

# Cabinet

Tuesday 12 March 2019

4.00 pm

Ground Floor Meeting Room G02C - 160 Tooley Street, London  
SE1 2QH

## Appendices

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Date: 4 March 2019



# Great Estates Guide Version 1.0

## Case Studies to inform Estate Improvement Plans

# Foreword



Councillor Leo Pollak,  
Cabinet Member for Social Regeneration, Great Estates and New Council Homes

The Great Estates programme signals a new way of thinking about, talking about and making decisions about the future of our council estates.

We are looking forward to a new starting point – to celebrate our estates, affirming them as integral to our long-term vision of the borough, and openness to new ideas for upholding our estates as properly privileged parts of the city. While the fundamentals of enjoying a warm, dry and safe home with reliable heating and hot water will always be the top priority, we are keen to explore new ways of improving the shared spaces in our estates too.

To this end the Council Plan 2018-2022 includes the following commitments:

- To launch a Great Estates guarantee so that every estate is clean, safe and cared for'
- To give residents the tools to garden and improve their estate.

The principal approach set out for the Great Estates Programme is to 'expand and enrich' our council estates. *Expand* the numbers of council homes through our new homes programme, identifying and building on suitable infill plots in collaboration with local residents. *Enrich* the shared living environment of our estates, working closely with residents to identify new ways of improving the look feel and lived experience of the estate.

A key part of the Great Estates Programme will be the Estate Improvement Plans. These will be holistic estate-wide plans (alongside standalone projects), with residents at the centre – forming wish lists around an estate plan based on a transparent cost and time envelope.

This approach is now fundamental to how we approach a potential new homes proposal on an existing estate, setting residents and architects a wider brief to think about what estate improvement works can accompany the development process.

Also, in cases where an estate is adjacent to regeneration or plans for new council homes, this work may help break down the potential distinctions between the different tenures in the area, and to assist with greater integration and mixed communities.

We are also keen to work with young people to ensure that estate improvement plans help create estates that are a backdrop to growing up in an environment of respect and opportunity, free from the fear of anti-social behaviour and gang violence.

The purpose of this guide is to provide a series of case studies to help inform the development of Estate Improvement Plans and Projects. It will be a living document which is regularly updated to highlight the art of the possible, collecting examples across a number of key themes. Themes may be no doubt be added over time as new ideas emerge – we are keen for new thinking, new ways of involving residents from diverse backgrounds, and to encourage creativity and risk-taking.

This document includes a series of excellent case studies from across Southwark and beyond, gardening and food growing, to painting and lighting, cleanliness new kinds of signage and wayfinding through to public art, . We are also very keen to hear residents ideas about other examples we should include within this guide.

I look forward to hearing and discussing all the ideas that residents have for improving their estates, and for our pilots to start.

## Gardening and food growing

Our estates are surrounded by gardens which are kept neat and tidy, but it takes a lot of work to make great gardens. But gardening can be an enjoyable hobby, keeping up with the changing seasons, and watching plants flower and flourish. Gardens can provide options for growing food. Many of our residents are keen gardeners and we would like to support and encourage this.



**Estate:** Rouel Road Estate (pictured) and other Bermondsey Estates

**Summary:** Part of the Bermondsey Community Kitchen project. This helps train people in food preparation and cooking to get them back in to employment. They organised a sub-project which worked across South Bermondsey estates and local schools rejuvenating and revitalising raised growing beds and installing new raised vegetable growing beds and flower beds in spaces that would otherwise not be used.

**How it was funded:** The Bermondsey Community Kitchen receives funding from various sources including South Bermondsey Partnership, Southwark Council, developers housing associations, donations from private companies, churches etc.



**Estate:** Tabard Gardens Estate

**Summary:** Growers Harvest Festival. Tabard Growers is a community of resident volunteers growing food and plants on Tabard Gardens Estate, London. They held a harvest Festival day of fun including a walking tour, bouncy castle, games and face painting.

**How it was funded:** Cleaner, Greener, Safer Grant and support from Apollo.



**Estate:** 17 different housing estates

**Summary:** Garden Organic have supported 17 housing estates with food growing. They have held 12 community classes. They have supported 178 individual supported growers. The classes covered topics such as a £10 garden, growing in small spaces, composting in small spaces, herbs, preserving, and growing exotic vegetables in London.

**How it was funded:** A private philanthropist



Castle and now looking for a new home at the Bricklayers. The project was started by the local community and delivered by started a community interest company, Grow Elephant.

**How it was funded:** In-kind, grants, volunteering



**Estate:** Various estates in Bankside

**Summary:** The Edible Estates / Future Gardeners project to grow food in estates across Bankside. It was started by the Bankside Open Spaces Trust and delivered via a local charity.

**How it was funded:** Grants and in-kind

**Estate:** Sceaux Gardens estates

**Summary:** Community growing spaces at Mistral Community Gardens run by the TRA. This includes new secure allotment spaces and polytunnels.

**How it was funded:** Cleaner, Greener, Safer Grant



**Estate:** Various

**Summary:** Grow Elephant – mobile allotments with a communal garden and the Tropics canteen which has located at various sites across the Elephant and

**Estate:** Crossbones Graveyard

**Summary:** Community garden created on a construction site. It was started by local poet John Constable and delivered via local charity Bankside Open Spaces Trust.

**How it was funded:** In-kind and grants



**Estate:** Various estates across the Elephant and Castle. This photo is Pullens/Newington estates

**Summary:** A coalition of local amenity groups working to promote greening and walking across estates linked to Walworth Community Gardening Network / Walk Elephant initiatives. It was started by Living Streets and the Walworth Society and delivered by local volunteers.

**How it was funded:** In kind, grants and volunteering



**Estate:** Alberta Estate Fruit Commons

**Summary:** Initiative to plant fruit trees across estate. It was started by a local artist and delivered by local volunteers.

**How it was funded:** In-kind and volunteering



**Estate:** Southampton Way Estate

### Opportunities:

- Allotment expansion guarantee;
- Tool library for estate gardening clubs;
- Free seeds, fibre tubs and pots
- Hanging basket arrangement for open deck rails
- Community fridge

## Lighting Projects

Southwark Council has a strong track record in using lighting to improve the feel of areas after dark, turning them from intimidating spaces to well loved features. Lighting can be about making areas bright as a deterrent to crime, but can also be used to make areas feel almost magical, using vibrant colours or twinkling fairy lights in trees.



**Estates:** Longfield Estate, Castlemead, Wyndham

**Summary:** Fairy lights on trees, leading to a drastic reduction in night-time anti social behaviour in the area.

**How it was funded:** Cleaner Greener Safer Funding



**Estate:** Thornton Estate in Hull

**Summary:** The council estate was transformed into a colourful work of art as part of Hull UK City of Culture 2017. The initial concept for the project was developed by Italian artist Silvio Palladino, Goodwin Development's artist-in-residence, and was brought to life by international lighting design consultant James Bawn

**How it was funded:** The Hull 2017 Creative Communities Programme, which was delivered in partnership with the Big Lottery Fund.



**Estate:** Newington

**Summary:** Colour LED communal lighting which was started by the Walk Elephant initiative and delivered by in-house council lighting engineers.

**How it was funded:** Cross River Partnership



**Estate:** Clink Street

**Summary:** Artistic lighting of railway bridge as part of the Light at the End of the Tunnel regeneration programme. It was started by local partnership working by residents, business improvement districts and the council. It was delivered using in-house using Southwark lighting engineers

**How it was funded:** Section 106

### Related research Projects

*Configuring Light* research programme at LSE and KCL on <http://www.configuringlight.org/>

Research and ideas from Light Follows Behaviour <https://lightfollowsbehaviour.com/>

### Opportunities:

- Collaboration with Configuring Light programme at LSE and KCL
- Social lightscape workshops [www.configuringlight.org/](http://www.configuringlight.org/)

## Public arts and storytelling

Often art can be a focal point that can really give an estate a sense of identity. Southwark is fortunate to already have some public art pieces on our estates. The Council is committed to looking after these to protect them for future generations. There are also occasional art projects using funding such as Cleaner, Greener, Safer, Neighbourhood Funding Bids, etc.

Southwark is also lucky to have a large number of cultural organisations in the borough who are keen to work with the council to share their passion and interests with local residents. This can have a very positive impact on an estate.



**Estate:** Tylers Estate

**Summary:** 'The Shared' sculpture is made up of stone pieces crafted by over 100 residents at community workshops on the Tylers Estate in 2012. The pieces were incorporated into the final work of art by artist Austin Emery. It was unveiled as part of the Bermondsey Street Festival in 2014.

**How it was funded:** The project was sponsored by Leathermarket JMB, Southwark Council, Team London Bridge, PAYE Stonework, Bermondsey Square, Community First, Costain and Alicia Hollings, the Peter De Haan Charitable Trust, Cross River Partnership and the GLA.



**Estate:** Brandon Estate

**Summary:** Henry Moore Sculpture

**How it was funded:** It was purchased by the LCC.



**Estate:** Glenrothes, Fife

**Summary:** David Harding Stone Circles is a simple stone circle, set on a council estate and made out of the same fabric as the houses around it. The slabs are cast in concrete.

