

# Education and Local Economy Scrutiny Commission

Monday 22 February 2021

6.30 pm

Online/Virtual. Members of the public are welcome to attend the meeting. Please contact [FitzroyAntonio.williams@southwark.gov.uk](mailto:FitzroyAntonio.williams@southwark.gov.uk) for a link to the meeting.

## Supplemental Agenda No. 1

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5.	<b>REVIEW OF APPROACH TO EQUALITY AND ADOPTION OF THE EQUALITY FRAMEWORK</b>	1 - 112
	<p>To receive an overview from Councillor Alice Macdonald, Cabinet Member for Communities and Equalities on the review of approach to equality and adoption of the Equality Framework which is due to be considered by Cabinet on 9 March 2021.</p> <p>The cabinet member for equalities and communities has also been asked to provide:</p> <ul style="list-style-type: none"><li>• A written overview of the main council equalities initiatives, including Southwark's Equalities Framework; Southwark's Equalities and Diversity Charter; the refreshes to Southwark's approach to equalities impact assessments and community impact assessments. <b>(See pages 6 to 11)</b></li><li>• An update on plans for better understanding racial disparities in the Council and beyond. <b>(See pages 2 to 3 - Note: cabinet reports have been included for additional background – Pages 12 to</b></li></ul>	

#### Contact

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Date: 19 February 2021

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**90 and pages 91 to 122)**

- How the council is addressing the many equalities related issues arising due to the Covid-19 pandemic. **(See pages 4 and 5)**

**RESPONSE TO QUESTIONS SUBMITTED IN ADVANCE – EDUCATION AND LOCAL  
ECONOMY SCRUTINY COMMISSION - 22 FEB 2021**

**Cllr Alice Macdonald, Cabinet Member for Communities and Equalities**

**Cabinet Portfolio**

To improve the council's engagement with all Southwark's communities, especially those who are hardest to reach. To be responsible for strengthening the voluntary and community sector, supporting volunteering across the borough.

To champion equality and diversity across the borough and be a champion for Southwark's varied and diverse communities. To lead on the council's work to tackle inequality and ensure that fairness and justice are the cornerstone of all the decisions we make. Working with partners and communities across Southwark, to lead on our work on neighbourhoods, including creating new neighbourhood charters.

To deliver the council's corporate programme to transform the way it works – to modernise, secure savings, improve customer services and deliver value for money for local residents and businesses. To ensure excellence in customer service for our residents.

The cabinet member will have particular responsibility for:

- Equalities
- Women rights
- LGBTQI
- Community engagement, participation & development
- Increasing the voice and influence of black, Asian and minority ethnic communities
- Neighbourhoods, including social regeneration charters
- Voluntary and Community Sector
- Faith communities
- Volunteering
- Civic issues
- Community grants and investment, including: Local Community Infrastructure Levy; Common Purpose Fund; Cleaner, Greener, Safer Fund; Democracy Fund; Neighbourhoods Fund; and, Resident Participation Fund
- Community and tenants & residents halls and centres
- Financial inclusion
- Digital inclusion
- Digital infrastructure & improving broadband
- Website
- Customer services
- Registrar's service
- Coroners service

## QUESTIONS

1. **Can you share a written overview of the main council equalities initiatives, including Southwark's Equalities Framework; Southwark's Equalities and Diversity Charter (and/or Southwark's 2016 Diversity Charter); the refreshes to Southwark's approach to equalities impact assessments and community impact assessments?**

A background paper is attached setting this out

2. **Can you update commission on plans for better understanding racial disparities in the Council and beyond?**

The Southwark Stands Together Programme is led by the Leader and cabinet members lead on individual workstreams within it. The below response has been provided by, Jasbinder Baddhan, Equality, Diversity and Inclusion Programme Lead, Chief Executive's Office

1. Phase one of the engagement approach that forms part of Southwark Stands Together (*Exploring the status quo*) involved looking at what we now knew from all the data and evidence from the summer listening exercise. We explored public perceptions, local sentiment, lack of trust and confidence, engagement practices, access to services, and continued cycles of disadvantage in our communities within the context of the recommendations. (Kings College London will be undertaking a deeper dive into this data). The second workshop (*Appreciative Inquiry*) is a strength-based approach to address change and is a constructive alternative to traditional problem solving. It provided us with a tool that enables deliberative engagement and helps us to think about what will success look like. This approach involves collaboration with a small group of residents/stakeholders that uses questions to build a vision for the future, focusing on past and potential future successes.

### Data, information and lived experience workshops

2. So far, we have held two internal workshops looking at our current use of data, as well as identifying and plugging gaps. We were supported by the head of I.T and digital services who joined in order to ascertain Southwark Stands Together data needs. The first workshop '*Incorporating the inequalities agenda into public health: case study*' focussed on the identification of health inequalities, understanding need and their impact on residents. The disproportionate impact of COVID-19 has further highlighted these health inequalities. Workstream leads also received an introduction to the Health Inequalities framework and how the approach is being embedded across the council.
3. Our second workshop '*Equality and Inequality Consciousness across the five phases of community engagement*' encouraged workstream leads to focus on our Public Sector Equalities Duty (PSED) considerations when engaging with our communities to fulfil our commitments around working collaboratively with our communities. In March, a third workshop '*Disproportionality within Southwark's Youth justice system*' will use key data sets to aim to understand cycles of disadvantage highlighted in October's cabinet report. It will look at key areas such as school exclusion, stop and search and first time interactions within the youth justice system. We will be applying knowledge and understanding around adverse childhood conditions and working to understand why on offending and reoffending and going into custody, the Black, Asian and Ethnic Minority population are still over represented.

4. We are identifying what data we have, what's missing in our understanding and how to plug these gaps. We also need to breakdown Black, Asian and Minority Ethnic terminology and highlight the disparities and successes across different minority groups in order to better understand them, build relationships and meet need. We are partnering with Kings College London in order to build this understanding as well as undertaking a deeper dive of the listening exercise over the summer. We are using a multi-disciplinary approach working across sectors such as Education, Policing, Health and Business. Workstream leads will map interdependences and develop a more nuanced approach to / between different social determinants around racism, inequalities and discrimination. Two activities will arise from these workshops: the Data and Digital working group and the next stage of our work in Breaking Cycles of disadvantage.

#### Data and Digital working group

5. This group is an off shoot from the Community Support Alliance (CSA)/Community Hub coordination group. The CSA are currently working to implement 16 recommendations arising from the review of the work undertaken in the summer. In order to carry forward the 16 recommendations there are five working groups being created, the first meeting is next week.

#### Breaking Cycles of disadvantage

6. We are working internally with data analysts and colleagues from different workstreams and across the council. We are looking at the data and evidence and breaking down Black, Asian and Minority Ethnic Communities terminology to identify the disparities across ethnic minority communities. The next step are small roundtable sessions to see how we can break cycles of disadvantage working to implement early interventions and solutions as well as longer term measures.
7. The first 'cycles of disadvantage' that we are focussing on is a ***focus on school exclusion, youth justice system, stop and search and criminal justice system***. While there have been some successes in offending and re-offending rates there is still over representation of Black, Asian and Ethnic Minority people in the youth justice/criminal justice system. We will be looking to see how we can better understand and use/design specific risk/protective factors such as adverse childhood conditions and which early measures we can implement.
8. The second 'cycle of disadvantage' that we are focussing on is ***the impact of housing conditions/overcrowding and wider determinants on the impact of COVID-19 on Black, Asian and Minority Ethnic communities*** (Health and all workstreams including wider council colleagues). We are looking to work with '*It takes a Village*' project and incorporating a wider integrated response to increase impact towards people experiencing multiple disadvantage and implement fast track personalised support.
9. There will also be a whole programme of actions arising from the SST Workforce stream to help address developmental opportunities and under-representation of staff from Black, Asian and Minority Ethnic backgrounds in the top 500 managers in the Council workforce. The SST workforce stream is also looking at a range of data sources in employment and training areas. Further deep dives of data are currently being planned.

**3. Can you clarify your role in addressing equalities related issues in the Council's workforce report, and subject to that response, what your priorities are?**

The Workforce strategy is politically led by the Cabinet Member for Finance and Resources located under the Chief Executive and Strategic Director for Housing & Modernise, with officer lead from Head of HR & Director of Modernise/Head of OT respectively. As Cabinet Member of Equalities my focus is on putting in place and championing a framework for the council to meet its equality ambitions and duties which will help address equalities related issues in the Council's workforce report.

**4. Can you outline how your team are contributing to addressing the many equalities related issues arising due to the Covid-19 pandemic? What priority areas are you contributing to the response on, and how?**

The communities and modernise teams are working on a number of equalities related issues arising due to the COVID – 19 pandemic. In addition the development of the refreshed equalities framework, as referenced in the attached paper, will ensure in both the response to and recovery from COVID we embed equalities in everything we do. Priority areas currently include:

- **The Community Support Alliance:** In response to the COVID-19 pandemic and resulting lockdown, the Southwark Community Hub was set up to provide support to many thousands of vulnerable Southwark residents. This included social and welfare support and access to essential food and other supplies. Initially a local authority initiative, the Southwark Community Hub rapidly developed to become a joint-initiative between council services, voluntary and community sector (VCS) and health providers. Following a review, it was recommended that we should develop a Southwark social/ community support alliance that is focused on providing social support that delivers long-term reductions in inequality, building on the successes of the Community Hub. The communities team is playing a lead role in the Alliance - both in continuing to respond to immediate need and building a long-term model to address inequalities.
- **Tackling Digital Exclusion:** COVID-19 has highlighted the issue of digital exclusion within Southwark communities. With a third national lockdown underway, the demand for devices and affordable broadband is considerably high. As an immediate priority, we have been working across the council to tackle digital exclusion affecting children. We launched a crowdfunding initiative to help raise the money needed to get every child a laptop which has raised over £100,000 so far. This is being match funded up to £250,000 by the Council. We have also been working with internet providers to access free broadband connections for families. A longer-term digital inclusion plan will be developed as part of our forthcoming digital strategy
- **Engaging and supporting the VCS Sector:** Our voluntary and community sector have played an amazing role in response to the COVID crises. The communities team is focussed on continuing to ensure we have a vibrant and diverse community sector through working with partners like Community Southwark to understand gaps and constraints and address them. We will be conducting a review of our the council's grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups

- **Engaging communities in the Covid response:** COVID has laid bare the stark health inequalities that exist in our society. The communities team has been working with the public health team on this with a particular focus on community engagement to address vaccine hesitancy.

## BACKGROUND TO THE COUNCIL'S EQUALITIES INITIATIVES

### Background

1. Southwark Council has a long history of equality, diversity, social inclusion, community cohesion and community engagement work with communities of interest since the 1990s. The council had an Equality, Diversity and Cohesion policy in 1999, reviewed and further developed in 2003. Over many years the council, has prioritised tackling inequalities within all of its policies and in 2010 became a beacon authority for Community Cohesion. Equalities work was initially led by a corporate Social Inclusion Division that included equalities and community involvement and development teams, then by Corporate Strategy, and more recently by the Communities Division and Place and Wellbeing Department.
2. From 2002 to 2008, the council developed successive Equality and Human Rights Schemes and alongside these Corporate Equality Action Plans. A Southwark Approach to Equality was produced in 2011 and again revised in 2014. This replaced the Equality Schemes and prioritised a mainstreaming approach to equalities and inclusion work across the authority.
3. In 2004, following a complaint of institutionalised racism in the Planning Department, Lord Herman Ouseley undertook an independent review of the Council's Equality and Diversity Framework, related policies and procedures. This made a number of recommendations, the implementation of were led from 2005 by the Chief Executive and a Chief Officer's sub-group. The recommendations included:
  - A scrutiny review by the Audit Committee of the Council's equality framework and work in 2006.
  - Improving the availability and use of equality and diversity monitoring data.
  - Integral importance of data, especially service user data/feedback data for effective equality impact assessment
  - Establishing better processes for community consultation and engagement, especially in major regeneration areas.
  - Equality and Diversity policy implementation.

### Current Approach

4. The current Council Approach to Equality makes seven key promises and these are:
  - **Approach 1 - Making equality and human rights part of everything we do and creating opportunities for local people and business** – an integrated and mainstreamed approach with equality and human rights as part of everything we do.
  - **Approach 2 – Carrying out equality analysis to generate insight and understand the effects of decisions on different groups** – considering if there are any unintended consequences for some groups and if the policy or service change will be fully effective for all target groups.
  - **Approach 3 – Setting equality Objectives as part of normal business planning processes** - equality objectives set through the council plan and departmental business plans so that we can be held to account on our progress.
  - **Approach 4 – Engaging with the community** - ensuring that we engage with the community through a wide range of channels. This included the commissioning of a community organisation, Forum for Equality and Human Rights in Southwark (FEHRS) to act as a 'critical friend', to challenge the council and help us to ensure that our policies are as fair as possible.

- **Approach 5 – Being transparent and accessible, publishing equality and other information in an open, transparent and easily accessible way** – including data on our staff and our service users and an annual workforce report.
  - **Approach 6 – Embedding into employment and training in the workforce** - developing and implementing strategies that ensure equal access to recruitment, training, career development, promotion and retention and to fair treatment in the application of the disciplinary procedure.
  - **Approach 7 - Embedding equality and human rights considerations into our policies on commissioning and procurement** - ensuring all functions carried out on behalf of the council (including by private bodies or voluntary organisations) show due regard to the council's obligations under the public sector Equality Duty.
5. The approach also sets out that every member and officer within the council has a role to play in delivering on this approach and sets out the following specific responsibilities:
- **Cabinet member with responsibility for equality** - to put in place and champion a framework for the council to meet its equality ambitions and duties.
  - **Council's Cabinet** - to consider equality implications in its decision-making and to advance equality outcomes in cabinet members' respective portfolio areas.
  - **Scrutiny function** - to ensure appropriate checks and balance within the context of delivering the approach.
  - **All elected members** - to play a community leadership role in promoting equality and challenging discrimination.
  - **Corporate Management Team** - to provide strategic leadership for the organisation in delivering on the equality and human rights approach across the council and delivery within specific areas of responsibility.
  - **Senior managers** - to promote awareness of this approach and for supporting learning and development opportunities to enable departments, services and business units and staff to support the implementation of this approach. Through business planning, all managers are responsible for developing and delivering on relevant equality objectives and in undertaking equality analysis as part of business planning and considering this when developing new policies, strategies or plans or making decisions about changes to services.
  - **Individual staff** - to comply with the requirements of the approach and apply the good practice learnt in their training and development opportunities.
6. In 2016 alongside the Equality Approach the council's cabinet agreed a diversity standard. This document was intended to complement the 2014 Approach to Equality. This was also intended to be a shared commitment between the council and other organisations in the borough to making Southwark a place that promotes equality and welcomes and values the borough's rich diversity.

### Southwark Equality Framework

7. We recognise that the current Approach is not working as effectively as it could. The proposed Southwark Framework for Equality will help to strengthen this including a revisiting of the Leadership and Organisational responsibilities and oversight.
8. Prior to Covid and the Southwark Stands Together work a commitment was made by the Cabinet lead to refreshing the approach to equality and replacing the Southwark Diversity Standard. The intention was to agree a new overarching Equality Framework for the council and a new Equality Diversity and Cohesion Charter to replace the existing Diversity Standard that clearly set out the council's commitments following a review conducted in 2019. This work was delayed to ensure that it could take on board and

connect with the learning from Covid-19 and Southwark Stands Together and the two elements will now be integrated into one document

9. The Equality Framework is based on the Equality Framework for Local Government (EFLG ) which is a self-assessment framework that contains key indicators drawn and built upon a body of good practice across a range of local authorities and also legislative requirements. The aim is to build upon the EFLG and develop a bespoke one to meet needs of Southwark. This will include integrating the PSED, Fairer Future For all principles and values, SST and key policy commitments. The Southwark Equality Framework will provide the Equality and Diversity policy and strategic framework for the Council. It also contains within it principles which enable on-going development, performance and improvement.
10. The Southwark Equality Framework is intended to involve six core areas:
  - Leadership and Organisational Commitment
  - Knowing your communities and equality mapping
  - Neighbourhoods, Place shaping and Partnerships
  - Responsive, accessible and appropriate services and customer care
  - A skilled, representative and diverse workforce
  - Commissioning, procurement and equality
11. The Southwark Equality Framework will also clearly state levels of responsibility for development and implementation of Council's equality and diversity commitments and approach. The Southwark Equality Framework will, once embedded, hopefully enable more consistent and systematic development and implementation of the Council's equality and diversity commitments and overall approach. The Southwark Equality Framework will be developed in the first half of 2021.
  - A full review of the process of developing the equalities analysis for budget decision making will take place as part of the implementation of the Equality Framework.
12. We have already begun to implement change e.g the new Borough Plan incorporates clear equality objectives. Tackling Inequalities runs throughout. These will all now be performance managed and supports the Council to meet its obligations under the PSED and the way in which we have approached the equalities analysis for the budget 2021 – 22 demonstrates a commitment to strengthening our approach to equalities.
13. The Diversity Standard review in 2019 received feedback from FEHRS and the Equalities and Human Rights Panel that there is a need for a clearer statement of Council equality, diversity and cohesion vision and commitments to promoting equality, inclusion, diversity, justice and fairness and to tackling inequality and disadvantage. This will be incorporated into the Southwark Equality Framework.
14. This is also in part addressed by the diversity, inclusion and cohesion council assembly motion from July 2019, and the SST pledges we are inviting partners to sign.

## Community Impact and Equality Analysis

15. As part of the key tools for the implementation and mainstreaming of equalities in the organisation, a revised Equality Impact and Needs Analysis ( EINA ) guidance and template will be produced. This will be produced as part of the implementation work of the Southwark Framework for Equality. Key to this work will also be the integration of EINA process within all key decision making and planning processes of the Council.
16. Currently all are expected to undertake the following:

Community Impact/Equality Analysis statements should *summarise* the findings of the equality analysis that has been undertaken to consider how we meet diverse needs and any potential positive or negative impacts on the protected characteristic groups and the ways in which any adverse impacts of the decision can be mitigated.

It is important to consider how the duty helps us to positively promote equality and promote good community relations in all areas relevant to the duty; how the duty links with the Council's Fairer Future For All principles. It is a positive duty to consider how we can promote equality in all areas relevant to the duty and is not just about preventing unlawful discrimination.

A Community Impact/Equality Analysis statement should point Members to the relevant parts of the analysis which helps to inform the decision/area at hand.

17. The PSED requires public bodies to consider the potential consequences of decisions for meeting the needs of people who share protected characteristics and to take these into account before a decision is finalised. It does not prevent public bodies from making decisions. It requires public bodies to consider equality impacts as part of weighing up all considerations in the council's decision making processes. In addition, the Council has its own commitments made in the Borough Plan, which include equality and diversity objectives and actions. EINAs are thus an opportunity to always consider how we can improve and promote equality in all that we do wherever possible.

## COVID-19 and an accelerated focus on tackling racism, injustice and inequalities

18. Southwark's response to COVID-19 has already demonstrated a bold new approach to delivering services, with organisations and volunteers working together to meet the complex and multifaceted challenges our communities face together. We know too however, that although we are one borough, we have not all been equally affected by COVID-19. As the impact of the virus has become better understood, it is evident that COVID-19 has shone a light on wider inequalities in our society as a whole.
19. Further, the death of George Floyd in the US and the proper revulsion which has been felt around the world has once again reminded us all of the need to constantly challenge ourselves to tackle racism, injustice and inequality, and stand together with our Black, Asian and Minority Ethnic (BAME) communities to deliver positive change.
20. In June 2020 the council therefore launched, a new programme, called Southwark Stands Together (SST) to respond to the inequalities exposed by COVID-19 and other recent events, and articulated by the Black Lives Matter protests. SST is a long-term programme of positive action, education and initiatives for the council to be actively anti-

racist and work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality.

21. In September 2020, a report was presented to Cabinet setting out what the community told us over the summer of their experience of racism, racial inequalities and injustice. In reviewing the findings the cabinet agreed a set of recommendations grouped by specific 'work streams' of the actions we can do together to build on positive action to date and to bring about change.
22. Further, in October 2020, the Cabinet under new leadership reaffirmed their commitment to SST. In doing so, the Cabinet agreed a new commitment to work to ensure the top of the council's workforce is representative of the ethnic diversity of the local working age population by 2030. The Cabinet requested that work be undertaken, in consultation with staff, unions and the local community, to put in place the actions to achieve this ambition as well as short and long term success measures.
23. The Cabinet also agreed the following principles for incorporation into the council's values and refreshed Council Plan; that we will as a Council
  - a. Always work to make Southwark more equal and just
  - b. Stand against all forms of discrimination and racism
24. As part of the work to support teams address the unequal impact of COVID on our communities the staff working in the division are part of the comms and engagement team for the prevention pillar of the test and trace operational plan. In particular we have been working closely with different communities to support messages to reach different communities about COVID prevention and vaccination. This has included our various Faith communities, BME communities, and people living on our estates.

