

# Cabinet

Tuesday 8 December 2020

11.00 am

Online/Virtual: This meeting will be livestreamed on Southwark Council's YouTube channel here: <https://www.youtube.com/user/southwarkcouncil>

## Appendices – Part 3

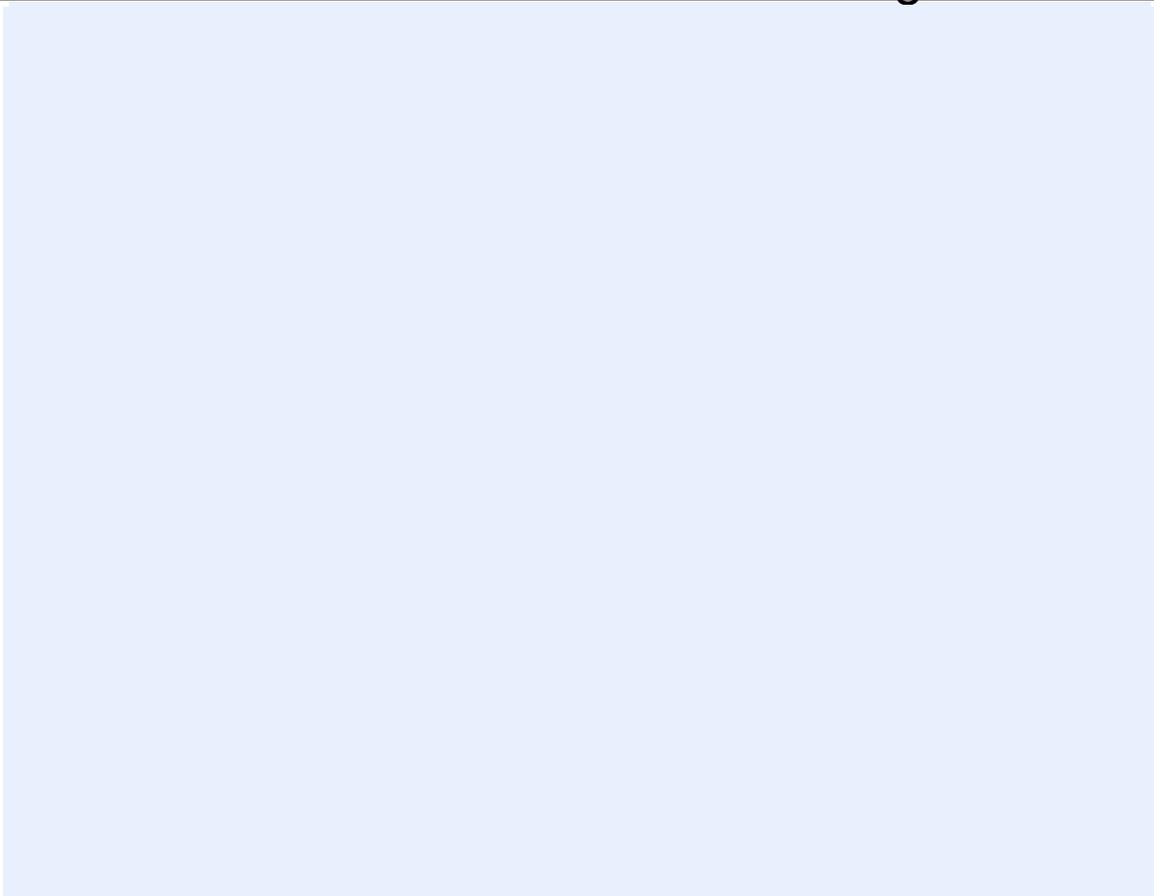
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Date: 30 November 2020



# Appendix A - Southwark Housing Strategy 2020

Moving towards genuinely affordable,  
high quality, secure and sustainable  
homes for all

# Introductory foreword

Welcome to the 2020 refresh of Southwark Council's Housing Strategy. We have developed this strategy to respond to the severe challenges facing the borough in relation to housing, the wider environment and the Covid-19 pandemic. The housing strategy reflects our new aspirations for secure affordable high quality housing for all our residents, regardless of their background circumstances or tenure of housing. This is a long term strategy for the next thirty years which sets out our long term aspirations. There are unfortunately limited resources to deliver the strategy, and it cannot all be delivered straight away. A separate housing strategy action plan will set out how we will work towards these aspirations in the shorter term. We will also continue to lobby central government and to work with our partners to develop plans to work together to bring in the required resources to help deliver our longer term goals.

The housing crisis has been growing, particularly in London. The housing market is simply not delivering safe, secure and affordable housing for too many of our residents. This needs to change. The cost of buying and renting privately is simply out of reach of a significant proportion of our residents, changes to the welfare system such as freezing local housing allowance (housing benefit) levels and introducing benefit caps have made the private rented sector even less of an option. As of 1st July 2020 there were 12,914 households on the housing register and over 3,000 households in temporary accommodation. However we anticipate less than 1,000 council lettings in the coming year. Rough sleeping had been increasing and now continues to rise again, though the extraordinary powers enabled us to reduce this to zero.

## The Covid-19 pandemic

The Covid-19 pandemic has exacerbated these housing challenges and shone an unforgiving light on the stark housing injustice in our country. The pandemic is having a significant impact on the delivery of the strategy in the short term to medium term, and there may also be longer term consequences. The pandemic is affecting every principle of the housing strategy, and having an unprecedented impact on the residents of the borough, with both physical and mental health impacts. While the COVID-19 pandemic has affected all communities we know there has been a proportionally higher impact on our Black, Asian and minority ethnic communities. The council is committed to helping to address the inequalities in housing through this strategy.

Nationally there is emerging evidence that housing is playing a key role in the spread of the pandemic, with the virus spreading faster in areas with high levels of overcrowding, homelessness and people living in temporary and shared accommodation. The pandemic is also having significant economic impacts with an economic slowdown, loss of jobs, and increased unemployment. The building of new homes has slowed down. We expect issues to become increasingly more acute with increased levels of arrears and homelessness caused by increased unemployment, an end to the evictions ban, changes to the furlough scheme and an increase in social challenges such as those related to mental health, relationship breakdown and domestic violence.

During the pandemic the council surveyed 1,000 local residents about the impacts of the pandemic. When asked about priorities during the next phase of lockdown 69% of residents still felt delivery of new homes should be a high priority, with 24% saying medium priority and only 8% saying low priority. For improvements to housing estates the figures were 66% high, 28% medium and 6% low priority. 3% said they felt they were at risk of losing their home. 18% of respondents said they had struggled to pay

rent or mortgage payments since the start of lockdown.

The virus has also highlighted how important our key workers are for the provision of public services to keep residents as safe as possible. During the pandemic there has been an increased risk to staff commuting in to London using public transport, which highlights the importance of having local genuinely affordable local housing for keyworkers.

The housing strategy sets out how we will seek to mitigate the housing impacts of the covid-19 pandemic as far as possible but sadly there is no way to predict how long this pandemic will last, or how severe any future waves may be.

### **Climate emergency**

We also face a serious threat from climate change. The council has declared a climate emergency to help combat carbon emissions and rising global temperatures, with a target to achieve carbon neutrality by 2030. This was clearly a very important issue to many residents during our initial consultation. In addition, the findings from the initial carbon reduction strategy consultation found that 85% of respondents said the climate emergency should be a major priority over the next 5-10 years for the council. We have therefore included new commitments and actions throughout the strategy. Helping to tackle climate change will be a factor in agreeing designs for new homes, determining the best methods of construction and improving the condition of existing homes. We are clear our commitment to responding to the climate emergency will be anchored on reducing inequalities, promoting healthy active travel and improving the air quality. Actions related to carbon reduction are included in green shaded boxes. Actions from the emerging Climate Change Strategy and action plan will be also be updated in our housing strategy action plan.

### **Southwark Stands Together**

As one of the most diverse boroughs in the country, the council is intent on joining the support for BAME residents to tackle racism and achieve equality. It has therefore launched "Southwark Stands Together". The process started with a series of listening events over the course of summer 2020. The outputs from these events fed into a report and recommendations adopted by Cabinet will help to inform targeted actions, any housing related actions will be picked up in the Housing Strategy Action Plan, including initiatives already under way to promote the diversity of the design and planning professions influencing Southwark's built environment.

Southwark Council has an overriding vision to create a more equal and just borough, where everyone can have a sure start in life, a quality home, and great places to live, where people can lead healthy lives and improve their economic prospects. Everyone should have a place that they are proud to call home. We remain committed to delivering good quality genuinely affordable homes for all our residents, delivering 11,000 new council homes, and working with housing associations and developers to maximise genuinely affordable housing association rented housing and intermediate housing. We want homes that our families can afford so that more families stay within Southwark, including homes suitable for families' with children who have disabilities.

This housing strategy includes the commitments from the 2018 to 2022 Borough Plan, including the latest commitments in the 2020 refresh.

We are ensuring that more residents benefit from the opportunities that new development creates. Where older council homes need to be replaced, we will increase the number of council homes and build to high standards; and ensure investments in libraries, leisure centres, parks and the surrounding estates through the Great Estates Programme.

The lack of affordable housing is affecting the recruitment and retention of keyworkers who are essential to delivering high quality services

to local residents. So we are exploring ways of prioritising homes for keyworkers.

Southwark Council is the biggest local authority social landlord in London and the fourth biggest nationally. We have invested over £500m of improvements in council homes since 2014. Now over 98% of our homes are decent. We will continue to invest to make sure all our housing estates are clean, safe and cared for, through the Great Estates Programme.

This housing strategy continues the long term direction set in the Housing Strategy to 2043 agreed in 2015, and the 2018 Homelessness Strategy, but with simplified clearer commitments and updated actions.

The four fundamental issues are affordability; quality; security and pride and responsibility. The four broad principles have been refocused on these key values, as follows:

1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations
2. Demanding safer, higher quality, energy efficient homes
3. Promoting tenure security and social support in housing, and improving the health, wellbeing and economic resilience of residents.
4. Empowering residents and communities to have pride and influence over their homes and neighbourhoods.

The past five years have been turbulent with changing housing priorities under different Prime Ministers. The COVID-19 pandemic has also shown how quickly things can change. Our Southwark Housing Strategy continues to provide clarity on our approach to tackling housing issues, and will continue to do so as we respond to and emerge from pandemic, and also during any potential impacts of Brexit.

In the face of unprecedented challenges, partnership working is as essential as ever. During the pandemic the council and our partners have rallied together to help protect our most vulnerable residents and we need to continue to work together to deliver the housing strategy. We strongly encourage our partners to sign up to helping us deliver this housing strategy. If you have any ideas for how you can help we would love to hear from you. Please email your ideas and suggestions at [housingstrategy2@southwark.gov.uk](mailto:housingstrategy2@southwark.gov.uk)



Cllr Leo Pollak - Cabinet Member for Housing



Cllr Johnson Situ - Cabinet Member for Climate Emergency, Planning and Transport



Cllr Helen Dennis - Cabinet Member for Social Support and Homelessness

## Principle 1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations

### Our commitments under this principle:

- Continuing to deliver 11,000 new council homes at council rents
- Maximising the supply of other forms of genuinely affordable housing association social rent and intermediate homes
- Reducing the environmental impact of delivering new homes to help deliver a carbon neutral and biodiverse Southwark
- Ensuring all new homes are of a high quality, including a mix of different types and sizes which respond to people's changing needs over time.
- Ensuring a supply of homes to meet specific needs
- Tackling empty homes and making better use of existing properties

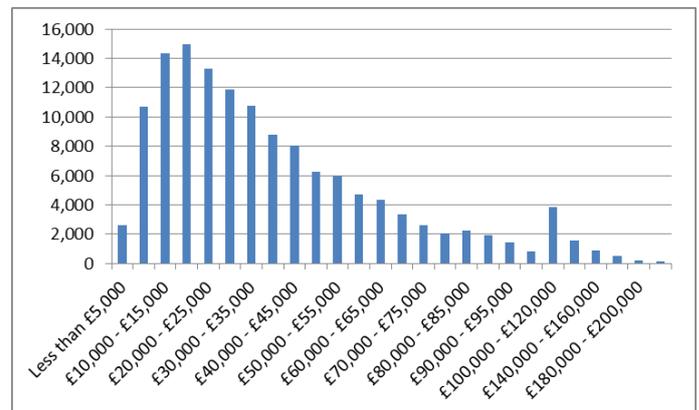
### Introduction

We want Southwark to be a place where everyone has a decent home, and a borough where families can afford to remain and choose to do so. We want to retain our distinctive mix of communities as we continue to develop our long term plans for the borough.

Southwark is an inner London borough which presents both great opportunities but also big challenges in terms of housing. Private house prices and rents have risen rapidly over recent decades and are now out of the reach of a significant proportion of our local residents, and the benefit cap has made the private rented sector unaffordable for people on low incomes.

The average cost of buying a 2 bed flat in June 2020 was £519,727 according to Hometrack. Assuming a 90% mortgage (if one could be obtained), and therefore a deposit of £52k, a 3% mortgage interest rate and a 25 year repayment, the monthly mortgage payments would be £2,218, or about £511 a week. Therefore if a third of income was used on the mortgage, an annual income of about £80,000 would be required to afford this.

The median cost of renting a two bed property in Southwark in April 2020 was £2,145 a month. Again assuming a third of income is used on rent, an average income of £77,000 would be required to afford this. However the median household income in the borough is about £31,000. Just under half of households in the borough have an income below £30k, and 81% of the residents in the borough have incomes below £60k<sup>1</sup>.



Affordability issues are likely to become more pronounced. As detailed in the foreword, the COVID-19 pandemic has led to a sharp increase in the number of people in receipt of unemployment benefits. This is expected to increase further as businesses are affected by changes in demand over the coming months, and as the furlough scheme is scaled back.

Many forms of housing which were acceptable before the pandemic such as accommodation with shared facilities are now problematic given the potential need to self-isolate to contain the spread of the virus. This has affected how we prioritise council lettings, placing additional strain on the sector.

Our first priority is therefore to deliver more council rent, genuinely affordable housing association social rent and intermediate housing (including discount market rent and shared ownership homes) that provide genuinely affordable options for the majority of people who live in the borough. To ensure

<sup>1</sup> CACI Paycheck 2018 data

Southwark and London have the homes needed to meet the needs of the whole population we also remain committed to using all the tools at our disposal to increase the supply of all forms of housing. We will ensure a supply of housing for those on a mix of income levels and a mix of sizes and types to meet a range of needs, including for keyworkers who are essential for the provision of high quality public services.

The COVID-19 pandemic will have an impact on the supply of new homes in the short to medium term. This has caused delays through temporarily being unable to consult with residents on plans for new homes. There have also been delays to building with some sites put on hold or working slower due to working within Government restrictions. There is likely to be an ongoing impact on building costs in future. There could be potential impacts on the housing market in future, and potential falls in prices and sales could impact on how many affordable homes can be provided through cross subsidy. The changes may also present some new opportunities. The council's priority will continue to be to maximise affordable housing delivery. The Council is currently updating our Housing Revenue Account (HRA) Business Plan to model these changes.

Given the severe demand for council and genuinely affordable housing association rent and intermediate housing it is essential we work together to deliver these homes. There are a number of partners in the borough who have the relevant skills, experience and resources to help increase the supply of homes. We will continue to maximise these opportunities. We will continue to creatively respond to the changing context of funding and models for delivering council rented, genuinely affordable housing association social rent and intermediate homes, to ensure a continued supply over the next 25 years and beyond.

### Continuing to deliver 11,000 new council homes at council rents

To ensure a supply of genuinely affordable housing the council is continuing with the ambitious plans to deliver 11,000 new council

homes as set out in the 2015 housing strategy. To date 1,228 new council homes are delivered or under construction. We have delivered 677 new council homes, with a further 1,700 due to start on site in the next year and an overall pipeline of over 5,000.

Delivering 11,000 council homes will be a significant challenge. In the shorter term we have firm plans for delivery towards this target but clearly acknowledge this will get harder in future as we use up council land, borrowing capacity, and if there are less right to buy receipts. The programme is likely to be heavily dependent on grant, which is highly uncertain in the long term. Therefore we will be exploring all the options that can help us deliver this target responding to the changing opportunities and challenges, while continuing to lobby for the maximum funding from the Mayor of London and central Government.

We are committed to building council homes residents will be proud to live in, to build local construction skills, to build sustainably and build sustainable communities. The new homes programme will be used to raise the bar in housing design.

The "Routes to 11,000: a new council homes strategy for Southwark", which was agreed in March 2020 sets out our plans including:

- Continuing to build 11,000 council homes at council rents, of which 2,500 will be 'delivered or onsite' by 2022.
- A further 2,500 homes delivered by 2028, with a longer term pipeline developed in parallel. This equates to about 400-500 homes per annum.
- Building additional council intermediate housing, including shared ownership and intermediate rent.
- Ensuring high standards of new council homes through the New Homes Design Standards, setting a new bar for light, spacious, safe, low impact, fuel efficient homes.
- Two new architects frameworks providing access to world class housing architects, and an expansion round of the LHC/LBS framework to promote diversity of practitioners in a sector that has traditionally lacked diversity.

- Developing the use of off-site modular manufacturing and modern methods of construction (MMC), where it is appropriate, to minimise on-site 'installation' time.

### **Identifying new opportunities working with residents**

Resident support is essential to ensure our success. The council is committed to ensuring local residents benefit from the opportunities being created right on their doorstep, delivering on the principles of the Great Estates Programme to expand and enrich our estates.

Therefore we will:

- Plan major works and other improvement works at the same time as new build, considering the needs of the whole estate and to improve value for money.
- If estates need to be redeveloped, to increase the number of council homes and build to high standards
- Guarantee developments on council housing land have at least 50% council rented homes and ensuring a right to return for council tenants and resident leaseholders so local people can stay in the borough they call home
- Undertake ballots on any new estate regeneration, in accordance with the Mayor of London's grant conditions for estate regeneration.
- Ensure any sales of private council built homes, built to cross subsidise the council homes, are aimed at local people first.

### **Choosing the most effective methods of delivery**

The council will continue to consider the best ways of delivering new homes, and will consider all development options to maximise use of land, grants, loans (including HRA borrowing), and where necessary cross subsidy through sales of private homes, other resources, and skills.

### **Council delivery**

The council is taking a lead role in developing new council housing, using council staff and

council owned land to deliver a significant number of new homes. This includes:

- Identifying sites for new council homes on our own land and housing estates including:
  - Infill development on existing estates
  - Small sites
  - Land re-designation and intensification
  - Developing a programme of upward extensions on existing buildings
  - Resident-led estate regeneration and intensification
  - Purchasing land on the open market and freeing up land, working with landowners and buying up stalled sites
  - Developing strategic partnerships with major landowners
  - Considering buying back properties bought under the right to buy where they make economic sense in comparison to new build
- Building local construction skills including establishing a Southwark Construction Company to create the homes and develop the skills our borough needs, and encouraging building contractors to offer training opportunities.
- Ensuring the housing company is available to deliver other genuinely affordable housing products if the opportunity arises
- Requiring the agreement of a council home equivalent standard guaranteeing an identical level of affordability and security for any homes delivered outside of the housing revenue account (HRA), to allow the council greater flexibility in meeting the needs of the borough.

### **Delivering new council homes through effective partnerships**

The council is also considering how we can work jointly with our partners to deliver new council homes where this can increase the supply of council homes, compared to council delivery, or help resolve particular issues. This can take a number of forms such as working on Joint Ventures (with registered providers, developers or investors) land agreements or direct procurement. We will explore partnership working covering the following areas:

- Access to land – Both on land owned by Southwark (where a developer can be allowed to develop new homes for sale in exchange for new council homes) and other improvements, and on land owned by partners e.g. landbanks, stalled sites etc.
- Sharing risk - Where there may be benefits from sharing the risks of a development, while prioritising the council realising the fullest value of its own assets
- Sharing expertise - Working with housing associations and developers to share knowledge and expertise to build up the capacity of council development staff
- Making best use of resources e.g. grants, loans, capital outlay to maximise the supply of council and genuinely affordable housing association rent and intermediate housing.
- Maximising wider regeneration opportunities where this will help secure benefits to the wider area.
- Purchasing council homes directly from developers through S106 agreements aiming to work with developers as early as possible to ensure homes meet the high standard expected.
- Working with third party community led development models
- Use of Right to Buy receipts (though the council will seek to discourage the loss of council stock through right to buy as far as possible).
- Setting out what the council will and won't accept in relation to allowing private finance into council house-building through a new *fixed rate housing standard*. The council will consider options to lever in private funding where it is equivalent or less than the value of achieved through the Public Works Loans Board. This will be required to:
  - Provide additionality in terms of supply beyond existing resources and improving affordability compared to other and existing funding methods
  - Maximise social rent or personalised rent housing for lower and middle incomes
  - Allow the council to remain the landlord
  - Not lose control over design, local benefits, social value and other key commitments
  - Keep clarity over management and ownership over the financing period.

We will also continue to press national government on a range of issues that will help us to deliver the new council homes our residents need, including:

- Enhanced grant funding for more genuinely affordable housing including council homes
- A more flexible approach to using grant alongside other types of funding
- Land compensation reform to enable assembly of affordable land for council homes
- Pushing for Right-to-Buy to be ended in London to help tackle the acute housing need; and mitigating against the negative impacts while it still exists
- Funding and building regulations support for low carbon housing

**Maximising the supply of other forms of genuinely affordable housing association social rent and intermediate homes**

### **Financing the 11,000 new homes**

The 11,000 council homes will be delivered through a mix of funding including:

- Grant from the GLA,
- Increased HRA borrowing but with a self-imposed debt cap to ensure borrowing is sustainable, applying prudential borrowing principles.
- Cross subsidy from private sales, whilst ensuring at least 50% of the homes built on council land being for council rent, and ensuring homes are marketed to local people first
- Considering selling some higher value stock as it becomes vacant, with only the net increase included in the delivery of the 11,000 new council homes.
- Consideration of in-lieu payments from large development schemes where the delivery of the programme cannot be financed in other ways.

Whilst the council's key priority is delivering new council homes, the council is also determined to ensure a supply of other forms of genuinely affordable housing association social rent and intermediate homes.

### **Increasing the supply of genuinely affordable housing association social rent and intermediate homes supply through our planning policies**

A key tool to increase housing supply is through the council's planning policies. The council has developed a New Southwark Plan which sets out our planning and regeneration strategy for the borough up to 2033, ensuring that all areas of the borough provide homes for those on a range of incomes. We will do this through:

- Adopting the New Southwark Plan (NSP)
- Setting ambitious housing targets, through the New Southwark Plan (NSP), to significantly increase the supply of homes in all tenures including an overall target for over 23,550 net new homes between 2019/20 and 2028/29, of which at least 35% would be affordable homes. Our strategic target is 50% affordable housing which is to be achieved through building council homes and encouraging developers to provide a higher provision of affordable housing through grant funding.
- Maximising the supply of genuinely affordable housing association social rent and intermediate homes completed on privately led developments (including new council homes) through section 106 decisions
- Using the planning regime, including a streamlined planning process, to accelerate development

### **Increasing council housing and genuinely affordable housing association social rent and intermediate homes and other housing supply through our regeneration projects**

In addition to the New Southwark Plan the council also has and continues to develop plans to regenerate specific areas of the borough, and increase housing supply.

We want development in Southwark to work for everyone, to reduce health inequality, create jobs and opportunities and build council homes that are as good as, or better than, private homes. Southwark is a borough that is continuing to grow and change for the future and we will continue to work with our local communities to make sure that no one is left behind and that all those who live, work and visit our borough benefit from this change.

The Council has agreed a new Regeneration that Works for All framework, designed to track and coordinate how investment measurably reduces health housing economic inequalities in each neighbourhood. This includes developing new Social Regeneration Charters which will set out the policy context, vision and priorities for each neighbourhood in Southwark. We will also develop Social Regeneration charters and action plans for each neighbourhood detailing how the charter's vision will be implemented. They will include community investment commitments, developer commitments, council commitments and partner commitments. Area specific indicators will help monitor the impact that the charter and place plans are having. There are Charters for Old Kent Road, Canada Water and St Thomas' Street.

The council is exploring how we can speed up our major estates improvement schemes to support increasing the supply of council homes whilst also improving the liveability on estates being rebuilt, such as ensuring improvements to heating and hot water provision.

Our plans include:

- Implementation of the Regeneration Works for All Framework to support social integration to create new life opportunities, promote wellbeing and reduce inequalities.

- Unlocking new sites for house-building and help deliver a large number of new homes in the areas identified in our 4 Area Action Plans (AAPs) including
  - Old Kent Road AAP – 20,000 new homes including 7,000 affordable homes of which 5,000 will be social rented.
  - Canada Water AAP – A minimum of 4,500 homes on sites in the core area between 2011 and 2026, and with capacity for around 600 more homes in the wider AAP area, including a minimum 1,000 affordable homes)
  - Aylesbury AAP – Replacing 2,700 homes with 4,200 new homes (between 2009 and 2027). Initially this was to include 2,100 affordable homes (of which 75% will be social rent and 25% intermediate). However following a new partnership approach agreed in July 2020 there will now be 581 new homes to be delivered under Package A & B as council homes at social rents, representing an additional 280 social rent homes than originally planned.
  - Peckham & Nunhead AAP – A minimum of 2,000 net new homes (between 2011 and 2026) including a minimum 700 affordable homes.
- “Affordable Rent” properties are developed, due to viability reasons, that these are at rent levels which are affordable to Southwark residents, and below the Local Housing Allowance (LHAs) level
- Providing opportunities for home ownership through ensuring a supply of affordable intermediate housing that is affordable to those on low to mid incomes. This includes securing 1,000 new intermediate homes by 2022. This will include London Living Rent which is a part-buy part-rent product for those taking their first step onto the property ladder. The household is able to use the below market rents to enable them to build up savings to buy a home. It will also include other forms on intermediate housing such as shared ownership, discount market sale and shared equity.
- Introducing a new intermediate rent housing list which will prioritise intermediate housing for Southwark key workers and other set priority groups.
- Working to deliver new homes through Community Land Trusts

### Reducing the environmental impact of delivering new homes to help deliver a carbon neutral and biodiverse Southwark

#### **Working with our partners to increase council rent, genuinely affordable housing association social rent and intermediate housing**

Many of our partners have their own plans to increase council or genuinely affordable housing association rent and intermediate housing supply and we are keen to encourage and support this. Our plans include:

- Encouraging housing associations to maximise the supply of genuinely affordable social rented homes.
- Under the New Southwark Plan Policy 1 - Development that provides 40% affordable housing with a policy compliant tenure mix (a minimum of 25% social rented and a minimum of 10% intermediate housing) can follow a fast track route and will not be subject to a viability appraisal.
- Working with housing associations and developers to ensure that where any

The Council has a target to make Southwark carbon neutral by 2030, and new build housing will be a key factor in meeting this target. We will develop new homes using sustainable carbon efficient materials whilst limiting carbon production during construction. Developers will be held to stringent and public environmental regulations.

Through the Council’s New Homes Programme there is a commitment to build sustainably including:

- The highest possible standards for sustainable design and construction
- A clear developed approach, working with our partners and contractors to decarbonising our developments and develop more sustainable supply chains of materials
- Meaningful plans for offsetting where the development and supply chain cannot be decarbonised

- Moving towards all new council homes being built to high levels of energy efficiency
- Bringing forward new forms of low embodied energy development, including rooftop housing

For wider development, it is important that planning policies put carbon neutrality at the heart of development. The New Southwark Plan requires buildings to be designed and constructed to reduce carbon emissions, with a lean, clean and green approach. Savings should be maximised at the first “be lean” stage using energy efficient design and construction. This could include building fabric and materials, orientation and aspect, and the use of passive cooling and heating. Once savings at this stage have been maximised, development should seek further savings through the second “be clean” stage. This stage relates to low carbon energy supply, including decentralised energy networks. Following this, the use of onsite renewable energy generation (“be green”) should be incorporated. The Plan includes many other policies to contribute to being cleaner, greener, and safer. There will also be a focus on nature recovery so that there is an increase in habitats and biodiversity.

Targets include:

- Ensuring New homes on all major developments to be zero carbon as per London Plan Policy 5.2, achieved by prioritising on-site emission reductions, or alternatively financial contributions
- Require the use of building techniques such as green roofs, passive cooling, solar panelling and ground source heat pumps from the outset of any proposal
- Creating buildings that protect and enhance our green spaces and promote biodiversity
- Explore requiring new developments and regenerated estates to be car free.
- Linking new homes to combined heat networks where possible, including expanding use of SELCHP to provide heating and hot water to approximately 2,600 properties through the district heating network

Ensuring all new homes are of a high quality, and include a mix of different types and sizes which respond to people’s changing needs over time.

It is essential we increase the supply of high quality housing and that this includes a mix of housing types to meet the diverse needs of our communities. Any new developments need to be well planned to ensure wider benefits to local residents.

All new homes, regardless of ownership, must be built to the high standards of quality and design, as part of attractive well designed neighbourhoods which promote wider economic, health and social wellbeing. New homes should be energy efficient with low carbon emission, to contribute towards meeting the Council’s carbon reduction target and to help improve local air quality. Our plans include:

- Requiring a mix of dwelling sizes as set out in the New Southwark Plan
- Continuing to ensure that every new development has enough GPs, school places and parks to support residents

Ensuring a supply of homes to meet specific needs

Southwark is committed to being an age friendly and dementia friendly borough providing homes and neighbourhoods that will support people to live long and healthy happy lives in their own community. More information on this aspect of increasing supply is included under principle 3. Our plans include:

- Requiring that new developments include provision for those with specialist needs, and/or securing payment towards adapting other properties to maximise independence for people. The specialist needs include physical disabilities, mental ill-health, learning disabilities, young people who are leaving care, and older people.
- As per principle 3 – the council is developing new extra-care housing and a centre for people living with dementia and associated complex needs, which promotes their

independence and provides respite for their carers.

- The New Southwark Plan safeguards the borough's four existing Gypsy and Traveller sites where there is an identified need, and makes provision for the identification of new sites to meet any identified need for additional Gypsy and Traveller accommodation. A more detailed action plan is being developed specifically to respond to the needs of the gypsy and traveller community. There is more information about improving the quality of sites in the second principle of this housing strategy.

## Tackling empty homes and making better use of existing properties

Given the demand for housing, it is essential that we use all the stock in the borough as efficiently as possible. This includes reducing the number of vacant properties, reducing the time to let properties, and making better use of the stock through trying to reduce under occupation.

### Tacking empty homes

- Developing an empty homes and rooms action plan
- Providing grants, loans free impartial advice, support and refurb options to bring long-term empty properties back into use, ideally as long-term private rented sector homes for families. The Empty Homes Service specifically targets long term or derelict properties, as these can generate wider community issues. It also addresses vacant commercial properties (e.g. public houses, or spaces above shops which could be suitable for residential accommodation).
- Turning around major voids within 100 days. There is also a target to turnaround minor more routine council voids within 28 days, Whilst difficulties moving households during the pandemic have affected void turnaround times we will work to stay as close to these targets as possible throughout the pandemic and to ensure turnaround times are better than target when social distancing requirements allow.

- Develop options for an ethical lettings agency to encourage absentee home owners to let their property to Southwark Council at affordable rents. The council will continue to send letters to landlords of empty homes to ask them to participate.

### Making better use of homes

- Providing incentives and opportunities for under-occupiers in social housing to downsize. This includes promoting our Smart Move scheme which provides an individually tailored package of financial and practical support, and home swaps to assist people to downsize to smaller homes, which may better suit their needs.
- To review the demand for all forms of older people's housing and develop a joined up approach for older people, including ways to better support older people to downsize
- Explore revisions in planning policy and site allocations to support the supply of suitable new sites for older people's housing.
- Seeking to expand the existing Home Purchase Grant Scheme, using right to buy capital receipts, to increase the supply of council properties available to let on secure tenancies
- Exploring the scope for a council-run lettings agency offering model PRS tenancies for families in temporary accommodation, with guaranteed yields at the local housing allowance level, and the offer of a housing management service, and asset management.
- Ensuring social housing is going to those who need it most by detecting fraud through data matching and tenancy checks to identify fraudulent homelessness and right to buy applications, and unauthorised subletting

## Principle 2. Demanding safer, higher quality, energy efficient homes

### Our commitments under this principle:

- Delivering the Great Estates Programme, to make our council homes and estates fit for the twenty-first century.
- Improving quality standards in temporary accommodation
- Improving quality standards in the housing association sector
- Improving quality standards in the private rented sector
- Improving quality standards in the owner occupied sector

### Introduction

Good quality housing is essential for everyone's health and wellbeing. Since the housing strategy was agreed in 2015 there has been considerable progress in improving the condition of the council rented stock, with 98% of council homes now meeting the Decent Homes Standard. There has also been some notable progress in the private sector through use of enforcement powers and changes to licensing rules. However there is still too much poor quality housing in the borough, which is more likely to be occupied by black, asian and minority ethnic groups.

This principle sets out how conditions will be improved in the borough's existing housing. Principle 1 set out how the council will ensure that all new properties are developed to high standards of quality.

The COVID-19 pandemic has impacted on the improvement of homes in all tenures, affecting both major works programmes and delivering repairs. For council homes, while essential repairs have continued, the council is now developing plans to reintroduce major works and non-essential repairs where it is safe to do so. The council will continue to encourage improvements to the existing stock across all tenures, while protecting vulnerable residents.

### Delivering the Great Estates Programme to make our council homes and estates fit for the twenty-first century.

Following community conversations on the future of council housing, the council reaffirmed the commitment to retaining the council's housing stock and investing in it for the future. The Council has made considerable progress to ensuring every council home is warm dry and safe. Improving the condition of council homes and improving energy efficiency remains a key priority for the council to make our homes fit for the 21<sup>st</sup> century. The council will improve the look, feel and lived experience of estates and homes through:

- Delivering the Housing Investment Programme and carrying out improvement works to our stock and the surrounding area.
- Providing a quality kitchen and bathroom for all council homes (once this is safe to resume following the COVID-19 pandemic)
- Implementing a repairs improvement plan so more jobs are done right first time
- Making it is easier to book and track repairs online
- Enhancing value for money in our repairs and major works contracts, and providing a range of repayment options for leaseholders affected by major works programmes.
- Preparing and maintaining the council's Housing Revenue Account (HRA) business plan to provide both short and long-term projections for HRA revenue and capital, and to indicate the affordability of spend on our own stock and the delivery of the new build homes target
- Developing comprehensive estate improvement plans with the community at their heart, with first estates being Aylesbury, Tustin, Kingswood, and Ledbury.
- Securing the future of the Ledbury Estate, improving the estate for all residents and increasing the number of council homes
- Working with the community to agree major improvements on the Tustin Estate,

ensuring residents have the final say and there is no reduction in council homes

- Delivering quality new homes for residents and a new library and GP Health Centre on the Aylesbury Estate, with no reduction in the number of social rent homes
- Refurbishing and expanding Maydew House, with 100% of the homes for council rents
- Exploring whether to reprioritise parts of the housing investment programme to increase the installation of door entry systems on estates where there are high levels on anti-social behaviour.
- Continuing on our improvements to our gypsy and travellers sites to ensure high standards including being safe, secure and of adequate size, and particularly focusing on improving fire safety.
- Continuing to support our gypsy and traveller community, working with our key partners, Southwark Travellers Action Group (STAG) and London Gypsy and Travellers. This includes responding to routine management issues raised by residents, and other more generic and strategic matters. Our objective is to provide the best possible service to our traveller community both on our travellers sites and to those who currently reside in bricks and mortar. The council will continue to ensure that the quality of accommodation that is provided for the traveller community will be fit for purpose and of high quality. All our accommodation, whether it be the infrastructure of our traveller sites or bricks and mortar accommodation will be warm, dry and safe.

### Improving the energy efficiency of homes

Due to the climate crisis the Council has an aim of becoming a carbon neutral borough by 2030. This requires retrofitting our existing properties to be more carbon efficient. The council is developing a Climate Change Strategy and actions from this strategy will be updated in our housing strategy action plan. We need to explore ways to change the way we power and heat our homes and limit the energy used by homes. The council will embrace cutting edge technology that will help us deliver better value

green homes. The council will volunteer to be involved in technical pathfinders to help bring forward safe solutions at scale.

The council will:

- Identify ways to retrofit existing housing stock to as close to carbon neutral as possible
- Work with local partners to retrofit homes to make them more energy efficient.
- Develop and deliver the Heat Networks Strategy and Improvement Plan
- End the installation of new gas boilers and invest in retrofitting existing gas boilers to sustainable alternatives such as heat pumps or hybrid systems
- Improve district heating systems to ensure these are affordable, reliable and sustainable
- Expand use of SELCHP to provide heating and hot water to approximately 2,600 properties through the district heating network
- Exploring whether the carbon offset fund can be used to deliver carbon savings through improving heating systems on council blocks.
- Ensure energy companies are provided with information on 'fuel poor' homes so they can insulate them as part of their legal (Energy Company Obligations (ECO)).
- Develop Carbon Management Plans for estates, ensuring resident involvement from the outset
- Make energy efficient improvements to council buildings through schemes such as London's RE:FIT programme
- Increase LED lighting on estates and in our buildings
- Develop a programme to fit solar or green roofs across every rooftop in the borough.
- Explore allowing residents to sell excess electricity that is generated locally back to grid, using battery technology embedded in council owned properties.
- Provide education and outreach for residents
- Promote use of LondonPower in council housing, providing renewable sourcing can be confirmed and meets stringent standards

- Introduce on-site composting on Southwark estates to reduce food waste

- Continue to publish fire risk assessments for our blocks 7 storeys and above online and make all others available on request.

### Improving fire safety

Fire safety remains a top priority for the council in all tenures. Works to ensure fire safety have continued throughout the pandemic. We have a well-trained Fire Safety Team, which co-ordinates approximately 4,000 Fire Risk Assessments a year and ensure identified actions are carried out in appropriate timeframes.

We will continue to identify any specific issues in relation to fire doors and other high risk areas such as compartmentation. We have also fitted sprinklers to all supported and extra care housing and hostels, where some of our most vulnerable residents live.

We have adopted a very careful approach to the management of common areas, allowing residents some small items in common parts (except where specific risks have been identified). Fire Safety is also a priority on our Travellers sites, which has informed refurbishment works and where regular advice is provided.

While none of Southwark Councils blocks over 18m are fitted with ACM cladding, we are testing the fascia construction of all blocks over 18m and will undertake works to address any identified issues. We are also working to replace any wooden sections of façade that have been identified on a number of blocks across the borough. The Fire Safety Team also ensures all council new builds and refurbishments are safe and compliant with current legislation.

As part of our commitment to fire safety, we will:

- Quickly implement any of the recommendations that result from the tragic Grenfell Tower fire enquiry and respond to changes in regulations that apply to our stock.
- Undertake regular fire risk assessments to all relevant stock and ensure any resulting actions are completed.

## Delivering Great Estates

It is also important that we make the necessary investment in the wider estate to improve the look, feel and lived experience of our estates. The council has launched a Great Estates Programme to ensure every estate is clean, safe and cared, for and to give residents the tools to garden and improve their estate.

The lockdown related to the pandemic brought into sharp focus the importance of the built environment and particularly parks and green spaces for young families, especially for those who live in properties with small or no gardens.

Improvements to the wider estate will be delivered through:

- The “expand and enrich” approach to delivering new council homes
- A set of Great Estates Guarantee and Commitments to ensure the basics are being done well with a clear set of expectations for the council and residents.
- New Estate Improvement Plans to create opportunities for residents to come together to improve the shared living experience of our estates, this is currently being piloted on seven estates.

For more information please visit [www.southwark.gov.uk/greatestates](http://www.southwark.gov.uk/greatestates)

## Improving quality standards in temporary accommodation

As per principle 3, the council is working to reduce the use of temporary accommodation, and to use more settled forms of accommodation, rather than nightly paid accommodation. During the COVID-19 pandemic the council has worked to reduce the number of households living in temporary accommodation with shared facilities, such as in our hostels. As we emerge from the pandemic the council will review the use of this type of accommodation in future.

We will improve the temporary accommodation used by the council by:

- Introduce a new quality standard for temporary accommodation that guarantees it will be good quality and self-contained for families
- Improving the inspection regime of accommodation we procure for homeless and vulnerable households using our accreditation standards.
- Delivering the hostel improvement plan including both physical improvements and creating clear move-on pathways.
- Redeveloping shared family temporary accommodation hostels to deliver permanent homes.

## Improving quality standards in the housing association sector

Around 12% of the stock in the borough is owned by a large number of housing associations. Some of the stock will have high investment needs to implement recommendations around fire safety and to raise standards. The council will lobby with housing associations for funding from central Government where required to improve the standard of stock.

The Council will work with housing associations to encourage them:

- To improve their stock where required
- To publish their fire risk assessments online
- Quickly implement any of the recommendations that result from the tragic Grenfell Tower fire enquiry
- Share best practise in regards to fire safety
- Sign up to a new Great Estates charter, to help deliver improvements on their estates.

- Make their stock more energy efficient.

- The council is also developing a new set of standards which must be met before a housing association can be included on the list of registered providers (RPs) for section 106 affordable housing. This will set out the council's requirements for positive partnership work.

## Improving quality standards in the private rented sector

More people in Southwark are living in private rented homes than ever before. Our ambition is to transform the private rental sector so that all homes provide good quality, secure accommodation. We will work with landlords to support and encourage them to drive up standards in the private rented sector, whilst also cracking down on rogue private landlords. We believe everyone should have a good quality home no matter who their landlord is. We want to work with landlords to increase security, certainty, affordability and stability for their tenants, especially families with children.

The most important tool we have to improve this sector is the use of discretionary licensing. This gives us an increased knowledge of the sector and a stronger legislative framework with which to deal with issues such as poor property conditions.

Part of our efforts to improve the quality of the private rented sector involve empowering our private rented sector residents to be able to demand improvements themselves, which is covered in Principle 4.

The council will also continue to lobby for the required funding and powers to improve stock in the increasingly growing private sector, as a lot of the stock is in poor condition and likely to deteriorate further without support.

We will improve standards in the private rented sector through:

- Continuing to implement the mandatory licensing scheme to ensure all larger houses in multiple occupation (HMO's) comply with the improved HMO standards to protect the health and safety of our residents
- Introducing a new five year additional licensing scheme to start in 2021 to improve conditions and management standards in smaller HMOs in the private rented sector.
- Seeking to build on the successes of the last selective licensing scheme by expanding it to cover a larger area, allowing us to improve the condition of more single family

dwellings and the lives of residents living in unacceptable conditions.

- Using the discretionary and mandatory licensing schemes to identify good landlords, support inexperienced ones, and challenge those that fail to improve.
- Introducing a Gold Standard in the borough so that we can identify and reward those landlords who are going above and beyond the minimum requirements.
- Using the example of gold standard landlords to spread good practice through our private sector landlords' forum
- Providing a range of advice, support and incentives for good landlords to work with us, particularly those who offer longer tenancies for families.
- Clamp down on irresponsible short term lets through planning enforcement and enforcement of lease conditions
- Enforce minimum energy efficiency standards in the private rented sector through targeted licensing
- Working with local and London-wide campaign groups and households in temporary accommodation to form a Renters Union (as per principle 4)
- Taking a zero tolerance approach to landlords where the health and safety and welfare of residents are put at serious risk, through our licensing and enforcement action.
- Participating in the GLAs Rogue Landlord and Agent Checker, which contains information about private landlords and letting agents who have been prosecuted or fined.
- Continuing to crack down on rogue landlords and lettings agencies, and publicising successful prosecutions and civil penalty notices as a deterrent to others
- Working to persuade private landlords to publish their fire risk assessments online.
- As per principle 1 – Using the grants and loans programmes to bring long-term empty properties back into use as long-term PRS homes for families.
- As per principle 3 - Working with the Mayor of London to lobby for improvements to reform private sector tenancies to give longer term security and rent certainty.

## Improving quality standards in the owner occupied sector

The owner occupied sector includes many different types of home owners such as: council homeowners who have bought under the right buy, shared ownership or social homebuy owners who have bought a share of a property and who pay rent on the unowned share; private leaseholders and private freeholders.

We will improve quality standards in the owner occupied sector by:

- Developing a cross departmental homeowner's improvement plan as detailed in principle four
- Lobbying central government on behalf of leaseholders affected by cladding and other fire safety issues - Many leaseholders in flats have been unable to raise mortgages or sell their properties. The council will lobby national government on behalf of leaseholders and work to help find a resolution that means people don't lose their homes.
- Providing advice and assistance to improve the energy efficiency of homes and help reduce fuel poverty as detailed in principle four.
- Providing assistance to adapt properties to meet changing needs as detailed in principle three.
- Offering financial assistance packages to help those who do not have sufficient funds to do meet the costs of repairing their homes. Some people may be able to get a grant, others may be able to get an interest free loan that is paid back when the property is sold in the future, depending on financial circumstances.

## Principle 3. Promoting tenure security and social support in housing that improves the health, wellbeing and economic resilience of residents.

### Our commitments under this principle:

- Increasing security through fairer longer term tenancies in all tenures
- Taking a 'Housing First' approach to supporting residents and connecting them to the services and support they need across health, social care, education, training, employment and financial advice
- Supporting residents with specific needs to live as independently as possible for as long as possible in their own communities
- Preventing homelessness wherever possible, with a focus on finding long term sustainable housing solutions, and minimising use of temporary accommodation
- Working in partnership locally and across London to bring an end to rough sleeping in Southwark

### Introduction

Good and affordable housing is fundamental to helping improve the health, wellbeing and economic resilience of our residents. Poor housing conditions can have a serious detriment on health and wellbeing. A lack of housing security can also have impacts on mental health. Good warm dry and safe housing can help empower residents by providing places and links through to education, training and employment. Regardless of a person's health, disability or age, a quality home helps provide the basis for a fulfilling and independent life and to be an active participant in their community.

Housing has a key role to play in helping residents to improve their job prospects which can be a key defence against issues around affordability and welfare benefit caps. We are committed to working together with our residents and other partners to empower and support residents to develop the skills that will help them to live independently and healthily,

and to fulfil their own housing requirements over time.

Anyone can become homeless at any point, and the COVID-19 pandemic is likely to increase the number of people facing financial difficulties and homelessness in the next couple of years. While evictions were temporarily put on hold for many months, a surge in homelessness is expected when evictions resume. We will continue to provide a safety net for those in greatest need. We will work with individuals, families and partner organisations to help reduce the chance of becoming homeless through early intervention, through provision of tailored advice and support, to help people get back on track as quickly as possible.

While Southwark generally has a younger population compared to nationally, the actual number of older people is projected to increase, particularly those aged over the age of 85. This will create a real challenge in the delivery of care and support services for older and other vulnerable people. To help meet this challenge we will need to continue to work creatively with partners including health, housing and voluntary organisations to provide quality and affordable age friendly housing across the borough, and to deliver sustainable solutions to address specialist housing needs. The council will conduct a review of the demand for older peoples housing.

The pandemic has also had a considerable impact on the services provided to rough sleepers. The council worked with the Mayor of London and the Government to ensure rough sleepers were provided with accommodation so that they could self-isolate and social distance as required. Many were temporarily housed in hotels. This has presented a real opportunity to prevent a return to rough sleeping in future and end rough sleeping for good, but it is a considerable challenge given many of these people have no recourse to public funds.

## Increasing security through fairer long term tenancies in all tenures

The COVID-19 pandemic is resulting in increased unemployment and financial difficulties in paying rents and mortgages. The council will work with landlords across tenures to minimise the number of evictions, such as encouraging them to offer alternative payment arrangements.

We will increase security of tenure for residents through:

- Continuing to offer secure lifetime tenancies on all lettings of council rented homes at council rents
- Encouraging all housing associations to continue to offer lifetime tenancies instead of fixed term tenancies.
- Working with private landlords and the Mayor of London to develop the London Model for reforming private sector tenancies including
  - open-ended tenancies with no fixed term
  - fair and predictable limits on rent rises
  - getting rid of ‘no-fault’ (‘section 21’) evictions;
  - protecting the rights of landlords to regain possession of their properties where they have a legitimate reason to do so.
  - scrapping all break clauses in tenancy agreements
  - increasing landlord-to-tenant notice periods to four months
  - providing tenants with more certainty over future rent payments
  - assisting with the development of a universal register/gazetteer of private rented properties and subsequent landlord and agent ratings system
- Through the New Southwark Plan Policy P4 (private rented homes) ensuring that any purpose built private rented homes provide tenancies for private renters for a minimum of three years with a six month break clause in the tenant’s favour and structured and limited in-tenancy rent increases agreed in advance.

- Preventing homelessness and finding long term sustainable housing solutions for people threatened with homelessness (see homelessness commitment for further detail)
- As per the principle 2 - Introducing a Gold Standard to identify good landlords, support inexperienced ones and challenge those that fail to improve
- Supporting tenants to demand action including introducing a Southwark Private Renters Union.

## Taking a ‘Housing First’ approach to supporting residents and connecting them to the services and support they need across health, social care, education, training, employment and financial advice

Long term housing provides a solid and stable base for residents to improve their health, wellbeing and economic resilience, and this in turn can then contribute to being able to retain housing. Housing services can also play a key role in this process.

This commitment will be increasingly important as partners work to help residents to rebuild their lives after some of the impacts of the pandemic. These impacts will be varied such as coping with the pain of losing loved ones, loneliness, mental health issues, and domestic violence and relationship breakdown. There will also be many economic impacts with many people losing their jobs, or struggling from the extended period of reduced income, or new issues related to childcare.

The council’s community hub set up in response to the COVID-19 pandemic to support and protect vulnerable residents has been an excellent example of how multi agency working between the council and our partners can ensure vulnerable residents have the support they need. The council is seeking to build on the Community Hub through plans for a Southwark Community Support Alliance following the pandemic.

The Outbreak Prevention and Control Plan sets out Southwark Council’s ambition and approach to providing local leadership and support for the

pandemic response. Led by Public Health, but working closely with many council, health service, and voluntary sector partners, it outlines the borough's strategic and operational approaches to the challenge of coronavirus. Across this work, community engagement and communication is critical with the aim of preventing disease and mitigating its effects in order to protect our population and communities, with a particular focus on our most vulnerable groups.

The council remains committed to the ambition to be "more than a landlord" through connecting people to the services and support they need – across health, education, training and employment. This is another area where there are clear benefits to working with our housing association and voluntary and community sector partners to share good practice and to use resources as efficiently as possible.

We will do this by:

- Providing targeted housing management and support to people with particular needs and requirements (e.g. those with learning and/ or physical disabilities, autism, mental health issues or chronic illness, or facing financial exclusion or eviction), to ensure they can live as independently as possible.
- Working with housing associations and tenant management organisations (TMOS) to encourage them to provide targeted housing management and support to those people with particular needs and requirements as per the bullet point above.
- Tackling digital exclusion by improving high speed internet access across the borough, including free Wi-Fi connections for TRA halls. This will both improve access to services and advice online and also support education, training and employment.
- Investing in Mental Health First Aid and mental health awareness training for all housing service staff to help direct residents to the appropriate support where necessary.
- Training staff to help effectively support residents with issues around hoarding.
- Co-locating and providing online advice services to residents to provide quick and easy access to financial advice, debt counselling and support services.

- Working in partnership with NHS South East London CCG and the Voluntary and Community Sector to understand the opportunities to improve social cohesion to tackle the sense of loneliness (particularly in social housing stock) as part of the upcoming Southwark Loneliness Strategy
- Working in partnership with the CCG, council service and voluntary sectors to coordinate an approach to fuel poverty, focusing around advice, income maximisation, health and other energy efficiency schemes.
- Continuing to work with Tenants and Residents Associations and Housing Associations to deliver community food hubs to improve food security in the borough, linking food growers, community kitchens, training and surplus projects.
- Working in partnership with the Southwark Food Action Alliance (SFAA) to share good practice and shape the work taking place across the borough to tackle food insecurity; and work collaboratively with the Community Gardening Coordinators to promote food growing by residents on our estates.
- Supporting residents into jobs and apprenticeships, including those from vulnerable communities with particular barriers between them and employment opportunities. We will work to forge closer links between our housing services and our free employment service Southwark Works.
- Working with Tenant and Resident Associations (TRA) to ensure halls on estates can contribute to improving the health, education, and employment prospects of local residents, including helping tackle loneliness.

### Supporting residents with specific needs to live as independently as possible for as long as possible in their own communities

Southwark is committed to being an Age Friendly and Dementia Friendly borough. We are committed to increasing and supporting the independence of older residents, and people with disabilities, helping them to live long,

healthy, happy lives in their own homes and communities for as long as possible.

Remaining in their own home may not be possible for some residents so there needs to be adequate provision of specialist housing options which maximise independence and reduces the need for other alternatives such as residential care. Currently 70% of people requiring nursing beds are placed out of borough and yet 80% of these people would like to stay in Southwark.

There is a commitment to make connections across housing, health, social care, voluntary and community sector organisations, education and employment, which is articulated in Partnership Southwark. This will enable every part of the health and care system in Southwark to make the borough an amazing place to be born, live a full healthy life and spend one's final years. There is a number of work streams focused on residents with specific needs including those with mental health needs. Housing, Health and Adult Social Care are redesigning community services and making connections across their workforce to use their expertise to support those that need support to live as independently as possible.

The COVID-19 pandemic has affected the level of support that can be provided to some residents, to protect them from exposure to the virus from staff. While support has continued to be provided remotely via telephone, face to face support has been scaled back except where this is deemed essential for safety. Essential repairs to adaptations have continued but there will be an increased backlog of demand for services like disabled facilities grants in the short to medium term.