**How it was funded:** Back in the 1960s the Glenrothes Development Corporation employed David as a town artist from 1968-1978, working with the planning department. This involved creating a series of public art installations throughout the new town.



**Estate:** Nelson Square

**Summary:** Dog and Pot sculpture to celebrate local history linked to Dickens. It was started by a local artist working with the community and delivered by the council working with artist.

**How it was funded:** Section 106



**Estate:** Ewer Street

**Summary:** Artistic utility cover to remember a historical incident. The project was started by local historians and delivered by a local artist.

**How it was funded:** Section 106



**Estates:** Sceaux Gardens and Pelican Estates

**Summary:** The South London Gallery runs many talks, screenings, workshops, for schools, colleges, older people, older children etc. It runs specific programmes for residents of local housing estates and children who are in care and looked after (Art Block).

**How it was funded:** Arts Council England, Southwark Council, Heritage Lottery Fund, support from Trusts, Foundations, donations etc.



**Estates:** Brandon Estate.

**Summary:** The Blue Elephant Theatre does projects around the Brandon Estate including four children's productions a year; creative minds workshops, young people's theatre and summer schools.

**How it was funded:** The Theatre is funded through charitable donations and ticket sales. The Council provides funding for specific projects.



**Estates:** Estates around Southwark Park and Four Squares

**Summary:** Café Gallery Projects local work includes a summer workshop programme for families, the Bermondsey Bothy (a permanent community space in the gallery garden), and a permanent public art installation.

**How it was funded:** The Café Gallery Project has been supported in various ways including Cleaner Greener Safer, Southwark Council's Culture Team, The Finnis Scott Foundation, Arts Council England, Conway and ROOFF.



**Estates:** Various in the Rotherhithe Area

**Summary:** London Bubble Theatre local work includes a 13 week participatory theatre programme for young people who are not in employment or education, open workshops for children, a youth theatre, an adult drama group, an intergenerational group and a special group focusing on isolated and potentially vulnerable adults. They also run Speech Bubbles sessions for children with speech language and communication problems. Their Creative Homes projects take place in four sheltered housing units and the Rotherhithe Shed.

**How it was funded:** London Bubble is a charity and relies on charitable donations and grants.



**Estates:** Various Estates in the Peckham and Camberwell Area

**Summary:** Theatre Peckham is a performing arts education and training theatre company dedicated to inspiring and improving lives for young people in one of London's most deprived areas. They have an accessible theatre space and programme of performances and workshops for children and young people, after school clubs, 'teach speech' programme, and Arts Award which works with people from various Peckham and Camberwell Estates.

**How it was funded:**



**Estates:** Estates in the Blackfriars Area

**Summary:** Numerous art commission by Blackfriars Stories including Old Father Thames, Virtual Blackfriars and Trunk Road.

**How it was funded:** Southwark Council grant.



"Trunk Road" carnival with street performances and creative workshops see the video summary of the parade  
<https://www.youtube.com/watch?v=eMe8MO4JYqI>



Virtually Blackfriars 2017 an immersive hunt for pixelated characters from the past based at Platform Southwark and exploring the hidden corners of estates using a vacuum cleaner, wireless headphones and home made “hi tech” goggles.



The Great Get Together in Bankside street festival linking various estates with a diverse programme of activities from dog shows to bake off to whacky races and local choirs



An immersive street theatre production of Romeo and Juliet using various buildings and public spaces throughout the area and enabled through wire-less headphone technology see <https://www.youtube.com/watch?v=6ekmyclj0Rg>



Global Generation organise events with the local community across Rotherhithe with artistic processions and workshops in the their paper garden



“City Hunt”: a digital treasure hunt exploring the historic and quirky secrets hidden in the streets and estates. [www.cityhunt.co.uk](http://www.cityhunt.co.uk)

### Opportunities:

- Further projects with theatres. Mountview Academy of Theatre Arts is coming to Peckham which may provide further opportunities.
- Set designers from theatres could be engaged on estate projects – with pieces offered as follies rather than discarded after shows.
- Use of under-utilised spaces offered to local art schools with community-focussed briefs
- Farnham Sculpture Park and Yorkshire Sculpture Park stores for post-war and LCC public art works on demolished estates
- Arts Council grant application for new sculptures, mural, reliefs, throughout our wider Estate.

## Signage and wayfinding

The quality of the signage on an estate can have a big impact on the overall feel of an estate. A beautifully designed building can be made to look less attractive through the addition of poor signage. Replacing signage could have a positive impact on some estates.



Estate: Gedling House



Estate: Funenpark, Amsterdam



Estate: Pitcairn House



Estate: Southdown House



Estate: James Brine House



Estate: Rouel Road Estate



Estate: Various

**Summary:** Low Line wayfinding signage for estates adjacent to the railway viaduct, started by local resident David Stephens, funded by Better Bankside.

### Opportunities:

- Design competitions with local artist studios and school art departments
- Resident wayfinding workshops

## Cleanliness strategies



**Sunken Bins.** This is an example of how refuse could be dealt with differently where bin stores are a particular issue on an estate.



**Estates:** Hartcliffe, Bristol City Council

**Summary:** The “Slim my waste - Feed my face” campaign” was aimed at diverting food waste from residents’ black refuse bins and encouraging them to use their brown food waste caddies. Each household received a set of fun face stickers to decorate their caddy.

**How it was funded:** Council Funding



St Saviours Estate

**Direct action:** This is an example of resident direct action. An issue such as this could be more constructively addressed through an estate improvement plan.



**Estates:** Lewisham and Hackney

**Summary:** Lewisham and Hackney Councils have both experimented with the use of recycling bins in cow skin patterns to increase recycling rates. Residents were encouraged to “feed the cows”. This could make a visible difference on an estate and encourage waste to be put in the correct places.

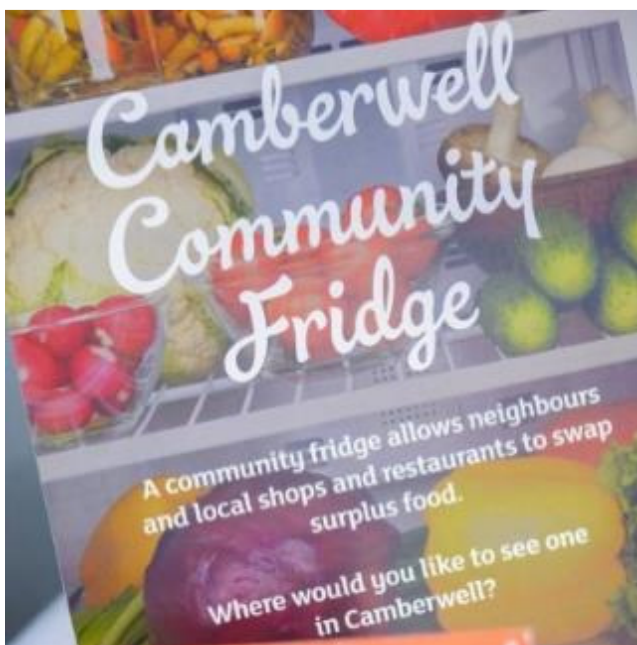
### Opportunities:

- Estates Recycling Projects (with Veolia)
- Cleaning regimes – new mechanisms for estate officers cleaners and residents to flag capacity issues to keep up cleaning regimes
- Painting waste collection bins with designs such as clouds, cow skin patterns to lighten the estate; clearer instructions for how to distinguish and dispose of waste

## Active and healthy estates

In Southwark the physical and mental health and wellbeing of our residents is paramount. Great Estates contribute by providing spaces where people can enjoy exercise, and get out and about. Many estates contain features such as play areas, sports pitches and outdoor gym equipment. Learning new things, like cooking or gardening, is also proven to improve health and wellbeing. Connecting to other people also helps keeping us well, therefore joining a local TRAs or other community groups can go a long way in developing a sense of belonging and making people feel included and happy.

### Case studies:



**Estates:** Dog Kennel Hill Estate, Camberwell

**Summary:** The Albrighton Community Fridge was established in 2017. It allows surplus food from local businesses and householders to be made available for the wider community. Within the first three months of its opening, the fridge was visited by 2,094 individuals. A library of kitchen equipment was also set up.

**How it was funded:** The support of various local stores and businesses.



**Estates:** Various Estates across Southwark

**Summary:** Southwark Public Health and Housing Major Works team partnered up to trial a new project offering healthy cooking courses to residents living in and around estates included in the New Kitchen and Bathroom programme. The courses are open to all Southwark residents regardless of tenure. Courses will run on estates across the borough.

### How was it funded?

The initial pilot was funded by Southwark Council. Local Tenants and Residents Associations could bid for further funding through programmes such as the Neighbourhood Fund, to offer additional courses.



**Estates:** Brayards Estate

**Summary:** An outdoor gym which opened in 2016 following a bid by the Brayards Estate Tenants and Residents Association.

**How it was funded:** A Cleaner Greener Safer Southwark Council grant



**Estates:** Lockwood Square, Bermondsey

**Summary:** A new playground

**How it was funded:** A Cleaner Greener Safer Southwark Council grant



**Estate:** Marlborough Sports Garden, used by nine local schools and estates.

**Summary:** A concrete yard was transformed into a sports garden with a vision to develop a love and proficiency in three sports by the aged of ten. It was started by Bankside Open Spaces Trust vision and delivered by Bankside Open Spaces Trust.