### **Communities' contribution to Southwark Stands Together**

25. In addition to the work on the Southwark equalities framework we have also prioritised work on two of the 5 commitments communities made as part of Southwark Stands Together.
  - Work with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards and in other community leadership positions for example on Tenants and Residents Associations committees
  - Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities.
26. We are currently anticipating both pieces of work will be completed by July 2021. We have also begun discussions on how we will deliver the commitment to work with resident involvement services to open up access to community spaces to a wider range of organisations.

### **Communities work to promote inclusion**

27. We have active work streams currently supporting a number of groups
  - We support the work of the Forum for Equalities and Human Rights

- We work closely with Faith organisations meeting regularly and co delivering two conferences a year and are currently working on two projects one on domestic abuse, the other on mental well being.
- We are working to develop a women's network for the borough
- Working with our Latin American organisations.
- We are supporting the LBGTQ+ network especially engagement on the delivery of a new space for the community.
- Working to develop a youth parliament as part of the delivery of the review of youth services.

28. New Work for the department on inclusion includes

- work on EU resettlement
- encouraging take up of Windrush compensation
- Development of a forum for the Borough of Sanctuary

29. Work on being Age friendly will resume when lockdown ends.

#### **Council Plan data and accountability for addressing inequality**

30. Within the new council plan to ensure that there is oversight of progress on addressing racism and structural inequality there a number of new commitments to report on:
- Number of Black, Asian, Minority Ethnic community engagements with our online consultations
  - Number of Black, Asian, Minority Ethnic community organisations supported through our grant making
  - Number of Black, Asian, Minority Ethnic community members of boards and committees in VCS and TRA organisations supported by us.

<b>Item No.</b> 10.	<b>Classification:</b> Open	<b>Date:</b> 8 September 2020	<b>Meeting Name:</b> Cabinet
<b>Report title:</b>		Southwark Stands Together Programme	
<b>Ward(s) or groups affected:</b>		All	
<b>Cabinet Member:</b>		Councillor Johnson Situ, Growth, Development and Planning	

## **FOREWORD - COUNCILLOR JOHNSON SITU, CABINET MEMBER FOR GROWTH, DEVELOPMENT AND PLANNING**

Over the last six months, Southwark has faced unprecedented challenges, managing the local ramifications of a global pandemic, which disproportionately impacted on some of our communities. In response Southwark has shown incredible strength and unity, as residents, businesses and the organisations that support them have come together to respond to Covid-19. So when we saw worldwide protests sparked by the death of George Floyd and entrenched injustices here in the UK, I wrote at the time that as a borough we could be confident that we were ready to face inequality together and head on. We committed to come together again to tackle ingrained structural inequality and bring about real and positive change in our borough. This report shows how, in just a few months, we have shown what can be done when you harness the energy of protest to shape policy for lasting change.

Southwark has a proud history of addressing inequalities, starting with the pioneering work of Alfred and Ada Salter, who transformed the lives of the poor living in the slums of Bermondsey, improving housing conditions and public health. Dr Harold Moody led the national charge for racial equality from his GP practice in Peckham, offering local kids free healthcare checks. More recently over the last decade we have seen our young people from all backgrounds flourish and thrive with huge improvements in educational achievement, and innovative policies such as our Southwark Scholar programme which has supported a significant number of young people from Black, Asian and Minority Ethnic backgrounds to further their education and go to university on scholarship. We have introduced a diversity charter, to ensure we're celebrating all our communities, and Southwark's free healthy meals school programme has helped tackle the scourge of food poverty, which has no place in our borough.

However, the Black Lives Matter movement and protests have shown that there is still much to do, and as a borough we knew that now, more than ever, we had to listen, react and together develop solutions. Over the last eight weeks we have done just that.

We have given over 1,500 local people the opportunity to voice their experiences, and we have listened, through 11 themed listening events, four general listening events, a survey and two open days. These have informed the recommendations detailed within this report, and although there is still work to do to set out an action plan to deliver these, I hope their ambition and scope show how much we have listened and how committed we are to bringing about lasting change. We have also started an internal listening exercise with our staff, and this report details the next steps we need to take to address issues within the council, and lead by example. The report also highlights

the next steps we are committed to take to ensure our public realm is reflective of our diverse borough.

I would like to thank our schools, community groups, businesses, cultural partners and residents across the borough who participated in the listening exercises. I would also like to thank all our staff at all levels of our organisation for both organising and participating in these events. Above all I am immensely proud of our borough because we have shown once again at moments of challenge, when one part of our community is hurting, we will come together to address our shared problems, and stand up against inequalities and injustice.

## **RECOMMENDATIONS**

That cabinet:

1. Agrees Southwark Stands Together will be a long-term programme of positive action, education and initiatives for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality
2. Thanks residents, staff and the wider community for taking part in the surveys and listening exercises so far
3. Agrees that council will be actively anti-racist in all that we do, and the emerging recommendations (Appendix 1), which have arisen out of the engagement events held with staff and the community, will be integrated into the refreshed council plan process.
4. Notes initial findings from the survey and listening exercises and that further analysis is underway with an update provided to cabinet in October 2020.
5. Agrees to develop a roadmap and action plan with measures and metrics to deliver the Southwark Stands Together programme and instructs officers to present this to cabinet in October 2020
6. Agrees that any wider resourcing implications for the council associated with next step delivery are appropriately assessed through the council's policy and resources strategy process
7. Agrees that any future action plan is subject to regular monitoring and review and reported at least annually to cabinet

## **PURPOSE & SUMMARY**

8. The purpose of this report is to highlight the story so far on the Southwark Stands Together programme. It sets out what the community have told us so far of their experience of racism, racial inequalities and injustice. It proposes the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations. It specifically asks cabinet to agree these recommendations (Appendix 1), grouped by specific 'work streams', so that next steps action can take place.

### **Southwark Stands Together; our commitment to tackle racial inequalities**

9. Southwark Council promotes the basic rights of all people to equality and justice. The immediate aftershock of the death of George Floyd, and the unprecedented sequence of events that followed have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.
10. Southwark Stands Together is therefore our local call to unity, support and action. It is a long term programme of positive action for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality.
11. Fairer future values (as expressed in the council plan) underpin the Southwark Stands Together programme, setting the standards in how we work together as a community and place and translate our firm commitments into real, sustainable outcomes. The overall aim is to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required, Southwark will not give up on overcoming the challenges.
12. The programme will continue to evolve and adapt over time as we continue to hear, listen, learn and respond to residents, staff and the wider community on their experience of racism and racial inequality. Through the programme we will develop ways of measuring improvements in the lives of individuals and communities, with action planning to follow agreement of this report.

### **Southwark Stands Together; to identify, to listen, to learn**

13. By the end of June our Southwark Stands Together call to action was well underway. The council's approach comprised *identifying* issues of concern, *listening* to people from Black, Asian and Minority Ethnic communities about their experiences and *learning* from our residents and staff and others about how the council can become an effective anti-racist organisation. This involved:
  - An anti-racist audit of the borough to identify statues, street names and uncover any other links with slavery, as well as using the opportunity to honour more diverse people
  - Running a listening exercise with our communities, key stakeholders, partners and staff and hearing their experiences of racism, discrimination and inequality
  - Identifying solutions to racism in its many forms and highlighting systemic or structural racism and unfair treatment, whether it be institutional or structural inequality that has held our communities back
14. To date, some 1,500 people have directly participated in the Southwark Stands Together call to action. This has included:
  - Four open listening events on 29 June, 7 July, 14 July, 21 July attended by approximately 150 people;
  - Two outreach face-to-face engagement sessions, one in Peckham Square and one in East Street held during August;

- 1,268 residents responding to our Southwark Stands Together online survey;
- 11 theme based events advertised both generally and in a more focused way to attract audiences likely to be impacted or by invitation, covering education, employment and business, culture, communities, health and policing;
- Three specific listening event organised with a desire to connect with young people in the borough.

### **Southwark Stands Together Pledges**

15. A number of pledges have been developed under the Southwark Stands Together programme. These are pledges that the council want businesses, organisations, groups and residents to sign up to and act on. The pledges are:

- *I/We pledge to promote an open and transparent culture where employees who experience/see racism or discrimination are able to raise it and expect the issue to be dealt with swiftly and fairly.*
- *I/We pledge to listen to and amplify our diverse voices within our organisations on how we create an inclusive, fair and representative workplace at all levels*
- *I/We pledge to work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner with and within the service we deliver.*
- *I/We pledge to champion organisations that address racial injustices and organisations that promote equality and diversity*
- *I/We pledge to ensuring that people of all backgrounds can rise to the top of the organisation.*

16. A number of organisations have signed up to the pledges above including King's College London University, and King's College Hospital, and Guys and St Thomas' Hospital. The council will seek to increase the number of those signing up to the pledges as part of next steps action.

### **BACKGROUND INFORMATION**

17. Southwark has a proud history in standing together against injustice. As one of the most diverse boroughs in the country, our community takes strength in its diversity. The fairer future values embody the spirit of togetherness and collaboration that exists across our community. The borough has experienced significant change over the last decade with investment in new and better homes; thousands of jobs and apprenticeships created; improved health outcomes for residents; and our schools, once among the worst, now performing among the best in the country. This is a strong record of working together and gives us a solid platform to respond and emerge from the worst pandemic our community has faced in recent times.

18. More specifically, in July 2019 Council Assembly agreed a motion on '*Promoting Equality and Valuing Diversity*' in Southwark. The motion affirmed the importance of promoting and celebrating equality and diversity across the

borough, as well as responding to division and hate in all its forms. The motion articulated nine commitments and ambitions for the council to progress. Since the motion was agreed a number of actions have taken place, which are set out in more detail later in the report (paragraphs 151 to 158). More activity is planned that will align with the emerging recommendations of the Southwark Stands Together programme as set out in this report.

19. There is no room for complacency. Southwark Stands Together emerged out of the shock, anger and outpouring of calls for justice after the brutal death of George Floyd in the United States on 25 May that resounded across the nations and our own communities here in the UK. The proper revulsion which has been felt around the world in response has once again reminded us all of the need to constantly challenge ourselves as a council and community to tackle racism, injustice and racial inequality.
20. In this climate of a profound sense of loss of one man, many individuals and communities began to talk about and express their own experiences of racism, discrimination and the impact of many forms of inequality in their own lives, as a community and historically.
21. The Black Lives Matter (BLM) protests gathered momentum through the solidarity and support they received from people across the world; also with a desire to express themselves as part of a movement that stands against racism and racial inequality.
22. Prior to this movement being born the Coronavirus pandemic was spreading across the world. The virus has now taken the lives of hundreds of thousands of people. Alongside the hurt and pain of bereavement, another picture began to emerge of disparities worldwide around the mortality rates of Black, Asian and Minority Ethnic people.
23. To understand why such disparities exist requires much more work to be undertaken but the data from the UK bodies such as Public Health England (PHE) and the Office for National Statistics (ONS) shows that the impact of Covid-19 replicated and exacerbated existing health inequalities among Black, Asian and Minority Ethnic people leading to increased risk of death. The data also highlights correlations between a person's ethnicity and socio-economic deprivation, housing conditions and their occupation.
24. Both of these events made the global local in our lives. On 5 May and 16 June cabinet received reports that provided details of Southwark's local response and co-ordination efforts to Covid-19. As a community we pulled together, our action already demonstrating a bold new approach to delivering services, with organisations and volunteers working together to meet the complex, and multifaceted challenges our communities face together.
25. The reports to cabinet explained how Southwark worked to understand the impact of Covid-19 by looking at both the national and local picture to ascertain emerging patterns and support where needed. Nearly three-quarters of Covid-19 deaths occurred in hospitals and 20% in care homes. Older people, men, and people with underlying health conditions were disproportionately impacted and especially Black ethnic groups who were twice more likely to experience Covid-19 deaths than those from White ethnic backgrounds.

26. In order to develop a better understanding of the impact of Covid-19 on our residents we asked people to respond to a specific all resident Covid-19 impact questionnaire earlier in the summer. Over 1,396<sup>1</sup> people responded to questions. The emerging data highlighted particular impact for those from our ethnic minority communities.
27. On 12 June the Leader of the Council wrote to all residents to set out the details of the council's plan to respond to the killing of George Floyd and the injustice and racism experienced by our Black, Asian and Minority Ethnic<sup>2</sup> communities. He announced that Cllr Johnson Situ, Cabinet Member for Growth and Planning, would lead the council's work under the name 'Southwark Stands Together'.
28. Further, in receiving the report on 16 June, cabinet agreed to take forward a specific programme of work, under the 'Southwark Stands Together' banner to respond to the inequalities exposed by Covid-19 and other recent events, and articulated by the Black Lives Matter protests. Cabinet agreed that a report on the progress of this work be presented to cabinet in September 2020. Listening and engagement events commenced in the weeks following cabinet agreement.
29. On 1 July a cross party member and officer working group was set up, meeting fortnightly and chaired by Councillor Johnson Situ, whose purpose has been to steer the Southwark Stands Together Listening events and guide the work stream recommendations emerging from those events.
30. The member and officer working group agreed to organise the Southwark Stands Together activity under a series of 'work streams'. The work streams are:
- Employment and business
  - Education
  - Health
  - Culture
  - Communities
  - Interaction with the Police
  - Renewing and Reinventing the Public Realm
  - Council staff engagement.
31. Recommendations in this report have been organised in line with the above work streams. The recommendations are also set out in Appendix 1.

### **Southwark Stands Together online survey**

32. The Southwark Stand Together online survey received 1268 responses. Initial analysis of the results highlight that 70% of those from a Black, Asian and Minority Ethnic background have experienced racial discrimination in the last 12 months. Black respondents (83%) reported the highest amount of racial discrimination in the last 12 months, followed by Other (76%), Asian (69%),

<sup>1</sup> This was a specific resident questionnaire on the impact of Covid-19 and not the same as the Southwark Stands Together online survey referred to elsewhere in this report.

<sup>2</sup> **About BAME:** the abbreviation BAME is utilised as an umbrella term for Black, Asian, and Minority Ethnic. While the abbreviation will be used throughout the report when referring to all groups under the BAME umbrella unless pointed otherwise, it is important to acknowledge that the term may not always capture the individual experiences of all people, races and ethnicities in the group.

Mixed (53%), White Other (48%) and White British (29%). When compared with White British respondents, all other ethnic groups were more likely to have experienced racial discrimination because of their racial or ethnic background, colour or nationality in the last 12 months.

33. Over half (55%) of ethnic minority respondents thought that systemic and structural racial discrimination was a bigger problem than 10 years ago. Looking to the future, the majority of respondents, regardless of ethnicity, thought it was most beneficial to implement changes in areas of education (28%) and employment (22%). However, it is worth noting that many respondents identified the need for addressing multiple issues to support positive changes.
34. Initial analysis from the survey results highlights that no area was free from racial discrimination and the negative effects it has on our residents, underscoring the need for a borough wide approach under Southwark Stands Together. Detailed analysis of the online survey findings is currently underway, the outcomes of which will inform next step action planning.

### **KEY ISSUES FOR CONSIDERATION**

35. Southwark Stands Together activity has been organised under a series of 'work streams'. The work streams are: employment and business; education; health; culture; communities; interaction with the Police; renewing and reinventing the Public Realm; council staff engagement. Recommendations in this report have been organised in line with the above work streams and are summarised in Appendix 1.
36. Activity within, issues and learning arising out of each of the work stream will inevitably overlap (for example a focus on young people became very apparent across a number of work streams as did specific issues for children experiencing care). As action planning takes place following agreement of this report, any duplication in work will be minimised and complementarity across work streams enhanced.
37. The next section of the report briefly summarises the work stream activity to date. It sets out briefly what we have heard, including quotes to bring issues to life; highlights some of what we have learned so far (recognising that detailed data analysis is currently underway); and an initial view on how we can respond by way of recommendations for action.
38. Subject to agreement of the work stream recommendations and assessment of wider resource implications, officers will develop an action plan including milestones and lead accountabilities for agreement by cabinet.

### **Employment and business**

39. The employment and business workstream looked at the impact of racism, racial inequality and injustice in the workplace and labour market; and on business and the impact on entrepreneurs looking to start and run their own enterprises.
40. Two themed listening events were held. The first was on 23 July, which looked at the impact of racial inequality in the workplace, and on those seeking employment. The second was held on 30 July and explored issues around business, particularly on those looking to start or run a business. Combined, there were some 50 attendees in total.

41. In the listening exercise we heard from diverse voices on the range of issues faced, including:

*“Majority of sectors are managed by the whites. The conscious or unconscious bias makes it less likely for them [blacks] to be promoted because of the negative stigmas”*

*“Why is it you need a white sponsor to get through the door? You should be able to get in based on merit and your credentials”*

42. Initial analysis of the Southwark Stands Together online survey data highlights that two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, three times more than White British respondents. One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.
43. The survey results highlight that employment (and education) were the two main areas in which people experienced the most discrimination. For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).
44. One-third (33%) told us they had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%).
45. Further, we know from the health data on the impact of Covid-19 that a higher proportion of ethnic minority respondents reported a negative impact on their physical health, finances, employment and workload than White respondents.
46. The listening exercise identified barriers to recruitment and informed action to ensure equal access to work. For example perception of a glass ceiling, understanding cultural difference and disparities around employment opportunities. We were told that organisations in Southwark should have a workforce that reflects the diversity of the communities in which they operate, at every level. Businesses need to understand the impact of intersectionality (people have multiple identities and they overlap) on career progression.
47. We also heard about a perceived feeling of not being able to reach the top because of glass ceilings in the workplace and there is a need to better understand cultural differences in the workplace. Black Asian and Minority Ethnic employees said that they feel their background or identity can have an effect on the opportunities they are given compared to those from a white British background.
48. Entrepreneurs, particularly those who were looking to start their own business, talked about the difficulties accessing the right kind of support. Access to finance was highlighted as a particular frustration with many reported not being able to secure investment, including from traditional high street lenders. Access to networks and peers in business was also mentioned as a challenge for BAME entrepreneurs.

How can we respond?

49. On the basis of listening and learning to date, the following recommendations - targeted at the council and employers and partners, locally and across London - are proposed to deliver positive change:
- a. *Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.*
  - b. *Implement a structured work experience programme for young residents.*
  - c. *Work with employers to support them to adopt more inclusive recruitment and employment practices, aligning to the Good Work Standard; and to support delivery of this recommendation, work through key partnerships including employers that are linked with Southwark Works, Jobcentre Plus and others.*
  - d. *Explore how we can provide effective business support that is accessible to BAME-led SMEs, with a focus on; access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.*
  - e. *Develop the council's procurement practices to be more inclusive.*
50. In taking forward the recommendations above, it is important to note that Southwark operates within a wider economic labour market across London. Actions will need to be cognisant of Southwark's role in the London economy, especially where organisations operate across a number of places. More specifically, the council already has in place a fairer future for all procurement framework and it will be important to build on good practice when developing onward actions and assigning accountability to such actions.

## Education

51. The education work stream looked at the experience of individuals who have faced racism, racial inequality and injustice in school and education settings. A roundtable event with parents took place on 21 July and a workshop with young people took place on 4 August. Both events were very successful and included a rich discussion on issues ranging from unconscious bias in exam results through to ongoing impact of Covid-19.
52. In the listening exercise we heard from diverse voices on the range of issues faced, including:
- "We need more training for those educating our children regardless of black or white. We need to be teaching them as a starting point that they should be treating others how they wish to be treated"*
- "Wishing to pursue a career in law, the career guidance teacher told me to consider shop work instead as I was aiming too high"*
53. From the online survey we heard that two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared

to one-fifth (21%) of White British respondents. Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents. Half (50%) of respondents who had experienced racial discrimination in education reported it made them angry or frustrated and made them lose confidence. Almost two-fifths (38%) felt their educational opportunities were restricted.

54. Parents and carers reported greater negative impacts than those without children or caring responsibilities. People responsible for children reported a greater negative impact on their physical health, finances and workload than respondents without children.
55. The listening exercise highlighted marginalisation as the key issue with potential action around the review practice and use of school exclusions. For example the transition period between primary and secondary school is a time when young Black boys are at risk of being influenced by gangs and violence.

