

Cabinet

Tuesday 16 July 2019

4.00 pm

Ground Floor Meeting Room GO2C, 160 Tooley Street, London
SE1 2QH

Appendices

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Date: 8 July 2019

| Cabinet Member | Theme / Ref | Measure (ME) / Milestone (M1) | Description | Q1 | Q2 | Q3 | Q4 | Year-end 18/19 performance | 2018/19 target |
|-----------------|-------------|-------------------------------|--|-------------|-------------|-------------|-------------|----------------------------|---------------------------|
| Victoria Mills | PCH1 | Commitment | Introduce a Southwark Renters Union | | | | | | |
| Victoria Mills | PCH1 | MI | Research other schemes in place across the country and recommend a suitable scheme | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Victoria Mills | PCH1 | Year-end commentary | Research underway. Proposed scheme will be linked to Private rented sector Gold Standard which is still out for consultation. | | | | | | |
| Kieron Williams | PCH2 | Commitment | Secure the future of the Ledbury Estate with no reduction in the number of council homes | | | | | | |
| Kieron Williams | PCH2 | MI | Carry out options appraisal and produce a report for Cabinet | In progress | In progress | Completed | - | Completed | Oct-18 |
| Kieron Williams | PCH2 | Year-end commentary | This target has been met. During the last quarter Officers have been working with the Resident Project Group to implement the decision. The soft strip to the 16 of the 24 pilots flats are completed. A further 20 flats in the rest of the block are soft stripped. Following on from this work the hand strip will take place to allow for the contractor to prepare the specification for the pilot works. | | | | | | |
| Leo Pollak | PCH3 | Commitment | Launch a Great Estates Guarantee so that every estate is clean, safe and cared for | | | | | | |
| Leo Pollak | PCH3 | MI | Develop an action plan for the Guarantee offer | In progress | In progress | Completed | - | Completed | Jan-19 |
| Leo Pollak | PCH3 | Year-end commentary | In March 2019 Cabinet approved proposals for Estate Improvement Plans as part of the Great Estates Programme. A resident consultation alongside a detailed analysis of our estates will help to identify pilot projects. | | | | | | |
| Leo Pollak | PCH4 | Commitment | Give residents the tools to garden and improve their estate | | | | | | |
| Leo Pollak | PCH4 | MI | Develop the initial scheme scope and project brief | In progress | In progress | In progress | Completed | Completed | Dec-18 |
| Leo Pollak | PCH4 | Year-end commentary | Successful meeting with Southwark Growers agreed to develop the group through a governance structure and funding for web resource. We have agreed to seek tools from contractors to support community gardening groups. | | | | | | |
| Kieron Williams | PCH5 | Commitment | Make it easier to request repairs online and see maintenance schedules | | | | | | |
| Kieron Williams | PCH5 | MI | Put maintenance schedules online | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Kieron Williams | PCH5 | MI | Develop an action plan to enable delivery of online repair appointments | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Kieron Williams | PCH5 | Year-end commentary | Asset Management have updated the scheduler which has been published on the Southwark website on 23 May 2019. | | | | | | |
| Leo Pollak | PCH6 | Commitment | Seek to introduce provisions so that absent leaseholders must let at affordable rents | | | | | | |
| Leo Pollak | PCH6 | MI | Seek to introduce provisions so that absent leaseholders must let at affordable rents | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Leo Pollak | PCH6 | Year-end commentary | Public Affairs is developing a campaign plan to push for a government change in policy on absent leaseholders. This will be part of a broader external affairs plan on the housing crisis and the what more needs to be done to provide affordable homes for all. Due to resourcing pressures this has not been launched in FY18/19 but is one of the key campaign priorities for FY19/20. | | | | | | |
| Kieron Williams | PCH7 | Commitment | Turn around council voids within 28 days | | | | | | |
| Kieron Williams | PCH7 | ME | New Minor voids turnaround (average) * | 32 | 32 | 32 | 29 | 31 | < 28 days |
| Kieron Williams | PCH7 | ME | Major voids turnaround (average) ** | 163 | 112 | 111 | 91 | 119 | < 100 days |
| Kieron Williams | PCH7 | ME | Minor & Major voids turnaround (average) | 129 | 97 | 90 | 79 | 101 | no target - for info only |

| | | | | | | | | | | | | | | | | | | | | |
|--------------------------------|-------|---------------------|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Kieron Williams | PCH7 | Year-end commentary | Minor voids – performance over the year is markedly improved against the 17/18 outcome of 92 days. In the final quarter of 18/19 performance was 29 days. Major voids turnaround ended the year at 119 days, against our target of 100 days. Performance remains below target but progress has been made across the year. | | | | | | | | | | | | | | | | | |
| Kieron Williams / Evelyn Akoto | PCH8 | Commitment | Prioritise domestic abuse survivors over their abuser so they can stay in their own home | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams / Evelyn Akoto | PCH8 | MI | Review of Sanctuary scheme and develop a set of service standards as a landlord which supports victims remaining in their own home | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams / Evelyn Akoto | PCH8 | MI | Registration of the Domestic Abuse Housing Alliance Accreditation | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams / Evelyn Akoto | PCH8 | MI | Establish baseline of survivors remaining in own home supported by Council DA Commissioned Service | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams / Evelyn Akoto | PCH8 | MI | % of survivors who have been supported via the sanctuary scheme who still remain in their home 6 months later | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Kieron Williams / Evelyn Akoto | PCH8 | ME | Number of referrals to the Domestic Abuse Tenancy panel which has resulted in positive action for the survivor | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Kieron Williams / Evelyn Akoto | PCH8 | Year-end commentary | The Sanctuary scheme is offered (if appropriate) to all individuals assessed by our DA service who choose to remain in their own home. However not all individuals referred to Sanctuary will accept support. Of the 243 referrals made to the Sanctuary Scheme April to March 2019 only 175 were risk assessed and accepted the sanctuary service offer. In context only 14%, (243) of the overall total of clients risk assessed and provided advice by our commissioned DA service are appropriate for referral to the sanctuary scheme. 30% of survivors are verified to have remained in their own home 6 month or more since sanctuary works were completed. This figure however is only the number who have been successfully contacted and confirmed to still be residing in the same property. In relation to whether the individuals are council tenants, address information is held by our domestic abuse service however as ex service users under GDPR legislation (different purpose) this information can't be shared with the council. In relation to the Domestic Abuse Tenancy panel, 22 cases have been discussed by the panel year to date, for which, 23% (5) resulted in positive action for the survivor. | | | | | | | | | | | | | | | | | |
| Kieron Williams | PCH9 | Commitment | Change the rules on estate improvements like security doors so that those who live on estates get the biggest say | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams | PCH9 | MI | Review the approach and outcomes taken to ensure thorough engagement of residents in the selection of communal works undertaken | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams | PCH9 | Year-end commentary | New entry phone bids were done jointly by the RSO and a residents' representative. They had to show substantial resident support and evidence of crime/ASB issues. Once bids were in, the three with most ASB/crime issues and substantial resident support were selected and then agreed. The three blocks then had ballots to formally show the majority of residents supported the scheme. | | | | | | | | | | | | | | | | | |
| Kieron Williams | PCH10 | Commitment | Work with tenants, residents and homeowner groups to find new ways to engage so that more people can have their say | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams | PCH10 | MI | Conduct review which includes co-design panel making recommendations for reform of the housing engagement structure and associated assets. | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Kieron Williams | PCH10 | Year-end commentary | The report will be presented to cabinet on 16 June following which there will be a further period of consultation. | | | | | | | | | | | | | | | | | |
| Victoria Mills | PCH11 | Commitment | Deliver a Southwark Gold Standard for private rental properties | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Victoria Mills | PCH11 | MI | Cabinet to agree consultation approach to Gold Standard implementation | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Victoria Mills | PCH11 | MI | Consult on content of scheme with Landlords groups and tenants | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Victoria Mills | PCH11 | Year-end commentary | Consultation is on going and there is more publicity planned. Consultation due to finish in Q1 19/20. | | | | | | | | | | | | | | | | | |
| Victoria Mills | PCH12 | Commitment | Bring repairs service in-house so more jobs are done right first time | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Victoria Mills | PCH12 | MI | Means staff transfer to SBS at commencement date of in house repairs | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Victoria Mills | PCH12 | ME | Maintain high level of resident satisfaction | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Victoria Mills | PCH12 | ME | Repairs completed right first time | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Victoria Mills | PCH12 | ME | Average time to complete orders (calendar days) | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a |

| Johnson Situ | PTB5 | MI | Draft Consultation Charter for local residents | In progress | In progress | In progress | Completed | Charter completed. Now being used with developers | Develop Charter |
|---------------------|-------|---------------------|--|------------------|-------------|-------------|--|---|---|
| Johnson Situ | PTB5 | Year-end commentary | CONSULTATION CHARTER: Approach agreed in April Cabinet. Draft Charter is being used for all current planning applications with a final version being taken back to Cabinet in September. | | | | | | |
| Leo Pollak | PTB6 | Commitment | BALLOTS: Lessons from the Tustin community engagement are being used to inform the methodology for future ballots on estates. Ballot on Tustin anticipated to occur by end FY19/20. | | | | | | |
| Leo Pollak | PTB6 | MI | Guarantee that all building contractors advertise jobs to local people first | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Leo Pollak | PTB6 | Year-end commentary | Refresh the Fairer Futures Procurement Strategy and accompanying procurement and contract monitoring guidance documentation | | | | | | |
| Leo Pollak | PTB6 | Year-end commentary | The Fairer Futures Procurement Framework approved at the June 2019 Cabinet meeting sets out how the procurement of council contracts and suppliers will be undertaken to high ethical, responsible and sustainable standards. The Fairer Futures Procurement Framework sets out the council ambitions to achieve additional value from contractual spend to benefit the local area, economy, health and wellbeing of residents. | | | | | | |
| Leo Pollak | PTB7 | Commitment | Build at least 1,000 more council homes by 2022 | | | | | | |
| Leo Pollak | PTB7 | ME | No. of new council homes delivered | 0 in Q1 2018/19 | 34 in Q2 | 0 in Q3 | 0 in Q4 | 34 (569 including previous years) | 84 in 2018/19 (619 including previous years) |
| Leo Pollak | PTB7 | ME | Number of council homes delivered or onsite | 28 in Q1 2018/19 | 34 in Q2 | 41 in Q3 | 46 in Q4 | 183 (718 accumulative) | 432 in 2018/19 (1,070 including previous years) |
| Leo Pollak | PTB7 | Year-end commentary | Currently 2,383 of the 2,843 homes in the pipeline are estimated to be completed by 2022. A further 350 units for roof top development have been identified to be progressed and this contractual arrangement is being pursued. 718 homes have now been delivered or are on site. 569 Council homes have been delivered (including 34 in 2018-19), 149 are on site (but not delivered), 621 with planning permission and 1453 in earlier stages of development. Summer Road (66 homes) was due to be completed in 2018/19 but was handed over on 1 April 2019. | | | | | | |
| Leo Pollak | PTB8 | Commitment | Secure 1,000 new homes at London Living Rent by 2022 | | | | | | |
| Leo Pollak | PTB8 | ME | Number of new homes secured at London Living Rent | 0 | 0 | 0 | 53 | 53 | tbv |
| Leo Pollak | PTB8 | Year-end commentary | We have approved 53 homes at London Living Rent at the Elephant and Castle Shopping Centre. In addition, another 510 intermediate units were approved in FY18/19. | | | | | | |
| Johnson Situ | PTB9 | Commitment | Build a new library and GP Health Centre on the Aylesbury Estate and secure funding to support residents through the regeneration | | | | | | |
| Johnson Situ | PTB9 | MI | Complete construction of library and GP by end FY 21/22 | In progress | In progress | In progress | In progress | Contractor appointed. | Commence on site work |
| Johnson Situ | PTB9 | MI | Develop and agree provision of community support for Aylesbury regeneration by end FY19/20 | In progress | In progress | In progress | In progress | Community consultation commenced | Commence scoping of work |
| Johnson Situ | PTB9 | Year-end commentary | AYLESBURY LIBRARY: Preferred contractor identified. Process of value engineering underway. Construction start delayed until Winter 2019. Good progress on community development discussions including drafting of Social Regeneration Charter. Priorities for FY19/20 include: (1) Build contract let and start on site by end of calendar year with completion by November '21. (2) Report on the future community body to replace the Creation Trust expected by November 2019. | | | | | | |
| Johnson Situ | PTB10 | Commitment | Campaign for three new tube stations on the Old Kent Road including one at Bricklayers Arms | | | | | | |
| Johnson Situ | PTB10 | MI | Continue to support engagement, research, advocacy and communication efforts in support of the opportunities for having three (instead of two) new tube stations on the Old Kent Road. | In progress | Completed | | | Completed | Commission study into impact on Council tax and business rate revenues resulting from a third station. Commission independent review of TfL business case and cost benefit analysis once published in Dec.2018. |
| Johnson Situ | PTB10 | Year-end commentary | Campaign work is now complete. Ongoing community engagement and online activity related to the website continues | | | | | | |
| Richard Livingstone | GB1 | Commitment | Make Southwark carbon neutral by 2050 | | | | | | |
| Richard Livingstone | GB1 | MI | Refresh the 2011 Energy and Carbon Strategy, in consultation with stakeholders. This will set out a new baseline and targets up to 2050. | In progress | In progress | In progress | Draft strategy paper produced, but this is now being revised due to the Climate Emergency Council motion, and the acceleration of targets in 2020. | In progress | Refreshed strategy produced |

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| Richard Livingstone / Leo Pollak | GB7 | Commitment | Support the creation of community led sustainable energy projects on estates to help residents reduce their energy bills | | | | | | | | | | |
| Richard Livingstone / Leo Pollak | GB7 | MI | Develop the offer | Not started | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Initial scoping and options paper - Dec 18 |
| Richard Livingstone / Leo Pollak | GB7 | Year-end commentary | The Building Research Establishment report indicated solar schemes not financially viable, nevertheless we are exploring further option in line with the councils carbon reduction targets. We will assess installation cost at Juniper and Haddonhall and agree decision making process for the pilots in the second half of 2019/20. | | | | | | | | | | |
| Richard Livingstone | GB8 | Commitment | Improve our high streets with timed waste collection | | | | | | | | | | |
| Richard Livingstone | GB8 | MI | One timed waste scheme operational in Walworth Road and another in progress at Rye Lane. | n/a | n/a | Completed | Completed | Completed | Completed | Completed | Completed | Completed | Rye Lane timed waste scheme fully implemented |
| Richard Livingstone | GB8 | MI | List of future locations to be published by Cabinet Member | n/a | n/a | In progress | In progress | Completed | Completed | Completed | Completed | Completed | List published |
| Richard Livingstone | GB8 | ME | Roll-out of timed collections to new town centre locations | n/a | n/a | Completed | Completed | Completed | Completed | Completed | Completed | Completed | 1 |
| Richard Livingstone | GB8 | Year-end commentary | Timed collections implemented in Walworth Road and Rye Lane. Assessment and locations report completed. Camberwell area announced as next planned timed bin collection. | | | | | | | | | | |
| Richard Livingstone | GB9 | Commitment | Reduce the use of commercial bins and stop rubbish sitting out for longer than it needs to be | | | | | | | | | | |
| Richard Livingstone | GB9 | MI | Borough-wide survey to establish the number of commercial waste bins on public highway | Not started | Not started | Not started | Not started | Not started | Not started | Not started | Not started | Not started | Survey completed |
| Richard Livingstone | GB9 | Year-end commentary | Borough wide survey was completed in March 2019 (total of 128 wheelee bins & 402 eurobins). | | | | | | | | | | |
| Rebecca Lury | GB10 | Commitment | Protect Southwark's biodiversity and make nature accessible for all | | | | | | | | | | |
| Rebecca Lury | GB10 | MI | Produce a new Biodiversity Action Plan (BAP) for Southwark from 2020 -2025 | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Workshops held with stakeholders and an outline draft of the New BAP has been produced. |
| Rebecca Lury | GB10 | MI | Develop borough biodiversity promotion & accessibility plan with the Southwark biodiversity Partnership | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Preliminary discussions with the Southwark Biodiversity Partnership have taken place and the promotion and accessibility plan has been woven into the main BAP document. |
| Rebecca Lury | GB10 | MI | Protect Southwark's Site of Importance for Nature Conservation (SINC) sites through planning policy | Not started | Not started | In progress | In progress | In progress | In progress | In progress | In progress | In progress | 83% of SINC sites in positive management 7th in England. SC in top 10 since 2008. |
| Rebecca Lury | GB10 | Year-end commentary | Our third sector partners will be delivering the vast majority of the promotion & accessibility moving forward and KPIs around this have been included in 4 year management agreements for those managing sites on behalf of the council. | | | | | | | | | | New Southwark Plan Policies adopted (planning) |
| Kieron Williams | GB11 | Commitment | End single use plastic in the council | | | | | | | | | | |
| Kieron Williams | GB11 | MI | In conjunction with partners and stakeholders, develop a policy and action plan for ending single use plastic in the council | In progress | In progress | In progress | In progress | Completed | Completed | Completed | Completed | Completed | Mar-19 |
| Kieron Williams | GB11 | Year-end commentary | A single use plastic strategy was approved by cabinet on 30 April 2019. All plastic containers, cutlery and stirrers have been replaced with vegware or bamboo. in the Unity Cafe. And 100% plastic free cups are now provided which will be launched on 12 June 2019 as the first London council to do so. | | | | | | | | | | |
| Richard Livingstone | GB12 | Commitment | Halve single use plastic in the borough | | | | | | | | | | |
| Richard Livingstone | GB12 | MI | In conjunction with partners and stakeholders, development a strategy paper and action plan for halving single use plastic within the borough. | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Strategy developed |
| Richard Livingstone | GB12 | Year-end commentary | Public consultation and engagement with partners will be taking place in Q1 and Q2, with further events and action taking place in Q3 and Q4. | | | | | | | | | | |