### **Providing support services for people**

- Improving access to disabled facilities grants and maximising access to funding opportunities, so that older people and people with disabilities who want to stay in their own home can do so
- Delivering a handypersons and adaptations service that enables people to remain in their existing homes, or where this is not

possible, assisting them to move to a more suitable home

- Exploring new technology, such as telecare and telehealth, to help people retain their independence at home
- As per Principle 1 - Promoting our Smart Move scheme which provides an individually tailored package of financial and practical support, and home swaps to assist people to downsize to smaller homes, which may better suit their needs.

### **Providing specific housing or facilities to meet particular needs**

- Delivering additional extra/flexi care housing for older people, including a centre for people living with dementia and associated complex needs.
- Delivering an Older People's Hub for people with social care needs, co-located on new extra care housing provision at Cator Street 2 development.
- Providing alternatives to residential care for adults and young people with learning disabilities, physical disabilities and mental health issues so they can live independently in their own homes and as part of their local communities.
- Carrying out improvements and service upgrades to sheltered housing schemes across Southwark (including improvements in digital accessibility and assistive technology).
- Improve the Supported Housing Hostels service by reviewing the assets and service model to improve the life chances of vulnerable tenants.

## Preventing homelessness wherever possible, with a focus on finding long term sustainable housing solutions, and minimising use of temporary accommodation

We remain committed to preventing and reducing homelessness, tackling the main causes of homelessness and supporting those in need. In recognition of this, the Government selected Southwark as a trailblazer for the Homelessness Reduction Act. In 2018 the Council developed a Southwark Homelessness Strategy. The primary strategic focus is on finding long term sustainable housing solutions for people threatened with homelessness; offering high quality and innovative services to homeless households; and working with homeless households to explore the full range of housing options available to them.

The COVID-19 pandemic has led to an increase in the number of households approaching the council as homeless. Between the 1st April 2020 and the 17th June 2020 856 approaches were recorded compared to 562 in the same period in 2019. There has been a 16.3% increase in the use of temporary accommodation in the same period.

The COVID-19 pandemic has affected how we can provide advice and support to residents. The Housing Solutions Service is now providing advice remotely via phone, email and web appointments, rather than having face to face appointments at Bournemouth Road. This prevents the risk of staff passing the virus to customers or the virus spreading in waiting areas.

There are a number of housing challenges around people with no recourse to public funds (NRPF) including undocumented migrants. Southwark Council is supporting more people with NRPF under social care legislation than any other local authority in the UK (around 270 households at any one time). Brexit is likely to lead to increased challenges due to the potential increasing cohort of undocumented migrants (if EEA nationals don't apply to the EU Settlement Scheme by June next year).

As a council we are calling for the ending of the imposition of the NRPF condition for people granted Limited Leave to Remain in the UK on human rights grounds. We are calling on the Home Office to speed up decision making for people waiting on the outcome of immigration applications and calling for additional funding from central government to provide direct support to people awaiting the outcome of immigration applications.

We will continue to prevent and reduce homelessness by:

- Establishing a Homelessness Reduction Panel to bring the council, NHS, DWP and Housing Associations together to lead our work to prevent homelessness. This will be chaired by the lead cabinet member.
- Improving coordination across the council and with partners to prevent homelessness through implementation of the 2018-22 Homelessness Strategy Action Plan. A fresh consultation with stakeholders on the Homelessness Strategy Action Plan is also scheduled as a result of COVID-19 changing our immediate priorities.
- Minimising use of temporary accommodation and keeping families out of bed and breakfast style accommodation.
- Providing tenancy sustainment support services across all housing types to help people at risk of losing their homes.
- Redesigning the council's housing advice web pages.
- Working in partnership work with Shelter who are embedded in the Housing Solutions service to provide independent advice, assistance and support. This is seen as national best practice
- Have zero tolerance on domestic abuse and ensuring domestic abuse survivors can access high quality services and do not end up without a home. We are ensuring that victims of domestic abuse and their children can remain safe in their homes, either through security in their home or supporting them into accommodation, either short or long term.
- Working with Solace Women's Aid with services embedded in the Housing Solutions

service providing advice and advocacy to people fleeing Domestic Abuse

- Stonewall Housing are also embedded in the Housing Solutions service providing advice and assistance to the LGBT community
- Working with schools and colleges to better engage with children and young people around the realities of housing and homelessness.
- Working with the voluntary sector through the Homelessness Forum to make the most of the resources available to help homeless people
- Working with partners – including NHS South East London CCG and key stakeholders active in the borough – through the Homelessness Health and Wellbeing Working Group to identify opportunities to address the negative impacts of homelessness on health and make recommendations for consideration by the Homelessness Reduction and Prevention Panel.
- Closely working with local housing associations to minimise evictions.
- Providing quality debt advice and support with benefit maximisation and bidding support for residents, particularly for those affected by welfare reform changes. This will be achieved through joint working with the Citizens Advice Bureau, Blackfriars Advice and other agencies.
- Raising awareness in local agencies including the private rented sector, as to how housing and other advisory services can assist people at risk of homelessness.
- Improving the capacity of council, named public bodies and voluntary sector services by providing induction training that ensures homeless prevention protocols are well known and properly deployed, especially when designing and commissioning services for the vulnerable.
- Increasing the range of housing options for young people by jointly commissioning schemes for young people at risk of homelessness, on the edge of care and leaving care.
- Commissioning Soutwark Works and Beam which both provide opportunities to find employment and break the poverty cycle leading to long-term homelessness prevention outcomes.
- Encouraging undocumented migrants to regularise their stay in the UK by making applications to the Home Office and supporting this through community legal advice provision.
- Providing housing advice to people with Leave to Remain with NRPF to help them find housing in the private rented sector.
- Taking action against landlords who are exploiting vulnerable adults and families by accommodating undocumented migrants in unsafe and overcrowded housing.
- Researching Soutwark's population who do not have full recourse to public funds to identify the scale of the population and the issues they face.

## Working in partnership locally and across London to bring an end to rough sleeping in Southwark

Rough sleeping is the most visible form of homelessness and has a terrible impact on health and wellbeing, significantly reducing life expectancy. The Southwark Homelessness Strategy sets out how we plan to deliver on our ambition to eliminate rough sleeping in the borough.

As a result of the COVID-19 pandemic most rough sleepers have now been housed in temporary accommodation. Since the pandemic started, we have supported over 600 people to move from the streets into accommodation. We currently have 108 former rough sleepers in first stage temporary accommodation of which 72 have no recourse to public funds (NRPF). The 'Everyone In' partnership has shown what is possible with political will and it is now vital that we build upon this work to ensure an end to rough sleeping for good.

We will do this by:

- Working to end rough sleeping in Southwark, including by campaigning for an end to 'no recourse to public funds' laws that trap people on the street
- Ensuring that no one new to the streets sleeps rough for a second night, no one lives on the streets of Southwark and rough sleeping is minimised by working with the Mayor of London and other key partners (particularly mental/ physical health, the police and treatment services and the voluntary and community sector).
- Increasing the number of people assisted via the 'Routes Home' service" to support non-UK nationals that sleep rough in London, to explore their options away from the street including access to services in the UK and their country of origin.
- Preventing homelessness and rough sleeping amongst people with complex needs and individuals with mental health issues by prioritising access to Southwark's Complex Needs Advisory Panel (CNAP) and agreeing long-term housing and support requirements.

- Working in partnership with Southwark Law Centre to support rough sleepers with no recourse to public funds to settle their immigration status.
- Bidding for Government funding for supported housing for rough sleepers.

## Principle 4. Empowering residents and communities to have pride and influence over the running of their homes and neighbourhoods

### Our commitments under this principle:

- Enabling council tenants and homeowners to take greater control over their local housing services
- Working with local housing associations and supporting residents to ensure more consistent Southwark wide service standards
- Protecting and empowering private tenants by providing advice and assistance on their respective rights and responsibilities.
- Supporting residents to reduce their carbon footprint by making buildings as energy efficient as possible.
- Working in partnership with local residents to tackle crime and anti-social behaviour where it blights neighbourhoods and people's lives.

### Introduction

Across the borough our neighbourhoods have become increasingly more diverse in terms of tenure, ethnic makeup and economic makeup. Factors such as the right to buy have increased the number of homeowners and private tenants living on council estates. And some units may have been built for outright sale or shared ownership. It is essential that communities can come together and take ownership of their neighbourhoods through an inclusive approach.

We are committed to providing a menu of options for local communities to make decisions over the running of their areas, and will support innovation and collaboration in this area.

Through the Great Estates programme residents will be empowered to better influence the look, feel and lived experiences on their estates. We want to celebrate our housing estates, developing the social stewardship of residents and ensuring an ethic of care follows through in all that we do as a housing landlord and manager. We want people in the borough to take pride in their homes and their local area,

and we are empowering residents to come together to make improvements to help ensure these estates are Great Estates.

The coronavirus pandemic is affecting how we consult with residents in the borough, as we are temporarily unable to hold face to face meetings. The council is exploring how we can increase the virtual offer to allow meetings to happen over the internet, and to increase opportunities for other feedback. The council held five online Local Housing Forums in July 2020 and this was a really positive experience with many new faces attending, without having to travel to meetings or arrange childcare. However there are also some households who don't have access to the required equipment or broadband to participate. The Council is working to support tenants to access services remotely. In the longer term we will look to reintroduce face to face meetings when it is safe to do so, while retaining the positive aspects of the current virtual arrangements to increase the range of people who can attend meetings.

We remain committed to working with residents to tackle the issues in their communities, specifically around issues such as anti-social behaviour which can blight the lives of residents. The COVID-19 pandemic has had a big impact on anti-social behaviour, with increased problems with noise nuisance, and new forms of anti-social behaviour related to failure to follow social distancing guidelines. The pandemic is also resulting in an increase in incidents of domestic violence.

We are keen to help our residents in all tenures to understand their rights, and their responsibilities so that they can take action themselves to ensure improvements.

## Enabling council tenants and homeowners to take greater control over their local housing services

Following the resident involvement review the council is changing the way it talks with and listens to residents who live in council managed homes. These changes mean that everyone who lives in a council home or temporary accommodation can get involved in a way that suits them.

The council is giving residents more support and funding to do the things they want to do to improve their local estates and communities.

These changes are part of the council's commitment to make all of our homes and estates great places to live. The council can only achieve this by working together with residents to ensure our housing services provide what our residents need, our homes are in good condition, our estates are safe, clean and cared for, and our local communities are supported to prosper and thrive. That's why we want every resident to feel they can get involved.

We will do this through:

- Empower more people who live in council homes to get involved in making decisions about their homes and estates
- Working closely with Tenants and Residents Associations (TRAs) and supporting residents to set up new TRAs, ensuring these reflect the diversity of the residents on the estate and represent the whole community.
- Encouraging development of Tenant Management Organisations (TMOs) on our estates by providing residents with the dedicated support that they need.
- Holding regular Local Housing Forum meetings open to all residents living in council properties, with five area forums across the borough.
- Engagement with the new elected Tenants Forum and Homeowners Forum. Attendees will be elected by the Area Housing Forums. The Forums will hold some joint meetings.

- Setting up Resident Working Groups as required to focus on specific tasks.
- A new Residents Online Panel
- Working with tenants, residents and homeowner groups to continue to find new ways to engage so that more people can have their say.
- Implementing the Great Estates Guarantee so that every estate is clean, safe and cared for
- Giving residents the tools to garden and improve their estate through new Estate Improvement Plans (as per principle 2).
- Continuing the use of Southwark Homeowner service to provide a channel for leaseholders (and freeholders) to make independent representations to the council around quality of service delivery and value for money.
- Developing and delivering a cross departmental homeowners improvement plan (communicating with homeowners and re-setting the relationship)
- Empowering homeowners by raising awareness of the choices they have.
- Recognising and rewarding resident contributions, such as through the Housing Heroes award scheme
- Modernising housing services and providing better on-line services such as 24 hour access to services and service information, including the repairs service.
- Tackling digital exclusion by improving high speed internet access across the borough and including free wifi connections for TRA halls.
- Encouraging use of online services as the default option while still continuing to provide high quality options for those who are unable to use online platforms due to either lack of IT skills, lack of the required digital infrastructure or other special requirements.

## Working with local housing associations and supporting residents to ensure more consistent Southwark wide service standards

Around 12% of the stock in Southwark is owned by housing associations and many of their estates neighbour council estates. Principle 2 set out how we will work together with housing associations to improve the quality of their housing stock. We are exploring how we can ensure that housing association tenants have the same opportunities to have their say in the running of their homes and local areas. This will include:

- Ensuring high quality engagement with housing associations, to share examples of good practice, through the three Southwark Housing Association Group (SOUHAG) groups (Development, Housing Management and the new Communities group)
- Developing consistent responses and protocols on issues, particularly for vulnerable households, such as common approaches to adaptations, key safes etc.
- As per principle 2 - Encouraging housing associations to sign up to a new Great Estates charter, to help deliver improvements working with their residents.
- Assisting housing association residents to understand the complaints process between housing associations and the housing ombudsmen and clarifying the role of councillors as possible designated person in this process.
- Being prepared, as a last resort, to refer cases to the regulator of social housing to investigate where the council has serious concerns and where a provider is not responding.

## Protecting and empowering private tenants by providing advice and assistance on their respective rights and responsibilities.

The private sector has expanded considerably in recent years. But there is quite a range of condition levels in the sector and many examples of tenants being treated badly by their landlords. We will protect tenants in this sector through encouraging longer term security of tenure (as per principle 3) and empowering residents through increasing their knowledge and understanding of their rights and responsibilities. We will continue to do this through:

- Providing high quality advice to private tenants (and landlords), including details of any grants and loans available via the council's website.
- Providing dedicated housing advice to private tenants threatened with illegal eviction.
- Introducing a Southwark Private Renters Union to support the council's work to improve the conditions of private renters.

## Supporting residents to reduce their carbon footprint by making buildings as energy efficient as possible.

We are keen to empower residents to make and request improvements to their homes to contribute to becoming carbon neutral. This includes:

- Supporting the creation of community led sustainable energy projects on estates to help residents reduce their energy bills
- Installing energy efficient lightbulbs
- Making energy efficient improvements like loft insulation and double glazing, and using sustainable building resources for works such as extensions or loft conversions
- Utilising any green space with techniques such as rewilding
- Working with tenants and resident groups to promote climate friendly techniques

## Working in partnership with local residents to tackle crime and anti-social behaviour where it blights neighbourhoods and people's lives.

The council is committed to working with residents, tenants and resident associations, housing associations the police and other stakeholders to tackle all forms of anti-social behaviour. We will continue to do this by:

- Working with all stakeholders to tackle anti-social and criminal behaviour to protect the most vulnerable in our communities, including issues such as child sexual exploitation, criminal exploitation, community harm, anti-social behaviour (ASB), knife crime, gun crime, drugs, trafficking, etc."
- Working with communities to find local solutions that help young people stay away from knives
- Taking enforcement action against perpetrators of domestic abuse wherever this is possible, and ensuring that those that commit abuse do not receive any priority for rehousing.
- Developing a Violence Against Women and Girls strategy to tackle all forms of gender based violence
- Encouraging housing associations to apply for the Domestic Abuse Housing Alliance (DAHA) Accreditation to improve the response to domestic abuse through the introduction and adoption of an established set of standards. The Council's Housing Solutions service has been accredited and the council aims to have accreditation for the whole Housing and Modernisation department by June 2021.
- Having zero-tolerance of hate crime.
- Tackling extremism, support people at risk and work with our communities to prevent radicalisation
- Using all available powers under the ASB Crime and Policing Act to deal with perpetrators of anti social behaviour
- Bringing communities together to solve problems collectively through key schemes such Cleaner, Greener, Safer (CGS), Neighbourhood fund, Tenants & Residents

Social Improvement Grants (TRSIG), Neighbourhood Watch, Police ward panels, Positive Futures Fund, Democracy Fund, etc."

- Working with residents to design out crime from new developments while protecting access to communal areas and facilities.
- Supporting tenants to be a good neighbour by providing a pre-tenancy course on how to abide by their tenancy agreement, including acceptable behaviour standards, how to get involved and how to budget.

The Council is developing a SMART action plan to accompany the housing strategy. This will be updated on an annual basis. This will be available at

<https://www.southwark.gov.uk/housing/housing-strategy>

# Glossary

The following section includes a brief description of some of the terms used in the housing strategy. It has become increasingly complicated in the past few years to define some terms, with disagreement over definitions of these terms at all levels of Government. Many new terms have also been introduced.

The following definitions provided are to help the reader understand the terms which are used. They are not formal definitions for the purpose of planning policy, where terms will be much more precisely defined. The definitions have been grouped by themes where they inter-relate.

## Housing supply terms

**Affordable housing** – The official definition of affordable housing has become increasingly broad over many years as successive Governments have added new products within the definition. The official definition is contained in the glossary of the National Planning Policy Framework which now takes up most of an A4 page. In summary it includes housing for sale or rent for those whose needs are not met by the market. It includes:

- Rented housing with rents set in accordance with the Government's rent policy for Social Rent or Affordable Rent or is at least 20% below local market rents (including service charges).

- Starter homes – Private sale homes built for sale at below market prices
- Discounted market sales housing sold at a discount of at least 20% below local market value.
- Other affordable routes to home ownership including shared ownership, relevant equity loans, other low cost homes for sale (at a price equivalent to at least 20% below local market value) and rent to buy (which includes a period of intermediate rent).

While the phrase affordable housing is a broadly useful term, Southwark Council does not agree that all the products within the national definition are affordable to our local residents and therefore prefers to state the products accepted as being genuinely affordable.

**Genuinely affordable housing** – The term genuinely affordable housing started to be used when the Government included affordable rent within the definition of affordable housing. Affordable rents are homes let at up to 80% of market rent. As there is no link to local incomes in the definition, and given the high average market prices, affordable rent at 80% of market rent is not affordable to most local residents in Southwark.

The Mayor of London's definition of genuinely affordable rent includes homes at London Affordable rents (where they define the maximum rent levels which are significantly lower than market rents), intermediate rent homes for households with incomes lower than £60K, or £90k in the case of shared

ownership or other intermediate home ownership products.

Southwark Council still demands delivery of social housing, not just affordable homes, as part of its planning policies. Some affordable rent properties are still built where a developer has successfully argued these are required to make the overall scheme viable. See [viability assessments](#) for more information

**Social housing** - Social housing is housing which is provided for rent or sale at a fairly low cost by housing associations and local councils.

**Registered provider** - Registered providers include local authority landlords and private registered providers (such as not-for-profit housing associations and for-profit organisations including, some housing associations).

## Forms of low cost rented housing

**Social rent housing** – Social rented housing is owned by local authorities and Registered Providers, for which guideline target rents are determined through the national rent regime. The rent is calculated using a set formula that takes into account the value of the property, the average earnings in the area and the number of bedrooms.

**Target rent/formula rent** - This is the rent charged for socially rented properties. Rent levels are worked out using a nationally set formula which is based on the value of the property, the number of bedrooms it has and average earnings for a manual job in the area.

**Council rents** – These are homes let by the Council as per the definition of social rent housing.

**Genuinely affordable housing association social rent** – This was a term used in this housing strategy in an attempt to be clearer that we meant the original lower target rents rather than affordable rent at up to 80% of market rent. The phrase social rent is often misunderstood or misused.

**Affordable rent** – As defined by the Government, Affordable Rented housing is let by local authorities or Registered Providers (generally housing associations) to households who are eligible for social rented housing. The majority of tenancies are offered as fixed term tenancies or assured tenancies for no less than five years. Affordable Rent is subject to rent controls that require a rent of no more than 80% of the local market rent (including service charges, where applicable).

**Private affordable rent** – While usually with affordable rent the landlord has to be a registered provider (usually a council or housing association), where a developer builds a purpose built 100% rented development, the Government has now allowed the affordable housing requirement to be met through a new private affordable rent product, with rents capped nationally to 80% of market rent.

## Forms of intermediate housing

**Intermediate housing** - Intermediate housing includes 'low cost home ownership' products and 'discount market rent' products.

**Low cost home ownership** – Low cost home ownership products are generally homes which allow the occupier to buy a share of the property and usually (but not always) pay a rent on the remaining share. These include:

- **Shared Ownership** – homes that are part-owned and part-rented. Buyers must purchase an initial share of at least 25% and have the opportunity to ‘staircase’ to full ownership. This means they can buy more shares over time until they own the property outright. Rent on the part-rented share is subject to caps below the market level. The council sets its own income eligibility thresholds for Shared Ownership for an initial three month period. In the event no suitable purchaser is found within three months eligibility is widened to households with an income no greater than £90,000 (as updated annually by the Mayor of London). The Mayor states the open market value of a Shared Ownership home should not exceed £600,000.
- **Shared equity** – homes that are part-owned but where no rent is charged on the un-owned share.
- **Community Land Trusts** – homes for sale where values are capped by a fixed multiple of household income for eligible residents. Community Land Trust homes remain affordable in perpetuity (ongoing).
- **Discount market sale** – homes for sale discounted by at least 20% of full market value. The discount should be sufficient to ensure they are affordable/ accessible to those with household incomes within the

thresholds. Discount market sale homes are restricted to eligible households and should remain affordable in perpetuity (ongoing).

- **Starter Homes** - homes for sale discounted by at least 20% of full market value. Discount market sale homes are restricted to eligible households but do not remain affordable in perpetuity.
- **First homes** – Similar to starter homes, the Government has consulted on proposals for a scheme to provide homes for first-time buyers with a 30% discount against market value, where the discount does remain in perpetuity, but the Government has not yet finalised the scheme.

#### **Discount Market Rent products are:**

- **Discount market rent** - Properties with rents below 80% of market rent
- **London Living Rent** – homes with below market rents on time-limited tenancies aimed at households who aspire to home ownership. London Living Rent is a rent-to-buy product where tenants normally have the right to purchase their home after a fixed period. Eligibility is restricted to households with an income no greater than £60,000 and who save towards a housing deposit.

**Key workers** – The definition of keyworkers changes from location to location. It is someone who does a job that is important for society, for example, a nurse, teacher, or

police officer and where there are clear issues with recruitment and retention. Southwark is developing its own keyworker definition which is likely to include Nurses, doctors, and other clinical staff employed by NHS, Firefighters, Teachers/teaching assistants (from non-fee charging schools), Police officers/Police Community Support officers (PCSO)/Transport Police and Social workers, educational psychologists and therapists delivering services for the Council

## Housing development terms

**Cross subsidy** – In this housing strategy cross subsidy usually refers to helping to meet the cost of delivering affordable housing through the income from the sale of private homes.

**Capital receipts** – This is money received from selling properties or land.

**S106 agreements** – A Section 106 is a legal agreement between an applicant seeking planning permission and the local planning authority, which is used to mitigate the impact of the new homes on the local community and infrastructure. As a condition of gaining planning permission to build homes for sale or private rent, developers can be required by the council to also build a proportion of affordable housing to meet the needs of households who will not be able to afford the new private housing.

**In-lieu payments** – An in-lieu payment is where money is paid to the council rather than the provision of affordable housing on a new development. The council has a hierarchy where the priority is provision of affordable

housing on the development site, then off site if that is not feasible, and failing that the provision of an in-lieu payment to fund new affordable housing elsewhere.

**Neighbourhood Charters:** Neighbourhood Charters are established by local and strategic stakeholders to ensure that investment in an area is measurably reducing health housing economic and educational inequalities, as well as coordinating the top down strategies and plan of large organisations – council CCG developers – with the bottom up needs and initiatives of the community.

**Viability assessment** - This is a process of assessing whether a site is financially viable, by looking at whether the value generated by a development is more than the cost of developing it. This includes looking at the key elements of gross development value, costs, land value, landowner premium, and developer return. It became common following changes to the National Planning Policy Framework in 2012. While decision makers are required to have regard to viability assessments, the weight to be given to any particular viability assessment is a question of planning judgment to be exercised by the relevant planning authority.

**Rental yield** – This is the return a property investor is likely to achieve on a property through rent. It is a percentage figure, calculated by taking the yearly rental income of a property and dividing it by the total amount that has been invested in that property.

## Supported housing terms

**Supported Housing** - Supported housing is any housing scheme where housing, support and sometimes care services are provided as an integrated package. Supported housing services include homelessness hostels, refuges, sheltered housing and long-term accommodation for people with ongoing support needs

**Sheltered housing** – In Southwark sheltered housing is for older and disabled people who want to continue living independently in their own homes. The sheltered units are offered unfurnished and self-contained, with one bedroom, a living room, small kitchen and bathroom. There are communal facilities and a 24-hour alarm service.

**Extra-care housing** – Extra care housing is specialist housing designed for older people. It is similar to sheltered housing but also offers help with personal care.

## Housing Finance

**Housing Revenue Account** – The Housing Revenue Account (HRA) records expenditure and income on running a council's own housing stock and closely related services or facilities, which are provided primarily for the benefit of the council's own tenants and leaseholders. The main items of expenditure included in the account are management and maintenance costs, major repairs, loan charges, and depreciation costs. The main sources of income are from tenants in the form of rents and service charges.

**HRA borrowing** – On 29 October 2018, the government confirmed that the HRA borrowing cap was abolished with immediate

effect. As a result, local authorities with an HRA are no longer constrained by government controls over borrowing for housebuilding and are able to borrow against their expected rental income, but this must be in line with the Prudential Code, which essentially require that borrowing be affordable and that any savings expected to be achieved as a result are equal to or more than the expenditure expected to be incurred in borrowing the money.

## Housing Standards

**Decent Homes Standard** – This a nationally set minimum standard. Social landlords and local housing authorities may deliver housing above this standard. There is a very long official definition, properties need to meet the following criteria

- Criterion a: Meet the current statutory minimum standard for housing
- Criterion b: Be in a reasonable state of repair
- Criterion c: To have reasonably modern facilities and services
- Criterion d: To provide a reasonable degree of thermal comfort

**Cladding and ACM Cladding** - The term 'cladding' refers to components that are attached to building to form non-structural, external surfaces (usually flat coloured panels). ACM stands for Aluminium Composite Material which has been linked to many major fires.

**House in multiple occupation (HMOs)** - HMO stands for house in multiple occupation.

It is a house or flat which is let to three or more tenants who form two or more households and who share a kitchen, bathroom or toilet. The full definition and exclusions can be found in the Housing Act 2004, Section 254 to 264 and Schedule 14.

**Mandatory HMO licensing** - The Housing Act 2004 introduced the mandatory licensing of houses in multiple occupation (HMOs). Many HMOs are now required to be licensed the local authority.

**Additional licensing** - In addition to the mandatory licensing of certain larger houses in multiple occupation (HMOs), the Housing Act 2004 gives local authorities the power to impose additional licensing on smaller HMOs beyond the national mandatory regime.

**Selective licensing** – This enables local authorities to extend the benefits of licensing beyond the mandatory licensable properties (large HMOs); it focuses on improving the management of privately rented properties accommodating single households. It is a discretionary scheme applicable to all privately rented properties with single households in a given area. The area must have demonstrable issues in line with the legislation, such as poor property conditions, ASB or deprivation. Schemes that cover more than 20% of the private rented stock in the borough must have secretary of state approval for the scheme.

Please visit

<https://www.southwark.gov.uk/home-owners-services/private-home-owners-and-landlords/private-rented-property-licensing> for more information about private sector licensing in Southwark.

## Environmental terms

**Carbon neutrality** - Carbon neutrality, or having a net zero carbon footprint, refers to achieving net zero carbon dioxide emissions by balancing carbon emissions with carbon removal or simply eliminating carbon emissions altogether.

**Carbon offsetting** - A Carbon offset is a way to compensate for emissions by funding an equivalent carbon dioxide saving elsewhere.

**Fuel poverty** - A person is to be regarded as living "in fuel poverty" if they are a member of a household living on a lower income in a home which cannot be kept warm at reasonable cost

**Retrofitting** – To add a feature or system that was not included in the original building, e.g. to add additional heat insulation.

**Heat Networks** - A heat network – sometimes called district heating – is a distribution system of insulated pipes that takes heat from a central source and delivers it to a number of domestic or non-domestic buildings.

**SELCHP** - South East London Combined Heat and Power, better known as SELCHP, is

a major energy from waste incineration plant located in South Bermondsey, London. It was designed to generate both heat and electricity.

**Energy Company Obligations (ECO)** - The Energy Company Obligation (ECO) is a government energy efficiency scheme in Great Britain to help reduce carbon emissions and tackle fuel poverty. Under the Home Heating Cost Reduction Obligation (HHCRO) obligated suppliers must mainly promote measures which improve the ability of low income, fuel poor and vulnerable households to heat their homes. This includes actions that result in heating savings, such as the replacement of a broken heating system or the upgrade of an inefficient heating system.

## Housing need terms

**Local housing allowance** – This is housing benefit in the private rented sector. There are maximum rates set by the Valuation Office Agency (VOA) for broad rental market areas, which is inner South East London in Southwark's case.

**Universal credit** - A payment to help with living costs. Universal Credit is replacing the following benefits:

- Child Tax Credit
- Housing Benefit
- Income Support
- income-based Jobseeker's Allowance (JSA)
- income-related Employment and Support Allowance (ESA)
- Working Tax Credit

**Under occupation** – a property which has fewer occupants than intended, e.g. two people living in a four bed house

**Downsize** – To move to a property with fewer bedrooms

**Housing First** - Housing First is a homeless assistance approach that prioritises providing permanent housing to people experiencing homelessness, thus ending their homelessness and serving as a platform from which they can pursue personal goals and improve their quality of life.

**Rough sleeping** - Rough sleeping is defined by the Government as 'people sleeping, or bedded down, in the open air (such as on the streets, or in doorways, parks or bus shelters); people in buildings or other places not designed for habitation (such as barns, sheds, car parks, cars, derelict boats, stations, or 'bashes')

**Telecare** - This offering of remote care of elderly and physically less able people, providing the care and reassurance needed to allow them to remain living in their own homes. It can include sensors, pull chords, emergency buttons etc.

## Resident participation terms

### Tenants and Residents Associations

**(TRAs)** - A tenants' and residents' association is a group of people who live in the same area, who work together to represent the views of all tenants and/or home owners in their area to help make their neighbourhood a better place to live. Most associations are set up by council or housing association tenants. However, any group of three or more people can set up an association.

### Tenant Management Organisations (TMOs)

- A TMO is an organisation set up under the UK Government's Housing (Right to Manage) Regulations 1994, which allow residents of council housing or housing association homes in the UK to take over responsibility for the running of their homes.

**APPENDIX B****Strategic financial direction for housing  
(30 year HRA Business Plan)****INTRODUCTION**

1. This appendix to the main housing strategy report is concentrated on the HRA capital and revenue position in both the short and longer term. The HRA Business Plan financial model is the one instrument that combines both the capital and revenue projections and the links between them for the HRA. This appendix provides the financial context to the main housing strategy and allows a rounded informed direction of travel for the housing service.
2. It is recognised that there are areas outside the HRA which contribute and are part of the development of the housing strategy such as homelessness or the relationship with housing associations but this appendix solely considers the HRA financial position.
3. The strategic aim of the council is to provide a financially sustainable business plan which helps deliver affordable quality homes whilst at the same time maintaining the existing stock to a good standard. This may involve a change in the way the stock is managed and maintained and there may be a move towards alternative forms of funding, whether that is private sale to help cross-subsidise social rented stock, or other forms of tenure such as intermediate rents for key workers to provide additional rent income. The HRA business plan is key to help develop any change in strategy.

**BACKGROUND INFORMATION****The 30 Year HRA Business Plan**

4. In 2012/13 a new financial system came into operation called self-financing, which changed the way in which the HRA was funded. The government's aim at that time was to give councils more certainty and responsibility with regard to the landlord account. This was achieved through a redistribution of historical local authority housing debt between authorities and the removal of the HRA subsidy system. A self-financing valuation of each local housing authority's council housing stock was calculated using a discounted cashflow model. The assumptions used were based on the rental income and expenditure required to maintain each council's housing stock over 30 years. The calculated valuation was compared to the notional housing debt held by each authority.
5. Where the self-financing valuation for a local housing authority was greater than the notional debt then the authority had to pay to the government the amount by which the self-financing valuation exceeded the notional debt. There were 136 authorities that had to make a payment to the government compared with 33 authorities that received payments from the government. For LB Southwark the notional debt was higher than the self-financing

valuation and so the government made a payment to LB Southwark which reduced the council's borrowing from £774m to £577m (payment received of £197m).

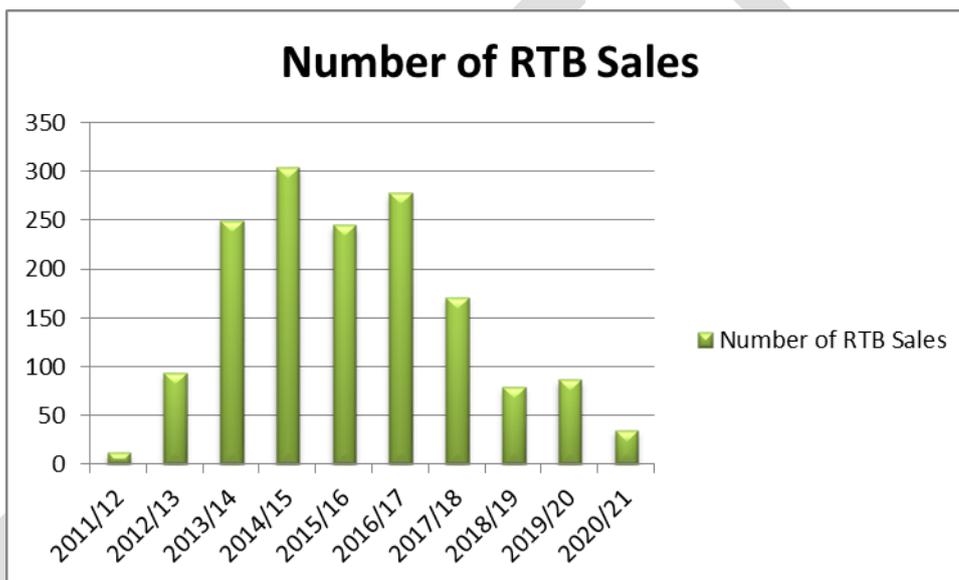
6. The introduction of HRA self-financing was supposed to herald a more certain future for local authorities giving them more responsibility and to give them greater flexibility over their accounts. It was intended that authorities would also use self-financing as the opportunity to determine priorities with a more strategic longer-term view rather than on a year-to-year basis. This new approach as well as giving more responsibility to authorities also ensured that there was more risk for them. Spend and income for both capital and revenue had to be projected for in future years, treasury management and repayment of debt had to be accounted for, and the viability of the HRA had to be ensured.
7. At LB Southwark the key tool for ensuring a viable longer-term strategic approach is the 30 year HRA business plan; a sophisticated Excel spreadsheet model which is prepared and maintained by the Strategic Business Planning unit within Resident Services. The model incorporates both revenue and capital spend and income within the HRA over the short, medium and longer-term. For reporting purposes there is a base business plan which incorporates up-to-date realistic assumptions. Alternative scenarios are then used to test the robustness of the plan when set against possible future changes in assumptions.
8. All financial assumptions contained within the plan have been agreed by the Business Planning project group which comprises of officers from Resident Services, Asset Management, Finance & Regeneration.
9. The impact of Covid-19 has been severe and wide ranging. The number of deaths in the UK related to the coronavirus has passed 42,500 and this is both sad and distressing. The wider implications of the virus have impacted on the movement of people during lockdown, which in turn has caused a severe economic downturn. Less commuters/travel has brought economic trouble for most sectors of the economy as varied as the hospitality, clothing, airline and sporting sectors.
10. There is also a knock-on impact on the council both in terms of service delivery and the financial consequences arising from the virus. A community hub has been set up and frequent contact with vulnerable tenants and residents has been a significant use of resources amongst other council initiatives. There will be areas where spend has increased (e.g. housing the homeless) but other areas where spend has decreased (e.g. repairs and new build spend). 2020/21 will mean budgets and spend have to be carefully monitored to gauge the financial impact of coronavirus which will help inform the 2021/22 budget process. It is uncertain what government financial support will be given to compensate councils or what the budget settlement will be for the next financial year

## HRA Base Business Plan – Key General Assumptions

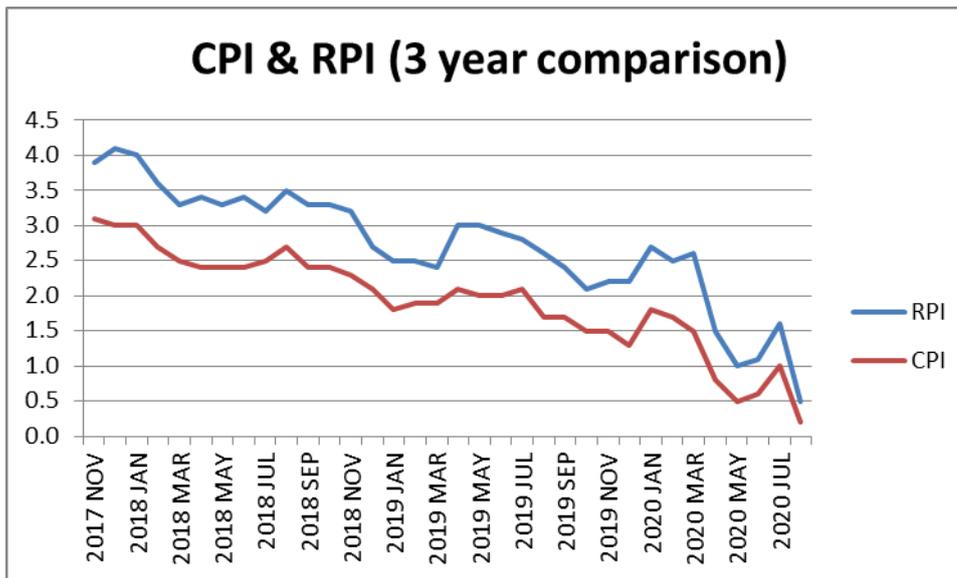
11. Rental Income. The average rent for all stock within the budget report is £101.57. This level of rent generates approximately £200m of gross rent to the HRA. Rent is the biggest income driver within the business plan and so future projections have a significant impact on the business plan. The total rent income within the business plan may vary from the 2020/21 HRA budget because the business plan will be based on more up-to-date stock figures when compared to the budget-setting. Future increases are at CPI +1% for first 5 years, then CPI only thereafter.
12. In February 2019 the MHCLG issued guidance to the Regulator of Social Housing (RSH) to consult on the Rent Standard. This is primarily the mechanism by which LAs are compelled to increase/decrease their rents (in this case CPI+1% from 2020/21 for 5 years). Therefore, in line with the standard, the business plan includes rent increases at CPI+1% for 5 years from 2020/21. Thereafter the base business plan increases rents by CPI only.
13. The Rent Standard also excluded certain accommodation from its requirements, including properties rented out for intermediate rent to key workers, permissible from April 2020. This is a potential opportunity for the council to allocate some of the new build tenancies to key workers at intermediate rent levels. This flexibility would generate additional income to cross-subsidise the new build programme and also provide affordable housing to key workers.
14. Void & Bad Debts. Voids cost is the loss of rental income from empty properties. There will be different rates for different types of property, such as general needs (1.8%) and temporary accommodation (8.7%). Bad debts are included within the business plan at 10% in 2020/21 due to the impact of Covid-19 and have necessitated careful monitoring of the financial position.
15. Other Income. Other income includes tenant service charges (£15m), leaseholder recharges (£11m), garage rents (£6m), commercial rents (£8m), and leaseholder service charges (£20m).
16. Right-to-Buy (RTB). The RTB scheme was amended in 2012 to increase the maximum discount to £75,000. This was further amended in 2013 by increasing the maximum discount to £100,000 for London boroughs and also reducing the qualifying period for RTB from five to three years. The changes resulted in a spike in RTB sales; in 2012/13 there were 94 sales compared with 24 in 2011/12. Sales peaked at 304 in 2014/15 but have since declined (there were 79 sales in 2018/19). This decline is probably due to three main factors
  - Most of the tenants who want to buy their property will probably have already exercised that option
  - High valuations are outstripping the increase in discounts making

RTB less affordable for many

- More stringent checks on fraudulent activity during the application process
17. There have been 1,500 RTB sales from 2012 to date. This equates to a significant loss of rental income to the HRA. The sales have generated capital receipts to fund new build development but restrictions in their use hinders flexibility e.g. 1-4-1 RTB receipts cannot be used in combination with GLA grant to fund a new unit.
18. The profile of RTB sales since 2011 is shown in the table below and highlights the big jump in sales after the increase in the maximum discount in 2012:



19. Within the business plan it is assumed that RTB sales will be 40 in 2020/21 and will total 60 thereafter.
20. Inflation. The two rates of inflation contained within the business plan are Consumer Price Index (CPI) and the Retail Price Index (RPI). CPI is included as the rate by which future rents are set and the RPI is the rate by which other income and expenditure is projected forward within the business plan.
21. The recent inflation rates for both indices are shown in the graph below:



22. The revised assumption is that CPI is adjusted to 1.5% in 2021/22, and 2% in 2022/23 and thereafter. Differential with RPI is now 0.5% based on latest figures.
23. Management Costs. Management and service costs are set within the business plan at the budgeted amount as included within the HRA (for 2020/21 it is £89.3m). There are savings of 10% assumed in 2021/22.
24. Depreciation. Depreciation was introduced into the HRA accounts in 2012 with the implementation of self-financing. Depreciation is the decline in the value of an asset over time due to wear and tear. The charge reflects componentisation deterioration in both the housing stock and other housing assets. It is a charge to the revenue account but there is also a corresponding credit to the Major Repairs Reserve to fund capital spend on the existing stock. Depreciation within the business plan matches the HRA budget and is approximately £50m.
25. Treasury Management. As at 31<sup>st</sup> March 2020 the HRA had £393m of external loans ranging in interest rates from 1.18% to a high of 9%.
26. All the loans within the HRA are funded from the Public Works Loan Board (PWLB) as rates have been traditionally low. However, in a letter sent on 9th October, HM Treasury told local authorities that it had raised the margin above the price of government borrowing for the PWLB by 100bps for all new loans, setting it at 180bps over gilts, with immediate effect. For 50 year fixed maturity loans this increased the rate from 1.81% on the 8th October to 2.82% on the following day. However, this increase has now been reversed for new build borrowing and is incorporated within the business plan projections.
27. The PWLB interest rate used for new borrowing within the business plan is 2.1% (current PWLB actual rate is 2.54% before the 1% social housing new build discount is applied)

28. Minimum HRA Working Balance. To be prudent the HRA must maintain a minimum level of working balances. The 2020/21 HRA budget report states that balances as at 31st March 2020 stood at £23m although approximately three-quarters are earmarked for specific purposes. The business plan assumes that the minimum level of balances included is £15m.

### **Delivery of New Homes**

29. LB Southwark's mission is to "provide a fairer future for all by creating 11,000 new high quality council homes and provide affordable housing that addresses the deficit in truly affordable housing being delivered in the private sector". The aim is to create 2,500 new council homes by 2022 and build 11,000 new council homes by 2043.
30. The council is not able to deliver this scale of new homes by itself but instead will coordinate a growing range of delivery mechanisms and partners to achieve its ambitious build programme. These may include; the council direct delivery on estates or other council owned land or assembling land through purchasing for the delivery of new homes. The council will also create strategic partnerships to enable the delivery of new homes as well as employing a range of agreements and ventures to enable delivery through the private, public and third party community organisations.
31. Delivery of the new build programme and the funding required for the 11,000 new build properties by 2043 can be modelled through the 30 year Housing Revenue Account (HRA) business plan.
32. To achieve delivery there are three distinct tranches which have been modelled within the plan:
- Tranche 1 - model 5,000 units through direct delivery (estimated capacity) which is assumed achievable with available land
  - Tranche 2 - model acquisition of land (considers acquiring land either from the general fund or the private sector to build on)
  - Tranche 3 - model purchase & acquisition (considers acquiring additional units)
33. The above tranches are for illustrative effect only. In reality, the delivery of the new build programme will be dynamic and ever-changing to reflect the key delivery influences at that time. However, the above profile does allow the plan to gauge the relative affordability of both the new build programme and the required spend on the current stock.

### **Carbon Neutrality**

34. In April 2019 the council reinforced its commitment to combatting carbon emissions and rising global temperatures, by joining the international Climate Change Campaign and declaring a Climate Change Emergency. The council has been working to reduce its emissions for some time, cutting them by 37 per cent since 2010. Moving forward, it will join forces with all

key stakeholders within the borough, to try to achieve carbon neutrality by 2030.

### **Asset Management – Existing Stock**

35. Southwark's housing stock includes some poorly designed and built housing that is expensive to repair and costly to maintain. Challenges linked to the decision-making process regarding estate regeneration versus estate refurbishment have to be considered alongside the ramifications for the council arising from the Grenfell Tower tragedy. There is also a need to respond to the climate emergency and the council carbon reduction commitments, both of which have emerged as key drivers for change since the original 2016 Asset Management Strategy.
36. Previous HRA business plans have assumed a budget of £70m towards maintaining the housing stock. This is based on the total funding of Revenue Contribution to Capital Outlay (RCCO) and the amount of depreciation charged to the revenue account. The Asset Management team estimate that this budgetary provision has to increase to £110m per annum until 2025/26 to deliver its full QHIP commitment. This increased provision is included within the base business plan projections.

### **Heat Networks Strategy**

37. In 2019, cabinet approved the development of a comprehensive District Heating Strategy, which highlighted the strategic direction the council wanted to take to heat its homes. Heat provided is to be reliable, affordable and sustainable, including through renewable and low carbon heating systems and the probable expansion of the SELCHP network.
38. The new strategy will require major investment and the council will have to look outside of its normal investment and operating structures. Due to the cost unknowns at this stage no costs or funding relating to the heating strategy are included within the base plan (illustrative costs will be included within a sensitivity test).

### **Fire Safety**

39. The Grenfell fire disaster has had a major impact on the council in terms of workload and potential cost implications.
40. The Grenfell Tower fire occurred on 14 June at the 24-storey Grenfell Tower block of social housing flats in RB Kensington and Chelsea. Since which, the safety of all flat blocks, and especially those held for social housing, are being re-evaluated and checked. LB Southwark owns 174 flat blocks of 7 floors or over and all have being reassessed for safety by the council's fire safety team. There are 322 blocks at 6+ storeys. The new Building Safety Bill that is working its way through parliament classes buildings of high risk. The council has 369 that will potentially be in scope.

41. Additionally, the blocks at Ledbury were deemed an immediate fire risk until remedial work was actioned and this has necessitated a 24 hour staff presence with a significant revenue cost.
42. After the Lakanal fire, the council began an ongoing programme to ensure all its properties received a regular full fire risk assessment, beginning with those deemed to be high risk. Since 2009 the council has spent £62 million on its fire risk assessment programme and associated fire safety works for all its council housing in the borough.
43. The council undertook a further fundamental review of our approach to fire safety following the Grenfell fire, strengthening policies and procedures, making all of our fire risk assessments publicly available and investing further in fire safety work.
44. There are a number of recommendations which arose out of phase 1 of the Grenfell Inquiry which the council already have in place, including improved signage in high rise buildings.
45. There are also recommendations that if implemented will require considerable investment from the council. For example, rolling out premises information boxes to the whole stock. Another recommendation is that “checks at not less than three-monthly intervals to ensure that all fire doors are fitted with effective self-closing devices in working order”. Southwark has more than 100,000 fire doors in the blocks, which would mean inspecting more than 33,000 doors per month requiring considerable staff investment.
46. As there is no certainty on what the requirements will be for the council arising from the Inquiry recommendations no costs have been included within the base business plan (indicative costs will be included in a sensitivity to the base plan).

### **Capital Resources**

47. Key capital resources for funding the overall capital programme is described below:
48. Borrowing. In recent years borrowing has been the resource that is used by the council only when no other capital funding is available. The debt cap was abolished in October 2018 and the responsibility and risk for additional borrowing is now with the local authority. Current HRA debt held is £462m
49. Borrowing needs to be shown to be affordable in the medium to longer-term, and the business plan can inform these investment decisions. If an artificial debt cap of £1.5bn is agreed, then the impact on interest costs is shown in the table below:

Year	Debt (£m)	Capital Charges (£m)	Capital Charges/ Net Rental Income (%)
2020/21	462	25	12.5%
2021/22	564	27	12.3%
2022/23	788	33	14.6%
2023/24	1,155	38	16.2%
2024/25	1,361	41	16.3%
2025/26	1,500	42	16.5%

50. RTB Receipts. Sales are included at 40 for 2020/21 and 60 going forward. Sales will be carefully monitored and Covid-19 and the economic outlook may reduce the available resources from RTB in the future.
51. Grant. GLA grant is only included where it has been confirmed as allocated. Obviously, any future grant not yet determined or allocated would improve the financial outlook for the council.
52. S106 Resources. These are included at £10m per annum but it is uncertain at what level these resources will be achieved going forward.
53. RCCO. RCCO is included at levels which are affordable within the revenue account.

### Government Policy

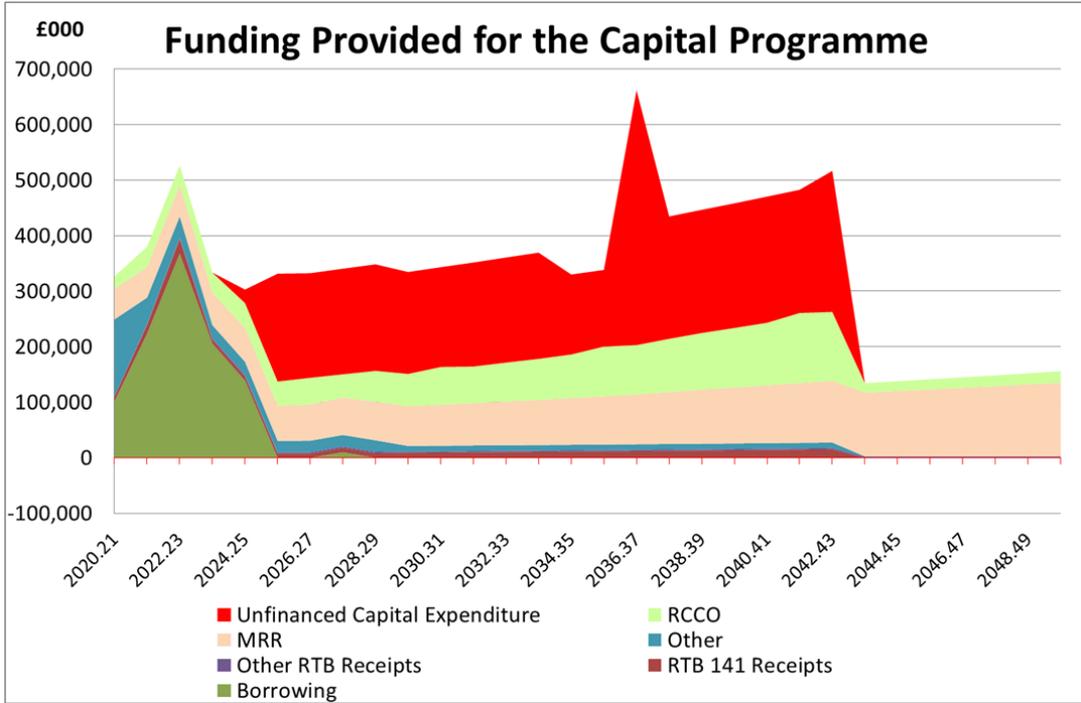
54. The implementation of self-financing to the HRA in April 2012 was intended to give more autonomy to landlord local authorities to let them retain the rental income so that strategic decisions could be made with regard to local circumstances and needs.
55. However, there were a number of changes implemented by government subsequent to self financing that have impacted on the council's business plan. For example, the self financing settlement was predicated on a 2016/17 convergence date. In May 2014 the government issued the publication "Guidance on Rents for Social Housing" which stated that from 2015/16 social housing rents were to increase by CPI+1% rather than increasing as per the rent restructuring guidance. This significantly reduced projected income for the majority of authorities where convergence had not been reached including Southwark.
56. The Welfare Reform & Work Act 2016 required social housing landlords to reduce rents by 1% a year for four years from April 2016. This policy equates to a loss in rental income to the HRA when compared with the previous rental assumption of CPI+1% of £820m over the thirty years of the HRA business plan.
57. There has been a significant loss of rental income since April 2012 arising from the change in RTB policy and the increased discounts for tenants. There have been 1,499 RTB sales in the borough from 2012/13 to 2019/20

since the revised RTB apportionment rules were introduced.