#### How can we respond?

56. On the basis of listening and learning to date, the council propose the following recommendations to deliver positive change:
  - a. *Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and knowledge of BAME professionals in Southwark this will further our aim to address racial discrimination, unconscious bias and reflect cultural understanding across the school environment.*
  - b. *Develop a suite of resources in partnership with schools and other institutions to support the teaching of Black History and integrate the learning about black history throughout the year. It is important that this history reflects black British history and experience as well as providing a focus on Africa, Asia and the Americas.*
  - c. *Lobby the DfE and OFSTED to make fundamental changes to the national curriculum in England so that it is anti-racist, reflects the experiences of everyone who is learning in our school environments irrespective of race, as well as using the flexibilities already available in the national curriculum to develop and lead jointly with head teachers and school leaders a local inclusive and anti-racist Southwark curriculum.*
  - d. *Aspire to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of BAME students and develop a strategy that can help eliminate school exclusions for all.*
  - e. *Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.*

## Health

57. The health work stream looked at race and health inequalities and the broader impact of racism, injustice and racial inequalities on the health and wellbeing of our community.
58. A listening event took place on 5 August involving residents, representatives from the local Public Health team, Public Health England (as was) and the local Clinical Commissioning Group.
59. In the listening exercise we heard from diverse voices on the range of issues faced, including:

*“Map services that are really needed, to find out what the gaps are for young people and for people needing mental health care.”*

*“We need to think about what services look like to the people accessing them”*

60. From initial analysis of the online survey, one-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents. The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%).
61. One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared with 9% of White British respondents. The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%), followed by Other (37%) and Asian and Mixed (28%) ethnicity respondents.
62. Respondents from all ethnic minority groups were more likely to experience occasional racial discrimination in health and care services than White British respondents and a higher proportion of Black and Other ethnicity respondents reported experiencing racial discrimination regularly in this setting.
63. Half of respondents who had experienced racial discrimination in health and care services felt they did not receive the support they needed (55%), experienced loss of trust (53%) and were angry or frustrated (51%). Two-fifths (41%) had their health impacted and one-third (31%) said it affected their mental health.
64. The Southwark Covid-19 impact survey undertaken earlier in the summer found that one in four respondents have had Covid-19 infection themselves or know family, friends or colleagues who have. 24% of respondents had either tested positive for Covid-19 themselves or knew someone who had. However, more respondents knew family members, friends or colleagues who had tested positive for, or suspected, Covid-19 infection.
65. The largest negative effect of the Covid-19 outbreak and lockdown was on the social activities of respondents (91%), followed by their mental health (72%), physical fitness (62%) and family life (61%). One of the largest health impacts from Covid-19 was on older people but they also reported a lower impact on mental health than 35-44 year olds. There was a higher proportion of women reporting a negative impact on their mental health.
66. A higher proportion of ethnic minority respondents reported a negative impact on

their physical health, finances, employment and workload than White respondents. A similar proportion reported an overall negative impact on their mental health and family life but a higher proportion of respondents from an ethnic minority reported a large negative impact on these factors.

67. A higher proportion of disabled respondents reported a negative impact on their mental health, physical health, physical fitness than non-disabled respondents. A similar proportion reported an overall negative impact on their family life but a higher proportion of disabled respondents reported a large negative impact on this factor.
68. Mental health featured as a broad theme in the listening exercise with the key issue being disparities in access to services and the potential for action around identifying barriers to access.

#### How can we respond?

69. On the basis of listening and learning to date, the council proposes the following recommendations to deliver positive change:
  - a. *Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact BAME communities and their physical, mental and emotional wellbeing.*
  - b. *Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of BAME patients in health and care.*
  - c. *Commission and co-produce health services and interventions with BAME communities.*
  - d. *Work with key partners to ensure health services and initiatives are culturally appropriate and accessible for BAME residents.*
  - e. *Increase the uptake of preventive programmes such as screening, health improvement and education (i.e. awareness, myth busting and health literacy) amongst BAME communities.*

#### **Culture**

70. The culture work stream looked at the impact of racism, racial inequality and injustice in the arts and cultural sector. It looked at how this impact is manifest in terms of the sector workforce and governance (i.e. who are the decision-makers and what opportunities for career progression are there, and for whom). The work stream also considered creative content and audiences (i.e. what gets produced, who gets to produce it and who gets to access and experience it).
71. The listening events considered the culture and communities work streams together and so, as a consequence, some of the highlights are repeated / cover both work streams.
72. A culture and community themed listening exercise was held on 21 July 2020. 40 people attended the event from the cultural sector, representing 27 organisations, including theatres, galleries, museums and educational

institutions across a wide range of genre and size, as well as individuals representing the freelance workforce.

73. Key themes emerging from the discussions were:
- Board Diversification. Participants felt there is a need to diversify the boards of cultural organisations; to educate existing boards about the business case benefits of diversification; to deliver unconscious bias training at all levels of organisations; to raise awareness about the nature of being a board member among a greater diversity of potential candidates; and to offer training and support for new trustees.
  - Career Progression. Participants felt there is a lack of career pathways or opportunities for progression within the cultural sector workforce. They wanted recruitment processes to be challenged in order that job opportunities attract a more diverse range of applicants.
  - Audience diversity and experience. Participants felt a need for visible and deeply-threaded representation throughout cultural organisations. Also, making a venue genuinely accessible to more diverse audiences was felt to be about more than just putting representative work on stage, but also about the full welcome and experience.
  - Artistic content. Participants felt there needs to be a recognition of the homogenous identities of cultural gatekeepers, curators and programmers; there is a sense of frustration that this leads to a 'saviour' complex around diversity; of white-led institutions 'doing culture to' others, rather than acknowledging that their culture already exists and giving that a voice.
  - Funding Contracts. Participants highlighted recurring questions about the leverage the Council might exert in its funding contracts with sector organisations to tackle the persistence of racial inequalities in all the areas under discussion.
74. The online survey highlighted that over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination when 'out and about', one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces. A higher proportion of Black respondents experienced racial discrimination in all three settings than White British respondents. A higher proportion of Black, Asian, Mixed and White Other ethnicity respondents experienced racial discrimination more than White British respondents whilst out and about.
75. Two-thirds (64%) of respondents who had experienced racial discrimination in any of the three areas of community and culture reported it made them angry or frustrated, with two-fifths reporting a loss of trust (40%), it making them sad or depressed (39%) and a loss of confidence (39%). One-third (33%) said it restricted their activities.
76. Turning to the Covid-19 impact survey undertaken earlier in the summer, the largest negative effect of the Covid-19 outbreak and lockdown was on the social activities of respondents (91%), followed by their mental health (72%), physical fitness (62%) and family life (61%).
77. The latest diversity report from Arts Council England (2018-19) showed that just

11% of the total workforce in National Portfolio Organisations (NPO) across the country comes from BAME backgrounds (versus 16% of the working age population). At manager level, this figure drops to 9%, while at board level the figure is 15%<sup>3</sup>.

78. A recent study in leadership diversity in the arts conducted by The Stage (January 2020) showed that 92% of the country's 50 highest-funded theatres are white.

#### How can we respond?

79. On the basis of listening and learning to date, the council proposes the following recommendations to deliver positive change:
- a. *Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.*
  - b. *Support career progression and pathways for people from BAME backgrounds in the cultural sector workforce, both at entry level (via funded work placement schemes) and into more experienced roles through funding BAME candidates' participation in leadership development.*
  - c. *Offer support to Southwark-based BAME artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists*
  - d. *Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.*

#### **Communities**

80. The communities work stream looked at how we work as together as a community, build capacity and create positive action for change to tackle racism, racial inequality and injustice. It considered the role of the voluntary and community sector and the role of culture in our community.
81. The listening event (21 July) for culture and communities work streams were therefore brought together and so, as a consequence, some of the highlights below are repeated / cover both work streams.
82. The Southwark Stands Together online survey highlighted that over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination in the out and about, one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces. A higher proportion of Black respondents experienced racial discrimination in all three settings than White British respondents and a higher

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<sup>3</sup> <https://www.artscouncil.org.uk/publication/equality-diversity-and-creative-case-data-report-2018-19>

proportion of Black, Asian, Mixed and White Other ethnicity respondents experienced racial discrimination more than White British respondents whilst out and about.

83. Two-thirds (64%) of respondents who had experienced racial discrimination in any of the three areas of community and culture reported it made them angry or frustrated, with two-fifths reporting a loss of trust (40%), it making them sad or depressed (39%) and a loss of confidence (39%). One-third (33%) said it restricted their activities.
84. When asked about the community and return to normal life in the Covid-19 impact survey, almost two-thirds (62%) of respondents were proud of how the local community had pulled together over the crisis. Over half (53%) of respondents felt positive about their contribution to the wellbeing of their community, with many not wanting things to go back to exactly as they were before the pandemic (59%).
85. Fewer respondents (43%) thought that services were there for people when they needed them. A higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they need them. A substantial number of respondents were not sure.

#### How can we respond?

86. On the basis of listening and learning to date, the council propose the following recommendations to deliver positive change:
  - a. *Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with BAME communities.*
  - b. *Review how we support and build local capacity and infrastructure through our empowering communities programme and resident involvement work; and in partnership with Community Southwark and Partnership Southwark to ensure that BAME voices are heard and their needs addressed; and that our communities develop strong networks and are better able to work collaboratively.*
  - c. *Work with the Organisation Transformation team to develop a series of learning and training sessions for all staff so people working for the council develop a better understanding of the communities that live in the borough and access the services we provide.*
  - d. *Work with resident involvement services to open up access to community spaces to a wider range of organisations.*
  - e. *Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:*
    - *how targeted support can be offered to groups from BAME backgrounds, who have not previously accessed grant funding;*
    - *whether the way in which we structure our grant making enables or disables people to access these opportunities;*
    - *the support in place for people to access funding;*

- *our grant making and commissioning processes and requirements and the barriers these may generate.*

### **Interaction with the Police**

87. This work stream looked at how communities engage with and perceive the police, alongside a focus on addressing feelings of safety and race in the borough including experience and insight from young people.
88. A round table session taking place on 30 July with 41 attendees provided the opportunity to discuss the foundations for change in areas such as stop and search, the relationship between young people, families and police along with engagement, trust and confidence in policing. It was attended by senior police colleagues, local councilors, council officers, young people, community advocates and partner agencies.
89. The round table included hearing from the police and community organisations on both the challenges and current work underway to address relations between the police and the BAME community. A large part of the session involved thematic discussion within smaller groups in order to identify areas of priority and focus.
90. In the listening exercise we heard from diverse voices on the range of issues faced, including:

*“The police need some kind of evidence to carry out a stop and search...they are stopping people based on profiling”*

*“What is shocking is the aggression of the stop [and search] towards Black people”*

91. From initial analysis of the online survey half (50%) of Black and two-fifths (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police. All ethnic minority respondents experienced racial discrimination more than White British respondents; with 6% of Black respondents reporting experiencing it all the time.
92. The most commonly reported impacts of racial discrimination by the police were a loss of trust (56%) and feeling angry or frustrated (55%). Two-fifths (44%) said it made them feel like a criminal, 36% said it made them feel like a statistic, 27% said it cost them time and money, 22% said their activities were restricted and 14% did not report a crime.
93. Black and Muslim men are more likely to experience stop and search by the police and there are perceptions of ingrained racism, police brutality and under representation of people from Black and Ethnic Minority communities in positions of power. Police brutality has been seen as a particularly US issue but the use of smartphones and social media are demonstrating that this is not just one off cases but a wider issue. We also heard that residents feel there is under representation of people from BAME communities in positions of power. A collaborative approach to policing was seen as potentially positive action to address and mitigate some of the challenges that were brought up through the listening exercise.

How can we respond?

94. On the basis of listening and learning to date, the council proposes the following recommendations – grouped into three themes – to deliver positive change:

*Building Trust between the Police and the Community*

- a. *Review current local stop and search monitoring arrangements to improve confidence in and understanding of policing strategy – including police conduct. (Police/Council)*
- b. *Develop a collaborative approach and a mutual awareness of cultures between police and communities. (Police)*
- c. *Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer). (Police/Council)*
- d. *Review and refresh the Independent Advisory Group to better reflect the diversity in the borough. (Police)*
- e. *Form a Youth Independent Advisory Group to work together with the police and other organisations to influence policy in the borough. (Police/Council)*
- f. *Have regular dialogue with young people, the police and councillors using a young person format that was established during lockdown – online and face to face opportunities/events should be used. (Council/Police)*
- g. *Involve young people with lived experience in Independent Advisory Groups; where these groups already exist asking them to provide insight to improvements that can be made across both policing and wider community safety. (Police/Community Safety)*
- h. *Co-produce a young person/community friendly guide relating to stop and search delivery and an individual's rights and recourse when stopped and searched. (Police/Community Safety)*

*Police visibility and accessibility*

- i. *Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council)*
- j. *Better use social media to engage the community – learning from young people. (Police/Council)*
- k. *Put in place state of policing in the Borough events - Question and answer sessions which are published / filmed; this will be a twice yearly session with the Lead Member for Community Safety & Public Health and Borough Commander which covers policing and community safety. (Police/Council).*
- l. *Develop more informal interaction, personable side (social media accounts 'Twitter') for police Senior Leadership Team, and 'neighbourhood cops'. (Police)*
- m. *Review communications channels with the Borough Commander to utilise existing communication structures e.g. Southwark Life, newsletters to residents, emails to Southwark Council staff, NHS staff so people are more informed of their activity. (Police)*

*Police develop a better understanding of the communities they serve*

- n. *Create a programme of multi-agency training to include trauma informed practice and restorative justice training for all partners and the community; giving a learning environment where people can relax and get to know each other. (Council/Community Safety Partnership)*
- o. *Review best practice in BAME staff in recruitment and retention of officers, specials and also cadets. (Police)*
- p. *Build more confidence in young people to join and have representation of specials throughout the ranks. (Police)*

- q. *Look at models of community engagement being delivered across the UK (Good practice in Durham, Lewisham, Greater Manchester, Thames Valley) and use them in Southwark. (Council)*
- r. *Better police officers' understanding of community organisations and their value to policing and link in better with them across the Borough. (Police/Council)*
- s. *Ensure attendance of neighbourhood senior officers' at the multi faith forum working group on youth violence. (Police)*
- t. *Build relationships with the person behind the uniform – work being done with youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better. (Police)*

### **Reinventing and Renewing the Public Realm**

95. In June, and in direct response to the Black Lives Matter protests, the council made a commitment to undertake an anti-racist audit of the borough. The aim was to identify statues, street names and uncover any other links with slavery, as well as using the opportunity to honour more diverse people. This work stream broadened that work out to look at what is required to renew our public realm so that we positively embed change that celebrates diversity and is unashamedly anti-racist in its approach, design and delivery.
96. To initiate this important work stream a Community and Panel Debate was undertaken on 20 August 2020. There were 103 attendees with 6 panelists and the debate was chaired by Councillor Johnson Situ. Key points raised during the constructive debate included:
- Understanding the factors that contribute to making a good public space, including how spaces are used by different groups;
  - Reviewing policy and funding to involve the community in developing successful public spaces and reinventing the public realm, including the need for trust in communities to make decisions regarding the public realm and creating community ownership;
  - The importance of effective engagement with young people and the community as a whole in designing and creating good public spaces;
  - The importance of empowering different groups so that spaces can be used effectively by all and as spaces to bring people together;
  - Exploring the types of public art and statuary that people would like to see more of in Southwark, and the importance of green open spaces.
97. We heard that the things that make a good public space include good green space. The established gardening project at Melior Street, which Team London Bridge run with Putting Down Roots, is really successful working with the community, organising local volunteering for the community and residents and supplying food to local restaurants.
98. We were told that the community should be given scope to effect change through the design and treatment of all aspects of the public realm and it was seen as important to reclaim and redress a historic environment, not simply removing anachronistic representations in the more visible commemorative

monuments.

99. Residents told us paid youth workers are needed to engage with young people and ask them what they want from the public realm. Young people are moved on from one public space to another and there is a lack of safe spaces that they feel they can spend time in. As a result young people need to be engaged in the whole process of designing our public spaces.
100. We heard that a successful public space needs many users dependent on how much time they have to contribute to the public space. This needs careful design which is fair and inclusive, financially supported and includes training. Lack of training can result in some of the problems in how spaces are managed, governed and maintained.
101. We were told that residents would like to see more inspirational pictures to highlight positive role models. A good example was the Peckham Portraits outside the PeckhamPlex and Mountview.

#### How can we respond?

102. On the basis of listening and learning to date, the council wants to use the renewal of public realm work stream to provoke conversation and greater interactivity among the public with our statues and public spaces and proposes the following recommendations to deliver positive change:
  - a. *Agree proposed framework and decision-making criteria to be used for the Anti Racism Public Realm Audit. This is to be in line with the London Wide approach to be outlined by the Mayor's Commission for Diversity in the Public Realm.*
  - b. *Develop an engagement plan to generate debate and discussion and gain the views of the community, hard to access groups and, in particular, young people. This will be linked to an education programme that will raise awareness of the issues of racism and imperialism surrounding the public realm and develop skills in interpretation of the built environment public realm.*
  - c. *Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.*
  - d. *Use Peckham Library Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.*
  - e. *Identify for consideration further public realm and art capital projects that would use the best practice developed from the above recommendations*
103. The council is also exploring ways of using its design commissioning, procurement practices and its schools and development networks to improve the diversity of the architecture profession to better reflect the diversity of Southwark's population. Work is underway to formalise approval for the council to become a Constituent Member of the London Housing Consortium (LHC) procurement consortium and participate as a member of the LHC Joint

Committee and support the Open City Accelerate 'Dare to Design' programme. The purpose of 'Dare to Design' is to work in partnership with Open City Accelerate and the LHC architects framework to seek to promote routes into the architecture profession for young people from under-represented backgrounds in the borough.

### **Council staff engagement**

104. Our staff are our greatest asset. In the face of one of the most challenging circumstances brought about by the Covid-19 pandemic, staff again demonstrated their skill, ability and heart in supporting the community, especially those most vulnerable.
105. Our staff, some of who are also our residents, have had their own experiences of discrimination. This work stream has focused on the opportunity for staff to share their experience in a safe space as well as look to the future in recommending how the council needs to change and adapt to ensure we are continuing to challenge ourselves in tackling racism, racial inequalities and injustice.
106. We have valued the input of our trade unions and staff networks who have shown authenticity, commitment, energy, enthusiasm and rightly challenged us in how we design our engagement to amplify staff voices in this programme. We will continue to work closely with them to ensure we are best able to reach the widest audience amongst our staff so that everyone has an opportunity for their voice to be heard.
107. Engagement with our staff on Southwark Stands Together commenced with our July wellbeing survey. We took the opportunity to ask colleagues how they had been affected by the death of George Floyd, the subsequent renewed focus on the Black Lives Matter movement and the emerging disproportionate impact of Covid-19 on those communities and the extent to which it had affected their wellbeing.
108. 71% of respondents agreed that the events have made them more alert to the experiences of injustice, inequality and racism that friends, family and colleagues face. 40% told us that the events have triggered their own experience of injustice, inequality and racism and 55% agreed that the events have led them to seek to learn more about race and inequality. Colleagues aged 16-24 years old are far more likely to have conversations about race and inequality.
109. Listening exercises for staff commenced in August. This started with an independently facilitated series of Listening Circles, provided as a safe space for Black, Asian and Minority Ethnic staff particularly affected by recent events to share their own lived experiences in a supportive environment.
110. The listening circles have provided us with valuable insights in order to prioritise and then design focus groups around key areas of concern to staff. The support for colleagues has been welcomed, recognising that discussing personal experiences of racism can be traumatic and triggering. During the sessions, we make sure that attendees are aware of the counselling available through our occupational health provider, group sessions on managing anxiety and our mental health support and training.

How can we respond?

111. Follow-up focus groups will take place during September and will undertake a 'deeper dive' with colleagues to hear their experiences as they relate to systematic racism across the employee lifecycle. These insights, coupled with analysis of our workforce data and research into best practice will inform improvements to our people management practices in areas such as recruitment, career progression and management of grievances.
112. In particular we have valued the input of our trade unions and staff networks to date and will continue to work closely with them to ensure we are best able to reach the widest audience amongst our staff so that everyone has an opportunity for their voice to be heard.
113. Recognising that our engagement with staff will continue into a further phase of focus groups, the following recommendations for positive change are proposed:
- a. *Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to ally-ship, white privilege, gas-lighting, micro aggressions and incivilities.*
  - b. *Work with an Equality, Diversity and Inclusion (EDI) partner in the next phase of staff engagement.*
  - c. *Review workforce statistics and work with the EDI partner on the creation of targets and measures to build a more inclusive workforce at all levels.*
  - d. *Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring.*
  - e. *Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted.*
  - f. *Embark upon an on-going re-training and re-education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.*
  - g. *Use the outcomes from the focus groups to inform the review and, where appropriate, revision of the council's employment policy and procedures.*
  - h. *Use the outcomes of our listening circles, up-coming focus groups and on-going engagement activities to inform a workplan which will include measurable objectives and outcomes, reporting back progress in October 2020.*
  - i. *Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.*
114. It is important to note that, for now, we are listening to staff and re-establishing a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.