**How it was funded:** London Marathon Trust and Section 106

### Opportunities:

- Creating a network of volunteers willing to regularly check-in on vulnerable neighbours
- Further roll outs of the free healthy cooking course and booklet for those involved in the New Kitchen Programme.
- Expansion of the Community Fridge initiatives and kitchen equipment libraries
- Local “physical activity” champions could be trained and set up a “physical activity scheme” where groups of neighbours train together and motivate each-other.
- New outdoor gyms and sports pitches
- Estates play areas could be improved.

## Biodiversity and Urban Farms

There are some successful initiatives that have brought animals in to an inner city setting which has been popular with local residents. This can become a focus for a community to unite around caring for these animals.



**Estates:** Delawyck Estate, Herne Hill

**Summary:** In 2011 the Delawyck Residents Management Organisation Board discussed and approved the “Delachick Project”, for residents to come together to design and build the coop.

The project is open to all. Residents can help out as much or as little as they want to. Each person or family has a day on the rota. On their chosen day they clean out the henhouse, water and feed the chickens and let them have a stroll outside. They can also collect the day’s fresh eggs. A chicken run was later added.

**How it was funded:** In 2011 funding from Veolia’s envirogrant was used to build the coop. The ongoing costs are covered by a £25 per year membership fee (which can be shared). This goes towards feed, maintenance of the coop and run, and medication.

### Natural Estates – London Wildlife Trust



Partnering with the London Wildlife Trust, the Lindley estate TRA have run a series of activities to get parents and children engaging with their local wildlife. Activities include creating minibeast shelters, building bat boxes, learning about deadwood habitats, creating balcony planters and hanging baskets, building and planting raised beds, sowing wildflower meadows and creating wildlife surveys with children on the estate.



**Estates:** Loughborough Estate, Brixton

**Summary:** The Ebony Horse Club is a community riding centre. It is an Independent Charity which was started by Ros Spearing. She used to take disadvantaged children horse riding. In 2011 she agreed with Lambeth Council to rent what was previously a run down park and turned it into space for stables, with space for up to nine horses, an arena and a paddock. It now offers heavily subsidised horse riding lessons to young people in the area. They employ youth workers and drivers to take the children to lessons.

**How it was funded:** It has been funded by a mix of charitable trusts, individual donors, grants from sports and equestrian organisations, and the council has providing land with rents.

## Coming next?

This guide contains excellent examples of what is possible if communities come together to improve their estates. The case studies illustrate the range of funding that can be drawn upon to support these projects.

This Guide is a living document and will be updated with new case studies of estate improvements. If there are any inaccuracies please let us know and we will correct this. Please also let us know if you have any ideas for case studies you would like us to include.

We are proud to celebrate these estates in this document and we look forward to working with residents on your ideas for estate improvements. The Council is currently in the process of piloting the estate improvement plans before looking to roll these out wider across the borough. But there is nothing to stop any community coming together now to develop plans and bidding for funding. Please let us know your plans so we can consider what additional support we maybe able to provide.

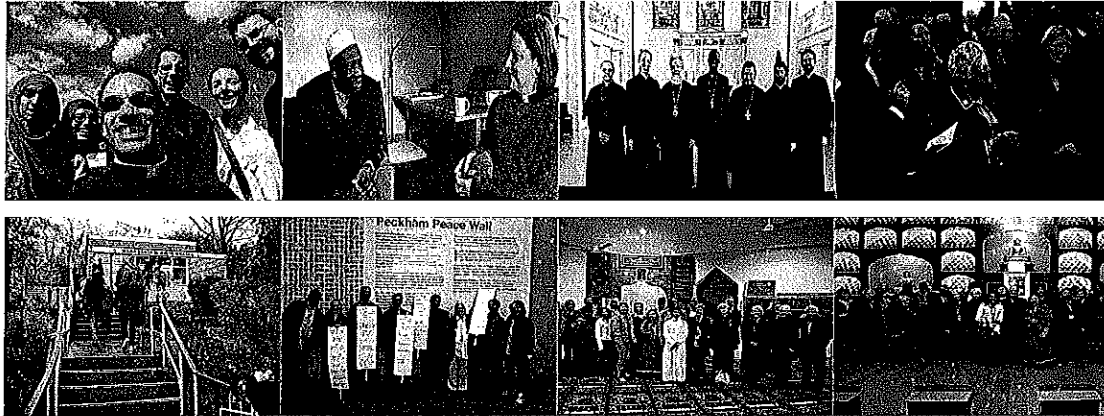
Please email your thoughts, suggestions and ideas to [greatestates@southwark.gov.uk](mailto:greatestates@southwark.gov.uk)



**APPENDIX 1**

# Let's talk with faith groups

## Overview



Southwark is the proud host of several hundred faith groups in the borough. People of faith come from all walks of life and are very diverse. In support of our Fairer Future Promises, we wish to develop a plan to guide a new relationship between faith groups, the council and the wider community and voluntary groups.

Before we can begin to develop a plan, we need to know more about the many and varied faith groups that work in the borough. To help us develop this knowledge we would like you to answer the survey questions and help us to understand the following:

- How faith groups are already working with each other, the council and community organisations
- More about your worshippers and the work you do to support your community
- What are some of the barriers to working with others
- What relationships you would like to have with the council, other faith organisations and community groups
- What would be your priorities for working together

We're keen to hear from people in leadership positions of faith groups. This can include trustees and paid or unpaid members of staff (e.g. Parochial church council members, Elders, Imams, spiritual teachers, directors, officers and other recognised workers) from religious and faith-driven community groups.

As we're keen to hear from as many faith groups as possible, please pass on this link: [www.southwark.gov.uk/faith-groups](http://www.southwark.gov.uk/faith-groups) <<http://www.southwark.gov.uk/faith-groups>> to such groups and encourage them to respond.

The closing date for telling us is 31st May 2018.

If you would rather tell us by talking to us directly please contact us at: [community.engagement@southwark.gov.uk](mailto:community.engagement@southwark.gov.uk)

## About your faith group

### 1 Name of your faith group?

Name (Required)

### 2 Address of your faith group.

Address (Required)

**3 Where within the borough is your faith group located?**

*Please select only one item*

- Bermondsey and Rotherhithe    Borough, Bankside and Walworth  
 Camberwell    Dulwich    Peckham and Nunhead

**4 What is your role within your faith group?**

Role in organisation (Required)

**5 Is your faith group from one of these organised religions?:**

Faith religion

*Please select only one item*

- Christian    Buddhist    Hindu    Jewish    Muslim (Islam)  
 Sikh

Other - please state

**6 What is your faith group's branch of faith? Choose one of the following:**

Branch of faith

*Please select only one item*

- Anglican    Baptist    Catholic    Methodist    Pentecostal  
 Shia    Sunni

Other - please state

**7 How long has your faith group been active in the borough?**

Years active

*Please select only one item*

- less than 5 years     5 - 9 years     10 - 14 years     15 - 19 years  
 20 - 24 years     25 - 29 years     30 - 34 years     35 - 39 years  
 40 - 44 years     45 - 49 years     Over 50 years

**8 How many people attend your services, prayers or worship in an average week?**

Enter a number

**9 Of those attending in an average week, how many do you estimate:**

live in the borough?

live outside the borough?

**10** We want to understand the ethnic diversity of those who attend your services. Please tick which ethnic groups are represented at your regular gatherings.

*Please select all that apply*

- White British     English     Scottish     Welsh     Northern Irish
- Irish     Gypsy, Roma or Irish Traveller     Other European
- Other White     Black British     Caribbean     Nigerian     Ghanaian
- Sierra Leonean     Somali     Other African     Other Black
- Asian British     Indian     Bengali     Chinese     Pakistani
- Vietnamese     Filipino     Any other Asian
- White and Black Caribbean     White and Black African     White and Asian
- Other mixed background     Arab     Latin American
- Any other ethnicity

**11** What activities or projects does your faith group run, to make life better for:

your faith group members?

the wider community?

## 12 What challenges does your faith group face in those areas where council policy affects you?

Please select all that apply

- Premises   
  Policies and Procedures   
  Safeguarding   
  Parking  
 Planning processes   
  Other

Please explain

## 13 What are the challenges facing the members of your faith group and those attending your services?

Please select all that apply

- Housing   
  Debt   
  Food poverty   
  Homelessness  
 Educational achievement   
  Childcare   
  Youth crime   
  Hate crime  
 Antisocial behaviour   
  Other

Please explain

## Relationships

**14** Are you part of one or more of these groups below?

	Yes	No	Don't know
Christians for Transformation in Bermondsey & Rotherhithe	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Haji Pilgrimage	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Prayer for Southwark	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Southwark Bahá'í community	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Southwark Multi Faith Forum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Southwark Muslim Forum	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Southwark for Jesus/Transform Southwark	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Together Southwark	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Walworth/Old Kent Road Christians and Muslim Gathering	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Can you tell us about the benefits of being a member of these networks?

**15** What other faith groups, or community organisations do you regularly work with?

Please provide the name and address

**16** Is there anything that makes it difficult or prevents your faith group from working with:

the council

other faith groups.

the wider community and voluntary sector

Working together in the future

17 Can you give us your ideas on how you would you like to work with:

the council?

other faith groups or networks?

wider community and voluntary sector?