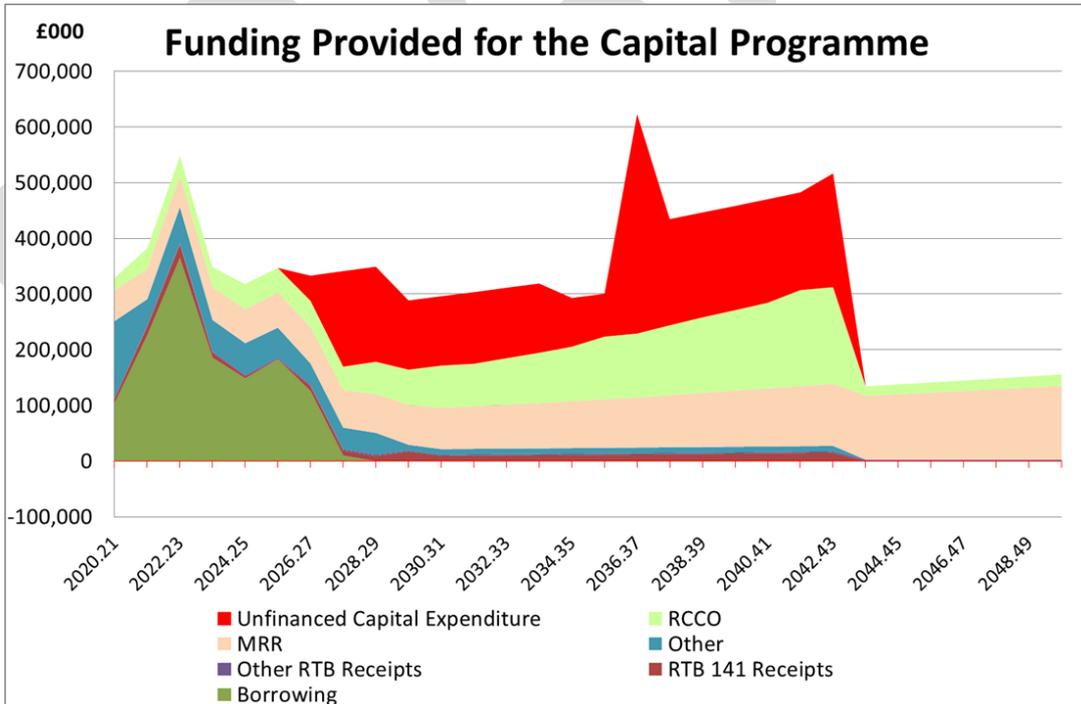
58. However, recent changes in approach have indicated that government policy has taken a more favourable approach to social housing:
- Pay to stay and the higher voids levy were abandoned as policy
  - Social housing rents were allowed to increase by CPI+1% for at least 5 years
  - The borrowing debt cap for local authorities was abolished on 29th October 2018
  - GLA grant of £100k per unit for London Affordable Rent properties

### **Business Plan Projections**

59. The business plan projects that with a £1.5bn debt cap the proposed current capital programme is affordable until 2024/25 and can fund approximately 3,000 new build properties (does not include those already delivered)
60. If the debt cap were increased to £1.8bn then the programme would be affordable until 2025/26 and would deliver an additional 600 properties (revenue interest charges would peak at £45m in this scenario)
61. The council commitment to start on site or deliver 2,500 new build properties is financially viable
62. The borrowing levels to fund the HRA capital programme need to be determined with reference to the business plan but also the council's own prudential borrowing indicators (e.g. debt as a % of rental income)
63. The graph below indicates the funding required to meet the new build and overall capital requirements but the red block shows the as yet unfunded element of the capital programme:



64. The financial position could be improved if there was additional grant, the council cross-subsidised through private sales, and increased the imposed debt cap to £1.8bn as illustrated in the graph below:



65. The impact that Covid-19 has had on society has been devastating, and the financial implications are part of that overall impact. The business plan has to monitor and reflect the financial impact of this virus and this includes:
- Rent arrears and bad debts, reduced income
  - Inflation – what if CPI stays low and therefore rental income is reduced, yet other costs increase, such as build cost inflation

- Management arrangements – the virus has changed the way that Resident Services deliver the service; going forward there may be an increased emphasis on those residents deemed vulnerable
  - General economic situation – impact on tenants, local businesses etc. Local and macro-economic uncertainty going forward
66. The business plan can be continually reviewed as new information becomes available to provide robust projections for future strategic decisions

DRAFT

## APPENDIX C

### Southwark Housing Strategy 2020 engagement feedback report

1. The Southwark Housing Strategy 2020 continues the broad direction set in the 2015 housing strategy to 2043, and therefore the consultation on the housing strategy did not start from a blank canvas. The consultation focused on whether responders agreed with the proposed changes to the principles and commitments, and whether there were any particular gaps. This appendix includes a summary of the comments made during the consultation on the housing strategy, which have shaped the final strategy. We are extremely grateful for all the comments received. The comments have been grouped below using the final revised principles of the housing strategy.
2. The council has consulted on the Housing Strategy 2020 for over a year. The consultation started with a half day stakeholder session on the 27 June 2019 to get wider views on the update of the housing strategy. This provided a lot of really useful feedback. These comments informed a consultation draft of the new housing strategy.
3. The council conducted a wider public consultation on the housing strategy consultation draft between January 2020 to the end of May 2020. The start of the consultation had been delayed due to purdah for the 2019 general election, and the end deadline was extended to the end of May due to the Covid19 pandemic. The consultation included putting the consultation draft on the council's online consultation hub and inviting comments, and offering to attend meetings of SOUHAG (Southwark Housing Association Group), Tenant Council, Homeowner Council, STMOC, SGTO and the Futures Steering Board. Due to lockdown restrictions officers only managed to attend the following groups before the lockdown:
  - The Futures Steering Board
  - SGTO
  - Tenant Council
  - STMOC (as an information item)
  - Forum for Equalities and Human Rights
  - Homelessness Forum
4. The other groups were sent the consultation details but officers were not asked to attend the meetings, or no meetings took place in the timeframe due to the pandemic.
5. There was a lot of very useful feedback at the meetings and a limited response to the online consultation. Of those who did respond, and at the meetings attended by officers there was a high level of agreement with the proposed changes as detailed below but a number of other useful other comments were received.
6. Following the initial public consultation the council updated the consultation draft to respond to the comments received and to include consideration of the impacts

of the Covid19 pandemic. As the council had already conducted a lengthy consultation, the council decided to do a short consultation with key stakeholders on these changes over August 2020, to give partners the opportunity to raise further comments regarding the potential impacts of the Covid19 pandemic if they wished. The document was sent to housing associations via the SOUHAG mailing lists, TRA chairs, Southwark Tenant Management Organisation Committee (STMOC), SGTO, the homelessness forum and the forum for Equalities and Human Rights. There was very limited feedback but the housing strategy was updated to reflect the comments received, such as to provide more information around the challenges with households with no recourse to public funds (NRPF).

7. While we only received 12 responses via the consultation hub and a few email responses via the housing strategy mailbox we received a lot of comments in person at the meetings we attended and the half day stakeholder session. Most people seemed to agree with the proposed changes to the housing strategy, but people raised many issues such as around climate change and provision for gypsy and travellers. A summary of the comments are included below. These are not quoted verbatim as otherwise this document would be very long. Some respondents provided useful lengthy responses about how the housing strategy aligns with their strategies, such as the response from Optivo. We have only kept the comments here which were specific to the housing strategy.

### Results of the online consultation

8. The online consultation focused on whether respondents agreed or disagreed with the proposed changes to the principles and commitments. We were not starting from a blank canvass as the Housing Strategy 2020 builds on the 2015 strategy which was to 2043. The consultation set out how these principles and commitments had changed, which was mainly to make them shorter and more concise, to avoid duplication across principles and to group some of the commitments via tenure in the second principle on housing quality. The following table sets out of those who responded to the online consultation, how many agreed, partly agreed or disagreed with the proposed changes to the principles and commitments. There was broad agreement.

	Agree	Partly agree	Disagree	Don't know	Not answered
Q1. Principle 1 – Principle	75% - 9	8% - 1	8%-1	0%-0	8%-1
Q3. Principle 1 – Commitments	58% - 7	17% - 2	8%-1	0%-0	16%-2
Q5. Principle 2 - Principle	75% - 9	8% - 1	8%-1	0%-0	8%-1
Q7. Principle 2 - Commitments	75% - 9	8% - 1	8%-1	0%-0	8%-1
Q9. Principle 3 - Principle	67% - 8	17% - 2	8%-1	0%-0	8%-1
Q11. Principle 3 - Commitments	75% - 9	8% - 1	8%-1	0%-0	8%-1
Q13. Principle 4 - Principle	67% - 8	17% - 2	8%-1	0%-0	8%-1
Q15. Principle 4 - Commitments	58% - 7	25% - 3	8%-1	0%-0	8%-1

## **Other comments grouped by the revised principles of the housing strategy following the consultation**

### **Principle 1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations**

#### **Council new build**

- We need to work together to identify sites for new council homes on council land and housing estates, and explore further opportunities for infill development, land redesignation and intensification, freeing up land working with landowners, and buying up stalled sites
- We need to develop a strategy (and carry out options appraisal) to explore borrowing against the HRA
- There is potential for more partnering with HAs and developers, and utilising the development capacity of the HAs sector to assist in delivering new council homes
- Expand existing council housing delivery programmes e.g. hidden homes, etc.
- Work jointly with HAs and other London councils to identify land and sites, and the necessary resources to build affordable homes
- Work on improving the local offer to residents affected by new build
- While building new homes, carry out improvements works in the local area to integrate the new homes in the existing communities
- Manage leaseholder expectations
- Where will you build 11,000 council homes – will you demolish existing buildings of 8 floors and build new buildings with 18 floors? There is a need to consider the impact on leaseholders.
- It would be good to set out in the background information how many new council homes have been built and the plan over the next 20 years.
- Lobby to change legislation to enable the council to buy land at 'brownfield' price to build social rented homes

#### **Increasing affordable housing**

- Support private developers to build affordable homes
- Maximise the supply of affordable housing completed on privately led developments (including new council homes) through s106 decisions
- Encourage HAs to maximise the supply of traditional social rented homes
- Improve communications about the types of affordable housing and associated benefits
- It would be good to have a clear definition of what London Living Rent is and what other forms of social rent is proposed
- Build affordable homes in area of need
- We would like to see a commitment to rents that are less than one-third income (as defined by the Affordable Housing Commission , but with this definition extended beyond those in work) so genuinely affordable to everyone living in the borough.
- There is no mention of the commitment to ensure developers are providing truly affordable housing.

### **Planning and development**

- Use the planning regime to accelerate development
- Involve and include educational establishments like schools, colleges, etc. in planning neighbourhoods (including developing new educational institutions)
- Use CIL to help deliver infrastructure to support the development of areas
- Deliver a genuine mix of homes that people want to live in
- Minimise physical barriers during development between different housing tenures to encourage community cohesion
- Carry out post development engagement to improve learning - although we engage with existing communities before development, we could do a lot more after people have moved into the new developments.

### **Climate change**

- Ensure new homes on all major developments to be zero carbon
- Should we be building new homes if there is a climate emergency – should we only be building low cost affordable housing?
- There is a need to reduce the environmental impact of new homes
- There is no link to the council's climate crisis commitments in terms of developments.

### **Supported housing**

- Deliver additional extra care housing for older people
- Deliver a Community Hub for people with social care needs
- Improve access to DFGs, so that older people and people with disabilities who want to stay in their own home can do so
- Explore new technology to help people retain their independence at home
- Provide alternatives to residential care for adults and children with learning disabilities, physical disabilities and mental health issues so they can live independently

### **Vacant homes and under occupation**

- Can the wording about reducing empty homes be strengthened
- Lobby to put a levy on empty properties and ring fence the money back to the council
- Use Planning to set penalty conditions around vacancy of new homes built
- Provide more incentives to encourage under occupiers to downsize
- There is a need for a clearer plan regarding older people's housing demand and tackling under occupation
- Work with housing associations more closely to turnaround and/ or access their vacant properties.
- Quicker turn around routine council voids
- Quicker turnaround of temporary accommodation voids (estates and hostels)
- Use the council homes for temporary accommodation that are 'awaiting regeneration and long term vacant.

### **Gypsy and travellers**

- We recommend commitments under principal 1 to include, the previous Council policy:

- Safeguarding the existing four Traveller and Gypsy sites in Southwark.
- Identifying new sites for additional facilities to meet the needs of Travellers and Gypsies having regard to:
  - The need for safe access to the road network.
  - The impact on the local environment and character
  - The impact on amenity
  - The availability of essential services, such as water, sewerage and drainage and waste disposal.
  - The proximity to shops, services and community facilities.
  - The need to avoid areas at high risk of flooding.”
- To ensure that Gypsies and Travellers are given the same consideration as people with disabilities and older people (and acknowledging that members of the Gypsy and Traveller community may also be older and/or have a disability), we would also recommend an additional commitment that:
  - All new Traveller and Gypsy sites are of a high quality and have the flexibility and additional facilities to respond to people’s changing needs over time.

#### **Other**

- Work with residents to design out crime from new developments while protecting access to communal areas and facilities
- Ensuring that green spaces are valued, maintained and designed for all generations to enjoy at any time of their life journeys. Sensory gardens, parks, allotments should be more visible and identifiable to the residents , visitors and workers as can be areas of relaxation and therapeutic as many work from home, after school and mostly to relax and enjoy and life away from the busy be noisy environment.
- Optivo supports the council’s ambition to increase the supply of high-quality, genuinely affordable homes....We share the council’s belief that all new homes should be built to the highest standards of quality and design, regardless of tenure. To help us achieve this we are increasingly acting as the lead developer on schemes to give us more control over the design and delivery of new homes and enable us to build thriving, sustainable neighbourhoods with an inclusive mix of tenures. We too recognise housing associations and local authorities need to work in close partnership to solve London’s housing crisis and are glad to see the council has made good progress in increasing its own delivery despite a challenging external environment...With the Housing Revenue Account borrowing cap now lifted – something we had lobbied for with the G15 and London Councils – we are pleased the borough is now eager to do more and we are keen to explore opportunities to work together to deliver more genuinely affordable homes
- Simplify language such as terms like social rented and add a glossary at the end to describe many of the terms used
- Look at the wording and include more reference to families rather than just households, homes suitable for families, homes to stop families moving away and homes for families with children with disabilities
- STAG agrees with Principle 1 however, the specific commitments do not go far enough to achieve this outcome.

## **Principle 2. Demanding safer, higher quality, energy efficient homes**

### **Private sector**

#### **Understanding rights and obligations**

- There should be more communications/publicity campaigns about successful housing enforcement prosecutions in the private sector and send newsletters
- There is a need to ensure clear, easily accessible information on tenants' rights.
- Ensure that clients can access legal advice from Housing Solutions or voluntary sector.
- Work with Voluntary Community Sector more to train clients
- Develop a comprehensive signposting database
- London's Renters Union is rolling out branches and we could request for one to be set up in Southwark.
- Instead of a physical Renters Union, perhaps just have a website where tenants, landlords, council and other partners can understand their rights and responsibilities, share knowledge, and discuss issues.
- Digitalise the advice service using 'quick online wizard' to provide a quick initial advice

#### **Licensing and accreditation**

- Link up with estate agents to encourage take-up of licenses
- Digitalise the licensing/ accreditation service to quicken the process of gaining the standard
- Offer an 'enhanced package' via the estate agents
- Explore having a ratings system and/ or MOT for estate agents, management agents and/ or landlords based on quality of service and/or property.

#### **Use of the private rented sector**

- LAs and HAs can buy properties of accidental landlords, or those looking to sell due to squeeze in profits owing to removal of tax rebates, or those unable to invest to meet the licensing standard. Lease these properties (for say 5 years) with guaranteed rent and management of asset
- Through a Local Private Lettings Agency, offer guaranteed rent, housing management service, and asset management.
- The council is trying to discharge homelessness duty to the private sector so we need a lot more joint working with private landlords.
- Procurement teams need to have HHRS training to help procure suitable Temporary Accommodation properties, and act as intelligence for the Enforcement team.

#### **Other private sector comments**

- Lobby to reinstate rent controls, length of tenures, higher sanctions, etc.
- There is a need for a new survey of the private sector to understand true condition of properties in the sector

- Reduce short term lets (like Airbnb)

## **Social housing**

### **Estate regeneration**

- There should be no further estate demolition without a tenants ballot
- There were some individual comments about particular regenerations schemes where the responder felt the outcome had ignored the results of the consultation.

### **Energy efficiency and heating systems**

- Strengthen the commitments around climate change by including this in the wording of the principles and commitments, and say more about how the housing strategy will contribute to tackling climate change
- Like Southwark, Optivo is redoubling its efforts to improve the quality of its existing stock...All Optivo residents can request the most up-to-date fire risk assessment for their building via our website or over the phone. Optivo is also fully behind the borough's commitment to becoming carbon neutral by 2030...Our new strategic plan sets out how we'll deliver an ambitious environmental programme over the next few years. That includes how we'll meet government's target for all social sector homes to achieve a Band C Energy Performance Certificate by 2030
- There is need to improve estate heating systems and to reduce carbon emissions (many comments at meetings concerned heating systems).
- There is need to say more about leaseholders affected by issues such as cladding

### **Gypsies and travellers**

- We suggest the council takes a more holistic approach to the quality of Gypsy & Traveller homes that looks at fire safety as one of a range of priority issues including overcrowding, security of tenure and other health & safety issues, as well as respecting the culture, identity, ethnicity and human rights of Gypsies and Travellers. These should apply to the homes of all Gypsies and Travellers in Southwark, whether they are living on local authority pitches or in "bricks and mortar" accommodation. We suggest the commitment could be expanded to better meet the council's legal requirements and the community's needs:
  - Continuing on our improvements to our Gypsy and Traveller sites and meeting Gypsy & Traveller accommodation needs by ensuring their housing meets high quality standards and is secure, safe and of adequate size whilst also respecting the culture, identity, ethnicity and human rights of Gypsies and Travellers in Southwark.
- Southwark Legal Advice Network has produced a report that shows that issues of disrepair have increased two-fold across local authority, housing association and private rented sector housing in Southwark over the last two years. The data identifies this as disproportionately affecting Black, Asian and Minority Ethnic (BAME) residents, suggesting that it will also disproportionately affect Gypsies and

Travellers living in “bricks and mortar” housing in the borough.

- STAG agrees with principle 2 of the Southwark Housing Strategy 2020 and welcomes the majority of the commitments it contains.... We suggest the council should commit to:
  - better monitoring of repairs in the rented sector;
  - enforcement action when housing association and private landlords fail to protect tenants' health & safety and
  - an improvement in the council's own repair service to ensure no council tenant is left in unsafe, unhygienic or unhealthy accommodation.

#### **Other**

- Add text to say more about what we have learnt from the impacts of the virus such as the importance of good quality housing, how some sections of the community are more at risk of poor housing, and the increased importance of housing for keyworkers.
- Ensure the housing strategy takes account of the emerging Fire Safety Bill
- Improve quality of council properties relet

### **Principle 3. Promoting tenure security and social support in housing, and improving the health, wellbeing and economic resilience of residents.**

#### **Training and education**

- Work with Voluntary Community Sector more to train clients
- Work with big employers to offer education

#### **Homelessness**

- Ensure that clients can access legal advice from Housing Solutions or voluntary sector
- Provide dedicated housing advice to private tenants threatened with illegal eviction
- Work with schools and colleges to better engage with young people around the realities of housing and homelessness
- Minimising HA evictions by working closely with local HAs
- Personalised Housing Plans need to be more tailored and more regularly reviewed to counter frequently changing individual circumstances
- Explore why Southwark gets higher number of homelessness presentations and learn from different techniques other similar councils are using to prevent homelessness
- It would be good to see a commitment by Southwark not to rehouse homeless families outside the Borough, unless they want to move out.
- Ensure that no one new to the streets sleeps rough for a second night, no one lives on the streets of Southwark and rough sleeping is minimised by working key partners

- Prevent rough sleeping amongst people with complex needs and mental health issues by prioritising access to Southwark's Complex Needs Advisory Panel (CNAP) and agreeing long-term housing and support requirements

### **Welfare reform**

- Provide debt advice to particularly those affected by welfare reform changes, by working together with other agencies
- Lobby to remove the benefit cap and bedroom tax.

### **Supported housing and supporting vulnerable households**

- Provide targeted housing management and support to council tenants with particular needs and requirements to ensure they can live as independently as possible
- Provide permanent supported accommodation for residents who may never be able to live independently
- Increase the range of housing options for vulnerable young people by jointly commissioning schemes for young people at risk of homelessness, on the edge of care and leaving care
- Improve capacity of council, named public bodies and voluntary sector services by providing induction training that ensures homeless prevention protocols are known and properly deployed, especially when designing and commissioning services for the vulnerable
- Ensure that victims of domestic abuse and their children can remain safe in their homes, either through security in their home or supporting them into accommodation
- Supported lodgings scheme - Develop a 'hotel/ guest' online system to put young people and/ or asylum seekers in empty rooms (like emergency Air BnB)
- There is a need to work together across the council to consider the impact of the pandemic on demand for older peoples housing, care homes, extra care, adaptations etc

### **Temporary accommodation**

- It is difficult to see how in the current housing crisis Southwark will be able to reduce the levels of temporary accommodation.
- Sustain tenancies for vulnerable people in temporary accommodation
- Integrate people in (estate and hostels) TA with local community

### **Other**

- Develop a comprehensive signposting database
- Co-locate with partners to provide advice services so that residents have a one stop shop of quick and easy access to financial advice, debt counselling and support services
- Remove Band D in housing register to manage expectations
- Change "Connecting residents to the services and support they need across health, education, training, employment and financial advice" to include social care.
- We suggest that the Housing Strategy 2020 includes a specific statement that both these principles 3 and 4 and their accompanying commitments relating to

council house tenants, also apply to those Gypsy & Travellers living on local authority sites in the borough.

- Optivo shares the council's ambition to increase security of tenure. We are no longer offering fixed term tenancies and are currently in the process of converting those issued since 2011 to assured tenancies.
- Optivo also shares the council's ambition to reduce homelessness and is working to do so across a number of fronts. 32% of our lettings across our general needs and supported housing in Southwark went to formerly homeless households in 2018/19. And to support local authorities deliver on the intentions of the Homelessness Reduction Act, we have signed up to the National Housing Federation's Commitment to Refer, which formalises the actions we'll take to refer households at risk of becoming homeless...We too are committed to being 'more than a landlord'. Our financial inclusion team is highly adept at working with residents to maximise and make the most of their incomes through help with budgeting and securing welfare benefits. Last year each household the team supported received an uplift in income of £287 on average including money saved on bills and extra benefits secured...And, recognising that employment can generate a reliable income – besides a host of other benefits – our social impact team offers personalised support to residents to access jobs and training. Last year it helped 1,122 people across our operating areas secure jobs or training, including through the Love London Working programme...Our dedicated tenancy sustainment team works with some of our more vulnerable residents to help them manage their tenancies, including tackling the issue of hoarding. And for a number of years we have provided safe and secure homes to nine vulnerable male adults with enduring mental health needs at a 24-hour supported accommodation-based housing project at New Kent Road with support provided by Look Ahead...We have recently partnered with online electrical goods store AO to refer residents to its rental service, with the aim of helping them to access appliances in a way that reduces the need for loan sharks/expensive short-term loans...We're also aware loneliness and isolation are issues experienced by a growing number of residents. We recently launched resident-led research on the issue at the House of Commons and will be working with residents to implement its recommendations

## **Principle 4. Empowering residents and communities to have pride and influence over their homes and neighbourhoods**

### **Resident engagement**

- There is a need to work with tenants, residents and homeowner groups to find new ways to engage so that more people can have their say
- Assign a dedicated officer to raise awareness of various external (non Southwark) funding pots and provide support during applications
- Review the training courses and their content as not high uptake of existing courses, and not enough training on strategic housing issues
- It would be good to understand how it is proposed to give greater say to tenants
- The bankrupt and corrupt existing system of gang-led TRAs controlled by a clique of rogue activists promoting their own often dubious personal agendas,

enriching themselves at public expense, discriminating against those who do not obey the souped-up pocket dictators' demands, intimidation during voting at so-called open meetings, and the exploitation of TRA facilities such as TRA Halls for use of these self-appointed rogue individuals to run their empires. Halls are a particular weak spot in the corrupt Southwark TRA system. They are being used or have been used for private gain (charging for access, sale of goods and services e.g. storage), storage of stolen goods and contraband, exclusion for those not approved by the gang leaders, the usual litany of exploitative, semi-legal and outright illegal social fascism.

- Enabling council tenants and homeowners to take greater control over their local housing services might lead to poor quality home maintenance due to concerns about how TRAs are run etc.

### **Communities**

- Modernise community facilities as some community facilities are no longer suitable due to health and safety issues
- Map the community groups in Southwark and neighbouring boroughs for residents to maximise their full potential

### **Private rented sector tenants**

- Provide a Welcome Pack to new private tenants
- Carry out pre-tenancy workshops for new private tenants
- Managing agents could do more to welcome new private tenants

### **Council tenants and leaseholders**

- Provide a Welcome Pack to new council tenants
- Carry out pre-tenancy workshops for new council tenants
- Resident officers could do more to welcome new council tenants
- Provide a Welcome Pack to new leaseholders
- Carry out pre-tenancy workshops for new leaseholders
- Resident officers could do more to welcome new leaseholders
- Provide a guide which informs tenants and leaseholders what repair and improvement works they can carry out to their home.
- Review content and tone of major works letters

### **Housing associations**

- Broaden use of SOUHAG for communicating with HAs better on issues around adaptations, key safes, target rents etc

### **Crime and anti-social behaviour**

- There is need for more police on patrol on Brandon Estate due to three murders.
- Tenants who persist in antisocial behaviour must be dealt with, I and my downstairs neighbour are flooded several times each year by the tenant upstairs, she even collapsed my ceiling the previous tenants never cause any problems at all.

### **Gypsy and travellers**

- STAG is keen to work with the council to ensure Gypsies and Travellers have new ways to engage and more have their say on housing / accommodation issues.
- The council should make a commitment that Gypsies and Travellers living on local authority sites in the borough should expect to receive the same levels of service and support as council house tenants. For example, support to develop the equivalent of TMOs on Gypsy and Traveller sites, a “Great Pitch Guarantee” to ensure all Gypsy and Traveller sites are clean, safe and cared for, access to sustainable community energy projects, information on their rights as pitch holders and 24 hour access to a repairs service.

### **Other**

- Like Southwark, Optivo is committed to enabling residents to have a greater say in how services are designed and delivered. As a matter of principle, we believe it’s right that residents are able to shape major decisions that affect their home and their community...Our new strategic plan has co-creation as a major theme – residents working in genuine partnership with colleagues to shape policies, re-design services and develop new projects. We’d be very happy to share our learning on this through the Southwark Housing Association Group (SOUHAG). We’re also working closely with the National Housing Federation to shape its Together with Tenants initiative to rebalance the relationship between tenants and landlords...In common with the council we also share a commitment to working with residents to tackle crime and anti-social behaviour. Our specialist ASB team has been in place for many years and we pride ourselves on the high levels of satisfaction with our service....Like the council we are also prioritising digital inclusion and will be rolling out full-fibre broadband across our entire stock as part of our Digital Infrastructure Approach.

### **Other comments**

- Optivo fully endorses the revisions to what was already a very comprehensive housing strategy.
- Ensure the housing strategy takes account of the Southwark Stands Together listening exercises and link to the housing strategy action plan
- The commitments look good but I have concerns about the measurability of these.
- How will the council review and update residents?
- There doesn't seem to be an equality analysis accompanying this consultation. For example does the council know how many larger properties are needed for families, or adapted properties for people with disabilities.

### **Gypsies and travellers**

- We are concerned that Southwark’s Gypsy & Traveller population is mentioned only minimally within the Southwark Housing Strategy 2020, with the focus on fire safety on the local authority Traveller sites in the borough. Although fire safety is an important issue, there are many other issues relating to Gypsy & Traveller housing that are not mentioned in the Strategy. These include:
  - the housing needs of the Southwark Gypsy & Traveller

- population who are currently living in “bricks and mortar” accommodation;
  - overcrowding and disrepair on the local authority Traveller sites; and
  - the lack of transit sites within the borough.
- “Gypsy and Traveller families are often invisible to services even though..... the majority of respondents to this report were local people living in the local areas they were born and brought up. They were too often viewed by both councils and settled residents as not being part of local communities and consequently not entitled to many of the basic services that facilitate good health outcomes. Equally, they are often overlooked in the planning for better community services – through, for example joint strategic health needs assessment (JSNAs) – because their existence is not recorded in local data systems.
- We know that the council has commissioned an Accommodation Needs Assessment of Southwark’s Gypsy, Roma and Traveller population as part of the preparation of the New Southwark Plan. We recommend that the data and findings from this study are published as soon as possible and used to develop fast-track measures to address the accommodation needs of Southwark’s Gypsy, Roma and Traveller population. Such commitments, with clear, time-limited targets should be included in the new Southwark Plan, the Housing Strategy 2020, as well as other appropriate borough strategies, to ensure a clear cross-council and partnership approach to work with this community.
- We are also concerned at the lack of an Equality Impact Assessment of the Southwark Housing Strategy 2020 and the lack of consideration of Irish Travellers in the 2015 Equality Impact Assessment of the previous Housing Strategy. Irish Travellers are a protected ethnicity under the Equalities Act 2010, and the council is in danger of neglecting its legal duties by not considering the impacts of its Housing Strategy on this particularly disadvantaged community.
- Many of the proposed commitments in the Southwark Housing Strategy 2020 will affect Gypsies and Travellers housed in local authority, and other rented “bricks and mortar” accommodation, but their needs are not specifically referred to in the Strategy. The final Strategy needs to address this omission and include a specific commitment to ensure Gypsies and Travellers living in the borough can choose the type of accommodation that best meets their health and cultural needs, whether this is “bricks and mortar” housing or a pitch on a Traveller site.
- For those living on local authority pitches STAG’s work provides evidence of a lack of pitch provision, overcrowding and problems with poor quality accommodation for Gypsies and Travellers in the borough. Accommodation was the most common casework issue for Travellers that we dealt with in the last six months of 2019. The Fordham Study of Gypsy and Traveller Accommodation Needs in London and the Tower Hamlets Gypsy & Traveller Accommodation Assessment both identified that there was an undersupply of pitches in Southwark. The latter study also highlighted a lack of awareness of the need for more pitches

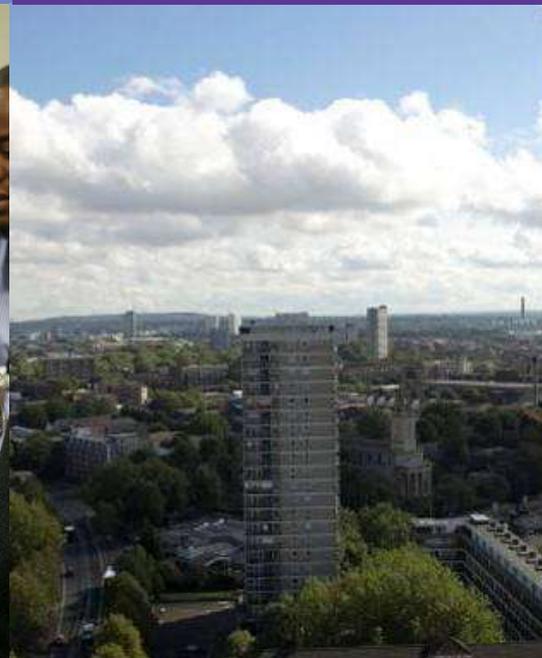
- “There is demand for pitches from the existing community and there are occasions when there is doubling up of pitches by extended families. The demand for new pitches derives from the natural growth on existing sites.”
- Southwark Council, has a long-term commitment to protecting the existing four Traveller sites in Southwark and providing new sites to meet accommodation needs. This commitment should be reflected in the Southwark Housing Strategy 2020.
- To ensure more long-term Southwark Gypsy and Traveller residents who play an active part in the local community are not forced to move out of the borough and that their children and grandchildren can continue to live according to their culture, Southwark Council should act on its commitments to safeguard the four existing Traveller sites and to provide new site accommodation to meet needs. Including these commitments in the Southwark Housing Strategy 2020 should be part of this renewed commitment and action by the council to fulfil its legal duty under the Equality Act 2010 to Irish Travellers, and more widely to support other Gypsies and Travellers living on its sites.
- The Fordham Study of Gypsy and Traveller Accommodation Needs in London and the Tower Hamlets Gypsy & Traveller Accommodation Assessment both identified a lack of transit pitches in the borough. The latter study also identified that there was a lack of knowledge within the council of short-term encampments in the borough.
- The recent Home Office consultation on unauthorised encampments, has highlighted how a lack of authorised and transit sites manifests itself in unauthorised encampments, weakened community cohesion and expenditure on clearing up and eviction. More importantly it means these protected ethnic groups face poorer health, education and employment outcomes and feel marginalised in society. In addition, confining Travelling communities to a permanent settlement somewhere, runs “roughshod over their culture, identity, ethnicity and human rights.” . Even the Association of Police and Crime Commissioners and the National Police Chiefs’ Council joint response to the Government’s previous consultation on unauthorised encampments, concluded that: “the answer to unauthorised development and encampments is the provision of pitches, both public and private, including not only permanent pitches but also transit pitches and emergency stopping places. Additionally, there is the concept of ‘negotiated stopping’.”
- STAG knows of several unauthorised encampments in the borough over the last few years. Southwark Council should monitor the need for transit sites that such unauthorised encampments suggest and should address any current problems associated with unauthorised encampments through evidence-based policies. This should include commitments, which should be included in the New Southwark Plan and as part of the Southwark Housing Strategy 2020.
  - to provide adequate numbers of Gypsy and Traveller sites and pitches to meet current, and plan for future, accommodation needs for those already living in the borough;
  - to provide transit sites for Gypsies and Travellers passing

- through the borough; and
- to adopt a policy of 'negotiated stopping', modelled on the scheme successfully introduced by Leeds council.

# Appendix D - Southwark Key Housing Stats 2020

September 2020

[www.southwark.gov.uk](http://www.southwark.gov.uk)



This is the full version of the Southwark key housing data.  
For any queries please email [housingstrategy2@southwark.gov.uk](mailto:housingstrategy2@southwark.gov.uk)

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## 1.0 The demographic and economic context

The London Borough of Southwark is an inner London borough of approximately 11 square miles, stretching from London Bridge and Canada Water on the River Thames in the north, down to Dulwich in the south. Comparisons of housing market related data show that Southwark has characteristics and problems in common with the neighbouring London boroughs of Lambeth, Lewisham and Greenwich. There are also similarities with Tower Hamlets, Hackney, Haringey, Islington and Newham. The population is constantly changing due to migration in and out of the borough, births and deaths, and household formation and break down.

### 1.01 Population

In 2020 Southwark had an estimated population of 319,610<sup>1</sup>. The GLA has a range of local authority level population projections. The following four projections are shown in the chart below.

- Trend-based projections based on short-term (5 year) trends in migration
- Trend-based projections based on central (10 year) trends in migration
- Trend-based projections based on long-term (15 year) trends in migration

<sup>1</sup> GLA Central trend-based projections - <https://data.london.gov.uk/dataset/trend-based-population-projections>

Chart1.01a GLA 2018-based Demographic Projections for Southwark ONS Model



Source: - <https://data.london.gov.uk/dataset/trend-based-population-projections>

Under the central 10 year migration data, the projections for Southwark for 2018 assume an increase of about 3,415 households due to net international migration. It predicts a decrease of 3,379 households due to domestic migration (within the country), the population is also predicted to increase by about 3,267 due to more births than deaths.

Table 1.01b Components of change 2020 – GLA 2018 Trend Based Projections Central 10 year migration data

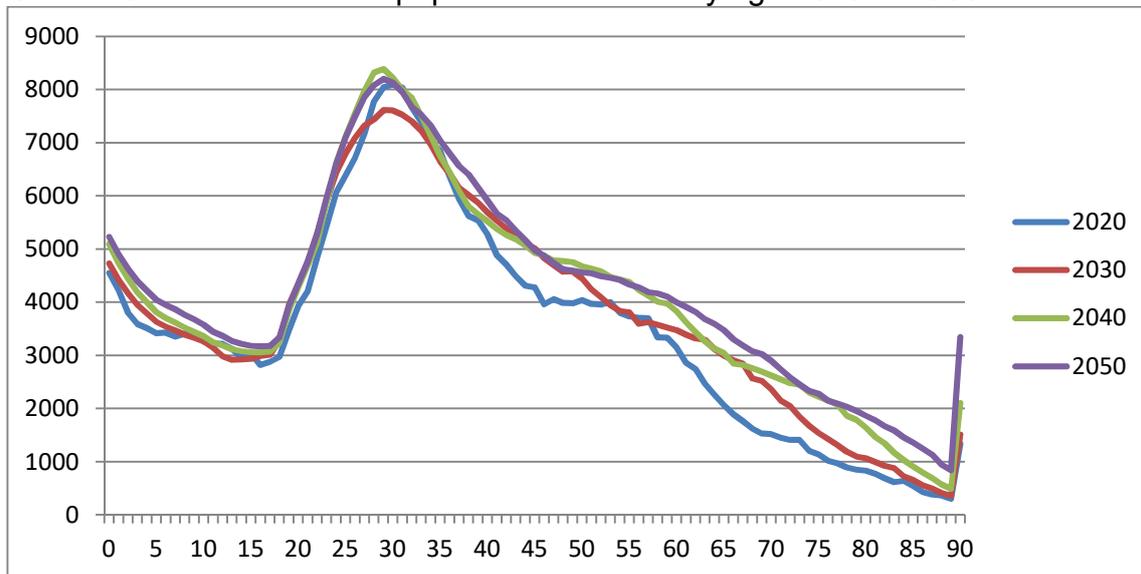
Births	Deaths	Net natural change	Inter national Inflows	Inter national Outflows	Net Inter national	Domestic Inflows	Domestic Outflows	Net Domestic	Total change
4,725	1,458	3,267	8,740	5,325	3,415	26,472	29,851	-3,379	3,303

Source: <https://data.london.gov.uk/dataset/trend-based-population-projections>

## 1.02 Age

The GLA 2018 trend based projections estimated the population of Southwark by age for each year up to 2050. Southwark generally has a much lower age profile than the national picture, due to migration into and out of the borough. Using the central term migration based projections, there will be little difference in the populations under around 30 years of age, but the number of people over 30 will increase. The number of people 80 or over is projected to increase from about 7,000 in 2020 to about 17,000 by 2050. The uptick in the over 90s is due to all people over 90 being included together in one total rather than per year of age.

Chart 1.02a – Southwark’s population structure by age 2020 to 2050



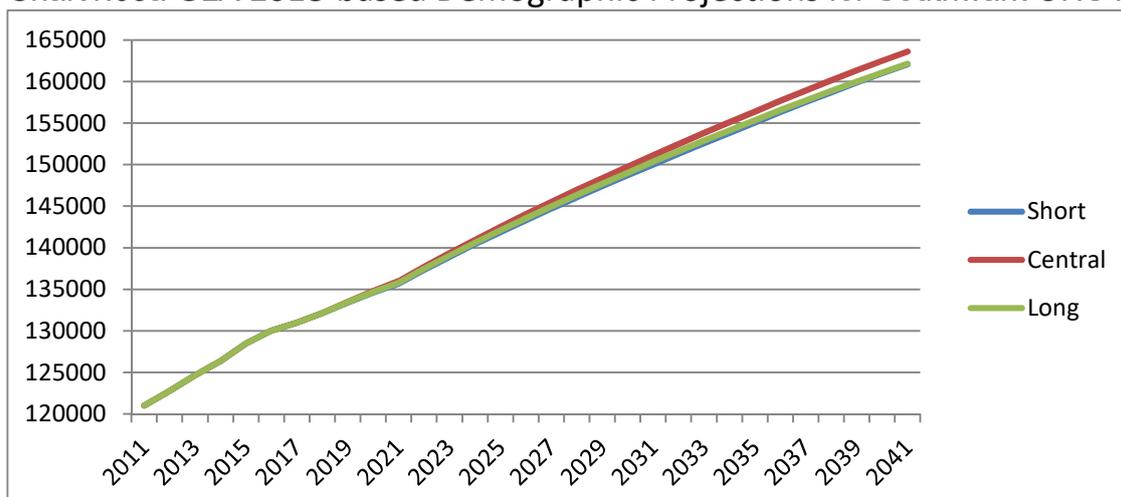
Source: <https://data.london.gov.uk/dataset/trend-based-population-projections>

### 1.03 Households

The Census 2011 estimated that there were 120,400 households in Southwark in 2011. This had gone up by 13.8% (approximately 14,600 households) since 2001. This was the fourth highest rise in London behind Tower Hamlets, Hackney and Westminster.

The GLA estimated that there were 134,829 household in Southwark in 2020 using the central trend projections (10 year). This is projected to continue to grow.

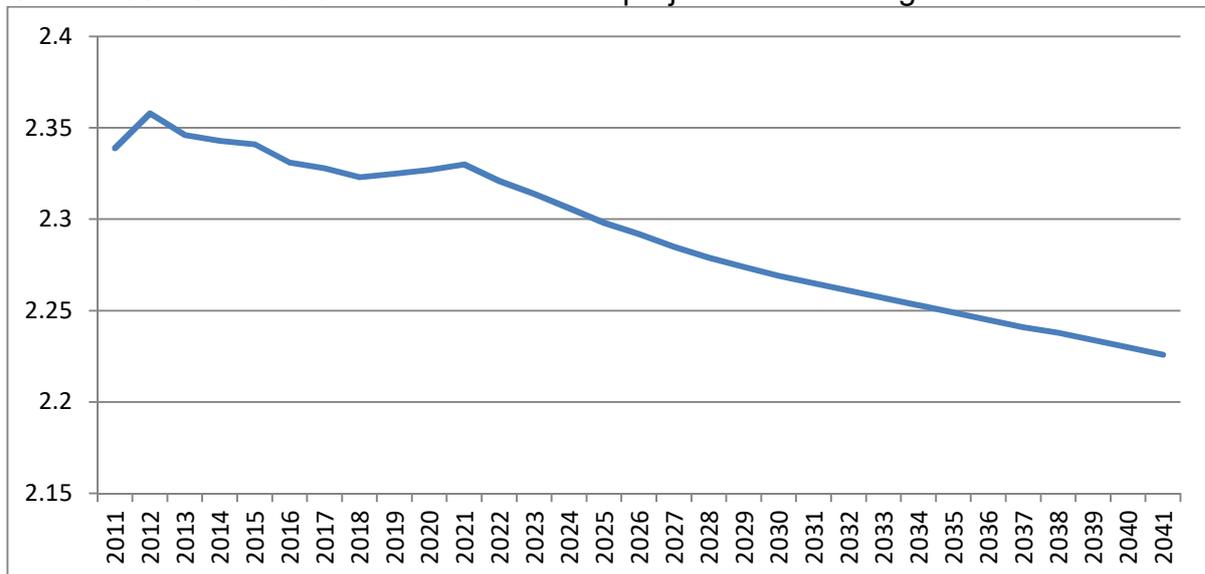
Chart1.03a GLA 2018-based Demographic Projections for Southwark ONS Model



Source: - <https://data.london.gov.uk/dataset/trend-based-population-projections>

The average household size is projected to continue to gently fall up to 2050.

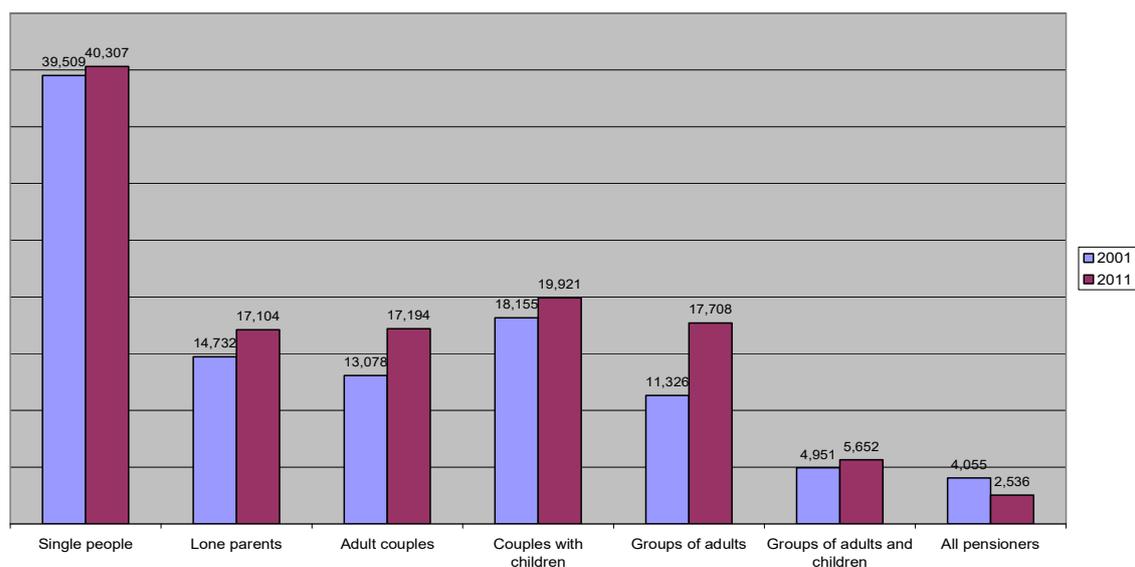
Chart 1.03b GLA 2018 central trend based projections – Average household size



Source: <https://data.london.gov.uk/dataset/trend-based-population-projections>

In the 2011 census there was a rise in the number of all household groups except all pensioner households (including single people), which fell to 11,544 compared to 16,291 in 2001. In the 2001 census the largest single household type was single people (including pensioner households) with 40,300 households (33.5%). This was followed by couples with children with 19,921 households (16.6). The number of lone parent households had increased to 17,104 (14.2%). The number of households made up of groups of adults had increased significantly to 17,708 up from 11,326 in 2001.

Chart 1.03b Census 2001 and 2011 Household composition by number of households



Source: 2001 and 2011 Census

## 1.04 Ethnicity

In the 2011 Census the population who defined themselves as white went down from 63% in 2001 to 54.2 % in 2011. The black or black British population was 26.9% which is in line with 2001 population of 25.9%. A higher proportion of people identified themselves as 'mixed', 6.2% in 2011, compared to 3.7% in 2001. 9.4% of the population defined themselves as Asian. "Other" accounted for 3.3%.

Table 1.04a Population by broad ethnic group

Ethnic Group	Population	Proportion
White	156,349	54.2%
Black	77,511	26.9%
Asian	27,192	9.4%
Mixed	17,778	6.2%
Other	9,453	3.3%
Total	288,283	100.0%

Source: Census 2011

60.6% of Southwark's population was born in the UK, which is slightly above the inner London average of 57.8% but below the London average of 63.3%. The figure for England was 86%.

Southwark ranked the highest among all the local authorities for the proportion of residents born in Africa at 12.9% (37,059); especially Nigeria (13,588 people) and Ghana (4,808 people). People born in the Middle East and Asia made up 6.8% (19,591) of the population, and Southwark ranked the second highest among all the local authorities in the proportion of the population born in South America at 2.6% (7,609 people). In 13,258 households (11%) nobody in the household had English as a first language.

## 1.05 Migration

As stated in the section on population projections, migration plays a major role in the population in Southwark. The GLA 2018 central trend based projections estimated that in 2020 about 8,740 people would move to Southwark from abroad. It estimated about 5,325 would move abroad. In addition, an estimated 26,472 people will move to Southwark from within England but around 29,851 people will move out of Southwark to other places in England. However, the impact of Brexit, the Covid-19 pandemic and new government policy makes it very difficult to accurately predict migration far in to the future.

Previous SHMA (Strategic Housing Market Assessment) research has indicated that the main sources of internal in-migration were the London Boroughs of Lambeth, Lewisham, Wandsworth, Tower Hamlets and Westminster. The main sources of internal out-migration were to Lewisham, Lambeth, Greenwich, Wandsworth and Bromley. Of those leaving Southwark moving within England, 22% moved to other parts of South East London, 46% moved to other parts of London and 32% moved to outside London.

## 1.06 Population density

In the 2011 census Southwark had the 9<sup>th</sup> highest population density in England and Wales. The eight local authorities that have higher densities than Southwark are all inner London authorities.

## 1.07 Income and earnings

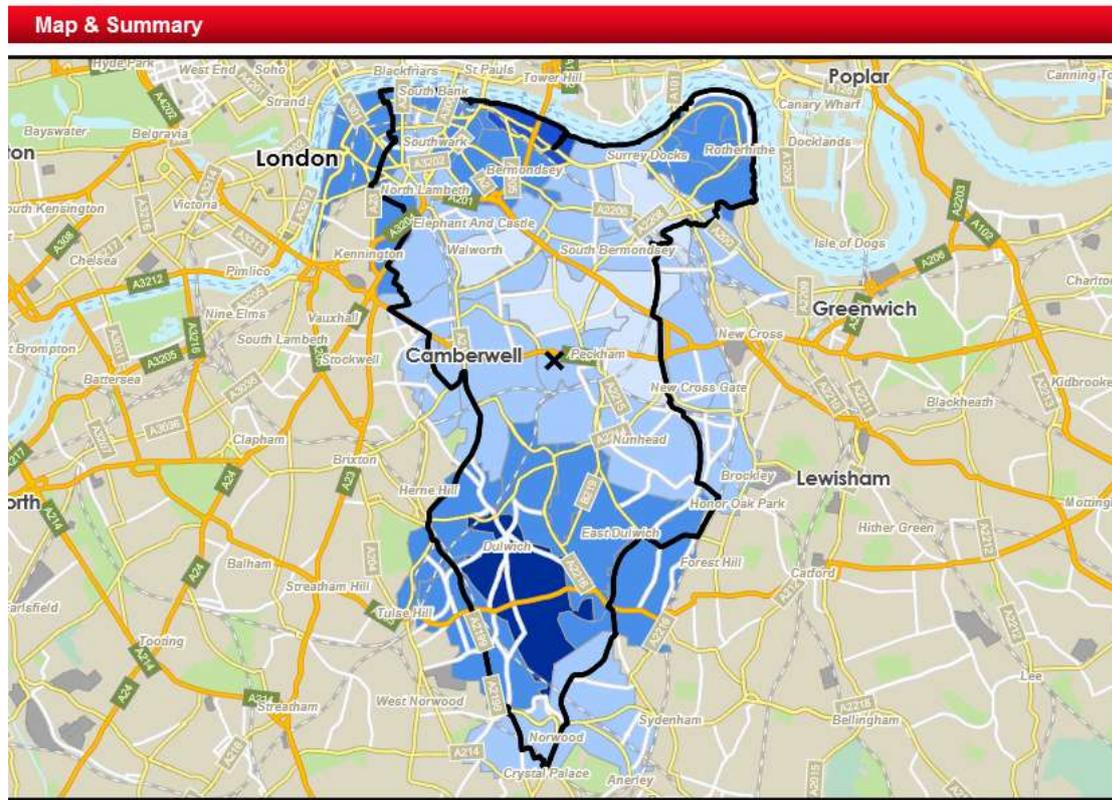
The latest income data for Southwark is from PayCheck, CACI's estimate of household income. It is based upon government data sources together with income data for millions of UK households collected from lifestyle surveys and guarantee card returns.

Table 1.07a Household income distribution in Southwark and mean, median, and upper and lower quartiles - CACI Paycheck data 2018

Less than £5,000	2,617
£5,000 - £10,000	10,707
£10,000 - £15,000	14,332
£15,000 - £20,000	14,964
£20,000 - £25,000	13,273
£25,000 - £30,000	11,861
£30,000 - £35,000	10,773
£35,000 - £40,000	8,760
£40,000 - £45,000	8,011
£45,000 - £50,000	6,248
£50,000 - £55,000	5,914
£55,000 - £60,000	4,727
£60,000 - £65,000	4,329
£65,000 - £70,000	3,320
£70,000 - £75,000	2,599
£75,000 - £80,000	2,022
£80,000 - £85,000	2,223
£85,000 - £90,000	1,924
£90,000 - £95,000	1,462
£95,000 - £100,000	801
£100,000 - £120,000	3,866
£120,000 - £140,000	1,555
£140,000 - £160,000	904
£160,000 - £180,000	486
£180,000 - £200,000	184
£200,000 +	160
Mean Income	£38,922
Median Income	£30,583
Upper Quartile Income	£51,664
Lower Quartile Income	£17,288

Source: CACI Paycheck Report

Map 1.08b Mean household income



**Map & Summary**

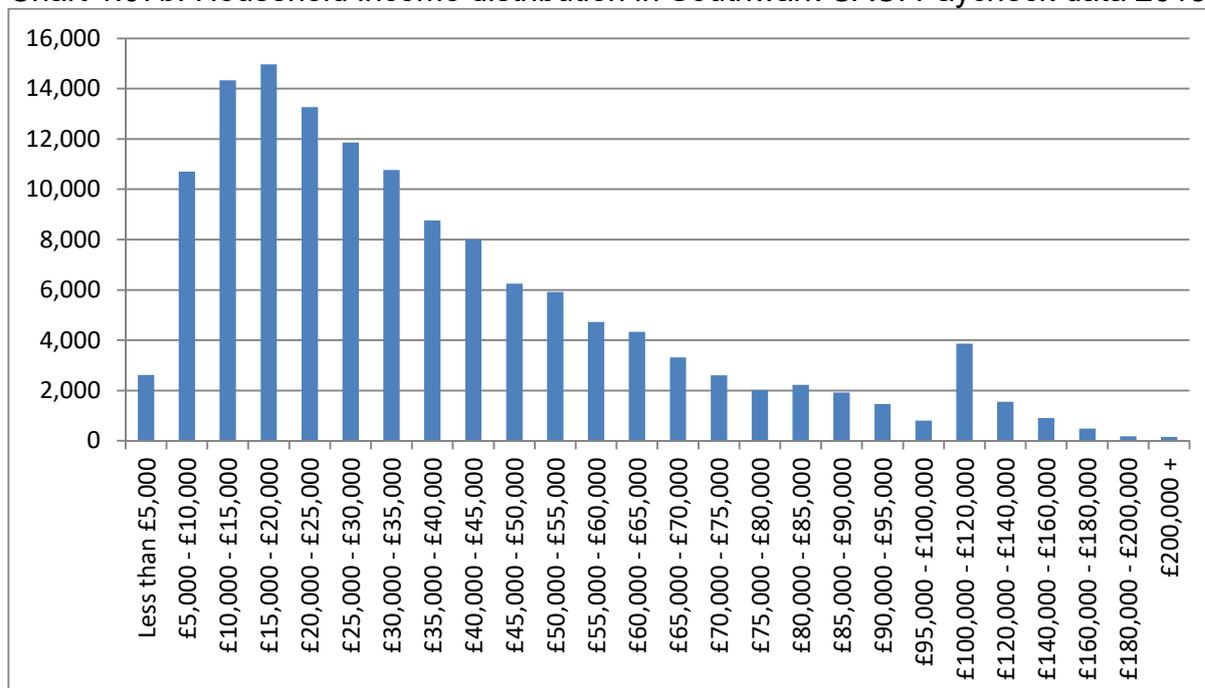
Mean Household Income



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 Contains Royal Mail data © Royal Mail copyright and database right 2017  
 Contains National Statistics data © Crown copyright and database right 2017  
 Ordnance Survey Northern Ireland  
 © CACI Ltd 2018

Source: CACI Paycheck Report

Chart 1.07b. Household income distribution in Southwark CACI Paycheck data 2018



Source: CACI Paycheck data quoted on Hometrack's Realdemand website.