### **Young People's Voices**

115. Three events were organised with a focus on young people. The first of these was organised by Southwark Young Advisors in June 2020 following the murder of George Floyd which had participation from around 70 young people. This event was an opportunity for young people to speak directly to Southwark decision makers in a question and answer panel discussion format.
116. The panellists included Cllr Johnson Situ, cabinet member for Growth, Development and Planning, Cllr Evelyn Akoto, cabinet member for Community Safety and Public Health and Colin Wingrove, Southwark Police Borough Commander. Young people had the opportunity to ask questions of the panel members to gain better understanding of how these authorities work, what their priorities are and how they intend to respond to the Black Lives Matter movement.
117. The second event was organised by the council's education department and invited specialist young people to a roundtable discussion on education. These young people were invited due to the fact they have gone through the secondary school education system in Southwark and for their involvement in the local community. Nine young people attended, seven of whom are former Southwark Youth Council members and two who are Southwark Scholars who have gone through or are currently at university.
118. The third youth focused listening event took place on 24 August with a focus on listening to young people's experiences and ideas for solutions. This event explored the impact of racism, injustice and inequality that young people experience in the areas of employment, health and wellbeing, policing and community and culture. The listening exercise highlighted racial discrimination as the key issues and the need for inclusive community spaces for young people.

### **Children and young people with care experience**

119. Southwark children in care and care leavers have spoken of their experience of racism, discrimination and injustice in society and have asked for their voice to be heard. They have told us how their personal circumstances can make them feel vulnerable, navigating life, and how deeply they reflect on identity and belonging – that racism, discrimination and injustice hurts deeply and needs to be tackled.
120. Through Southwark Stands Together the council wants to make a clear commitment to supporting our children in care and care leavers. In practice, and alongside the recommendations above, this could look like:
  - a. Enhanced learning and development for foster carers on the needs of BAME children in care;
  - b. A bespoke training programme for social care staff to build on the anti-discriminatory practice training that social workers already undertake as part of their professional training;
  - c. Placement sufficiency (strategy) review and action plan including key aspects of cultural competence and the experience of BAME children in care
  - d. Review of assessment model(s), particularly parenting aspects, to ensure it

- fully considers structural issues, social injustice and is not inappropriately Eurocentric
- e. A programme of learning about Black History to be developed and promoted for children in care and other groups, for example those involved with Youth Offending Services
  - f. Further work with children in care, care leavers and families on how, together, we can tackle the causes and conditions of racism, discrimination and injustice.

### Next steps

121. Following cabinet agreement in June to take forward the Southwark Stands Together programme of work, the Chief Executive put in place additional senior level capacity and oversight, with the establishment of a programme lead. Following a successful internal recruitment, the programme lead was appointed and came into post at the end of August, just ahead of publication of this report.
122. The findings, recommendations and actions arising from Southwark Stands Together will inform the council's approach to organisational renewal, and so the programme lead will report to the Director of Response and Renewal within the chief executive's office. It is therefore important going forward to ensure that council officer governance appropriately reflect the right level of ownership, accountability and delivery of actions.
123. As stated earlier in the report, on 1 July a cross party member and officer working group was set up, chaired by Councillor Johnson Situ, whose purpose has been to steer the Southwark Stands Together Listening events and guide the work stream recommendations emerging from those events. The group has met fortnightly, meeting five times in total, receiving regular progress reports on activity across each work stream and providing constructive input into onward work.
124. Having a cross section of members and officers has proved invaluable in developing the emerging recommendations and it will be important that any future governance arrangements ensure there is continued cross-council and partner input into action planning, monitoring and review.
125. The high level timeline below summarises some of the key next steps and how the Southwark Stands Together programme is incorporated into the council's policy and budget framework (i.e. Council Plan and budget process). Further detail will be set out as part of the roadmap and action plan.

Action	Date
Work stream recommendations agreed and adopted by cabinet	8 September
Incorporate work stream recommendations into refreshed Council Plan as appropriate	September/October (6 week consultation period of Council Plan)
Further qualitative and quantitative analysis survey work and from summer listening exercises	End September
Focus groups with council staff to undertake a 'deeper dive' to hear their experiences as they relate to systematic racism across the employee lifecycle	September/October

Roadmap and action plan presented for agreement to Cabinet	October
Engagement plan developed across each work stream, in line with roadmap and action plan	October
Assessment of any future resourcing implications as part of the council's budget setting process (including any agreement as part of the policy and resources strategy reports to Cabinet)	From October
Refreshed Council Plan for recommendation to Council Assembly	25 November

## Policy implications

### Summary of policy context and legislation

126. The Marmot Review 2010 was an investigation into health inequalities published in February 2010. The aim of the Review was to develop a strategy to identify and address social factors related to health inequalities. The key findings highlighted differences in life expectancy between people living in rich and poor neighbourhoods with the latter more likely to live with a disability and have a decreased life expectancy of on average 7 years than people living in richer areas. The report clearly linked a person's social and economic status to their health outcomes.
127. A complicated collaboration of key social factors involving education, housing, income, social isolation and disability are seen to be producing health inequalities in communities. Many of these inequalities were deemed preventable and the 'invisible' costs around tackling these across the UK were estimated at nearly £40 billion. The Review suggested that cross cutting interventions specifically around living conditions, income education and the wider community were required.
128. An assessment of the original objectives was carried out by the Marmot Review 2020. This suggested a trajectory around health inequalities outlining that people would spend more of their lives in poorer and declining health with greater polarisation between wealthy and deprived geographical areas impacting on life expectancy.
129. In response to the data highlighting the disparities of Covid-19 mortality rates amongst the Black, Asian and Minority Ethnic communities and the evidence that links this to socio-economic deprivation, the Health Foundation noted that there is *"sadly nothing new and people living in the most disadvantaged areas are 2.2 times more likely to die from Covid-19"*. These reports show that inequality has increased and worsened during the pandemic across the country and there is more to do in terms of meeting the original objectives of the Marmot Review.
130. The Stephen Lawrence Inquiry report recommendations were published in February 1999 after the murder of Stephen Lawrence. The report focused on the investigation into Stephens's death in order to identify lessons to be learned for the investigation and prosecution of racially motivated crimes. A national debate about policing and racism emerged during this time, following publication of the report, after the inquiry found that the underlying cause of the police failure has been found to be *"not purely incompetence, but institutionalised racism"*.

131. In total 70 recommendations with a view to 'zero tolerance' for racism aimed at affecting change within the police force and wider institutions in society were put forward. Further recommendations focussed on the improvement of police processes and internal reviews of their own polices such as the change in the recording of an incident. There were additional specific recommendations around developing guidelines for working with both victims and witnesses and changes to the Police Disciplinary and Complaints procedures.
132. Wider recommendations were aimed at amending the national curriculum so that a greater emphasis and value was placed on cultural diversity. Similar to the Marmot and Lammy reports that were to follow, the Stephen Lawrence Inquiry report found that the issues around racism were much more prevalent in wider society and replicated and reflected in other structures such as housing and education.
133. 20 years after the report's publication - regarded as a watershed moment in race relations – came new legislation in the form of the 1998 Crime and Disorder Act. This was followed by the amended Race Relations Act (1999), and a specific duty for public sector bodies around outlawing direct and indirect race discrimination and the duty to promote equality of opportunity and good relations between people from different racial groups.
134. The legal framework for the Public Sector Equality Duty was laid in the new Equality Act 2010. Compared to specific earlier legislation many saw this as a 'downgrading' of the PSED during a time of austerity, alongside the diluting of the teaching of history and the celebration of diversity.
135. The Lammy Review was published in September 2017 as part of an independent review of the treatment of and outcomes for Black Asian and Minority Ethnic people in the criminal justice system. It reviewed both the adult and youth criminal justice system and for the first time reviewed and scrutinised data and evidence that had not been previously made publicly available.
136. The Lammy Review introduced the newer focus of 'unconscious' or 'implicit bias', looking at the notion that people may act on prejudices that they may not be aware of. Lammy highlighted that Black and Asian groups were over-represented in the criminal justice system, and that there was also variance and complexities around this. For example in education, Indians, Chinese and Black Africans did better than Black Caribbean, Mixed and Pakistani individuals. Also, disparities were noted amongst the Gypsy Roma and Traveller (GRT) groups with a steady increase in the rise in the number of Muslims incarcerated at the time of the publication of the report (2017).
137. Similar to the Marmot Review, Lammy also highlighted key social determinants that led to disproportionality and inequality. Many of the groups that were over represented within the criminal justice system also had similar backgrounds that reflected poverty, lone parent families and schools exclusions. Further disproportionality existed between the sentences of Black and White drugs offenders even when the criminal history and backgrounds were similar.
138. Lammy focussed on 3 key principles. Firstly the implementation of a strong system to ensure fair treatment including greater examination of decision-making. The second and third principles involved the rebuilding of trust between Black, Asian and Minority Ethnic communities and the criminal justice system and the need to work wider than just the criminal justice sector by involving the

wider community.

139. The Ouseley Review in July 2001 was an independent study of race relations in Bradford. The review commissioned by the council and other organisations in the community were asked to find out why the local community was so fragmented and how it could improve race relations and increase equality of opportunity for all. The review suggested deep changes of attitude were needed across place and a programme of listening and learning in order to develop change. Greater social and racial integration needed to be achieved and similar to the Stephen Lawrence Inquiry report recommendations there was a call for an understanding of diversity within local community – in this case within employment.
140. Ouseley called for a vision of unity and greater connectedness as part of a grassroots approach and coined the phrase ‘parallel lives’ referring to a divided community that rarely crossed lines of interaction. Cattle continued the use of this term in his 2001 investigation of the riots and adopted the phrase community cohesion, which moved away from segregation to building better relationships.
141. In ‘Kindness, emotions and human relationships: The blind spot in public policy’ produced by the Carnegie UK trust, public bodies are encouraged to take a new look at relationships with the communities we serve. The central premise is a call for ‘kinder’ polices and engagement by public services in both understanding and meeting the needs of their residents. The research highlights that kindness emotions may be ‘disruptive’ in a local authority context but the risks of not engaging effectively and sensitively using this approach far outweigh any perceived disbenefits. In 2019 the faith leaders across Southwark that were engaged in the Faith Strategy also expressed the need for the council to develop ‘kinder polices and approaches’ in working with faith communities.
142. The impact of Covid-19 has highlighted greater concern for the digitally excluded as many services went forced to move online; the emphasis on digital can lead to a greater ‘disconnect’ between local authorities and disengaged communities and residents. This report highlights the need to re-build stronger trust and confidence within our communities. It is about listening to vulnerability and being able to manage emotional responses that truly mean we treat our residents as if they were members of our own family. Covid-19 and the impact of racism has highlighted loneliness and isolation for individuals, families and communities. As council officers kindness in public policy is key as we may be the only ‘family’ people get to see.

#### Southwark Framework for Equality

143. The Council has been reviewing how to improve and strengthen its work and commitments to promote equality and value diversity. A Southwark Framework for Equality is being developed to replace the 2014 Approach to Equality. This Framework will include revised tools for implementation such as equality impact and needs analysis, strengthened equality governance, links to the revised Approach to Community engagement and a toolkit.
144. In addition the Framework will have links to equality and diversity training, the workforce equality plan and bespoke guidance such as Planning, Social Regeneration and Equality, which is currently being finalised, as well as links to the Council’s Fairer Future For All Procurement framework.

145. The intention is to use the principles from the Equality Framework for Local Government (previously known as the Equality Standard for Local Government) to help develop a bespoke Southwark Framework for Equality, which will include and build upon the Public Sector Equality Duty commitments and the Council Plan, fairer future for all approach.
146. The core elements of the Southwark Framework for Equality will include: Leadership and Organisational Commitment; knowing your communities and equality mapping; involving your communities, place shaping and partnerships; responsive, accessible and appropriate services and customer care; a skilled and diverse workforce; commissioning, procurement and equality. It is proposed to complete work on the Southwark Framework for Equality by the end of the year.
147. The Southwark Diversity Standard was initially developed to complement the Southwark Approach to Equality. The council agreed to review the 2015 Diversity Standard with key partners to ensure that it remained relevant and a useful tool to deliver the aspirations we and our partners have for Southwark as a place that is committed to equality of opportunity, respect for diversity and preventing unlawful discrimination towards customers, service users and residents.
148. In addition, and following agreement of the Southwark Framework for Equality, it is proposed that the council undertake an equality audit of services, including policies and procedures using the Southwark Framework for Equality to frame the process. This work would further inform the Southwark Stands Together programme and annual equality reporting to help implement requirements of the Public Sector Equality Duty.

#### Southwark Equality, Cohesion and Diversity Charter

149. The council proposes to replace the 2015 Diversity Standard with a Southwark Equality, Cohesion and Diversity Charter. The aim of the charter is to provide clear communication to staff and external partners about current council commitments to promote equality and value diversity as aligned to the Council Plan. The aim is also that the charter works and acts as a possible model for outside organisations and partnerships working with the Council.

#### Progress since Council Assembly Motion on Promoting Equality and Valuing Diversity

150. In July 2019 Council Assembly agreed a motion on '*Promoting Equality and Valuing Diversity*' in Southwark. Since the motion was agreed a number of actions have taken place, which are set out in the following paragraphs. More activity is planned that will align with the emerging recommendations of the Southwark Stands Together programme as set out in this report.
151. A draft hate-crime local action plan was published on the council website. The agreed phase of engagement with communities and residents took place and despite a period of significant disruption due to Covid-19 restrictions, approximately 105 individuals were engaged with through this process, with sessions taking place in partnership with a range of community and voluntary partners. The plan will be reviewed and refreshed in the light of the Southwark Stands Together programme. Further engagement and discussion with community organisations will take place through the autumn.

152. Officers in the Culture team and elsewhere worked to support a wide range of positive events and activities across the borough during the year, which reflect the richness and diversity of communities. The Council's Cultural Strategy, *Creative Southwark*, sets out the Council's commitment to protect and grow Southwark's rich cultural sector, and support everyone in the borough to access the diverse arts and culture offering on their doorstep. More work will be carried out as part of the Southwark Stands Together programme.
153. Following agreement of the motion the Education Standards team have carried out a wide range of work with schools. Southwark schools have undertaken positive activities through the year that promote tolerance and diversity and counter hate and harm of all kinds. In relation to hate-crime specifically, the Southwark Prevent team has provided positive support and guidance to 95 schools, colleges, and other settings. Up to 2,700 young people in Southwark schools have had access to a positive project session that raised awareness of hate-crime and/or promoted tolerance and respect for difference.
154. A commitment to press the government on misogyny driven attacks has already been incorporated as a commitment within Southwark's hate crime local action plan with further work to take place to lobby on this point. It is proposed that the most impactful time for any such intervention to take place is once the Law Commission's much-delayed official consultation into this issue has been launched.
155. A proposal was made in the motion on diversity champions and further work is taking place with a cross political party group of members. The equality framework and *Southwark Equality, Cohesion and Diversity Charter: Promoting Equality and Valuing Diversity* is planned to be presented to Cabinet in October 2020, to ensure that the work reflects the outcomes of the *Southwark Stands Together* listening events.
156. The Mayor's Office will be taking forward the commitment on recognising those who have worked to make Southwark a more integrated and tolerant place in time for the next round of the Civic Awards.
157. Many parts of the council work in partnership with TfL, as well as Mayors Office for Policing and Crime and National Rail, to improve the reporting of, and response to, incidents of disorder and criminality on the public transport network across Southwark. This has included awareness raising activities undertaken by British Transport Police in partnership with the council at London Bridge Station in October 2019 to coincide with National Hate Crime Awareness Week. This reached more than 100 commuters and residents with positive messaging.
158. The council has signed a Memorandum of Understanding with Native Land, which will seek to identify a LGBTQ+ occupier for their cultural space to be delivered as part of the Bankside Yards development. An open and transparent process will be undertaken with proposals sought from qualifying occupiers from across the UK for the 25 year lease. This will commence early in 2021. A number of recommendations have also been incorporated into planning policy that aim to provide a broad range of benefits to the diverse LGBTQ+ community and support venues.

#### Other emerging national policy considerations

159. On 16 July 2020 the government launched the Commission on Race and Ethnic

Disparities. This Commission will review inequality in the UK and focus on the key areas highlighted over the last 20 years such as poverty, education, employment, health and the criminal justice system. It will work to develop greater opportunities and fairness for all people in the UK. It will aim to understand why disparities highlighted through the Covid-19 mortality rates and wider inequalities exist and identify the barriers faced by people from different backgrounds. The Commission is expected to report on its findings towards the end of the year.

160. Further, in August this year the government created a new National Institute for Health Protection (NIHP) that will replace Public Health England (PHE). Alongside public health protection, the NIHP will also be responsible for infectious disease capability and working to ensure improved capability around controlling infection diseases and pandemics through data sharing, alert levels and tackling border challenges.

### **Community impact statement**

161. The three main pieces of primary research that this report looks at are the Southwark Stands Together survey and listening exercises and the Covid-19 Impact Survey. 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months and the impact of day to day experiences will have a mental and physical effect. The evidence shows that discrimination is linked with mental health and poorer health conditions; this combined with other forms of inequality are worsened by housing conditions and socio-economic deprivation.
162. All of the policy reports referred to highlight exacerbated and common health issues and impacts from racism, school exclusion and years of experiencing inequality as well as the impact of Covid-19. Marginalisation in education was a dominant theme not just in education but something that sets the trajectory for future aspirations in health, employment and interactions with the criminal justice system.
163. Two thirds of BAME people reported discrimination in education and, as the Lammy review states this was a familiar pattern whereby a majority of the same young people end up in the criminal justice system. In the listening exercises, multiple residents reported trauma and anxiety of negative interactions with the police. The longevity and on-going trauma and lack of confidence in policing had much longer-term impact for the lives of young Black people in particular.
164. One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents. Respondents expressed experiencing further challenges around accessing council services. The national data highlights that BAME women experience poorer outcomes during pregnancy and childbirth than white women with BAME babies being amongst the highest mortality rates - again linking to socio-economic deprivation. More research is needed on identifying the factors that lead to these outcomes.

### **Consultation**

165. In June cabinet set out Southwark Stands Together as a programme of work to respond to the inequalities exposed by Covid-19 and other recent events, and articulated by the Black Lives Matter protests making clear that there needed to

be tangible outcomes to report back to Cabinet in September. The immediate goal was to deliver a listening exercise with communities across the borough, and our staff, to hear their concerns, and identify solutions to address entrenched and persistent racism and injustice.

166. To deliver the first stage of Southwark stand together included working with our staff, external partners, businesses and organisations across the borough to ensure that we listened to the lived experiences of our Black Asian Minority Ethnic communities and followed this with action to tackle racism and build a better, more equal Southwark.
167. Officers worked with the Consultation Institute which helped to shape our thinking about the approaches being multi layered, involving, explorative, discursive, deliberative and include a significant element of co-production. These elements facilitate the delivery of our objectives and principles such as building trust, working collaboratively, building connectivity and being inclusive.
168. The methodology for this work therefore is built around a five step process. The listening events form the first phase of our approach as part of a five step engagement process which involves finding out and exploring what needs to change; early development of the solutions and road map; confirmation of the road map/action plan; collaboration on how do we make this happen to further inform action planning; evaluation and review.
169. At least 1,500 different individuals took part in this first phase of the listening exercise. This was across a Southwark Stands Together survey involving 1268 participants, four open listening events, 11 roundtable events, three young peoples events and two outreach sessions.
170. To build confidence among our BAME communities and more widely is about engaging with people about the outcomes of their involvement in the listening events. The goal will be to make sure that everyone who took part can know a number of things. These being: what we are going to do as a consequence of the listening events; how our decisions relate to what they have shared and told us; what are we prioritising and why; what are the ongoing opportunities to shape the next steps.

## **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

### **Director of Law and Democracy [20200901/NBC/v1]**

171. The Localism Act 2011 gives councils a general power of competence whereby they have power to do anything that individuals generally may do. This power can be used even if legislation already exist that allow a local authority to do the same thing. However the general power of competence does not enable a local authority to do anything which it is unable to do by virtue of a pre-commencement or other limitation.
172. When making its decision, section 149 Equality Act 2010 requires that the decision maker must have due regard to the need to eliminate discrimination other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. Information about the council's assessment of the performance of this duty is set out in the body of the report.

### **Strategic Director of Finance and Governance [FC20/005]**

173. There are no financial implications arising directly from this report in of itself. Costs of the programme to date have been contained within existing budgets. Any financial commitments arising from next step action planning will be subject to future reports and associated decision making processes that form part of the council's policy and resources strategy process.

#### **Reasons for Lateness**

174. The report is late because the current round of listening exercises only concluded on 24 August 2020. Further, the member and officer working group were only able to consider and input into emerging recommendations at their meeting on 27 August 2020. Officers therefore needed time to consider this feedback ahead of drafting the work stream recommendations set out in Appendix 1.

#### **Reasons for Urgency**

175. The report is urgent because a detailed roadmap setting out key actions, measures and metrics is planned to come to cabinet on 20 October. It is therefore important, in maintaining pace on action and onward engagement, that Cabinet agree the emerging work stream recommendations in advance of that time; this is the first available cabinet to receive those recommendations.