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| Stephanie Cryan | FE1 | Year-end commentary | At the Southwark Business Forum's March meeting, members discussed agenda items focused on "Southwark's place in the world". The June meeting will centre on opportunities for the Forum's involvement in the development of our refreshed Economic Wellbeing Strategy. Currently exploring options for the future role of the forum and developing a forward plan for 2019/20. The Southwark Skills Partnership have agreed to develop a coordinated all age IAG offer, focus on improving sector specific routes, and work with employers and training providers to develop a programme of events/work experience/apprenticeship opportunities in key sectors. GROW (St Giles) and GRFW (Inspire) continue to perform to a high level supporting medium and high need clients aged 16-24, with both projects meeting their targets. Following contract extensions, both contracts are now running until September 2019, to align with new Southwark Works Framework contracts. Though there have been delays to the Better Placed programme due to challenges in appointing a suitable candidate for the project manager role, ongoing work is taking place to develop in-work progression support across Southwark, Lambeth and Lewisham. | | | | | | |
| Stephanie Cryan | FE2 | Commitment | Help 5,000 more people into work and create 2,500 new apprenticeships | | | | | | |
| Stephanie Cryan | FE2 | ME | Support 5,000 residents into work | 310 | 387 | 326 | 572 | 1595 | 1,250 |
| Stephanie Cryan | FE2 | ME | Create 2,500 apprenticeships | 107 | 71 | 72 | 457 | 706 | 600 |
| Stephanie Cryan | FE3 | Commitment | Double the number of employers who pay the London Living Wage | | | | | | |
| Stephanie Cryan | FE3 | ME | New Living Wage Accredited Employers (April 2018 baseline = 121) | 6 | 4 | 6 | 7 | 23 | 20 |
| Stephanie Cryan | FE3 | Year-end commentary | We continue to work with the Living Wage Foundation in developing the first Living Wage Zone and leading on the exploration of using planning regulations to support the Living Wage. Southwark is also a pilot for 'Making a Living Wage Place' and we are currently developing a Living Wage Place Action Group to help progress Southwark into becoming a Living Wage borough. | | | | | | |
| Johnson Situ | FE4 | Commitment | Make Old Kent Road and Canada Water London Living Wage Zones | | | | | | |
| Johnson Situ | FE4 | MI | Develop delivery plans for creation of Living Wage Zones in OKR | Not started | Not started | In progress | In progress | In progress | In progress |
| Johnson Situ | FE4 | MI | Develop delivery plans for creation of Living Wage Zones in Canada Water | Not started | Not started | In progress | In progress | In progress | In progress |
| Johnson Situ | FE4 | Year-end commentary | OLD KENT ROAD: OKR social regeneration charter to be completed by Q3 FY19/20 with ambition for local economy development including promotion of Living Wage Zones. CANADA WATER: We will continue to ensure that the commitments in the CW SR Charter regarding living wage zones are implemented. | | | | | | |
| Stephanie Cryan | FE5 | Commitment | Make Southwark the first Equal Pay Borough so all our contractors must publish their gender pay gap and plans to reduce it | | | | | | |
| Stephanie Cryan | FE5 | MI | Refresh the Fairer Futures Procurement Strategy and accompanying procurement and contract monitoring guidance documentation | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Stephanie Cryan | FE5 | Year-end commentary | The Fairer Future Procurement Framework approved at the June 2019 Cabinet meeting sets out the how the procurement of council contracts and suppliers will be undertaken to high ethical, responsible and sustainable standards. | | | | | | |
| Stephanie Cryan | FE6 | Commitment | Introduce a Southwark Good Work Standard | | | | | | |
| Stephanie Cryan | FE6 | MI | Deliver a Good Work campaign that focuses on fair pay, equality and good work | In progress | In progress | In progress | In progress | In progress | 2018/19 |
| Stephanie Cryan | FE6 | Year-end commentary | The launch of the Mayor's Good Work Standard is now expected to take place in Q1 2019/20. We continue to work with the Greater London Authority as a champion organisation, to develop and test the Mayor's Good Work Standard. | | | | | | |
| Stephanie Cryan | FE7 | Commitment | Only work with companies that will recognise trade unions, pay the London Living Wage and do not use harmful zero hours contracts | | | | | | |
| Stephanie Cryan | FE7 | MI | Refresh the Fairer Futures Procurement Strategy and accompanying procurement and contract monitoring guidance documentation | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Stephanie Cryan | FE7 | MI | Investigate potential to add additional reporting capabilities to the contract register software to incorporate London Living Wage and other social value metrics | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Stephanie Cryan | FE7 | Year-end commentary | The Fairer Future Procurement Framework was approved in June 2019. It sets out the council ambitions to achieve additional value from contractual spend to benefit the local area, economy, health and wellbeing of residents. The council has invested in a Social Value Portal to provide a clear record of social value commitments that will form part of the contract. Any successful tenderer would be able to use the portal to record their delivery against these commitments as part of contract management and monitoring. | | | | | | |
| Stephanie Cryan | FE8 | Commitment | Establish an Innovation Fund to invest in the Southwark's entrepreneurs of the future | | | | | | |

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| Stephanie Cryan | FE8 | MI | Consultation on a Southwark Pioneers Fund | In progress | In progress | In progress | In progress | Completed | Completed | 2018/19 |
| Stephanie Cryan | FE8 | Year-end commentary | The completed consultation is now shaping the final details of the fund which will launch in 19/20. | | | | | | | |
| Stephanie Cryan | FE9 | Commitment | Make sure everyone has a basic qualification in English and maths and that residents have the digital skills to get the jobs of the future | | | | | | | |
| Stephanie Cryan | FE9 | MI | Develop an action plan to support digital skills at all levels | In progress | In progress | In progress | In progress | In progress | In progress | 2018/19 |
| Stephanie Cryan | FE9 | MI | Adopt a system of defining basic English and Maths qualifications | In progress | In progress | In progress | In progress | Achieved | Achieved | 2018/19 |
| Stephanie Cryan | FE9 | MI | Review the Southwark Adult Learning Service including how it can best support opportunities to acquire basic literacy and numeracy qualifications | In progress | In progress | In progress | In progress | In progress | Achieved | 2018/19 |
| Stephanie Cryan | FE9 | MI | Map current provision that supports gaining basic qualifications | In progress | In progress | In progress | In progress | Achieved | Achieved | 2018/19 |
| Stephanie Cryan | FE9 | Year-end commentary | Work has commenced on the digital skills plan and mapping but due to a wide diversity in provision, and lack of existing forums to effectively engage key stakeholders, the draft action plan will now be presented in Q1 2019/20. | | | | | | | |
| Stephanie Cryan | FE10 | Commitment | Provide one to one support for low paid workers to help them get better paid jobs and improve access to financial support to those who need additional funding for courses | | | | | | | |
| Stephanie Cryan | FE10 | ME | Employed residents supported into better paid or improved quality jobs through the Routeways project | 22 | 22 | 18 | 4 | 66 | 66 | 60 |
| Stephanie Cryan | FE10 | MI | Integration of support for low paid workers into new Southwark Works Framework | In progress | In progress | Completed | - | Completed | Completed | 2018/19 |
| Stephanie Cryan | FE10 | Year-end commentary | To date, 162 in-work participants have been engaged with Routeways, with 66 supported into better paid or improved quality jobs. | | | | | | | |
| Stephanie Cryan | FE11 | Commitment | Deliver at least 500 new affordable business spaces | | | | | | | |
| Stephanie Cryan | FE11 | ME | Plan for delivery of at least 75 new affordable business spaces per year | tbc | tbc | 80 | 86 | Achieved | Achieved | 100 |
| Stephanie Cryan | FE11 | Year-end commentary | The count includes Peckham Palms, Mountview Theatre School and Rotherhithe Police Station. In addition we have commissioned a detailed study to support and shape programme, including prospectus to guide developers as regards council's quality requirements, to report in the Q2 2019/20. | | | | | | | |
| Stephanie Cryan | FE12 | Commitment | Make sure that 500 young people from low income backgrounds get paid internships with London's best employers | | | | | | | |
| Stephanie Cryan | FE12 | MI | Consultation with employers currently delivering good quality internships | In progress | In progress | In progress | Completed | Completed | Completed | 2018/19 |
| Stephanie Cryan | FE12 | MI | Undertake a review of existing internship programmes currently being delivered by the council and its key stakeholders | In progress | In progress | In progress | Completed | Completed | Completed | 2018/19 |
| Stephanie Cryan | FE12 | Year-end commentary | Internal mapping of existing programmes has been undertaken and a range of employers, including other local authorities, internship providers, local schools and universities have been engaged and consulted. A report will be brought to Cabinet in July 2019 to formally approve the delivery strategy, including the introduction of a council internship scheme. | | | | | | | |
| Rebecca Lury | FE13 | Commitment | Establish a Creative Enterprise Zone in Camberwell and Peckham to support artists, producers and other creative small businesses | | | | | | | |
| Rebecca Lury | FE13 | MI | Submit CEZ application to GLA | Bid developed | Bid completed | Bid unsuccessful | Bid unsuccessful | Bid unsuccessful | Bid unsuccessful | Announcement of CEZ designation by GLA |
| Rebecca Lury | FE13 | MI | Develop CEZ subject to successful GLA funding bid. | Not started | Not started | Alternative proposal in development | Alternative proposal agreed | Alternative proposal agreed | Alternative proposal agreed | Delivery of action plan begins |
| Rebecca Lury | FE13 | Year-end commentary | The alternative proposal to create a borough wide creative enterprise programme has been agreed and will begin implementation from Q1 2019/20. | | | | | | | |
| Richard Livingstone | HL1 | Commitment | Make walking fun, safe and accessible by developing a green walking network | | | | | | | |

| Richard Livingstone | HL1 | MI | Deliver promotional campaign for green walking route | In progress | In progress | Campaign on active travel commenced | Campaign in progress | Campaign on active travel on walking and cycling in borough completed. | Campaign commenced |
|---------------------|-----|---------------------|--|-------------|-----------------|-------------------------------------|----------------------------|---|---|
| Richard Livingstone | HL1 | Year-end commentary | Southwark Movement Plan has been adopted by Cabinet in April 2019 which includes an action to establish a walking network. The council to set up a walking joint steering group to support the development of the network. | In progress | In progress | | | | |
| Jasmine Ali | HL2 | Commitment | Protect adult mental health services | | | | | | |
| Jasmine Ali | HL2 | MI | Ensure that the Southwark Joint Mental Health and Wellbeing strategy is delivered as per action plan | In progress | In progress | In progress | In progress | 1 - Wellbeing hub review completed 2 - public event to launch year two of the strategy co-designed and date agreed 3 - annual report to be presented at Health and Wellbeing Board in June | 1 - Wellbeing hub review to be completed 2 - public event to launch year two of the strategy to be co-designed 3 - annual report to be published, summarising quarterly monitoring baseline |
| Jasmine Ali | HL2 | ME | Number of people being supported in the community by the Southwark Mental Health and Wellbeing Hub | n/a | being baselined | being baselined | being baselined | 2793 | baseline |
| Jasmine Ali | HL2 | Year-end commentary | Of the 2793 people supported by the mental health and Wellbeing Hub, 87% did not need specialist/social work intervention and could therefore be supported by the Hub with drop-in sessions, workshops on employment, one-to-one or group support and peer support. | | | | | | |
| Evelyn Akoto | HL3 | Commitment | Deliver a loneliness prevention strategy | | | | | | |
| Evelyn Akoto | HL3 | MI | Deliver a Southwark loneliness prevention strategy by end FY19/20 following publication of national strategic plan on loneliness. | In progress | In progress | In progress | Steering Group established | Steering Group established | Establish Steering Group to develop strategy |
| Evelyn Akoto | HL3 | MI | Review impacts of Age Friendly borough Action Plan | In progress | In progress | Completed | - | Completed | Review commenced |
| Evelyn Akoto | HL3 | Year-end commentary | LONELINESS STRATEGY: The engagement process for the local strategy has commenced with the steering group and meetings taking place. Priorities for FY19/20 include completion of strategy and a series of community and staff engagement events. AGE FRIENDLY BOROUGH: For 19/20 priorities are an updated action plan and the establishment of a working group to oversee implementation. | | | | | | |
| Evelyn Akoto | HL4 | Commitment | Train mental health first aiders | | | | | | |
| Evelyn Akoto | HL4 | MI | Ensure at least 100 high priority staff in Southwark Council trained in mental health first aid by FY21/22 | In progress | In progress | In progress | Completed | Programme commissioned | Commission mental health first aid programme |
| Evelyn Akoto | HL4 | MI | Work with local mental health charities and SLAM to develop an ongoing Council-wide mental health awareness and stigma programme for all staff by end FY19/20 | In progress | In progress | In progress | Completed | Work with SLAM complete | Scope programme with SLAM and other partners |
| Evelyn Akoto | HL4 | MI | Work with a range of community stakeholders, including VCS organisations and businesses, to deliver a community training offer which builds local capacity and promotes mental health | In progress | In progress | In progress | Completed | Programme scoped with local VCS organisations | Scope programme |
| Evelyn Akoto | HL4 | Year-end commentary | SLAM has been commissioned to deliver MHFA training to 100 public-facing staff in 2019/20. The process of selecting appropriate staff is under development with managers across the council. Training sessions will be run approximately once a month from June onwards. OT, supported by Public Health officers, are in the final stages of a procurement process to deliver a council-wide mental health awareness training offer (among other things). Southwark Council signed the Time to Change employer pledge in 2018/19 to contribute to the delivery of this commitment. A programme of Employee Health and Wellbeing Champions (some of which will be mental wellbeing champions) is being developed for implementation in 2019/20. Public health officers have worked with Southwark CCG (who commission SLAM) to develop a 2019-2020 service proposal which includes mental health awareness training to voluntary and community sector staff, an offer for local businesses and faith groups; including two community development pilots focused on culture/community based engagement and peer support groups to build community capacity; in line with Southwark's Joint Mental Health and Wellbeing Strategy aims. Based upon the results of uptake and evaluation from 2019-2020 activities there will be opportunity to further refine the offer. | | | | | | |
| Richard Livingstone | HL5 | Commitment | Create a network of accessible toilets and baby changing facilities | | | | | | |
| Richard Livingstone | HL5 | MI | Update current toilet provision data and publicise on the web site | In progress | In progress | In progress | In progress | Draft complete with full rollout imminent | To create a map which outlines the current network of accessible toilets and baby changing facilities. |
| Richard Livingstone | HL5 | Year-end commentary | Pilot web page delivered in Q4 with mapping of current provision. The way the information is presented is being improved as part of the wider roll-out. | | | | | | |
| Jasmine Ali | HL6 | Commitment | Open two nursing homes | | | | | | |
| Jasmine Ali | HL6 | MI | Secure planning permission, construct and open two new nursing homes providing high quality care in Southwark | In progress | In progress | In progress | Not achieved | Still awaiting decision of planning permission | Planning permission agreed |