## 1.08 Vulnerable households

- In 2008 in the private sector (including housing associations) 11,400 (15%) of households had a head of household with a disability or longstanding illness or infirmity. There was little variation across the sub areas. In the housing association tenure, this rate was more than double the borough average at 32.4%, compared to 10.9% for owner occupier and 8.4% for private rented households.<sup>2</sup>
- In the private sector (including housing associations) a minimum of £14 million was required to deal with disability / infirmity issues (excluding fees), including £9 million for the redesign of personal washing facilities alone.

In 2011, 18,978 usual residents reported that they had a long-term health problem or disability.<sup>3</sup>

## 1.09 Deprivation

Across the borough there are large differences in the level of deprivation between areas. While poverty is concentrated in north and central Southwark, hidden pockets also occur in the south. The centre of the borough includes Nunhead and Livesey, some of the most deprived areas.

The English Indices of Deprivation 2019 measured relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England. It is based on 39 separate indicators, which are combined, using appropriate

<sup>2</sup> Southwark Private Sector House Condition Survey 2008

<sup>3</sup> 2011 Census

weights, to calculate the Index of Multiple Deprivation 2019. Every Lower layer Super Output Area (LSOA), or neighbourhood, in England is ranked according to its level of deprivation relative to that of other areas.

Southwark is ranked in the bottom quartile of local authorities in England for both the average rank and average score measures.

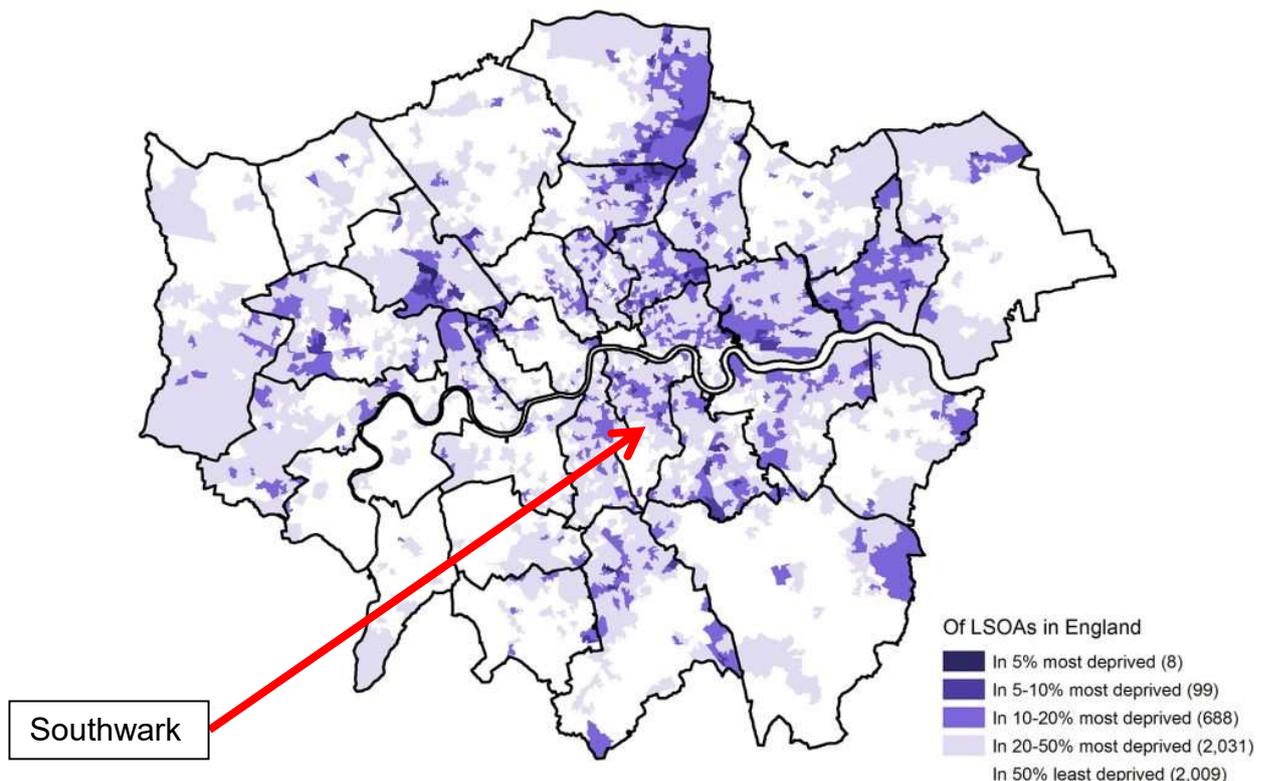
Using the average score method, Southwark was the 72<sup>nd</sup> most deprived district (compared to 40<sup>th</sup> in 2015). It was the 8<sup>th</sup> most deprived in London (8<sup>th</sup> in 2015).

Using the average rank, Southwark was the 43<sup>rd</sup> most deprived district (compared to 23<sup>rd</sup> in 2015) and 9<sup>th</sup> most deprived in London (9<sup>th</sup> in 2015).

On the rank of proportion of LSOAs in the most deprived 10% nationally, Southwark was 147<sup>th</sup> most deprived nationally compared to 135<sup>th</sup> in 2015 and 8<sup>th</sup> in London.

5 LSOAs in Southwark fell within the 10% most deprived in England in 2019 compared with 8 LSOAs in 2015. These were in Elephant and Castle, Aylesbury Estate, South Bermondsey, and Queens Road Peckham

“Barriers to housing and services” is a poorly performing category for Southwark. Southwark is 16<sup>th</sup> highest on the average rank (15<sup>th</sup> in London) and 16<sup>th</sup> on the average score (15<sup>th</sup> in London). Deprivation on this domain can reflect a mixture of local challenges: low incomes in relation to local housing costs, household overcrowding and homelessness; and distance from services (GPs, food shops, schools and post offices).

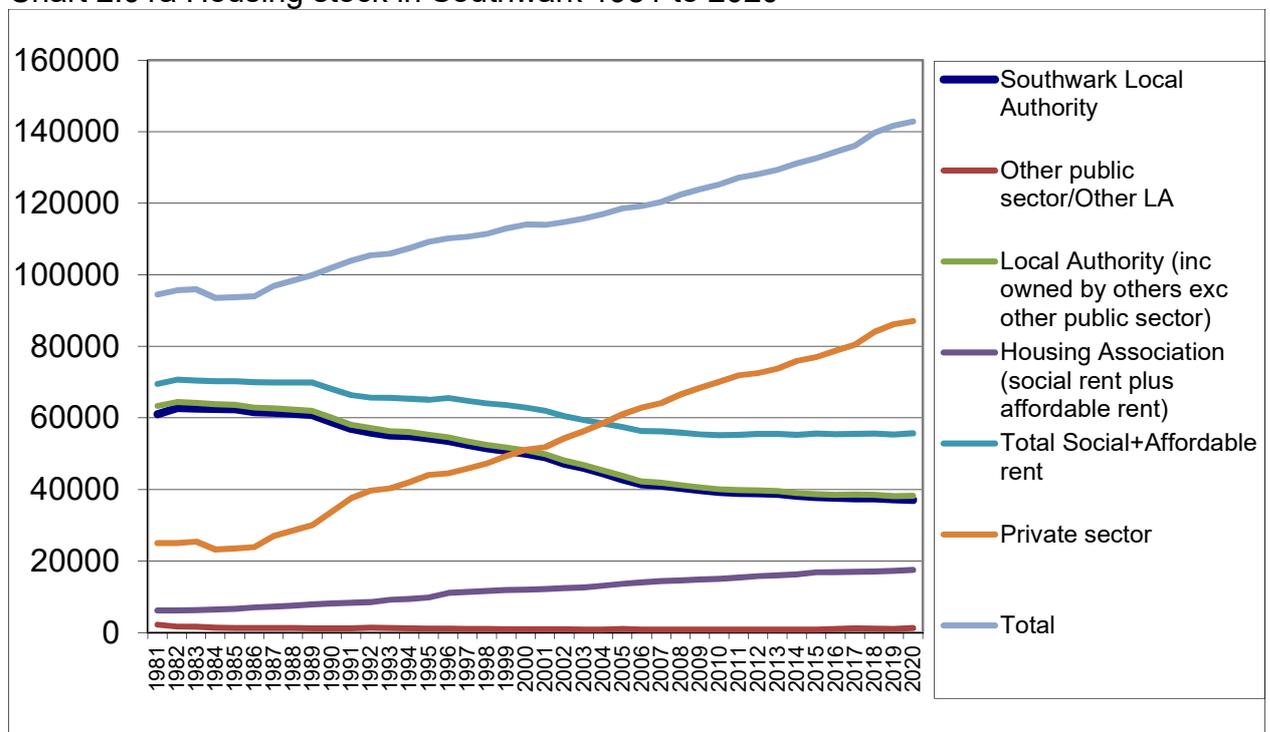


## 2.0 The housing stock in Southwark

### 2.01 Stock tenure profile overview

This section gives an overview of changes in the stock. The following sections give more detail by tenure. In 2020, 39% of the stock in Southwark was council rented, RSL social rent or affordable rent. 61% of properties were either owner occupied, shared ownership or private rented.

Chart 2.01a Housing stock in Southwark 1981 to 2020



Source: HIP Returns, HSSAs, ELASH and LAHS 1981-2020

Note: The other LA stock is properties owned by the City of London and Lewisham Council within Southwark.

Between 2010 and 2020 the council rented stock in Southwark (including owned by City of London and Lewisham) fell by 4.8% from 40,120 to 38,183. Total housing association rented stock has risen to 17,516 in 2020, a rise of 16.7% since 2010. Private sector (non-HA) stock in the borough continues to grow. Between 2010 and 2020 private stock levels have risen by 24.1% from 70,156 to 87,096. Overall, the total dwelling stock in the borough has risen by 14.1% between 2010 and 2020 to 142,930. The proportion of private sector stock is significantly lower than London and England. Despite a significant loss of social housing stock through right to buy, Southwark still has the largest proportion of social housing among all London boroughs.

Table 2.01b Housing stock in Southwark 2010 to 2020

Year	Southwark Local Authority		Local Authority (inc owned by others)		Housing Association (social and affordable rent)		Total (LA + HA social + affordable rent)		Private sector (owner occupation and private renting)		Total
	Count	%	Count	%	Count	%	Count	%	Count	%	
2010	39,318	31.4%	40,120	32.0%	15,013	12.0%	55,133	44.0%	70,156	56.0%	125,289
2011	39,043	30.7%	39,845	31.3%	15,404	12.1%	55,249	43.4%	71,931	56.6%	127,180
2012	38,969	30.4%	39,785	31.0%	15,791	12.3%	55,576	43.4%	72,622	56.6%	128,190
2013	38,774	30.0%	39,578	30.6%	15,977	12.3%	55,555	42.9%	73,855	57.1%	129,410
2014	38,227	29.1%	39,029	29.7%	16,253	12.4%	55,282	42.1%	75,958	57.9%	131,240
2015	37,885	28.6%	38,687	29.2%	16,918	12.8%	55,605	41.9%	77,023	58.1%	132,630
2016	37,689	28.0%	38,522	28.7%	16,920	12.6%	55,442	41.2%	78,833	58.7%	134,410
2017	37,506	27.5%	38,553	28.3%	16,953	12.5%	55,506	40.8%	80,499	59.1%	136,140
2018	37,534	26.8%	38,489	27.5%	17,097	12.2%	55,586	39.8%	84,099	60.1%	139,820
2019	37,241	26.3%	38,088	26.9%	17,282	12.2%	55,370	39.1%	86,235	60.9%	141,740
2020	37,066	25.93%	38,183	26.71%	17,516	12.25%	55,699	38.97%	87,096	60.94%	142,930

Source: Housing Strategy Statistical Appendix 2010 to 2020

In the 2011 Census Southwark had the largest proportion of households renting from the local authority at 31.2%, but down as a proportion from 42.3% in 2001. In the 2011 census the owned sector became the largest tenure proportion in Southwark, though significantly lower than the national average.

Table 2.01c Overview of tenure by number of households and as percentage of all households:

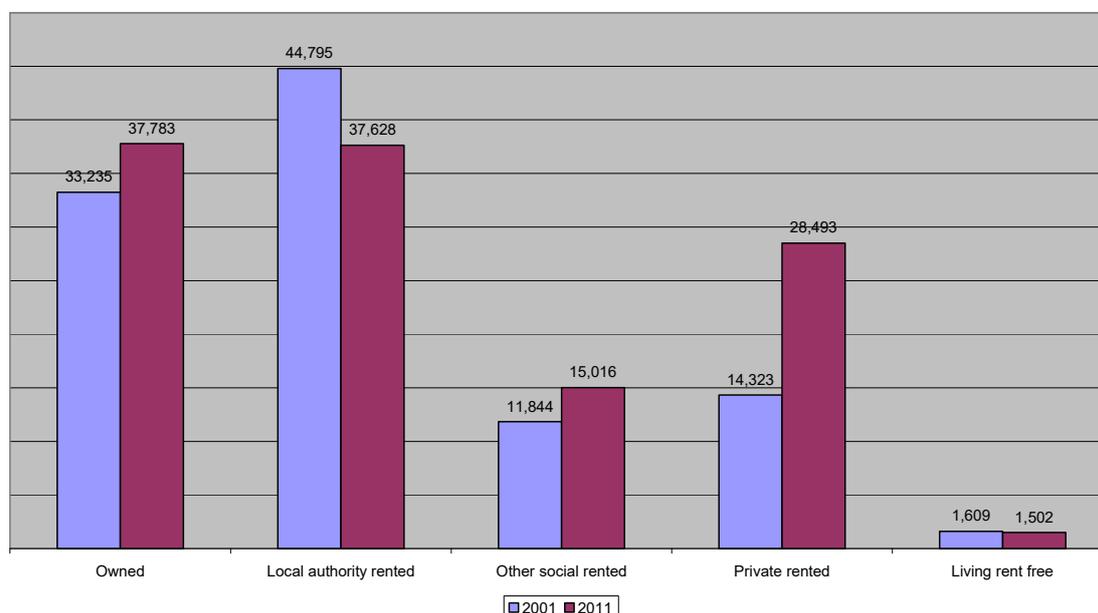
Housing tenure	2001	2001	2011	2011
Owned	33,235	31.4	37,783	31.4
Local authority rented	44,795	42.3	37,628	31.2
Other social rented	11,844	11.2	15,016	12.5
Private rented	14,323	13.5	28,493	23.7
Living rent free	1,609	1.5	1,502	1.2
Total households	105,806	100	120,422	100

Source: Census 2001 and 2011

In 2011, 43.7% of households lived in social rented homes (including housing association properties) compared to 55.1% in the private sector. There were also 1.2% of households who were living rent free.

By 2011 the private rented sector had nearly doubled in size since 2001. It accounted for nearly 1 in 4 households (28,493 households or 23.7% of households).

Table 2.01d The changing tenure profile of Southwark between 2001 and 2011 (households)



Source: Census 2001 and 2011

The data on tenure and age in Southwark shows that 40.8% of owned or shared ownership HRP's are aged 35 to 49, whilst young people aged 24 and under account for only 1.5% of those who own their own home. The younger age bands (under 24 and 25-34) are heavily represented among the private rented sector.

Table 2.01e Age and Housing tenure

Age (HRP)	Owned or shared ownership	Rented from council (Local Authority)	Other social rented	Private rented or living rent free	All tenures
Age 24 and under	1.5%	4.3%	4.3%	12.0%	5.3%
Age 25 to 34	19.5%	14.2%	16.7%	46.9%	24.3%
Age 35 to 49	40.8%	35.1%	39.6%	30.1%	36.2%
Age 50 to 64	24.4%	26.3%	25.2%	7.5%	20.9%
Age 65 to 74	7.1%	9.9%	7.4%	1.8%	6.7%
Age 75 to 84	4.9%	7.3%	4.8%	1.1%	4.7%
Age 85 and over	1.7%	3.0%	2.1%	0.6%	1.9%
All ages	31.4%	31.2%	12.5%	24.9%	100%

Source: Census 2011

There are significant variations across different ethnic groups and housing tenure, with a higher than average proportion of white residents living in owner occupied housing, a higher than average proportion of black residents living in council rented tenure, and a higher than average proportion of Asian/Asian British residents living in the private rented sector.

Table 2.01f Ethnic Group and Housing tenure

Ethnic Group (HRP)	Owned or shared ownership	Rented from council (Local Authority)	Other social rented	Private rented or living rent free	All tenures
White	37.9%	24.1%	10.5%	27.6%	100%
Mixed/multiple ethnic group	23.8%	32.4%	15.1%	28.7%	100%
Asian/Asian British	33.9%	20.4%	8.5%	37.2%	100%
Black/African/Caribbean/Black British	16.6%	52.2%	18.3%	12.9%	100%
Other ethnic groups	19.0%	36.7%	13.7%	30.6%	100%
All ethnic groups	31.4%	31.2%	12.5%	24.9%	100%

Source: Census 2011

## 2.02 Stock type profile

The proportion of people living in flats in Southwark is 75%, significantly higher than nationally at 22% and in London 52%, however it is similar to the inner London level of 73%.

Table 2.02a Borough comparisons: Household spaces and accommodation type

Area name	Detached House	Semi-detached House	Terraced House	House total	Purpose-built flats	Flat in Converted or shared house (including bedsits)	Flat, maisonette or apartment: In a commercial building	Flat total	Caravan/mobile/temporary structure
ENGLAND	22%	31%	24%	77%	17%	4%	1%	22%	0%
LONDON	6%	19%	23%	48%	38%	13%	2%	52%	0%
Inner London	2%	6%	18%	27%	51%	20%	2%	73%	0%
Outer London	9%	28%	26%	63%	28%	8%	2%	37%	0%
Bexley	7%	44%	25%	76%	21%	2%	1%	24%	0%
Bromley	18%	30%	22%	70%	22%	6%	2%	30%	0%
Greenwich	4%	19%	31%	54%	38%	7%	1%	46%	0%
Lewisham	3%	13%	28%	45%	36%	18%	2%	55%	0%
Southwark	2%	6%	16%	24%	63%	11%	2%	75%	0%
Lambeth	2%	8%	16%	27%	48%	23%	1%	73%	0%

Source: Census 2011 Table KS401EW

Within the Greater London area, Southwark has the eighth highest proportion of flats/maisonettes. Within the South East London sub-region, it has the highest proportion of flats/maisonettes.

## 2.03 Local Authority stock breakdown

Between 2010 and 2020 the council rented stock in Southwark (including owned by City of London and Lewisham) fell by 4.8% from 40,120 to 38,183. This has fallen significantly since its peak of 64,490 in 1982.

In April 2020 Southwark Council's rented stock in Southwark was 37,066, which excludes 13 rented properties in Bexley and some shared ownership and social homebuy properties. Southwark Council has retained all its stock apart from one stock transfer, which was the transfer of 296 properties in Dawson's Heights Estate in March 1998. There are 2,982 TMO tenanted properties and 1,648 TMO leasehold properties.

In April 2020 there were also 1,117 dwellings in the borough owned by other local authorities or public sector bodies. The City of London owned 1,073 and Lewisham Council owned 44.

In April 2019 Southwark Council had the 4<sup>th</sup> largest local authority rented stock in the country and the largest in London. Only Birmingham, Leeds and Sheffield had a larger LA rented stock. 2020 data is not yet available.

Table 2.03a Local authority stock figures for April 2019

	Lower and Single Tier Authority Data	2019
1	Birmingham	60,838
2	Leeds	55,292
3	Sheffield	39,260
4	Southwark	37,254
5	Sandwell	27,595
6	Bristol	26,937
7	Nottingham	25,535
8	Newcastle upon Tyne	25,261
9	Kingston upon Hull	23,890
10	Lambeth	23,619

Source: MHCLG Local authority housing statistics - full data 2018-19

<https://www.gov.uk/government/statistical-data-sets/local-authority-housing-statistics-data-returns-for-2018-to-2019>

### Sales and Right to buy (RTB)

Since the right to buy was introduced Southwark Council's rented stock level has fallen to 37,066 (excluding 13 properties owned in Bexley). In March 2003, the maximum discount in 41 areas in London and the South East (including Southwark) was reduced from £38,000 to £16,000. In Southwark around 7,500 RTB applications were received just prior to the changes. As a result there was a large increase in RTB sales. After this dramatic increase there was a decrease to 2006/07 to around 20-25 RTB sales per year. In April 2012 the Government increased the caps to £75,000 nationally. In March 2013 this was increased to £100,000 in London. This has caused a significant increase in applications and right to buy sales in Southwark. In 2019/20 657 right to buy

applications were received and there were 87 right to buy sales. There was a further 2 social home buy sales and 4 other sales, totalling 93 sales.

Chart 2.03d Right to buy yearly sales and total sales in Southwark 1998/99 to 2019/20

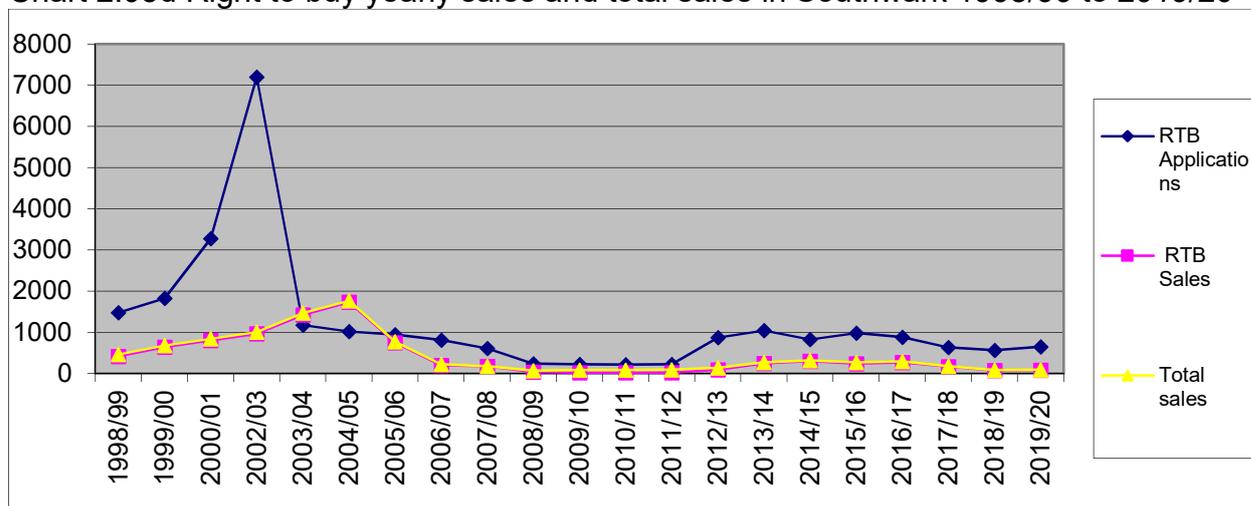


Table 648 Social housing sales: Local authority stock sold through right-to-buy and other council house sales (plus P1B data 2010+2011, ELASH 2012 and LAHS 2013-20)

### Council Homeowners (Leaseholders and service charge payers)

As of 1<sup>st</sup> April 2020 there were 13,777 Southwark Council right to buy leaseholders, 14 social homebuy, and 1,232 households who own the freehold but pay a service charge to Southwark Council and a further 627 other sales. So in total there are around 15,650 Council homeowners. There are a further 2,000 freeholders who do not pay a service charge. Therefore the council has a direct role with about 53,000 properties (excluding the 2,000 freehold properties who pay no service charges).

## 2.04 Housing Association stock breakdown

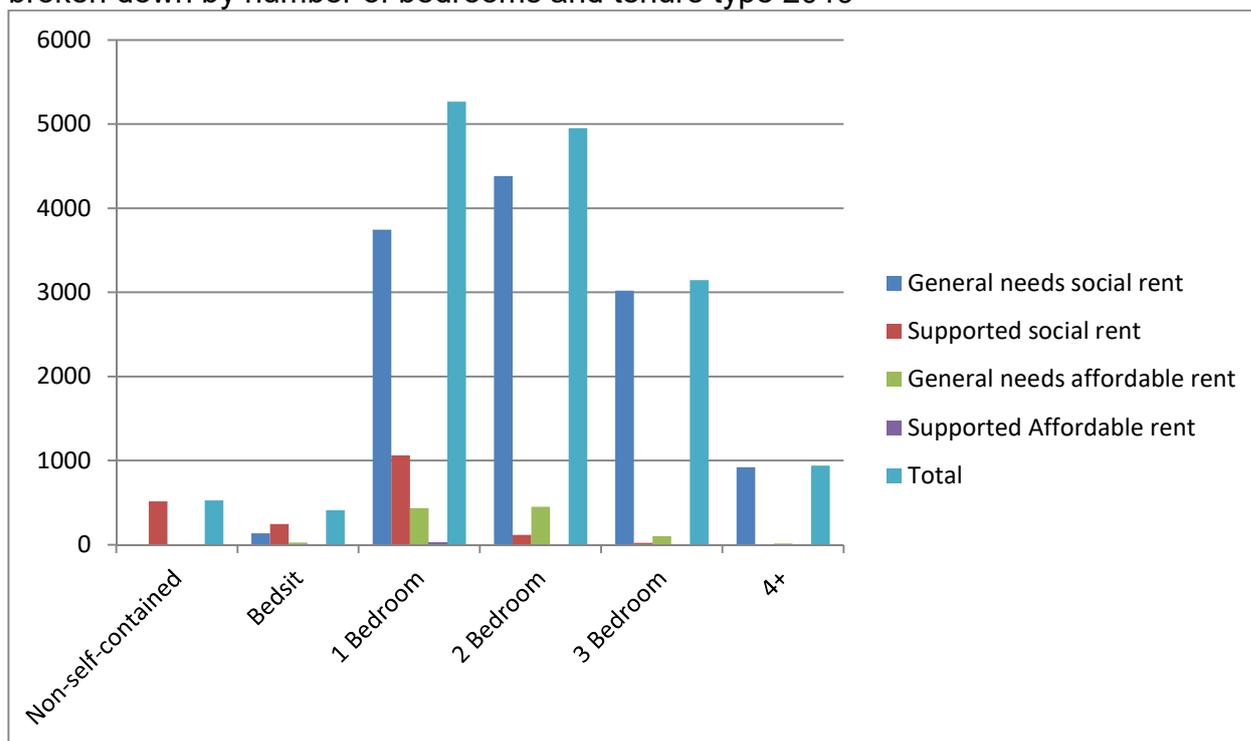
The total housing association rented stock in 2019 was 17,282 in 2019, a rise of 16% since 2009. 15,119 of these were general needs stock.

Table 2.04a Total low cost housing association units in Southwark

		Owned	Managed
Low cost rental	General needs	15,119	14,242
	General needs self-contained	14,853	13,976
	General needs non-self-contained	266	266
	Supported housing	1,481	1,185
	Housing for older people	682	622
Low cost home ownership (LCHO)*		2,941	88
<b>Total Southwark</b>		<b>20,223</b>	<b>16,137</b>

Data on the size of HA homes (number of bedrooms) is only available for bigger providers that make up 70% of the HA stock. Of those, the largest proportion of the stock is one bed stock at 35% followed by two bed (32%) and three bed (21%).

Chart 2.04b Housing association rented stock (large private registered providers) broken down by number of bedrooms and tenure type 2019



Source: SDR2019

Table 2.04c Top 15 Housing Associations in Southwark by overall stock size 2019

Rank	Housing Association	Number of additional LAs PRP operates in (not shown for regional totals)	Total Social Stock (unweighted)	% Total Social Stock in area	% of PRPs total Social Stock
1	Peabody Trust	39	3,525	17.4%	7.7%
2	London & Quadrant Housing Trust	101	2,783	13.8%	3.8%
3	Hyde Housing Association Limited	58	2,190	10.8%	8.4%
4	Optivo	64	1,788	8.8%	4.5%
5	Hexagon Housing Association Limited	6	1,515	7.5%	36.1%
6	Wandle Housing Association Limited	13	1,410	7.0%	20.1%
7	Clarion Housing Association Limited	176	1,182	5.8%	1.1%
8	Notting Hill Genesis	85	1,039	5.1%	2.3%
9	Southern Housing Group Limited	90	800	4.0%	3.2%
10	Metropolitan Housing Trust Limited	141	648	3.2%	1.5%
11	The Guinness Partnership Limited	159	618	3.1%	1.1%
12	The Riverside Group Limited	150	335	1.7%	0.7%
13	Notting Hill Home Ownership Limited	78	313	1.5%	5.6%
14	Paragon Asra Housing Limited	71	191	0.9%	0.9%
15	Habinteg Housing Association Limited	83	178	0.9%	5.5%

Source: SDR2019 - <https://www.gov.uk/government/statistics/statistical-data-return-2018-to-2019>

## 2.05 Private rented sector

There is no regular source of data on the size of the private rented sector as stock can change from owner occupied to private rented and vice versa without having to notify the council. Therefore the most reliable source of data on the private rented sector is the census. You can then apply the census stock proportions for the private sector to gain an estimate of the private rented sector.

In the census 2011, 24.9% of households were living in the private rented sector (including those living rent free). During 2001-2011 the number of PRS households increased by 88.3%. 17.2% were households with dependent children. 39% of PRS households with dependent children are overcrowded (bedrooms occupancy rating). The proportion of households in the "Other" household type category (not consisting of a family or single person) has grown to 40.1% of all PRS households.

At the time of the census 2011 43% of the private sector stock was private rented. Applying this proportion to the current estimate of private stock gives an estimated

private rented stock of 37,081 private rented properties in Southwark, or 26% of the total stock in Southwark. The December 2019 report into the housing condition of PRS stock in Southwark puts this as high as 43,000.

In 2014 the South East Boroughs of Bexley, Bromley, Greenwich, Lewisham and Southwark, along with Lambeth, commissioned Cobweb to research the lower quartile of the private rented sector. The following is a few key findings for Southwark from that research. The final report is available online at

[http://www.southwark.gov.uk/info/200141/housing\\_strategy/840/housing\\_statistics](http://www.southwark.gov.uk/info/200141/housing_strategy/840/housing_statistics)

This research found that 24% of renters had been in their properties for less than a year. 33% had been there for 1-2 years and 29% for 2-5 years. 9% had been there for 5-10 years and 4% more than ten years. 60% had tenancy agreements of one year, while 16% had six monthly and 3% monthly. 9% had no tenancy agreement.

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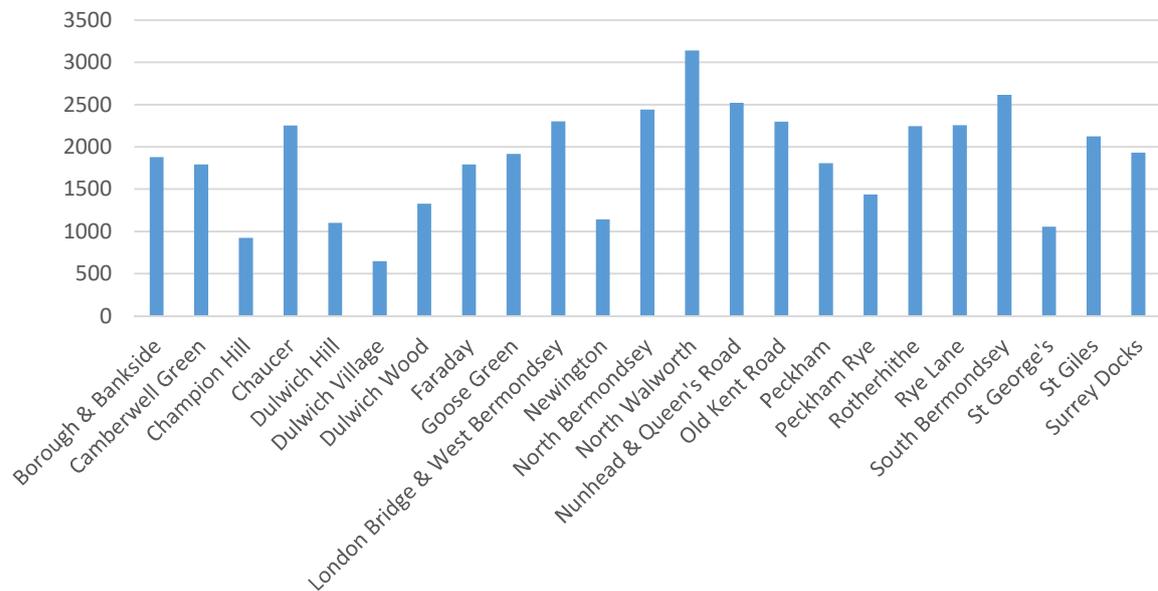
[http://www.southwark.gov.uk/info/200141/housing\\_strategy/840/housing\\_statistics](http://www.southwark.gov.uk/info/200141/housing_strategy/840/housing_statistics)

This research found that 24% of renters had been in their properties for less than a year. 33% had been there for 1-2 years and 29% for 2-5 years. 9% had been there for 5-10 years and 4% more than ten years. 60% had tenancy agreements of one year, while 16% had six monthly and 3% monthly. 9% had no tenancy agreement. At least 32% of households surveyed had children. 33% of the sample was houses in multiple occupation HMOs.

Tenants were typically paying about £317 in agent's fees, £1,000 on a deposit and £1,064 in advance rent. 66% were letting directly with a landlord compared to 30% with a letting agent. 18% of renters surveyed were receiving housing benefit. Given the typically high rents a large proportion of households had fairly low income levels.

The PRS in Southwark is distributed across all 23 wards. The number of PRS per ward ranges from 3,140 (North Walworth) to 649 (Dulwich Village). The percentage of PRS properties in each ward ranges between 38.4% (North Walworth) and 16% (Dulwich Village). Therefore, 21 out of 23 Southwark wards have a higher percentage PRS than the national average in 2019 (19.4%).

Chart 2.05a Number of PRS dwellings by ward

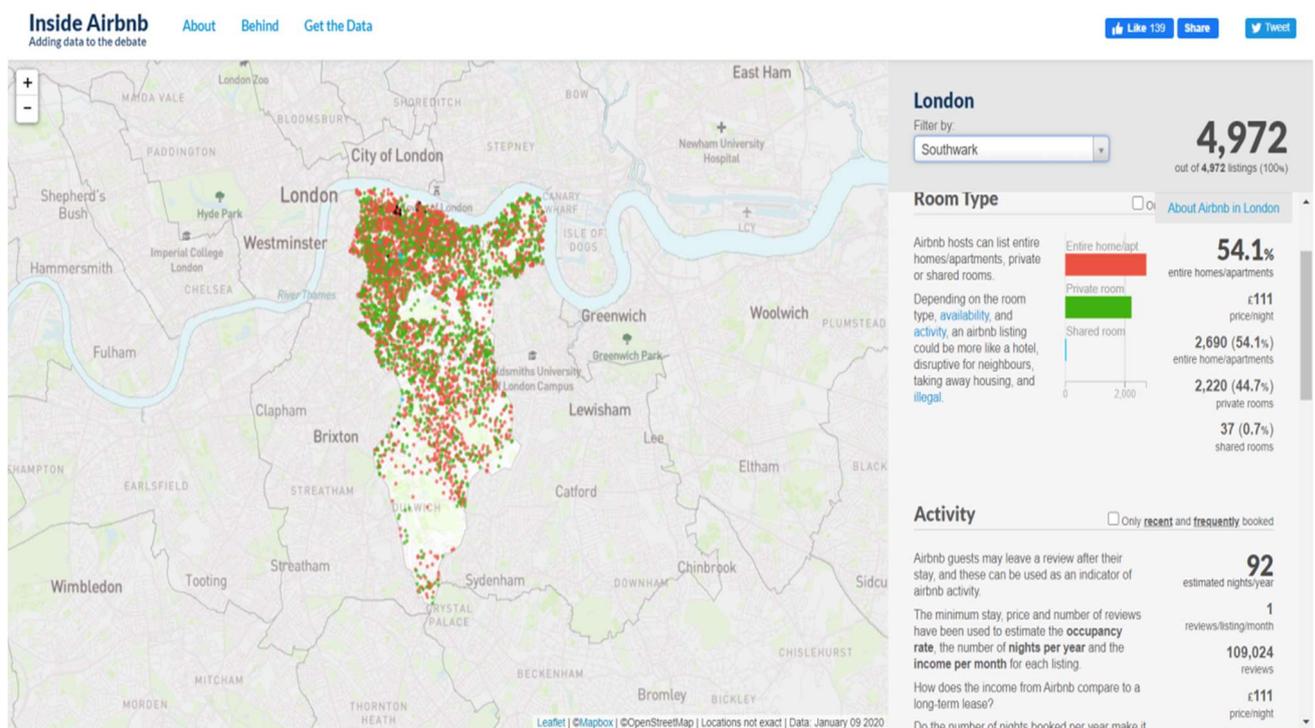


Source: London Borough of Southwark Private Rented Sector: Housing Stock Condition and Stressors Report - December 2019 - Ti 2019, map by Metastreet.

## 2.06 Short term lettings

There has been a big rise in short term lettings in Southwark as across most of London. In August 2020 Southwark had 4,972 short term rental properties listed on Airbnb.

Map 2.06a Snapshot of Southwark Airbnb advertised properties (10/8/20)



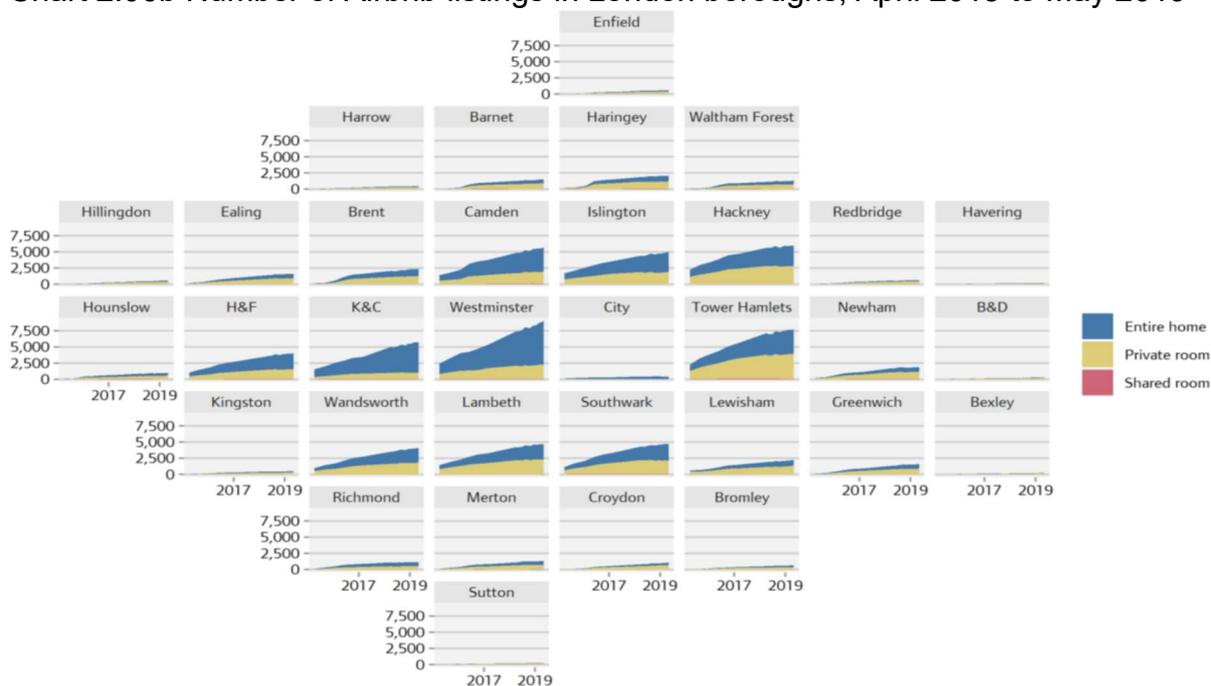
According to a GLA study the number of Airbnb listings in London more than quadrupled in four years, growing in all boroughs and for each listing type.<sup>4</sup> This research was published in February 2020, before the pandemic.

The majority of actively listed Airbnb properties across London (77%) were estimated to be occupied for under 90 nights in the year. However, the study suggests a significant number of listings were occupied for more than 90 nights as of May 2019. Half of the listings estimated to be occupied for over 90 nights in the year were in just five Inner London boroughs: Camden, Kensington and Chelsea, Southwark, Tower Hamlets and Westminster.

The number of listings has grown in all boroughs and among each listing type over this period. Westminster had the biggest increase, with 6,640 additional listings recorded. The number of listings increased by over 3,000 in Camden, Hackney, Islington, Kensington and Chelsea, Southwark, Tower Hamlets and Wandsworth.

<sup>4</sup> [https://www.london.gov.uk/sites/default/files/housing\\_research\\_note\\_4- short-term\\_and\\_holiday\\_letting\\_in\\_london.pdf](https://www.london.gov.uk/sites/default/files/housing_research_note_4- short-term_and_holiday_letting_in_london.pdf)

Chart 2.06b Number of Airbnb listings in London boroughs, April 2015 to May 2019



Hosts with multiple listings primarily have their properties located in Inner London boroughs. Southwark had over 1,000 listings linked to hosts with multiple properties.

The GLA spoke with enforcement officers from London boroughs where the number of short-term lettings is greatest – including Southwark.

Table 2.06b Enforcement in the 5 boroughs 2015-2019

	Borough Planning Contravention Notices served	Enforcement Notices served	Successful prosecutions
Camden	21	9	0
Kensington and Chelsea	66	15	0
Southwark	0	42	0
Tower Hamlets	52	23	0
Westminster	462	24	0

An enforcement notice cannot be served until the local authority is sure there is a breach of planning control, which can be difficult to evidence.

Table 2.06d Total number of short-term rental properties listed in each borough at snapshots between 2015 and 2019

<b>Borough</b>	<b>2015 (Apr)</b>	<b>2016 (Feb)</b>	<b>2017 (Mar)</b>	<b>2018 (May)</b>	<b>2019 (May)</b>
Barking and Dagenham	7	38	142	177	315
Barnet	65	285	1012	1283	1534
Bexley	5	55	115	185	242
Brent	146	585	1609	2027	2375
Bromley	36	171	391	521	651
Camden	1400	2241	3761	4815	5685
City of London	120	231	306	414	436
Croydon	63	206	553	813	1067
Ealing	192	509	1003	1389	1599
Enfield	43	116	301	485	587
Greenwich	116	452	917	1322	1591
Hackney	2225	3440	4688	5602	5950
Hammersmith and Fulham	1048	1862	2806	3591	4043
Haringey	222	507	1493	1868	2077
Harrow	15	152	266	391	451
Havering	0	15	99	144	219
Hillingdon	29	87	277	422	586
Hounslow	70	429	647	840	998
Islington	1695	2592	3583	4349	4948
Kensington and Chelsea	1552	2562	3476	4919	5723
Kingston upon Thames	38	187	316	440	526
Lambeth	1428	2299	3276	4175	4678
Lewisham	615	864	1502	1934	2246
Merton	113	402	820	1114	1326
Newham	198	655	1151	1671	1889
Redbridge	30	151	383	520	646
Richmond upon Thames	100	489	872	1048	1147
Southwark	1151	2123	3359	4256	4751
Sutton	0	53	147	193	259
Tower Hamlets	2237	3916	5613	6947	7752
Waltham Forest	79	286	911	1109	1326
Wandsworth	977	1702	2748	3535	4082
Westminster	2421	4053	5361	7387	9062
<b>Total</b>	<b>18,436</b>	<b>33,715</b>	<b>53,904</b>	<b>69,886</b>	<b>80,767</b>

## 2.07 Housing for older people

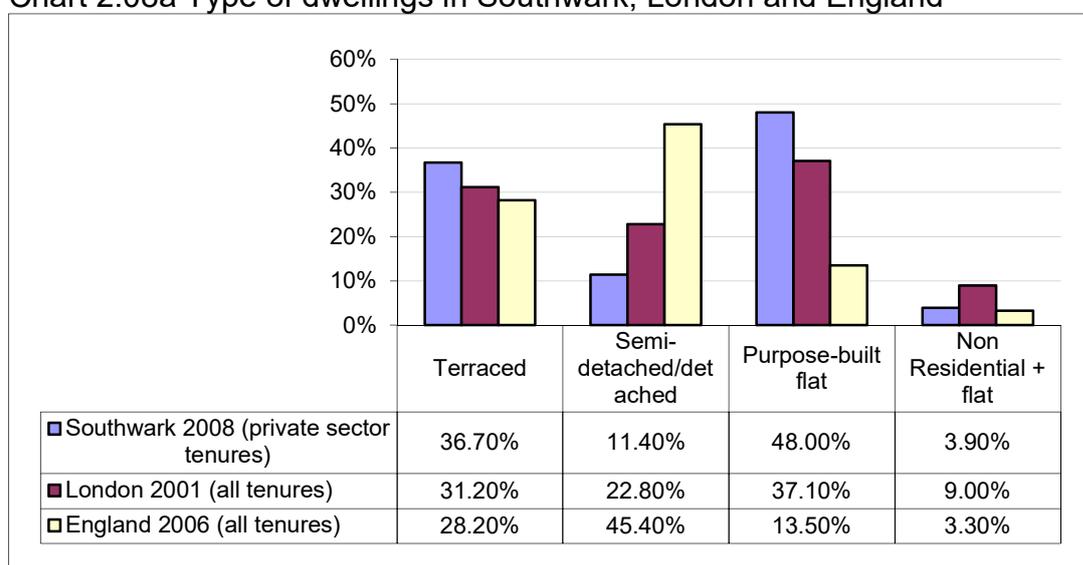
There are approximately 1,310 sheltered housing units in Southwark. There are 620 Southwark Council units and 690 RSL and Alms House units, including Darwin Court (for over 50's). Three of the schemes are extra care schemes. Lew Evans, a 38 unit council owned scheme, was converted from a sheltered housing scheme in 2009. There is also a 54 unit scheme called Lime Tree House which is a purpose built extra care scheme with the extra care managed by Allied Healthcare and Hyde providing the housing management. The newest scheme is Tayo Situ House which will be a 94 extra care units once both phase are complete.

There are also 71 flats runs by Trusts, charities, alms-houses that provide enhanced sheltered housing with on-site staff and enhanced support. These include a specialist scheme for older drinkers/ex rough sleepers called Kimpton Court, and also one for older people who lack independent living skills called Hilltops House.

## 2.08 Private sector stock breakdown

In the private sector, a large proportion of the housing stock is made up of purpose built flats, although there are also a substantial number of converted flats. Of the houses, most are terraced and there is only a small proportion of detached/semi-detached housing. As the chart below demonstrates, the situation in Southwark's private sector is quite different to London and England for all tenures.

Chart 2.08a Type of dwellings in Southwark, London and England



Source: Southwark Private Sector House Condition Survey 2008  
English House Condition Survey 2006

43% of dwellings in Southwark were constructed pre-1919, 14% in 1919 to 1964, and 43% after 1964. There are high rates of pre-1919 stock in the private rented and owner occupier sectors at 47%. Older properties tend to be in greater disrepair and be less

energy efficient, requiring more investment.<sup>5</sup> In comparison: 25% of dwellings across England were constructed pre -1919; 34% between 1919-1964 and 41% after 1964.<sup>6</sup>

## 2.09 Empty homes in all tenures

There will always be a proportion of properties in all tenures that are vacant as people move and/or properties are refurbished. However all vacant property is stock that could be providing a home so this needs to be kept to a minimum.

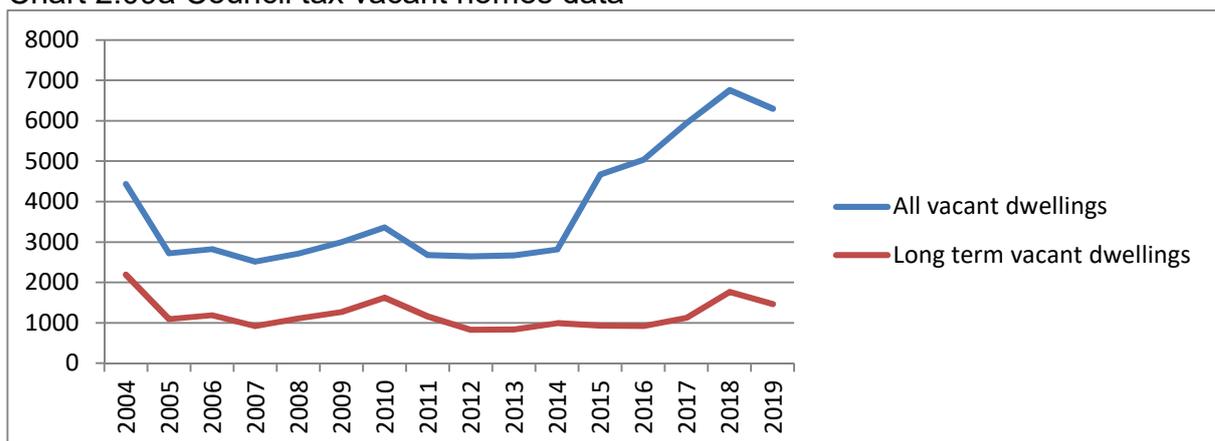
In April 2020 there were a total of 1,044 vacant Southwark Council properties in Southwark. Of these only 13 were vacant and available for lettings. The other units were vacant for reasons such as being involved in regeneration schemes.

In the housing association sector, according to the SDR 2019 for large RPs for general needs self-contained, 1.3% of the stock was vacant. 0.9% of the stock was not available for letting.

In the private sector (including housing associations) 3.3% of properties were vacant in 2008. It was estimated that around 20% were for sale and 34% were being modernised.<sup>7</sup>

Looking at council tax data on the GLA London Datastore in 2019, Southwark had the highest number of vacant properties of all London boroughs at 6,303, of which 1,469 were long term vacant properties. Long-term empty homes are those dwellings which have been unoccupied and substantially unfurnished for over six months and, at local authority discretion, can be subject to a discount of between 0% and 50%. The total vacant figure increased between 2014 and 2018 but fell slightly in 2019.

Chart 2.09a Council tax vacant homes data



Source: <https://data.london.gov.uk/dataset/vacant-dwellings>

<sup>5</sup> PSHCS, 2008

<sup>6</sup> English Housing Survey 2008-09

<sup>7</sup> PSHCS, 2008

## 2.10 Houses in multiple occupation

A house in multiple occupation (HMO) may be defined briefly as one that is "occupied by persons who do not form a single household." (The strict definition is considerably longer). Typically this would be a residential dwelling house converted into bedsits, flats or private rooms with common parts such as entrances and exits, bathroom and toilet, kitchen and storerooms, etc. The council estimated that there were 5,020 HMOs in Southwark in April 2020.

HMOs have some of the poorest housing conditions of any tenure. Analysis shows that 4,342 of 5,031 (86%) HMOs in Southwark are predicted to have serious hazards (Category 1 HHSRS). HMOs are generally at higher risk of fire, disrepair and overcrowding.

## 2.11 Stock Condition

### Stock condition - Housing health and safety rating system

The Housing Health and Safety Rating System (HHSRS) became operational in April 2006. The rating system does not talk in terms of premises being fit or unfit but instead enables the surveyor to assess a range of hazards, the likelihood of that hazard occurring in the next twelve months and the class of harm arising from that hazard. This equates to a numerical score, which is banded A - J. Hazards that fall in hazard bands A, B and C are category 1 hazards. The remainder are category 2 hazards. The Housing Act 2004 places a statutory duty upon local authorities to take action to seek to remedy Category 1 hazards where it finds them. Councils have discretionary powers to tackle hazards from D - J.

The HHSRS assessment is based on the risk to the potential occupant who is most vulnerable to that hazard. For example, stairs constitute a greater risk to the elderly, so for assessing hazards relating to stairs they are considered the most vulnerable. The very young as well as the elderly are susceptible to low temperatures. A dwelling that is safe for those most vulnerable to a hazard is safe for all.

Overall, across the private sector and housing association stock in Southwark, there were approximately 28,700 dwellings with a category 1 hazard, about 37.4% of private sector homes.