### **APPENDICES**

<b>No.</b>	<b>Title</b>
Appendix 1	Southwark Stands Together work stream recommendations
Appendix 2	Southwark Stands Together engagement analysis
Appendix 3	Health Impact Analysis – Summary
Appendix 4	Equality Impact Analysis

**AUDIT TRAIL**

<b>Cabinet Member</b>	Councillor Johnson Situ, Cabinet Member for Growth, Development and Planning	
<b>Lead Officer</b>	Stephen Gaskell, Director of Response and Renewal	
<b>Report Author</b>	Jas Baddhan, Equality, Diversity and Inclusion Programme Lead Stephen Gaskell, Director of Response and Renewal	
<b>Version</b>	Final	
<b>Dated</b>	3 September 2020	
<b>Key Decision?</b>	Yes	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Team</b>		3 September 2020

### Appendix 1. Southwark Stands Together – Work stream recommendations

Ref	Work stream / Theme	Emerging Recommendations	Workstream Officer Lead
01	Employment and Business	<p><i>a. Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.</i></p> <p><i>b. Implement a structured work experience programme for young residents.</i></p> <p><i>c. Work with employers to support them to adopt more inclusive recruitment and employment practices, aligning to the Good Work Standard; and to support delivery of this recommendation, work through key partnerships including employers that are linked with Southwark Works, Jobcentre Plus and others.</i></p> <p><i>d. Explore how we can provide effective business support which is accessible to BAME-led SMEs, with a focus on; access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.</i></p> <p><i>e. Develop the council's procurement practices to be more inclusive.</i></p>	<p>Danny Edwards, Local Economy</p>
02	Education	<p><i>a. Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and knowledge of BAME professionals in Southwark this will further our aim to address racial discrimination, unconscious bias and reflect cultural understanding across the school environment.</i></p> <p><i>b. Develop a suite of resources in partnership with schools and other institutions to support the teaching of Black History and integrate the learning about black history throughout the year. It is important that this history reflects black British history and experience as well</i></p>	<p>Nina Dohel, Director of Education</p>

		<p><i>as providing a focus on Africa, Asia and the Americas.</i></p> <p><i>c. Lobby the DfE and OFSTED to make fundamental changes to the national curriculum in England so that it is anti-racist, reflects the experiences of everyone who is learning in our school environments irrespective of race, as well as using the flexibilities already available in the national curriculum to develop and lead jointly with head teachers and school leaders a local inclusive and anti-racist Southwark curriculum</i></p> <p><i>d. Aspire to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of BAME students and develop a strategy that can help eliminate school exclusions for all.</i></p> <p><i>e. Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.</i></p>	
03	Health	<p><i>a. Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact BAME communities and their physical, mental and emotional wellbeing.</i></p> <p><i>b. Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of BAME patients in health and care</i></p> <p><i>c. Commission and co-produce health services and interventions with BAME communities</i></p> <p><i>d. Work with key partners to ensure health services and initiatives are culturally appropriate and accessible for BAME residents</i></p> <p><i>e. Increase the uptake of preventive programmes such as screening, health improvement and education (i.e. awareness, myth busting and health literacy) amongst BAME</i></p>	Jin Lim, Director of Public Health

		<i>communities</i>	
04	Culture	<p><i>a. Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.</i></p> <p><i>b. Support career progression and pathways for people from BAME backgrounds in the cultural sector workforce, both at entry level (via funded work placement schemes) and into more experienced roles through funding BAME candidates' participation in leadership development.</i></p> <p><i>c. Offer support to Southwark-based BAME artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists</i></p> <p><i>d. Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.</i></p>	Rebecca Towers, Director of Leisure
05	Communities	<p><i>a. Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with BAME communities.</i></p> <p><i>b. Review how we support and build local capacity and infrastructure through our empowering communities programme and resident involvement work; and in partnership with Community Southwark and Partnership Southwark to ensure that BAME voices are heard and their needs addressed; and that our communities develop strong networks and are better able to work collaboratively.</i></p> <p><i>c. Work with the Organisation Transformation team to develop a series of learning and training sessions for all staff so people working for the council develop a better understanding of the communities that live in the borough and access the services we provide.</i></p>	Stephen Douglass, Director of Communities / Jess Leech, Community Engagement Manager

		<p>d. <i>Work with resident involvement services to open up access to community spaces to a wider range of organisations.</i></p> <p>e. <i>Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:</i></p> <ul style="list-style-type: none"> <li>• <i>how targeted support can be offered to groups from BAME backgrounds, who have not previously accessed grant funding;</i></li> <li>• <i>whether the way in which we structure our grant making enables or disables people to access these opportunities;</i></li> <li>• <i>the support in place for people to access funding;</i></li> <li>• <i>our grant making and commissioning processes and requirements and the barriers these may generate</i></li> </ul>	
06	Interaction with the Police	<p><u><i>Building Trust between the Police and the Community</i></u></p> <p>a. <i>Review current local stop and search monitoring arrangements to improve confidence in and understanding of policing strategy – including police conduct. (Police/Council).</i></p> <p>b. <i>Develop a collaborative approach and a mutual awareness of cultures between police and communities. (Police).</i></p> <p>c. <i>Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer). (Police/Council).</i></p> <p>d. <i>Review and refresh the Independent Advisory Group to better reflect the diversity in the borough. (Police).</i></p> <p>e. <i>Form a Youth Independent Advisory Group to work together with the police and other organisations to influence policy in the borough. (Police/Council).</i></p> <p>f. <i>Have regular dialogue with young people, the police and councillors using a young person format that was established during lockdown – online and face to face opportunities/events should be used. (Council/Police).</i></p> <p>g. <i>Involve young people with lived experience in Independent Advisory Groups; where these groups already exist asking them to provide insight to improvements that can be made across both policing and wider community safety. (Police/Community Safety).</i></p> <p>h. <i>Co-produce a young person/community friendly guide relating to stop and search delivery and an individual’s rights and recourse when stopped and searched. (Police/Community</i></p>	<p>Stephen Douglass, Director of Communities / Caroline Thwaites, Asst Director, Community Safety &amp; Partnerships</p> <p>(in brackets represents lead authority)</p>

Safety).

Police visibility and accessibility

- i. *Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council)*
- j. *Better use social media to engage the community – learning from young people. (Police/Council)*
- k. *Put in place state of policing in the Borough events - Question and answer sessions which are published / filmed; this will be a twice yearly session with the Lead Member for Community Safety & Public Health and Borough Commander which covers policing and community safety. (Police/Council).*
- l. *Develop more informal interaction, personable side (social media accounts 'Twitter') for police Senior Leadership Team, and 'neighbourhood cops' .(Police)*
- m. *Review communications channels with the Borough Commander to utilise existing communication structures e.g. Southwark Life, newsletters to residents, emails to Southwark Council staff, NHS staff so people are more informed of their activity. (Police).*

Police develop a better understanding of the communities they serve

- n. *Create a programme of multi-agency training to include trauma informed practice and restorative justice training for all partners and the community; giving a learning environment where people can relax and get to know each other. (Council/Community Safety Partnership).*
- o. *Review best practice in BAME staff in recruitment and retention of officers, specials and also cadets. (Police).*
- p. *Build more confidence in young people to join and have representation of specials throughout the ranks. (Police)*
- q. *Look at models of community engagement being delivered across the UK (Good practice in Durham, Lewisham, Greater Manchester, Thames Valley) and use them in Southwark. (Council).*
- r. *Better police officers' understanding of community organisations and their value to*

		<p><i>policing and link in better with them across the Borough. (Police/Council).</i></p> <p><i>s. Ensure attendance of neighbourhood senior officers' at the multi faith forum working group on youth violence. (Police).</i></p> <p><i>t. Build relationships with the person behind the uniform – work being done with youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better. (Police).</i></p>	
07	Renewing and Reinventing the Public Realm	<p><i>a. Agree proposed framework and decision-making criteria to be used for the Anti Racism Public Realm Audit. This is to be in line with the London Wide approach to be outlined by the Mayor's Commission for Diversity in the Public Realm.</i></p> <p><i>b. Develop an engagement plan to generate debate and discussion and gain the views of the community, hard to access groups and, in particular, young people. This will be linked to an education programme that will raise awareness of the issues of racism and imperialism surrounding the public realm and develop skills in interpretation of the built environment public realm.</i></p> <p><i>c. Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.</i></p> <p><i>d. Use Peckham Library Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.</i></p> <p><i>e. Identify for consideration further public realm and art capital projects that would use the best practice developed from the above recommendations.</i></p>	Rebecca Towers, Director of Leisure
08	Council staff engagement	<p><i>a. Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to allyship, white privilege, gas-lighting, micro aggressions and incivilities.</i></p>	Emma Marinos, Director of Modernise /

		<ul style="list-style-type: none"> <li><i>b. Work with an Equality, Diversity and Inclusion (EDI) partner in the next phase of staff engagement.</i></li> <li><i>c. Review workforce statistics and work with the EDI partner on the creation of targets and measures to build a more inclusive workforce at all levels.</i></li> <li><i>d. Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring</i></li> <li><i>e. Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted.</i></li> <li><i>f. Embark upon an on-going re-training and re-education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.</i></li> <li><i>g. Use the outcomes from the focus groups to inform the review and, where appropriate, revision of the council's employment policy and procedures.</i></li> <li><i>h. Use the outcomes of our listening circles, up-coming focus groups and on-going engagement activities to inform a workplan which will include measurable objectives and outcomes, reporting back progress in October 2020.</i></li> <li><i>i. Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.</i></li> </ul>	<p>Julie Foy &amp; Kam Khan (HR&amp;OD)</p>
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**APPENDIX 2**



**Engagement evaluation and outline of next steps**

**Section 1: Engagement details**


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<b>Proposed policy/decision/business plan to which this relates</b>	Southwark Stands Together
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<b>Engagement analysis author</b>	Jessica Leech				
<b>Strategic Director:</b>	Caroline Bruce				
<b>Department</b>	Environment and Leisure	<b>Division</b>	Communities		
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	

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

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

#### **Southwark stands together, a commitment to tackle racial inequalities**

Southwark Council promotes the basic rights of all people to equality, justice, inclusion and fair treatment. Recent circumstances and events have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.

Southwark's response through *Southwark stands together* will put in place a framework over the next three months that creates a programme within Southwark of actions, education and initiatives translating our firm commitments into real, sustainable outcomes.

The programme will evolve and adapt over time and seek ways of measuring improvements in the lives of individuals and communities. The overall aim being to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required, Southwark will not give up on the challenges until they have been overcome.

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

Service users and stakeholders	
<b>Key users of the department or service</b>	Local residents: young people; local businesses including large organisations, SME and micro businesses; schools; VCS organisations; funders; SlaM; Southwark NHS PPG; GSTC; GSTT; GP Federations; PHE; Health watch; CCG; cultural and arts organisations; faith groups; police, MOPAC.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	New post holder Jasbinder Baddhan in the team led by Director of Response and Renewal Stephen Gaskell; Stephen Douglass; Rebecca Towers; Nina Dohel; Jin Lim; Caroline Thwaites; Jess Leech; Michelle Walker; Aileen Cahill; Danny Edwards; Suganya Naveenan;  Cabinet members councillors Johnson Situ, Rebecca Lury, Jasmine Ali, Evelyn Akoto and Stephanie Cryan
<b>Engagement summary</b>	This is the first engagement exercise delivered during lockdown and meant that the team had to find new ways of engaging with a wide audience rapidly. The engagement took place between 29 June and 24 August with most activity happening in July. The amount of time for preparation and delivery also presented some considerable challenge to delivery of our key engagement principles. However in spite of the challenges in this short period of time we have heard from about 1500 people.  The engagement so far has been structured as a listening

exercise where we explored the issues and concerns and began to work collaboratively with stakeholders on identifying what needs to change and gathering ideas for how we could make this happen. These discussions have informed the roadmap.

In addition to open listening activity we also identified key theme areas where we thought we should have a more focused discussion as it is clear that these areas are ones where our BAME communities are likely to experience unfair treatment, discrimination direct and indirect, harassment or abuse, because of their racial or ethnic background, colour or nationality.

**Engagement Activity:**

4 open listening events 29 July, 7 July, 14 July, 21 July attended by approximately 150 people. Booked via Eventbrite, advertised through social media, council newsletter, and networks such as faith organisations, Community Southwark, Forum for Equality and Human Rights.

2 Outreach sessions one on Peckham Square, one in East Street. Advertised through social media, posters on estates, and council website.

Online survey with 1268 responses advertised through social media, council newsletter, and networks such as faith organisations, Community Southwark, Forum for Equality and Human Rights and our events.

10 themed events, these were advertised both generally and in a more focused way to attract audiences likely to be impacted or by invitation:

Education - one open session with parents, one with school leaders by invitation.

Employment – one open session on employment, open session with small businesses, discussion at a regular Southwark business forum meeting.

Culture - session with people working or teaching in the cultural industries an invited audience

Communities – one open session

Health - session bringing together an invited audience

Policing - session bringing together a mixed invited audience,

Community panel on renewing the public realm

In addition there were three events with a focus on young people. The first of these was organised by Southwark Young Advisors in June 2020 following the murder of George Floyd which had participation from around 70 young people. This event was an opportunity for young people to speak directly to Southwark decision makers in a Q&A panel discussion format. The panellists

included Cllr Johnson Situ, cabinet member for Growth, Development and Planning, Cllr Evelyn Akoto, cabinet member for Community Safety and Public Health and Colin Wingrove Southwark Police Borough Commander. Young people had the opportunity to ask questions of the panel members in bid to gain better understanding of how these authorities work, what their priorities are and how they intend to respond to the Black Lives Matter movement.

The second event was organised by the council's education department and invited specialist young people to a roundtable discussion on education. These young people were invited due the fact they have gone through the secondary school education system in Southwark and for their involvement in the local community. Nine young people attended, seven of whom are former Southwark Youth Council members and two who are Southwark Scholars who have gone through or are currently at University.

The third youth focused listening event which took place on 24 August built on the Black Lives Matter event organised by Southwark Young Advisors in June but with a focus on listening to young people's experiences and ideas for solutions in keeping with the wider SST listening events. This event explored the impact of racism, injustice and inequality that young people experience in the following areas:

1. Employment
2. Health and Wellbeing
3. Policing
4. Community and Culture

## Section 4: Evaluation of engagement

This section considers how well the engagement has met the 10 principles set out in the new approach to engagement.

**Trust - The council is committed to being transparent, open and honest, making clear the purpose of the engagement and any limitations.** In addition we will include the following ways of working to build trust: *demonstrating the human touch and empathy, providing leadership, listening, communicating regularly and clearly, providing the right information, feeding back to explain the impact of involvement, and showing respect, commitment and good will.*

### Activity/actions to meet this commitment

- Each event began with an explanation of what we were here for and introduction from lead cabinet member.
- We ensured that there was an opportunity for individuals to speak privately with member of the team
- Most of the discussions took place in small groups facilitating intimacy
- We were clear about what we were asking
- We provided a welfare support breakout room and contact number in case any participants were triggered or found any part of the discussion to be traumatic

### How did we do?

The open sessions managed to draw in a significant number of people with an average of 40 at each event, but managed to deliver empathy and human scale through the smaller sessions even though no one was actually together.

The technology was new and we got better at delivery through zoom as we became more practised.

With the Cabinet members and other leading Councillors at all events there was real sense of leadership and that people would be listened to by those who could make changes.

Feedback from group discussion was given by participant to keep the focus on listening to participants and maintaining consistency and transparency

Provision of information was not a focus and the chat function was useful for participants and organisers to share information

### What else needs to be done

We have not yet fed back the recommendations that have emerged from these sessions; the notes of the sessions or a summary of the points that emerged.

In terms of building trust it is important to develop a package of information materials that capture what has been said across all the discussions and present it back to participants in a simple and accessible way. People will need to see a clear link between what they have told us and how we have responded.

In addition to build trust we need to offer further opportunities for people to be involved in shaping any action plans or service design and work with us co productively to both dig deeper and develop solutions and new ways of working.

**Collaboration** - A key way of putting people at the heart of our engagement is through working collaboratively with the people affected by the policy or change we are considering. **We are committed to bring together groups across our communities and work with partners as appropriate.**

**Activity/actions to meet this commitment**

**How did we do?**

Our work on the themed sessions has been a starting point in collaborative working, in particular where we were able to include in the discussions feedback from the open listening events, and other information. An example of this was the school leaders session on education and the third session with young people which build on the Q&A panel discussion.

This phase of engagement was largely explorative, with people sharing their experiences and identifying areas for change and putting forward some suggestions.

From these 19 sessions a road map for change has been developed which sets out the high level goals across the 6 themes as well as Renewing and Reinventing the Public Realm and Council staff engagement.

Opportunities for collaborative working lie in the next phase of the work to develop the action plan and work programme to deliver this commitment to change.

**What else needs to be done**

Each of the themes needs to develop an engagement plan on how they will develop their programme. Co-productive approaches are recommended.

**Being Reflective** - We will both reflect internally on what can be improved on an ongoing basis in our approach to consultation and engagement and seek external evaluation of our activity.

**Activity/actions to meet this commitment**

**How did we do?**

Debrief of each session so we could amend the workshop plans to improve the experience for participants

Process of continual adaptation of the sessions as we learnt more about the technology and the way sessions worked digitally as opposed to face to face.

Where there has been opportunities e.g. in education roundtables we have been able to feed information from earlier sessions into the discussions producing a more iterative and reflective process.

**What else needs to be done**

This engagement will be evaluated with external partners as part of our annual review.

**Being timely** We will allow sufficient time and provide sufficient information and

**background to permit informed decisions and response. Engagement will take place from the earliest possible stages in the process of developing policy, reviewing a service or making plans for our places.**

Activity/actions to meet this commitment	How did we do?
<ul style="list-style-type: none"> <li>Engagement has taken place at the very beginning of this policy development</li> <li>Time frame for getting involved, publicising the opportunity and establishing a presence was short and limited</li> </ul>	<p>In spite of the time frame a large number of people from a range of communities got involved. This included TRAs, faith organisations, individuals, voluntary sector organisations and community groups, sole traders and small businesses, school leaders and police and health professionals.</p> <p>This reflected what we were talking about and how important this conversation was to many people. The national focus on racism and Black Lives Matter supported the success of the activity.</p> <p>Nonetheless concern was expressed at a number of the events at how few people from our BAME communities knew about the events, attended or took part.</p>

#### **What else needs to be done**

The next phase of engagement provides opportunity for us to both re-engage with those who have taken part already and continue to draw in more BAME residents and businesses and staff to the discussions and to collaborate with us on developing the actions and programmes.

It will be important to ensure that we feed back what we have heard so far and our outcomes in a simple and accessible way so we enable full participation at the next stages.

It is also important that the momentum is maintained in keeping with the national and local discussions on Black Lives Matter and Equalities and aligned with the progress of other London boroughs.

#### **Being proportionate**

**Our strategy for consultation and engagement will be proportionate for the nature of the programme, project, policy or activity that is proposed, providing appropriate resources and planning to ensure our engagement is effective.**

Activity/actions to meet this commitment	How did we do?
<p>The borough wide work has enabled us to establish and confirm the key themes and areas of work to take forward.</p>	<p>The work was proportionate as the starting point for our engagement.</p>

#### **What else needs to be done**

Each work stream now requires a bespoke engagement plan that is proportionate for their objectives.

**Being evidence based**  
**When we engage or consult any proposals will be founded on evidence based approaches.**

Activity/actions to meet this commitment	How did we do?
<ul style="list-style-type: none"> <li>• Data analysis has been provided by experts within the public health team</li> <li>• We have begun to collate studies and research on the range of themes so we are able to incorporate this evidence into our planning for change.</li> <li>• We are in discussion with academic institutions about resourcing further analytical capacity</li> </ul>	<p>Due to timelines and capacity as a consequence of the COVID emergency we have taken a phased approach to data analysis as follows:</p> <p>For September report:</p> <ul style="list-style-type: none"> <li>• Quantative data from the Survey</li> <li>• High level qualitative data from the listening events</li> <li>• Each work stream will report on the outcomes from their events</li> <li>• Overview of all listening activity</li> </ul> <p>Post September report</p> <ul style="list-style-type: none"> <li>• Full qualitative data from survey and each of the listening events</li> <li>• Data from the outreach activity</li> <li>• Literature review for each of the theme areas</li> <li>• Further analysis of future engagement activity</li> </ul>
<p><b>What else needs to be done</b></p>	
<p>Data analysis especially of the qualitative data</p>	

**Being inclusive - We will work with businesses, and those that work, live, worship, study and volunteer in Southwark. We will make a particular effort to connect with seldom heard communities and those likely to be most affected by any potential change**

Activity/actions to meet this commitment	How did we do?
<ul style="list-style-type: none"> <li>• Direct mailing of identified key stakeholders</li> <li>• General comms</li> <li>• Using trusted partners to encourage participation</li> <li>• Posters on our estates</li> <li>• Dedicated telephone line to complete the survey</li> </ul>	<p>Access was predominantly digital, which disadvantages both poorer households and older people. Even with activity that mitigated this, advertising these opportunities non digitally remained a challenge.</p> <p>Social distancing measures also impacted on the effectiveness of our outdoor activity.</p>

<ul style="list-style-type: none"> <li>• 2 outreach sessions where working face to face</li> </ul>	<p>Our collection of equality data from attendees was also hampered by our use of eventbrite and zoom, which means we have been unable to accurately quantify the protected characteristics of those that attended.</p> <p>Nonetheless the survey was answered by majority BAME residents and the information gathered at the listening events reflected a range of experiences of unfair treatment, discrimination direct and indirect, harassment or abuse because of their racial or ethnic background, colour or nationality.</p> <p>We did some good targeted work with young people. This is an approach that should be replicated in the next phase and across other protected characteristics.</p>
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### What else needs to be done

The next phase of engagement needs to broaden participation as well as deepen it.