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|-------------------------------|------|---------------------|---|-----------|-------------|---|------------------------|---|--|
| Jasmine Ali | GSL4 | ME | Southwark assessment averages at every stage | n/a | n/a | EFYSP - 75.2% PSC - 85%; KS1 Reading - 79%; KS1 Writing - 74%; KS1 Maths - 78%; KS2 RWM - 69%; KS4 Attainment 8 Score - 49% | - | EFYSP - 75.2% PSC - 85%; KS1 Reading - 79%; KS1 Writing - 74%; KS1 Maths - 78%; KS2 RWM - 69%; KS4 Attainment 8 Score - 50.2% | Exceed the London averages |
| Jasmine Ali | GSL4 | ME | Percentage of Southwark Schools exceeding London averages at every stage | n/a | n/a | EFYSP - 49%; PSC - 51%; KS1 Reading - 53%; KS1 Writing - 61%; KS1 Maths - 50%; KS2 RWM - 47%; KS4 Attainment 8 Score - 48% | - | EFYSP - 49%; PSC - 51%; KS1 Reading - 53%; KS1 Writing - 61%; KS1 Maths - 50%; KS2 RWM - 47%; KS4 Attainment 8 Score - 48% | baseline - Southwark Council Schools |
| Jasmine Ali | GSL4 | Year-end commentary | The London averages exceed national averages at every level of assessment, so whilst Southwark consistently outperforms national averages our aspiration is now to also outperform London. Across all pupils, Southwark outperformed London in all areas except KS1 Maths where we were one percentage point below London and KS2 RWM Combined where we were also one percentage point behind London. Across all schools the results were mixed with around half of Southwark schools outperforming the London averages. This is the very first year of this indicator and where performance at the various key stages have been looked at in this way. This indicator will evolve over 2019/20. | | | | | | |
| Jasmine Ali | GSL5 | commitment | Protect funding for mental health services for children and young people and find ways to change and improve services so that more children get the support they need when they need it | | | | | | |
| Jasmine Ali | GSL5 | ME | Ensure that council funding for CAMH services is protected and increased in line with inflation | Completed | - | | | | Achieved |
| Jasmine Ali | GSL5 | MI | Work with Southwark NHS CCG to implement the recommendations of the Southwark Joint Review | n/a | In progress | | In progress | In progress | Achieved |
| Jasmine Ali | GSL5 | ME | Reduce waiting times for services | n/a | n/a | Awaiting data from NHS | Awaiting data from NHS | Awaiting data from NHS | 18/19 performance to be used as a baseline |
| Jasmine Ali | GSL5 | ME | Improved access to services | n/a | n/a | 26% | 26.40% | 25.40% | 25.40% NHSE - 35% |
| Jasmine Ali | GSL5 | ME | Improved emotional wellbeing amongst CYP through an in investment in universal and targeted services | n/a | n/a | In progress | In progress | In progress | In progress |
| Jasmine Ali | GSL5 | ME | Emotional Health and Wellbeing Support Services in Southwark Schools - number and percentage of schools | n/a | n/a | In progress | In progress | In progress | In progress |
| Jasmine Ali | GSL5 | ME | Parental Support Services - support satisfaction survey | n/a | n/a | In progress | In progress | In progress | In progress |
| Jasmine Ali | GSL5 | Year-end commentary | Improved access to services - The reported CYP MH access figures for Southwark do not include activity from the newly commissioned provider of on-line counselling, Kooth, so there will be a slight increase but this will only affect Q4 figures, which are not yet available. Improved emotional wellbeing amongst CYP through an in investment in universal and targeted services - Visits to exemplar sites have been carried out and the learning from these lessons of best practice is being incorporated into our local services. Emotional Health and Wellbeing Support Services in Southwark Schools - Council Assembly agreed a 2019/20 budget that includes investment of £2 million in schools to support improved access to help. To support the investment in schools a survey is being undertaken to understand the current support that is available and the outputs from the survey will support targeted investment. Parental Support Services - Reporting currently shows overall satisfaction in relation to the Friends and Family Test of 77.68% being positive that they would recommend the service to family or friends. | | | | | | |
| Jasmine Ali | GSL6 | Commitment | Continue to invest in early intervention and keep children and families' centres open | | | | | | |
| Jasmine Ali | GSL6 | MI | Keeping Families Strong Strategy - our partnership investment strategy | n/a | n/a | In progress | In progress | Completed | Completed |
| Jasmine Ali | GSL6 | ME | Children and Families Centres | 16 | 16 | 16 | 16 | 16 | 16 |
| Jasmine Ali | GSL6 | ME | Number of children aged 0-4 per children's centre | 1,240 | 1,240 | 1,240 | 1,240 | 1,240 | Under 1,500 |
| Jasmine Ali | GSL6 | Year-end commentary | We have implemented the reorganisation of Family Early Help Service and launched the Keeping Families Stronger Strategy. Number of children aged 0-4 per children's centre - we also measure the numbers of children and families who are sustaining involvement with Children and Families Centres (4 or more visits). Our ability to measure the work in Children and Families Centres has been assisted with the recent upgrade of our case management system and reports are being developed to extract reach and volume measures along with group activity work. | | | | | | |
| Jasmine Ali / Stephanie Cryan | GSL7 | Commitment | Guarantee education, employment or training for every care leaver | | | | | | |
| Jasmine Ali / Stephanie Cryan | GSL7 | MI | Offer of education, employment or training for every Southwark care leaver | n/a | n/a | In progress | In progress | Delivery Framework agreed | Delivery Framework agreed |

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| Jasmine Ali / Stephanie Cryan | GSL7 | ME | Percentage and number of offers | n/a | 87% | 83% | 82% | 92% | baseline |
| Jasmine Ali / Stephanie Cryan | GSL7 | ME | Percentage and number of take up | n/a | 63% | 58% | 59% | 59% | baseline |
| Jasmine Ali / Stephanie Cryan | GSL7 | ME | Number of Care Leaver Apprentices in-borough | n/a | In progress | In progress | 7 | 7 | baseline |
| Jasmine Ali / Stephanie Cryan | GSL7 | Year-end commentary | Currently the council does not collect data in a reportable form of EET opportunities that have been offered. A proxy measure has been used of care leavers we are in touch with. This is very good against statistical neighbours. The target on apprenticeships will be widened to also count all care leavers in council commissioned apprenticeships. | | | | | | |
| Victoria Mills | GSL8 | Commitment | Open a new secondary school at Borough by 2019 | | | | | | |
| Victoria Mills | GSL8 | MI | Work with developer to design and deliver new secondary school in Borough | In progress | In progress | In progress | In progress | In progress | Developer begins construction work on new school |
| Victoria Mills | GSL8 | Year-end commentary | Work in progress with temporary accommodation ready for Sept 2019. | | | | | | |
| Jasmine Ali | GSL9 | Commitment | Increase activity by introducing a 'daily mile' in all primary schools | | | | | | |
| Jasmine Ali | GSL9 | MI | Daily Mile in Southwark Primary Schools Programme | n/a | Some of our schools already offer this. Some, for e.g. as "a daily mile", others as structured physical activities, etc. | On track to have an offer for schools developed and launched by the end of March. | Offer developed and launched | Programme agreed- achieved | Develop and agree the programme - Education, Public Health, Leisure Services and all Southwark Primary Schools |
| Jasmine Ali | GSL9 | ME | Percentage and number of Primary Schools participating in the programme | n/a | 28% (21 schools) | 28% (21 schools) | 28% (21 schools) | 28% (21 schools) | baseline |
| Jasmine Ali | GSL9 | Year-end commentary | The Daily Mile is defined as 15 minutes of jogging or running outside the classroom at a child's own pace an average of three times per week. Milestones for the next financial year could include: - signing up all priority schools to the Daily Mile website - identifying which schools could apply for accreditation to be a Healthy School London (accreditation cannot be achieved without signing up to deliver a daily mile or its equivalent) - supporting those identified schools to achieve their Healthy Schools London accreditation | | | | | | |
| Victoria Mills | GSL10 | Commitment | Introduce an affordable childcare loan scheme | | | | | | |
| Victoria Mills | GSL10 | MI | Outline scope and principles of childcare loan scheme | In progress | In progress | Completed | - | Completed | Oct-18 |
| Victoria Mills | GSL10 | MI | Complete feasibility study | In progress | In progress | In Progress | In Progress | In Progress | May-19 |
| Victoria Mills | GSL10 | Year-end commentary | The council has conducted consultation and engagement with residents in receipt of existing support to assess the feasibility and capacity for benefits associated with a childcare loan scheme. | | | | | | |
| Richard Livingstone | SC1 | Commitment | Campaign for TfL to make all roads in the borough 20mph and support Vision Zero to end road deaths in Southwark | | | | | | |
| Richard Livingstone | SC1 | MI | 20mph on TfL roads in congestion charging zone | In progress | In progress | In progress | In progress | Lobbying with TfL ongoing | Campaign commenced |
| Richard Livingstone | SC1 | MI | 20mph on TfL roads across the borough | In progress | In progress | In progress | In progress | Lobbying with TfL ongoing | Campaign commenced |
| Richard Livingstone | SC1 | MI | Improve road safety by reducing the number of killed and seriously injured | In progress | In progress | In progress | In progress | Work on appropriate metric is ongoing | baseline - reduction to be determined through further work |
| Richard Livingstone | SC1 | Year-end commentary | On 24 July 2018 TfL announced that all TfL roads within the Congestion Charging Zone will have 20mph speed limits by 2020. We continue to work with TfL to introduce 20mph on all TfL roads including Old Kent Road, Peckham High Street. TfL has now commenced consultation on the 20mph targets. | | | | | | |
| Evelyn Akoto | SC2 | Commitment | Work with communities to find local solutions that help young people stay away from knives | | | | | | |
| Evelyn Akoto | SC2 | MI | Deliver the Year 1 Council Actions in the refreshed 'Knife Crime and Serious Violence' action plan | In progress | In progress | In progress | In progress | 50% complete | Mar-19 |

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| Evelyn Akoto | SC2 | MI | Create a Southwark Priority Crime Data Profile Dashboard to include Serious Youth Violence and Knife Crime | In progress | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Evelyn Akoto | SC2 | MI | Review and refresh our current support offer on serious youth violence and knife crime | In progress | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Evelyn Akoto | SC2 | MI | Consultation and engagement with parents and carers including those who have directly experienced knife crime | In progress | In progress | In progress | In progress | Completed | In progress | Mar-19 |
| Evelyn Akoto | SC2 | MI | Consultation and engagement with young people to identify the key issues including those who have direct experience as victims and perpetrators and family members. | In progress | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Evelyn Akoto | SC2 | MI | Monitor, evaluate and map the Universal knife crime/violence awareness programmes across educational establishments in the borough | Not started | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Evelyn Akoto | SC2 | Year-end commentary | The remaining Year 1 actions from the Knife Crime and Serious Violence plan will be completed by September 2019. The review of our current support offer has led to a simplifying of our operational partnership activity in relation to violence and vulnerability, bringing together many crime types and criminal exploitation under a single category of Community Harm and Exploitation with a more integrated approach to working. By September 2019 a delivery plan for ongoing work on community harm and exploitation will be underway. The second Youth Voice event in March 2019 was attended by over 100 school students including those excluded from mainstream education. Delivery of the Breaking Barriers Southwark Youth programme continues including outreach by the Southwark Young Advisors speaking to young people in their own neighbourhoods. This enables resources to be focused on localities of concern and offering to link young people into a wide range of activities and services in their area. The Safer Routes initiative was successfully piloted during February half term and Easter; this initiative provides visible support to young people when they feel most at risk between 3pm and 6pm travelling home from school. The Positive Futures Grant Fund was launched on 26th March 2019 open to community organisations to apply for funding to deliver activity co-designed with young people. | | | | | | | |
| Evelyn Akoto | SC3 | Commitment | Have zero-tolerance of hate crime | | | | | | | |
| Evelyn Akoto | SC3 | MI | Develop a new partnership Local Delivery Plan and an appropriate training offer | In progress | In progress | In progress | In progress | In progress | In progress | Jan-19 |
| Evelyn Akoto | SC3 | MI | Launch hate-crime awareness-raising communications campaign and the 'Stronger Southwark' communities project fund for first round of applications | Not started | Not started | Not started | Not started | Not started | Not started | Mar-19 |
| Evelyn Akoto | SC3 | Year-end commentary | Delivery has included Hate Crime Awareness Week (awareness-raising stalls reaching 200+ council staff, residents, and commuters, and distribution of promotional materials to 44 community, voluntary and faith groups), and the delivery of positive in-school projects, promoting diversity and tolerance and tackling the dangers of prejudice, which have reached more than 1,400 young people since March 2017. Bespoke hate-crime workshops are also being trialled across five Southwark primary schools, and have so far engaged 120+ young people. Refresh of the local Hate Crime Strategy document and supporting communication and training campaign has been delayed, and is now envisaged for launch by October 2019. Commencement of the first round of the community-project fund is now intended take place in tandem with the launch of the 'Southwark Stronger Together' programme in October 2019. | | | | | | | |
| Kieron Williams | SC4 | Commitment | Work with housing associations and private landlords to get them to publish fire risk assessments online | | | | | | | |
| Kieron Williams | SC4 | MI | Gain commitments from HAs in Southwark by March 2019 to publish their FRAs online by March 2020 | Not started | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Victoria Mills | SC4 | MI | Gain commitment from private landlords in Southwark as part of the Gold standard accreditation | n/a | n/a | n/a | n/a | In progress | In progress (undertaking consultation) | Undertaking consultation |
| Kieron Williams | SC4 | Year-end commentary | Consultation for the Gold Standard is in progress (SEE PCH 11). We have written to all HA's Housing Associations requesting to start the process for the publishing of FRA's online. LFB have also been contacted for guidance and engagement. | | | | | | | |
| Evelyn Akoto | SC5 | Commitment | Tackle extremism, support people at risk and work with our communities to prevent radicalisation | | | | | | | |
| Evelyn Akoto | SC5 | MI | Work with communities to deliver the Southwark Prevent Programme | In progress | In progress | In progress | In progress | Completed | Completed | Mar-19 |
| Evelyn Akoto | SC5 | MI | Launch the 'Stronger Southwark' communities project fund for first round of applications | In progress | In progress | In progress | In progress | In progress | In progress | Mar-19 |
| Evelyn Akoto | SC5 | ME | Deliver support and training offer in at least 30 Southwark schools and education settings, reaching at least 900 educational staff | 602 staff in 19 settings | 554 staff in 16 settings | 714 staff in 22 settings | 444 staff in 23 settings | | 2,314 staff in 80 settings | 900 staff |
| Evelyn Akoto | SC5 | Year-end commentary | Delivery of the borough's wide-ranging Prevent programme, working together with communities and partners to safeguard vulnerable people from radicalisation and extremism, is ongoing. All individual work streams under the Prevent local delivery plan for 2018/19 have either been completed or have been commenced and are running on an ongoing basis. Prevent training has reached more than 2,300 staff across 89 schools, colleges, and education settings. The launch of the communities project fund now intended to take place in tandem with the launch of the 'Southwark Stronger Together' programme in October 2019. | | | | | | | |
| Evelyn Akoto | SC6 | Commitment | Develop a Violence Against Women and Girls strategy to tackle all forms of gender based violence | | | | | | | |
| Evelyn Akoto | SC6 | MI | Develop a 'Violence Against Women and Girls' strategy and an action plan | In progress | In progress | In progress | In progress | In progress | In progress | Dec-18 |
| Evelyn Akoto | SC6 | Year-end commentary | The Strategy is being progressed and is expected to be agreed in July 2019. To date over 30 organisations/services have taken part in the consultation. | | | | | | | |
| Evelyn Akoto / Richard Livingstone | SC7 | Commitment | Tackle problems like moped crime by working with the police and increasing moped anchors to secure bike safety | | | | | | | |
| Evelyn Akoto | SC7 | MI | Deliver a joint campaign with the police to tackle MOPED enabled crime in the borough | In progress | In progress | In progress | In progress | Completed | Completed | Mar-19 |