Table 2.11a Proportion of hazards by area

Area	Owners	PRS	HA	All
NE *	27.0%	20.7%	16.1%	22.8%
NW	38.1%	42.0%	49.6%	42.9%
SE	46.7%	48.7%	23.0%	42.2%
SW	41.7%	55.8%	35.7%	44.7%
Southwark	37.8%	42.1%	30.5%	37.4%

\*NE- indicates North east area of Southwark

Source: PSHCS, 2008

The table above shows that private rented properties in the south west of the borough are most likely to have a category 1 hazard (55.8%). Those living in housing association properties are least likely to have a category 1 hazard (30.5%).

Table 2.11b Categories of hazards in Southwark by the severity of the hazard

Type of hazard	A	B	C	D	E	F	G	H	I	J	All
Damp and mould growth	0.0	3.8	0.0	1.4	7.1	12.7	9.1	33.7	25.7	6.4	100.0
Excess cold	2.2	3.9	28.9	41.3	18.6	5.0	0.0	0.0	0.0	0.0	100.0
Carbon monoxide etc. *	0.0	0.0	0.0	0.0	0.0	0.0	0.0	4.3	0.0	95.7	100.0
Volatile organic compounds *	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	100.	100.0
Crowding and space *	10.8	2.3	4.8	0.0	20.9	8.9	0.0	52.3	0.0	0.0	100.0
Entry by intruders *	0.0	0.0	0.0	1.9	47.7	50.4	0.0	0.0	0.0	0.0	100.0
Noise *	0.0	0.0	0.0	0.0	0.0	0.0	0.0	25.6	23.3	51.2	100.0
Domestic hygiene, pests etc. *	0.0	0.0	13.3	0.0	0.0	0.0	0.0	0.0	0.0	86.7	100.0
Food safety *	0.0	0.0	0.0	0.0	0.0	0.0	0.0	35.5	64.5	0.0	100.0
Personal hygiene, sanitation etc. *	5.2	0.0	3.7	0.0	2.1	0.0	5.2	0.0	11.8	72.1	100.0
Falls on the level *	0.0	0.0	9.9	14.0	73.7	0.0	2.4	0.0	0.0	0.0	100.0
Falls associated with stairs etc. *	0.0	1.5	34.3	3.3	17.6	43.2	0.0	0.0	0.0	0.0	100.0
Falls between levels *	0.0	0.0	1.4	0.0	9.7	20.7	27.7	7.5	4.1	28.9	100.0
Electrical hazards ) *	0.0	0.0	4.0	0.0	0.0	0.0	17.7	7.6	0.0	70.7	100.0
Fire	0.0	0.0	0.0	31.2	3.5	6.4	9.9	49.1	0.0	0.0	100.0
Flames, hot surfaces etc. *	0.0	0.0	0.0	0.0	14.5	0.0	59.5	26.0	0.0	0.0	100.0
Collision and entrapment *	0.0	0.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	0.0	100.0
Structural collapse, falling etc*	0.0	0.0	0.0	0.0	0.0	7.8	0.0	3.9	0.0	88.3	100.0
All	1.8	3.0	21.9	32.3	18.4	7.9	2.4	6.0	1.6	4.4	100.0

Source: Private sector house condition survey 2008

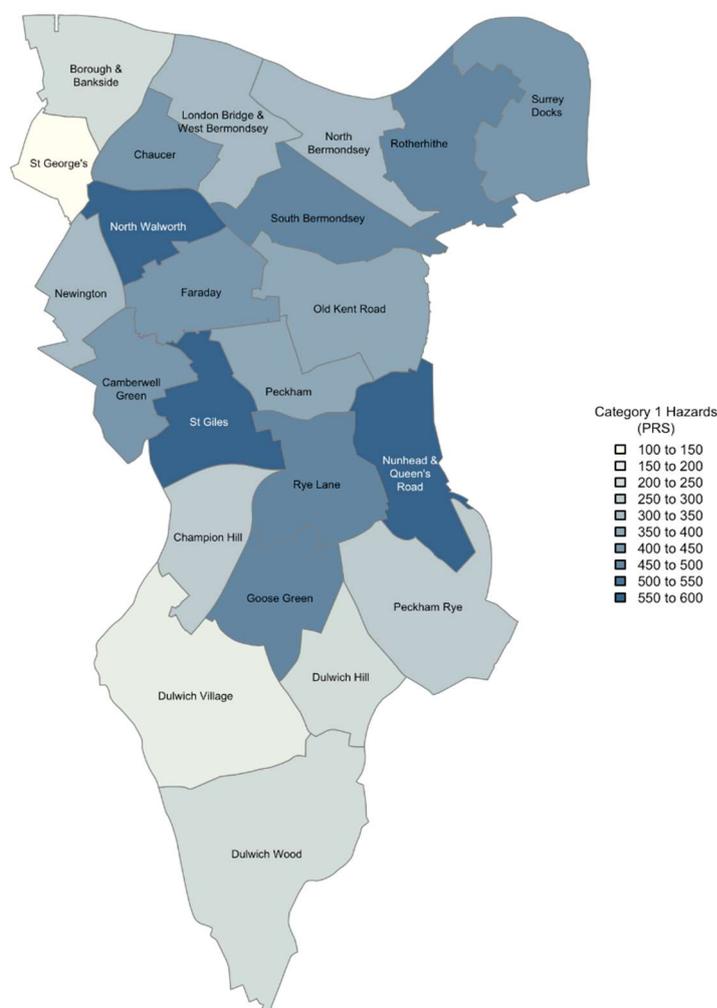
This table does not just relate to the number of private sector households with hazards but is more useful as it describes the frequency of the hazard occurring in a private sector dwelling in Southwark and the risk that hazard poses to the occupant. The higher the banding, the greater the risk. The presence of a hazard, of itself, does not say too much about the condition of a dwelling. It is the severity of the hazard that is important. Thus, the most prevalent hazards are excess cold, followed by fire hazards, damp and the various falls. 26.7% of all hazards are hazard band A, B or C (that is category 1 hazards).

A more recent study was conducted in 2019 which focused more primarily on the private rented sector. This made predictions using available data rather than individual property inspections. This found:

- Poor housing conditions are prevalent in the PRS. 8,497 PRS properties are predicted to have at least 1 serious hazard (Category 1, HHSRS)
- 27% of PRS properties in Southwark have an E, F, and G rating. 5.5% of PRS properties have an F and G EPC rating

The study estimated that Category 1 hazards in the PRS are distributed across the whole borough. Concentrations of properties with serious hazards can be found in the central and northern wards.

Map 2.11c. Distribution of PRS properties with category 1 hazards



Source: London Borough of Southwark Private Rented Sector: Housing Stock Condition and Stressors Report - December 2019 - Ti 2019, map by Metastreet.

### Stock condition - Decent Homes

To meet the decent homes standard a home must meet the statutory minimum standard for housing (i.e. not have a category 1 hazard), and be in a reasonable state of repair, and have reasonably modern facilities and services, and provide a reasonable degree of thermal comfort.

**Council stock** – At the 31<sup>st</sup> March 2020, 1,567 council homes had been made decent during the year. 1,541 properties were non decent which represented about 4% of the stock. As key building components/elements of council dwellings reach the end of their useful lives more properties will be considered to be in poor condition, and because of this there are a number of newly arising cases of non-decent dwellings at the beginning

of each financial year. Therefore on the 1<sup>st</sup> April 2020 there were about 3,137 properties classed as non-decent, an increase of about 1,600 properties.

**Housing association stock** – According to the SDR 2019 of the 17,282 total low cost housing association rental stock owned, 128 failed the decent homes standard, 0.7% of the stock.

**Private Sector** – On the basis of the 2008 private sector house condition survey, 35% of housing association dwellings in Southwark were also non-decent, compared to 29% nationally. 47% of owner occupier and private rented homes are non-decent compared to national rate of 38%. The principal reasons for not meeting the standard are: presence of Category 1 hazard (found in 85% of all non-decent dwellings), failure to provide a reasonable degree of thermal comfort and/ or not in a reasonable state of repair. The majority of non-decent dwellings are in the pre-1919 age band.

The 2019 PRS Housing condition report predicted that 8,497 PRS properties are predicted to have at least 1 serious hazard (Category 1, HHSRS). This equates to 20% (of 42,964) of all PRS dwellings.

Vulnerable households are defined as those private sector households (excluding housing associations) in receipt of at least one of the principal means tested or disability related benefits. In Southwark in 2008 there were about 8,000 dwellings occupied by a vulnerable household representing 13.2% of households in the private sector (excluding housing associations). 19.6% of private renter households were vulnerable compared to 9.6% of owner occupiers. Less than half, 44%, of vulnerable private sector households in Southwark lived in decent homes.

Table 2.010c Non-decent homes and dwelling characteristics in the private sector

	Owners	PRS	HA	Owners and PRS only
Southwark	46.3%	48.0%	34.7%	46.9%
EHCS 2006*	35.4%	49.7%	28.7%	38.0%

Sources: Private sector house condition survey 2008 and \* English House Condition Survey 2006

## 2.12 Repair costs in the private sector in 2008

2008 was the last full survey of housing conditions in the private sector due to the high cost of commissioning this research. The key findings were:

- In the private sector £98 million was needed for urgent repair (required immediately), rising to £126 million for all general repair (required in 0-5 years), £322 million for comprehensive repair (required in 0-10 years) and £1.6 billion for all repair and renovation costs over next thirty years.<sup>8</sup> The total cost of remedying all Category 1 hazards was in the region of £64.1 million, with the vast majority of costs associated with remedying excess cold hazards.

<sup>8</sup> There is no direct correlation between the costs given for these repairs categories and Category 1 type repairs as a different methodology was used in this part of the analysis.

- Homeowners had significant levels of equity in their homes, with 1 in 3 having potential equity in excess of £300,000.
- Over 80% of owner occupiers would not have been willing to use equity to pay for repairs to their home. Only 15% confirmed that they would have been prepared to use their equity to fund major repairs e.g. replacing defective windows, rewiring or roof renewal, etc.

## 2.13 Disabled facilities grants (DFG) data

Between 2014-15 and 2019-20 there was a substantial increase in spending on DFG funding.

Table 2.13a Value of Disabled Facilities Grants over the last 6 years

Year	Value
2019-20	£1,438,398
2018-19	£1,377,165
2017-18	£1,263,268
2016-17	£1,149,371
2015-16	£614,000
2014-15	£515,717

Source: Internal data

Table 2.13b Number and tenure of Disabled Facilities Grants completed

Year	Owner Occupier	Housing Association	Privet Rented	Total
2019-20	47	27	1	75
2018-19	50	52	3	105
2017-18	50	23	8	81
2016-17	44	30	5	79
2015-16	60	46	5	111
2014-15	71	39	9	119

Source: Internal data

### 3.0 THE HOUSING MARKET AND COST OF HOUSING

Most data in this section is from the Housing Market Trends Bulletins produced by Southwark Council. These contain information on house prices and rents down to ward/postcode level. These bulletins are regularly published on the Southwark Council website at [www.southwark.gov.uk/housingstrategy](http://www.southwark.gov.uk/housingstrategy)

#### 3.01 Owner occupation costs

According to Hometrack the overall average price in Southwark in June 2020 was £616,292 and the lower quartile was £390,000. For a two bed flat the average was £519,727 and the lower quartile was £400,000.

Table 3.01a Average and lower quartile prices in South East London and Lambeth by housing type, June 2020 as downloaded from Hometrack in August 2020.

	Area name	Overall	Detached	Semi Detached	Terraced	Flat	M <sup>2</sup>
Median	Bexley	387,924	638,399	455,841	351,601	228,805	4,016
	Bromley	539,434	946,222	570,276	466,202	329,239	4,765
	Greenwich	454,410	1,068,201	561,285	501,147	348,182	4,908
	Lambeth	615,820	1,277,205	1,081,815	906,270	481,570	6,914
	Lewisham	485,757	1,100,177	716,039	597,643	362,913	5,543
	Southwark	616,292	1,514,375	1,116,495	896,095	478,717	7,068
Lower quartile	Bexley	295,000	485,000	390,000	314,000	192,000	3,458
	Bromley	350,000	650,000	450,000	370,000	270,000	4,032
	Greenwich	300,000	550,000	415,000	350,000	250,000	3,836
	Lambeth	400,000	805,000	663,500	590,000	375,000	5,619
	Lewisham	325,000	720,000	500,000	450,000	290,000	4,569
	Southwark	390,000	850,000	700,000	690,000	355,000	5,755

Source: Hometrack's Real Demand system

Table 3.01b Average and lower quartile prices in south east London and Lambeth by housing type and size, June 2020 as downloaded from Hometrack in August 2020.

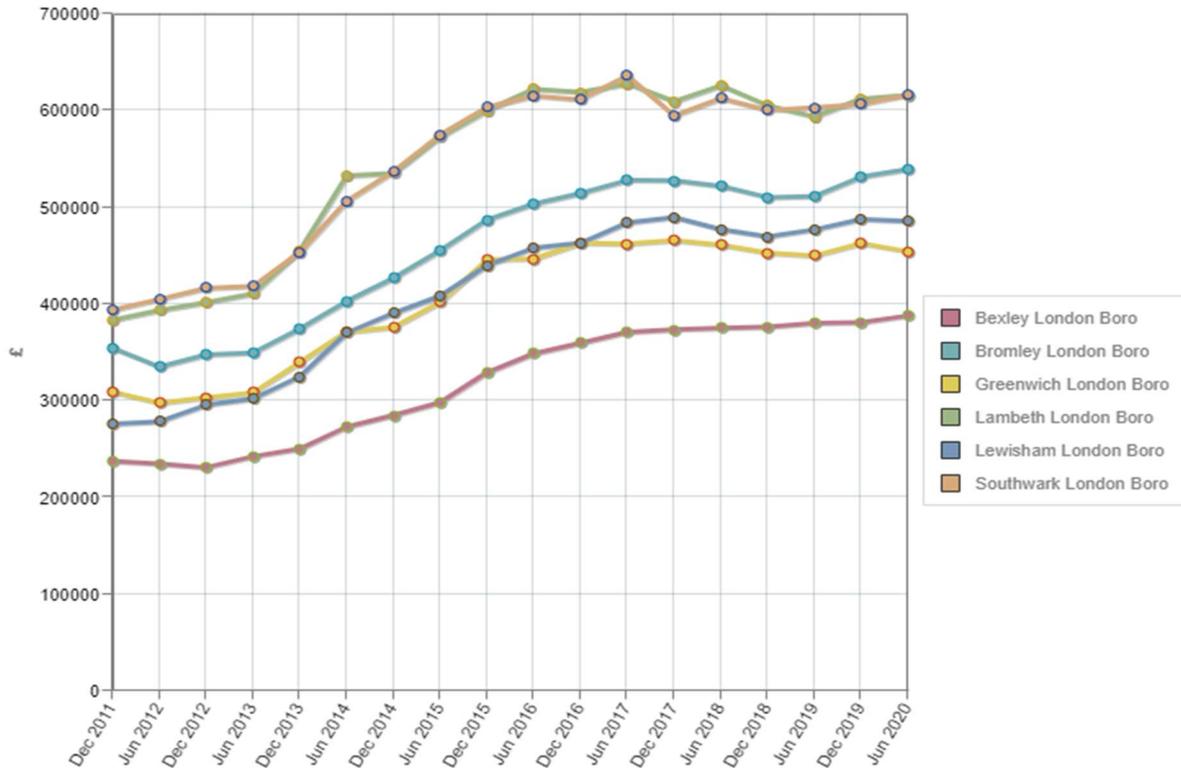
	Area	1 bed flat	2 bed flat	2 bed house	3 bed house	4 bed house
Median	Bexley	199,328	248,340	341,463	408,367	517,383
	Bromley	271,294	348,843	406,823	515,736	728,214
	Greenwich	287,506	361,551	392,764	489,457	747,088
	Lambeth	392,864	502,061	660,891	730,030	996,026
	Lewisham	305,656	380,719	456,470	572,399	764,188
	Southwark	383,732	519,727	650,791	817,087	1,033,079
Lower quartile	Bexley	170,000	228,566	300,000	350,000	430,000
	Bromley	237,250	297,000	335,125	420,000	555,000
	Greenwich	220,000	265,000	320,000	383,438	497,500

	Lambeth	320,000	400,000	530,000	525,000	750,000
	Lewisham	250,000	320,000	345,000	450,000	584,500
	Southwark	300,000	400,000	551,250	669,250	826,000

Source: Hometrack's Real Demand system

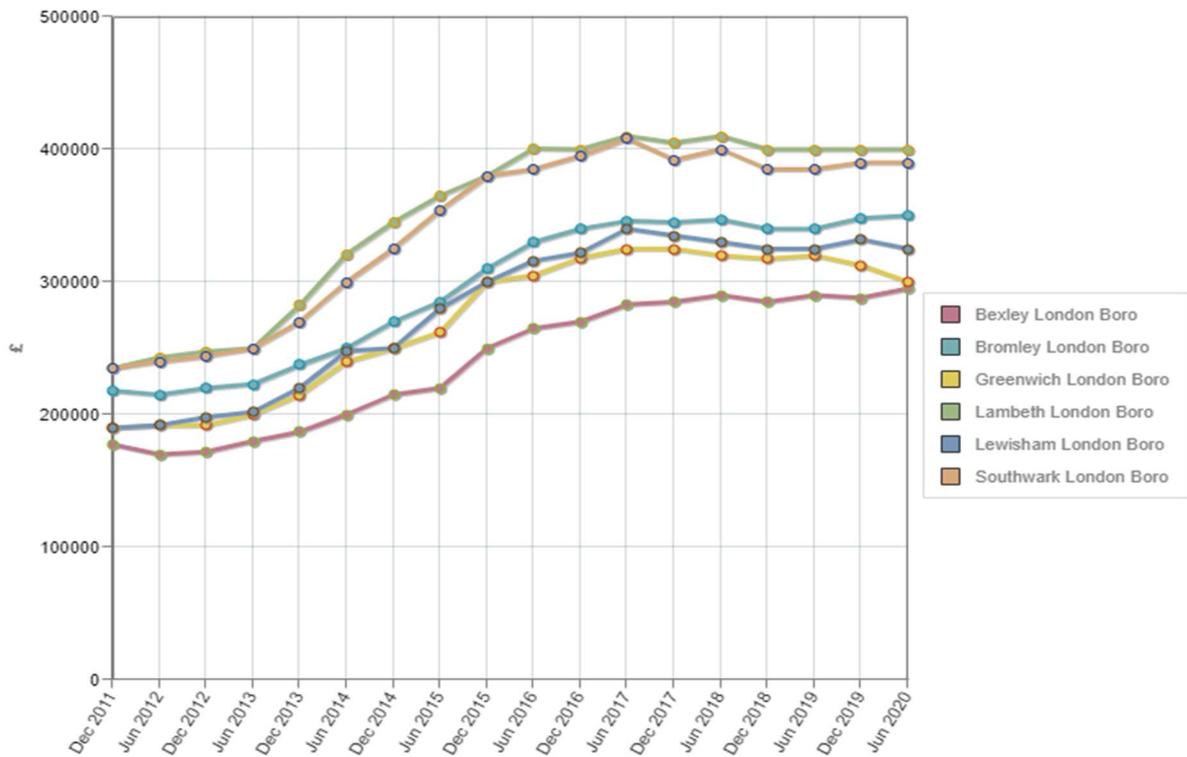
The north of the Southwark borough by London Bridge and the South around Dulwich are the most expensive areas (SE1 and SE11). The least expensive areas in Southwark are the wards of Faraday, Livesey and South Bermondsey. These areas form a belt across the north central part of the borough. The following charts show that house prices across the sub-region have followed a similar trend where they have risen and fallen at similar times. It also shows that Southwark has the highest house prices in the sub-region and similar prices to Lambeth.

Chart 3.01c Average prices in South East London and Lambeth, Dec 2011 – June 2020



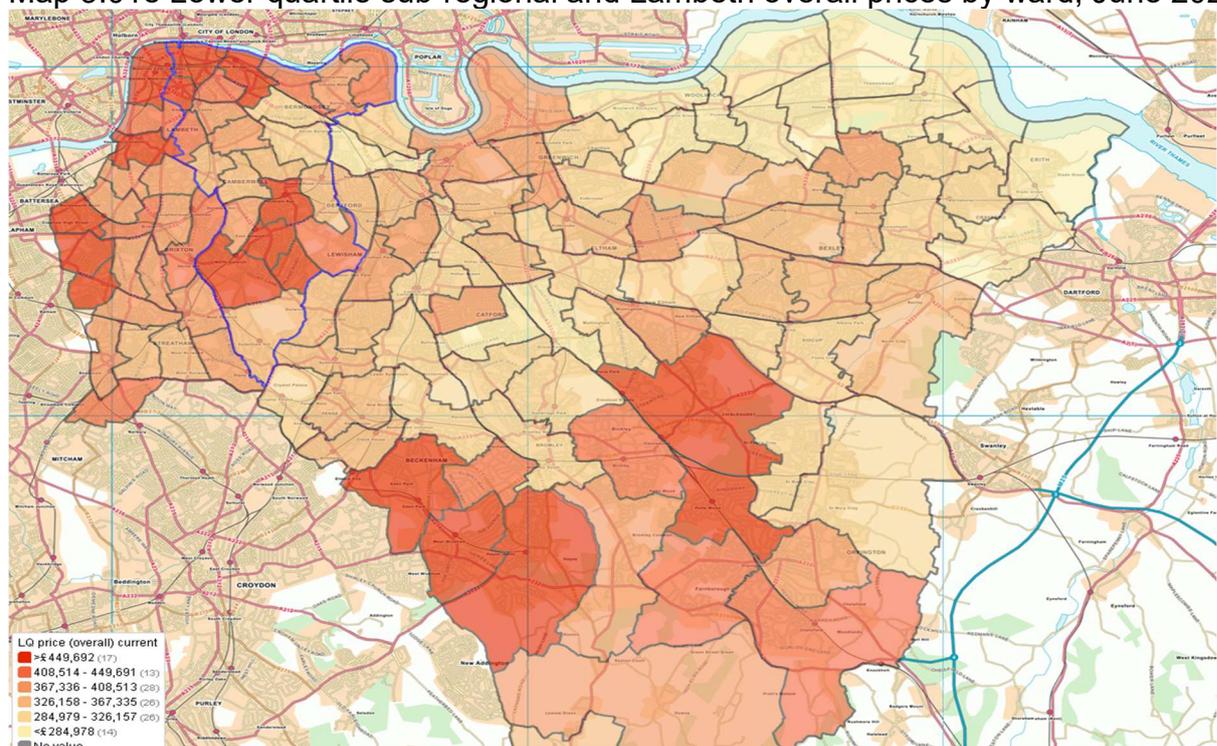
Source: Hometrack's Real Demand system

Chart 3.01d Lower Quartile prices in South East London and Lambeth, Dec 2011 – June 2020



Source: Hometrack’s Real Demand system

Map 3.01e Lower quartile sub-regional and Lambeth overall prices by ward, June 2020

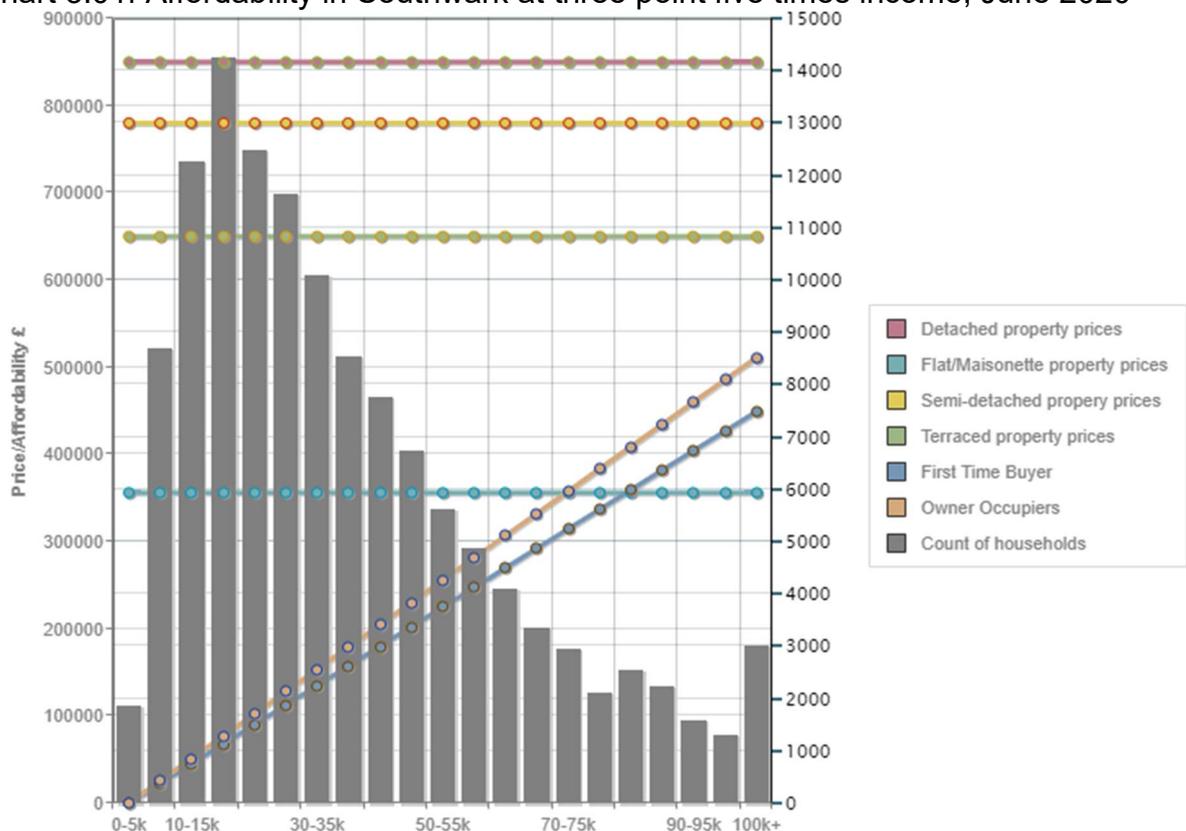


Source: Hometrack’s Real Demand system

### House Price Affordability

The following chart shows the number of households in different household income bands in the area (bars) compared to the lower quartile price for different property types in the same area (horizontal lines). The diagonal lines rising from left to right show the value of property that can be afforded at different income multiples by a first time buyer and former owner occupier. The affordability calculations are based on a multiple of the average household income adjusted by the average loan to value for the different types of buyer (3.5 times income used here). The house price data is based on data from the Hometrack Automated Valuation Model and the incomes data is supplied by CACI.

Chart 3.01f Affordability in Southwark at three point five times income, June 2020



Source: Hometrack’s Real Demand system

According to Hometrack’s Real Demand system in June 2020, the house price to earnings ratio in Southwark was 14.4:1 based on data from the latest Annual Survey of Hours and Earnings and sales and valuations over the last 12 months. The London house price to earnings was 13.5:1. Earnings data relates to a single person in full time employment

The lower quartile house price to earnings ratio in Southwark was 15:1. The regional house price to earnings was 14.2:1.

The majority of households have more than one earner. Affordability in Southwark based on household disposable incomes was 16:1, compared to a regional ratio of 12.2:1. The lower quartile house price to income ratio in Southwark was 21:1.

If the average cost of a 2 bed flat is £519,727, assuming a 90% mortgage, and therefore a deposit of £52k, a 3% mortgage interest rate and a 25 year repayment, the monthly mortgage payments would be £2,218, or about £511 a week.

The cost of renting an average 2 bed property in Southwark was £426 a week.

Table 3.01g Percentage of households priced out of the market in Southwark in June 2020

	Percentage of households priced out of market at		
	3* income	3.5* income	4* income
First time buyers (FTB) households - Flats	96.61%	91.63%	87.68%
FTB households - Terraced houses	100.00%	100.00%	100.00%
FTB households - Semi-detached houses	100.00%	100.00%	100.00%
FTB households - Detached houses	100.00%	100.00%	100.00%
Owner occupier - Flats	93.62%	87.68%	85.08%
Owner occupier - Terraced houses	100.00%	100.00%	100.00%
Owner occupier - Semi-detached houses	100.00%	100.00%	100.00%
Owner occupier - Detached houses	100.00%	100.00%	100.00%

Source: Hometrack's Real Demand system, June 2020

### 3.02 Private renting costs

The cost of private renting in London is much higher than renting anywhere in the country. Demand for rented property has shown a rise across Britain as house prices become increasingly inaccessible.

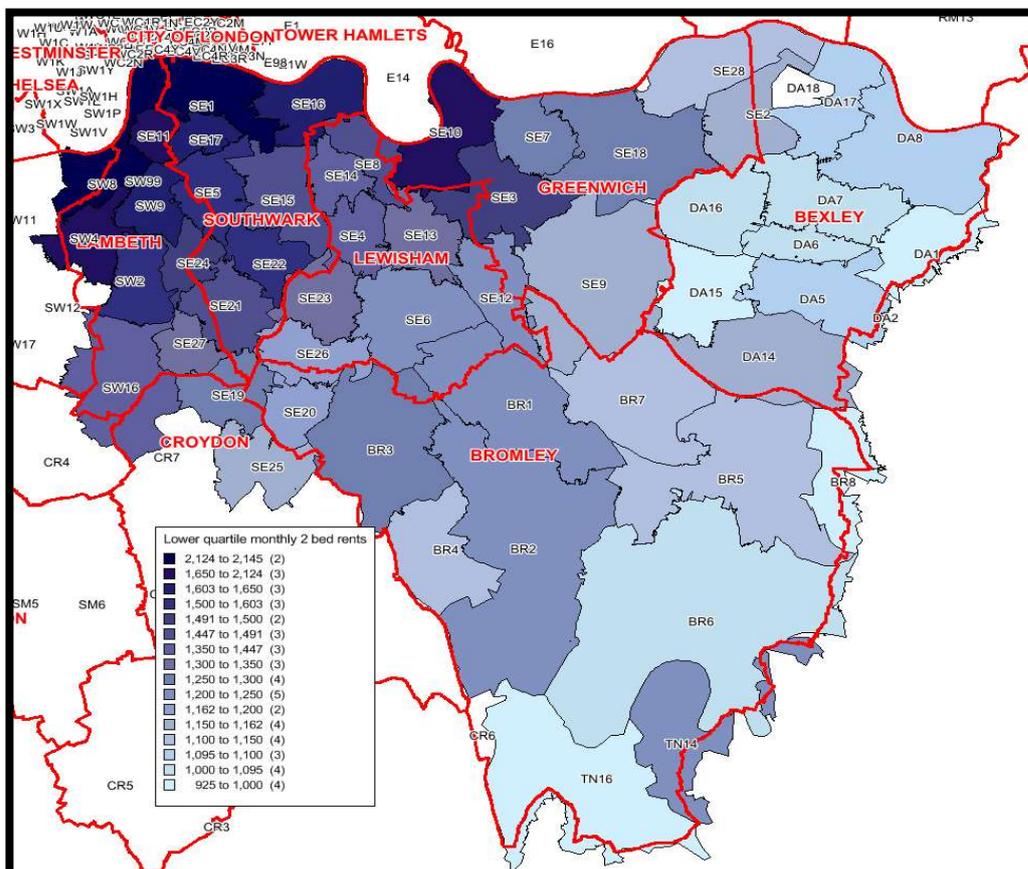
Table 3.02a Advertised monthly private sector rents in Southwark, April 2020, by property size

Size	Lower Quartile	Median	Upper Quartile	Count	Mean
Studio	1050	1322	1733	1523	79
1	1350	1603	1993	1857	621
2	1700	2145	2925	2735	919
3	2015	2383	4000	3614	317
4+	2700	3033	3467	3358	140

Source: Southwark Housing Market Trends Bulletin #66 (based on data downloaded and analysed from zoopla.co.uk)

Southwark generally has the most expensive private property rentals in the whole of the South East London sub-region, particularly for 2 and 3 bedroom properties. Affordability of private housing is therefore a key issue in Southwark.

Map 3.02c Two bed lower quartile monthly rents in South East London, April 2020



## Single rooms rents

Single rooms are a very important source of accommodation. This is because often they are the only affordable accommodation for single people, especially young single people.

The Local Housing Allowance level for single rooms in Inner SE London in April 2020 was £118.87 per week and for Outer SE London it was £103.56 per week. There is a limited choice for people who need shared accommodation that can be covered solely by housing benefit.

The lower quartile weekly room rent in Southwark in April 2020 was £150 and the median was £173.

Table 3.02d Monthly room rents in South East London, April 2020

Borough/ Postcode	Lower quartile	Median	Upper quartile	Mean	Count
Bexley	466	520	590	537	177
Bromley	500	570	650	585	287
Greenwich	520	613	725	648	593
Lewisham	542	618	700	641	746
Southwark	650	750	870	782	1119



### 3.03 Social housing costs

In 2019/20 the average council rent in Southwark was £98.75 a week.<sup>9</sup> In 2017/18 the average housing association net rent in Southwark was £121.65<sup>10</sup>. The average gross council rent including service charge was £131.24. For housing association affordable rent the gross rent was £194.64.

Table 3.03a General needs (social rent) - Average weekly rent (£ per week) and unit counts by unit size for Southwark - Large PRPs

Unit Size	£ per week				Unit count
	Net rent	Social rent rate	Service charge <sup>^</sup>	Gross rent <sup>^</sup>	
Non-self-contained	£78.22	£78.22	£23.69	£101.91	6
Bedsit	£95.30	£92.32	£13.20	£106.78	138
1 Bedroom	£104.06	£104.29	£11.89	£113.70	3,744
2 Bedroom	£120.36	£121.61	£13.60	£131.10	4,383
3 Bedroom	£136.65	£139.90	£13.18	£145.65	3,020
4 Bedroom	£153.23	£156.36	£9.90	£158.93	800
5 Bedroom	£160.45	£166.52	£9.35	£164.25	113
6+ Bedroom	£169.74	£173.96	£3.25	£171.04	10
All self-contained	£121.67	£123.40	£12.73	£131.25	12,208
<b>All stock sizes</b>	<b>£121.65</b>	<b>£123.38</b>	<b>£12.73</b>	<b>£131.24</b>	<b>12,214</b>

Owned stock. Large PRPs only - unweighted. Excludes Affordable Rent and intermediate rent, but includes other units with an absolute exception for the WRWA 2016. Stock outside England is excluded.

Source: SDR 2019

Table 3.03b Affordable rent general needs - Average weekly gross rent (£ per week) and unit counts by unit size for Southwark

Unit Size	£ per week	
	Gross rent	Unit count
Non-self-contained	£125.60	4
Bedsit	£159.12	25
1 Bedroom	£172.99	435
2 Bedroom	£217.07	453
3 Bedroom	£196.12	103
4 Bedroom	£211.17	14
5 Bedroom	£0.00	0
6+ Bedroom	£207.05	3
All self-contained	£194.91	1,033
<b>All stock sizes</b>	<b>£194.64</b>	<b>1,037</b>

Owned stock. All PRPs owning Affordable Rent units - unweighted. Stock outside England is excluded.

Source: SDR 2019

<sup>9</sup> Table 702 Rents Lettings and Tenancies: Average weekly rents by district

<sup>10</sup> Table 704 Rents: Private Registered Provider (PRP) rents, by district and SDR 2019 data

<https://www.gov.uk/government/statistical-data-sets/live-tables-on-rents-lettings-and-tenancies>

## 4.0 HOUSING NEED

### 4.01 Strategic Housing Market Assessment (SHMA)

Cobweb Consulting were commissioned by Southwark Council to update the Southwark section of the 2014 SHMA (Strategic Housing Market Assessment) that was produced for five South East London boroughs. The purpose of the update was to allow for a better understanding of the housing market in Southwark and to help inform the policies for the proposed New Southwark Plan.

The SHMA 2019 is available online at

<https://www.southwark.gov.uk/planning-and-building-control/planning-policy-and-transport-policy/development-plan/evidence-base/housing>

The SHMA considered various demographic projections and methodologies to calculate the annual estimated need for housing in Southwark. These resulted in a range from a minimum of 2,600, to 2,932 additional units per annum.

The need for affordable housing differs from total housing need. Assessed need is an assessment of the amount of additional housing stock required to cater for future household growth. The affordable housing requirement estimates the total amount of affordable housing required, which could be met in a variety of ways in addition to building more homes.

To assess gross affordable need, estimates were made of the number of households in need at 2019. This backlog need was assessed to be 12,015 households. It was assumed that backlog housing need would be met over a twenty year period, leading to an annual quota of backlog need of 601 households. To this were added the numbers of newly forming households (3,943 per annum) and the number of existing households falling into need (205 per annum).

This indicated a potential annual need for housing of 4,748 households per annum, before taking account of the ability of these households to afford market housing.

It was agreed that no household should be expected to pay more than 33.3% of gross income on housing costs. This was an approach consistent to that taken in the previous SHMA. Household incomes were compared with the threshold entry cost for market housing, to give an estimate of the number of households in need of affordable housing, broken down by bedroom requirements. An estimated 3,513 households per annum could not afford to pay the market entry threshold cost and therefore needed affordable housing.

Four other affordable housing thresholds were also identified:

- 327 households could not even afford these rents (the estimates of incomes include housing benefits) suggesting that the housing benefit system is not helping all households to fully meet their housing costs, and that some low income households will need to spend a higher proportion of their income on housing than assumed.

- 1,403 households could afford a social rent, and a rent up to 49% of the lower quartile market threshold rent. We term this group the 'Social rent target group'.
- 575 more households could afford 50-65% of the lower quartile market threshold rent
- 471 more households could afford 66-79% of the lower quartile market threshold rent. This group is most likely to be appropriate for the current range of intermediate rent products
- 736 more households could afford 80-99% of the lower quartile market threshold rent.

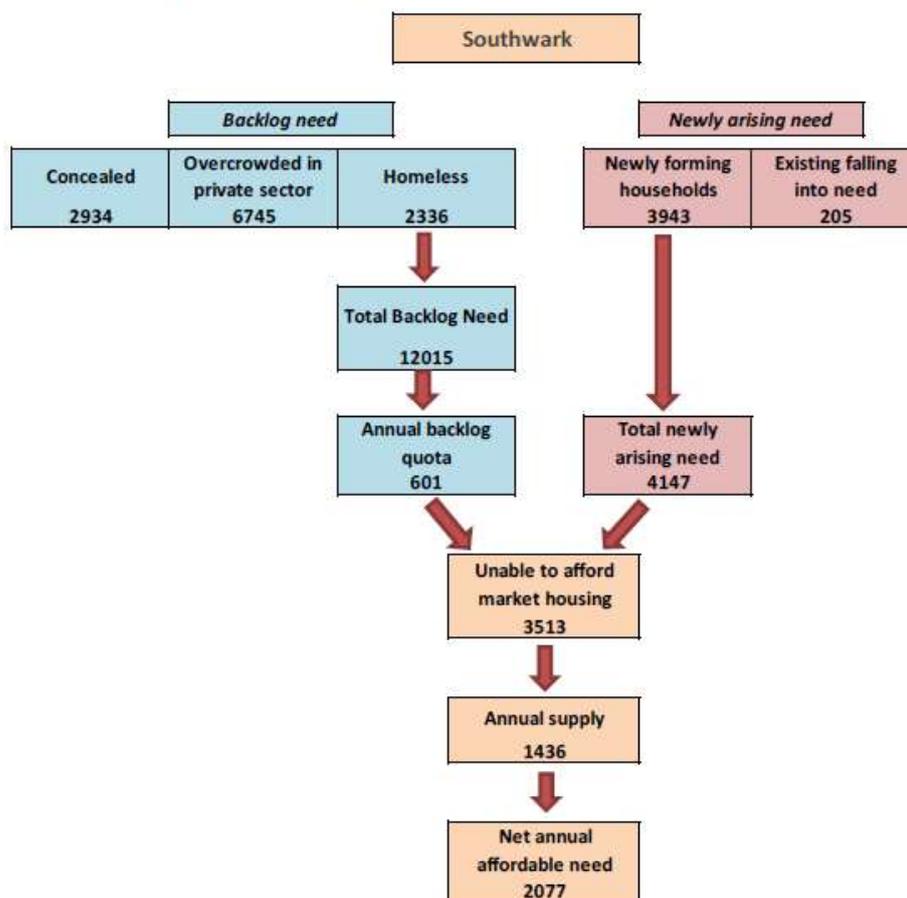
These proportions are not exact but give a rough indication of the breakdown of affordable need. The table below shows the level of need for each type of affordable provision. The table is based on a range of incomes of those in housing need (and an assumption that a household will only find a rent affordable if it is no more than 33.3% gross earnings).

It can be seen that 26% can afford to meet their needs in the open market. At the other end of the scale, 7% cannot even afford a social rent without spending more than 33.3% of earnings. The rest can afford social rents (which range between 21% and 33% of lower quartile market rents depending on bedsize, and rents at higher levels below the full market threshold. We term the group that, at the bottom can just afford social rents, and at the top, 49% the market rent, the 'social rent target group'.

Affordability	In each category		Cumulative	
	Number	Percent	Number	Percent
Can afford lower quartile market rent	1235	26%	1235	26%
Can afford 80-99% of lower quartile market rent	736	16%	1972	42%
Can afford 66-79% of lower quartile market rent	471	10%	2442	51%
Can afford 50-65% of lower quartile market rent	576	12%	3018	64%
Social rent target group*	1403	30%	4421	93%
Can only afford rent below average social rent level	327	7%	4748	100%

\*Can afford current average social rent and up to 49% lower quartile market rent

Process of calculating affordable housing need



The full Strategic Housing Market Assessment 2019 is available online at <https://www.southwark.gov.uk/planning-and-building-control/planning-policy-and-transport-policy/development-plan/evidence-base/housing>

## 4.02 Housing register

The housing register is an indicator of need but there will be many households who need housing but who do not register as they know they will not be a high enough priority to get a social rented property.

The council keeps a housing register of households who apply for social housing (housing provided by the council or a housing association). Also included in the housing register are existing tenants who want a transfer to a different home. The housing needs of all applicants (including transfer applicants) are assessed and households are put into one of the priority bands for rehousing. Households then bid through a choice-based lettings scheme called Homesearch. The property is allocated to the bidder with the highest priority and then the longest time on the housing register.

At the 1<sup>st</sup> of April 2020 there were 12,921 households on the housing register. 37% of those on the list are existing tenants wishing to transfer. The greatest demand is for a 1

bedroom property. However, tenants wishing to transfer are most likely to need a 2 bedroom plus property. Applicants wishing to move to a larger property (3 bedroom +) often have to wait much longer for a property to become available. Many of the council-owned family-sized properties in Southwark were bought by tenants through the Right to Buy. While the Council has policies to encourage greater supply of new larger properties these are still in very short supply. These factors have led to an increase in overcrowding in many London boroughs, including Southwark.

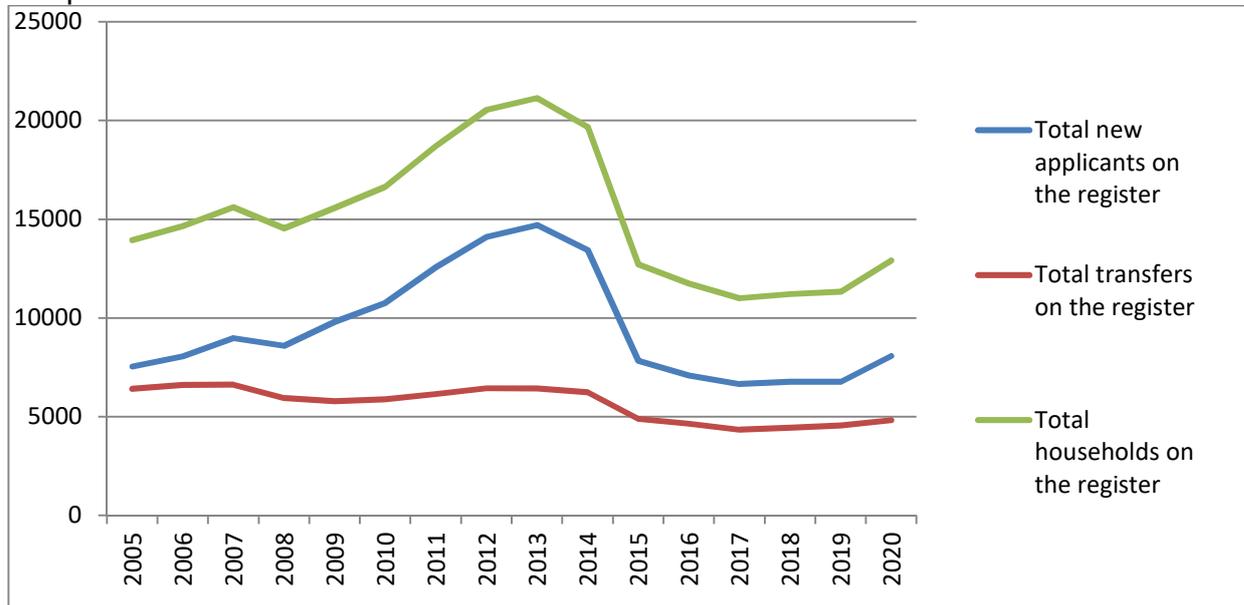
The number of households on the housing register reduced dramatically in 2014/15. This was due to new local qualification criteria to join the housing register and the first review of the housing register in 6 years which removed 10,000 households from the housing register. Some of the reduction was also due to the council's anti-fraud work.

Table 4.02a General housing register in April 2020

<b>Bedroom need</b>	<b>New applicants</b>	<b>Existing tenants (transfers)</b>	<b>Total</b>
One bedroom	4,076	1,342	5,418
Two bedrooms	2,465	1,344	3,809
Three bedrooms	1,127	1,462	2,589
Three bedrooms plus	420	685	1,105
<b>Total</b>	<b>8,088</b>	<b>4,833</b>	<b>12,921</b>

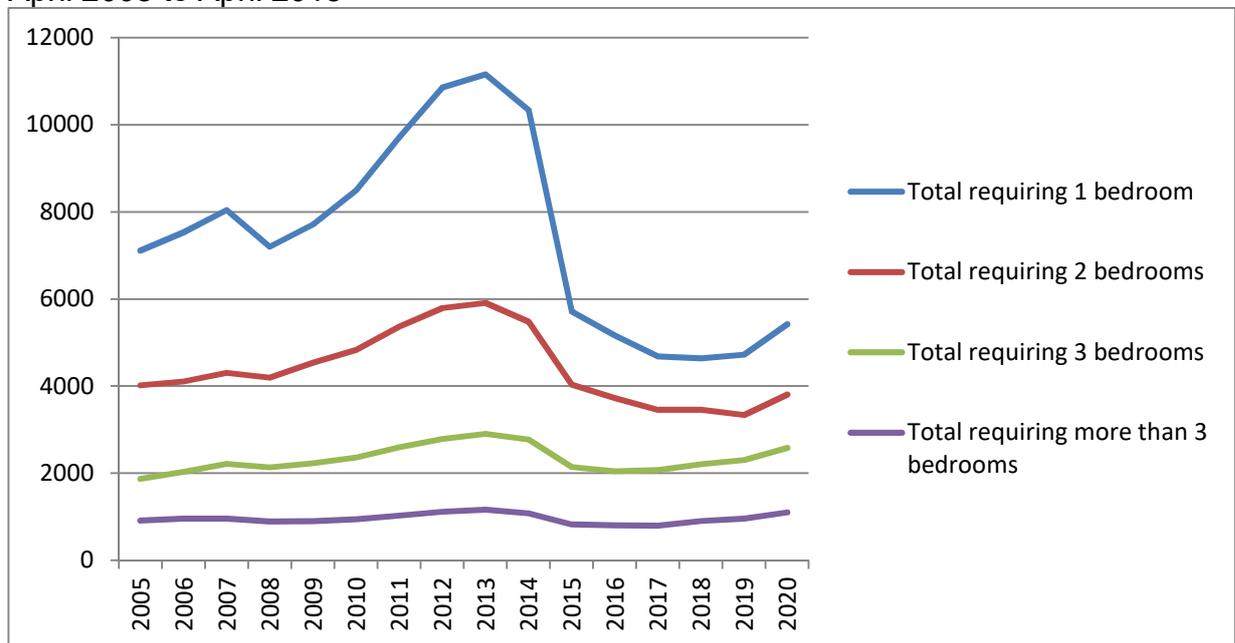
Source: LAHS 2020

Chart 4.02b Southwark's housing register broken down by type of applicant April 2005 to April 2020



Source: Housing Strategy Statistical Appendix, ELASH and LAHS

Chart 4.02c Southwark's housing register broken down by size of property required, April 2008 to April 2018



Source: Housing Strategy Statistical Appendix, ELASH and LAHS

## 4.03 Homelessness

### Statutory homelessness in Southwark data

Between April 2018 and March 2019 Southwark council saw 2,953 homeless approaches. This represents a 13.3% increase from the number received in the same period in 2017 – 2018 and a 51.5% increase from 2014/2015.

Table 4.03a Homeless approaches in 2018/19

	2014/2015	2015/2016	2016/2017	2017/2018	2018/2019	Cumulative
Homeless Approaches	1822	1992	2354	2607	2953	
Percentage Increase	/	9.3%	18.2%	10.7%	13.3%	<b>51.5%</b>

Source: Internal records

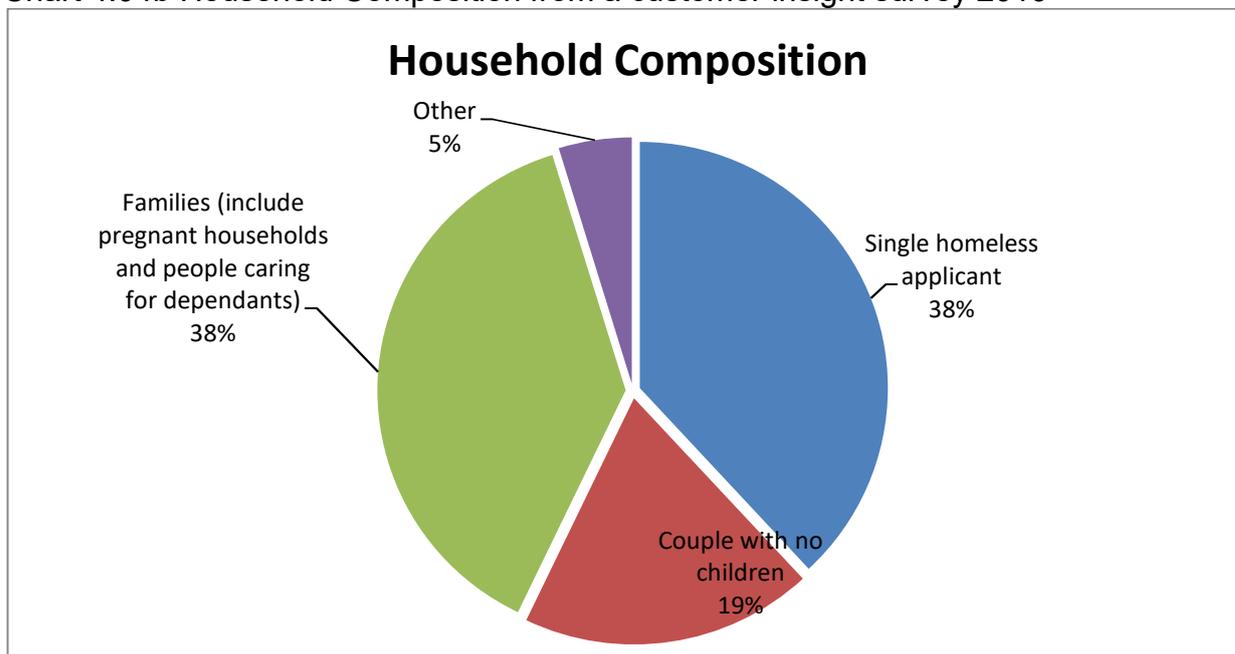
In the last three years Southwark Council Housing Solutions had seen a 20% increase in footfall year on year. Early data for the financial year of 2019 to 2020 showed this continuing.

Since 2010 there has been a significant rise in homelessness caused by the end of private rented sector tenancies and no fault evictions. This is the second largest cause of homelessness in Southwark.

The household composition of those approaching the homeless service is split with 38% families to 57% households without dependants (single applicants and couples approaching without children). The above graph shows this new distribution, the breakdown in 2017/2018 was 60% families to 40% single households or households without dependants, while 5% of applicants defined their household type as 'other'. Southwark is comparable with the rest of the country, where there has also been a remarkable change in the profile of those approaching services as homeless. Local Authorities have described an increase in single people approaching without a priority need and an increase in singles with mental health problems. <sup>11</sup>

<sup>11</sup> [https://www.crisis.org.uk/media/240419/the\\_homelessness\\_monitor\\_england\\_2019.pdf](https://www.crisis.org.uk/media/240419/the_homelessness_monitor_england_2019.pdf)

Chart 4.04b Household Composition from a customer insight survey 2019



Source: Customer Survey 2019

### Initial Assessment of Duties Owed

The following table shows the distribution of duties owed to clients approaching the service in 2018-2019. When the applicant initially approaches, the council will make a judgement of whether they are threatened with homelessness (in which case we owe them a prevention duty), already homeless (in which case we owe them a relief duty) or are not threatened with homelessness within 56 days. The below data is collected when a full homeless application has been taken. The approaches are evenly spread between prevention and relief duties owed, with a small number of cases found not to be homeless within 56 days. In order to maximise the potential for a positive outcome for each case, we are carrying out work to encourage applicants to approach as early as possible, allowing officers to carry out upstream prevention work.