**18** What ideas do you have for working together with other organisations?

Other ideas

**19** What information do you think faith groups need to support what they do and work with other groups in the community?

Information

**20** If you would like to be involved in discussions about the findings of this research and how we can develop better ways of working together please provide your contact details below. Any information that you do provide will be managed in strict accordance with the Data Protection Act 1998. Southwark Council is the data controller for the purposes of the Act. No personal information you have given us will be passed on to third parties for commercial purposes.

Name

email

mobile

# Findings from borough-wide conversation with faith groups (April '18 – June '18)



 @lb\_southwark

 facebook.com/southwarkcouncil



# Who Took Part

We heard from 97 individuals from 90 faith groups (representing about 22% of the estimated 400 + faith groups we think exist in the borough).

86% of responses came from faith group leaders; 13% of the respondents came from faith group members

Broken down by type of faith group:

Bahai	= 2
Buddhist	= 1
Christian	= 79
Muslim	= 12
Sikh	= 1

About 30% of faith groups came from Peckham and Nunhead; with a fairly even spread of responses of around 20% each from Bermondsey and Rotherhithe, Dulwich, Borough, Bankside and Walworth and Camberwell.

# Composition of the Faith Groups

The biggest group of respondents came from faith groups active in the borough for over 50 years

Of the 90 faith groups that responded, 77% of their congregations live in the borough; 23% outside the borough

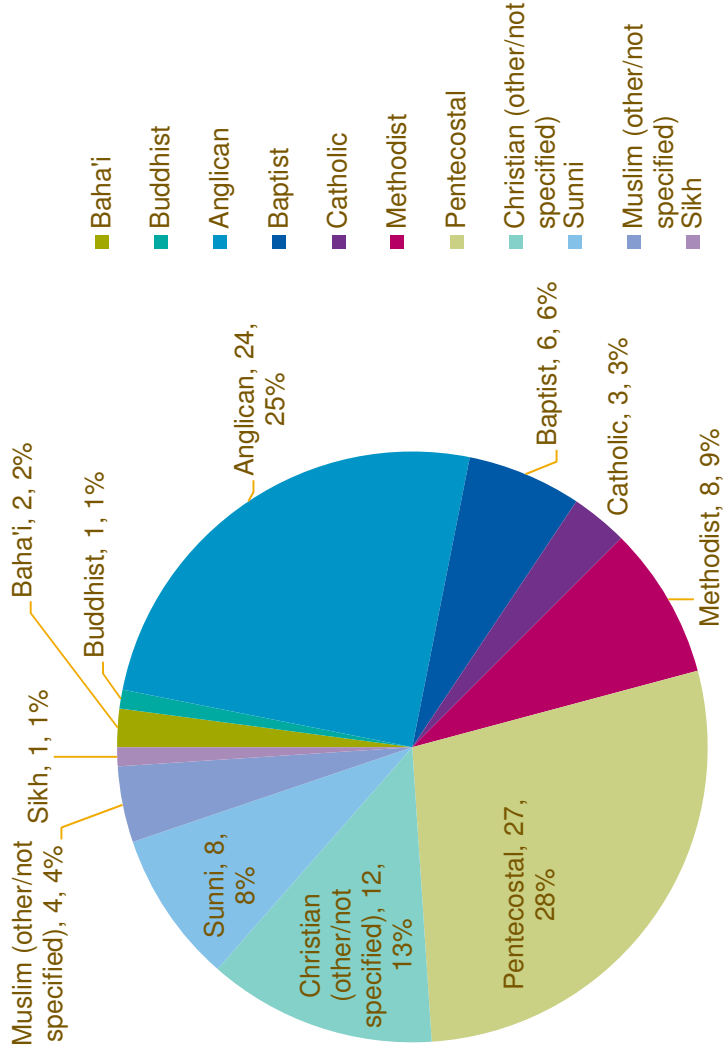
Migrant congregations had between 50 – 200 members  
Pentecostal congregations had up to 100 and 200 + sized members

There was a diverse mix of ethnic groups across all faiths, including the newer established faith groups.

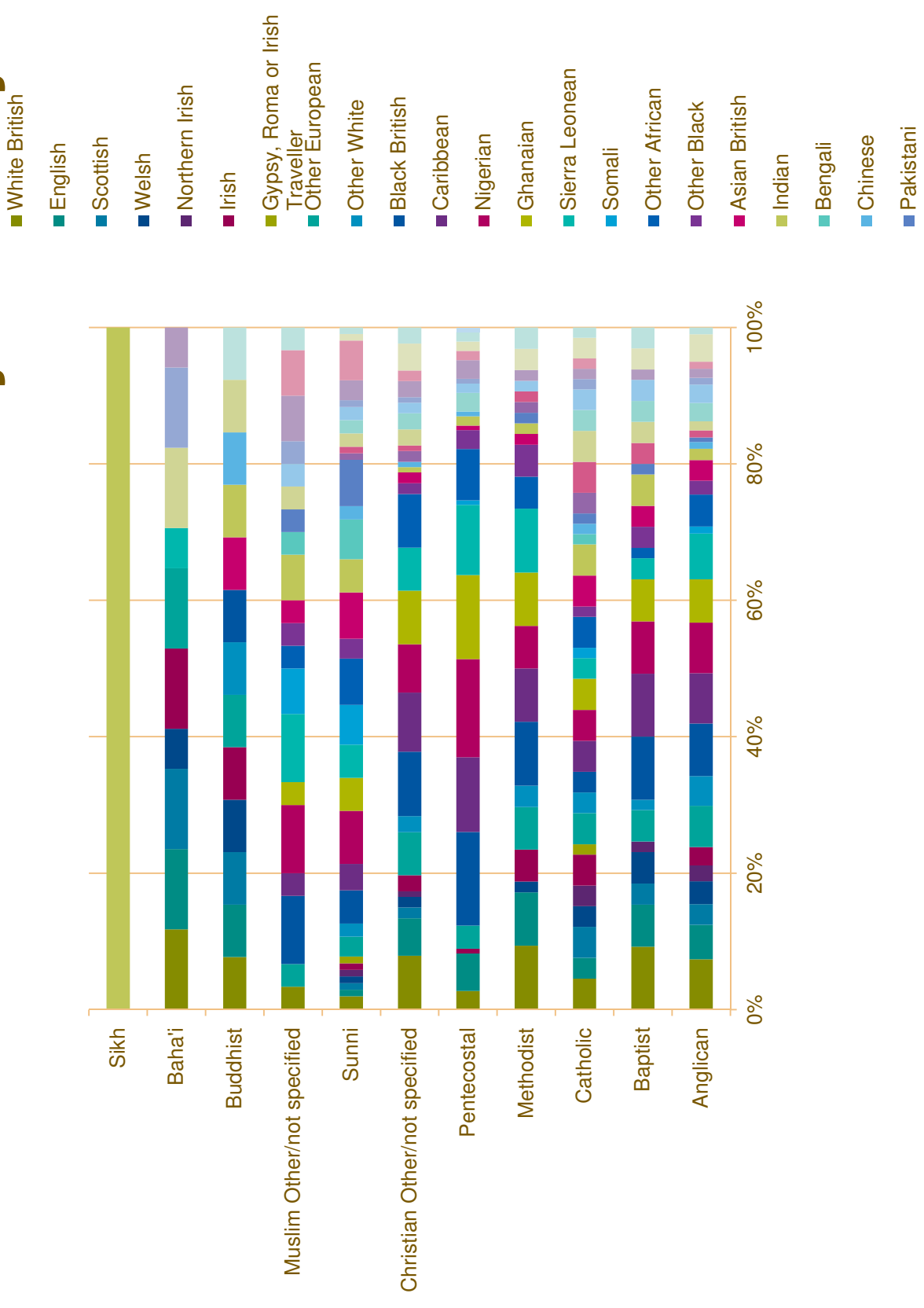
# Branches of faith

Census 2011 % of the population of a religious faith:

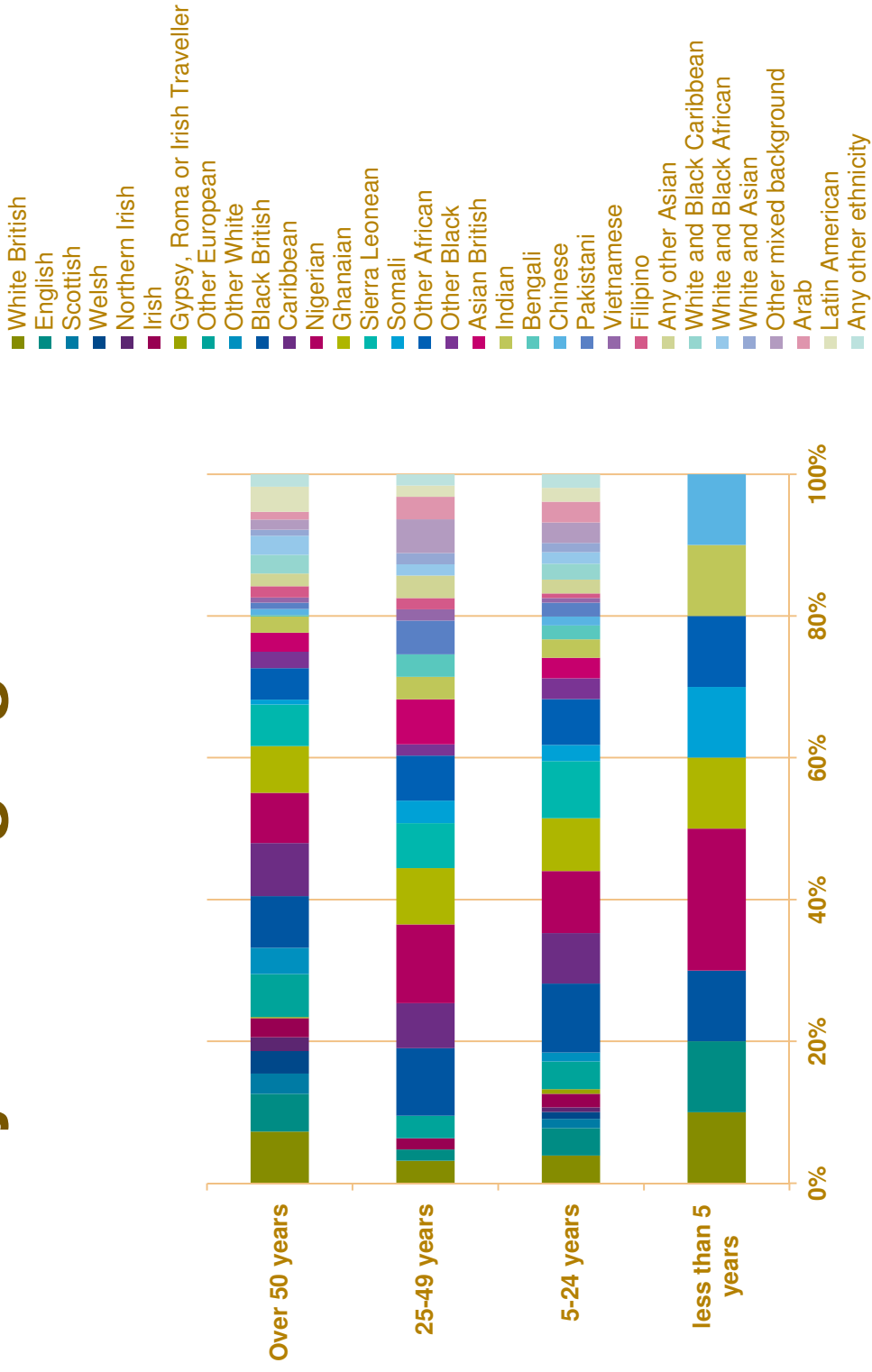
Buddhist: 2%  
 Christian: 81%  
 Hindu: 2%  
 Muslim: 13%  
 Sikh: 0.35%  
 Bahai: 0.3%



# Breakdown: branch of faith by ethnicity



# Breakdown: time in the borough and ethnicity of congregation



# Breakdown: ethnic diversity with location

Location	Ethnic group 1 <sup>st</sup> biggest	Second biggest	Third biggest
Peckham and Nunhead	Black British	Caribbean, Ghanaian	Sierra Leone
Census 2011 indicates Black British/Caribbean as the biggest ethnic groups.			
Dulwich	White British Black British Caribbean	Nigerian	Ghanaian
Reflects White British as the biggest ethnic group.			
Camberwell	Black British, Nigerian	Sierra Leone	Other European and Other African
Reflects the fact that, based on the Census 2011, black African, Caribbean and British are the second biggest ethnic group.			
Borough Bankside and Walworth	White British	Black British	Caribbean, Nigeria, Ghanaian
Reflects White British population, based on the Census 2011, as the biggest ethnic group. Census suggest area has the highest proportion of Asian/Asian British, although this is not recorded.			
Bermondsey and Rotherhithe	Sierra Leone	Nigerian	W British, Other European, Black British Caribbean
Census 2011 indicates White British, 63% was biggest ethnic group. However, migration has changed the composition of the local population to become more ethnically diverse. Congregations travelling into the borough may also affect this data..			

# Summary

The proportion of branches of faith groups we engaged are comparable to the % of the local population who are of a particular faith.

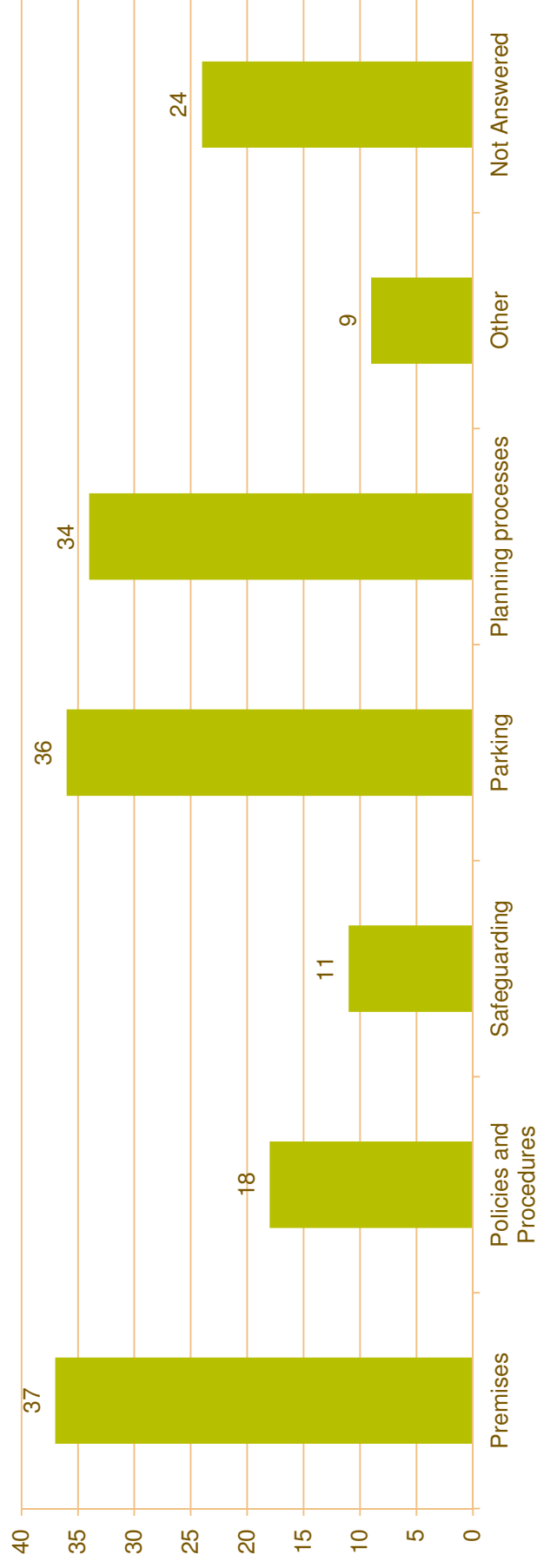
The more established faith groups tend to cater for a more diverse congregation

From what faith groups have told us, the majority of faith group congregations are ethnically diverse.

Newer churches tend to meet the needs of particular ethnic groups in the borough, reflecting recent migrant patterns.

In Borough, Bankside, and Walworth, Peckham and Nunhead and Dulwich the diversity of congregations reflects the local diversity. In Camberwell and Bermondsey and Rotherhithe the congregations are more likely to be BME than the local populations based on 2011 census data, which will not take into account more recent change in these areas..

# Overall challenges faith groups face



# Overview of challenges

Premises, parking and planning are the top 3 three of council processes affecting faith groups.

## Time in borough by challenges:

- Less than 5 years: parking and planning
- 5-24 years: premises, parking and planning
- 25-49 years: parking and planning
- 50 years +: premises, policies, parking and planning

