul style="list-style-type: none"> ○ Bankside Open Spaces Trust ○ Tabard Growers ○ Parks department ○ Guys hospital / charity ○ GP surgeries ○ All interested resident and amenity groups ○ Developers 	

ADOPTION STAGE	Final draft charter including all comments submitted to Cabinet for approval		April 2020
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APPENDIX 4

**St Thomas Street Social Regeneration Charter
Equalities Impact Assessment
December 2019**

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the protected characteristics and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others who can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present within divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments. Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health and wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	St Thomas Street Social Regeneration Charter		
Equality analysis author	Dan Taylor		
Strategic Director			
Department	Regeneration	Division	Place and Wellbeing
Date of analysis	December 2019		

Section 2: Brief description of policy/decision/business plan

The St Thomas Street Social Regeneration Charter sets out the Vision, ambitions and objectives for the 'Regeneration for All' taking place across the London Bridge opportunity area. The charter sets out a number of indicators which will be used to monitor the progress of the council in achieving 'Regeneration for All'. The charter will be referred to on an ongoing basis to ensure that the council is making progress in achieving the stated ambitions and objectives. An annual monitoring report will be produced to ensure that the objectives within the charter are still being met.

Section 3: Service users and stakeholders

Service users and stakeholders	
Key users of the department or service	Members of the public; Developers; Local Authorities; Housing Associations; Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department.
Key stakeholders were/are involved in this policy/decision/business plan	Members of the public; Housing Associations; Local Authorities Environment and Leisure Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department.

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The charter is anticipated to have positive social benefits for people of all ages living and working in London Bridge.</p> <p>Promise 1 and 2 relate to creating new facilities and opportunities for young people, such as new youth facilities and enrichment programmes. The indicators related to this promise are:</p> <ul style="list-style-type: none"> • School performance • Satisfaction with facilities for children and young people • Level of investment in existing and new facilities • Local school visits to London Bridge cultural attractions • Apprenticeships <p>Goal 2 seeks to bring people of all ages together through shared amenities and affordable housing. The indicators relating to this promise are:</p> <ul style="list-style-type: none"> • Investment in community spaces • Attendance at community events • Delivery of new homes • Investment in council estates • Satisfaction with condition of estates 	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their age.</p> <p>Promise 8 seeks to the environment and air quality across the area – this will benefit all ages, especially the vulnerable young and old. The indicators relating to this promise are:</p> <ul style="list-style-type: none"> • Perceptions of impact of air pollution • Perceptions of impact of construction • Air quality • Tree planting
Equality information on which above analysis is based	Health data on which above analysis is based
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	2016 London Atmospheric Emission Inventory
Mitigating actions to be taken	

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Potential impacts (positive and negative) of proposed policy/decision/business plan

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have a disability.

Potential health impacts (positive and negative)

The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have a disability.

Equality information on which above analysis is based

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

Health data on which above analysis is based

n/a

Mitigating actions to be taken

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

Gender reassignment - The process of transitioning from one gender to another.

Potential impacts (positive and negative) of proposed policy/decision/business plan

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have undergone gender reassignment.

Potential health impacts (positive and negative)

The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have undergone gender reassignment.

Equality information on which above analysis is based

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

Health data on which above analysis is based

n/a

Mitigating actions to be taken

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Potential impacts (positive and negative)

Potential health impacts (positive and

of proposed policy/decision/business plan	negative)
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have are pregnant or have recently given birth.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people who have are pregnant or have recently given birth.
Equality information on which above analysis is based	Health data on which above analysis is based
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people of differing races.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people of differing races.
Equality information on which above analysis is based	Health data on which above analysis is based
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to any faith group.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to any faith group.

Equality information on which above analysis is based	Health data on which above analysis is based
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal. The baseline research highlights the fact that 91% of respondents feel the local area is a place where people from different backgrounds get on well together. Tracking this will enable us to understand how the changes in area are impacting cohesion in the area and enable us to plan mitigation if cohesion is worsening.	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people based on their gender.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their gender.
Equality information on which above analysis is based	Health data on which above analysis is based
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people which is based on their sexual orientation.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people which is based on their sexual orientation.
Equality information on which above analysis is based	Health data on which above analysis is based

Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

Socio-economic disadvantage – although the Equality Act 2010 does not include socioeconomic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The charter is anticipated to have positive social benefits for people regardless of their socio-economic status who are living and working in the area.</p> <p>Promise 4 seeks to build more council homes and invest in estate improvement plans. Indicators include:</p> <ul style="list-style-type: none"> • Delivery of new homes • Investment in council estates • Satisfaction with condition of estates <p>Promise 5 and 6 seek to ensure that residents can more readily access employment opportunities locally, and that the quality of local work improves. Indicators include:</p> <ul style="list-style-type: none"> • London Living Wage opportunities created • Delivery of workspaces • Employer standards • Living Wage • employers <p>There are no foreseen negative social impacts to people based on their socio-economic status. These policies should have a positive impact in reducing socio-economic inequalities in the area through increasing the number of well paid employment opportunities, increasing affordable housing provision and improving housing standards.</p>	<p>The charter is anticipated to have positive health benefits for people regardless of their socio-economic status who are living and working in the area. There are no foreseen negative health impacts to people based on their socio-economic status.</p>
Equality information on which above analysis is based	Health data on which above analysis is based

Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
Mitigating actions to be taken	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Potential impacts (positive and negative) of proposed policy/decision/business plan

The charter is anticipated to have a range of positive impacts on people living and working in the area. The proposals presented in the charter do not in any way threaten the human rights of anyone living or working in the area.

Information on which above analysis is based

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

Mitigating actions to be taken

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

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