Table 4.03c Duty owed on homeless

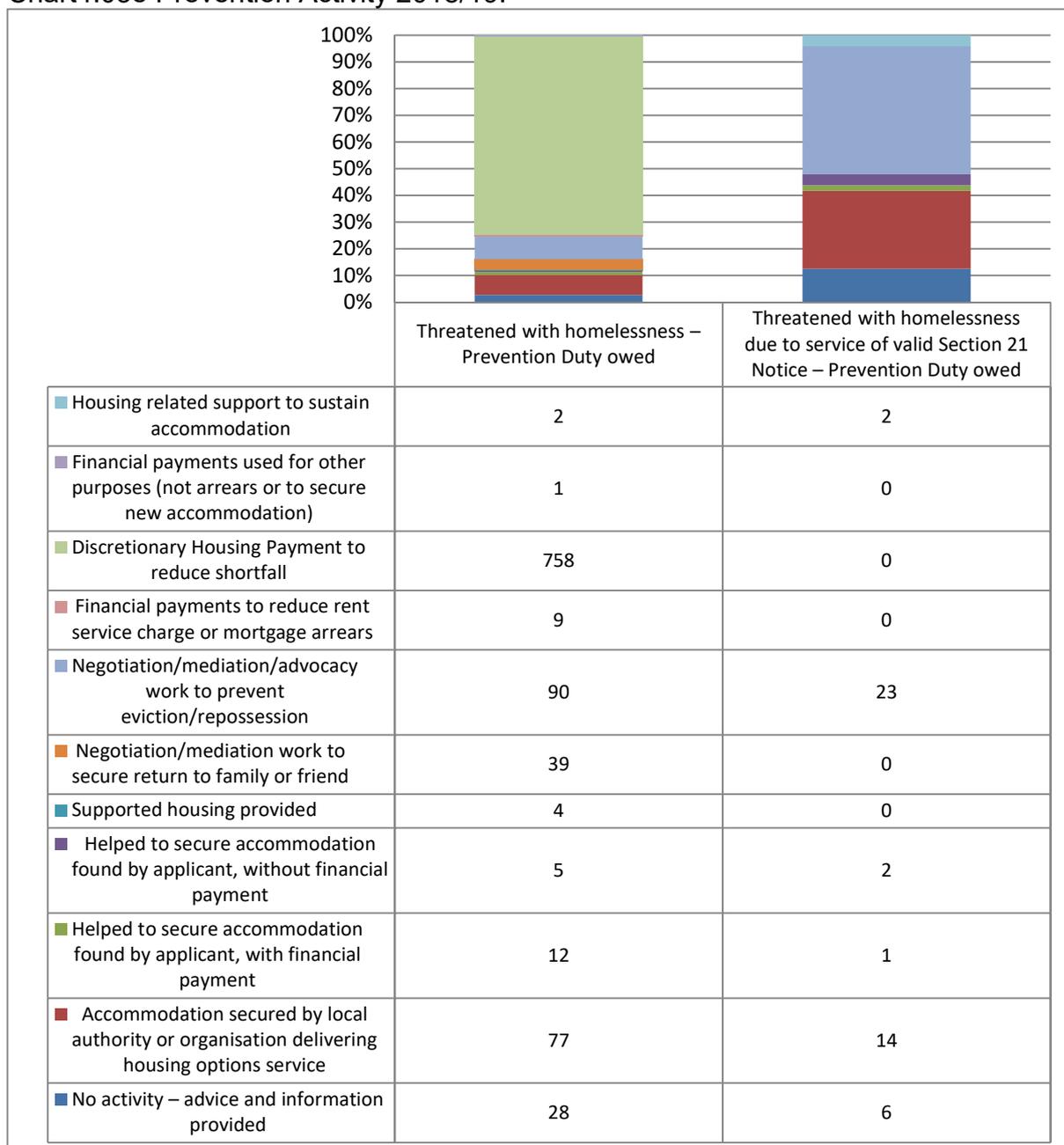
Assessment Outcome 2018/19	Southwark	London	England
Threatened with homelessness – Prevention Duty owed	50%	56%	51%
Already homeless – Relief Duty owed	48%	37%	39%
Not threatened with homelessness within 56 days	2%	7%	10%

Source: H-CLIC records

## Homelessness preventions

In the financial year of 2018-2019 Southwark Council accepted a prevention duty towards 1,661 applicants.

Chart4.03e Prevention Activity 2018/19.



Source: H-CLIC records

The graph above shows any prevention activity that was conducted on cases assessed as owed a prevention duty in 2018-2019. This is then broken down by the category of prevention duty. The use of Discretionary Housing Payment (DHP) can be seen as the most common prevention activity to take place on cases approaching with a 'prevention duty owed'. Whereas negotiation, mediation and advocacy work to prevent eviction or

repossession is the most frequently used activity for cases owed a 'prevention duty due to the service of a valid section 21'.

Table 4.03e Reason Prevention Duty Ended

Reason prevention duty ended	Assessments taken in 2018/19	%
Secured existing accommodation for 6 months	866	81%
Homeless	78	7%
Secured alternative accommodation for 6 months	31	3%
56 days or more expired and no further action	25	2%
Secured alternative accommodation for 12 or more months	24	2%
Contact lost	23	2%
Secured existing accommodation for 12 or more months	16	1%
Withdrew application / applicant deceased	10	1%

Source: H-CLIC records

The table below shows the 10 Local Authorities which reported the most successful prevention outcomes in 2018-2019. Southwark is 5th nationally for successful prevention outcomes, which include securing existing accommodation for 6 or 12 months and securing alternative accommodation for 6 or 12 months.

Table 4.03f Successful Preventions by Borough

No.	Local Authority	Total Successful Preventions 2018/19
1	Leeds	3,070
2	Cornwall	1,066
3	Durham	1,002
4	Kirklees	967
<b>5</b>	<b>Southwark</b>	<b>937</b>
6	Leicester	795
7	Haringey	699
8	Ealing	660
9	Stockton-on-Tees	611
10	Wiltshire	583

Source: H-CLIC records

The table below illustrates accommodation of applicants when prevention duty comes to an end. When an applicant is placed in temporary accommodation, the appropriate accommodation outcome on HCLIC is 'council tenancy', which explains the high proportion of this accommodation outcome seen below.

Table 4.03g Accommodation Outcome at Prevention End

Applicants accommodation when prevention duty ended	Assessments taken in 2018/19	%
Council tenancy	354	50%
Private rented sector: self-contained	189	27%

Registered Provider tenancy	77	11%
Staying with family	28	4%
Private rented sector: HMO	27	4%
Not known	16	2%
Staying with friends	6	1%
Other	6	1%

Source: H-CLIC records

## Relief Duty

In the financial year of 2018-2019 Southwark Council accepted 1,582 relief duties. The table below shows the distribution of activity taken on cases within the relief activity- these activities were not necessarily successful in relieving homelessness.

Table 4.03h Relief Activities

<b>Relief Activity within 2018-19</b>	<b>%</b>
Accommodation secured by local authority or organisation delivering housing options service	46%
No activity	25%
Helped to secure accommodation found by applicant, with financial payment	12%
Supported housing provided	5%
Negotiation/mediation work to secure return to family or friend	5%
Other activity through which accommodation secured	4%
Helped to secure accommodation found by applicant, without financial payment	2%
Sanctuary or other security measures to home	0%
Negotiation/mediation/ enforcement action to secure re-entry with landlord	0%

Source: H-CLIC records

A prevailing reason for the relief duty being brought to an end in Southwark is '56 days elapsed', meaning that the case moves to the final duties stage of the application and will be given a full homeless decision. Positive relief outcomes are; 'secured accommodation for 6 months' or 'secured accommodation for 12 months'.

Table 4.03i Reason relief duties ended

Reason relief duty ended	Assessments taken in 2018/19	%
56 days elapsed	343	64%
Secured accommodation for 6 months	58	11%
Contact lost	41	8%
Withdrew application / applicant deceased	39	7%
Secured accommodation for 12 or more months	35	6%

Source: H-CLIC records

In terms of successful relief outcomes, Southwark ranks 143rd in the country and 19th within London Boroughs. This could be in part driven by our emphasis on preventative work. Southwark will do all it can to prevent homelessness and exhaust every avenue before moving a client to the relief duty.

The table below shows the four most frequent accommodation outcomes for applicants when the relief duty comes to an end. Both 'private rented sector' and 'staying with family' are positive relief outcomes which result in homelessness being resolved.

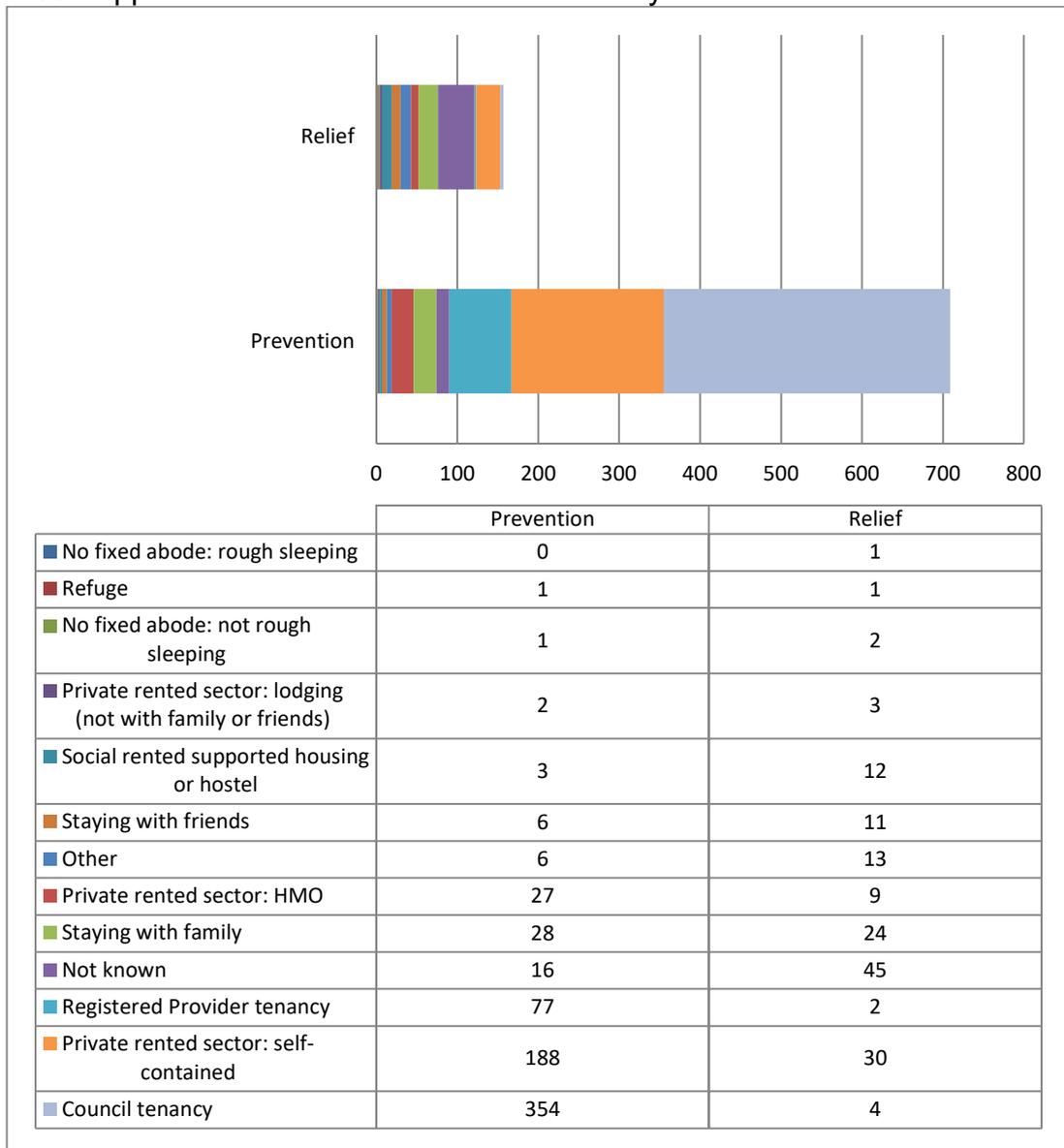
Table 4.03j Accommodation Outcome at Relief End

Applicants accommodation when relief duty ended	%
Not known	29%
Private rented sector: self-contained	19%
Staying with family	15%
Other	8%

Source: H-CLIC records

The graph below compares the outcome of the households' accommodation when the prevention and relief duty have come to an end. There are a higher proportion of applicants placed into temporary accommodation at the end of the prevention duty than the end of relief duty, due partially to officer having a reason to believe the client could be in priority need for housing. Additionally, some final decisions could be being made within the relief duty, which leads to the relief duty ending after the final decision takes effect.

Chart4.03k Applicants accommodation at end of duty



Source: H-CLIC records

### Homeless decisions and statutory homelessness

Once the prevention and relief duties have come to a close, the case moves to the decision stage. In 2018-2019 Southwark Council made 2,607 decisions, 867 of which resulted in the main homelessness duty being accepted and 1,740 were not accepted.

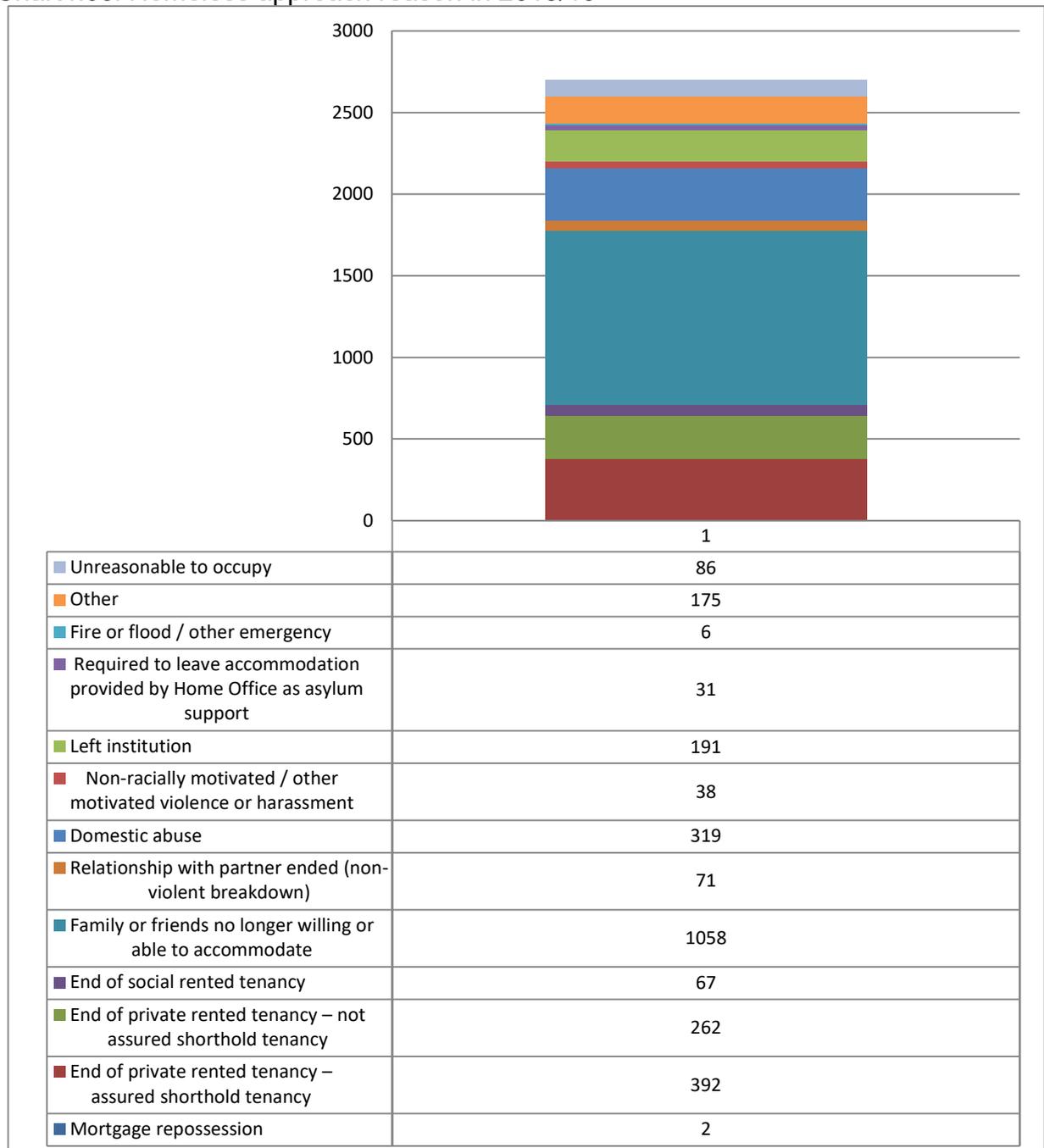
One third of homeless decisions made by the Housing Solutions service at Southwark Council in the financial year of 2018 to 2019 were acceptances that full housing duty was owed to the applicant.

The 67% of decisions' not accepted can be broken down into 30% found not to be homeless, 16% found not to fall into a priority need category, 10% of case closure due to loss of contact with client, 3% found intentionally homeless and under 7% due to

other (including not eligible for public funds, referred to another local authority and withdrawal of application by a client).

The chart below sets out the causes of statutory homelessness in Southwark over 2018/19. The most common cause of statutory homelessness (39%) remained that parents, friends or relatives are no longer willing to accommodate the individual or household in question. The second most prevalent reason for homelessness is the ending of a private rented tenancy (24.2%) and the third is an experience of domestic abuse.

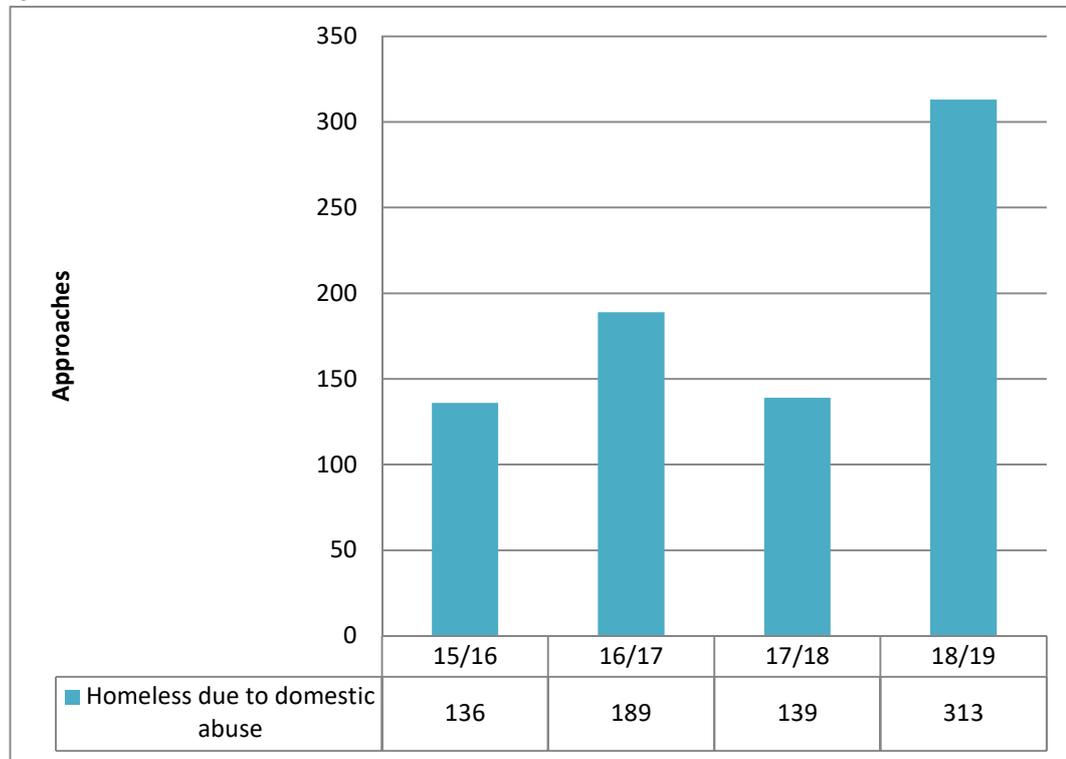
Chart4.03I Homeless approach reason in 2018/19



Source: Internal records

The number of statutory homeless approaches due to domestic abuse in 2018-19 increased by more than 150 cases, compared to the previous year.

Chart 4.03m Number of homeless approaches due to domestic abuse from 2015/16 to 2018/19



Source: Internal records

#### 4.04 Temporary accommodation

Numbers in temporary accommodation have increased by 36% since March 2017. The table below depicts Southwark's homeless customers in temporary accommodation as it has changed in the last three years. There are four main types of temporary accommodation used in Southwark.

Table 4.04a Temporary accommodation numbers

Temporary Accommodation Type	Mar 17	Mar 18	Mar 19
Nightly Paid Accommodation	730	934	1,141
Southwark Hostels	320	333	299
Estate Short Life Accommodation	640	759	732
Private Sector Leased	178	342	394
Total	1,868	2,368	2,539

Source: Internal records

In March 2019, in a government data release Southwark had the 5th highest numbers in temporary accommodation in London, Newham reported the greatest number at 5,048.<sup>12</sup>

In August 2020 Southwark had 3,285 households living in temporary accommodation

In 2018/19 35% of clients approaching the service had a support need which they disclosed at the initial assessment. 15% of these cases had a history of mental health problems. 15% of applicants approaching reported having a physical ill health or disability.

26% of those approaching as homeless were 'registered unemployed', 17% were recorded as 'working less than 30 hours a week' and 16% were 'working 30 hours or more'. The remaining 41% is made up of applicants who were 'at home/not seeking work', 'not registered unemployed but seeking work', 'not working because of long term sickness or disability' or did not disclose their employment status.

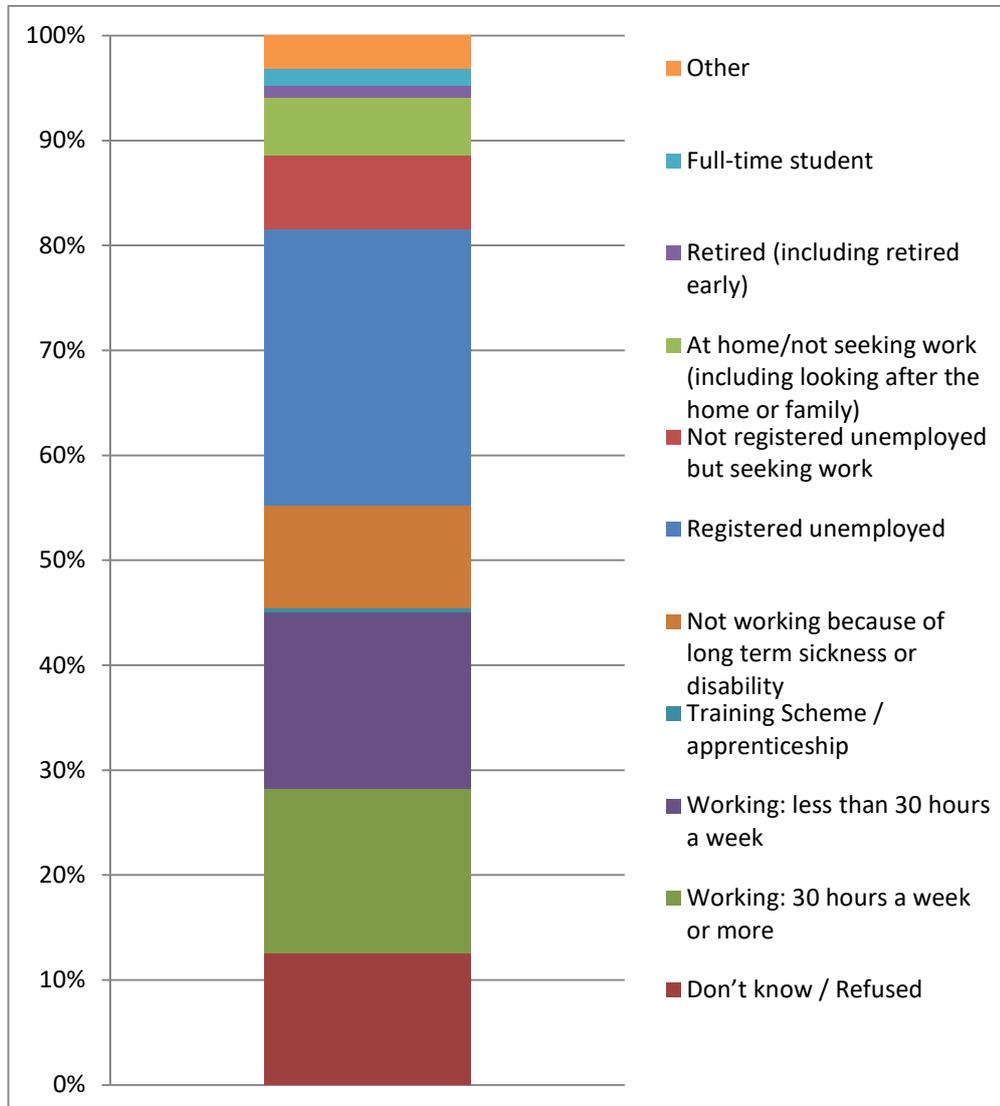
The graph below shows the breakdown of employment status of the main applicant of a homeless household.

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<sup>12</sup>

[https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment\\_data/file/831061/TA\\_201903.xlsx](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/831061/TA_201903.xlsx)

Table 4.04b Employment status of main applicant



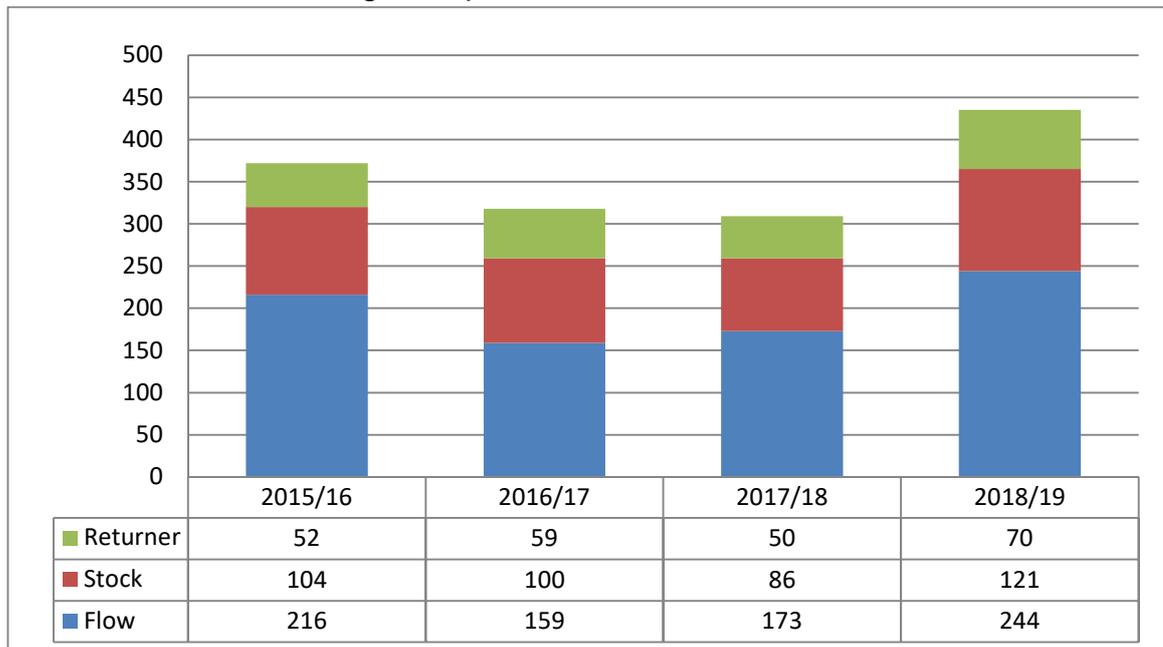
Source: H-CLIC records

### 4.05 Rough sleeping

After two years of a drop in the number of rough sleepers in Southwark, there was an increase in 2018/19. Rough sleeping was up by 40% since 2017/18.

The rough sleeping count conducted in November 2019 recorded 44 people sleeping rough a reduction from 57 in November 2018.

Chart 4.05a Numbers of rough sleepers in Southwark 2015/16 to 2018/2019



Source: CHAIN reports

The reasons given for leaving settled base as divulged by people seen rough sleeping in Southwark in 2018-2019 are below. The most prevalent reason is 'asked to leave or evicted' and the second is 'relationships'.

Table 4.05b Reason for leaving settled base for rough sleepers in Southwark 2018/2019

Reason for leaving last settled base	%
Asked to leave or evicted	29.0%
Employment and education	16.1%
Relationships	22.6%
Financial	4.8%
End of stay in short or medium term accommodation	3.2%
Victim of violence, harassment or abuse	1.6%
End of stay in institution	6.5%
Transient/travelling around	1.6%
Other	14.5%

Source: CHAIN reports



Table 4.05d Nationalities of rough sleepers in Southwark 2018/2019

Nationality of rough sleepers in Southwark	2018/19
UK	46.2%
Eastern Europe	29.0%
Other EEA	9.8%
Other Europe Non-EEA	0.5%
Other Europe Not Known	1.3%
Africa	3.6%
Asia	0.5%
Americas	1.6%
Australasia	0.3%
Not known	7.0%

Source: CHAIN reports

The most prevalent support need profile is alcohol, drugs and mental health needs.

Table 4.05e Support needs of rough sleepers in Southwark 2018/2019

Support Need	Number	%
Alcohol only	35	13%
Drugs only	29	11%
Mental health only	34	13%
Alcohol and drugs	12	4%
Alcohol and mental health	22	8%
Drugs and mental health	29	11%
Alcohol, drugs and mental health	57	21%
All three no	36	13%
All three no, not known or not assessed	16	6%

Source: CHAIN reports

## 4.06 Overcrowding and under-occupation

London has the worst overcrowding in the country and rates of overcrowding are higher than the London average in Inner London boroughs such as Southwark. Overcrowding can impact on levels of educational attainment, for example due to children and young people not having room to study in the home or suffering disturbed sleep patterns. These problems can lead to increased costs to health and social care and education services.

Using census data there are a number of different ways of measuring overcrowding and under-occupation, including the number of persons per room or bedroom, and occupancy ratings by room or bedroom.

In 2011 there were 18,475 overcrowded households lacking at least one bedroom, including 3,526 'severely overcrowded' households who were 2 or more bedrooms below the standard.<sup>14</sup>

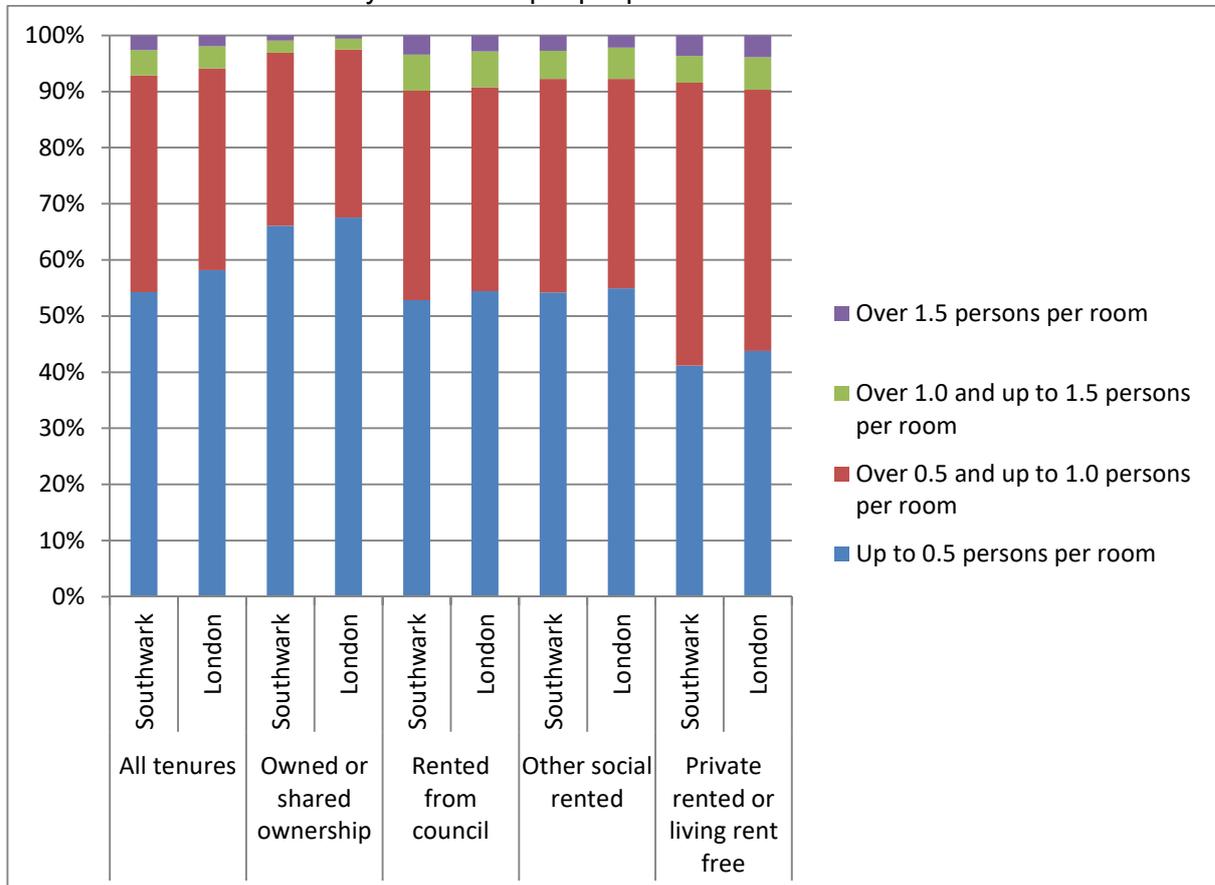
<sup>14</sup> 2011 Census, Table QS412EW has further detail on definitions.

Table 4.04a Households by number of people per room Southwark and London 2011

Tenure	Area	Up to 0.5 persons per room	Over 0.5 and up to 1.0 persons per room	Over 1.0 and up to 1.5 persons per room	Over 1.5 persons per room
All tenures	Southwark	54%	39%	5%	3%
	London	58%	36%	4%	2%
Owned or shared ownership	Southwark	66%	31%	2%	1%
	London	68%	30%	2%	1%
Rented from council	Southwark	53%	37%	6%	3%
	London	54%	36%	6%	3%
Other social rented	Southwark	54%	38%	5%	3%
	London	55%	37%	6%	2%
Private rented or living rent free	Southwark	41%	50%	5%	4%
	London	44%	47%	6%	4%

Source: Census table DC4406EW – households by number of persons per room

Chart 4.04b Households by number of people per room in Southwark and London



Source: Census table DC4406EW – households by number of persons per room

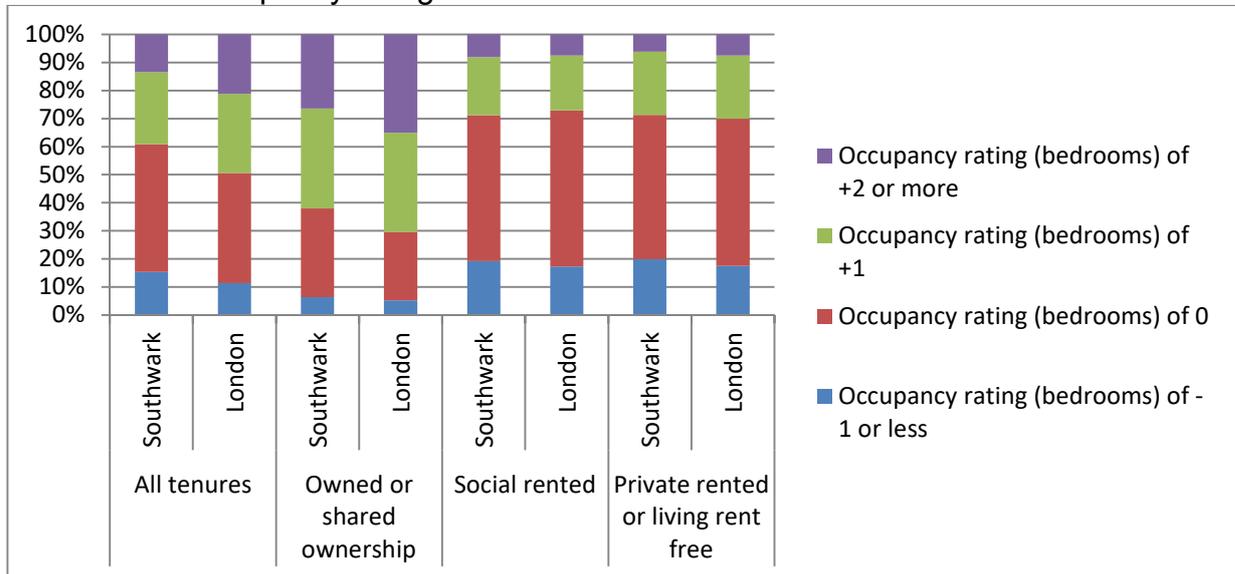
Occupancy ratings are available for households in the social rented sector but not broken down into those renting from local authorities and other social landlords. An occupancy rating of -1 or less indicates that a household has at least one bedroom too few for the number and composition of people living in the household and is considered overcrowded (ONS definition). Overcrowding is highest in the social and private rented sectors.

Table 4.04c Occupancy ratings in Southwark and London 2011

Tenure	Area	Occupancy rating (bedrooms) of -1 or less	Occupancy rating (bedrooms) of 0	Occupancy rating (bedrooms) of +1	Occupancy rating (bedrooms) of +2 or more
All tenures	Southwark	15%	45%	26%	13%
	London	11%	39%	28%	21%
Owned or shared ownership	Southwark	6%	32%	36%	26%
	London	5%	24%	35%	35%
Social rented	Southwark	19%	52%	21%	8%
	London	17%	56%	20%	8%
Private rented or living rent free	Southwark	20%	51%	23%	6%
	London	18%	52%	23%	7%

Source: Census table LC4108EW

Chart 4.04d Occupancy ratings in Southwark and London 2011



Source: Census table LC4108EW

## 5.0 AFFORDABLE HOUSING SUPPLY

The three main categories of affordable housing are social rented, intermediate and affordable rent

- Social rented housing is homes available to rent either from the council, a housing association (also known as registered social landlords or RSLs) or other affordable housing providers. The allocation of social housing is based on housing need
- Affordable rented housing is let by local authorities, or private registered providers of social housing, to households who are eligible for social rented housing. Affordable Rent is subject to rent controls that require a rent of no more than 80% of the local market rent (including service charges, where applicable).
- Intermediate affordable housing refers to homes at prices and rents above those of social rented but below private prices or rents. It can include part buy/part rent, key worker housing and intermediate rent housing.

There are two sources of supply of new social rented lettings, relets from existing supply and lets to new supply.

### 5.01 Social and affordable rent lettings

The number of council lettings has halved over the past ten years. In the years around 2009/10 there was generally about 2,300 lettings a year. This has broadly fallen over the past ten years and last year only 875 council lettings were recorded. While this might have slightly been impacted by the covid19 pandemic in March 2020 this would only account for a small amount of the reduction in lettings.

In 2019/20, there were 875 lettings of which 469 were to new tenants, 346 were to existing tenants and there were 60 mutual exchanges.

In 2019/20, 225 households accepted Southwark's nomination to housing association accommodation, compared to 634 in 2009/10.

In the housing associations sector in 2018/19 there were 499 housing association social rented lettings (including supported). There were a further 192 affordable rent lettings. This gives a total of 691 housing association lettings. This compares to 1,146 in 2008/09.

Table 5.01a Social Housing Lettings including tenants transferring 2007/08 to 2019/20

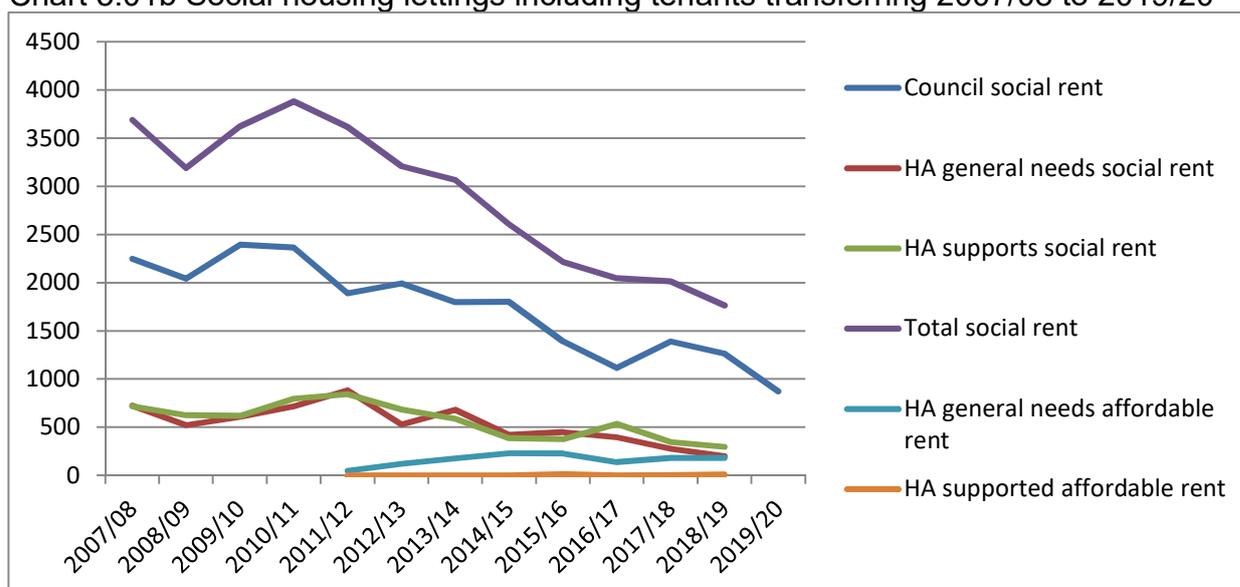
Note: Local Authority Date includes mutual exchanges, HA data is from Core so excludes mutual exchanges

	Council social rent	HA general needs social rent	HA supports social rent	Total social rent	HA general needs affordable rent	HA supported affordable rent
2007/08	2248	725	718	3691		
2008/09	2045	522	624	3191		
2009/10	2396	610	617	3623		
2010/11	2364	719	799	3882		
2011/12	1892	882	843	3617	48	0
2012/13	1995	530	684	3209	121	0
2013/14	1797	682	590	3069	177	0
2014/15	1801	420	386	2607	231	0
2015/16	1390	448	377	2215	228	13
2016/17	1117	397	534	2048	138	0
2017/18	1392	276	346	2014	181	2
2018/19	1266	202	297	1765	182	10
2019/20	875	Not yet available	Not yet available	Not yet available		

Source: CORE, HSSA, 2007/09 to 2010/11, ELASH 2011/12 and LAHS 2015 to LAHS 2020 + Social Housing Lettings in Southwark since 2015

<https://www.gov.uk/government/statistics/social-housing-lettings-in-england-april-2018-to-march-2019>

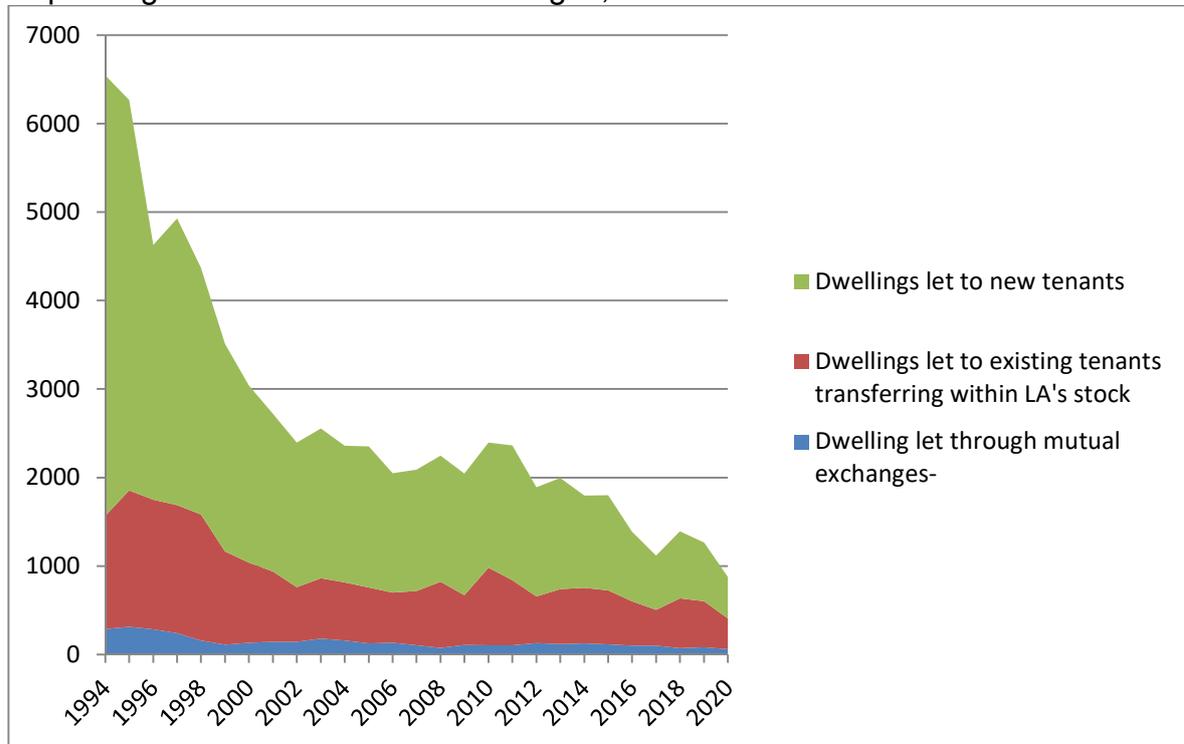
Chart 5.01b Social housing lettings including tenants transferring 2007/08 to 2019/20



Source: CORE, HSSA, 2007/09 to 2010/11, ELASH 2011/12 and LAHS 2014/15 to 2019/20 + Social Housing Lettings in Southwark since 2015

<https://www.gov.uk/government/statistics/social-housing-lettings-in-england-april-2018-to-march-2019>

Chart 5.01c The proportion of council lettings going to new applicants, tenants requesting transfers or mutual exchanges, 1994 to 2020



Source: HSSA, ELASH and LAHS

## 5.02 New supply of affordable housing

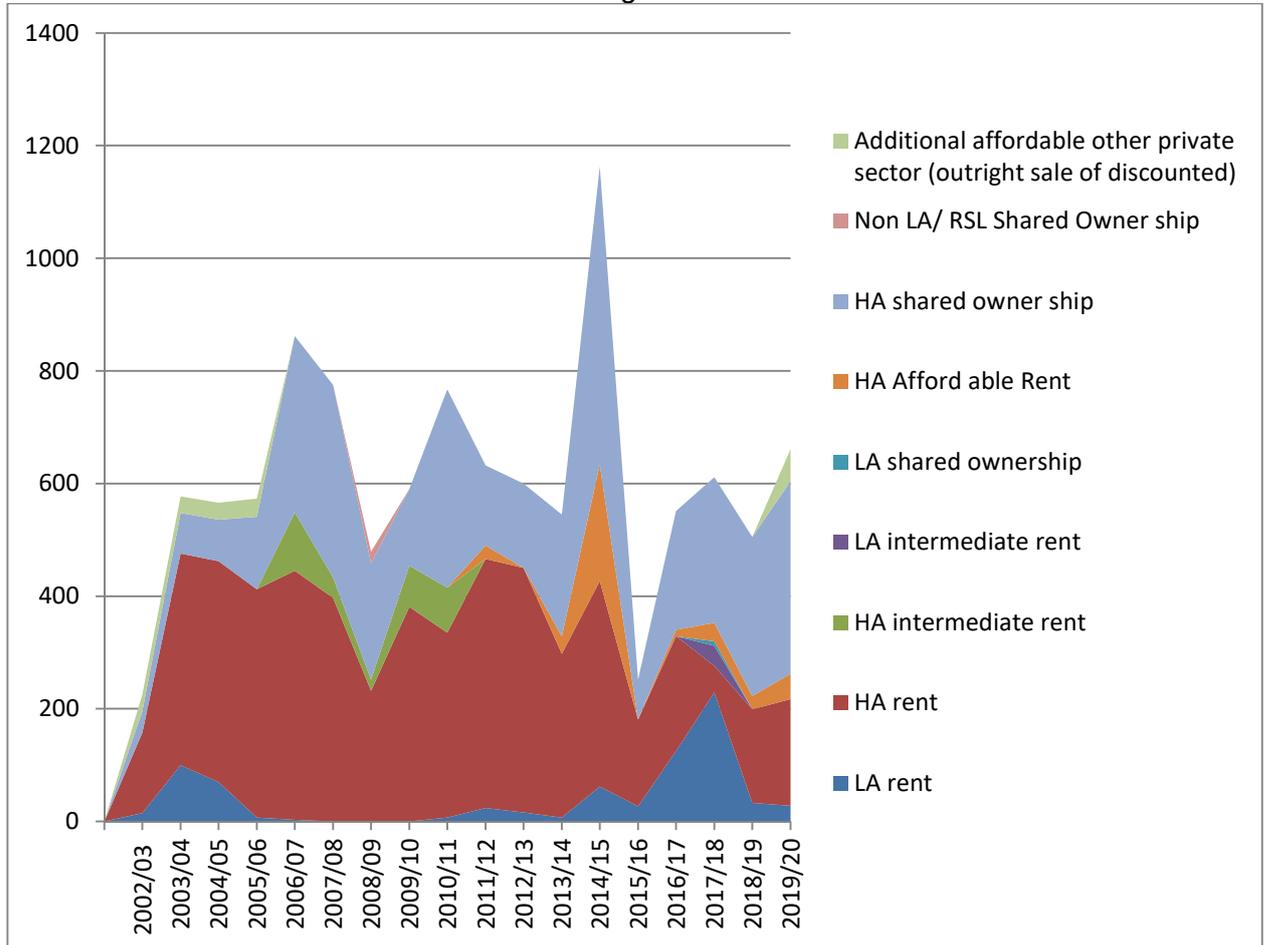
The supply of affordable housing is typically around 600 units a year. In 2014/15 there was 1,163 units due to 2014/15 being the final year of a funding programme. In 2015/16 this dramatically dropped as most schemes had aimed to complete in 2014/15.

Table 5.02a New affordable housing in Southwark 2002/03 to 2019/20

	LA rent	HA rent	HA intermediate rent	LA intermediate rent	LA shared ownership	HA Affordable Rent	HA shared ownership	Non LA/RSL Shared Ownership	Additional affordable other private sector (outright sale of discounted)	Total
2002/03	15	143	0	0	0	0	38	0	29	225
2003/04	100	376	0	0	0	0	72	0	29	577
2004/05	70	392	0	0	0	0	74	0	30	566
2005/06	7	405	0	0	0	0	129	0	32	573
2006/07	3	442	104	0	0	0	313	0	0	862
2007/08	0	397	36	0	0	0	342	0	0	775
2008/09	0	232	20	0	0	0	206	21	0	479
2009/10	0	381	73	0	0	0	136	0	0	590
2010/11	7	328	80	0	0	0	352	0	0	767
2011/12	24	442	0	0	0	24	142	0	0	632
2012/13	16	434	0	0	0	0	150	0	0	600
2013/14	7	291	0	0	0	31	216	0	0	545
2014/15	62	365	0	0	0	207	529	0	0	1,163
2015/16	27	154	0	0	0	0	71	0	0	252
2016/17	125	204	0	0	0	11	211	0	0	551
2017/18	229	47	0	36	8	33	258	0	0	611
2018/19	33	166	0	0	0	24	282	0	0	505
2019/20	28	189	0	0	0	45	342	0	57	661

Source: HSSA (2002/03 to 2015/16) and internal data

Chart 5.02b Provision of new affordable housing in Southwark 2002/03 to 2019/20



Source: HSSA and internal data

Table 5.02c Affordable housing completions planned as of June 2020

	LA rent	HA rent	HA intermediate rent	LA intermediate rent	LA shared ownership	HA Affordable Rent	HA shared ownership	Non LA/ RSL Shared Ownership	Additional affordable other private sector (outright sale of discounted)	Total
2020/21	187	31	0	0	18	81	147	0	0	464
2021/22	266	200	0	0	24	30	173	0	0	693
2022/23	545	370	0	0	90	90	195	0	0	1,290

Source: Southwark Council Internal Data

Note: These are estimates based on current plans and will change over time as plans are developed and firmed up.

## APPENDIX E

### Southwark Housing Strategy 2020 - Equality Analysis

#### Section 1: Equality analysis details

<b>Proposed policy/ decision/ business plan to which this equality analysis relates</b>	<b>Southwark Housing Strategy 2020</b>		
<b>Equality analysis author</b>	Sachin Sethi		
<b>Strategic Director:</b>	Paul Langford		
<b>Department</b>	Housing Modernisation	<b>&amp;</b>	<b>Division</b> Resident Services
<b>Period analysis undertaken</b>	August 2020		
<b>Date of review (if applicable)</b>	When the Housing Strategy is next refreshed		

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

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##### 1.1 Brief description of policy/decision/business plan

###### Introduction

The council's new long-term housing strategy to 2043 is a cross-tenure housing strategy covering all forms of housing in the borough, including private, housing association and council housing. It includes the provision of both new housing and existing housing, and also the housing needs of the borough. The housing strategy sets out our long-term ambitions for the future of housing in the borough. We want our strategy to be about more than just bricks and mortar; to be about demonstrating the strong connections between housing and other services which are important to improving people's day to day lives. We want housing in Southwark to contribute to delivering jobs and growth, and helping to make the borough a healthier and more Age Friendly place to live.