## Type of Faith group and challenges

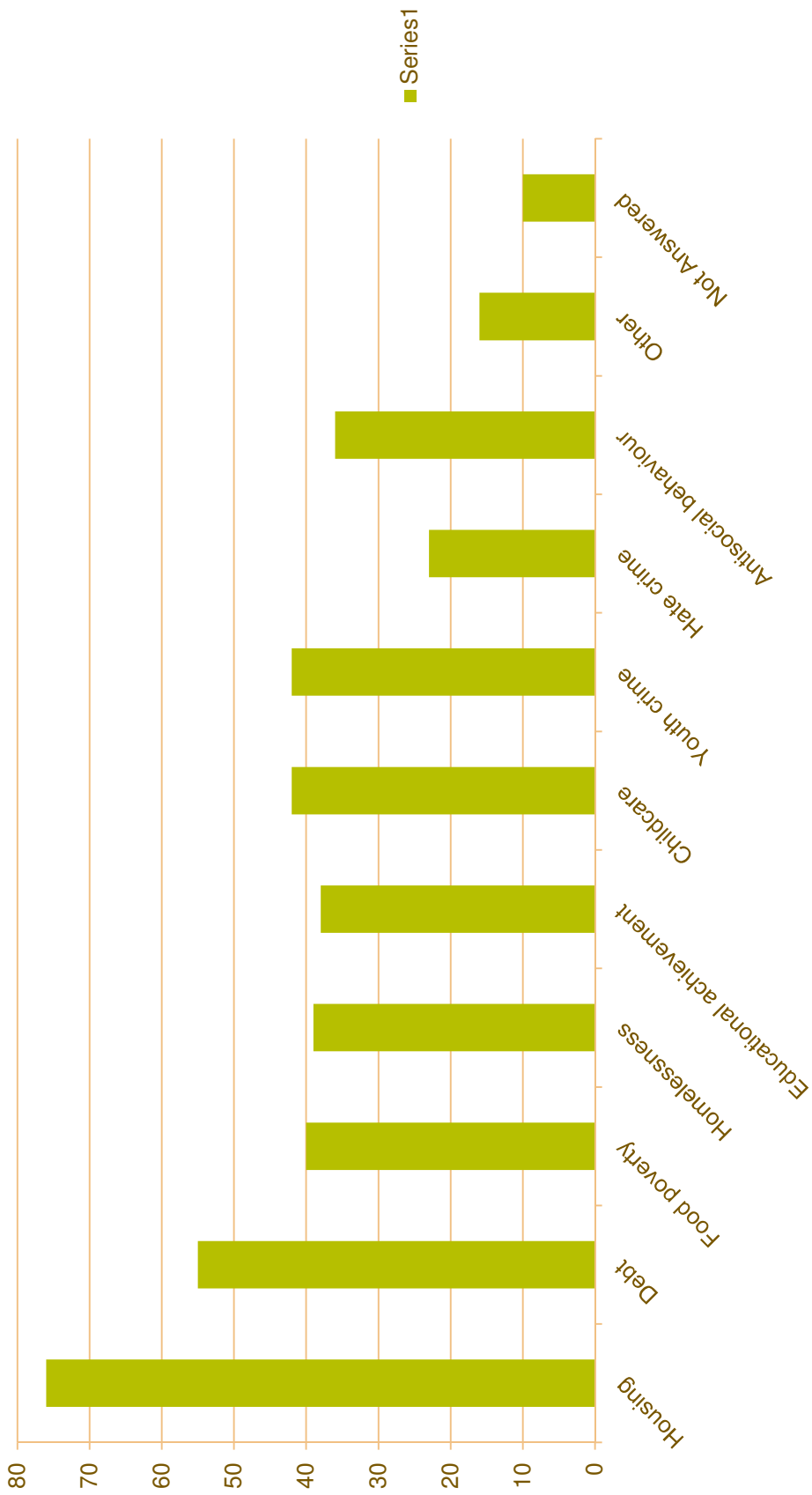
Premises is a challenge among nearly all branches of faith.

However, it's the biggest challenge among Pentecostal and Muslim groups,

# Quotes re:overall policy

Theme	Quotes
Premises	Our premises have certain limits, such as listed status and limits on use of amplified noise
Policies and Procedures	Signage application for planning church signs was expensive and bureaucratic for small voluntary organisations. Parishes would like to hold outdoor services on Good Friday but have been prohibited from doing so although every other London borough of which we are aware allows them”.
Safeguarding	Safeguarding is a challenge’; training is needed for volunteer workforce
Parking	We have big issues with jammed streets making accessing the church very difficult due to bad and antisocial parking”.
Planning Processes	We would like to know what is council policy in relation to planning applications.
Other	No proper consultation before decision taken on issues

# Challenges facing faith group congregations



# Challenges faced by faith group members and those attending their services by area

Location	1st	2nd	3rd
Peckham and Nunhead	Housing	Debt	Food Poverty
Dulwich	Housing	Planning	Safeguarding
Camberwell	Housing	Educational achievement/Childcare	Debt
Borough Bankside and Walworth	Housing	Debt	Homelessness/Anti Social Behaviour
Bermondsey and Rotherhithe	Housing	Debt	Childcare

# Top 3 challenges facing faith group members by branch of faith

Branch of faith	1 <sup>st</sup> place	2 <sup>nd</sup> place	3 <sup>rd</sup> place
Anglican	Housing	Debt	Childcare
Baptist	Housing	Debt	Food, homelessness, education achievement, childcare
Catholic	Housing/food poverty	Anti-social behaviour	Debt, homelessness, childcare
Methodist	Housing	Debt/homelessness	Food poverty/childcare
Muslim and Muslim other not stated	Housing	Educational achievement/anti-social behaviour	Food poverty/homelessness
Pentecostal	Housing	Debt	Childcare/Youth Crime

# Summary

Housing and debt were among the biggest challenges across all faith groups.

Housing is biggest issue among all branches of faith except of the Catholic faith, debt is the next biggest issue.

NB: Sikh and Bahai faith were omitted from analysis as their respective responses of less than 3 each were too small for meaningful analysis.

In equal measure, housing and debt are the two biggest challenges by area, closely followed by food poverty, homelessness, educational achievement, childcare, youth crime and ASB.

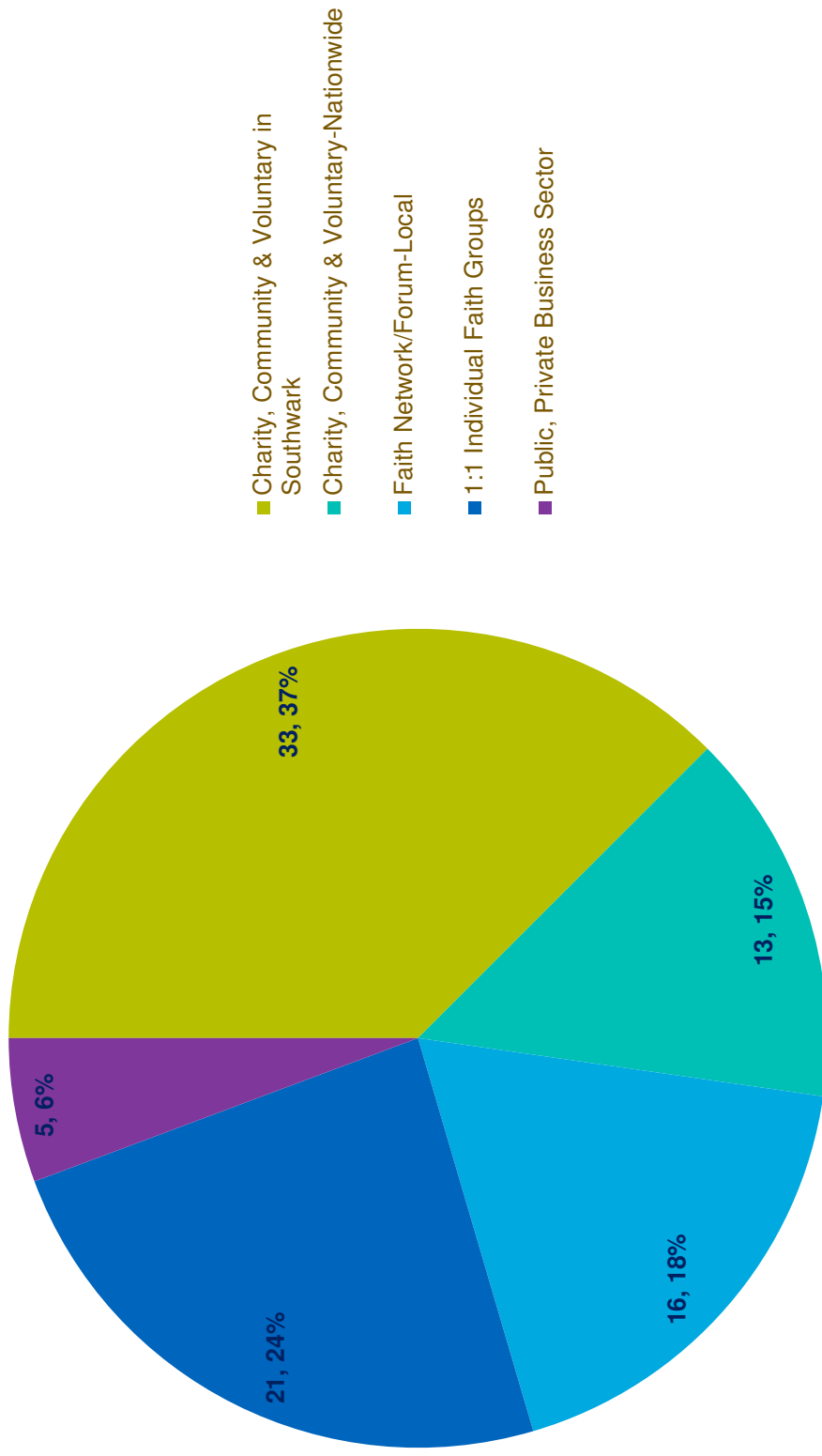
# Contextual quotes:

Theme	Quotes
Housing	<ul style="list-style-type: none"> <li>Whether houses or flats to rent or buy, they [our members] just can't afford them. "...families of different ages and sexes living inappropriately live in same room"; affecting their children and young people to live close by; "Some young people are finding it difficult to leave their parental home, even after having married</li> </ul>
Debt	<ul style="list-style-type: none"> <li>With regard to debt, there is concern about lack of access to affordable borrowing. Church members have signed up with the London Mutual Credit Union to address this</li> </ul>
Childcare and Youth Crime	<ul style="list-style-type: none"> <li>Childcare is expensive and inflexible.</li> <li>"Youth crime, is concerning on the part of parents about the danger of young people becoming involved with gangs and knife crime. "We're setting up a parenting group as a forum for parents in the wider community to discuss the issues around this."</li> <li>Street violence and how they can young people stay safe. North Peckham and the Parish.. there is a great deal of suffering in this area of south London, and cuts have made huge impacts on youth provision - kelly park being an obvious one. One church member works directly in this area of youth crime with young people. Our congregation have experienced violent crime first hand.</li> </ul>
Food Poverty & Homelessness	<ul style="list-style-type: none"> <li>We collect food for those in need and financially assist those who are in poverty.</li> </ul>

# Benefits of being members of faith networks and forums:

Theme	Quotes
Cohesion, unity and Interfaith Activity	<p>“Learning to work together and respect each other through interfaith work is very important”</p> <p>“A sense of unity in diversity, genuine openness to people of all background, faiths, race or ethnicity”</p> <p>“It make life easy, build bridges among community members and bring cohesion in the community”.</p>
Networking	<p>“I meet lots of other good people and share ideas and food</p> <p>Coming together to positively influence the borough; They help to make links between neighbouring groups”.</p>
Access to Information and Communication	<p>“Dissemination of information. A forum to unburden yourself”.</p> <p>“They give us information on what’s going on and give talks”.</p> <p>“Better information sharing and best practice”.</p> <p>“Better connections and information sharing”.</p>

# Other faith groups or community organisations faith groups work with



# Barriers faith groups have from working with:

## other faith groups

Of the 68 answers, it's hugely significant that 43 or 77 % of faith groups reported no difficulties working with other faith groups

Information and Communication  
(5 or 8%)  
Top theme 1 of 3

“understanding how faith groups are constituted and operate”; being able to contact and brouch the subject of different faiths

Resources  
(4 or 7%)  
Principles and Ways of Working  
(4 or 7%)  
Top 2 theme of 3

“We're very busy with our own activities, so do not always have spare time”; we're a small religion but lack human resources; “information and time constraints”

Cohesion and Interfaith Activity  
(3 or 5%)  
Top theme 3 of 3

I'd like to set up links with Dulwich Muslim Centre”. “a mechanism for meeting other leaders from faith groups to promote interfaith work”

# Barriers faith groups face working with:

## the council

Of the 77 answers, it's hugely significant that 34 or 43 % of faith groups reported no difficulties working with the council

Information and Communication  
(16 or 20%)  
Top theme 1 of 3

*“Contact person within the council; “..who to make contact..”; “gatekeepers and their processes”; “council not reaching out enough”  
“We don’t know about opportunities to relate to the council”*

Policy and Procedures  
(15 or 15%)  
Top theme 2 of 3

*“..events process doing risk assessments, paying public liability insurance..is quite a bureaucratic system”*

Premises and Resources  
(9 or 15%)  
Top theme 3 of 3

*“Looking for premises”; “lack of personnel and support”*

# Barriers faith groups face working with:

the wider community and voluntary sector	
Of the 65 answers, it's hugely significant that 35 or 62% of faith groups reported no difficulties working with the wider CVS	
Ways of working (12 or 21%) Top theme 1 of 3	“It is a bit frustrating that some companies specifically exclude faith groups from being able to receive their corporate charitable donations” ; “..time to establish relationships and finding opportunities to meet and connect”
Resources (5 or 9%) Top theme 2 of 3	“Lack of volunteers makes it difficult to expand our social action and social and economic development initiatives”
Access to Information and Comms (2 or 4%) Working with children and young people Top theme 3 of 3	knowing who to speak to etc; “need for better connections”; “I think the voice of faith leaders could be heard more in how to prevent knife crime and youth violence and in the fight against terrorism and violence” .

# Key ideas working work with:

## the council

<ul style="list-style-type: none"> <li>39% ways of working with the council</li> </ul>	<p>“..faith communities can be one of the primary hubs for communicating with local community”.</p> <p>“faith communities have gained the trust of the people they service thus they can give a more accurate account of the problems and the causes that creates them”.</p> <p>“Southwark Citizens alliance is the most effective way of making long-term, effective changes and improvements within our borough”</p> <p>“Transform Southwark was set up 11 years ago to facilitate civic and social action networking...good to explore if it's time for a revamped version of these”.</p>
<p>12 % children and young people</p>	<p>“..Help young people make their ideas become a reality which would hopefully keep them off the streets and off trouble”</p> <p>“Would like to work with the council, to help support single mothers who are finding life challenging to cope with their children or teenage children – mentorship programs”</p> <p>“Assist with youth diversionary activities to combat gun and knife crime”.</p>
<p>Access to information and Comms</p>	<p>“More regular and consistent communication about what the council wants and offers”</p> <p>“Access to relevant information”; council to involve faith groups in more activities in the borough”</p>

# Key Ideas on working with:

## other faith groups or networks

<p>51% ways of working with other faith groups</p>	<p>“What we do like is to get to know other people really well, but find almost without exception that is best done through meeting and eating together, and working on joint projects. Networks without a purpose or meetings with an agenda don’t generally achieve the trust necessary”.</p> <p>“We would like to expand our network to work with new faith groups as well as continue to work with various faith groups to expand our seminars, sports days, and annual retreat”.</p>
<p>21 % cohesion and inter-faith activity</p>	<p>“A network of faith groups that could promote a coming together and foster and develop deep relationships ..”</p> <p>“An exchange program between these groups, to better understand these groups’ faith and customs/practices”.</p> <p>“Opportunity, to learn more about other faith networks in area. Maybe Southwark has, if not facilitate multi-faith meetings on issues that affect us all which would both inform and provide opportunity for development of relationships”.</p>
<p>8 % access to information and comms</p>	<p>“Regular support in providing information to faith groups about opportunities to support each other, work together and learn from one another”; “I need to understand how other religions operate and respect their traditions and beliefs”</p>

# Key ideas on working with:

## the wider community & voluntary sector

57% ways of working with the council	“renewed partnerships”; assistance for people looking for employment; we would like to encourage more volunteers..”; “information about different organisation in which our members might be able to be volunteers and enrich their lives and experience”.
26 % Resources	“..looking to set up holiday hunger, maybe a community Junk Food café”; “..need help with funding a coordinator to do the organising”.
17 % access to information and comms	“more advocacy support capacity”; “we’re a point of reference

# Ideas for working together with other groups

## Working with children and young people

“In the area of youth, there needs to be a more joined up approach to dealing with the challenges faced with this particular groups that cuts across all faith groups” .

## Resources

“We have lots of ideas but need help with funding a coordinator to organise, publicise, admin support, getting permissions etc.” .

## Ways of working

“Cultivate a culture of “satellite” venues, so where one organisation has a well-established and successful piece of work, it can be run in parallel in another organisation’s premises to reach a wider target group” .; “Spaces for inter-dialogues and sharing resources” .

## Access to Information and Communication

“Having a view of events and activities including the need for life improving activities, safety and peace and facilities..”

# Information faith groups need to support what they do

<p>Information about faith groups and other activities</p> <p>“ ..sharing information regarding activities and the issues each faith groups has to deal with can help faith groups to work together and become more effective.</p> <p>“useful to have a directory listing all the groups currently undertaking community work...serve[ing] as an inspiration to people who might like to replicate that or a similar service in their own context” .</p> <p>“Create a platform where everyone’s calendar of activities can not only be seen but can involve people to come together”.</p>	<p>Information about funding and community needs</p> <p>“How to access procurement and commissioning as we work hard with hard to reach groups with very little resources”</p> <p>“Create a platform [that] invites people to contribute financially or their unwanted [for example] jumble sale items”</p> <p>“Local funding opportunities”</p>
<p>Information about policy and procedures</p> <p>“Regular briefing about changes to policies or procedures”</p> <p>“Planning, wellbeing changes that affect community; benefits, health” .</p>	<p>Information about premises</p> <p>“New facilities”</p> <p>“Vacant premises information”</p>



# 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>		- Faith Strategy			
<b>Equality analysis author</b>		Jessica Leech			
<b>Strategic Director:</b>		Kevin Fenton Strategic Director Place and Well being			
<b>Department</b>		Community and Voluntary Sector Engagement	<b>Division</b>		Consultation and Involvement
<b>Period analysis undertaken</b>		January to February 2019			
<b>Date of review (if applicable)</b>		February 2021			
<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

The council is adopting a new way of working with our faith organisations in the borough with the aim of:

- improving the lives of Southwark residents,
- supporting the council in delivery of key pieces of work,
- improving the way in which the council is able to reach significant numbers of its residents,
- ensuring that the council is aware of the challenges that their worshippers face
- supporting social integration and community cohesion in our neighbourhoods.

Southwark is a unique environment in London with a high density of different faith organisations based in the Borough. These organisations vary significantly in size and connectedness with institutions such as NHS and the Council, wider community and voluntary sector, and other faith organisations. Many play a role in their local communities delivering services that go beyond the practice of their faith and range from the informal help and support to individual members of their congregations, to delivery of major social infrastructure projects such as Pecan Food Bank and Robes project providing winter shelter for the homeless.