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| Richard Livingstone | SC7 | ME | Increase no. of moped anchor points to address moped enabled crime | In progress | In progress | In progress | In progress | In progress | Scoping of project and current provision |
| Richard Livingstone | HL13 | MI | Review existing motorcycle parking bays for need and suitability | In progress | In progress | Completed | Completed | Completed | complete review |
| Richard Livingstone | SC7 | MI | Number of secure motorcycle parking facilities delivered | n/a | n/a | n/a | n/a | Scoping and review of current facilities complete | Scoping out current provision |
| Evelyn Akoto / Richard Livingstone | SC7 | Year-end commentary | Review of issue and scoping completed. Targets areas for future years to be related to emerging policy through the Movement Strategy where additional locking points will contribute to target of 'Improving safety and sense of safety on our streets' | | | | | | |
| Rebecca Lury | SC8 | Commitment | Re-open the Blue Youth Club and Community Centre in Bermondsey | | | | | | |
| Rebecca Lury | SC8 | MI | Re-open the Blue Youth Club and Community Centre in Bermondsey | In progress | In progress | In progress | In progress | Specification developed and application process agreed | Centre opened with a range of community activities including universal youth provision |
| Rebecca Lury | SC8 | Year-end commentary | The specification for the service for the Blue Youth and Community Centre has been developed and application process agreed, the opportunity to lease the Youth club and deliver services was advertised in May 2019, applications were received and evaluated, recommendation and final decision going through a formal approval process. To be completed by July 2019. | | | | | | |
| Richard Livingstone | SC9 | Commitment | Deliver new safe pedestrian crossings including at the junction of Lordship Lane and Dulwich Common | | | | | | |
| Richard Livingstone | SC9 | ME | Number of controlled crossings delivered | 4 | 2 | 1 | 4 | 11 | 5 |
| Richard Livingstone | SC9 | ME | Number of uncontrolled crossings delivered | 0 | 0 | 3 | 17 | 20 | 20 |
| Richard Livingstone | SC9 | MI | Lobby TfL for provision of pedestrian improvements at junction of Lordship Lane and Dulwich Common | In progress | In progress | In progress | In progress | Lobbying successful and TfL will implement but scheme currently delayed | Lobby TfL to encourage investigation of issue |
| Richard Livingstone | SC9 | Year-end commentary | The delay at Lordship Lane / Dulwich Common Junction relates to a TfL design decision (staggered or straight across) and will mean a later delivery. | | | | | | |
| Evelyn Akoto | SC10 | Commitment | Launch a positive Futures Fund to support groups which provide inspiring opportunities for young people | | | | | | |
| Evelyn Akoto | SC10 | MI | Agree a Fund framework and secure resources with key targets and outcomes for the Fund to provide inspiring opportunities for young people | In progress | In progress | Completed | Completed | Completed | Mar-19 |
| Evelyn Akoto | SC10 | Year-end commentary | The Positive Futures Grant Fund was launched on 26th March 2019 open to community organisations and young people to apply for funding. The first round of funding will be allocated in time for Summer 2019. | | | | | | |
| Johnson Situ | V51 | Commitment | Campaign to re-open Camberwell train station | | | | | | |
| Johnson Situ | V51 | MI | Review Strategic Outline Business Case | In progress | In progress | Completed | Completed | Completed | Member promoter arranged Outline Business Case, lobby TfL and NR to consider wider benefits of a Camberwell |
| Johnson Situ | V51 | Year-end commentary | Priorities for FY19/20: (1) Good Growth Study complete by September 2019 which will confirm capacity to build new homes in the area; (2) Awaiting feedback from Network Rail on next steps/ actions. | | | | | | |
| Johnson Situ | V52 | Commitment | Support plans to create the Coal Line Greenlink in Peckham | | | | | | |
| Johnson Situ | V52 | MI | Implement plans to create Coal Line Green Link on Consort Road by end FY20/21 | In progress | In progress | In progress | In progress | Work with new Consort Road owners has begun | Start on site on Consort Rd |
| Johnson Situ | V52 | Year-end commentary | Site on Consort Road now sold. Planning discussions with new owners to ensure delivery of proposals. Revised planning application in progress with August/September date to planning committee. Priorities for FY19/20: (1) Planning permission granted; (2) Scheme on site by end FY19/20. | | | | | | |
| Johnson Situ | V53 | Commitment | Do all we can to secure the future of Dulwich Hamlet FC on its current Champion Hill site | | | | | | |
| Johnson Situ | V53 | MI | Work with the football club to explore options for securing a long term future | In progress | In progress | Completed | - | Feasibility study completed | Undertake feasibility study |
| Johnson Situ | V53 | MI | Support the ongoing work of Dulwich Hamlet FC in the local community | In progress | In progress | In progress | In progress | Completed and ongoing as appropriate | tbc |

| VS9 | Stephanie Cryan | MI | Conclude discussions with commercial connectivity providers by December 2018 for non-exclusive wayleave agreements for FTTP to commercial premises and SMEs, and roll out of programme of works to commence by March 2019 | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Mar-19 |
|------|-----------------------------------|---------------------|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---|--|
| VS9 | Stephanie Cryan | Year-end commentary | Progress with the provider to connect to commercial properties have stalled. Discussions with other providers show that commercial properties are not part of their current business model. Promotion of the gigabit broadband voucher scheme this quarter has seen an increase in take-up numbers in the borough. | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | |
| VS10 | Stephanie Cryan / Kieron Williams | Commitment | Put free, ultra fast broadband in every community hall | | | | | | | | | |
| VS10 | Stephanie Cryan / Kieron Williams | ME | Ensure 20% of 80 Community Halls* have been provided with free gigabit connections by March 2019 (as part of the Digital Infrastructure Programme) | 1.25% | 70 | 393 | 318 | 2.50% | 1.3% | 1.3% | 1.3% | 20% |
| VS10 | Stephanie Cryan / Kieron Williams | Year-end commentary | Plans have been adjusted ensure the 2018/19 shortfall is caught up on and there is a better roll-out of connections in 2019/20. | | | | | | | | | |
| VS11 | Rebecca Lury | Commitment | Support a range of cultural celebrations across the borough | | | | | | | | | |
| VS11 | Rebecca Lury | ME | Number of cultural celebrations supported and funded by the council | 97 | 70 | 393 | 318 | | | | 1,442 | 200 |
| VS11 | Rebecca Lury | Year-end commentary | The 1400 events reached audiences of nearly 500,000 and engaged over 60,000 participants. | | | | | | | | | |
| VS12 | Rebecca Lury | Commitment | Continue to make culture in Southwark accessible and work with cultural organisations in the borough to offer opportunities to Southwark residents | | | | | | | | | |
| VS12 | Rebecca Lury | ME | Number of residents receiving the online Southwark Presents newsletter | 3,654 | 4,093 | 4,601 | 4,657 | | | | 4,657 | 4,000 |
| VS12 | Rebecca Lury | ME | Number of residents with a Southwark Presents card | 7,656 | 15,401 | 22,690 | 27,721 | | | | 27,721 | 10,000 |
| VS12 | Rebecca Lury | ME | Number of attendees at cultural celebrations supported and funded by the council | 138,551 | 127,527 | 109,814 | 101,727 | | | | 477,619 | 400,000 |
| VS12 | Rebecca Lury | Year-end commentary | The number of active borrowers that used their Southwark Presents card to borrow or return library stock items from April 2018 to date is 23,590. | | | | | | | | | |
| VS13 | Rebecca Lury | Commitment | Open a new library at Grove Vale in East Dulwich | | | | | | | | | |
| VS13 | Rebecca Lury | MI | Open a new library in East Dulwich | In progress | In progress | Completed | | Completed | | | Completed | Dec-18 |
| VS13 | Rebecca Lury | Year-end commentary | The library was opened on 17th December 2018 with self-service technology, a community meeting room, more study space, more books and longer opening hours than the old library. Performance so far has been very positive with significant increases in visits, items borrowed, and new library members. | | | | | | | | | |
| VS14 | Rebecca Lury | Commitment | Ensure Kingswood House remains an asset for the local community and improve facilities on the Kingswood Estate | | | | | | | | | |
| VS14 | Rebecca Lury | MI | Delivery of essential building works at Kingswood House | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Completion of essential building works |
| VS14 | Rebecca Lury | MI | Complete options appraisal to secure the sustainable future of Kingswood house as an asset for the local community. | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Options appraisal in progress |
| VS14 | Rebecca Lury | Year-end commentary | Essential building works at Kingswood House are complete having taken longer than anticipated and include essential emergency stone work repairs, new flooring, installation of new toilets, refurbishment and redecoration of the kitchen and function rooms, basement damp proofing and boiler upgrade. Options have been explored, including soft market testing to secure the sustainable future of Kingswood House as an asset for the local community, community engagement will take place in 19/20. | | | | | | | | | |
| VS15 | Rebecca Lury | Commitment | Keep libraries open, keep investing and ensure they are open when people need them | | | | | | | | | |
| VS15 | Rebecca Lury | MI | Develop a library and heritage strategy to shape the future of the Southwark public library service and ensure libraries remain open when people need them. | In progress | In progress | In progress | Completed | In progress | Completed | In progress | Library strategy developed and approved by Cabinet | Public consultation complete, cabinet agreement for new strategy |
| VS15 | Rebecca Lury | MI | Open a new library on the Aylesbury | In progress | In progress | In progress | In progress | In progress | In progress | In progress | Tenders received and works on schedule for completion | Planning and works on schedule |
| VS15 | Rebecca Lury | Year-end commentary | Consultation on the draft libraries and heritage strategy took place with 1,782 responses to the adult consultation questionnaire received and 345 responses to the children's survey. The strategy has been updated in the light of feedback from the consultation survey analysis and has been approved by cabinet. An action plan is being developed to be implemented in Q1 2019/20. Tenders received for the new library on the Aylesbury and works on schedule for completion. | | | | | | | | | |

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|----------------|------|---------------------|---|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|---|
| Rebecca Lury | VS16 | Commitment | Ensure that every primary child gets a free visit to the theatre every year | | | | | | | | | | | | | | | | | |
| Rebecca Lury | VS16 | MI | Research existing provision in primary schools, develop options for a new scheme | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Rebecca Lury | VS16 | MI | Develop programme with partners, deliver mechanisms and evaluation framework | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Rebecca Lury | VS16 | Year-end commentary | Cabinet have approved the approach to deliver this programme. The procurement strategy has been agreed and will begin in Q1 2019/20. Targets for delivery 2019-20 cannot be set until a contractor is appointed and in place. | | | | | | | | | | | | | | | | | |
| Johnson Situ | VS17 | Commitment | Secure the future of Watworth Town Hall and make it a publicly accessible cultural hub | | | | | | | | | | | | | | | | | |
| Johnson Situ | VS17 | MI | Complete invitation to bid process and seek Cabinet decision on options | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Johnson Situ | VS17 | MI | Ensure robust public consultation on bid options is undertaken | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Johnson Situ | VS17 | Year-end commentary | Cabinet agreed to appoint General Projects as the partner for refurbishment of the Town Hall which includes dedicated community space. Priorities for FY19/20: (1) Legal process for agreeing lease is underway; (2) General Projects has commenced community consultation including how community space will be used and managed; (3) Planning application expected in early 2020. | | | | | | | | | | | | | | | | | |
| Victoria Mills | FG1 | BAU | Manage council finances and ensure financial sustainability, while delivering value for money through performance and efficiencies | | | | | | | | | | | | | | | | | |
| Victoria Mills | FG1 | ME | Council tax collection (£m, %) | 29.9% | 54.5% | 79.32% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 95.9% | 97% |
| Victoria Mills | FG1 | ME | National non Domestic Rates (NDR) collection (£m, %) | 31.3% | 57.5% | 83.0% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99.4% | 99% |
| Victoria Mills | FG1 | ME | Housing rent collection (£m, %) | 99.2% | 98.3% | 98.9% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 99.2% | 98% |
| Victoria Mills | FG1 | ME | New claims (number of days) | 20.9 | 19.1 | 19.7 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 19.5 | 23 |
| Victoria Mills | FG1 | ME | Changes to claims (number of days) | 5.9 | 5.3 | 5.8 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 4.5 | 7 |
| Victoria Mills | FG1 | ME | Right Time - average time taken to process new claims and changes of circumstances (number of days) | 6.4 | 5.8 | 6.1 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 5.0 | 8 |
| Victoria Mills | FG1 | MI | Effectively support transition to Universal Credit in line with government implementation strategy | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Victoria Mills | FG1 | Year-end commentary | Despite the negative economic backdrop for business and residents associated with Brexit uncertainty and from the challenges associated with national benefit changes; the collection rate for council tax, business rates and housing rents has held up well with strong collection rates across all categories. The collection rate for council tax for 2018-19 billing of 95.9% is just below the in-year target of 96% and the final collection target of 97%. The final collection target of 97% is not expected to be met within the billing year. Not all council tax billed in 2018-19 will be collected within the same year. The forecast final collection rate for 2018-19 billing remains on target. | | | | | | | | | | | | | | | | | |
| Victoria Mills | FG2 | BAU | Take a zero tolerance approach to fraud, ensuring the fair use of council resources including council housing | | | | | | | | | | | | | | | | | |
| Victoria Mills | FG2 | MI | We will seek prosecutions and publicise successful action against individuals. | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress | In progress |
| Victoria Mills | FG2 | Year-end commentary | Throughout the year, activity undertaken by dedicated anti fraud teams within Southwark has successfully identified and prevented attempts by individuals to illegitimately access council resources, including housing. This strict approach to fraud will allow the council to offer support to the most vulnerable. | | | | | | | | | | | | | | | | | |
| Victoria Mills | EL1 | BAU | Private rented sector licensing progress | | | | | | | | | | | | | | | | | |
| Victoria Mills | EL1 | ME | Dwellings licensed | 255 | 295 | 297 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 189 | 1,000 |
| Victoria Mills | EL1 | ME | The number of properties that should be licensed | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | n/a | For complete research to assess more accurate data for properties that should be licensed |
| Victoria Mills | EL1 | ME | Number licensed to date since the scheme started | n/a | n/a | 2886 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | 3075 | Rolling total of licensed properties to be above 3100 |

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|---------------------|-----|---------------------|--|-----------------------|---------------------|-------------------------------|-------------------------------|-------------------------------|----------------------------------|--|
| Rebecca Lury | EL8 | ME | Number of library items issued | n/a | n/a | n/a | 1,443,075 | 1,443,075 | 1,443,075 | 1,485,500 |
| Rebecca Lury | EL8 | Year-end commentary | Library visits for 2018/19 were down 1.1% (22,929) from 2,012,423 in 2017/18. Library books issued for 2018/19 was down 7.5% (113,585) from 1,523,700 in 2017/18. | | | | | | | |
| Richard Livingstone | EL9 | BAU | Recycling rate | | | | | | | |
| Richard Livingstone | EL9 | ME | Borough wide recycling rate (%) | 35.69% | 34.94% | 33.9% | 35.1% | 35.1% | 35.2% | n/a |
| Richard Livingstone | EL9 | ME | Borough wide recycling rate in 2018/19 compared to inner London borough recycling rate performance in 2017/18. | 1st Quartile | 1st Quartile | Top quartile for inner London | Top quartile for inner London | Top quartile for inner London | Top quartile for inner London | Top quartile for inner London |
| Richard Livingstone | EL9 | Year-end commentary | The household waste recycling rate for inner London overall was 25.88% in 2017/18, and Southwark was the best performing inner London council. Provisional Q4 recycling performance is 35.1%. Year end recycling performance (based on provisional Q4 figures) is 35.18%. Therefore, the target of top quartile performance for inner London has been met. Note that as Q4 information is provisional, the Q4 and end of year performance figures are subject to change but will vary only to a minor degree from those shown here once finalised. | | | | | | | |
| Johnson Situ | PW1 | BAU | Planning Division | | | | | | | |
| Johnson Situ | PW1 | MI | Ensure 80% of all planning applications are approved within target time period | 87% | 80% | 83% | 80% | 80% | >80% | 80% |
| Johnson Situ | PW1 | MI | Planning Enforcement - efficient handling of cases - indicator to be agreed | tbc | tbc | tbc | tbc | tbc | tbc | 70% |
| Johnson Situ | PW1 | MI | s.106 funds - efficient collection and spending - indicator to be agreed | tbc | tbc | tbc | tbc | tbc | tbc | Spend current year = collection from previous year |
| Johnson Situ | PW1 | Year-end commentary | The council is currently reviewing its approach to carrying out resident surveys in order to produce more meaningful and representative information. Comparative data may not be available whilst the new survey is being developed. | | | | | | | |
| Victoria Mills | PW3 | BAU | Regeneration Income Generation | | | | | | | |
| Victoria Mills | PW3 | ME | Income Generation - manages the council's investment portfolio and monitor income in charge. Gross projections based on current holdings. | tbc | tbc | tbc | tbc | tbc | £20,062,001 | £14,500,000 |
| Victoria Mills | PW3 | MI | Asset Management - Corporate Asset Management Plan | In progress | In progress | In progress | In progress | In progress | Milestone has not been achieved. | approval to a new corporate asset management plan aligned to the council's business plan |
| Victoria Mills | PW3 | Year-end commentary | The new Asset Management Plan is now expected to be agreed in September 2019. | | | | | | | |
| Evelyn Akoto | PW4 | BAU | Public Health Division | | | | | | | |
| Evelyn Akoto | PW4 | ME | Number of NHS Health Checks undertaken by people aged 40 to 74 | 1,790 | 1,886 | 2,126 | 2,961 | 2,961 | 8,763 | 8,600 |
| Evelyn Akoto | PW4 | ME | Number of new registrations on the young persons condom distribution scheme | 108 | 142 | 105 | 333 | 333 | 688 | 550 |
| Evelyn Akoto | PW4 | ME | Number of young people engaging with the healthy young people service | * | (to be updated) | 87 | 125 | 125 | 301 | 400 |
| Evelyn Akoto | PW4 | ME | Number of overweight / obese children who complete the 12 week weight management programme | 12 | 0 | 17 | 24 | 24 | 53 | 130 |
| Evelyn Akoto | PW4 | ME | Number of graduates of the Southwark Healthy Weight online training course for healthcare and non-healthcare professionals | Programme not started | 19 | 21 | 28 | 28 | 68 | 125 |
| Evelyn Akoto | PW4 | ME | Number of successful 4 week quitters through the smoking cessation service | 99 | 80 | 77 | 130 | 130 | 386 | 350 |
| Evelyn Akoto | PW4 | ME | Proportion of adults engaging with substance misuse services (CGL) who successfully complete treatment | n/a | n/a | n/a | n/a | n/a | n/a | n/a |
| Evelyn Akoto | PW4 | ME | Number of staff engaging with smoking cessation service | Programme not started | Programme initiated | 5 | 6 | 6 | 11 | 10 |