The strategy sets the vision, commitments and objectives and provides a long-term strategic framework. However as such a long-term strategy we are fully aware that there will be a need for further work to deliver its objectives, and to review progress on a regular basis.

The four fundamental areas covered in the Housing Strategy are affordability; quality; security and pride and responsibility. The four broad principles have been refocused on these key values, as follows:

1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations
2. Demanding safer, higher quality, energy efficient homes
3. Promoting tenure security and social support in housing, and improving the health, wellbeing and economic resilience of residents.
4. Empowering residents and communities to have pride and influence over their homes and neighbourhoods.

### **This equality impact analysis**

The Southwark housing strategy is a very high level document and covers our long term ambitions over the next few decades. The strategy brings together a diverse range of housing services being already delivered or in the pipeline by different teams and departments in the council. It also encourages exploration of innovative ways in delivering housing services. The strategy covers all stocks and tenures in Southwark. The strategy will be delivered in partnership with a wide range of organisations.

It is important to note that the strategy includes relevant areas already covered in the public documents such as the Council Plan, New Southwark Plan, Public Health Business Plan, etc. some of which already have an equality analysis carried out. Some of the key deliverables in the housing strategy such as delivery of new homes, managing homelessness, etc. will carry out service or project specific equality analysis as and when required.

This Housing Strategy Equality Analysis is desktop based and builds on analysis carried out six years ago. It serves as a guide to highlight generic impacts and areas where we do not have sufficient knowledge or evidence of the impact at this stage. The key to ensuring equality will lie in the implementation of the strategy, where equality assessments will be carried out for specific projects born out of the objectives in the housing strategy

Nearly all the data used in the equality analysis is already available on the Southwark website. The two key documents used are the 2019 update of the Strategic Housing Market Assessment (SHMA) and the latest Southwark Joint Strategic Needs Assessment (JSNA) factsheets.

We also have an internal Housing Strategy Action Plan that sits behind the Housing Strategy. This will be monitored annually from 2020. Through the Action Plan, the services will be encouraged to carry out service or project specific equality analysis and present it to FEHRS (Forum for Equality and Human Rights Panel).

The Southwark housing strategy is required to be in conformity with the London Housing Strategy. This has its own impact assessment which is available at [https://www.london.gov.uk/sites/default/files/2018\\_lhs\\_impact\\_assessment\\_fa.pdf](https://www.london.gov.uk/sites/default/files/2018_lhs_impact_assessment_fa.pdf)

### **Evidence base**

In early 2019 Southwark commissioned Cobweb Consulting to undertake an update of the Southwark section of the 2014 Strategic Housing Market Assessment (SHMA). The SHMA 2019 is available online at <https://www.southwark.gov.uk/planning-and-building-control/planning-policy-and-transport-policy/development-plan/evidence-base/housing>

The SHMA forms part of the evidence base underpinning our new housing strategy. This included the following findings:

### **Housing needs of particular groups**

Southwark is projected to experience a 79% increase in the number of people aged 65 or more between 2019 and 2039. There is projected to be an 87% rise in the population aged 85 + during the same period. Set against this Southwark has a below average supply of elderly-focussed accommodation (relative to other local authorities in our housing sub-region). To the best of our knowledge there is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 69% between 2017 and 2035.

The number of working age people with severe mobility impairments is projected to increase by 18% over the same period, from 15,441 to 18,276. Current unmet wheelchair housing need stands at 613 households.

Southwark has a very ethnically diverse population. According to the 2011 census, there are significant variations in ethnicity by tenure, with 38% of White households, 34% of Asian households and 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households.

In addition we reviewed relevant housing data from the 2011 census, data from our own housing register and homelessness information.

A summary of key population data for Southwark (produced in late 2017) is set out below which has also been used to inform Southwark's Joint Strategic Needs Assessment (JSNA), which itself underpins our Health and Wellbeing Strategy.

The JSNA factsheet can be accessed here:

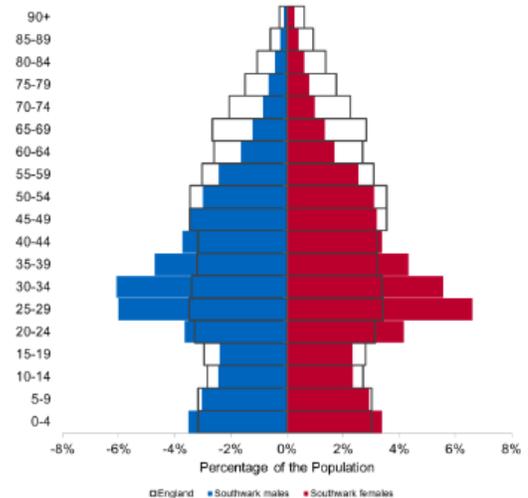
<https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

## Approximately 313,300 people live in Southwark, and the local population is much younger than the national average

### AGE & SEX

The Office for National Statistics (ONS) produce resident population estimates for each Local Authority in England and Wales. These provide figures by age and sex. The average age in Southwark is 32.9 years almost 7 years younger than the national average.

Age group	England	London	Southwark		
			Persons	Males	Females
0-4	3,429,000	635,600	21,700	11,000	10,700
5-9	3,428,300	579,700	18,700	9,600	9,200
10-14	3,070,300	487,600	15,100	7,700	7,400
15-19	3,179,400	468,600	14,900	7,500	7,300
20-24	3,560,000	569,100	24,500	11,400	13,100
25-29	3,811,600	826,200	39,600	18,900	20,700
30-34	3,749,600	863,500	36,600	19,100	17,500
35-39	3,557,000	759,300	28,400	14,800	13,600
40-44	3,535,300	633,500	22,400	11,700	10,700
45-49	3,883,100	592,900	21,000	11,000	10,000
50-54	3,873,100	547,500	19,200	9,400	9,800
55-59	3,377,700	448,000	15,600	7,600	8,000
60-64	2,931,000	355,400	10,500	5,200	5,300
65-69	3,032,100	315,400	8,100	3,900	4,200
70-74	2,381,300	236,200	5,900	2,700	3,200
75-79	1,796,000	187,400	4,600	2,100	2,500
80-84	1,345,400	141,900	3,300	1,300	1,900
85-89	840,200	88,100	2,000	800	1,300
90+	487,800	52,300	1,200	400	800
<b>Total</b>	<b>55,268,200</b>	<b>8,788,200</b>	<b>313,300</b>	<b>156,100</b>	<b>157,200</b>



References

- Office for National Statistics. Mid-year resident population estimates, 2016.

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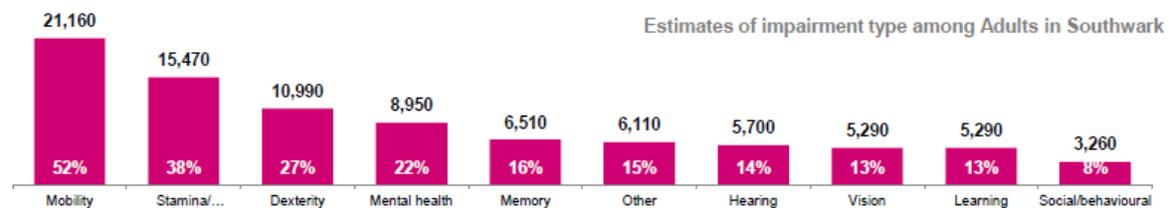
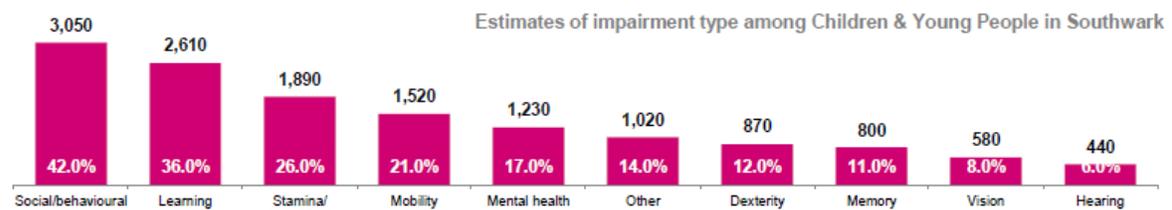


## Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark

### DISABILITY

The Family Resources Survey (FRS) collects extensive information on disability in the UK and is a key source of information on disabled adults and children.

The definition of disability is consistent with the core definition of disability under the Equality Act 2010. A person is considered to have a disability if they have a long-standing illness, disability or impairment which causes substantial difficulty with day-to-day activities.



References

- Department for Work & Pensions. Family Resources Survey, 2015-16.

Slide 9



## Over half of adults in Southwark had never been married or registered in a civil partnership at the time of the Census

### MARRIAGE & CIVIL PARTNERSHIP

The table below provides information that classified usual residents aged 16 and over by marital and civil partnership status, as at the time of the 2011 Census. This classification takes account of the Civil Partnership Act which came into force on 5 December 2005, providing information about civil partnership status for the first time in census results.

Although the term 'single' is widely used to cover people in a number of states such as divorced or separated, it is not a legally recognised status and was not an option on the census questionnaire. In census results the term 'single' is used to refer only to someone who has never been married or in a registered same-sex civil partnership, which were options on the census questionnaire.

Marital Status	Southwark	London	England
Single (never married or never registered a same-sex civil partnership)	54.7%	44.1%	34.6%
Married	28.5%	39.8%	46.6%
In a registered same-sex civil partnership	0.9%	0.4%	0.2%
Separated (but still legally married or still legally in a same-sex civil partnership)	4.3%	3.2%	2.7%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	7.8%	7.4%	9.0%
Widowed or surviving partner from a same-sex civil partnership	3.8%	5.0%	6.9%

## The fertility rate in Southwark is significantly below London and England, with just under 4,600 live births in 2015

### PREGNANCY & MATERNITY

The Office for National Statistics publish annual files on the number of births and maternities in each local authority in England. The table below shows the number of maternities and live births in Southwark.

Note that the number of live births is greater than the number of maternities as some maternities may result in twins, triplets etc.

Year	Maternities	Live Births	General Fertility Rate		
			Southwark	London	England
2010	5,059	5,131	65.6	67.5	64.1
2011	5,018	5,089	63.9	65.7	64.2
2012	4,972	5,030	62.7	67.0	64.9
2013	4,649	4,706	57.9	64.0	62.4
2014	4,576	4,647	57.0	63.3	62.2
2015	4,519	4,587	55.5	63.9	62.5

## Over half of Southwark residents stated their religion as Christian at the time of the Census

### RELIGION & BELIEF

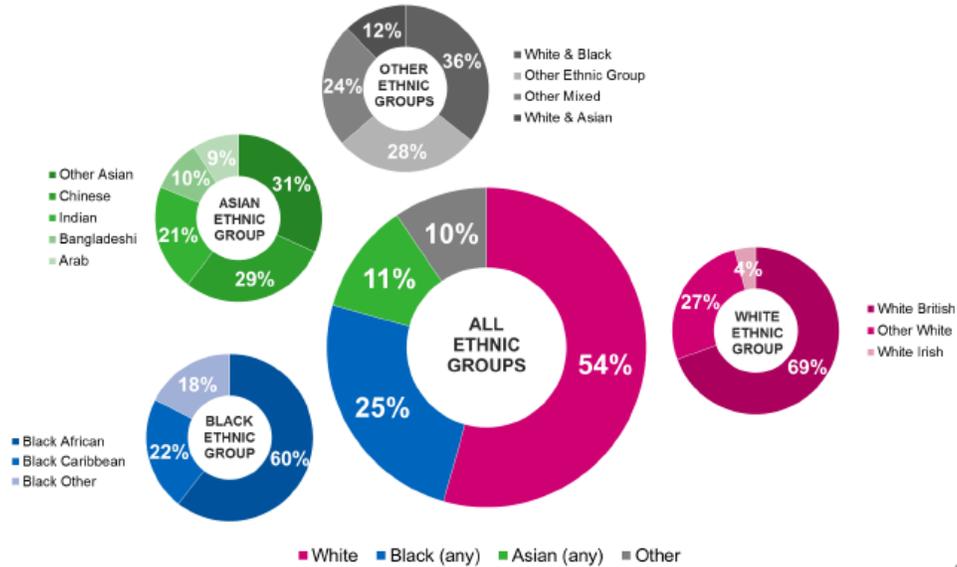
The table below shows the religious affiliation results from the 2011 Census in Southwark by age. The results show the person's current religion, or if the person does not have a religion, 'no religion'. No determination is made about whether a person was a practicing member of a religion. Unlike other census questions where missing answers are imputed, this question was voluntary, and where no answer was provided the response is categorised as 'not stated'.

Age Group	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other religion	No religion	Not stated
All Ages	52.5%	1.3%	1.3%	0.3%	8.5%	0.2%	0.5%	26.7%	8.5%

## Southwark is an ethnically diverse borough with almost half of the population identifying as a minority group

### RACE

The GLA calculate population projections for ethnic minorities in London. The projections are based on the ethnic classifications used in the 2011 Census.



References  
1. GLA 2015 Round Trend LTM Ethnic Group Population Projections

Slide 6  southwark.gov.uk

## Estimates indicate that Southwark has the second largest gay or lesbian population in the UK, after Lambeth

### SEXUAL ORIENTATION

The Office for National Statistics has published experimental statistics on estimates of sexual identity among adults in the UK. The statistics are based on results from the Annual Population Survey and provide estimates of the number of people identifying as:

- Heterosexual or straight
- Gay or lesbian
- Bisexual
- Other
- Don't know or refuse

Only estimates of the heterosexual or straight and gay or lesbian population are considered robust for Southwark. Estimates of those identifying as either bisexual or other are not considered reliable enough for practical use.

Identity	Number of adults age 16+	Prevalence		
		Southwark	London	England
Heterosexual or straight	215,000	88.0%	90.2%	93.6%
Gay or lesbian	12,000	5.0%	1.9%	1.1%
Bisexual	2,000	0.8%	0.7%	0.6%
Other	2,000	0.9%	0.3%	0.3%
Don't know / refuse	13,000	5.2%	4.1%	4.5%

References  
1. Office for National Statistics. 2017. Sub-national sexual identity estimates, UK: 2013-2015.

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### Section 3: Overview of service users and key stakeholders consulted

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<b>2. Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Internal departments of the council, strategic partners such as housing associations and developers.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	<p>Internal and external stakeholders including tenants, leaseholders and other residents; cabinet members and councillors; London Local Authorities, housing associations (HAs) and developers; Greater London Authority (GLA); Ministry of Housing and Communities Local Government (MHCLG); private landlords; advice agencies such as the Citizens Advice Bureau (CAB), Shelter, etc., resident groups such as the Future Steering Board (FSB), Southwark homelessness forum, SGTO, etc., and key members from Tenant Council (TC), Homeowner Council (HOC), Tenant &amp; Resident Associations (TRAs) and Tenant &amp; Management Organisations (TMOs).</p> <p>Some examples of major stakeholder engagement as follows:</p> <ul style="list-style-type: none"> <li>• Held a big stakeholder event in June 2019 attended by a mix of over 70 of the stakeholders and feedback invited from a further 60.</li> <li>• Residents were consulted through the online Southwark Consultation Hub between 22 January and 31 May 2020.</li> <li>• Another final round of consultation with key internal and external stakeholders took place in August 2020.</li> </ul>

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## Section 4: Pre-implementation equality analysis

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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.

**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**

This is our second housing strategy to state that it is Age Friendly. We will be seeking to increase the range of housing, housing options and support for older people to enable them to stay in their own homes for as long as possible, and as an alternative to residential care. This will include increasing the supply of extra care sheltered housing-specialist sheltered housing which provides support and care in the same premises, while enabling older people to retain their independence. We will also develop more cross-tenure housing options where there is evidence of demand.

We will also provide high quality homes and tailored support to enable downsizers to move, many of whom will be older people. This will free up much needed larger homes for younger families, many of whom are experiencing overcrowding.

Many of the benefits of an Age Friendly housing strategy, such as more integrated communities, better designed homes and neighbourhoods, benefit everyone, whatever their age group, and not just older people. There is, however, a slight risk that focusing on age-friendly housing if solely looking at the needs of older people, may overlook some specific needs of younger populations, likely to be young families with children, or vulnerable groups. The strategy acknowledges the needs of families specifically in principle 2 (quality), through encouraging private landlords to offer greater security, certainty and stability for their tenants, especially families with children), and we believe that our strategy overall will help people across all age bands.

### **Equality information on which above analysis is based**

Southwark is forecast to experience a 16% increase in population over the period 2019 to 2039, with population growth of 52,852. But a 79% increase is expected for those aged 65 or more (21,091) between 2019 and 2039; this incorporates a 92% increase in those over 75s (10,639) and 87% growth in those over 85 (3,001). The number of those aged over 65 is projected to reach nearly 48,000 over the period, comprising 13% of the Southwark population. Set against this Southwark has a below average supply of elderly-focussed accommodation (relative to other local authorities in our housing sub-region). To the best of our knowledge there is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. According to

2011 census, 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 69% between 2017 and 2035.

There are currently around 1,927 units of specialist elderly accommodation in Southwark. An additional 780 units will be required to meet need by 2029; of these some 559 (72%) should be sheltered and 116 (14%) extra care.

As can be seen from chart 3, Southwark also has a relatively young population compared to London and nationally.

### **Mitigating actions to be taken**

We will monitor the implementation of key actions in our housing strategy through the yearly update of the new Housing Strategy Action Plan.

During implementation, it will be key to balance the needs of the ageing population against the demographic churn and continued population growth across all age bands, and to assess how younger groups and children will be impacted by the individual new housing developments and housing projects that will derive from this strategy.

Specific work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include equality assessments.

**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.

### **Possible impacts (positive and negative) of proposed policy/decision/business plan**

Through the new Housing Strategy and the New Southwark Plan we will increase the supply of wheelchair housing and other specialist and adapted housing for those with disabilities. We will also ensure that all new housing is easily adaptable as households' needs change over time.

Poor quality housing is known to affect both physical and mental health. As well as building new homes to high quality standards we also have a programme of improvement works to our own housing stock. While we will consistently aim to ensure that at least 95% homes are Decent every year the housing strategy is more ambitious for the quality standards to be achieved for our housing in future, such as improvements in energy efficiency measures which will in turn help to combat fuel poverty. This will have positive health benefits for those with disabilities and chronic illnesses.

Additionally through the new housing strategy we will develop our housing services to be 'more than a landlord'. That will include 'going the extra mile' for our residents including

providing more individualised advice and support to our vulnerable tenants and residents. However it is our belief that for most residents, the best route to health and wellbeing is through employment, and the strategy is designed to strengthen links between housing and relevant services that can assist in this goal.

There is a small risk that focus on age-friendly developments may overlook the needs of particular groups, such as those with learning disabilities. Principle 3 (security) gives scope to also include housing support for people with learning disabilities and other vulnerable groups by connecting them to relevant services and contribute to helping them to live independent lives.

### **Equality information on which above analysis is based**

The Census 2011 indicates that around 13% of the Southwark population is estimated to have some form of limiting long term health problem or disability (LLHPD), and 22% of households have one member with a LLHPD. These figures are similar to neighbouring authorities, and marginally worse than London averages.

A gradual increase in the number of older people in Southwark with mobility-related impairments is projected, with the numbers of those aged 85 or over projected to increase by greater numbers and at a greater rate than other cohorts aged over 65. In total, numbers of older people with mobility disabilities are forecast to increase from 4,544 in 2017 to 7,690 in 2035 i.e. 69% increase. As regards working age people with severe physical disabilities again the oldest cohort will increase by the greatest numbers, though the 45-55 age group cohort is increasing at the fastest rate. In total numbers of working age people with severe mobility impairments is forecast to increase from 15,441 in 2017 to 18,276 in 2035 i.e. 18% increase.

613 households have unmet wheelchair accessible accommodation requirements and require it across all tenures. A proportion of those will be owner-occupiers, able to make their own arrangements.

As regard care homes and dementia provision, the number of people over 65 with dementia is forecast to reach 2,369 by 2030. Southwark has seen an overall reduction of 46% of care home and dementia places since 2011 - an additional or improved 867 care beds are required by 2029.

### **Mitigating actions to be taken**

LB Southwark subscribes to the criteria for new accessible housing development laid out in the London Plan which in summary states that 90% of new housing should meet Building Regulation requirement M4 (2) 'accessible and adaptable dwellings' and that 10% should meet Building Regulation requirement M4 (3) 'wheelchair user dwellings', i.e. is designed to be wheelchair accessible, or easily adaptable for residents who are wheelchair users.

At this stage, we do not know how many disabled people (physically, with learning

disabilities, or both) and people with chronic illnesses will be affected by housing developments. Implementation of the strategy will need to ensure a consistent approach for these groups. However, we will be monitoring the number of homes with provision for those with other specialist needs such as other physical disabilities, mental health issues, learning disabilities, vulnerable young people, older people, etc. We will also carry out an assessment on the local care needs to understand the burden of dementia and homes needed to become an age friendly

We will monitor the implementation of key actions in our new housing strategy action plan. Work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include equality assessments.

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

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

People in the process of gender reassignment can face discrimination in local communities. Providing more, better quality housing will benefit all communities in Southwark, irrespective of their gender, which will be positive for this group. Again under principle 3 (security), the strategy can work towards linking with community organisations that seek to support people undergoing gender reassignment, and towards reducing prejudice and stigma in the community.

There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.

**Equality information on which above analysis is based.**

Currently there are no standard national sources of transgender statistics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.

**Mitigating actions to be taken**

The impact of the housing strategy on transgender people is likely to be low, and under principle 3 (security), the strategy encourages linked services, helping the affected group to access services. Therefore, we do not expect mitigating action to be required at this stage of research, however, the needs of an ageing LGBT population will need to be considered.

**Marriage and civil partnership** – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil

partnerships'. Civil partners must not be treated less favorably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

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

Providing more, better quality housing will benefit all communities in Southwark, irrespective of their relationship status. Same-sex couples may be discriminated against in the private rented sector and in some local communities. Once more, principle 3 (security) of the housing strategy will work towards supporting all residents regardless of their marital status to access support and services, which can help to reduce discrimination in the community.

**Equality information on which above analysis is based**

Again, the extent of discrimination against same-sex couples in the private rented sector is unknown; however, there are still incidents of homophobia in some parts of the community. Southwark has a higher share of LGBT population than other boroughs, which means that potentially more people may be affected.

**Mitigating actions to be taken**

None at this stage.

**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.

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

The housing strategy seeks to support families, and this includes support during paternity and maternity. Principle 3 (security) can serve to build services close to where people are during implementation phase. Principle 2 (quality), also supports this group by giving children the best start in life. We therefore expect there to be a positive impact on this group.

**Equality information on which above analysis is based**

There is evidence that housing quality, including overcrowding, can have detrimental impact on maternal and child health during pregnancy and the newborn.

**Mitigating actions to be taken**

None at this stage.

**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

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

Policies to increase the supply of family sized homes and encourage downsizing by under-occupiers will benefit overcrowded households, amongst whom black and minority ethnic households (BME) are over-represented. Southwark has the 6<sup>th</sup> highest number of overcrowded households in England and Wales (2011 census).

The proportion of people in the social housing sector who are BME is greater than their representation in the borough as a whole. This population group may be disproportionately affected by any regeneration that targets areas with higher concentrations of social housing. The Council is therefore mindful of the impact of any such schemes on communities and it has listened to the feedback from residents who have been affected by regeneration and renewal programmes in the past to help inform future delivery.

As one of the most diverse boroughs in the country, the council is intent on joining the support for BAME residents to tackle racism and achieve equality. It has therefore launched "Southwark Stands Together". The process started with a series of listening events over the course of summer 2020. The outputs from these events fed into a report and recommendations adopted by Cabinet will help to inform targeted actions, any housing related actions will be picked up in the Housing Strategy Action Plan.

When the Housing Strategy was discussed with the Equalities and Human Rights Panel on the 13<sup>th</sup> October 2020 they mentioned a Southwark Legal Advice Network report on disrepair in rented accommodation in Southwark produced in February 2020. This had raised issues about the proportion of tenants with disrepair issues who do not fall into the White and White other categories increasing across all three sectors (council, housing association and private rented). The commitments in the housing strategy should have a positive impact in relation to improving disrepair in all sectors, but the information has been shared with the relevant service leads so this can be explored in more detail.

As part of the consultation on the housing strategy, the Southwark Traveller Action Group (STAG) submitted a very detailed response. It stated that

*"Romani Gypsies and Irish Travellers are recognised as separate ethnic groups who are protected minorities under the Equality Act 2010. As a result, in its actions towards them local authorities must ensure that they comply with their responsibilities under this legislation, including: the public sector equality duty under section 149; the prohibition against direct discrimination under section 13; and the prohibition against indirect discrimination under section 19."*

*"Communities Minister, Lord Bourne recently stated that: "Gypsy, Roma and Traveller*

*communities continue to face some of the steepest challenges in society.” 1 The recent ten-year update of the Marmot Review of Health Inequalities in England reports that “some groups, notably individuals identifying as Gypsy or Irish Traveller,……stand out as having poor health across a range of indicators”. 2 The Equality & Human Rights Commission also provide evidence that “the lack of suitable, secure accommodation underpins many of the inequalities that Gypsy and Traveller communities experience.”<sup>3</sup> This provides evidence that the health outcomes of Gypsy, Roma and Traveller communities are already disproportionately poor and that this is often related to their accommodation.”*

The STAG response highlighted many issues in relation to gypsies and travellers, including protecting existing gypsy and traveller pitches, planning for the need for new pitches, issues where gypsies and travellers are living in bricks and mortar against their will, and issues with the supply of transit pitches.

The housing strategy has been updated to include commitments around gypsy and traveller sites and pitches as follows:

- The New Southwark Plan safeguards the borough’s four existing Gypsy and Traveller sites where there is an identified need, and makes provision for the identification of new sites to meet any identified need for additional Gypsy and Traveller accommodation. A more detailed action plan is being developed specifically to respond to the needs of the gypsy and traveller community.

Note - The Equalities Assessment of the New Southwark Plan was updated in July 2020. Please see the following link for further information.

<https://www.southwark.gov.uk/assets/attach/14360/EIP76B-Full-Equalities-Impact-Assessment-Updated-July-2020-.pdf>

- Continuing on our improvements to our gypsy and travellers sites to ensure high standards including being safe, secure and of adequate size, and particularly focusing on improving fire safety.

Many of the other improvements included in the housing strategy would also benefit gypsy and travellers who are living within bricks and mortar, such as improvements to the quality of homes, and improving repairs, and the ambitions to be more than a landlord connecting up residents with other services they may require.

### **Equality information on which above analysis is based**

Southwark has a very ethnically diverse population. According to the 2011 census, there are significant variations in ethnicity by tenure, with 38% of White households, 34% of Asian households and 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households. The borough also has emerging Latin American and Eastern European communities.

<sup>1</sup> <https://www.gov.uk/government/news/new-national-strategy-to-tackle-gypsy-roma-and-traveller-inequalities> [accessed 4th March 2020]

<sup>2</sup> The Institute of Health Equity (2020) Health Equity in England: the Marmot Review 10 Years On.

<sup>3</sup> <https://www.equalityhumanrights.com/en/publication-download/research-report-12-inequalities-experienced-gypsy-and-traveller-communities> [accessed 4th March 2020]

### Mitigating actions to be taken

As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This approach will take account of residents' specific needs. There will also be a specific engagement process on an estate by estate basis. These engagement processes will take into account issues such as the ethnic mix on an estate where regeneration and /or improvements are planned.

Any required actions related to housing from the Southwark Stands Together will be picked up in the Housing Strategy Action Plan in this or future years as required.

Any required mitigating actions from any further equalities assessment on the New Southwark Plan will be included in the housing strategy action plan as required.

**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.

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

We expect the housing strategy to have a positive impact on religion and belief, as providing more, better quality housing will benefit all communities in Southwark, irrespective of their religion or belief status.

Southwark's hate crime strategy seeks to address harassment and crime on religious or belief grounds, and Principle 3 (security) gives management of estates a remit to address any incidences occurring in council's property as well.

### Equality information on which above analysis is based

No specific data is available.

### Mitigating actions to be taken

As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This will take account of residents' specific needs. There will also be a specific engagement process and an equality assessment of the planned Local Lettings Policy for the 11,000 new homes.

<b>Sex</b> - A man or a woman.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
The housing strategy aims to increase the supply of housing across all tenures which will benefit both genders. While women-headed households are likely to earn less over the duration of their life-times, the housing strategy includes measures for the provision of housing for those on a range of incomes, including 11,000 new council homes on target rents.
<b>Equality information on which above analysis is based</b>
No specific data is available.
<b>Mitigating actions to be taken</b>
None at this stage.

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>Providing more, better quality housing will benefit all communities in Southwark, irrespective of their sexual orientation.</p> <p>For risks of discrimination in the private rental sector and in the community, and mitigating actions, please see evidence in “marriage and civil partnerships”.</p> <p>There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.</p> <p>Please also refer to the section on ‘marriage and civil partnerships’</p>
<b>Equality information on which above analysis is based</b>
For evidence on an ageing LGBT population and those living with HIV/AIDS, please see: <a href="http://www.tht.org.uk/myhiv/Your-rights/Ageing/50-plus">http://www.tht.org.uk/myhiv/Your-rights/Ageing/50-plus</a>
<b>Mitigating actions to be taken</b>
None at this stage

**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

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

We do not expect the housing strategy to have an impact on human rights.

**Information on which above analysis is based**

None.

**Mitigating actions to be taken**

None at this stage.

## Appendix F - Southwark Housing Strategy 2020 – Two page summary

### Moving towards genuinely affordable, high quality, secure and sustainable homes for all

Welcome to our Housing Strategy 2020 summary. This document briefly sets out how we will respond to the four fundamental issues in Southwark; affordability; quality; security and encouraging pride and responsibility. The full draft strategy is available at <https://www.southwark.gov.uk/housing/housing-strategy>

<b>Principle 1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations</b>	<b>Principle 2. Demanding safer, higher quality, energy efficient homes</b>
<p><b>Our commitments under this principle:</b></p> <ul style="list-style-type: none"> <li>• Continuing to deliver 11,000 new council homes at council rents</li> <li>• Maximising the supply of other forms of genuinely affordable housing association social rent and intermediate homes</li> <li>• Reducing the environmental impact of delivering new homes to help deliver a carbon neutral and biodiverse Southwark</li> <li>• Ensuring all new homes are of a high quality, including a mix of different types and sizes which respond to people's changing needs over time.</li> <li>• Ensuring a supply of homes to meet specific needs</li> <li>• Tackling empty homes and making better use of existing properties</li> </ul>	<p><b>Our commitments under this principle:</b></p> <ul style="list-style-type: none"> <li>• Delivering the Great Estates Programme, to make our council homes and estates fit for the twenty-first century.</li> <li>• Improving quality standards in temporary accommodation</li> <li>• Improving quality standards in the housing association sector</li> <li>• Improving quality standards in the private rented sector</li> <li>• Improving quality standards in the owner occupied sector.</li> </ul>
<p><b>Key actions include to:</b></p> <ul style="list-style-type: none"> <li>• Continue to build 11,000 council homes at social rent, of which 2,500 will be 'delivered or onsite' by 2022</li> <li>• Identify new sites for council homes including: Infill development, hidden homes, building on top, land re-designation; resident-led estate regeneration and intensification, and freeing up land working with landowners and buying up stalled sites</li> <li>• For estate redevelopments, to increase the number of council homes, and a right to return</li> <li>• Guarantee developments on council housing land have at least 50% council rented homes</li> <li>• Ensure residents benefit from any new council housing through the Council's Great Estates Programme</li> <li>• Introduce ballots on any new estate regeneration.</li> <li>• Establish a Southwark Construction Company</li> <li>• Work through effective partnerships where this can deliver additional homes and lever in additional investment.</li> <li>• A target of over 23,550 net new homes between 2019/20 and 2028/29, of which at least 35% would be affordable homes. Our strategic target is 50% affordable housing to be achieved through building council homes and ensuring a higher provision of affordable housing through grant funding.</li> <li>• Maximise the supply of social rent and intermediate homes completed on privately led developments (S106)</li> <li>• Unlock new homes through regeneration at Old Kent Road, Canada Water, Aylesbury, Peckham and Nunhead</li> <li>• Introduce an intermediate rent housing list to prioritise key workers and other set priority groups.</li> <li>• Ensure new homes on major developments are zero carbon</li> <li>• Reduce the number of vacant homes in all tenures</li> <li>• Providing incentives for under occupiers to downsize</li> </ul>	<p><b>Key actions include to:</b></p> <ul style="list-style-type: none"> <li>• Deliver the Housing Investment Programme</li> <li>• Develop and deliver the Heat Networks strategy</li> <li>• Provide a quality kitchen and bathroom for council homes</li> <li>• Implement a repairs improvement plan</li> <li>• Enhance value for money in repairs and major works, and a range of repayment options for leaseholders</li> <li>• Deliver the Great Estates Programme to ensure our estates are clean safe and cared for, including new Estate Improvement Plans and guarantee and commitments</li> <li>• Continue our improvements to gypsy and travellers sites</li> <li>• Undertake regular Fire Risk Assessments and ensure any resulting actions are completed or programmed.</li> <li>• Continue to publish fire risk assessments for blocks 7 storeys and above online with others available on request.</li> <li>• Quickly implement any of the recommendations that result from the tragic Grenfell Tower fire enquiry</li> <li>• Maximise use of our private sector licensing schemes to improve conditions and management standards</li> <li>• Ensure all HMO's comply with improved HMO standards</li> <li>• Introduce new five year selective and additional licensing scheme to start in 2021</li> <li>• Work with campaign groups and households in temporary accommodation to form a Renters Union</li> <li>• A zero tolerance approach to landlords where the health and safety of residents are put at serious risk and cracking down on rogue landlords and lettings agencies.</li> <li>• Work in partnership with landlords, providing a range of advice, support and incentives for good landlords.</li> </ul>

<b>Principle 3. Promoting tenure security and social support in housing to meet housing needs, and improve the health, wellbeing and economic resilience of residents</b>	<b>Principle 4. Empowering residents and communities to have pride and influence over their homes and neighbourhoods.</b>
<p><b>Our commitments under this principle:</b></p> <ul style="list-style-type: none"> <li>• Increasing security through fairer longer term tenancies in all tenures</li> <li>• Taking a 'Housing First' approach to supporting residents and connecting them to the services and support they need across health, social care, education, training, employment and financial advice</li> <li>• Supporting residents with specific needs to live as independently as possible for as long as possible in their own communities</li> <li>• Preventing homelessness wherever possible, with a focus on finding long term sustainable housing solutions, and minimising use of temporary accommodation</li> <li>• Working in partnership locally and across London to bring an end to rough sleeping in Southwark</li> </ul>	<p><b>Our commitments under this principle:</b></p> <ul style="list-style-type: none"> <li>• Enabling council tenants and homeowners to take greater control over their local housing services</li> <li>• Working with local housing associations and supporting residents to ensure more consistent Southwark wide service standards</li> <li>• Protecting and empowering private tenants by providing advice and assistance on their respective rights and responsibilities.</li> <li>• Supporting residents to reduce their carbon footprint by making buildings as energy efficient as possible.</li> <li>• Working in partnership with local residents to tackle crime and anti-social behaviour where it blights neighbourhoods and people's lives.</li> </ul>
<p><b>Key actions include to:</b></p> <ul style="list-style-type: none"> <li>• Continue to offer and encourage secure lifetime tenancies</li> <li>• Lobby with the Mayor of London to reform private sector tenancies, including an end to no fault evictions</li> <li>• Provide targeted housing management and support to those people with particular needs and requirements to ensure they can live as independently as possible</li> <li>• Co-locate, and provide online, advice services for quick and easy access to financial advice, debt counselling and support.</li> <li>• Coordinate an approach to fuel poverty</li> <li>• Support residents into jobs and apprenticeships</li> <li>• Improve access to disabled facilities grants and funding</li> <li>• Deliver a handypersons and adaptations service</li> <li>• Deliver additional extra/flexi care housing</li> <li>• Improvements and service upgrades to sheltered housing</li> <li>• Provide alternatives to residential care for adults and young people with learning disabilities, physical disabilities and mental health issues so they can live independently</li> <li>• Improve the Supported Housing Hostels service to improve the life chances of vulnerable tenants.</li> <li>• Improve coordination with partners to prevent homelessness through the 2018-22 Homelessness Strategy Action Plan</li> <li>• Minimise use of temporary accommodation and keeping families out of bed and breakfast style accommodation</li> <li>• Provide tenancy sustainment support services</li> <li>• Work with schools and colleges to engage children and young people around housing and homelessness</li> <li>• Work with voluntary agencies via the Homelessness Forum</li> <li>• Work with housing associations to minimise evictions</li> <li>• Ensure that victims of domestic abuse and their children can remain safe in their homes</li> <li>• Jointly commission schemes for young people at risk of homelessness, on the edge of care and leaving care.</li> <li>• Ensure that no one new to the streets sleeps rough for a second night, no one lives on the streets of Southwark and rough sleeping is minimised</li> <li>• Increase the number of people assisted via the 'Routes Home' service" to support non-UK nationals that sleep rough.</li> </ul>	<p><b>Key actions include to:</b></p> <ul style="list-style-type: none"> <li>• Work with tenants, residents and homeowner groups to find new ways to engage so that more people can have their say</li> <li>• Implement the 'Empowering the Communities' programme</li> <li>• Encourage development of TMOs on our estates by providing residents with the dedicated support that they need</li> <li>• Implement the Great Estates Guarantee so that every estate is clean, safe and cared for, and residents have the tools to improve their estate.</li> <li>• Support the creation of community led sustainable energy projects on estates to help residents reduce their energy bills</li> <li>• Continue the use of Southwark Homeowner service to provide a channel for leaseholders (and freeholders) to make independent representations to the council</li> <li>• Develop and deliver a cross departmental homeowners improvement plan</li> <li>• Provide better on-line service/ 24 hour access to services and service information (especially repairs service)</li> <li>• Improve high speed internet access across the borough,</li> <li>• Provide high quality advice to private tenants (and landlords)</li> <li>• Provide dedicated housing advice to private tenants threatened with illegal eviction.</li> <li>• Work together to tackle anti-social and criminal behaviour.</li> <li>• Work with communities to find local solutions that help young people stay away from knives</li> <li>• Take enforcement action against perpetrators of domestic abuse wherever this is possible, and ensuring that those that commit abuse do not receive any priority for rehousing.</li> <li>• Develop a Violence Against Women and Girls Strategy</li> <li>• Having zero-tolerance of hate crime.</li> <li>• Tackling extremism, support people at risk and work with our communities to prevent radicalisation</li> <li>• Using all available powers under the ASB Crime and Policing Act to deal with perpetrators of anti social behaviour</li> <li>• Bring communities together to solve problems collectively</li> <li>• Work to design out crime from new developments</li> <li>• Support tenants to be a good neighbour by providing a pre-tenancy course on how to abide by their tenancy agreement</li> </ul>





## Workforce report 2019-20

## APPENDIX 1

This report looks at the profile of Southwark Council employees and at human resources management activities over financial year 2019-20.

### Scope

1. It covers all departments of the council and directly employed substantive employees. It therefore excludes those under the management of schools.
2. All departmental details will relate to organisational structures as at year end 2019-20.
3. All workforce profile data will be at the end of the year 2019-20.
4. All data related to the outcomes of HR activity will cover the period April 2019 – March 2020, unless stated.
5. For completeness, information is given on the numbers of agency workers engaged. They are an important addition to our workforce resources but do not have a direct contractual relationship with the council and therefore details are limited.
6. The data used in this report is rounded up or down. It is for this reason that, on occasions, tables may not add up to 100%.

### Content

The report –

1. Begins with key data. This includes an overview of the employee profile and some comparative data from previous years.
2. Looks at the profile of the council's employees against each protected characteristic where information is available (sex, ethnic origin, age, disability).
3. Includes gender pay gap data as set out in legislation. Previous reports have included gender data, but from 2017 requirements include specified formulas.
4. Has been discussed with the constituent trade unions.

The report will be published on the council's intranet, (the Source), and the Southwark website; [www.southwark.gov.uk](http://www.southwark.gov.uk)

## Contents

Please click on the links below

- [Key data - Workforce 2019-20](#)
- [Workforce Numbers & Employee Profiles](#)
- [Changes in the Workforce](#)
- [Performance Management and Increments](#)
- [Sickness](#)
- [Learning & Development](#)
- [Disciplinary Investigations & Outcomes](#)
- [Capability Action & Outcomes](#)
- [Staff Complaints](#)
- [Respect at Work](#)
- [Recruitment](#)
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- [Pregnancy & Maternity](#)

[Appendix A Information on the community in Southwark & other London Boroughs](#)

## Key data - Workforce 2019-20

The details below pull out some key information from the report that follows about the workforce. It aims to provide a quick reference and to give context by looking at details from previous years where comparisons can be made.

### Year 2019-20

#### Number of employees (headcount)

<b>4293</b>
-------------

#### Sex Profile of Employees

	Number	%
Female	2149	50%
Male	2144	50%

#### Broad Ethnic Profile

	Number	%
Black employees	1558	38%
Asian employees	254	6%
Mixed employees	161	4%
Other employees	130	3%
BAME employees	2103	51%
White employees	2031	49%
Total	4134	100%

*Excludes those with no ethnic origin stated = 159 employees*

#### Employees with Disabilities

	Number	%
Employees	260	6.1%

#### Average age of the workforce

<b>46 years</b>
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### Context

#### Number of employees (headcount)

Year	Headcount
Year 2019-20	4293
Year 2018-19	4196
Year 2017-18	4110
Year 2016-17	4150
Year 2015-16	4538

#### Sex Profile

Year	% Female employees
Year 2019-20	50%
Year 2018-19	50%
Year 2017-18	51%
Year 2016-17	51%
Year 2015-16	51%

#### Broad Ethnic Profile

Year	% BAME employees	% White employees
Year 2019-20	51%	49%
Year 2018-19	50%	50%
Year 2017-18	49%	51%
Year 2016-17	49%	51%
Year 2015-16	48%	52%

#### Disability

Year	% Disabled
Year 2019-20	6.1%
Year 2018-19	5.0%
Year 2017-18	4.5%
Year 2016-17	2.7%
Year 2015-16	3.3%

#### Age

Year	Average age (years)
Year 2019-20	46.4
Year 2018-19	46.0
Year 2017-18	45.7
Year 2016-17	45.2

Year 2015-16	45.1
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## Section 1: Workforce Numbers & Employee Profiles

1. The headcount of employees was 4,293. This excludes casual workers and others who are not directly employed such as agency workers. A workforce population of 4,293 is an increase of 2.3% of employee numbers in 2018-19. This is predominantly due to the insourcing of some services e.g. Adopt South London in Children's Services and the conversion of Agency workers in Waste and Cleansing. (Key Data).
2. Southwark has a similar size workforce to boroughs such as Islington, Tower Hamlets, Camden, Greenwich and Hackney who have similarly retained key services in-house rather than outsourcing. The average headcount of London boroughs for 2019/20 was 2,719, or 3,393 for just inner London boroughs.
3. The highest percentage of part time employees is in Children's & Adults' Services (16.4%). Overall 10.4% of all employees work part time. (Reference data 2)

Reference data 1

### Employee numbers by department

	Numbers (headcount)	% of total	FTE
Chief Executive's Department	43	1%	41.72
Children's & Adults Services	1115	26%	1040.78
Environment & Leisure	1382	32%	1312.45
Finance & Governance	548	13%	533.84
Housing & Modernisation	997	23%	976.84
Place & Wellbeing	208	5%	202.7
<b>Total</b>	<b>4293</b>	<b>100%</b>	<b>4108.33</b>

Reference data 2

### Distribution of full time & part time employees per department & Council wide

	Male		Female	
	Full-time	Part-time	Full-time	Part-time
Chief Executive's Department	44.2%	0.0%	44.2%	11.6%
Children's & Adults Services	21.1%	1.3%	62.5%	15.1%
Environment & Leisure	75.3%	2.6%	15.3%	6.8%
Finance & Governance	43.3%	0.7%	48.5%	7.5%
Housing & Modernisation	44.5%	1.3%	48.8%	5.4%
Place & Wellbeing	46.7%	1.4%	44.7%	7.2%
<b>Total</b>	<b>48.3%</b>	<b>1.6%</b>	<b>41.3%</b>	<b>8.8%</b>

## Sex

4. The percentages of female and male employees are equal; 50% of employees are female; 50% are male. (*Reference data 3*). The sex split shows no change from last year (*Key Data*). The sex breakdown in council employment is similar to the female population in Southwark (50.5%) but lower than the average across London boroughs (61%). (*Appendix 1*)
5. There are greater differences in the sex breakdown when looking at a departmental level. (*Reference data 3*). In particular, Environment has a high percentage of male staff, in areas such as waste and cleansing and traded/building services, compared to the rest of the Council.
6. There are higher percentages of male employees than female employees in the grades 1-5, amongst building workers and in the higher grade bands, although the total numbers of employees grade 17 and above are relatively small (*Reference data 4*)

### Reference data 3

#### Sex breakdown per department as percentages

	Female	Male
Chief Executive's Department	56%	44%
Children's & Adults Services	78%	22%
Environment & Leisure	22%	78%
Finance & Governance	56%	44%
Housing & Modernisation	54%	46%
Place and Wellbeing	52%	48%
Total	<b>50%</b>	<b>50%</b>

### Reference data 4

#### Grade distribution, sex and disability

Grade band	Total	Female	Male	Disabled staff
<b>Grades 1-5</b>	<b>1008</b>	<b>266</b>	<b>742</b>	<b>40</b>
% of grade band		26%	74%	4%
<b>Building Workers</b>	<b>66</b>	<b>0</b>	<b>66</b>	<b>1</b>
% of grade band		0%	100%	2%
<b>Grades 6 - 9 or equivalent</b>	<b>1550</b>	<b>936</b>	<b>614</b>	<b>128</b>
% of grade band		60%	40%	8%
<b>Grades 10-12 + Social Work</b>	<b>1294</b>	<b>780</b>	<b>514</b>	<b>74</b>
% of grade band		60%	40%	6%
<b>Grades 14-16</b>	<b>241</b>	<b>111</b>	<b>130</b>	<b>14</b>
% of grade band		46%	54%	6%
<b>Grades 17 &amp; above</b>	<b>22</b>	<b>8</b>	<b>14</b>	-
% of grade band		36%	64%	-
<b>Teacher conditions</b>	<b>11</b>	<b>9</b>	<b>2</b>	-
% of grade band		82%	18%	-
<b>Soulbury conditions</b>	<b>43</b>	<b>35</b>	<b>8</b>	-
% of grade band		81%	19%	-

<b>Other<sup>1</sup></b>	<b>58</b>	<b>4</b>	<b>54</b>	<b>3</b>
% of grade band		7%	93%	5%
<b>Total</b>	<b>4293</b>	<b>2149</b>	<b>2144</b>	<b>208</b>

<sup>1</sup>"Other" category mainly consists of employees on various TUPE conditions

7. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 place a new mandatory requirement to report annually on our gender pay gap and publish the following information:
- the mean and median gender pay gap which is the difference between the mean and median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees, expressed as a percentage of the male mean.
  - the mean and median gender bonus gap which is the difference between the mean and median bonus pay paid to male relevant employees and that paid to female relevant employees, expressed as a percentage of the male mean.
  - the proportions of male and female employees who received bonus pay.
  - the proportions of male and female employees in quartile pay bands.
9. Pay includes gross full pay April 2020 pay data for all staff and includes basic pay, certain allowances and shift payments. It does not include overtime payments.
10. Bonus includes gross bonus payments in a 12 month period i.e. April 2019 to March 2020 includes bonus payments received by building and trades staff in Building Services and Asset Management. They are paid on a productive pay system (in place since 1994). It is based on output for work generated over and above the required level, over a specified period. This accumulates to a bonus payment.
11. The gender pay gap is the difference in the average hourly wage of all men and women across a workforce. A positive percentage figure shows that overall, female employees receive lower pay than male employees and a negative percentage figure shows that overall, male employees receive lower pay than female employees.
12. All organisations employing 250 or more peoples must report the mean and median pay gap data, as well as the proportion of men and women in each quartile pay band. The mean pay gap is a useful overall indication of the gender pay gap, but very large or very small pay rates can distort the figure. The median pay gap is useful indicator of the 'typical' situation in the middle of an organisation and is not distorted by very large or very small pay rates.
13. **The mean gender pay gap:** Southwark council has a mean gender pay gap of minus 6.62%, a slight increase from minus 6.43% last year. This indicates that on average Southwark male employees are paid lower than Southwark female employees by approximately 6.62%. This is predominantly due to the larger number of male workers in lower paid roles within the waste and cleansing services.

14. **The median gender pay gap:** Southwark council has a median gender pay gap of minus 10.02% which suggests that typically Southwark male employees are paid at around 10.02% lower than Southwark female employees. The hourly median pay for females is £19.42 compared to £17.65 for males. Compared to last year, the gap between the hourly rate of pay has increased.
15. **The average Bonus Pay:** Southwark Council has a mean bonus gender pay gap of 91%. In the period, approximately 4.53% of Southwark male employees were paid a bonus payment compared to 1.21% of Southwark female employees. The data is based on long service awards and the only relevant operational bonus scheme for building and trades staff in Building Services and Asset Management. This is a local longstanding scheme (since 1994) rooted in national conditions. The bonus scheme has been reviewed and a new pay and grading structure is out for consultation at the point of writing this report.
16. **The proportion of male and female employees in each quartile pay band:** The distribution of men and women through the pay bands by quartile, as shown above, does not reflect the overall gender composition of the workforce, which is 50% male and 50% female. Notably, the proportion of men and women in the lower quartile (shown as quartile1) is the *furthest* from the overall gender composition of the workforce at 29.88% female, 70.12% male. A review of the data highlights that for the quartile, there were 1,051 employees, 557 of which work in Waste and Cleansing (a male dominated area); 521 of the 557 staff were male.

### Gender pay gap

Gender Pay Indicator	April 2019	April 2020
Difference in mean hourly rate of pay	-6.43%	-6.62%
Difference in median hourly rate of pay	12.62%	10.02%
Difference in mean bonus pay	90.93%	91.84%
Difference in median bonus pay	82.83%	90.68%
Proportion of male employees who were paid a bonus	5.02%	4.53%
Proportion of female employees who were paid a bonus	1.18%	1.21%

Gender Pay Indicator – Quartile Distribution	Female	Male
Quartile 1 (lowest average pay per hour)	29.88%	70.12%
Quartile 2	58.37%	41.63%
Quartile 3	59.66%	40.34%
Quartile 4 (highest average pay per hour)	51.14%	48.86%

## Disabilities

17. On joining Southwark Council staff are asked to share if they do or do not have a disability and they are also asked to update their electronic employee record should they develop a disability during employment. The definition of disabled under the Equality Act 2010 applies if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.
18. The percentage of people formally sharing a disability, 6.1% (260 individuals) has increased by 1.1% compared to the previous year (*Key Data*). Our bi-annual employee survey has been delayed in 2020, for reference in 2017-18 we asked staff whether they consider themselves to have a disability. 10% said they do, which is significantly higher than our formal records and indicates that not all disabled staff are formally declaring their disability. The average across London boroughs is 6.25%, (Appendix 1).
19. The percentages of employees who shared they had a disability are lowest on Building Worker, Teaching/Soulbury and the Grade 17+.

Reference data 5

### Staff with disabilities as percentage of departmental numbers

	Disabled
Chief Executive's Department	7.0%
Children's & Adults Services	6.5%
Environment & Leisure	3.8%
Finance & Governance	6.2%
Housing & Modernisation	8.5%
Place & Wellbeing	6.3%
<b>Total</b>	<b>6.1%</b>

20. **The mean disability pay gap:** Southwark council has a mean disability pay gap of -1.52%. This indicates that on average, for every £10 a disabled employee earns, non-disabled employees earn £10.15.
21. **The median disability pay gap:** Southwark council has a median disability pay gap of 1.49%, which suggests that typically Southwark disabled employees are paid at around 1.49% lower than Southwark's non-disabled employees. The hourly median pay for disabled staff is £18.69 compared to £18.97 for not disabled staff.
22. **The average Bonus Pay:** Southwark Council has a mean bonus disability pay gap of 62.52%. In the period, approximately 2.79% of Southwark disabled employees were paid a bonus payment compared to 3.37% of non-disabled employees. The data is based on long service awards and the only relevant operational bonus scheme for building and trades staff in Building Services and Asset Management. As previously identified this is due to the specific bonus scheme in place within Traded Services.

23. **The proportion of disabled and not disabled employees in each quartile pay band:** The distribution of disabled and non-disabled staff through the pay bands by quartile, as shown above, does not reflect the overall disability composition of the workforce which is 93.9% not disabled and 6.1% disabled. The proportion of disabled staff in the middle quartiles is higher than the overall proportion, and only slightly less in the top quartile.