We need to put in place robust mechanisms to collect data about peoples race ethnic and racial background and other protected characteristics.

Engagement planning needs to address how it will reach and work with seldom heard communities.

### Being simple and accessible

**We recognise that everyone's needs are not the same. We will provide engagement and consultation in plain language and provide materials in a variety of formats to support our varied communities to get involved.**

#### Activity/actions to meet this commitment

#### How did we do?

Advertise through social media and Eventbrite

Range of options

face to face sessions

- Online survey
- Zoom meetings
- Telephone contact

Challenge for people who are not able to access digital tools or whose access is limited. Empowering for some to be able to take part anonymously or be heard and not seen  
Level of intimacy encouraged active participation felt like having coffee and chat rather in a meeting with more than 50 people  
Hard for people with certain disabilities to take part, but easier for some.

Plain language not an issue at this stage as we were not presenting materials.

### What else needs to be done

Planning for the next phases needs to focus on how to be more accessible while recognising the benefits of digital communication for many e.g. no travel.

We need to be careful how we feed back to make sure our communications are simple, accessible and inclusive.

**Being Clear and informative - We will provide enough information well explained, to ensure full and meaningful participation**

**Activity/actions to meet this commitment**

**How did we do?**

Not applicable

Not applicable

**What else needs to be done**

Production of feed back from the engagement needs to be layered

- Summary of recommendations
- Cabinet report
- Full write up of what was said
- Summary of each area (the health report is a good model)
- Survey
- Summary that draws on all these sources

This needs to be presented in a legible way for a range of audiences, using a mixture of styles graphic, textual and pictorial to aid people's engagement and understanding.

**Being Responsive - We will ensure that there is timely feedback about the outcome of any engagement, evidencing the engagement and how it has been taken into account.**

**Activity/actions to meet this commitment**

**How did we do?**

Not applicable

Not applicable

**What else needs to be done**

Production of feed back from the engagement needs to be layered

- Summary of recommendations
- Cabinet report
- Full write up of what was said
- Summary of each area (the health report is a good model)
- Survey
- Summary that draws on all these sources
- Survey you said we did section

This needs to be presented in a legible way for a range of audiences, using a mixture of styles graphic, textual and pictorial to aid people's engagement and understanding.

People we need to contact:  
From the survey

From the events  
From the Eventbrite attendee lists

## Section 5: Further actions and objectives

### 5. Further actions Based on the initial analysis above, please describe the next steps in engagement on this project

Some clear learnings have emerged, as outlined in the report produced by Suganya Naveenan, Equality and Inclusion Lead Officer:

- a central and important theme moving forwards in terms of building confidence in staff and local communities, that the Council is serious in its intent on listening to and including voices from BAME backgrounds in its analysis and decision making processes. Our success at this will contribute to levels of trust.
- it is important that clear mechanisms for engagement with people from BAME backgrounds are established.
- It is important to build upon the conversations and dialogues started in the SST engagement events and involve more people from BAME backgrounds in the local community and neighbouring areas.

Number	Action	Timeframe
1	<p>Production of feed back from the engagement to be meaningful needs to offer a range of materials</p> <ul style="list-style-type: none"> <li>• Summary of recommendations</li> <li>• Cabinet report</li> <li>• Full write up of what was said</li> <li>• Summary of each area (the health report is a good model)</li> <li>• Survey</li> <li>• Summary that draws on all these sources</li> </ul> <p>This needs to be presented in a legible way for a range of audiences, using a mixture of styles graphic, textual and pictorial to aid peoples engagement and understanding.</p>	All by end of October 2020
2	<p>Each work stream needs to develop a further engagement plan which delivers the following:</p> <ul style="list-style-type: none"> <li>• Greater accessibility</li> <li>• increased participation by BAME communities and organisations</li> <li>• broadens participation</li> <li>• is co-productive</li> </ul>	Developed alongside the SST work plan
3	Analysis of qualitative data needs to be completed	September and October 2020

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**Section 6 Did we meet our engagement objectives through our ways of working on this policy?**

- Objective
- 1 Create and nurture relationships with people and community organisations and build better connectivity between the council, and voluntary and community organisations and people in Southwark and each other
  - 2 Understand people's experiences of services they use and the neighbourhoods they live in, work in, run a business in, visit and move through and better employ this local intelligence and local expertise to improve people's wellbeing, the quality of our places and the quality of our services.
  - 3

Enable good governance and fair and informed decision making, through building confident, skilled, active and influential communities and a culture of getting involved.

**6. Please explain how your engagement activity has contributed to the delivery of these objectives?**

In the sessions participants began to share information with each other building connections between individuals and groups. This was facilitated by the random allocation of rooms by zoom so people were not choosing to sit or cluster with those they knew.

Participants were willing to share their experiences and there was a high level of taking part in the event. We have collected a rich source of data about people's lives and experiences. We have used this to set out our road map, it is important that we return to this information and explore the remainder of the qualitative data in the next stages.

How we continue to work on Southwark Stands together with our BAME communities will influence the delivery of our third objective.

Public Health Division  
Place & Wellbeing



BAME communities in the UK face a number of structural and systematic disadvantages, including socio-economic deprivation, poor housing conditions and barriers to accessing services. These disadvantages result a higher prevalence of a number of long-term conditions and poorer health outcomes for ethnic minority populations. The economic, social and health inequalities have contributed to an increased risk of COVID-19 related death in these communities, which has highlighted the need to tackle these issues to improve health of BAME populations and reduce inequalities.

The Southwark Stands Together survey results suggest that 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months<sup>1</sup>. There is strong evidence to show that discrimination is associated with mental health issues such as depression, anxiety. It is also associated with poorer physical health, research shows that people who report discrimination experiences are more likely to have the outcomes and risk factors of Cardiovascular Disease<sup>2</sup>.

The SST engagement has highlighted the inequalities that Southwark BAME communities face in the areas of communities, culture, employment, education, health and the criminal justice system. All of these areas have impacts on health and wellbeing.

- **Communities:** Evidence shows that people from BAME communities in the UK are more likely to suffer from social isolation which is associated with poorer mental health<sup>3</sup>.
- **Culture:** Arts and culture have a positive impact on health and wellbeing but national evidence suggests that those from an ethnic minority are less likely to have access to arts growing up and that these industries do not represent the diversity of the UK population<sup>4</sup>.
- **Employment:** BAME communities are more likely to be in low-paid or insecure employment<sup>5</sup>. Nationally, employees in low income households are more likely to have lost work compared to high income households. There is a strong association between income and health; in the UK the poorest 40% are twice as likely to report poor health than the richest 20%<sup>6</sup>.
- **Education:** Marginalisation in education was a frequent theme in SST and nationally those from a BAME background are more likely to be excluded than their white counterparts. Exclusion is a risk factor for a number of major health issues including poor mental health<sup>7</sup> and youth violence<sup>8</sup>.
- **Health:** COVID-19 has exposed and exacerbated longstanding inequalities affecting BAME groups which have arisen as a result of economic, health and social disadvantage. Other factors which have impacted health inequalities include lack of accessible and effective

<sup>1</sup> Southwark Stands Together- Preliminary Quantitative Results. Southwark Council: London. 2020.

<sup>2</sup> Williams, DR, Lawrence, JA, Davis, BA, Vu, C. Understanding how discrimination can affect health. Health Serv Res. 2019; 54: 1374–1388. <https://doi.org/10.1111/1475-6773.13222>

<sup>3</sup> GLA, Survey for Londoners, 2019

<sup>4</sup> The Arts Council, Every child: equality and diversity in arts and culture with, by and for children and young people, 2016

<sup>5</sup> TUC, insecure work and ethnicity, 2017

<sup>6</sup> <https://www.health.org.uk/news-and-comment/news/low-income-workers-at-greater-risk-of-unemployment-and-mounting-illhealth>

<sup>7</sup> <http://www.bristol.ac.uk/alspac/news/2020/mental-health-school.html#:~:text=Children%20in%20the%20current%20study,the%20mental%20health%20of%20children>.

<sup>8</sup> The Southwark public health approach to serious youth violence prevention. Southwark's JSNA. Southwark Council: London. 2019.

healthcare and health promotion programmes and racism and stigma leading to stress and impacting health-seeking behaviours<sup>9</sup>.

- **Criminal Justice System:** Nationally, Black people are stopped-and-searched at a rate four times higher than the population average<sup>10</sup> and BAME individuals are over-represented in youth and adult criminal justice. There is evidence to suggest that police contact is associated with higher risk of trauma, anxiety<sup>11</sup> and that criminal justice discrimination may contribute to the increased prevalence of Mental Health issues in BAME communities<sup>12</sup>.

The pledges of the Southwark Stands Together programme to work to address tackle discrimination racial inequalities and the recommendations in each work stream to achieve this are anticipated to have a positive impact on the mental and physical health of Southwark's BAME population.

END

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<sup>9</sup> Public Health England, 2020. Beyond the data: Understanding the impact of COVID-19 on BAME groups

<sup>10</sup> <https://www.ethnicity-facts-figures.service.gov.uk/crime-justice-and-the-law/policing/stop-and-search/latest>

<sup>11</sup> Geller A, Fagan J, Tyler T, Link BG. Aggressive policing and the mental health of young urban men. Am J Public Health. 2014

<sup>12</sup> <https://www.mentalhealth.org.uk/a-to-z/b/black-asian-and-minority-ethnic-bame-communities>



# Equality and health analysis guidance and template

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## Guidance notes

### Things to remember:

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

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

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

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

Equality analysis should be referenced in community impact statements in Council reports.

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

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

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

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

## Section 1: Equality analysis details

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>		Southwark Stands Together Programme			
<b>Equality analysis author</b>		Jessica Leech Jasbinder Baddhan			
<b>Strategic Director:</b>		Eleanor Kelly			
<b>Department</b>		Chief Executives	<b>Division</b>		Chief Executive's Office
<b>Period analysis undertaken</b>		June –September 2020			
<b>Date of review (if applicable)</b>		November 2020			
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	3 <sup>rd</sup> September 2020

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

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

#### **Southwark stands together, a commitment to tackle racial inequalities**

Southwark Council promotes the basic rights of all people to equality, justice, inclusion and fair treatment. Recent circumstances and events have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.

Southwark's response through *Southwark Stands Together* will put in place a framework that creates a programme within Southwark of actions, education and initiatives translating our firm commitments into real, sustainable outcomes.

The programme will evolve and adapt over time and seek ways of measuring improvements in the lives of individuals and communities. The overall aim being to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required; Southwark will not give up on the challenges until they have been overcome.

The recommendations that have emerged from the first listening phase of our engagement on this policy cover a broad range of themes including policing, cultural industries, public realm, health, employment, education and communities as well as staffing in Southwark.

**About BAME:** the abbreviation BAME is utilised as an umbrella term for Black, Asian, and Minority ethnic. While the abbreviation will be used throughout the report when referring to all groups under the BAME umbrella unless pointed otherwise, it is important to acknowledge that the term may not always capture the individual experiences of all people, races and ethnicities in the group.

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

<b>2. Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Local residents: young people; local businesses including large organisations, Small, Medium Enterprises and micro businesses; schools; Voluntary and Community Sector organisations; funders; South London and Maudsley Trust (SlAM); Southwark National Health Service (NHS); Patient Participation Groups (PPG); Guy's and St Thomas' Charity (GSTC); Guy's and St Thomas' Trust (GSTT); GP Federations; Public Health England (PHE); Health watch; Clinical Commission Group (CCG); cultural and arts organisations; faith groups; police, Mayor's Office for Policing and Crime (MOPAC) and Southwark Staff
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Chief Officer Team, Cabinet member leads, Member/Officer working group members, and other key stakeholders

## Section 4: Pre-implementation equality analysis

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

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

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

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

Many of the recommendations have a focus on addressing the experiences of younger Black, Asian and Minority Ethnic (BAME) residents. The education, employment and Interactions with the police work streams will have a positive impact for this group. People under the age of 24 form one of the boroughs significant population groups.

However further work need to be undertaken around identifying and understanding the specific issues related to children in care and care leavers.

In addition, the recommendations on employment and business work stream should have a positive impact for BAME communities of working age population.

During the discussions, older residents have shared their experiences of discrimination to illuminate what needs to change for generations coming. Less light has been shone on how our older BAME community experience discrimination. Further work is required to find out what needs to be done in order to change their experience of care, health and services and the neighbourhoods they live in. BAME older people mentioned at the listening events that they felt abandoned during the lockdown.

One of the health recommendations '*Commission and co-produce health services and interventions with BAME communities* should contribute positively to identifying and addressing the needs of older residents.

### Potential health impacts (positive and negative)

Marginalisation in education was a frequent theme and nationally those from a BAME background and are more likely to be excluded than their white counterparts are. Schools exclusion is a risk factor for a number of major health issues including poor mental health and youth violence.

BAME communities are more likely to be in low-paid or insecure employment. Nationally, employees in low income households are more likely to have lost work compared to high income households. There is a strong association between income and health; in the UK, the poorest 40% are twice as likely to report poor health as the richest 20%.

<p>Regarding our staff, our wellbeing survey (July 2020) showed that younger staff are more likely to want to talk and discuss issues round race and inequality and were more adversely affected by the recent events</p> <p>Older staff were marginally less inclined to feel like they were affected by recent events or</p>	
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Over 40% of the Southwark population consists of those aged 20 to 39, compared to 34% in the rest of London and only 8% of the population of Southwark is aged over 65.</p> <p>Data from:</p> <ul style="list-style-type: none"> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul> <p>Current experiences for young people in education: Two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared to one-fifth (21%) of White British respondents</p> <p>Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents.</p> <p>For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).</p> <p>One-third (33%) had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%)</p> <p>We know from the health data that the impact of COVID-19 that a higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents.</p>	<ul style="list-style-type: none"> <li>• Health impact analysis</li> </ul>

<p>One-quarter (25%) of respondents were responsible for school-aged children over the outbreak.</p> <p>An equal number of respondents found home schooling to be positive (50%) and negative (50%). People responsible for children reported a greater negative impact on their physical health, finances and workload than respondents without children. The severity was also worse for their finances and workload, with a higher proportion reporting a large negative impact</p> <p>One-tenth (9%) of respondents have been a carer for elderly or vulnerable persons in their household. More carers reported a negative impact on their finances, workload and family life than respondents without caring responsibilities did.</p> <p>A higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they needed them</p> <p>The second Southwark Staff Wellbeing Survey was run during July with specific questions around the impact that recent events – the killing of George Floyd and the Public Health report into the impact of COVID-19 on BAME communities.</p>	
<p><b>Mitigating actions to be taken</b></p>	
<p>Further work needs to be undertaken to understand better the needs and experiences of older BAME residents and how we can address the discrimination (direct or indirect), unfair treatment, harassment or abuse they face because of their racial or ethnic background, colour or nationality.</p> <p>Working through their trusted organisations such as faith groups may also be a positive way to engage with this group.</p> <p>Further analysis of the data we now hold may also highlight needs and experiences among this group.</p> <p>We must recognise that the intersection of more than one protected characteristic may generate its own unique set of experiences and require additional measures and service change.</p> <p>Co production of the action plan in the next phase of engagement will need to ensure that older BAME residents are involved.</p> <p>Employment, Education, Health and Interaction with the police work stream recommendations will</p>	

<p>support mitigations in this area.</p> <p>Regarding Southwark Staff, further engagement work will be undertaken following the listening circles that took place throughout August. These events will be themed around topics highlighted in the wellbeing survey and the listening circles.</p>	
<p><b>Disability</b> - 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.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>As with older BAME residents the data so far analysed and collated does not identify specific needs of disabled residents, and the recommendations do not yet specifically address any separate needs for this community.</p> <p>We do know that experience of racism/discrimination has impact on mental health and wellbeing and measures that reduce the levels of discrimination people face will have a positive impact.</p> <p>BAME communities are disproportionately impacted by health inequalities and the measures in place to address these in the Health work stream will over time make a difference to people who are experiencing poor health.</p> <p>A higher proportion of disabled respondents reported a negative impact from COVID -19 on their mental health, physical health, and physical fitness than non-disabled respondents.</p> <p>A similar proportion reported an overall negative impact on their family life but a higher proportion of disabled respondents reported a large negative impact on this factor.</p> <p>A lower proportion reported a negative impact on their social activities</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place</p>	<p>COVID-19 has exposed and exacerbated longstanding inequalities affecting BAME groups, which have arisen because of economic, health and social disadvantage.</p> <p>Other factors, which have affected health inequalities, include lack of accessible and effective healthcare, health promotion programmes, racism and stigma leading to stress and affecting health-seeking behaviours.</p> <p>Nationally, Black people are stopped-and-searched at a rate four times higher than the population average and BAME individuals are overrepresented in youth and adult criminal justice.</p> <p>There is evidence to suggest that police contact is associated with higher risk of trauma and anxiety and that criminal justice discrimination may contribute to the increased prevalence of Mental Health issues in BAME communities</p>

Equality information on which above analysis is based	Health data on which above analysis is based
<p>It is estimated that almost 47,600 adults in Southwark experience a common mental disorder (CMD), which comprises different types of depression and anxiety, and this is expected to rise to approximately 52,000 individuals over the next decade as our population grows.</p> <p>Severe mental illness refers to psychotic conditions such as schizophrenia and bipolar affective disorder, which affects 1.2% of Southwark residents (4,000 people), compared to 1.1% in London. The prevalence of SMI increases with age among both men and women, peaking among those in their fifties. In contrast to the estimated prevalence of common mental disorders, the number of men diagnosed with SMI in Southwark is greater than women across each age group up to 70.</p> <p>In Southwark, approximately 1% of the GP registered population have three or more chronic conditions, equivalent to over 3,500 patients. The large majority of people with multiple long term conditions in Southwark are aged over 50 and more than half of people with multiple LTCs are aged 70 and over.</p> <p>In the 2011 census about 13.5% of residents reported a long term condition that limited them this includes those with physical and mental disability as well as illness.</p> <p>Data from:</p> <ul style="list-style-type: none"> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul> <p>Respondents from all ethnic minority groups were more likely to experience occasional racial discrimination in health and care services than White British respondents and a higher proportion of Black and Other ethnicity respondents reported experiencing racial discrimination</p>	<ul style="list-style-type: none"> <li>• Health impact analysis</li> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul> <p>Factors that influence BAME communities' mental health are social and economic inequalities and the criminal justice system. This includes poor experiences and a lack of trust of mental health services. Poor engagement with BAME communities.</p> <p>Fear of over-medication and limited access to mental health services. For example, increased mental health issues and correlations of other areas such as social and economic inequalities and the criminal justice system. A lack of trust and poor engagement from public bodies with BAME communities can increase the impact on both physical and mental health.</p>

<p>regularly in this setting.</p> <p>Half of respondents who had experienced racial discrimination in health and care services felt they did not receive the support they needed (55%), experienced loss of trust (53%) and were angry or frustrated (51%).</p> <p>Two-fifths (41%) had their health impact and one-third (31%) said it affected their mental health.</p> <p>A higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents as a consequence of COVID-19 and lockdown</p> <p>A similar proportion reported an overall negative impact on their mental health and family life but a higher proportion of respondents from an ethnic minority reported a large negative impact on these factors.</p>	
<p><b>Mitigating actions to be taken</b></p>	
<p>Further work needs to be undertaken to understand better the needs and experiences of disabled BAME residents and how we can address the racism they face.</p> <p>Working through their trusted organisations may also be a positive way to engage with this group.</p> <p>Further analysis of the data we now hold may also highlight needs and experiences among this group.</p> <p>We must recognise that the intersection of more than one protected characteristic may generate its own unique set of experiences and require additional measures and service change.</p> <p>Co production of the action plan in the next phase of engagement will need to ensure that disabled BAME residents are involved. Ongoing engagement of disabled BAME residents' in-service design will also be critical to ensure that the needs of BAME users are included; an example of how this has been delivered in the past is the citizens jury.</p>	

The Communities and Health work stream recommendations will support mitigations in this area.	
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<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>It is unclear what impacts this will have on this group of people as only 1 % of the respondents to the survey said their gender is not the same as the one they were assigned at birth.</p> <p>Fewer individuals responded no to this question in the impact of COVID 19 survey.</p> <p>None of the respondents to the attendance at the listening events responded no to this question</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place.</p>	
<b>Equality information on which above analysis is based.</b>	<b>Health data on which above analysis is based</b>
<p>ONS estimates that Southwark has the second largest gay or lesbian population in London at 5%. Lambeth has the highest.</p>	
<b>Mitigating actions to be taken</b>	

<b>Marriage and civil partnership</b> – 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 couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>

No impact identified either positive or negative	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	

<p><b>Pregnancy and maternity</b> - 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.</p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>There has been no impact identified as part of the engagement so far, however it should be noted that BAME women do have poorer outcomes during pregnancy and childbirth than white women.</p> <p>Work on improving health inequalities, working with BAME communities to co- design services and improving the targeting of health promotional materials and prevention work should have a positive impact on BAME women who are pregnant.</p> <p>The work that the council is doing to improve experiences of BAME staff should also look at experiences during pregnancy and maternity, co-producing appropriate interventions and services with BAME residents.</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place</p>	<p>BAME babies have the highest infant mortality rates. BAME communities are more likely to live in deprived areas and are more likely to have parents in a less advantaged socio-economic position.</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

	Office for National Statistics
<b>Mitigating actions to be taken</b>	
During the next phase of engagement with staff, experiences and impacts on pregnancy and maternity should also be explored.	
Communities and Health work stream recommendations will support mitigations in this area.	

