

### 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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