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|--------------|------|---------------------|--|-----------|---------------------------|---------------------------|------------|---------------------|---|--|--|--|
| Evelyn Akoto | PW4 | Year-end commentary | <p>A recovery plan has been instigated for the Child Weight Management programme to ensure greater momentum. C-Card activity has been audited to ensure it includes all relevant activity. Q4 includes both residents registered in Southwark (n=132) and Southwark residents registered in Lambeth (n=201); this will be built in to quarters going forward.</p> <p>Engagement with the new young people's service, HYP, is going well and continuing to build.</p> <p>The Southwark Healthy Weight online training programme which only went live in September 2018 and thus had 7 months of delivery instead of the anticipated 12 months. This programme is now gaining good traction, with 227 professionals currently engaged in the course and working towards completion.</p> <p>The Southwark Stop Smoking Service exceeded the 2018-19 target. Smoking JSNA has been published in March 2019. The stop smoking service has been reviewed and further work is taking place to commission a stronger service that better meets local needs.</p> <p>The Council internally monitors the proportion of adults engaging with substance misuse services who successfully complete treatment but is not permitted to publish the data. The Council is working with our service provider to ensure overall performance improves in 2019-20, and we are also undertaking further analysis to understand whether performance in other similar areas mirrors Southwark.</p> <p>Southwark Council staff now can engage with the staff stop cessation initiatives and this programme now offers access to the Stop Smoking Pharmacy services from April 2019. Smokefree homes will be promoted to staff who are scheduled for maternity or paternity leave.</p> | | | | | | | | | |
| Jasmine Ali | CAS1 | BAU | Adult Social Care and Commissioning | | | | | | | | | |
| Jasmine Ali | CAS1 | ME | % of people leaving rehabilitation or supported discharge with reduced or no on-going long-term support | 74% | 80% | 86% | 90% | 81% | 74% | | | |
| Jasmine Ali | CAS1 | ME | Delayed Transfers of Care attributable to Adult Social Care | 122 v 594 | 145 v 600 | 121 vs 398 | 693 vs 576 | 1188 vs 2730 | 2730 | | | |
| Jasmine Ali | CAS1 | ME | Timeliness of Assessments and Reviews - Adult Social Care | 78% | 81% | 82% | 76% | 79% | 80% | | | |
| Jasmine Ali | CAS1 | ME | Satisfaction levels - Home Care - Adult Social Care | n/a | n/a | n/a | 87% | 87% | 90% | | | |
| Jasmine Ali | CAS1 | Year-end commentary | <p>There has been a steady improvement in performance over the year with a greater proportion of people leaving the rehabilitation of supported discharge service with reduced or no ongoing long term support. The integration and collocation of health and social care services to create the Immediate Care service in April 2018 has had a positive impact on outcomes for local residents. Other factors are improved multi disciplinary interventions and a change of care provider in quarter 2.</p> <p>Delayed transfers of care due to ASC are well within the annual target set by Government. Monthly delays were within target up to Q3 but exceeded target in Q4. There has been an increase in the need for Elderly Mentally Ill placements. Some of the delays recorded are disputed by Southwark ASC in situations where there are no mechanisms for oversight of data, for example for out of borough placements or shared DToC with NHS Continuing Health Care. ACTION PLAN: Agreed and in progress.</p> <p>Timeliness of reviews and assessments performance has declined in Q4. The reasons for this are not immediately clear however, this is being investigated further.</p> <p>Satisfaction with home care was short of the target of 90%. This is attributed to the mobilisation of the (new) contracts - helpline was implemented and enhanced tracking to ensure complaints resolved.</p> | | | | | | | | | |
| Jasmine Ali | CAS2 | BAU | Children's Social Care | | | | | | | | | |
| Jasmine Ali | CAS2 | ME | Timeliness of Assessments - Children's Social Care | 95% | 95% | 96.0% | 95.5% | 95% | % v SN Stat Neighbour performance 17/18 81% | | | |
| Jasmine Ali | CAS2 | ME | Percentage of families achieving a reduction in risk factors at closure to Family Early Help | n/a | Information not available | Information not available | 21.4% | 21.4% | baseline | | | |
| Jasmine Ali | CAS2 | ME | Number of families using Outcomes Star framework | 100 | 79 | 46 | 38 | 263 | Develop and agree partnership strategy | | | |
| Jasmine Ali | CAS2 | ME | Number of children and young people on a child protection plan | 375 | 366 | 356 | 328 | 328 | Monitoring | | | |
| Jasmine Ali | CAS2 | ME | Number of children and young people in care | 502 | 479 | 472 | 459 | 459 | Monitoring | | | |
| Jasmine Ali | CAS2 | ME | Number of children and young people in residential placements | 33 | 30 | 27 | 24 | 24 | Monitoring | | | |
| Jasmine Ali | CAS2 | ME | Number of in-house foster carers (Southwark residents) | 132 (53) | 135 (55) | 137 (59) | 141 (63) | 141 (63) | Monitoring | | | |
| Jasmine Ali | CAS2 | Year-end commentary | <p>Timeliness of Assessments (% completed with < 45 working days) continues as a strength at 95% compared to statistical neighbours performance of 81%.</p> <p>Percentage of families achieving a reduction in risk factors at closure to Family Early Help: Following changes to Mosaic in January 2019 we are now able to report on this measure for the first time. It is anticipated that in the coming year as more families are assessed this percentage will increase.</p> <p>No. of families using Outcomes Star Framework continues to reduce following the decision to cease its use and move to full use of Mosaic which took place in January 2019.</p> <p>CPP numbers have continued to decrease which aligns with the pattern we are seeing locally with reductions in numbers of children in care and residential care (6 residential placements are children with disabilities).</p> <p>The net number of in-house foster carers has increased every quarter including Southwark residents.</p> | | | | | | | | | |
| Jasmine Ali | CAS3 | BAU | Education | | | | | | | | | |
| Jasmine Ali | CAS3 | ME | Timeliness of Education, Health and Care Plans - Education | 50% | 62% | 64.0% | 65.00% | 65.00% | Better than national average (64.9%) | | | |

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|-----------------|-------|---------------------|---|------------------|--------|--------|---------------|--------|-------------|
| Jasmine Ali | CAS3 | ME | Trend monitoring to inform policy and action - number of home educated children with SEND EHCP | 9 | 8 | 8 | 7 | 7 | N/A |
| Jasmine Ali | CAS3 | ME | Trend monitoring to inform policy and action- number of home educated children (without SEND EHCP) | n/a | n/a | n/a | 208 | 208 | N/A |
| Jasmine Ali | CAS3 | ME | Trend monitoring to inform policy and action - number of children missing education | 29 | 26 | 19 | 20 | 20 | N/A |
| Jasmine Ali | CAS3 | ME | % of children who got a primary school place in one of their top three preferences- reported in Q1- the figure currently in this box is from school entry 2018-19 and only reflects applications received on time (in line with DfE reporting). | 97.23% (2018-19) | | | | | 97.23% |
| Jasmine Ali | CAS3 | ME | % of children who received a secondary school place in one of their top three preferences- reported in Q4 and reflecting applications received on time (in line with DfE reporting). | n/a | n/a | n/a | 83% (2019-20) | 83.00% | N/A |
| Jasmine Ali | CAS3 | Year-end commentary | <p>Home educated children (without SEND EHCP): We are seeing a rise in the number of children educated at home who do not have a SEND EHCP. In Aug/Sep 2017, this number was 92; in Aug/Sep 2018, it was 162. In Q4, it was 208, which mirrors national trends.</p> <p>Number of Children Missing Education: The "usual" range for this cohort is between 13 and 38 at any one time. The cohort is made up of children who are new to the area, are waiting for a place or perhaps they cannot attend a particular school for safety reasons.</p> <p>School Preference: For Primary schools, the percentage of applicants receiving their first preference in 2018 across London was 86.55%. The percentage of Southwark's applicants receiving their first preference of primary school in 2018 was 88.1%. For preferences 1-3 in London, it was 96.02% and in Southwark was 97.23%. For primary preferences 1-6 in London was 97.61% while in Southwark was 98.4%. For Secondary schools, the percentage of applicants receiving their first preference in 2019 across London was 85.54%. The percentage of Southwark's applicants receiving their first preference of secondary school in 2019 was 59.5%. For preferences 1-3 in London, it was 86% and in Southwark was 83%. For secondary preferences 1-6 in London was 92.39% while in Southwark was 90%.</p> | | | | | | |
| Jasmine Ali | CAS4 | BAU | Guarantee education, employment or training for every school leaver | | | | | | |
| Jasmine Ali | CAS4 | ME | Proportion of 16 and 17 year olds not in education, employment or training (NEET) | 1.70% | 1.10% | 1.07% | 2.30% | 2.30% | 1.3% (1.5%) |
| Jasmine Ali | CAS4 | ME | Percentage of young people whose activity is not known | n/a | n/a | 11.6% | 4.10% | 4.10% | 4.0% |
| Jasmine Ali | CAS4 | ME | September Guarantee - number of young people aged 16/17 with an offer of education and training | n/a | n/a | 98.40% | N/A | 98.40% | 98.0% |
| Jasmine Ali | CAS4 | Year-end commentary | <p>Extensive follow up of young people has reduced the number of not knowns, resulting in the end of March figure (4.1%) being significantly lower than Q3. However, as a result of successfully contacting more young people from the not known list, additional NEET young people have been identified- leading to an increase in the NEET percentage, now up to 2.3%. This figure represents 122 young people out of a cohort of 5179. The Southwark Choices team is actively engaging with these young people. The combination of some schools not sharing data, a lack of contact numbers, providers failing to notify the LA when young people drop out of courses and many students travelling out of Southwark to study, make it extremely challenging to track the cohort. An improvement plan has been developed to address the tracking issues and is showing positive results - engagement, advice and support is now in progress with young people wherever possible.</p> | | | | | | |
| Kieron Williams | HM1 | BAU | Quality Housing Improvement Programme (QHIP) including Kitchens & Bathrooms | | | | | | |
| Kieron Williams | HM1.1 | ME | Number of council homes provided with a new quality 'kitchen and/or bathroom' | 326 | 130 | 425 | 279 | 1,160 | 1,200 |
| Kieron Williams | HM1.2 | ME | Tenant satisfaction with quality of major works | 87% | 70% | 98.10% | 96% | 92% | 90% |
| Kieron Williams | HM2 | BAU | Managing fire safety on estates | | | | | | |
| Kieron Williams | HM2 | ME | Carry out 100% of due FRAs | 98.30% | 99.20% | 99.10% | 94.80% | 94.80% | 100% |
| Kieron Williams | HM2 | Year-end commentary | <p>Significant in-roads were made in Q4 into undertaking the overdue Fire Risk Assessments in converted street properties. Unfortunately there has been ongoing issues with accessing these properties, which prevented us from completing the FRAs. We are liaising with Resident Services in order to undertake the FRAs as quickly as possible and anticipate that the overdue FRAs will be cleared in the first quarter of 2019-20. As at 6 June 2019 we are down to 60 overdue.</p> | | | | | | |
| Kieron Williams | HM3 | BAU | Better on-line service provision/ 24 hour access to services and service information | | | | | | |
| Kieron Williams | HM3.1 | ME | Percentage of Southwark households to have MySouthwark (MS) account | 72% | 74% | 75% | 77% | 77% | 77% |
| Kieron Williams | HM3.2 | ME | Increase the proportion of digital interactions in relation to Call Centre calls and Service Points visits | 51% | 52% | 50% | n/a | n/a | 53% |
| Kieron Williams | HM3 | Year-end commentary | <p>A revised MySouthwark measure will be introduced from 2019/20 and will mean only active accounts will be counted. The target has been provisionally set at 70% pending baselining of the current numbers. Due to system transition taking effect from Jan 19 we are unable to provide the required statistics for digital interactions. Going forward we will be able to provide the required statistics as the system would provide the relevant information.</p> | | | | | | |
| Kieron Williams | HM4 | BAU | Improve contact centre performance and bring high volume call services together | | | | | | |

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|-----------------|-------|---------------------|--|--|--|--|--|-----|-----------------------------------|---------------------------|
| Kieron Williams | HM4.1 | ME | Improve overall rating of the service received at Call centre (source: GovMetric surveys) | 96% | 96% | 96.0% | 97% | 96% | 96% | 96% |
| Kieron Williams | HM4.2 | ME | Increase in 'full or partial resolution' of queries at Call centre (source: GovMetric surveys) | 82% | 82% | 85.0% | 83% | 83% | 83% | 85% |
| Kieron Williams | HM4 | Year-end commentary | Call volumes have dropped compared with the same period last year, however we have also seen a sustained decrease in the level of avoidable contacts in this quarter, compared with the period last year. | | | | | | | |
| Kieron Williams | HM5 | BAU | Minimise use of TA and keep families out of B&B | | | | | | | |
| Kieron Williams | HM5.1 | ME | Number of Part VII homeless households in TA only (i.e. Relief stage TA and Main Homelessness Duty TA) | 2,445 at end of Q1 (2,428 monthly average) | 2,563 at end of Q2 (2,518 monthly average) | 2,432 at end of Q3 (2,437 monthly average) | 2,539 at end of Q4 (2,480 monthly average) | | 2,539 YTD (2,462 monthly average) | no target - for info only |
| Kieron Williams | HM5.2 | ME | Number of nightly paid in TA (i.e. Part VII and Reablement cases awaiting supported housing) | 1,017 at end of Q1 (1,010 monthly average) | 1,085 at end of Q2 (1,059 monthly average) | 1,079 at end of Q3 (1,092 monthly average) | 1,200 at end of Q4 (1,145 monthly average) | | 1,200 YTD (1,076 monthly average) | no target - for info only |
| Kieron Williams | HM5.3 | ME | No Part VII households with children in nightly paid TA for over 6 weeks | 0 | 1 | 0 | 0 | | 0 | 0 (monthly average) |
| Kieron Williams | HM5.4 | ME | Length of stay in TA (in months) | 36 | 36 | 38 | 38 | | 38 | 48 |
| Kieron Williams | HM5 | Year-end commentary | The overall numbers in temporary accommodation remain very stable, despite the challenging economic landscape and welfare reforms. Homeless households living in temporary accommodation has increased by 71% in England since 2010. | | | | | | | |
| Kieron Williams | HM6 | BAU | Improve repairs service | | | | | | | |
| Kieron Williams | HM6.1 | ME | Overall satisfaction with repairs service (monthly surveys) | 88.6% | 90.0% | 89.4% | 89.2% | | 89.3% | 90% |
| Kieron Williams | HM6.2 | ME | Repairs completed right first time | 87.4% | 89.3% | 88.5% | 89.9% | | 88.8% | 90% |
| Kieron Williams | HM6 | Year-end commentary | SBS are still bedding in the new service and at year end have not met the satisfaction target. SBS performance continues to be closely monitored. On heating, the combined overall performance for the year just exceeded the KPIs. Engineering will be working with both contractors to ensure this performance is sustained or improved. | | | | | | | |
| Leo Pollak | HM7 | BAU | Building new homes | | | | | | | |
| Leo Pollak | HM7 | ME | Average days taken to build a home from when a site is identified (for projects started from 2018) | n/a | n/a | n/a | n/a | | n/a | 24 months |
| Leo Pollak | HM7 | Year-end commentary | The 24 month measure will commence from the start date as presented with the overall programme tracker document. | | | | | | | |
| Leo Pollak | HM8 | BAU | Seek to expand the existing Home Purchase Grant Scheme using RTB capital receipts to increase the supply of properties available to let on secure tenancies | | | | | | | |
| Leo Pollak | HM8.1 | MI | A report recommending the expansion of the Home Purchase Grant Scheme to be developed | n/a | n/a | n/a | In progress | | In progress | n/a |
| Leo Pollak | HM8 | Year-end commentary | A report recommending the expansion of the Home Purchase Grant scheme is in the process of being finalised. Subject to approval we will then be in a position to establish how the Scheme can be expanded and set targets for the financial year ahead. | | | | | | | |
| Leo Pollak | HM9 | BAU | Explore options for an "ethical" lettings agency to encourage absent homeowner to let their property to LBS at affordable rents | | | | | | | |
| Leo Pollak | HM9.1 | MI | Explore options to expand LBS Housing Solutions existing social lettings agency | n/a | n/a | n/a | n/a | | In progress | n/a |
| Leo Pollak | HM9 | Year-end commentary | Extensive research has been carried out on how LBS Housing Solutions Service can expand their existing social lettings agency to increase the supply of affordable housing in the borough. It has been agreed that the new service will be set up as an adjunct of the Housing Solutions leased property service. | | | | | | | |



Photo: Kinetika Bloco, Ivan Gonzalez

Creative Southwark

Cultural strategy
2017 to
2022

“The source of art is in the life of a people”

Walter Crane floor design, 1891, South London Gallery

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Photo: Nunhead Art Trail, Mickey Lee

Foreword

The London Borough of Southwark has always been a centre of creative excellence with a vast cultural footprint that sets it on the international stage. All the way from its docks and bridges lining the River Thames, down to its greener edges in the south, there are world-class galleries, museums, colleges, and community libraries with busy events calendars. We are home to makers and creators, film sets and festivals, spaces and studios. The people living, working and studying in Southwark, and our growing visitor numbers, all contribute to this diverse, unrivalled cultural landscape.