<b>Race</b> - 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	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The focus of Southwark Stands Together is the experiences of people in the borough due to their racial or ethnic background, colour or nationality. The recommendations are all concerned with how we can address the inequality discrimination and injustice that people have experienced.</p> <p>The recommendations across all of the work streams Education, Employment and Business, Health, Interactions with the police, Culture and Community and Reinventing and Renewing the Public Realm should have a positive impact on people.</p> <p>There have also been a number of studies and reports over a considerable period of time, which also shed a light on the experiences of BAME communities and the inequality they face. As part of Southwark Stands Together further review of this literature will also inform further actions.</p> <p>During discussions about how people from different communities get on in the neighbourhoods across Southwark, it was</p>	<p>The main report contains a summary of the health impacts of discrimination on the grounds of race that the data is based on. It reflects the view that the recommendations will have a positive impact on people.</p> <p>There is strong evidence to show that discrimination is associated with mental health issues such as depression and anxiety. It is also associated with poorer physical health; research shows that people who report discrimination experiences are more likely to have the outcomes and risk factors of Cardiovascular Disease<sup>2</sup>.</p> <p>The engagement has highlighted the inequalities that Southwark BAME communities face in the areas of communities, culture, employment, education, health and</p>

<sup>2</sup> Williams, DR, Lawrence, JA, Davis, BA, Vu, C. Understanding how discrimination can affect health. Health Serv Res. 2019; 54: 1374– 1388. <https://doi.org/10.1111/1475-6773.13222>

<p>suggested that activities to learn about each other and the sharing of culture could be tools to support building community cohesion.</p> <p>The council will also need to improve its reach into BAME communities' as well stronger partnership working with key stakeholders to ensure that BAME voices and needs are addressed.</p> <p>The Southwark Stands Together survey results suggest that 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months<sup>1</sup></p>	<p>the criminal justice system. All of these areas have impacts on health and wellbeing.</p> <p>Evidence shows that people from BAME communities in the UK are more likely to suffer from social isolation, which is associated with poorer mental health<sup>3</sup>.</p> <p>Arts and culture have a positive impact on health and wellbeing but national evidence suggests that those from an ethnic minority are less likely to have access to arts growing up and that these industries do not represent the diversity of the UK population.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Census 2011 Information: 54.2%: White Ethnic backgrounds, which includes 39.7% from White British backgrounds and 12.4% from White Other Ethnic backgrounds.</p> <p>45.8%: BAME backgrounds, which includes 26.9% from Black African and Caribbean backgrounds; 9.4% from Asian backgrounds; 6.2% from Mixed ethnic backgrounds and 3.3% from Other Ethnic backgrounds.</p> <p>Ward profile data also demonstrates where many communities are located and the wide ranging diversity of the borough.</p> <p>Data from:</p> <ul style="list-style-type: none"> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul> <p>Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, 3 times more than White British respondents</p> <p>One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.</p> <p>For people who said that they had experienced</p>	<ul style="list-style-type: none"> <li>• Health impact analysis</li> </ul>

<sup>1</sup> Southwark Stands Together- Preliminary Quantitative Results. Southwark Council: London. 2020.

<sup>3</sup> GLA, Survey for Londoners, 2019

discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).

Two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared to one-fifth (21%) of White British respondents

Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents.

Half (50%) of respondents who had experienced racial discrimination in education reported it made them angry or frustrated and made them lose confidence. Almost two-fifths (38%) felt their educational opportunities were restricted.

One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents

The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%)

Over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination in the out and about, one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces.

When asked about services during the lockdown a higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they need them.

Half (50%) of Black and two-fifths (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police.

Black and Muslim men are more likely to experience stop and search by the police.

Black and Other ethnicity respondents were more likely to experience discrimination when accessing council services than White British respondents were. A higher proportion of Black ethnicity respondents reported being discriminated against occasionally (25%) and all the time (11%) and a

<p>higher proportion of Asian ethnicity respondents reported being discriminated against occasionally (15%).</p>	
<p><b>Mitigating actions to be taken</b></p>	
<p>Currently we are working to develop the capacity of the Latin American community and supporting their better integration with the work of the council. Our work with faith organisations should also support our reach with BAME communities.</p> <p>As part of Southwark Stands Together further review of the literature on various aspects of inequality, injustice and discrimination will also inform further actions.</p> <p>Further engagement on developing the action plan and further analysis of the qualitative data we have collated will also build a fuller picture of what needs to change and develop plans for how we will make this change happen.</p> <p>The pledges of the Southwark Stands Together programme to work to address tackle discrimination racial inequalities and the recommendations in each work stream to achieve this are anticipated to have a positive impact on the mental and physical health of Southwark's BAME population.</p> <p>All of the work stream recommendations will support mitigations in this area.</p>	

<p><b>Religion and belief</b> - 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.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>Faith organisation membership is very diverse in all parts of the borough. For some people from BAME backgrounds, religion is integral to their ethnicity and not separate from it. This has important implications for services developed and provided as well as promoting good relations.</p> <p>Faith leaders were active participants in the listening events and their thoughts and experiences have continued to shape the recommendations and will the future discussions and development of plans.</p>	

All of the work stream recommendations should have a positive impact for our faith communities.	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Census data 2011 This identified the following belief makeup of the borough:</p> <p>52.54% Christian; 1.35% Buddhist; 1.27% Hindu; 0.35% Jewish; 8.52% Muslim; 0.23% Sikh; 0.47% other religion; 26.74% no religion; 8.54% did not say.</p> <p>The Faith Strategy in addition to the work on Southwark Stands Together and understanding the impact of COVID 19.</p>	
<b>Mitigating actions to be taken</b>	
Culture, Communities and Health work stream recommendations will support mitigations in this area.	

<b>Sex</b> - A man or a woman.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>One of the comments made during the discussions was be aware of the impact of intersectionality (people have multiple identities and they overlap) on career progression.</p> <p>Employment (including job security and job quality) can have positive and negative impacts on an individual's physical and mental wellbeing.</p> <p>A higher proportion of women reported a negative impact on their mental health from COVID 19 and the lockdown.</p> <p>Parents and Carers reported greater negative impacts from COVID than those without children or caring responsibilities.</p> <p>During the discussions at the round tables it was clear that women as often the main carers feel very strongly the discrimination faced by their children and in particular their sons. This discrimination, which was prevalent in both school</p>	

<p>environments and through the current nature of community policing, adding to their own poor well-being.</p> <p>Measures that improve these experiences alongside improvements in work and business settings and addressing health inequalities should all have a positive impact.</p>	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Census 2011 data: Female: 50.5% Male: 49.5%</p> <p>Data from:</p> <ul style="list-style-type: none"> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul>	<ul style="list-style-type: none"> <li>• Health impact analysis</li> </ul>
<b>Mitigating actions to be taken</b>	
All of the work stream recommendations will support mitigations in this area.	

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
No impact identified either positive or negative.	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
By working with the Southwark LBGTQI + network and the Southwark LBGTQ+ Staff Network in the next phase of the engagement on Southwark stands together to understand any additional issues faced by their BAME membership.	

<p><b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>Positive impact, especially on BAME communities living areas of the borough of higher deprivation</p> <p>Measures that seek to improve educational experiences and employment opportunities for BAME communities will have a positive impact on socio economic disadvantage.</p> <p>Workforce was also identified as one of the 6 broad themes and the key issue was around workplace inequalities with potential action around Advocate and support inclusive cultures</p> <p>Every organisation in Southwark should have a workforce that reflects the diversity of the communities in which they operate, at every level. There should also be an awareness of the impact of intersectionality (people have multiple identities and they overlap) on career progression.</p> <p>Employment (including job security and job quality) can have positive and negative impacts on an individual's physical and mental wellbeing.</p> <p>The listening exercise identified barriers to recruitment and informed action to ensure equal access to work. For example, perception of a glass ceiling, understanding cultural difference and disparities around employment opportunities. In addition, black women experienced both racism and sexism (intersectionality) within the workplace. BAME employees said that they feel their background or identity can have an effect on the opportunities they are given compared to those from a white British background.</p> <p>We know from the health data that the impact of COVID-19 that a higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents.</p>	<p>Although the average income in Southwark is in line with national levels, there are significant geographical inequalities within the borough. The neighbourhoods in these geographical areas have a much larger BAME population.</p> <p>BAME communities are more likely to be in low-paid or insecure employment. Nationally, employees in low income households are more likely to have lost work compared to high income households.</p> <p>There is a strong association between income and health; in the UK, the poorest 40% are twice more likely to report poor health than the richest 20%.</p> <p>BAME communities in the UK face a number of structural and systematic disadvantages, including socio-economic deprivation, poor housing conditions and barriers to accessing services. These disadvantages result a higher prevalence of a number of long-term conditions and poorer health outcomes for ethnic minority populations.</p> <p>The engagement has highlighted the inequalities that Southwark BAME communities face in the areas of communities, culture, employment, education, health and the criminal justice system. All of these areas have impacts on health and wellbeing.</p> <p>The economic, social and health inequalities have contributed to an</p>

	increased risk of COVID-19 related death in these communities, which has highlighted the need to tackle these issues to improve health of BAME populations and reduce inequalities.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<ul style="list-style-type: none"> <li>• Southwark COVID-19 Impact Survey</li> <li>• Southwark Standing Together Listening Exercise</li> <li>• Southwark Standing Together Survey</li> </ul> <p>Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, 3 times more than White British respondents</p> <p>One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.</p> <p>The survey highlighted that employment and education were the two main areas that people experienced the most discrimination.</p> <p>For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).</p> <p>One-third (33%) had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%)</p>	<ul style="list-style-type: none"> <li>• Health impact analysis</li> </ul>
<b>Mitigating actions to be taken</b>	
<p>The pledges of the Southwark Stands Together programme to work to address tackle discrimination racial inequalities and the recommendations in each work stream to achieve this are anticipated to have a positive impact on the mental and physical health of Southwark's BAME population.</p> <p>All of the work stream recommendations will support mitigations in this area.</p>	

### **Human Rights**

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

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

Positive impact on Human rights

#### **Information on which above analysis is based**

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

## Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2

5. Health objectives (for business plans)				
Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2


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<b>Item No.</b> 9.	<b>Classification:</b> Open	<b>Date:</b> 20 October 2020	<b>Meeting Name:</b> Cabinet
<b>Report title:</b>		Southwark Stands Together Programme update	
<b>Ward(s) or groups affected:</b>		All	
<b>Cabinet Member:</b>		Councillor Kieron Williams, Leader of the Council	

## **FOREWORD – COUNCILLOR KIERON WILLIAMS, LEADER OF THE COUNCIL**

As the new Leader of the Council I am determined to ensure that in Southwark we lead the way in tackling inequality, injustice and racism. I am therefore delighted that this report on our Southwark Stands Together programme is my first to Cabinet.

The last few month have made the inequalities in our society and country clearer to see than ever. It is not by chance that the heart-breaking toll of this pandemic has fallen most heavily on our Black, Asian and minority ethnic communities, on women, people with disabilities and people on low incomes. It is a direct result of the injustice in our country. The death of George Floyd in America, and the resulting wave of anger and action around the world through the Black Lives Matter movement, has also been a much needed wakeup call on the depth of structural racism in Britain today.

Southwark Stands Together has been our direct response. It is a long-term programme of positive action, education and initiatives for the council to work in solidarity with Southwark’s communities and the council’s staff to tackle racism, injustice and inequality. This report sets out how we will now place that work at the heart of everything we do as a council. Updating our council values to include new commitments to always work to make Southwark more equal and just and to stand against all forms of discrimination and racism. Incorporating the key actions identified through Southwark Stands Together into our Council Plan, and further strengthening our engagement with residents, businesses and the wider community to shape and deliver those actions.

Importantly we will also lead by example, with a new commitment to make the top our workforce representative of the ethnic diversity of the local population by 2030.

Together these actions will ensure that working with the people of our borough to build a Southwark that is more equal and just is central to everything we do as a council.

## **RECOMMENDATIONS**

That Cabinet:

1. Agrees that the commitment to deliver Southwark Stands Together as a long term programme of positive action, education and initiatives to tackle racism, injustice and inequality be incorporated into the refreshed Council Plan; with priority measures and milestones developed and embedded into the council's performance management framework.
2. Agrees a new commitment to work to ensure the top of the council's workforce is representative of the ethnic diversity of the local working age population by 2030; and requests that work be undertaken, in consultation with staff, unions and the local community, to put in place the actions to achieve this ambition as well as short and long term success measures.
3. Agrees that the following principles should be incorporated into the council's values that inform all the work we do across the council, with their final wording to be set out in the refreshed Council Plan; that we will
  - a. Always work to make Southwark more equal and just
  - b. Stand against all forms of discrimination and racism.
4. Reaffirms the five Southwark Stands Together Pledges that the council is asking businesses, organisations, groups and residents to sign up to and agrees to publicise and communicate these further using a cross sector approach.
5. Notes that future stages of engagement will involve connecting better, building relationships and working collaboratively and inclusively with residents, businesses and the wider community across the borough
6. Notes that the resourcing implications from the programme will be assessed and continuously reviewed through the council's policy and resources strategy process
7. Agrees an annual report on programme progress will be presented to Cabinet in July 2021.

## **PURPOSE & SUMMARY**

8. The purpose of this report is provide a short update on progress on Southwark Stands Together, specifically where we are on the engagement journey and planned next steps. It reaffirms, following agreement of a new Leader and Cabinet at the Council Annual General Meeting on 16

September 2020, the council's commitment to the programme so laying the foundations that mark the beginning of the Southwark Stands Together into delivery, council renewal and change.

9. The report proposes for wider engagement a specific commitment on representation at the top end of the council workforce and also asks that the fairer future values, as articulated in the Council Plan, be updated to reflect the world our communities live and experience. Explicitly this is about putting equality, justice and standing against all forms of discrimination and racism at the centre of how the council will work as an anti-racist organisation.
10. It builds on (and should be read in conjunction with) the report to Cabinet on 8 September and sets out priority recommendations for initial action that will be incorporated into the refreshed Council Plan and council service and performance plans as an immediate next step.
11. In agreeing this report, crucially, Cabinet is reaffirming its commitment to Southwark Stands Together with specific commitments and values incorporated into both what and how the council will do business and work with the wider community. Programme monitoring and review will be embedded into the council's performance framework. An annual report on Southwark Stands Together progress will be presented to Cabinet in July 2021.

## **BACKGROUND INFORMATION**

### **Southwark Stands Together, our commitment to tackle racial inequalities**

12. Southwark Council promotes the basic rights of all people to equality and justice. Southwark Stands Together is therefore our local call to unity, support and action. It is a long term programme of positive action for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality.
13. The council's approach to date has comprised *identifying* issues of concern, *listening* to people from Black, Asian Ethnic Minority communities about their experiences and *learning* from our residents and staff and others about how the council can become an effective anti-racist organisation.
14. A report to Cabinet on 8 September set out what the community have told us so far of their experience of racism, racial inequalities and injustice. It proposed the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations, grouped by work streams.

### **Southwark Stands Together Pledges**

15. A number of pledges have been developed under the Southwark Stands Together programme. These are pledges that the council want businesses, organisations, groups and residents to sign up to and act on. The pledges are:
- *I/We pledge to promote an open and transparent culture where employees who experience/see racism or discrimination are able to raise it and expect the issue to be dealt with swiftly and fairly.*
  - *I/We pledge to listen to and amplify our diverse voices within our organisations on how we create an inclusive, fair and representative workplace at all levels*
  - *I/We pledge to work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner with and within the service we deliver.*
  - *I/We pledge to champion organisations that address racial injustices and organisations that promote equality and diversity*
  - *I/We pledge to ensuring that people of all backgrounds can rise to the top of the organisation.*
16. Over the coming weeks the council will further publicise and communicate these pledges with the aim of increasing the number of local business and organisations signing up to and acting on the pledges.

## **KEY ISSUES FOR CONSIDERATION**

17. The report to Cabinet on 8 September set out what the community have told us so far of their experience of racism, racial inequalities and injustice. In providing initial findings from the Southwark Stands Together Listening exercise and survey it illuminated the many areas of racism, discrimination and inequality and brought home to us the adverse effects these areas, which affect our community and staff. This adversity remains rooted in many areas of people's lives such as socio-economic disadvantage, living conditions, acceptance and affirmation in wider society and both health, and mental health.
18. The pain and trauma of people's experiences echoed loudly in our connections with people during the listening exercise. This has provided a strong impetus and motivation for the Southwark Stands Together programme to look at things as they plainly are and move our staff and community to a new place of how things should be.

## **Approach to engagement – the story so far and planned next steps**

### The 5 Step engagement process

19. We will continue to partner with The Consultation Institute (tCI) in the development of our approach to engagement which is built around a five step process. The process enables multi layered, explorative and deliberative approaches with elements of co-production. The first and second steps focussed on both listening and a deliberative engagement.
20. The listening events that took place over the summer and from which Cabinet received headline findings in the report of the 8 September formed the first step, which involved ***finding out and exploring what needs to change***. Respondents and participants were invited to give their views and experiences as well the areas that they thought needed changing. In involving people in this way, they are able to suggest areas of change in relation to the status quo as well as offer solutions.
21. The second step continued the focus on the listening exercise in producing the ***early development of the solutions and road map***. This involved undertaking options development as a way to look at solving the key challenges. The outcome was the development of a series of recommendations across the eight works streams, again reported to Cabinet on 8 September.
22. We are currently in step 3, which is the ***solution exploration – this is a deliberative stage based on facilitated discussion with stakeholders in the community and council*** to understand what good would look like and how best to achieve that. This means working together to identify potential solutions to the problems and issues identified in the listening exercise and confirming the recommendations in step 2. It also means clarifying any areas that need a deeper dive into them before solutions can be identified.
23. In step 3, we will use ***appreciative inquiry methodology*** to explore what success would look like in order to develop measures and targets across the work streams and in the development of a shared vision. This would include key areas such as those set out in the following paragraphs.
24. The Public Sector Equality Duty (PSED). The PSED includes the responsibility to '*foster good relations*', not just to measure and avoid discrimination. This gives a statutory imperative for initiatives such as Southwark Stands Together and provides a mandate to open discussions (internally, first), with residents and with external stakeholders in the community and voluntary sector, business, faith communities. The final step here would be promoting the work and activities through communications and social media platforms.
25. Public Health linkages. Links with Public Health involves ensuring that the work streams have an awareness and understanding of both the interdependencies and intersections between services across the council. In identifying and mapping these linkages we are better positioned for integrated delivery and avoiding unintended or contradictory outcomes in

the community. As a direct result of the COVID-19 pandemic inequality has intensified and therefore measures to counter these impacts must be prioritised. There is a growing body of evidence such as the work of the Carnegie UK Trust programme on wellbeing that community engagement boosts confidence, counters disillusionment and improves wellbeing in the affected communities.