The reasoning for developing this strategy is

- to integrate this social action purpose with other work delivered by the council and community and voluntary sector to improve the lives of people living in the borough,
- improve the quality of the interventions that faith leaders provide to their communities by connecting more closely with council services,
- Ensure that the council is able to better reach a wider audience and the seldom heard when we are designing and consulting on service and policy change
- Create opportunities for dialogue and cross faith working, and collaboration that will contribute to better understanding and improve social integration.

Over the next few months we will develop an action plan in partnership with participating faith organisations and the voluntary sector that will identify areas where we can improve:

1. Access to and understanding of council services
2. Communication for all
3. Work on improving health
4. Work on addressing serious youth violence
5. Work to improve safeguarding within the faith sector



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

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2. Service users and stakeholders	
<b>Key users of the department or service</b>	There is no particular service under consideration. 97 different faith leaders representing 90 faith organisations responded to our survey, about 22% of the faith organisations in the borough. 22 Faith organisations were represented at the workshops.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Stakeholders are faith organisations in the borough, a range of services across the Council, including in the first instance public health, community partnerships, adult social care, children's services, youth services, property planning parking and Community engagement

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## 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.

<b>Age</b> - 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).	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p><u>Positive</u> Young people are both members of faith organisations congregations and participate in their projects that attract young people such as after school clubs, toddler groups and services for young people. Working more closely with the council for training and information will improve the safeguarding of young people in their care.</p> <p>One of the hoped for consequences of working more closely is a better sharing of information and strategies for parents which again should lead to improved outcomes for families.</p> <p>For some young people and for some older people faith is an integral part of their identity and this is important to recognise in services provided and policies we develop.</p> <p>Faith is thus also important to consider in wider strategies such as strategies to combat loneliness for older people. Faith is integral to health, social care and well being policies and practices for some older people and young people.</p>	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Work in the workshops which identified safeguarding as an area for joint action.	
<b>Mitigating actions to be taken</b>	

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<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.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>As above services provided for vulnerable adults who are attending activity at places of worship should benefit from improved understanding, awareness and processes around safeguarding of vulnerable adults.</p> <p>Faith is important in mental health strategies and practices for some older people, young people, women and men.</p> <p>Working together on mental health was identified as a work stream in the work shops.</p>	
<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>	

<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>
Neither positive nor negative impact	
<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>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 couple. 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></p>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
Faith is an important consideration for some men, women and different ethnic groups. It is thus an important consideration for policies and practices in council policy making, functions and services, as relevant to each service user.	
<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 are specific instances where lobby groups who have some connections to specific faiths have impacted on women attending abortion clinics, for example. This has implications for the work of Community Safety, for example. This also impacts on the promotion of good relations in the community.</p> <p>There are also implications for health, mental health and well being and the specific support some faith groups provide for new mothers and babies.</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><b>Mitigating actions to be taken</b></p>	

<p><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</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><u>Positive</u> By creating an infrastructure where we are better able to reach a variety of faith organisations through the issues that matter to them, and through developing more consistent engagement with our faith organisations we will better reach our BAME communities who are using their services.</p> <p>For some people from Black, Asian and Minority Ethnic backgrounds, religion is integral to their ethnicity and not separate from it. This has important implications for services developed and provided. This also has important implications for promoting good relations.</p>	<p>This may support some of our targeted public health campaigns where there is either low take up or poor response rates among some of our BAME communities, or provides us with ways of delivering key messages in ways that will better resonate with the audience.</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>Feed back from the participating faith organisations, demonstrated that the congregation membership is very diverse in all parts of the borough. However for newer and some faith organisations such as the Sikh temple they are mainly meeting the spiritual needs of particular BAME communities. This is because for some from BAME backgrounds, religion is integral to their ethnicity and not separate from it. However, places of worship are open to all who respect the faith of the organisation and for example, a basic meal is available and shared on a daily basis in temples.</p> <p>BAME communities were well represented at the workshops we ran from the Autumn onwards.</p>	
<p><b>Mitigating actions to be taken</b></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>Working with faith organisations in the ways outlined in the report will greatly improve the connectivity of people of faith in shaping the services provided by the council.</p> <p>Working more closely with faith organisations will improve the variety of mechanisms of delivery improving take up and support for people of faith who live in the borough.</p> <p>Bringing faith organisations together to discuss areas of common concern and encouraging collaborative working with the wider community and voluntary sector and other faith organisations will strengthen social integration and community resilience.</p> <p>Many of the faith organisations social action programmes are open to everyone irrespective of faith and better integration, knowledge and support of these activities will be of benefit to everyone who takes part.</p> <p>Not all faith organisations in the borough responded to the survey or took part in the workshops organised that have contributed to the shaping of the strategy. In particular the Hindu community or particular denominations of other faiths that have a presence in</p>	

<p>the Borough e.g. the Greek Orthodox Church did not participate. It is important to bear in mind that different religions and faith groups have different ways of organising. For example, priests in Hindu temples perform a spiritual role only and it will be the temple trustees who perform the public role of taking part in consultation and engagement exercises and participate on multi-faith forums etc. Thus in order to engage with those who attend the Hindu temple, it is the trustees who would need to be contacted and not the temple priests.</p> <p>Some faiths or branches of faith followed by individuals in the borough are not represented by active local organisations that we are aware of and so were not able to participate in this study or work to develop the strategy e.g. Jewish faith.</p> <p>People of no belief were not included in the development of this strategy which focuses on how we work with faith organisations.</p> <p>Faith is an important consideration for some men, women and different ethnic groups. It is thus an important consideration for policies and practices in council policy making, functions and services, as relevant to each service user.</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 data 2011 This identified the following belief make up of the borough: 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 LGA report into working with faith organisations 2012 supports the approaches we have taken and the ways forward we propose.</p> <p>This work builds on the work we commissioned in 2013 with the Anglican diocese. This focused on the needs of Black majority churches and the challenges posed by the volume of faith groups in Southwark. The current work builds on this through taking the next steps looking at the needs of the wider faith community and how we can work together on shared outcomes as well as addressing the needs and relationship with the new faith communities in the borough.</p>	
<p><b>Mitigating actions to be taken</b></p>	

<p>For those denominations and faiths we have not yet reached or have been unable or unwilling to participate at this stage in our work, we will continue to outreach and work with key partners such as Community Southwark, the Anglican diocese and networks such as Southwark for Jesus to draw in new groups and faith organisations, as they become aware of the work or as they emerge within the borough.</p> <p>The approach of focus on different themes and work streams facilitates groups get involved in those areas that matter most to them creating a web of potential points for interaction with others which will make it easier to become involved and support relationship building that takes into account the relative difference in resources for groups. The approach will also diversify the relationships across the council.</p> <p>The purpose of this strategy is to create an additional part to our existing architecture of engagement that broadens our connectivity with people in the borough, and enables us to reach people who may not be engaged.</p> <p>For those of no belief and of faiths that are not supported through a local faith establishment, there already exists mechanisms for engagement and we work with a number of structures to improve community based social action and the well being of people of all faiths and none. The ways we work with community organisations are supported by the VCS strategy Common Purpose, Common Cause. In addition we commission Community Southwark to support the work on engagement with communities.</p> <p>For people living in council homes there are a team of officers supporting our housing engagement structures and involvement of local based groups. We are also in the process of reviewing our approach to community engagement which will look at ways of reaching more in the community including people of no belief and those of faith that are not involved in locally based faith communities.</p>	
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<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>
At our workshops both men and women were represented and played an active role in shaping the next steps following our initial survey. As we were asking people to complete the survey as an organisation we did not seek to identify the gender of	

<p>the respondent to the survey.</p> <p>It is also important to note and further explore the relationship between gender and religion; and also gender, ethnicity and religion, especially in terms of specific work to reach hard to hear voices in local communities.</p>	
<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>	

<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>
<p>There is national evidence and cases where sometimes faith/belief can negatively impact on LGBT groups. As a Council it is important to be sensitive to this in our work with organisations and how it can impact on the promotion of good relations in the community. As a Council we are clear that we provide a professional service at all times in accordance with the Council's equality and diversity policy. As a Council we also play an important community leadership role and our commitments are clear in Council policies and practices.</p> <p>There are also implications for health, social care and mental health and well being work. For example, the sometimes complex relationship between religion and sexual orientation for some faith groups.</p>	
<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>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.</p> <p>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>Based on the testimonies of those that responded to the survey and those who attended the workshops and the sessions on health and serious youth violence that have been taking place since the Autumn 2018. It is clear that some of the most vulnerable in our communities are seeking the support of their faith organisations. Housing, debt and poverty were some of the most strongly identified issues facing congregation members.</p> <p>Any work we do to support faith groups improve the health and well being of their worshippers or better equip those working or volunteering in their faith groups to provide advice and support and to signpost to services will have positive impact on the lives of these vulnerable members of their congregations.</p>	
<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>	

### Human Rights

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

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

The strategy has a potential impact on Article 9 of the European Convention on Human Rights- namely that everyone has the right to freedom of thought, conscience and religion. The strategy recognises the contribution that communities of faith can make to the overall sense of civic society and cohesion and provides a context in which individuals are able to maintain this particular human right.

**Information on which above analysis is based**

The Cabinet report and background material.

**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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