Why, then, do we need this strategy? It is precisely because of Southwark's rich cultural and creative heritage that we have a strategy. Times are changing, and as with London and the rest of the UK, the borough is facing a new and ever-shifting set of social and financial challenges.

Examination of these challenges for the cultural and creative sector and the impact of regeneration in the borough have shaped this strategy as a response. Heralding unprecedented levels of co-operation and integration, our aim is to embed culture within our everyday priorities, developing a consistent cross-council approach to culture. It is a framework for us to work with stakeholders and partners across the borough to understand, promote and secure Southwark's cultural and creative landscape for now and for future generations.

With the aim of advancing access for all of Southwark's residents to the wealth of culture on their doorsteps, the borough's children to be able to consider a sustainable career in the arts, this strategy looks at ways of maximising on a strong creative economy through support for businesses and the growing night-time and digital economies. All this is underpinned by the vital recognition and protection of the strong sense of place, often driven by an area's artistic and cultural output, felt across the borough from Elephant and Castle to Peckham Rye.

What follows is a celebration of Southwark's cultural prosperity and a way for us to fully embrace the challenges ahead. "The source of art is in the life of a people" reads the marquetry floor design in the South London Gallery, founded in 1891 in Camberwell: the approach, aims and ambitions of this strategy looks to uphold this maxim. By recognising there is strength in sharing and exchanging our cultural experiences and heritage, we can safeguard the creative future for everyone in Southwark.

Cllr Johnson Situ, cabinet member for business, culture and social regeneration

Cllr Octavia Lamb, deputy cabinet member for cultural strategy



Photo: London School of Samba, Ivan Gonzalez



About this strategy

What we want to achieve

This cultural strategy sets out our vision until 2022. It continues to place culture and creative industries at the heart of our priorities, shaping the context and delivering a range of programmes that support our long term ambition of Southwark being the first choice for people to live, work, study and visit.

The strategy provides a framework for cross-council work in events, arts, heritage, libraries, regeneration, licensing, public health, education, planning and other partners. The focus is on brokering partnerships to achieve Southwark's enormous potential and securing our cultural and creative landscape for generations to come.



Photo: Janine Harrington 3x3, Rajvi Vaya

The aims of the strategy are to:

- > Ensure that Southwark continues to be a borough for cultural excellence
- > Access and harness the benefits of regeneration for the cultural sector
- > Embed a cross-council and partner approach to culture
- > Ensure that cultural priorities are reflected in emerging plans and strategies, including the new Southwark Council Plan
- > Further align the strategy to the Fairer Future promises
- > Protect, preserve and grow our cultural venues, spaces and provision
- > Ensure our cultural sector is resilient in the changing financial and political climate
- > Support the economic prosperity of the borough, including the night time economy
- > Enable our diverse community to have access to cultural opportunities
- > Collect, conserve and celebrate our local heritage for future generations

The strategy provides a framework for cross-council work in events, arts, heritage, libraries, regeneration, licensing, public health, education, planning and other partners.



Photo: Conrad Shawcross' Three Perpetual Chords, Max Maxwell

Fairer Future promises

The strategy is integral to delivering our Fairer Future promises. These include:

Promise 1 – Value for money by providing best use of the resources available to us

Promise 7 – Safer communities by bringing communities together to celebrate and share experiences

Promise 8 – Education, employment and training by guaranteeing education, employment or training for every school leaver, supporting 5,000 more local people into jobs and creating 2,000 new apprenticeships

Promise 9 – Revitalised neighbourhoods by animating public spaces and bringing communities together

Promise 10 – Age friendly borough by ensuring residents get the best out of Southwark whatever their age, including the delivery of an ethical care charter and an older people's centre of excellence

Where we are now

Southwark is a culturally innovative place with creative people, prospering businesses and organisations around the corner. We have achieved a great deal, some key milestones include:

- > **Huge growth in performing arts with seven new theatres** opening either through refurbishment or brand new facilities (including Theatre Peckham, Cervantes Theatre, Union Theatre, The Bridge, Southwark Playhouse, The Bunker and Mountview Academy).

- > **Employment and career support** through Southwark Film Office, working with Notting Hill Housing, when the feature film 'Daphne' was shot in Southwark.

- > **Increased studio provision**, for example Space Studios in Camberwell and Hotel Elephant on Spare Street, as well as protecting studio provision on the Rich Estate for a further 35 years.

- > **Tate Modern is continuing to thrive** with the opening of The Switch House.

- > **Increased use of spaces** for example Paperworks at Elephant and Castle, Secret Cinema in Printworks at Canada Water, Theatre Delicatessen in Old Wells Way Library and Bold Tendencies and Peckham Levels in Peckham multi-storey car park.

- > **Increasingly the diverse range of festivals and events in Southwark** including community days – Pasley Park Festival, neighbourhood events – Peckham Festival, cultural celebrations – Plaza Latina and one off spectaculars – Great Fire 350.

- > **Two new libraries** at Canada Water and Camberwell, with Canada Water becoming the second busiest library in London.

- > **Better access to arts and heritage** collections through our fantastic new heritage portal, meaning people can explore thousands of arts and artefacts collections, view images, explore the history and storytelling.

- > **Making culture accessible for all** of our residents with programmes like Southwark Libraries Summer Reading Challenge and London Bubbles Speech Bubbles.

- > **Supporting emerging artists and creative entrepreneurs** through our universities and organisations, providing affordable space and creative enterprise programmes.



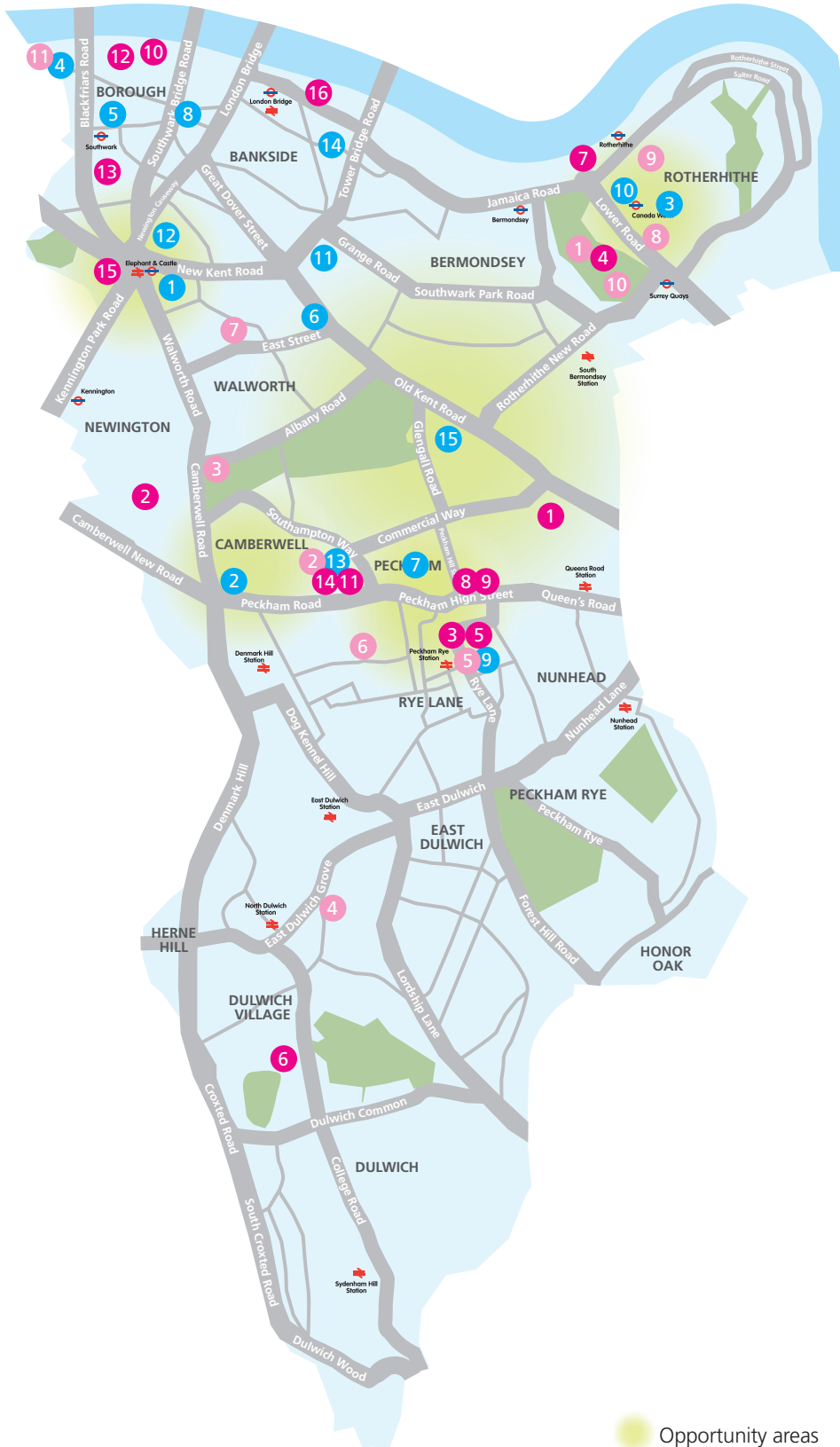
Photo: Burgess Park, Ivan Gonzalez



Photo: © Tate Modern

Culture in Southwark

This map is by no means fully comprehensive but illustrates how culturally rich and diverse Southwark is.



Festival and events

- 1 Bermondsey Carnival
- 2 Camberwell Arts Festival
- 3 Camberwell Fair
- 4 Dulwich Festival
- 5 Peckham Festival
- 6 Pexmas
- 7 Plaza Latina
- 8 Rotherhithe Festival
- 9 Scanmarket
- 10 Southwark Fireworks
- 11 Totally Thames

New and recent developments

- 1 Artworks
- 2 Camberwell Library
- 3 Canada Water Library and Culture Space
- 4 Central School of Ballet
- 5 Cervantes Theatre
- 6 East Street Library
- 7 Mountview Academy
- 8 O'Meara
- 9 Peckham Levels
- 10 Printworks
- 11 Rich Estate
- 12 Southwark Playhouse
- 13 Theatre Peckham
- 14 The Bridge
- 15 OKR Studios and Livesey Exchange

Cultural venues and organisations

- 1 Asylum Arts
- 2 Blue Elephant Theatre
- 3 Bold Tendencies
- 4 CGP London
- 5 Copeland Park & Bussey Building
- 6 Dulwich Picture Gallery
- 7 London Bubble
- 8 Peckham Library
- 9 Peckham Platform
- 10 Shakespeare's Globe
- 11 South London Gallery
- 12 Tate Modern
- 13 The Africa Centre
- 14 UAL: Camberwell College of Arts
- 15 UAL: London College of Communications
- 16 Unicorn Theatre

Opportunity areas

Strategy overview

Through our research and consultation we have developed a strategy consisting of three themes and a series of commitments, underpinned by an action plan, which will be collaboratively delivered with partners. The themes are:

Creative economy

Ensuring that Southwark continues to provide the right environment for the creative economy and enabling our residents to access opportunities for sustainable employment to support a strong, highly skilled local economy.

Creative growth

Ensuring that the cultural needs of existing and new communities are met, by retaining viable cultural organisations, and strategically developing cultural venues and creative workspaces.

Creative people

Ensuring that everyone has access to a high quality cultural offer regardless of their background, knowledge, skills, needs or experience. We need to work with partners in an unprecedented co-operative approach to address both real and perceived barriers to participation to drive higher engagement.



Photo: Thierry Noir street art, Matthew Couper

Creative economy

Southwark is an increasingly popular start-up location for the creative industries. The creative economy is a major growth area for the UK. At the time of writing this strategy, one in eleven of all UK jobs is in the creative economy¹. The night time economy in particular supports one in six jobs for people aged under 18.²

What are the challenges?

We know that our residents face challenges in accessing the opportunities offered by the creative industries, where half of all jobs are filled by those with degrees or equivalent³. Children born into low income families, with low levels of educational qualifications, are the least likely to be employed and succeed in the cultural and creative industries.

Recent changes in the education policy are expected to impact on the skills gap for the creative industries, where a principal concern of employers is the lack of suitable skills for the jobs available⁴.

We know that local businesses need support to thrive in changing environments, particularly around the upcoming business rates revaluation, adapting to digital consumption of cultural products, the reduction in public funding and uncertainty around the implications of Brexit.

What do we want to achieve?

We need to ensure that Southwark continues to provide the right environment to enable the growth and development of the creative economy and that our residents benefit from this. We must support our residents to have the right skills through our higher and further education and volunteering in order to access these employment opportunities. We also need to advocate for the cultural sector to employ more residents and that those who work in the creative economy are supported by the London Living Wage and proper rates recognised by unions in recognition of their professional status, skills and experience.

Who will make this happen?

We will need to work together with organisations around the borough to achieve the ambitions in this strategy, from large and small cultural organisations and individuals to various teams such as culture, planning, regeneration and local economy.



Photo: Nunhead Bite, Mickey Lee

1 DCMS 2016 Creative Industries Economic Estimates

2 www.almr.org.uk/facts-figures

3 Equality and Diversity Literature Review, July 2016, Arts Council England

4 The C Report, 2016-17, Creative Industries Federation

Working with our partners our commitments are to:

- 1 Improve the number of employment opportunities offered through the creative economy which supports our target of creating 5,000 jobs by 2018.
- 2 Deliver programmes which reduce barriers for Southwark residents to enter into cultural sector training and volunteering.
- 3 Advocate for the London Living Wage and union rates for artists in the creative economy.
- 4 Increase the amount of creative industry apprenticeships, which supports our target of creating 2,000 apprenticeships by 2018.
- 5 Support the skills and development needs of creative economy enterprises through training and capacity building.
- 6 Support existing networks and enable networking opportunities.
- 7 Support and enable businesses to overcome challenges and flourish.



Photo: Fistful of Sandwich, Phillippe Leone

Creative growth

During 2017 it is estimated that 40 per cent of the borough is currently under development, with a regeneration value across the borough totalling £4 billion.⁵ With a population of 307,000, it is one of the most densely populated boroughs in London. There are significant areas of regeneration at Elephant and Castle, Canada Water, East Walworth, Peckham, Old Kent Road, Camberwell and Blackfriars Road. The population of Southwark is expected to rise by 15 per cent in the next ten years as new homes in these areas are developed.⁶ Areas of Southwark have grown and developed because of a rise in the clustering of creative industries. Protecting and growing cultural venues and workspaces has allowed this creative output to drive places with strong identities and characters that are deeply felt by residents and visitors.

What are the challenges?

Increases in cost and rent of commercial and residential property can limit the amount of affordable premises, and impact on people's ability to live and work in the borough. This loss can be felt across cultural venues specifically across London's music, LGBTQI venues and artists workspaces. The predicted growth of Southwark's population creates a requirement for more facilities to meet demand. The cultural landscape is changing and there is an increased need for the use of space to support pop up and testing of new ideas.

What do we want to achieve?

Southwark will continue to play a part in London's cultural fabric on a local, national and international level. We need to work with partners to develop the right environment for the creative economy to thrive in and around our town centres. We recognise the value of retaining viable cultural organisations in the borough, and we continue to support new and emerging creative industries.

Key to this will be our work with universities, to enable our current and future business owners and workforce to thrive in the 21st century.

We want the cultural sector to enable residents to engage in, and benefit from, the social impact of regeneration, ensuring that cultural needs of existing and new communities are met.

Who will make this happen?

We will need to work together with organisations around the borough to achieve the ambitions in this strategy, from large and small cultural organisations and individuals to various teams such as culture, planning, regeneration, libraries and heritage, licensing and local economy.