26. Industry Experts. In partnering with tCI we will have access to contacts across the equality sector, including examples from Northern Ireland, where the PSED has two decades of practice, and where implementation of '*good relations*' has brought positive outcomes.
27. The fourth step involves continued collaboration on how we make this happen to further inform action planning. It means working with a wide representative group of people, drawn from those likely to have been or could be affected by discrimination, plus other 'relevant parties' in order to appraise solutions.
28. The fifth and final step is evaluation and review of the Southwark Stands Together engagement approach in relation to the roadmap and action planning, evidencing early success and embedding a long term sustained approach to engagement.
29. In partnering with tCI we will also be developing a toolkit to improve our reach with BAME (Black, Asian and Minority Ethnic) communities. The data and information we have gained from the demographics and background of respondents in general consultations suggest that they are not representative of our BAME communities, young people, men, the digitally excluded, some of the groups from the protected characteristics. The toolkit will have a strong focus on hearing voices that have not been heard before such as our undocumented migrant population and people who feel disengaged, disaffected, lonely, isolated or excluded.
30. We will work with tCI to progress vital work and an engagement approach around the healing of our communities through '*truth recovery*' where people can share their story and receive support as a vehicle for reconciliation and the promotion of good relations. This will involve developing both a strong knowledge and awareness of the local politics of the borough as well as being able to manage and navigate through this within our approach to engagement

### **A representative workforce**

31. Our staff are our greatest asset and this is especially so in taking forward the work of Southwark Stands Together internally and out into the community. A key focus of Southwark Stands Together, as reported to Cabinet on 8 September, is how we work with council staff and in particular renew our commitment to equality and anti-racism including through refreshed and on-going internal communications and engagement

activities.

32. Over the coming weeks we will appoint and be working with a Equality, Diversity and Inclusion (EDI) partner to support us in delivering 'deeper dive' focus groups and other engagement with staff directed by themes from the listening circles held earlier in the summer. Ensuring our staff continue to have their say and influence and direct future actions and approach to workforce strategy is an integral part of the wider Southwark Stands Together programme. The outcomes of the focus groups will directly inform workforce strategy, an update of which will be presented to Cabinet in December 2020.
33. A key point that has arose in discussion with staff and the wider community is representation of the community at the senior level in the organisation. A research and data group is already established and looking at benchmarking Southwark with datasets across the sector and with other organisations plus best practice and case studies. This work will continue to inform our approach. This includes consideration of appropriate measures and targets upon which to assess our progress. One such measure is benchmarking representation with the local working age population. Whilst overall the council's workforce is broadly representative of the local working age population this is not currently true at the top of the organisation. 22% of senior council officers at Grade 14 (Head of Service or equivalent) and above are black, Asian or from minority ethnic groups. According to data from 2017, 38% of London's working age population is from black, Asian or minority ethnic groups. Whilst this gap has closed over recent years the rate of progress remains slow.
34. Taking account of these issues, this report asks Cabinet to agree a new commitment to ensure the top of the council's workforce is representative of the ethnic diversity of the local working age population by 2030. Detailed work will be undertaken to achieve this ambition as well as short and long term success measures. Following agreement of this ambition by Cabinet, work will be undertaken with staff, unions and the wider community. Feedback from this work plus further benchmarking and research into definition and approach will form a key part of the council's review of the workforce strategy.

### **Updating our values**

35. The report to Cabinet on 8 September set out some the headline findings from the listening exercise that took place over the summer and formed the first stage of our approach to engagement (as set out earlier in this report) on Southwark Stands Together. The listening events provided a rich bank of thought, ideas, frustrations, hopes and ambition as expressed by residents and staff across the borough. Further analysis of the findings from the listening events will be undertaken as we progress through the next stages of engagement of programme implementation.

36. Residents and staff have therefore started to tell us what needs to change, how things could change and what we need to collectively do to take positive action to tackle racism, injustice and make change a permanent reality. A step on that journey includes consideration of how we remould and add to the fairer future values, first developed in 2010 and updated again in 2014 and 2018, that govern how the council works with the community. The current values are:
- treating residents as if they were a valued member of our own family
  - being open, honest and accountable
  - spending money as if it were from our own pocket
  - working for everyone to realise their own potential
  - making Southwark a place to be proud of.
37. This report proposes, for consultation and engagement with staff and the wider community, a refresh of the fairer future values with the following additions that reflect our commit to tackle inequality and discrimination, that as a Council we will:
- Always work to make Southwark more equal and just
  - Stand against all forms of discrimination and racism.
38. If adopted, these values are proposed to be included in the refreshed Council Plan for adoption by Council Assembly in November 2020.

### **Update on work streams recommendations**

39. The report to Cabinet on 8 September proposed an initial set of the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations grouped by workstreams. The work streams are:
- Employment and business
  - Education
  - Health
  - Culture
  - Communities
  - Interaction with the Police
  - Renewing and Reinventing the Public Realm
  - Council staff engagement.
40. This report now provides a further update, proposing priority recommendations for early action. These are set out in Appendix 1 alongside lead cabinet member and officer responsibility. Following agreement of priority recommendations, specific measures and milestones will be incorporated into the refreshed Council Plan (itself currently subject to consultation) and council service and performance plans.

41. It is important to stress that in signaling priority recommendations for early action, further engagement and action planning is underway in line with all the recommendations set out in the report to Cabinet 8 September. Given the differing nature of each work stream and need to engage with a differing set of stakeholders, action planning will take place at differing pace and speed. The purpose of this report however is to identify those recommendations that will take early priority for incorporation (with specific measures and milestones) into the refreshed Council Plan.

### **Children and young people with care experience**

42. The council has a clear commitment to supporting our children in care and care leavers. As referenced in the report to 8 September Southwark children in care and care leavers have told us how their personal circumstances can make them feel vulnerable, navigating life, and how deeply they reflect on identity and belonging – that racism, discrimination and injustice hurts deeply and needs to be tackled.
43. Through Southwark Stands Together the council is making a clear commitment to supporting our children in care and care leavers. This will include consideration of enhanced learning and development for foster carers on the needs of BAME children in care; a bespoke training programme for social care staff; placement sufficiency (strategy) review and action plan including key aspects of cultural competence and the experience of BAME children in care; review of assessment model(s), particularly parenting aspects, to ensure it fully considers structural issues, social injustice and is not inappropriately Eurocentric; learning about Black History to be developed and promoted for children in care.
44. As part of ongoing programme delivery and future engagement further work will be undertaken with children in care, care leavers and families on how, together, we can tackle the causes and conditions of racism, discrimination and injustice.

### **Dare to Design**

45. The council is also exploring ways of using its design commissioning, procurement practices and its schools and development networks to improve the diversity of the architecture profession to better reflect the diversity of Southwark's population. Work continues to formalise approval for the council to become a Constituent Member of the London Housing Consortium (LHC) procurement consortium and participate as a member of the LHC Joint Committee and support the Open City Accelerate 'Dare to Design' programme.
46. The purpose of 'Dare to Design' is to work in partnership with Open City Accelerate and the LHC architects framework to seek to promote routes into the architecture profession for young people from under-represented

backgrounds in the borough, using different construction and design challenges including through the council's new housing programme.

### **Governance, monitoring and review**

47. Following the annual general meeting of the Council, cabinet portfolios were updated. As a cross-council priority programme at the heart of how the council and borough renews, overall strategic responsibility for Southwark Stands Together rests with the Leader of the Council. Cabinet portfolios have been updated to take account of the emerging work stream recommendations (as reported to 8 September Cabinet). Cabinet portfolio holders will take responsibility for specific work streams (as set out in Appendix 1) and recommendations, measures and milestones associated with delivery of those work streams. Performance planning and monitoring will be incorporated into the council's overall performance framework, at the highest level through the Council Plan, tracked quarterly and reported at least annually.
48. At the officer level, overall strategic responsibility for Southwark Stands Together Programme sits with the Chief Executive, with the Chief Officer Team as the council's most senior level steering group for delivery of the programme. Given the importance of the programme for how the council renews, the overall programme lead reports into the Director of Response and Renewal. Director and senior officer leads are in place for the eight work streams leads (see Appendix 1) and they (and any associated working groups) will report to the Southwark Stands Together Programme Lead on the delivery of their actions and progress on future engagement activity. The working groups will also comprise representatives from across the other themed areas in order to develop and deliver on cross cutting work and embed the programme council wide.
49. The programme will also build levels of accountability and monitoring through external audit, peer reviews, local external evaluation of our engagement approach via our community and voluntary sector partners, staff groups and the advice and support of a range of industry experts. This includes lobbying to government around specific areas of concern and response where appropriate to any calls for evidence from central government.

### **Policy Implications**

#### ***Breaking cycles***

50. The September Cabinet report provided a summary of key policy context and legislation relating to health inequalities, racially motivated crimes, the Public Sector Equalities Duty, a study of race relations, and BAME people in the criminal justice system.

51. The reviews of such policy context cite that recommendations or legislation are often partially implemented or not at all. This sense of cycles being repeated in the lives of our residents is evident in some of the frustration they displayed in the listening exercises; one resident spoke of the “*need to get off the merry go round*”. The listening exercises, COVID-19 impact survey, ONS and PHE have all highlighted the fact that many of the conditions that have led to experiences of racism, discrimination and inequality have been prevalent for decades with many simply born into conditions of disadvantage.
52. Alongside the appreciative inquiry, we will be undertaking a policy review, which can help to identify cycles of disadvantage and where key points of intervention, equity and resources required. Our analysis on equality, health and approach to engagement will provide further rich sources of information on areas of disadvantage and inequality. The roadmap and solutions as well the reporting of the PSED will provide further illumination into this process and greater appraisal to our success measures.
53. The areas of review would include **health inequalities** and their links to socio-economic deprivation and housing conditions. The disproportionate impact of COVID-19 has further highlighted these and the evidence shows that inequality has worsened from the time of the Marmot review.
54. The zero tolerance for racism contained in the Stephen Lawrence Inquiry report recommendations were wide reaching for the police and in shaping key legislation that followed. As a result of these we will be looking at the investigation and prosecution of **racially motivated hate crimes** and additionally **online harm**. Wider recommendations around the **national curriculum** and the emphasis on **cultural diversity** were also highlighted as part of the review. The review of current **local stop and search** monitoring arrangements to improve confidence in and understanding of policing strategy is contained within the interaction with police work stream.
55. The Education work stream will be developing a strategy that aspires to eliminate **school exclusions** for all. Marmot and Lammy identified school exclusions as one of the key components along with poverty and lone parent families in the backgrounds of people who are over represented in the criminal justice system.
56. The proposed **equality audit of services**, including policies and procedures using the Southwark Framework for Equality to frame the process and the **toolkit to improve our reach with BAME communities** by the Communities work stream will provide further insight in terms of our policy implications.
57. The survey and listening exercises for Southwark Stand Together have also highlighted clear area of concern around strategic and operational service delivery of local authorities for BAME communities. This area

inequality and disadvantage was another area that was worsened during the pandemic. Further work insight and awareness is required to build on what we have already learned in order to address this.

### ***Healing and Reconciliation***

58. Alongside the work of breaking cycles, Southwark Stands Together will develop a strong focus on the healing and reconciliation of our communities. This is often the strand of the PSED that can be 'overlooked' by local authorities, as the implicit perception is that 'this is what we do'.
59. However, the data, public perception and anecdotal information means as a sector there are some local authorities that still have a way to go in promoting good relations. The challenge of the time and effort required in building relationships within a busy 'office' (virtual or physical) environment will never be solved by a lack of exposure to our residents, the communities they live and the inequalities and disadvantage they face.
60. This work will run parallel with the other eight work streams and intersect at key points such as the anti-racist audit work and building trust between the police and the community.
61. This work will involve healing through remembering and probing into some challenging experiences through:
  - Truth recovery (this could be hearings where people get to share their story and receive support- like a town hall meeting)
  - Oral History (a collection of 'human libraries' libraries and interviews with local people that stood up to the forces of racism and discrimination)
  - Story- Telling (a virtual or COVID-19 secure one to one meet up for an individual – this can be used as part of EDI training for the senior management team, to have personal exposure, be influenced by and provide comfort and support to residents)
  - Art and Cultural Expression
  - Exhibition – e.g. BAME history through the decades in Southwark (market traders who have stories of the generations passing their stories down and local businesses that have been in the area for decades).

### **Resource implications**

62. Southwark Stands Together is a long term programme of work positive action, education and initiatives for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality. This report sets out an update on progress on Southwark Stands Together, including where we are on the engagement journey and planned next steps. There are no financial implications arising directly from this report in of itself.
63. Costs of the programme to date have been contained within existing budgets. As noted through the report and next steps, any financial commitments arising from initial action plans will be incorporated into the council's budget setting process.

### **Consultation**

64. In June, cabinet set out Southwark Stands Together as a programme of work to respond to the inequalities exposed by COVID-19 and other recent events, and articulated by the Black Lives Matter protests making clear that there needed to be tangible outcomes to report to Cabinet in September. The immediate goal was to deliver a listening exercise with communities across the borough, and our staff, to hear their concerns, and identify solutions to address entrenched and persistent racism and injustice.
65. As stated in paragraphs 18 to 29, the methodology for this work therefore is built around a five step process. The listening events form the first phase of our approach as part of a five step engagement process which involves finding out and exploring what needs to change; early development of the solutions and road map; confirmation of the road map/action plan; collaboration on how do we make this happen to further inform action planning; evaluation and review.
66. At least 1,500 different individuals took part in this first phase of the listening exercise. This was across a Southwark Stands Together survey involving 1268 participants, four open listening events, 11 roundtable events, three young peoples events and two outreach sessions. Further focus groups and engagement will take place with staff specifically as part of that work stream. Further engagement will take place with the wider community in line with the five step approach, to affirm and check back that the recommendations and emergent programme actions are right and / or need any further development, with broader evaluation to follow.
67. To build confidence among our BAME communities and more widely is about engaging with people about the outcomes of their involvement in the listening events. The goal will be to make sure that everyone who took part can know a number of things, these being: what we are going to do because of the listening events; how our decisions relate to what they have shared and told us; what are we prioritising and why; what are the ongoing opportunities to shape the next steps.

## Community impact statement

68. As reported to Cabinet on the 8 September, the three main pieces of primary research that have been used to develop the Southwark Stands Together programme to date are the Southwark Stands Together survey and listening exercises and the COVID-19 Impact Survey. 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months and the impact of day to day experiences will have a mental and physical effect. The evidence shows that discrimination is linked with mental health and poorer health conditions; this combined with other forms of inequality are worsened by housing conditions and socio-economic deprivation.
69. All of the policy reports referred to in this and the report to 8 September Cabinet highlight exacerbated and common health issues and impacts from racism, school exclusion and years of experiencing inequality as well as the impact of COVID-19. Further research is needed into these areas, which will form part of next step implementation and programme delivery.

## Next Steps

70. The timeline below summarises some of the key next steps and how the Southwark Stands Together programme is incorporated into the council's policy and budget framework (i.e. Council Plan and budget process). Further detail will be set out as part of next step engagement and action planning, monitoring and review across each work stream.

Action	Date
Focus groups with council staff to undertake a 'deeper dive' to hear their experiences as they relate to systematic racism across the employee lifecycle	October
Engagement plan and action planning developed across each work stream	October/November
Assessment of any future resourcing implications as part of the council's budget setting process (including any agreement as part of the policy and resources strategy reports to Cabinet)	October/November
Refreshed Council Plan for recommendation to Council Assembly	November
Refreshed workforce strategy presented for agreement to Cabinet	December
Policy and resources strategy report to Cabinet – draft budget 2021/22	December
Annual programme report to Cabinet	July 2021

## **SUPPLEMENTARY ADVICE FROM OTHER OFFICERS**

### **Director of Law and Democracy**

71. The Localism Act 2011 gives councils a general power of competence whereby they have power to do anything that individuals generally may do which includes establishing this programme.
72. When making its decision, section 149 Equality Act 2010 requires that the decision maker must have due regard to the need to eliminate discrimination other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. The establishment of this programme in itself demonstrates the Council's commitment to meet this duty across the totality of its operations and functions in relation to race as a protected characteristic. The overall duty, will need to be considered as the programme develops, and its affect on the whole range of protected characteristics.

### **Strategic Director of Finance and Governance**

73. The strategic director of finance and governance notes the commitment to deliver Southwark Stands Together as a long term programme to be incorporated into the refreshed Council Plan.
74. There are no immediate financial implications arising from this report. Any financial implications arising from the programme will be assessed and considered through the council's policy and resources strategy process. Staffing and any other costs connected with this report will be contained within existing departmental revenue budgets

**BACKGROUND DOCUMENTS**

<b>Background Papers</b>	<b>Held At</b>	<b>Contact</b>
None		

**APPENDICES**

<b>No.</b>	<b>Title</b>
Appendix 1	Southwark Stands Together work stream priority recommendations for early action

**AUDIT TRAIL**

<b>Cabinet Member</b>	Councillor Kieron Williams, Leader of the Council	
<b>Lead Officer</b>	Stephen Gaskell, Director of Response and Renewal	
<b>Report Author</b>	Jas Baddhan, Equality, Diversity and Inclusion Programme Lead Stephen Gaskell, Director of Response and Renewal	
<b>Version</b>	Final	
<b>Dated</b>	9 October 2020	
<b>Key Decision?</b>	No	
<b>CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER</b>		
<b>Officer Title</b>	<b>Comments Sought</b>	<b>Comments Included</b>
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
<b>Cabinet Member</b>	Yes	Yes
<b>Date final report sent to Constitutional Team</b>		9 October 2020

## APPENDIX 1

### Southwark Stands Together – Priority recommendations for early action

Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
01	Employment and Business	<i>Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.</i>	Cllr Cryan, Jobs, Culture & Skills	Eleanor Kelly	Stephen Gaskell
01	Employment and Business	<i>Explore how we can provide effective business support which is accessible to BAME-led SMEs, with a focus on; access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.</i>	Cllr Cryan, Jobs, Culture & Skills	Eleanor Kelly	Stephen Gaskell
Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
02	Education	<i>Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and</i>	Cllr Jasmine Ali, Children, Young People & Schools	David Quirke-Thornton	Nina Dohel

		<i>knowledge of BAME professionals in Southwark this will further our aim to address racial discrimination, unconscious bias and reflect cultural understanding across the school environment.</i>			
02	Education	<i>Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.</i>	Cllr Jasmine Ali, Children, Young People & Schools  Cllr Cryan, Jobs, Culture & Skills	David Quirke- Thornton  Eleanor Kelly	Nina Dohel  Stephen Gaskell
Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
03	Health	<i>Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact BAME communities and their physical, mental and emotional wellbeing.</i>	Cllr Akoto, Public Health & Community Safety	Caroline Bruce	Jin Lim
03	Health	<i>Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of BAME patients in health and care</i>	Cllr Akoto, Public Health & Community Safety  Cllr Helen Dennis, Social Support & Homelessness	Caroline Bruce  David Quirke- Thornton	Jin Lim  Genette Laws
Ref	Work	Recommendations	Portfolio Holder(s)?	Strategic	Director Lead

	stream			Director	
04	Culture	<i>Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.</i>	Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
04	Culture	<i>Offer support to Southwark-based BAME artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists</i>	Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
05	Communities	<i>Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with BAME communities.</i>	Cllr Alice MacDonald, Communities & Equalities	Caroline Bruce	Stephen Douglass
05	Communities	<i>Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:</i> <ul style="list-style-type: none"> <li>• <i>how targeted support can be offered to</i></li> </ul>	Cllr Alice MacDonald, Communities & Equalities	Caroline Bruce	Stephen Douglass

		<p><i>groups from BAME backgrounds, who have not previously accessed grant funding;</i></p> <ul style="list-style-type: none"> <li><i>• whether the way in which we structure our grant making enables or disables people to access these opportunities;</i></li> <li><i>• the support in place for people to access funding;</i></li> <li><i>• our grant making and commissioning processes and requirements and the barriers these may generate</i></li> </ul>			
Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
06	Interaction with the Police (in brackets represents lead authority)	<p><u><i>Building Trust between the Police and the Community</i></u></p> <p><i>Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer). (Police/Council).</i></p>	<p>Cllr Akoto, Public Health &amp; Community Safety</p> <p>Cllr Jasmine Ali, Children, Young People &amp; Schools</p>	Caroline Bruce	Stephen Douglass
06	Interaction with the Police (in brackets represents lead authority)	<p><u><i>Police visibility and accessibility</i></u></p> <p><i>Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council)</i></p>	Cllr Akoto, Public Health & Community Safety	Caroline Bruce	Stephen Douglass

Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
07	Renewing and Reinventing the Public Realm	<i>Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.</i>	Cllr Catherine Rose, Leisure, Environment & Roads  Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
07	Renewing and Reinventing the Public Realm	<i>Use Peckham Library Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.</i>	Cllr Catherine Rose, Leisure, Environment & Roads  Cllr Cryan, Jobs, Culture & Skills  Cllr Johnson Situ, Climate Emergency, Planning & Transport	Eleanor Kelly	Steve Platts
Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
08	Council staff engagement	<i>Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to ally-ship, white privilege, gas-lighting, micro aggressions and incivilities.</i>	Cllr Alice MacDonald, Communities & Equalities  Cllr Rebecca Lury, Finance & Performance	Michael Scorer  Eleanor Kelly	Emma Marinos  Julie Foy
08	Council staff	<i>Embark upon an on-going re-training and re-</i>	Cllr Alice MacDonald,	Michael	Emma

Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
	engagement	<i>education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.</i>	Communities & Equalities  Cllr Rebecca Lury, Finance & Performance	Scorer  Eleanor Kelly	Marinos  Julie Foy



**Education and Local Economy Scrutiny Commission**

**MUNICIPAL YEAR 2020-21**

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