#### Disability pay gap

Disability Pay Indicator	April 2019	April 2020
Difference in mean hourly rate of pay	0.68%	1.52%
Difference in median hourly rate of pay	0.87%	1.49%
Difference in mean bonus pay	45.79%	62.52%
Difference in median bonus pay	81.90%	88.66%
Proportion of Not Disabled employees who were paid a bonus	3.07%	2.79%
Proportion of Disabled employees who were paid a bonus	2.87%	3.37%

Gender Pay Indicator – Quartile Distribution	Shared disabled	Not shared as disabled
Quartile 1 (lowest average pay per hour)	4.26%	95.74%
Quartile 2	8.61%	91.39%
Quartile 3	6.38%	93.62%
Quartile 4 (highest average pay per hour)	4.93%	95.07%

## Ethnic Origin

24. There are a small number of employees who do not have an ethnic origin record, 159 employees (3.7%). This compares with an average of 13.7% across London boroughs who do not specify ethnic origin (*Appendix 1*).
25. There is minimal change in the percentages of employees who classify themselves as white (49%) or from black and minority ethnic groups (51%) compared to the previous year. (*Key Data*).
26. When looking at broad ethnic groups the percentages of employees from White and from Black, Asian and Minority Ethnic (BAME) communities are very similar to the percentages in the Southwark community, where 54% of the population classify themselves as White. (*Appendix 1*). Across London boroughs those employees who classify themselves as White average 49.5%. (*Appendix 1*).
27. **The mean ethnicity pay gap:** Southwark council has a mean ethnicity pay gap of -14.67%. This indicates that on average, for every £10 a Black, Asian and Minority Ethnic employee earns, white employees earn £11.14, which is a reduction on last year.
28. **The median ethnicity pay gap:** Southwark council has a median ethnicity pay gap of 11.34%, which suggests that typically Southwark white employees are paid at around 11.34% more than Southwark's Black, Asian and Minority Ethnic employees. The hourly median pay for white staff is £20.27 compared to £17.97 for Black, Asian and Minority Ethnic staff, which is a slight improvement from last year.
29. **The average Bonus Pay:** Southwark Council has a mean bonus ethnicity pay gap of 54.13%. In the period, approximately 3.69% of Southwark white employees were paid a bonus payment compared to 2.35% of Black, Asian and Minority Ethnic employees. The data is based on long service awards and the only relevant operational bonus scheme for building and trades staff in Building Services and Asset Management.
30. **The proportion of white and Black, Asian and Minority Ethnic employees in each quartile pay band:** The distribution of white and Black, Asian and Minority Ethnic staff through the pay bands by quartile, as shown above, does not reflect the overall ethnicity composition of the workforce which is 49% white and 51% Black, Asian and Minority Ethnic. In the lower two quartiles, there are more Black, Asian and Minority Ethnic staff than the overall ethnicity composition. In the third quartile (the second highest), it is the closest, with 52% Black, Asian and Minority Ethnic staff. In the top quartile, 34% of staff were Black, Asian and Minority Ethnic and 66% were white.

**Ethnicity pay gap**

<b>Ethnicity Pay Indicator</b>	<b>April 2019</b>	<b>April 2020</b>
Difference in mean hourly rate of pay	15.15%	14.67%
Difference in median hourly rate of pay	12.02%	11.34%
Difference in mean bonus pay	49.96%	54.13%
Difference in median bonus pay	69.59%	71.46%
Proportion of White employees who were paid a bonus	4.14%	3.69%
Proportion Black, Asian and Minority Ethnic employees who were paid a bonus	2.26%	2.35%

<b>Ethnicity Pay Indicator – Quartile Distribution</b>	<b>Black</b>	<b>Asian</b>	<b>Mixed</b>	<b>Other</b>	<b>White</b>
Quartile 1 (lowest average pay per hour)	45.59%	4.11%	3.81%	4.11%	42.38%
Quartile 2	43.98%	7.83%	4.42%	2.61%	41.16%
Quartile 3	38.82%	6.52%	4.71%	2.61%	47.34%
Quartile 4 (highest average pay per hour)	22.42%	5.11%	2.90%	3.30%	66.27%

## 31. Reference data 6

**Broad ethnic origin of employees as percentage of departmental headcount**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other</b>	<b>BAME</b>	<b>White</b>
Chief Executive's Department	10%	8%	0%	0%	18%	82%
Children's & Adults Services	6%	42%	4%	3%	55%	45%
Environment & Leisure	4%	34%	3%	3%	44%	56%
Finance & Governance	8%	33%	4%	3%	48%	52%
Housing & Modernisation	7%	47%	5%	3%	62%	38%
Place & Wellbeing	9%	16%	3%	5%	33%	67%
<b>Total across the council</b>	<b>6%</b>	<b>38%</b>	<b>4%</b>	<b>3%</b>	<b>51%</b>	<b>49%</b>

32. The percentages of White employees compared to Black, Asian and Minority Ethnic employees change through the grades. Apart from those in Building Worker grades, up to grade 9 there are higher percentages of Black, Asian and Minority Ethnic staff than percentages of White staff. This changes at grades 10-12 and the percentages of Black, Asian and Minority Ethnic employees are lower in grades 14 and above. (Reference data 7)

## 33. Reference data 7

**Grade distribution, broad ethnic origin**

Grade band	Asian	Black	Mixed	Other	BAME	White	'Not Stated'
Grades 1-5	44	444	30	39	557	432	19
%	4%	44%	3%	4%	55%	43%	2%
Grades 6 - 9 or equivalent	122	668	66	43	899	592	59
%	8%	43%	4%	3%	58%	38%	4%
Grades 10-12 +SW's	72	382	54	40	548	695	51
%	6%	30%	4%	3%	42%	54%	4%
Grades 14-16	12	30	8	3	53	180	8
%	5%	12%	3%	1%	22%	75%	3%
Grades 17 & above	1	2	-	1	4	18	0
%	5%	9%	-	5%	18%	82%	-
Teacher conditions	-	1	-	1	2	9	0
%	-	9%	-	9%	18%	82%	-
Soulbury conditions	2	4	-	1	7	36	0
%	5%	9%	-	2%	16%	84%	-
Building Workers	-	20	-	1	21	45	0
%	-	30%	-	2%	32%	68%	
Other <sup>1</sup>	1	7	3	1	12	24	22
%	2%	12%	5%	2%	21%	41%	38%
<b>Total</b>	<b>254</b>	<b>1558</b>	<b>161</b>	<b>130</b>	<b>2103</b>	<b>2031</b>	<b>159</b>
<b>%</b>	<b>6%</b>	<b>36%</b>	<b>4%</b>	<b>%</b>	<b>49%</b>	<b>47%</b>	<b>4%</b>

<sup>1</sup> "Other" category mainly consists of employees on various TUPE conditions

## Age

34. The average age of employees is 46 years. (*Key Data*). There is not a significant range (43-49) across London but our average is the same as the median age of 46.2 years and younger than the majority of London boroughs (*Appendix 1*).

35. The largest staff group is in the 40-54 years banding (39%) (*Reference data 8*) although we are in the upper quartile in London for the 25-39 age group, which has increased once more last year.

### Reference data 8

#### Employees per age band as percentage of total workforce numbers

Age band	%
16 to 24	3.5%
25 to 39	28.4%
40 to 54	39.0%
55+	29.0%

## Length of Service

36. Employees' length of service is on average 9.6 years. The average service will be impacted by the large percentage (37.31%) of employees who have more than 10 years' service. (*Reference data 9*)

Reference data 9

### Employees' length of service & service bandings - total workforce numbers

Average (mean) length of service	9.6 years
Length of service – bands	% of employees
Less than 1 year	10.74%
1 to <2 years	10.44%
2 to <3 years	7.85%
3 to <5 years	9.53%
5 to <10 years	24.13%
10 to <15 years	14.74%
15 to 20 years	11.79%
20+ years	10.78%
<b>Total</b>	<b>100%</b>

## Gender Reassignment, Religion or belief and Sexual Orientation

37. Whilst our employee monitoring data now includes gender reassignment, religion or sexual orientation, we do not hold enough data for it to be statistically significant. For the first time in 2016-17, our bi-annual employee survey carried out asked staff to respond to questions relating to these protected characteristics.

38. In that survey less than 0.5% of staff indicated that their gender identity does not match the gender assigned at birth. Over the last five years, the proportion of the UK population identifying as lesbian, gay or bisexual (LGB) has increased from 1.5% in 2012 to 2.0% in 2017, regionally, people in London were most likely to identify as LGBT which is 2.6% of the national population according to the ONS. Southwark has the second highest gay or bisexual population in London with 5.8% of the population sharing their sexuality in the 2017 according to the ONS, which is broadly reflective of our workforce position.

Sexual orientation	%
Heterosexual	77%
Gay woman/ lesbian	1%
Gay man	3%
Bisexual	1%
Other	1%
Prefer not to say	17%
<b>Total</b>	<b>100%</b>

The last census (2011) found that:

Southwark has a larger percentage of Christian residents of 52.5% than London at 48.4%.

Residents who state that they have no religion are the fastest growing group in Southwark. This is reflective of the workforce data from the 2016-17, our bi-annual employee survey.

Religion	%
Christian	44%
Buddhist	1%
Hindu	1%
Jewish	<0.5%
Muslim	3%
Sikh	<0.5%
No religion	27%
Other faith / religion / belief	4%
Prefer not to say	20%
Not provided	<0.5%

## Section 2: Changes in the Workforce

### Starters

39. There were 513 people who started work with the council within the year. The table below shows the person's department at commencement. (*Reference data 10*)

40. Those starting during this period have not resulted in any notable changes to the profile of the workforce in terms of sex, age, ethnic origin or disability (*Key data*).

41.36 new starters were TUPE intake as part of the regional adoption agency moving to Southwark. Most were in Grade 10 -12 and women.

Reference data 10

#### Number of starters & department

	Numbers of starters (headcount)
Chief Executive's Department	6
Children's & Adults Services	194
Environment & Leisure	112
Finance & Governance	39
Housing & Modernisation	129
Place & Wellbeing	33
<b>Total</b>	<b>513</b>

## Leavers

42. This section provides a detailed look at the reasons why people leave the organisation and their profile. 407 staff left the organisation in the period 1 April 2019 – 31 March 2020.

43. The dominant reasons for people leaving were on a voluntary basis, i.e. voluntary redundancy, resignation, retirement. Other reasons attracted relatively small numbers of employees.

44. The most common reason for leaving during 2019-20 was resignation.

45. Further scrutiny of those who left on the basis of dismissal, e.g. disciplinary or capability, appears in the relevant sections later in this report.

Reference data 11

### Leavers by reason, sex and disability

Reason for Leaving	No. of Leavers	Female %	Male %	Total	Of those disabled %
Career Break	4	75%	25%	100%	0%
Deceased	5	0%	100%	100%	20%
Capability Dismissal	1	0%	100%	100%	0%
Disciplinary Dismissal	12	33%	67%	100%	0%
Dismissal - Other	0	0%	0%	0%	0%
Expiration of Contract	34	35%	65%	100%	6%
Redundancy	21	33%	67%	100%	0%
Resignation	303	65%	35%	100%	3%
Retirement Age	22	55%	45%	100%	0%
Retirement Early	0	0%	0%	0%	0%
Retirement Ill Health	5	80%	20%	100%	60%
<b>Total</b>	<b>407</b>	<b>59%</b>	<b>41%</b>	<b>100%</b>	<b>4%</b>

Reference data 12

**Leavers by reason, Black, Asian and Minority Ethnic (BAME) employees, White employees**

<b>Reason for Leaving</b>	<b>No. of leavers</b>	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other</b>	<b>BAME</b>	<b>White</b>	<b>Not stated</b>	<b>Total</b>
Career Break	4	0%	50%	0%	0%	50%	50%	0%	100%
Deceased	5	0%	40%	0%	0%	40%	60%	0%	100%
Capability Dismissal	1	0%	0%	0%	0%	0%	100%	0%	100%
Disciplinary Dismissal	12	0%	67%	8%	0%	75%	17%	8%	100%
Dismissal - Other	0	0%	0%	0%	0%	0%	0%	0%	100%
Expiration of Contract	34	9%	50%	9%	0%	68%	26%	6%	100%
Redundancy	21	10%	33%	5%	0%	48%	52%	0%	100%
Resignation	303	9%	24%	7%	4%	44%	55%	2%	100%
Retirement Age	22	5%	14%	0%	0%	18%	77%	5%	100%
Retirement Early	0	0%	0%	0%	0%	0%	0%	0%	0%
Retirement Ill Health	5	0%	20%	0%	20%	40%	60%	0%	100%
<b>Total</b>	<b>407</b>	<b>8%</b>	<b>28%</b>	<b>6%</b>	<b>3%</b>	<b>45%</b>	<b>53%</b>	<b>2%</b>	<b>100%</b>

Reference data13

**Leavers by reason & age bands**

	<b>No. of leavers</b>	<b>16 - 24</b>	<b>25 - 39</b>	<b>40 - 54</b>	<b>55 +</b>	<b>Total</b>
Career Break	4	0%	25%	50%	25%	100%
Deceased	5	0%	0%	60%	40%	100%
Capability Dismissal	1	0%	0%	0%	100%	100%
Disciplinary Dismissal	12	8%	8%	67%	17%	100%
Dismissal - Other	0	0%	0%	0%	0%	0%
Expiration of Contract	34	32%	35%	15%	18%	100%
Redundancy	21	0%	14%	24%	62%	100%
Resignation	303	8%	49%	32%	12%	100%
Retirement Age	22	0%	0%	0%	100%	100%
Retirement Early	0	0%	0%	0%	0%	100%
Retirement Ill Health	5	0%	0%	0%	100%	100%
<b>Total</b>	<b>407</b>	<b>9%</b>	<b>41%</b>	<b>29%</b>	<b>21%</b>	<b>100%</b>



### Section 3: Performance Management & Increments

This monitor looks at incremental awards primarily through the performance management scheme but will also include increments awarded as part of any career or qualification progression in 2019.

46.64.5% of the workforce were eligible for an incremental award for 2019/20 performance i.e. were not at the maximum increment for their grade. Figures in the reference data below relate only to staff who were eligible for an increment.

47.64.6% of eligible staff (or 57% of all staff) were awarded an increment, slightly less than last year. (*Reference data 14*)

Reference data 14

#### Incremental awards – Council wide position

Incremental awards	Increment given	No increment given
2019 % of employees <sup>1</sup>	66%	34%
2018 % of employees	65%	35%
2017 % of employees	67%	33%
2016 % of employees	55%	45%
2015 % of employees	58%	42%

<sup>1</sup>Data for incremental awards 2019 as at 19 October 2020

Reference data 15

#### Incremental awards by sex

Sex	Increment Given	No Increment Given
Female	65%	35%
Male	66%	34%

Reference data 16

#### Incremental awards by disability

Disability Status	Increment Given	No Increment Given
Disabled	59%	41%
Not Disabled	66%	34%

Reference data 17

#### Incremental awards by broad ethnic origin

Broad Ethnic Origin	Increment Given	No Increment Given
Asian	64%	36%
Black	63%	37%
Mixed	72%	28%
Other	59%	41%
White	67%	33%
Not Stated	69%	31%

Reference data 18

#### Incremental awards by age band

Age Band	Increment Given	No Increment Given
16 to 24	57%	43%
25 to 39	69%	31%
40 to 55	65%	35%
55+	62%	38%

## Section 4 – Sickness

48. Average sickness per person of 7.4 days, shows a slight increase of 0.3 days per person (Reference data 19). This is lower than the average sickness across London boroughs of 8.6 days. (Appendix 1). Of note is the significant proportion of staff who had no sickness absence during the year (51%).
49. There are multiple recorded reasons for sickness which are grouped as shown (*Reference data 20*). Internal disorders has been deactivated as a reason since August 2019 so will not appear in next year's report.
50. Since August 2019 the 'Not specified' category is also no longer available this has ensured that staff have to stipulate a reason of absence from the London Councils stipulated list based on the HCM reporting standards.
51. According to the Health and Safety Executive in 2018/19 stress, depression or anxiety accounted for 44% of all work-related ill health cases and 54% of all working days lost due to ill health within the UK. Stress, depression or anxiety is more prevalent in public service industries, such as education; health and social care; and public administration and defence.
52. Changes have been made to our systems to improve data capture in the coming years. The sickness absence reason, 'stress/ depression/ anxiety/ mental health', has increased from 9.2% in 2018-19 to 26% in the last 12 months. The council have minimised the use of the 'not specified' reason which may account for some of the increase in the sickness absence reason, 'stress/ depression/ anxiety/ mental health'. The increase is also in part due to the mental health

programmes, initiatives and awareness campaigns we have ran during the year to help tackle the stigma of mental health and ensure employees share the real reason for absence with their employer so we can best support them in balancing their ill health and work.

53. Occupational health data shows us that a high proportion of referrals (31%) are related to mental health conditions. This is a 9% increase from the previous year.

Reference data 19

#### Annual average days' sickness per person over five years

Year	Average sickness absence
2019-20	7.43
2018-19	7.10
2017-18	6.47
2016-17	6.20
2015-16	6.63

Reference data 20

#### Recorded reasons for sickness absence 2019-20

Reason <sup>1</sup>	%
Minor conditions	30%
Muscular skeletal	20%
Medical conditions	22%
Stress/ depression/ anxiety/ mental health	26%
Back problems	2%

<sup>1</sup> Excludes where not stated

Reason <sup>1</sup>	%
Anxiety/Stress/Depression	16.80%
Muscular skeletal	14.31%
Cold, cough, flu	6.91%
Internal Disorders	6.24%
Cancer	6.14%
Gastrointestinal	6.10%
Injury, fracture	5.01%
Infectious diseases	4.83%
Nervous system	4.58%
Mental health	3.29%
Heart/Blood pressure	3.12%
Ear/nose/throat	3.06%
Chest / respiratory	2.91%
Pregnancy related	2.61%
Back	2.34%
Genitourinary/gynaecological	2.29%
Disability related	2.23%

Headache/migraine	2.13%
Industrial injury	1.22%
Eye related	1.16%
Endocrine/glandular	0.87%
Coronavirus	0.84%
Skin conditions	0.44%
Dental / oral	0.43%
Accident / Injury	0.07%
Neurological	0.06%
Menopause Related	0.02%

<sup>1</sup> Excludes where not stated

## Section 5 – Learning & Development

54. Southwark Council remains committed to supporting the continued development of its workforce in line with our Fairer Future principles, which shape everything we do. This means Learning and Development programmes focused on providing quality, flexible and accessible learning opportunities to all our staff.

55. Our programme is designed in line with the 70:20:10 learning model and provides opportunities for our staff to learn by doing (70%) learn from others (20%) and learn through formal training (10%). It covers technical, IT, business management, leadership development, people management, professional and personal development training. It also supports skills for life development, with an overall focus on skills and talent development to meet organisational needs.

### Learning and Development in 2019/20

56. The Learning and Development programme is delivered through our well established and engaging Learner Management System (LMS). The system is used to manage, accurately report on and evaluate all the learning and development activities coordinated or supported by the corporate Learning and Development (L&D) team.

57. It should be noted that the data below only relates to training activities that have been coordinated and recorded in the council's LMS, My Learning Source. Training organised locally is also recorded on the LMS, where known. However, managers and staff do still record additional training/learning and development locally. We have made good progress in using the council's LMS as a central source for all learning and development information and will continue to do so, moving forward.

58. In 2019/20, a total of 679 learning and development sessions were delivered (and 99 e-learning modules made available) with 2,139 members of staff attending (this includes completion of e-learning courses). Out of 6,869 learning activities completed, 2,674 (39%) were delivered face to face and

4,195 (61%) were delivered online. As mentioned before, this data only relates to learning and development activities coordinated or supported by the L&D team. This means that there will be some local learning/development activities that cannot be reported on, at this time.

59. The data suggests that, when looking at training completion (classroom-based and e-learning):

- The proportion of Black Asian and Minority Ethnic (BAME) staff who completed training is somewhat lower than the proportion of Black Asian and Minority Ethnic staff in the workforce (reference data 21)
- The proportion of disabled staff who completed training is somewhat higher than the proportion of disabled staff in the workforce (reference data 22)
- The proportion of women who completed training is higher than the proportion of women in the workforce (reference data 23)
- The distribution of staff who completed training across age groups is relatively in line with the age distribution in the workforce (reference data 24)
- The distribution of staff who completed training across grade groups is relatively in line with the grade distribution in the workforce (reference data 25)

*Reference data 21*

**Training completed by employee ethnic group**

	No. of completions	% of overall completion	No. of staff who completed training	% of group	% of workforce
BAME	3458	50.3	1060	49.6	24.7
White	3187	46.4	997	46.6	23.2
Not Stated	224	3.3	82	3.8	1.9
Total	6869	100	2139	100	49.8

*Reference data 22*

**Training completed by employee who declared a disability**

	No. of completions	% of overall completion	No. of staff who completed training	% of group	% of workforce
Disabled	602	8.8	163	7.6	3.8
Not Disabled	6180	90.0	1942	90.8	45.2
Not Stated	87	1.3	34	1.6	0.8

*Reference data 23*

**Training completed by employee sex**

	No. of completions	% of overall completion	No. of staff who completed training	% of group	% of workforce
Female	4288	62.4	1294	60.5	30.1
Male	2581	37.6	845	39.5	19.7
Total	6869	100	2139	100	49.8

*Reference data 24***Training completed by employee age group**

	No. of completions	% of overall completion	No. of staff who completed training	% of group	% of workforce
16 to 24	482	7.0	105	4.9	2.4
25 to 39	2677	39.0	721	33.7	16.8
40 to 55	2319	33.8	810	37.9	18.9
55+	1391	20.3	503	23.5	11.7
Total	6869	100	2139	100	49.8

*Reference data 25***Training completed by employee grade group**

	No. of completions	% of overall completion	No. of staff who completed training	% of group	% of workforce
Building Wkr	5	0.1	5	0.2	0.1
Grades 1-5	703	10.2	183	8.6	4.3
Grades 6-9	3355	48.8	985	46.0	22.9
Grades 10-12	2380	34.6	793	37.1	18.5
Grades 14-16	341	5.0	127	5.9	3.0
Grades 17 & above	15	0.2	11	0.5	0.3
Other Grade / TUPE	7	0.1	4	0.2	0.1
Soulbury	46	0.7	20	0.9	0.5
Teacher	3	0.0	2	0.1	0.0
Total	6855	100	2130	100	49.6

**Digital Inclusion**

60. Our workforce strategy has specific commitments to support all of our staff to develop their digital skills, whether they are office based or out and about delivering services around the borough.

**Digital skills portal**

61. The digital skills portal was developed and launches as a central hub with key information, guidance and tools to support our staff. Enabling them to be confident when interacting with technology to seek, find and share information collaboratively. The portal is designed around a digital model, grouped in the following areas:

- **Digital Identity:** information on safety, privacy, rights and wellbeing online
- **Work-skills:** useful resources for digital literacy and use of applications and tools
- **Communication and collaboration:** guidance on sharing information and collaborating on documents
- **Handling Information and content:** guidance on digital storage
- **Transactions online:** support for applying for services and carrying out transaction online

62. The portal is focused on enabling staff to effectively use technology, undertake research and transactions and consider how digital advances can help them carry out their roles.

### **Developmental support**

63. Southwark Council is keen to ensure that all staff have the opportunity to develop their careers and achieve their full potential. We want to make sure that they are not only able to achieve their potential in order to continue delivering excellent services to our residents and businesses but that they are able to develop and enrich their careers and, aligned to our council plan commitment, progress to better paid work.
64. In order to support staff in developing their careers, we have developed this career development portal supplemented by an internal coaching and mentoring programme.

### **Career development portal**

65. In late summer 2019, the career development was launched to provide our staff with a toolkit and blended learning opportunities that enable them to take ownership of their career journey. The key focus of the portal is to provide a central place that showcases all the support available for career planning, development and progression, in an inclusive way. The portal also includes a section for managers to facilitate constructive and effect career conversations.

### **Coaching and Mentoring Programme**

66. Our coaching and mentoring programme was introduced as supplementary support for the career development portal supporting our commitment to offering flexible programmes that all staff at all levels can access. The programme focused in providing immediate informal support through mentoring as well as more structured support through coaching. The mentoring scheme also includes reverse mentoring to provide opportunities for senior leaders/managers to be mentored by an officer.
67. The programme is very much aligned to the 70:20:10 approach to learning; this is where 70% of your learning is on the job, 20% is from others and 10% is from formal classroom training. Coaching and Mentoring are very much focused on the 20% that are about giving you the opportunity to learn from others.

### **Growing our own**

68. Our well-established 'growing our own' programmes continue to be delivered to support the development and progression of our workforce within the council. The first, our Apprenticeship and First Entry Trainee programme, provides opportunities to join the council and the second, our Southwark Leadership Development programme, delivered as through the Institute of Leadership and Management (ILM).

### **Internship Programme**

69. Our Council Plan contains a commitment under the theme 'A full employment borough,' to make sure 100 young people from low income backgrounds get paid internships within the council. In autumn 2019, we launched our paid Internship Programme enable young people who may have barriers to employment to gain credible and high quality paid work experience.

## Apprentices and First Entry Trainee Programme

70. Southwark has a council plan target to have 3% of our workforce who are apprentices or first entry trainees. The total of individuals on this programme was 177, with 151 being apprentices and 26 trainees. This equates to 4.1% of our workforce of 4,299, 29% of our total new joiners for the year an increase for 8% from 2018/19.

### Reference data 26

Development Pathway	2016/17	2017/18	2018/19	2019/20
Apprentices	98	111	106	151
Trainees	28	35	23	26
Total (% of workforce)	126 (3.1%)	146 (3.5%)	129 (3.1%)	177 (4.1%)

### Reference data 27

#### Apprentices and trainees by employee ethnic group

	Apprentices	% of apprentices	% of workforce	Trainees	% of trainees	% of workforce
BAME	72	48	1.7	9	35	0.2
White	79	52	1.8	15	58	0.35
Not stated	0	0	0	2	8	0.05
Total	151	100	3.5	26	100	0.6

### Reference data 28

#### Apprentices and trainees by employee disability status

	Apprentices	% of apprentices	% of workforce	Trainees	% of trainees	% of workforce
No Disability	130	86	3.0	23	88	0.5
Disability	21	14	0.5	3	12	0.1
Total	151	100	3.5	26	100	0.6

### Reference data 29

#### Apprentices and trainees by employee sex

	Apprentices	% of apprentices	% of workforce	Trainees	% of trainees	% of workforce
Female	84	56	1.95	12	46	0.3
Male	67	44	1.55	14	54	0.3
Total	151	100	3.5	26	100	0.6

### Reference data 30

#### Apprentices and trainees by current employee grade group

	Apprentices	% of apprentices	% of workforce	Trainees	% of trainees	% of workforce
Grades 1-5	99	66	2.3	5	19	0.2
Grades 6-9 + DSO + NC01 + RCO	40	26	0.9	21	81	0.4
Grades 10-12 +SW's	12	8	0.3	0	0	0
Total	151	100	3.5	26	100	0.6

*Reference data 31***Apprentices who secured a promotion or employee grade increase on completion**

	Total (109)	% of apprentices	% of workforce
<b>Total</b>	109	100	2.5
<b>Ethnic group</b>			
BAME	53	49	1.2
White	56	51	1.3
<b>Disability status</b>			
No Disability	104	95	2.1
Disability	5	5	0.4
<b>Sex</b>			
Female	69	63	1.6
Male	40	37	0.9
<b>Age on entry group</b>			
16 to 24	55	50	1.3
25 to 39	49	45	1.1
40 to 55	5	5	0.1
<b>Grade on completion group</b>			
Grades 4 to 5	15	14	0.3
Grades 6 to 7	33	30	0.8
Grades 8 to 10	58	53	1.3
Grades 11 to 12	3	3	0.1

**Professional Qualification Scheme**

71. Our long standing Professional Qualification Scheme (PQS) application process transitioned to My Learning Source. A parallel application process still exists for staff with limited access to technology.

*Reference data 32***PQS approvals by employee ethnic group**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
BAME	51	46.4	51	1.2
White	53	48.2	53	1.2
Not stated	6	5.5	5	0.1
<b>Total</b>	<b>110</b>	<b>100</b>	<b>109</b>	<b>2.5</b>

*Reference data 33***PQS approvals by employee disability status**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
Not Disabled	104	94.5	103	2.4
Disabled	4	3.6	4	0.1
Not stated	2	1.8	2	0.0
<b>Total</b>	<b>110</b>	<b>100</b>	<b>109</b>	<b>2.5</b>

*Reference data 34***PQS approvals by employee sex**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
Female	59	53.6	59	1.4
Male	51	46.4	50	1.2
Total	110	100	109	2.5

*Reference data 35***PQS approvals by employee age group**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
16 to 24	5	4.5	5	0.1
25 to 39	62	56.4	61	1.4
40 to 55	33	30.0	33	0.8
55+	10	9.1	10	0.2
Total	110	100	109	2.5

*Reference data 36***PQS approvals by employee grade group**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
Grades 1-5	4	3.6	4	0.1
Grades 6-9	40	36.4	40	0.9
Grades 10-12	62	56.4	61	1.4
Grades 14-16	4	3.6	4	0.1
Total	110	100	109	2.5

*Reference data 37***PQS approvals by employee department**

	No. of approvals	% of overall approvals	No. staff approved	% of workforce
Chief Executive's Department	4	3.6	4	0.1
Children's and Adults' Services	18	16.4	18	0.4
Environment & Leisure	21	19.1	21	0.5
Finance & Governance	14	12.7	14	0.3
Housing and Modernisation	48	43.6	47	1.1
Place & Wellbeing	5	4.5	5	0.1
Total	110	100	109	2.5

## Reference data 38

**Staff with approved PQS applications in 2018-20 who since secured a promotion**

	No. of staff 18/19 Total 15	No. of staff 19/20 Total 22	No. of staff 18/20 Total 37	% of staff approved (out of 252)	% of workforce (out of 4293)
<b>Ethnic Group</b>					
BAME	7	7	14	5.56%	0.33%
White	8	15	23	9.13%	0.54%
<b>Disability status</b>					
Not Disabled	14	22	36	14.29%	0.84%
Disabled	1	0	1	0.40%	0.02%
<b>Sex</b>					
Female	7	9	16	6.35%	0.37%
Male	8	13	21	8.33%	0.49%
<b>Age Group</b>					
16 to 24	0	1	1	0.40%	0.02%
25 to 39	8	16	24	9.52%	0.56%
40 to 55	7	5	12	4.76%	0.28%
55+	0	0	0	0.00%	0.00%
<b>Grade Group</b>					
Grades 1-5	1	1	2	0.79%	0.05%
Grades 6-9	7	7	14	5.56%	0.33%
Grades 10-12	4	12	16	6.35%	0.37%
Grades 14-16	3	2	5	1.98%	0.12%
Soulbury Conditions	0	0	0	0.00%	0.00%
<b>Department</b>					
Chief Executive's Department (incl. Place and Wellbeing)	1	4	5	1.98%	0.12%
Children's and Adults' Services	1	3	4	1.59%	0.09%
Environment & Leisure	6	3	9	3.57%	0.21%
Finance & Governance	2	5	7	2.78%	0.16%
Housing and Modernisation	5	7	12	4.76%	0.28%

**Southwark Leadership Development Programme**

72. As part of PQS, our managers are encouraged to apply for sponsorship to attend one of our ILM accredited leadership and management qualifications which are offered at levels 2, 3, and 5.

73. In 2019/20, 83 managers and aspiring managers have started a new ILM management qualification at levels 2, 3, and 5. There are currently 57 managers partly through their studies.

74. These ILM programmes continue to be well received across the council and since the programme in 2014, 348 managers have completed a programme.

*Reference data 39***Managers and aspiring managers who have started a new ILM qualification 2019/20**

	No. of new starters	% of overall new starters	% of workforce
BAME	32	38.6	0.7
White	47	56.6	1.1
Not stated	4	4.8	0.1
Total	83	100	1.9

*Reference data 39***Managers partly through their studies currently 2019/20**

	No. of current learners	% of overall current learners	% of workforce
BAME	24	42.1	0.6
White	29	50.9	0.7
Not stated	4	7.0	0.1
Total	57	100	1.3

*Reference data 40***Managers having completed a programme since 2014**

	No. of staff who completed a programme	% of overall staff who completed a programme	% of workforce based on 6-year average
BAME	155	44.5	0.6
White	188	54.0	0.7
Not stated	1	0.3	0.0
Information not found	4	1.1	0.0
Total	348	100	1.4

**Southwark Manager Learning Programme**

We continue to deliver our blended learning programme for new and existing people managers, covering areas of people management, business management, personal impact, resilience and wellbeing. So far 421 (47%) out of 898 people managers set up on My Learning Source have started this programme.

## Section 6 - Disciplinary Investigations & Outcomes

75. Two separate activities are described in this section; staff subject to disciplinary investigation and the outcomes of disciplinary hearings. The information below is not necessarily linked, i.e. some of the cases that are captured in “investigations” would not have reached the stage of a completed disciplinary hearing.

76. The number of staff who were subject to disciplinary investigation and/or disciplinary action is a very small percentage of all employees, less than 1% (*Reference data 41 & Key Data*).

77. On 14 occasions disciplinary actions resulted in either a warning or dismissal. (References data 43 & 44). Those subject to such actions are 0.3% of all employees, (key data). Where there are such small numbers drawing conclusion based on more detailed levels, e.g. sex, ethnic profile or disability is questionably statistically valid.

78. It is difficult to draw conclusions from relatively low numbers when considered against the overall workforce. However, we do carry out analysis and monitoring of individual cases to ascertain whether more detailed action is necessary.

Reference data 41

### Investigations by sex & by disability

	Female	Male	Total	Of those - disabled
Disciplinary Action Pursued	9	14	23	1
Investigations in Progress	7	9	16	0
<b>Total</b>	<b>16</b>	<b>23</b>	<b>39</b>	<b>1</b>

Reference data 42

### Investigations by broad ethnic origin

	Black, Asian & Minority Ethnic employees	White employees	Not stated	Total
Disciplinary Action Pursued	19	3	1	24
Investigations in Progress	9	7	0	16
<b>Total</b>	<b>28</b>	<b>10</b>	<b>1</b>	<b>40</b>

Reference data 43

**Disciplinary action outcome by sex & by disability**

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Of those - disabled</b>
Dismissal	5	7	12	1
Final written warning	1	0	1	0
Written warning	1	0	1	0
Guidance	0	3	3	0
Training	0	0	0	0
No Action	2	4	6	0
<b>Total<sup>2</sup></b>	<b>9</b>	<b>14</b>	<b>23</b>	<b>1</b>

<sup>2</sup> Note in addition

- On 5 occasions the employee left during a disciplinary process

Reference data 44

**Disciplinary action outcome by broad ethnic origin**

	<b>BAME employees</b>	<b>White employees</b>	<b>Not stated</b>	<b>Total</b>
Dismissal	10	1	1	12
Final written warning	0	1	0	1
Written warning	1	0	0	1
Guidance Interview	4	0	0	4
Training	0	0	0	0
No Action	5	0	0	5
<b>Total<sup>2</sup></b>	<b>20</b>	<b>2</b>	<b>1</b>	<b>23</b>

<sup>2</sup> Note in addition

- On 5 occasions the employee left during a disciplinary process

## Section 7 - Capability Action & Outcomes

79. The numbers subject to capability action, including performance and sickness, are a small percentage of all employees (*References data 45 & 46*), nine concluded cases represents 0.2% all employees, (key data). Where there are such small numbers drawing conclusion based on more detailed levels, e.g. gender, ethnic profile or disability is questionably valid.

Reference data 45

### Capability action by sex & by disability

	Female	Male	Total	Of those - disabled
Dismissal	0	1	1	0
Written warning	0	1	1	0
Monitoring	4	3	7	0
No Action	0	1	1	0
<b>Total</b>	<b>4</b>	<b>5</b>	<b>9</b>	<b>0</b>

Reference data 46

### Capability action by broad ethnic origin

	Black, Asian and Minority Ethnic employees	White employees	Not Stated	Total
Dismissal	0	1	0	1
Written warning	0	1		1
Monitoring	3	4	0	7
No action	0	0	1	1
<b>Total</b>	<b>3</b>	<b>6</b>	<b>1</b>	<b>10</b>

## Section 8 - Staff Complaints

80. Note this data relates to individual employee complaints that require a formal process to resolve. Many complaints can be resolved informally or through mediation; all parties are encouraged to pursue such actions as a first step.

81. The numbers of staff that submit a formal complaint at stage 1 are very few. (Reference data 47 & 47A); eight employees represent 0.2% of the workforce. (Key data).

82. Stage 2 complaints are those where the employee is not satisfied with the outcome at stage one and identifies grounds for appeal.

83. Where there are such small numbers drawing conclusions at a more detailed level, e.g. sex, ethnic profile or disability is questionably valid.

Reference data 47

### Stage 1 complaints by sex & by disability

	Female	Male	Total	Of those - disabled
Not upheld	2	0	2	2
Partially upheld	1	2	3	1
Upheld	0	0	0	0
In progress	1	2	3	0
<b>Total<sup>1</sup></b>	<b>4</b>	<b>4</b>	<b>8</b>	<b>3</b>

<sup>1</sup> In addition 2 complaints were withdrawn at some point during the complaint process.

Reference data 47A

### Stage 1 complaints by broad ethnic origin

	BAME employees	White employees	Not Stated	Total
Not upheld	1	1	0	2
Partially upheld	2	1	0	3
Upheld	0	1	0	1
In progress	0	2	1	3
<b>Total<sup>1</sup></b>	<b>3</b>	<b>5</b>	<b>1</b>	<b>9</b>

<sup>1</sup> In addition 2 complaints were withdrawn at some point during the complaint process.

Reference data 48

**Stage 2 complaints by sex & by disability**

	<b>Female</b>	<b>Male</b>	<b>Total</b>	<b>Of those - disabled</b>
Not upheld	1	0	1	0
Partially upheld	1	0	1	0
Upheld	0	0	0	0
In progress	1	1	2	0
<b>Total <sup>1</sup></b>	<b>3</b>	<b>1</b>	<b>4</b>	<b>0</b>

<sup>1</sup> In addition, one employee resigned during the Stage 2 process.

Reference data 48A

**Stage 2 complaints by broad ethnic origin**

	<b>Black, Asian and Minority Ethnic employees</b>	<b>White employees</b>	<b>Not Stated</b>	<b>Total</b>
Not upheld	1	0	0	1
Partially upheld	1	0	0	1
Upheld	0	0	0	0
In progress	1	1	0	2
<b>Total <sup>1</sup></b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>4</b>

<sup>1</sup> In addition, one employee resigned during the Stage 2 process.

## Section 9 - Respect at Work

84. The numbers of employees making a formal complaint are few; 17 employees represent less than 0.4% of the workforce. Note; these cover complaints on all forms of harassment and bullying.

85. Where there are such small numbers drawing conclusions at a more detailed level, e.g. sex, ethnic profile or disability is questionably valid.

Reference data 49

### Complaints by sex & by disability

	Female	Male	Total	Of those - disabled
Mediation	1	1	2	0
Not upheld	4	1	5	1
Upheld	0	0	0	0
Partially upheld	2	1	3	0
In progress	4	3	7	1
<b>Total <sup>1</sup></b>	<b>11</b>	<b>6</b>	<b>17</b>	<b>2</b>

<sup>1</sup> In addition, 1 complaint was resolved informally during the process, a further 4 complaints were withdrawn and 1 employee resigned.

Reference data 50

### Complaints by broad ethnic origin

	BAME employees	White employees	Not Stated	Total
Mediation	1	1	0	2
Not upheld	4	1	0	5
Upheld	0	0	0	0
Partially upheld	3	0	0	3
In progress	3	4	0	7
<b>Total <sup>1</sup></b>	<b>11</b>	<b>6</b>	<b>0</b>	<b>17</b>

<sup>1</sup> In addition, 1 complaint was resolved informally during the process, a further 4 complaints were withdrawn and 1 employee resigned.

## Section 10 - Recruitment

86. The following looks at recruitment projects over the year 2019-20. A recruitment project is an advertised job(s) with a defined closing date. More than one media (advertisements) may be used in each project. The following looks at 352 recruitment projects; of these

- There were 42 with 50 or more applicants
- There were 102 with 5 or fewer applicants

87. Some jobs have been the subject of more than one recruitment project. For example, Project Support officer and Customer Services officer appear several times and each project is counted separately. Only those projects that attracted an applicant response are shown. Applicants who withdrew from the process are excluded completely from the details below.

88. Overall there were 7,429 people who pursued an application.

89. Looking at sex and disability the success of people at the hired stage of the recruitment process are in line with the percentages of people who applied, i.e. female / male, not disabled / disabled, (Reference data 51 & 52).

Reference data 51

### Sex

Female applicants: 4,389 (3,662) Male applicants: 2,775 (2,936); Not stated or prefer not to say: 265

Status*	Female	Male	Not stated	Total
Hired	57%	33%	10%	100%
Shortlisted	62%	35%	2%	100%
Applicants	59%	38%	4%	100%

\* Hired here means an offer of appointment, not that the person has yet started work

Reference data 52

### Disability

Disabled applicants: 837; Not disabled applicants: 6,404; Not stated: 188.

Status*	Disabled	Not Disabled	Not stated	Total
Hired	11%	87%	2%	100%
Shortlisted	14%	85%	2%	100%
Applicants	12%	86%	1%	100%

\* Hired here means an offer of appointment, not that the person has yet started work

90. When looking at broad ethnic origin, (Reference data 53), the success of people at the shortlisting stage is in line with the percentages of people who applied.

Reference data 53

**Broad Ethnic Origin**

Black, Asian and Minority Ethnic (BAME) applicants: 4,886; White applicants: 2,187; Not stated: 356

	Asian	Black	Mixed	Other	BAME	White	Not stated	Total
Hired	8	34	7	3	46%	44%	10%	100%
Shortlisted	11	46	5	4	63%	33%	4%	100%
Applicants	15	46	6	5	68%	28%	4%	100%

\* Hired here means an offer of appointment, not that the person has yet started work

## Section 11 – Agency Workers

91. Agency workers are not employees of the Council but are an important resource in the delivery of the council's services. On the first working Monday of each month a snapshot is compiled of agency workers in use. On receipt of the monthly snapshot, HR work with departments to review usage, highlight the areas where resource planning would be beneficial, with a particular focus on long serving agency staff (i.e. anyone engaged for more than 12 months).

A monthly contract monitoring meeting is also held between HR and the on-site Comensura Business Partner to address any concerns and agree relevant performance improvements.

92. Monitors over the financial year 2019-20 show that numbers ranged from 438 to 557. (Reference data 54).

Reference data 54

### Agency Workers – numbers via monthly snapshot 2019-20<sup>1</sup>

	Headcount
April	468
May	457
June	438
July	446
August	448
September	474
October	503
November	545
December	559
January	511
February	520
March	557

<sup>1</sup> The numbers of agency workers in use as at the monitoring date, i.e. first working Monday of each month.

93. The number of workers in use fluctuates monthly and over the year averaged 494 workers. This is an increase from last year's average of 447.

The increase in agency staff usage during 19/20 can be attributed to a number of factors such as:

- Interim recruitment needs for the delivery of new homes projects were sourced from the Comensura supply chain rather than other available frameworks used in the past.

- A number of specialist skills for hard to fill engineering, housing and planning roles were recruited under permanent and fixed term contracts.
- We have also captured up to £100k off contract spend for the recruitment of Arboriculture staff in direct response to the emergency tree project.
- There has also being an increase of £1.7m in spend in Children and Adult social care compared to last year. There has been a higher demand for temporary workers in this area and an increase in the hourly rate paid to workers authorised by managers.
- Seasonal demands which is common to see during the Autumn and Winter months

Some successes of the contract during the last financial year include; 68 temporary workers have been successful at taking permanent roles through the 'Temp to Perm' HR campaign, 5 workers being recruited to fixed contracts without any additional cost to the council and total savings achieved through the contract terms for 2019-20 of approximately £935,000.

## Section 12 – Pregnancy & Maternity

94. This is the first year we are including Pregnancy and Maternity in the Workforce Report so there is currently no comparison to previous years. Equally, London Councils do not yet report on this data.
95. The percentage of the Children's and Adults workforce is predominantly made up of female employees (78% of the workforce). This is where we see 44% of all maternity leave in the 2019-20 period (*Reference data 55*).
96. Likewise, the percentage of the Environment and Leisure workforce is predominantly made up of male employees (78% of the workforce). This is where we see 37% of all paternity leave in the 2019-20 period (*Reference data 55*).
97. It is recognised that there were no staff nor their partners who took shared parental leave in council in the reporting year. Shared parental leave (SPL) allows parents to share leave between them. The right applies to both opposite-sex and same-sex couples, and similar rights apply to couples who are adopting a child. Shared parental leave (SPL) is available to parents whose babies were due on or after 5 April 2015 in accordance with employment legislation and to parents who adopted children on or after that date.

## Reference Data 55

**Employees as percentage of departmental headcount**

	<b>Maternity Leave</b>	<b>Paternity Leave</b>	<b>Adoption Leave</b>	<b>Shared Parental Leave</b>	<b>Total</b>
Chief Executive's Department	2%	0%	0%	0%	1%
Children's & Adults Services	44%	23%	50%	0%	40%
Environment & Leisure	11%	37%	0%	0%	17%
Finance & Governance	13%	17%	50%	0%	14%
Housing & Modernisation	22%	23%	0%	0%	22%
Place & Wellbeing	8%	0%	0%	0%	6%
<b>Total across the council</b>	<b>100</b>	<b>100%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>

## Reference Data 56

**Broad ethnic origin of employees as percentage**

	<b>Asian</b>	<b>Black</b>	<b>Mixed</b>	<b>Other</b>	<b>BAME</b>	<b>White</b>	<b>Total</b>
<b>Maternity</b>	16%	29%	5%	0%	51%	49%	<b>100%</b>
<b>Paternity</b>	10%	33%	0%	7%	50%	50%	<b>100%</b>
<b>Adoption</b>	0%	0%	0%	0%	0%	100%	<b>100%</b>
<b>Shared Parental</b>	0%	0%	0%	0%	0%	0%	<b>0%</b>

## Reference Data 57

**Staff with disabilities as percentage**

	<b>Disabled</b>	<b>Not Disabled</b>	<b>Total</b>
<b>Maternity</b>	4%	96%	<b>100%</b>
<b>Paternity</b>	0%	100%	<b>100%</b>
<b>Adoption</b>	50%	50%	<b>100%</b>
<b>Shared Parental</b>	0%	0%	<b>0%</b>

98. Of the women who took Maternity or Adoption leave during 2019/20 there was a significant retention rate, with 73% returning to work. 12% remain on maternity or adoption leave and 15% have left Southwark employment at the time of publishing the Workforce report. (Reference data 58).

Reference Data 58

**Employment status of Maternity/Adoption leave as percentage by department**

	<b>Remain employed</b>	<b>Left Employment</b>	<b>On Leave</b>	<b>Total</b>
<b>Chief Executive's Department</b>	2%	0%	0%	2%
<b>Children's &amp; Adults Services</b>	32%	7%	5%	44%
<b>Environment &amp; Leisure</b>	6%	0%	5%	11%
<b>Finance &amp; Governance</b>	10%	3%	1%	14%
<b>Housing &amp; Modernisation</b>	18%	3%	1%	22%
<b>Place and Wellbeing</b>	5%	2%	1%	8%
<b>Total</b>	<b>73%</b>	<b>15%</b>	<b>12%</b>	<b>100%</b>

## Appendix A

### Information on the community in Southwark & other London Boroughs

Southwark's workforce is drawn from across London & the South-east of England approximately 25% of our staff were Southwark residents. It is however interesting to look at how the profile of the workforce compares to the Southwark community and where possible across London.

This Section provides some basic information about the Borough drawn from the 2011 census.

It also includes key data comparing the council's workforce with other London boroughs, albeit this must be viewed with caution. Increasingly the services provided will differ between boroughs. This will, for example, impact on the sex profile where particular services remain male or female dominated. Service type and organisation size is also known to affect how organisations perform, for example sickness absence tends to be higher in large multi-functional organisations.

Some key data is as follows.

#### Census data - Southwark borough

All data drawn from ONS census 2011 – key statistics

#### 1. Population figures, sex & economically active comparisons

	Southwark borough information	England Country
2011 Population: All Usual Residents	288,283	53,012,456
2011 Population: Males	142,618	26,069,148
	<b>49.5%</b>	<b>49.2%</b>
2011 Population: Females	145,665	26,943,308
	<b>50.5%</b>	<b>50.8%</b>
Economically Active; Employee; Full-Time	42%	39%
Economically Active; Employee; Part-Time	9.9%	13.7%
Economically Active; Self-Employed	10.0%	9.8%
Economically Active; Unemployed	6.0%	4.4%
People aged 16 and over with 5 or more GCSEs grade A-C, or equivalent	10.2%	15.2%
People aged 16 and over with no formal qualifications	16.3%	22.5%

## 2. Occupations of all people in employment, March 2011

	Southwark	England
Managers, directors and senior officials	11%	11%
Professional occupations	26%	18%
Associate professional and technical occupations	17%	13%
Administrative and secretarial occupations	10%	12%
Skilled trades occupations	7%	11%
Caring, leisure and other service occupations	8%	9%
Sales and customer service occupations	7%	8%
Process, plant and machine operatives	3%	7%
Elementary occupations	12%	11%

## 3. Ethnic Origin

	Southwark – Borough (Numbers)	(%s)	London – Region (%s)	England – Country (%s)
All Usual Residents	288283			
White; English/Welsh/Scottish/Northern Irish/British	114534	39.7%	45%	79.8%
White; Irish	6222	2.2%	2%	1.0%
White; Gypsy or Irish Traveller	263	0.1%	0%	0.1%
White; Other White	35330	12.3%	13%	4.6%
<b>White</b>		<b>54.2%</b>	<b>59.8%</b>	<b>85.4%</b>
Mixed/Multiple Ethnic Groups; White and Black Caribbean	5677	2.0%	1%	0.8%
Mixed/Multiple Ethnic Groups; White and Black African	3687	1.3%	1%	0.3%
Mixed/Multiple Ethnic Groups; White and Asian	3003	1.0%	1%	0.6%
Mixed/Multiple Ethnic Groups; Other Mixed	5411	1.9%	1%	0.5%
<b>Mixed</b>		<b>6.2%</b>	<b>5.0%</b>	<b>2.3%</b>
Asian/Asian British; Indian	5819	2.0%	7%	2.6%
Asian/Asian British; Pakistani	1623	0.6%	3%	2.1%
Asian/Asian British; Bangladeshi	3912	1.4%	3%	0.8%
Asian/Asian British; Chinese	8074	2.8%	2%	0.7%
Asian/Asian British; Other Asian	7764	2.7%	5%	1.5%
<b>Asian</b>		<b>9.4%</b>	<b>18.5%</b>	<b>7.8%</b>
Black/African/Caribbean/Black British; African	47413	16.4%	7%	1.8%
Black/African/Caribbean/Black British; Caribbean	17974	6.2%	4%	1.1%
Black/African/Caribbean/Black British; Other Black	12124	4.2%	2%	0.5%
<b>Black</b>		<b>26.9%</b>	<b>13.3%</b>	<b>3.5%</b>
Other Ethnic Group; Arab	2440	0.8%	1%	0.4%
Other Ethnic Group; Any Other Ethnic Group	7013	2.4%	2%	0.6%

<b>Other</b>	<b>3.3%</b>	<b>3%</b>	<b>1.0%</b>
Totals	100.0%	100.0%	100.0%

## Other Boroughs

The following information relates to year 2019/20. The data that is shown is based on no fewer than submissions from 28 London boroughs although not every borough will have submitted data for every area.

In considering this information –

- The London mean (average) data is shown.
- It must be re-emphasised that there are significant differences in the organisations presenting data, e.g. Islington has reported 4,586 directly employed staff (headcount), Kingston 1,153 directly employed staff (headcount).
- Organisations collect and define data in different ways, e.g. some councils extrapolate from survey information others such as Southwark rely on actual declarations.
- Only data which links to Southwark's statistics shown in the body of this report is shown.

### 1. Average Headcount of employees

- 2,719 staff

### 2. Average age

- 46.13 years. Across London boroughs those in 16-24 years age band are 3.4% of the workforce and those aged 65 and older are 3.7%. (Note there are significant variations in data submitted by boroughs in response to this question, one borough's return being 1.5%, another 7% and 1.9% - 5.8% respectively - which is out of step with all other responses)

### 3. Sex profile

- Male 39%
- Female 61%

### 4. Disabled staff

- 6.25% of the workforce

### 5. Broad Ethnic Origin

Not known – 13.7% of remainder

<b>Broad Ethnic Origin</b>	<b>%</b>
Asian (inc Chinese)	10.9%
Black	20.9%
Mixed	3.3%
White	49.5%
Other	1.6%

### **6. Length of Service**

<b>Range</b>	<b>%</b>
Less than a year	11.69%
1 - < 2 years	10.61%
2 - < 3 years	8.28%
3 - < 5 years	11.77%
5 - < 10 years	17.04%
10 - < 15 years	15.85%
15 - < 20 years	11.35%
20 years & above	13.40%

### **7. Sickness Absences**

- Average sickness days per person 8.58 days

### **8. Turnover**

- All 12.8%
- Resignations 8.4%
- Leavers with less than 1 year service 2%

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