Photo: Paradise over Pavements, Sam Welham-Gidney

⁵ <http://www.southwark.gov.uk/info/200079/regeneration>

⁶ www.southwark.gov.uk/download/.../id/.../southwark_demography_bulletin_2015

Working with our partners our commitments are to:

- 1 Retain viable cultural venues (indoor and out) and creative workspace.
- 2 To strategically plan and work with partners to create new cultural venues and workspaces. This supports our target of achieving 500 new affordable business and creative spaces by 2018.
- 3 To work with developers to make informed decisions about the creation of cultural venues and workspaces.
- 4 Continue to use Section 106 and Community Infrastructure Levy to support the provision of cultural assets.
- 5 Provide opportunities for the cultural sector to engage in regeneration and planning processes.
- 6 Access and promote opportunities for the use of properties.
- 7 Continue to develop libraries, offer flexible working spaces, which can host wider cultural and heritage activity.



Photo: Canada Water Library, Tim Crocker

Creative people

Southwark's community is incredibly diverse, and this is one of our most valued assets. At present, 42 per cent of Southwark are 20 to 39 year olds. It is estimated that the over 65 age group will grow the fastest over the next five to ten years, making up 32 per cent of the population. The community is ethnically diverse; a trend which is predicted to continue into the future, with the BME population projected to grow the most in the next ten years. Southwark is the 41st most deprived local authority in England and the 12th most deprived borough in London. 10 per cent of children and young people and 20 per cent of adults in Southwark are estimated to have a mental health condition, most of which began in childhood. Mental ill health is linked to deprivation.

What are the challenges?

- Recent studies have concluded that the two most influential factors for attendance and participation in cultural activities are educational attainment and socio-economic background⁷.
- At a local level, our research shows that affordability and knowing what's on are the main factors hindering participation and attendance.

What we want to achieve

- Everyone has the right to a high quality cultural offer regardless of their background, knowledge, skills, needs or experience. By coming together, sharing cultural experiences, celebrating the heritage of the borough, learning from each other and feeling pride in their local area, our residents will reap the social benefits of living in Southwark and its amazing cultural scene.

Access to culture is important for mental health and is a key part of the five ways to wellbeing⁸. It can make us feel happier, boost self-confidence and self-esteem and help us connect with others. This is particularly important to combat social isolation.

- We need to work with partners in an unprecedented co-operative approach to address both real and perceived barriers to participation to drive higher engagement.

Who will make this happen?

- We will need to work together with organisations around the borough to to achieve the ambitions in this strategy, from large and small cultural organisations and individuals to various teams such as culture, community engagement, libraries and heritage, education regeneration, libraries, public health, licensing and local economy.



Photo: Tumble Circus, Tara Abidi

⁷ Equality and Diversity Literature Review, July 2016, Arts Council England

⁸ Five Ways to Wellbeing, October 2008, The new Economics Foundation

Working with our partners our commitments are to:

- 1 Deliver cultural opportunities through our libraries, heritage and events programme.
- 2 Deliver cultural opportunities for young people to engage with during out of school hours.
- 3 Promote digital inclusion and social media for creative means.
- 4 Support the development of cultural activities for, and by, all of our communities.
- 5 Enable access to culture for older people.
- 6 Support creative programmes that lead to healthier lives for our residents.
- 7 Improve our communication about cultural activities to residents, especially those which are free and low cost.



Photo: Canada Water Library, Tim Crocker

Methodology

Method of strategy development

Consultation has been important to the development of this strategy. We undertook a comprehensive literature review of recent papers, research and consultation for existing strategies where their content was closely interlinked with culture.

Consultation with the cultural sector 2012

The consultation for the 2013-2018 cultural strategy held six meetings with more than 100 partners. In addition, in 2015, we conducted a mid-term review of progress on the strategy. Together with our regular engagement with the cultural sector this meant that there was a strong pre-existing evidence base from which to work.

Consultation 2016/17

We tested whether the findings in 2012/13 and 2015 were still current (including an e-survey with partners).

Focus groups

Roundtable discussions were held with invited partners. These focussed on:

- > Equality, diversity and widening opportunities
- > Business, employment and training
- > Libraries and heritage provision

Internal council discussion groups

In order to continue and deepen the cross-council approach to the delivery of the cultural strategy we also held internal department groups with:

- > Local economy, regeneration, planning and property
- > Events and arts, libraries and heritage, parks and leisure and communications
- > Education, youth and play, community engagement and public health

Community consultation

The Audience Agency was appointed to design and undertake an in-depth survey, 263 face-to-face interviews were carried out over 60 hours with residents at a selection of Southwark Libraries across a range of days and times. It was also circulated as an e-survey via council databases and partners.



Photo: The Culture Cart, Hannah Maule-finch

We undertook a comprehensive literature review of recent papers, research and consultation of existing strategies where content was closely interlinked with culture.



Photo: Eye on the Road, Helen Marshall

Terminology

Throughout the document we have referred to the following terms:

| Term | Definition |
|--------------------------------|--|
| The creative industries | Businesses which have creativity as their core function such as museums, theatre and architecture ⁹ . |
| The creative economy | The creative industries plus non-creative support jobs which exist as a result of the creative industries, for example catering, cleaning and finance functions for a theatre. It also refers to creative jobs which sit outside of the creative industries, for example a graphic designer in a property development company. |
| The cultural sector | Creative industries, voluntary and third sector organisations. |

The strategy does not encompass sport, education in schools or the peripatetic music services.

⁹ The Creative Industries in London, 2015, GLA Economics

Creative Southwark

Mid-term review

July 2019

Summary

1. The paper outlines the progress made in the implementation of the creative economy and growth area of [Creative Southwark](#), our cultural strategy. This series of ambitious programmes built on strong, innovative, internal and external partnerships have and will continue to evolve over the life of the strategy leaving a lasting legacy for residents and businesses.

Background

2. The creative industries are the fastest growing part of the UK's economy, and play a significant role in unlocking innovation and growth in other sectors too. This success is fuelled by established international brands all the way through to micro-businesses, self-employed workers and freelancers. At the time of writing this paper, one in 11 of all UK jobs is in the creative economy.
3. The creative industries have long stimulated the transformation of key areas of London but paradoxically, as the city evolves, space to support these activities is being lost.
4. Southwark has always been a centre for creative excellence with a vast cultural footprint that sets it on an international stage. The people living, working and studying in Southwark and our growing visitor numbers all contribute to this diverse unrivalled cultural landscape.
5. To ensure Southwark's reputation as a borough of creativity, innovation, and opportunity, the council approved [Creative Southwark](#) in March 2017. This strategic approach to the development of cultural and creative industries over the next five years recognises the significant part that cultural access and the creative industries plays and will increasingly play to residents.
6. Southwark continues to be strong investor in cultural places and spaces, a clear recognition of the value in culture at the heart of social regeneration. Our priorities lie in embedding culture in all aspects of the regeneration of the borough and brokering relationships and partnerships to enable the sector to become resilient and prosper.
7. Creative Southwark supports the council plan, statutory documents and strategies including the economic wellbeing strategy and developing new Southwark Plan. Led by the culture team, in partnership, with colleagues in local economy, communities, parks, licensing, regeneration and planning, education and community safety teams, the strategy delivers a range of programmes that support the cultural and creative industries to reach their full potential.

Action plan update

| Creative Economy commitments | Progress to date |
|---|--|
| <p>1. Improve the number of employment opportunities offered through the creative economy which supports the council target of creating 5,000 jobs by 2018.</p> | <p>The councils annual culture grants programme to date have employed 868 artists to deliver programmes and performances. Future grant programmes will further support the employment opportunities.</p> <p>Culture commissioning – Southwark Councils own culture and events commissioning programmes support local and emerging artists develop and hone their craft and business skills. Southern Exposure in partnership with Film London supports three local filmmakers to make short films, many have gone on to show at international film festivals and help develop careers. Five public art commissions including Silent Raid in Burgess Park and the upcoming piece in the new Grove Vale Library have all supported local artists building their young careers.</p> <p>Careers Fair – Working with SEBA we have promoted opportunities for cultural and creative organisations to attend 2018’s event held at LSBU. An additional four attended and we will continue to promote future fairs.</p> <p>Employment opportunities – All contracts with cultural organisations and commercial event organisers state that employment opportunities must be advertised via local employment agencies such as EmloySE1 or Southwark Works.</p> |
| <p>2. Deliver programmes which reduce barriers for Southwark residents to enter into cultural sector training and volunteering.</p> | <p>The councils annual culture grants programme to date have:</p> <ul style="list-style-type: none"> • Supported 223 volunteers in 2018/19. • Enabled 13,968 Southwark residents to participate in education, training or skills development sessions in 2018/19. <p>Creative Southwark bursaries – One of the biggest barriers for young people from less affluent backgrounds to enter an arts course is not the fees themselves (an Art Foundation course is free of charge at the point of entry), but the cost of expenses associated with undertaking the course e.g. the cost of a laptop or entrance fees to an exhibition.</p> <p>This pilot project in partnership with University of the Arts London (UAL), will award up to ten individual £2,500 bursaries to Southwark secondary school students studying further and higher education courses at Camberwell College of Arts.</p> |

| | |
|--|--|
| | <p>This individual bursary sum addresses the key expenses and provides a solid incentive for students to apply to courses in the first instance, thereby increasing the number of young people from Southwark with the opportunity to develop careers in the creative industries. Three bursaries have been awarded in 2018/19 with a further seven available in 2019/20.</p> <p>Service level agreements – In 2019/20 agreements will be made with Mountview, Central School of Ballet and Peckham Platform to deliver more local training, education and volunteering opportunities.</p> <p>Revealed: Event Management Training – to support the delivery of local volunteer led community events the council commissions this interactive and practical two-day event management course. Free for Southwark based groups or individuals the training supports those planning to run a public outdoor event in Southwark. 60 groups/individuals have benefitted of the past two years.</p> |
| <p>3. Advocate for the London Living Wage and union rates for artists in the creative economy</p> | <p>London Living Wage is standard in all contracts and grants awarded by the culture team. Living Wage week is also promoted via our sector newsletter over 1,000 creative and cultural sector organisations and individuals and our social media channels.</p> <p>The council's public art "How to Guide" advocates for use of the standard rate of pay for visual artists, as recommended by Artists Newsletter.</p> |
| <p>4. Increase the amount of creative industry apprenticeships, which supports the council target of creating 2,500 apprenticeships by 2022.</p> | <p>The councils annual culture grants programme delivered 64 work placements/apprenticeships in 2018/19.</p> <p>Service level agreements – in 2019/20 agreements with Mountview, Central School of Ballet and Peckham Platform will deliver more local apprenticeships, scholarships and bursaries.</p> <p>We regularly signpost to cultural organisations to apprenticeship expert advice.</p> |
| <p>5. Support the skills and development needs of creative economy enterprises through training and capacity building.</p> | <p>The Southwark Skills Strategy has identified key growth sectors, including creative and digital industries. The strategy seeks to improve the quality and access of training to support entry into jobs in these key sectors.</p> <p>In 2019, we will begin play a active role in the Southwark Skills Partnership supporting Southwark as a leader in pioneering young diverse creative talent.</p> |

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| | <p>This existing partnership led by the Local Economy Team aims to develop a coordinated approach across Southwark and we hope that to tackle challenges including diversity in the creative workplace, skills development and talent retention.</p> <p>Working with the Local Economy and Libraries teams, the Culture team will promote the Start Up In London Libraries programme providing one to one advice and skills development opportunities for start-up businesses directly to creative industries.</p> <p>The culture team support individual organisations that directly delivers training including Hotel Elephant, Art Academy and Theatre Deli.</p> <p>Creative Enterprise Zone - in 2019 the culture team will launch a borough wide creative industry programme that supports sustainability and resilience within the current challenging financial landscape. See more detail below.</p> <p>Digital development – In 2019, working with colleagues in local economy we will be reviewing existing advice and support for creative businesses and ensuring that the right information is available in the right format for start up, growing and sustainable creative businesses.</p> <p>Inclusive Creative and Digital Industry (CDI) growth will be supported through the South London Innovation Corridor programme. Opportunities will be promoted to the creative sector in Southwark, including one to one support for 97 creative and digital businesses and 130 talent development opportunities including pre-apprenticeship, apprenticeship, work experience opportunities and in-work progression. In addition, 292 new jobs will be created via increase in workspace provision.</p> |
| <p>6. Support existing networks and enable networking opportunities.</p> | <p>Creative Southwark Network – Facilitated in partnership with Community Southwark as one of their provider led networks. The network meet three times a year and provides a peer to peer support network for Southwark’s cultural and creative industries. From 2019 onwards, the Culture & Events team hold a standing agenda slot at the meeting to engage with the sector on current opportunities.</p> <p>Creative Southwark newsletter – This monthly newsletter to over 1,000 creative and cultural sector organisations and individuals, holds information on a range of training, funding, space, partnerships and opportunities.</p> |

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| <p>7. Support and enable businesses to overcome challenges and flourish.</p> | <p>Creative Enterprise – This council plan target presents incredible opportunities against some particular challenges as an inner London area. Although unsuccessful in our bid for GLA CEZ status we still have the opportunity to deliver aspects of the detailed action plan to ensure everyone can benefit from a vibrant mixed creative community, delivering on our ambition to help and support the many people and organisations who contribute to making Southwark the unique place it is.</p> <p>In 2019 the culture team will launch a borough wide creative industry programme that supports sustainability and resilience within the current challenging financial landscape. Bringing together council and partner services to provide digital and face to face advice, support and opportunities for businesses at all stages of their growth. The programme will be focused around three themes:</p> <ul style="list-style-type: none"> • Business support • Talent development • Creative workspace <p>The Creative Enterprise Zone will provide a range of support packages for creative businesses in Southwark, bringing together opportunities such as South London Innovation Corridor, Start up in London Libraries, Creative Bursaries pilot scheme.</p> |
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| Creative Growth commitments | Outcomes |
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| <p>1. Retain viable cultural venues (indoor and out) and creative workspace.</p> | <p>Working with colleagues in regeneration and planning we have retained permanent creative infrastructure and workspace futures for:</p> <ul style="list-style-type: none"> • Peckham Platform • Theatre Peckham • Southwark Playhouse (E&C and London Bridge) • Hotel Elephant (24 creative workspaces) • Bold Tendencies • Southwark Studios as part of the Rich Estate (35 studios) • East Street Library. <p>and meanwhile space for:</p> <ul style="list-style-type: none"> • Drawing Room (5 studios) • Art Academy (8 studios) • Theatre Deli <p>A public art maintenance programme is in place to ensure that the following new or recently installed public artworks are maintained:</p> <ul style="list-style-type: none"> • Eye on the Road by Helen Marshall on Tower Bridge Road • Southwark Memorial by Kenny Hunter in Walworth Square • Three Perpetual Chords by Conrad Shawcross in Dulwich Park • Silent Raid by Sally Hogarth in Burgess Park • Poured Lines By Ian Davenport on Southwark Street |
| <p>2. To strategically plan and work with partners to create new cultural venues and workspaces. This supports the council target of achieving 500 new affordable business and creative spaces by 2022.</p> | <p>Working with colleagues in regeneration and planning we have strategically planned and secured new permanent creative infrastructure and workspace futures for:</p> <ul style="list-style-type: none"> • Peckham Levels (50 studios) • Mountview • Central School of Ballet • The Bridge • Ruby Triangle (541sqm of creative workspace) • Forma at Bricklayers Arms Oasis • The Bower in Brunswick Park • Walworth Town Hall |

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| | <ul style="list-style-type: none"> • Southwark Heritage Centre and Walworth Library • Aylesbury Library <p>and meanwhile space for:</p> <ul style="list-style-type: none"> • Many Hands in the Biscuit Factory (142 creative workspaces) • Theatre Deli at Old Wells Way Library • Wilson Road (18 creative workspaces) <p>There is continued working with colleagues looking at opportunities in London Bridge and Bankside, Bermondsey, E&C, Old Kent Road, Camberwell , Peckham, Canada Water and Dulwich.</p> <p>We will be working with the local economy team on ensuring that these numbers supporting targets for affordable work places in the council plan.</p> <p>In 2019 we will look to support future capital investment in culture by way of Cultural Infrastructure Group. It is proposed that the group will review and scrutinise cultural infrastructure propositions and plans, offering advice and guidance on the development of buildings, public spaces and public art programmes. The group will ensure that developments are appropriate, relevant, deliverable and sustainable and will ensure vital connections to public health, education, community safety, local economy and community development programmes.</p> <p>This internal group is formed of officers from Culture, Local Economy, Place and Wellbeing and Regulatory Services.</p> |
| <p>3. To work with developers to make informed decisions about the creation of cultural venues and workspaces.</p> | <p>The culture team continues to work in partnership with planning and regeneration colleagues to support with developers wanting to include cultural infrastructure in their developments. This can be seen with Elephant and Castle, Canada Water and Old Kent Road master planning with Lendlease and British Land.</p> <ul style="list-style-type: none"> • This partnership has also allowed for the delivery of the following public artworks: Southwark Memorial by Kenny Hunter supported by Lendlease • New artwork by Idris Khan to be installed in the Autumn 2019 supported by St. George • New artwork near 128 Blackfriars supported by Barratt. <p>The council's space register currently holds information from 90 organisations interested finding</p> |

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| | a home or relocating within Southwark. Requests range from individual studios to bespoke theatre venues. |
| 4. Continue to use Section 106 and CIL to support the provision of cultural assets. | <p>The culture team works closely with the planning team to ensure S106 and CIL opportunities fulfil the aims of the council plan, cultural and other strategies, directly benefit residents and businesses, are appropriate, excellent, viable and timely.</p> <p>This can be seen in recent projects such as the refurbishment of Theatre Peckham, One Blackfriars and 128 Blackfriars public art commissions and Mayflower 400 wayfinding programme.</p> <p>A S106 management agreement model has developed with Regeneration colleagues and is rolling out community programmes with Peckham Levels and Mountview Academy and will with Central School of Ballet and Peckham Platform. This type of agreement goes some way to ensure that organisations are accountable and S106/CIL support has clear recognised outputs and impacts and can be monitored.</p> |
| 5. Provide opportunities for the cultural sector to engage in regeneration and planning processes. | <p>Recently with planning and regeneration teams we have supported engagement with the creative sector with meetings on the development of Old Kent Road and support Elephant and Castle Culture Vulture group of local cultural organisation and businesses engaging in new developments and opportunities in the area.</p> <p>Through the process of developing the CEZ application a creative consortium was developed, members of which are being invited to join the Creative Network Southwark. The Culture and Events team hold a regular agenda slot at the network's quarterly meetings, used to engage with the sector on a range of topics from across different council departments from planning to local economy.</p> |
| 6. Access and promote opportunities for the meanwhile use of properties. | Creative sector newsletter – This monthly newsletter to over 1,000 creative and cultural sector organisations and individuals promotes any meanwhile space opportunities, as well as pro-active social media messaging. |
| 7. To continue to develop libraries, to include flexible spaces, which can host wider cultural and heritage activity. | Start Ups in London Libraries Project (SiLL) – Libraries are working with the Local Economy team to deliver this project. SiLL is a business support programme led by the British Library's Business & Intellectual Property Centre to support start-up businesses and entrepreneurs across London to develop the insight; skills and confidence they need to start and grow successful businesses. It is an ERDF funded project due to start in Jan 2019 and running to 30 |

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| | <p style="text-align: right;">2021.</p> <p>June Southwark are one of ten library boroughs participating and each borough will have its own SiLL project coordinator, currently being recruited to. In addition each partner borough is dedicating existing staff resources to the delivery of SiLL as match funding to the amount of £40,000 p.a. over the lifetime of the project. The project will be run at various libraries (Peckham, East St, Canada Water) and will include tailored workshops, networking events and access to the Southwark Libraries business collections and resources.</p> <p>SiLL Benefits include:</p> <ul style="list-style-type: none"> • Providing a dedicated business support service will position libraries at the centre of the local business community. • A means for us to nurture local business talents, ensuring that self-employment and entrepreneurship are seen as attractive and feasible forms of employment for our residents. • Opening new doors to our residents, helping them to realise their ambitions and take their communities with them, adding value to the local economy and creating benefits through a multiplier effect. • Enabling businesses and residents to meet, learn and grow in one community space, therefore benefiting from the talent and knowledge that each stakeholder brings to the table. <p>Make Music Day 2019 will be hosted in Canada Water Library on 21st June. This free international celebration of voluntary music takes place in 120 countries around the world, encouraging all types of musicians and music groups to put on events in their communities to celebrate and promote music-making. The take-over at Canada Water Theatre and Library will showcase and promote local talent and community music making across Southwark.</p> <p>Grove Vale Library public art commission was delivered in December 2018, following an open call and 40 submissions, 27 from Southwark based artists. An artist talk took place as part of the library's opening festival, and the new artwork 'History Made in Dulwich' by local artist Lasma Liepina continues to attract people in to the new library.</p> <p>Culture grants funded organisations have delivered fifteen special events in partnership with borough libraries in 2018/19.</p> <p>Plans are underway to open a new Library and Heritage Centre in Walworth.</p> |
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| Creative People commitments | Progress to date |
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| <p>1. Deliver cultural opportunities through our libraries, heritage and events programme.</p> | <p>Culture grants funds five key organisations in Southwark to deliver a range of opportunities across Southwark. In 2018/19 these organisations engaged over 250,000 people, 54% of which were local residents.</p> <p>Culture commissioning – Southwark Councils own culture and events commissioning programmes offer a range of opportunities for local organisations and artists in a range of creative means. Examples of this can be seen in the art work for the new Grove Vale Library, filmmaking for Make Music Day and for audiences at Boots on the Ground in Dulwich Park.</p> <p>Events funding has supported eleven local festivals including Peckham Festival, Camberwell Fair, Rotherhithe Festival and East Dulwich Christmas Cracker.</p> <p>Future grants and commissioning are to be streamlined to make available larger more strategic grants to support more substantial, longer term investment and smaller seed funding to support emerging artists and young creative businesses to grow, to assist local communities to celebrate and back creative interventions that engage the community.</p> <p>Libraries and heritage The libraries programme has comprised the Festival of Words - a week long programme of free events for all ages, Castle of Fun at Kingswood House - a week long programme of events for users of Kingswood House, 12 reading groups for adults in the borough, Free monthly talks in 3 libraries, Weekly free film screenings at Dulwich Library, Mini Fest to celebrate the opening of the new Grove Vale Library – 12 days of special events.</p> <p>Primary schools into theatre is a new programme being developed to deliver the council plan commitment to give every primary child a free visit to the theatre every year. The programme will involve all 19 theatres in Southwark and aims to reach all 21,000 primary school children in Southwark. The programme is due to launch by the end of 2019.</p> |
| <p>2. Deliver cultural opportunities for young people to engage with during out of school hours.</p> | <p>Culture grants funded organisations have supported over 3,800 young people aged 12 to 19 in participating in creative after school activities. This includes Art Assassins at South London Gallery, London Bubble Young Theatre Makers programme, Blue Elephant Young People's Theatre, Free to Act and CGP London support the accredited Arts Awards scheme as part of their after school provision.</p> |

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| | <p>Libraries & heritage Out of school activities have included Festival of Words, Castle of Fun at Kingswood House, Summer Reading Challenge, Children’s holiday event programmes, Homework Clubs, ChatterBooks Book Club for children, Code Clubs.</p> |
| <p>3. Promote digital inclusion and social media for creative means.</p> | <p>As mentioned in the Creative Economy section in 2019 we will begin the research and development phase for a new Creative Skills Partnership to place Southwark as a leader in pioneering young diverse creative talent. We are hoping that a significant part of this programme will connect to digital creativity via our higher education establishment and emerging digital creative industries.</p> |
| <p>4. Support the development of cultural activities for, and by, all of our communities.</p> | <p>The events team supports over 180 outdoor events each year public space. It is estimated that audiences to date have reached over 250,000 and over expected to be over 400,000 by the end of the financial year. In 2018/19 these events include:</p> <ul style="list-style-type: none"> • Peckham Rye Fete • Dulwich park Fair • Bermondsey Street Festival • The Great Get Together • Big Lunch street parties • Bermondsey Carnival – with local organisations providing free family activities • Fireworks <p>The Central Southwark Festival fund supported nine community festival and events in 2018/19, with a further commission in Dulwich by Tangled Feet.</p> <p>In 2018 the Culture and Events team supported Extraordinary Bodies – the UK’s leading integrated circus company - to deliver their outreach programme for <i>What Am I Worth</i> with Southwark residents, culminating in a large-scale performance at the National Theatre. In 2019, the UK’s leading disability outdoor arts organisation Mind The Gap worked in partnership with the Culture and Events team to stage their large scale show in London in Southwark.</p> <p>Culture grants funded organisations have engaged over 1,500 vulnerable adults, those with long term physical and mental health issues, in their programmes in 2018/19.</p> <p>These grants have also created over 110 special events promoted to library card holders via Southwark Presents.</p> |

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| | <p>The Mayflower 400 commemorations in 2020 are an important anniversary for the borough. Working with British Land and United St. Saviours Charity secured a £140,000 community fund to support a range of local events and activities that respond to the Mayflower story and its key themes of migration, tolerance, enterprise and community. The fund is supporting; young journalists, intergenerational theatre, work in primary schools, digital storytelling, local history talks, Mayflower walking trails, a dance project and the free Illuminate Rotherhithe festival.</p> |
| <p>5. Enable access to culture for older people.</p> | <p>Culture grants funded organisations have engaged over 11,800 older people as part of their programmes in 2018/19. This engagement includes London Bubble’s Rotherhithe Shed for older men and Creative Elders programme and South London Gallery’s Resounding Bell intergenerational programme and CGP London’s Seniors Art School.</p> <p>The Libraries Home Service provides access to books and reading material for isolated residents who cannot make it to a library</p> |
| <p>6. Support creative programmes that lead to healthier lives for our residents.</p> | <p>Work has started with public health team on developing a Culture, Health and Wellbeing Partnership that aims to bring together cultural organisations, artists and health professionals across Southwark to develop a five year borough-wide culture, health and wellbeing initiative support resident and community health and wellbeing through culture. Still in early development it is expected that the partnership will be led by the council and will build strategic alliances, promote existing programmes, share knowledge and opportunities, signpost to skills development.</p> <p>Libraries Reading Well Service (books on prescription) supports residents’ health and wellbeing through a collection of health and self-help books</p> |
| <p>7. Improve our communication about cultural activities to residents, especially those which are free and low cost.</p> | <p>Southwark Presents is a multi-platform hub that holds and distributes information on a range of cultural events and activity across Southwark alongside opportunities for residents to participate and benefit from local cultural offers. Built around a ‘what’s on’ style diary Southwark Presents uses traditional print media of Southwark Life and digital media such as Twitter and e-newsletters to disseminate information to as many residents as possible. Special offers with local cultural partners provide fantastic value for residents to access culture at discounted and very low cost, and a ‘free’ section highlights the rich offer of free activities available on our doorstep.</p> <p>In 2018/19 to Q4, Southwark Presents has:</p> |

- Over 4,500 Twitter followers
- Over 1000 events submitted
- Over 4,600 newsletter subscribers
- Over 1.6 million social media impressions
- Received 30 resident offers
- Issued over 29,500 Southwark Presents cards.

Specific campaigns such as #SouthwarkSunshine and #SouthwarkSparkle has brought together events and activities over specific periods of time and have engaged partners amplifying our voice to reach further.

Creative Southwark mid-term review

Cultural Investment Impact Case Studies

Case Study 1: Theatre Peckham

Using digital technology to reach new audiences



For the Christmas production of *Robin Hood: The Arrow of Destiny*, we hired a filmmaker to create a trailer, to give a flavour of the show and engage with young local audiences.

Matteo Zenini is a skilled filmmaker, who has worked on numerous projects including Sony, Virgin Media and London Film School. As our first in-house production under new leadership, we wanted to film around the local area and celebrate our community roots.

We filmed the two lead cast members, one of whom is a Theatre Peckham alumni. For both, *Robin Hood* marked their professional stage debuts.

Much of the ethos within the production was to connect locally and to ensure our new space felt accessible to many. We filmed around the local Sceaux Gardens estate, as we knew this would be instantly recognisable to our neighboring communities and provide a connection to young audiences. A large percentage of our participants are from the local estate.

Robin Hood was a festive, family show. In the run up to opening night, the trailer premiered on our YouTube channel and across all of our social platforms. Around the launch we engaged in paid social out-reach across Facebook and Instagram to promote engagement with targeted audiences. These audiences included families, those with an interest in family theatre and children's activities across London.

As a result the campaign reached 1,686 people and received 241 engagements on Facebook alone. In the months leading up to Robin Hood, we saw a significant increase in engaged following, including an 8.5% rise on Instagram. See the film here; [Robin Hood: Arrow of Destiny](#)

Case study 2 & 3: Blue Elephant Theatre

Residents supported into working in the creative industries

Brian Beaton is a local resident whose daughter goes to our Young People's Theatre. He approached us about developing work and we invited him to our initial meeting to form a Writers' Group. He has been a regular member of our Writers' Group ever since, developing his play Lunch Breaks as part of the sessions. The process has inspired him to make some quite big changes to the play, eg changing the gender of a



character, and enabled him to see how the play worked on its feet. It is now due to be performed in November at the London Theatre in New Cross with a cast which includes other members of the Writers' Group.

“Engaging in the monthly Theatre writing meetings at BET has been extremely enjoyable. It gives the opportunity to meet other people who have a strong interest in theatre and see how imaginative and various everyone's work can be. It also gives the chance to read other people's work and to practice you're own acting skills.

“To be able to use the lovely and individual theatre space at BET is very inspiring and the staff are friendly and knowledgeable. I have been lucky to have my developing play read during a few meetings, and the ideas and support coming from this has inspired me to complete the script, book it into a fringe festival and direct it. I am also working with actors who attend the writing meetings in the play. I feel BET is a shining star in the community and I only hope that it has a bright future and continues to show fantastic theatre and support people to engage in their passion.” Brian Beaton, Camberwell Resident

Supporting young people aged 12 to 19 years

X is autistic and attends Young People's Theatre. He is a dedicated member and often expresses the desire to do more such activities as he feels his family tries to baby him too much. He normally plays quite serious roles, eg parents, in showcases. We invited him to join our senior summer school even though it was intended for 10 – 16 year olds as we knew he might be bored during the holidays otherwise. It was the first time X had spent so much time with us and he enjoyed and took part in all the activities. He did, however, again express frustration over his home situation and the restrictions he feels his family place on him due to his vulnerabilities. He was able to have several conversations with our staff about this and we spoke to his family about how he was feeling when they came to the end of week showcase. We have also tried to signpost him to other opportunities.

During the week, he developed and displayed skills we were unaware he had, as we gave quite a lot of time to singing, spoken word and dance. At the showcase, he sang in a small group of five and performed a dance solo, showing the performance skills he'd developed as part of the week.

Case Study 4: London Bubble Theatre

Bubble Creative Volunteers

Amelia works full time for the National Youth Theatre, primarily with 11 to 25 year olds. She trained as one of Bubble's Creative Volunteers in September 2018 and supported our Tea Break Theatre every Friday for a term. Tea Break offers adults with time available in the day the opportunity to make theatre at a free, drop in group. The needs and interests of the group are very diverse, and the age demographic covers a span of 60 years, with participants in their 20s and 80s, and everything in-between. It is run by a lead and assistant facilitator but the presence of volunteers is highly valuable for this group particularly as the drop in nature means we don't know who will attend each week. Amelia is one of several Creative Volunteers who support participants to take part in Bubble groups.



“Working with Tea Break was such a rewarding, warm and wonderful experience. The ability to observe and facilitate a group like Tea Break with such a span of ages, experiences, abilities and personalities was so enriching for me personally and professionally and made me think about how we could all work to make theatre arts more intergenerational and inclusive. It was also lovely to be welcomed into another arts organisation and get a glimpse into the structure and approach of the company to help inform the way I and National Youth Theatre works”

Lead facilitator Helena, said that “Amelia’s presence has been hugely enabling for me and participants. One member of the group experiences anxiety in social situations, and was

able to discuss this with Amelia while I was leading the session. At other times, Amelia has adapted creative tasks for adults in the group with a physical or learning disability and provided creative ideas for workshop content. The presence of someone with a background in the creative industries and experience of working relationally in a participatory arts context is especially significant.

Paola is another Creative Volunteer & Arts Practitioner, who recently moved to Rotherhithe from Latin America. She has supported one of our Creative Elders groups taking place in Sheltered Housing Units. In particular she has supported a 93 year-old gentleman with English as an additional language. He tells us he is increasingly losing his hold on English words, and also has a hearing impairment. Paola works alongside him with a book and pen every week, writing and drawing to support his understanding of what the facilitator and other group members are saying. As an artist, she brings to the sessions a confidence in working more visually. Her capacity to give more focussed attention to one participant frees up the lead facilitator's ability to oversee the whole group.

As an artist, she tells us that through volunteering she has regained the space to participate in a creative group as well as learning more about social theatre and the crossover it has with her own work back in Uruguay. It's inspiring thoughts about a PhD, in which she'd be interested in looking at the methodology used on the Creative Elders Programme.



SOUTHWARK COUNCIL VIOLENCE AGAINST WOMAN AND GIRLS STRATEGY

2019 - 2024

www.southwark.gov.uk

Foreword



This is Southwark's first Violence Against Women and Girls (VAWG) Strategy and sets out our priorities for tackling and preventing gender violence going forward until 2024. This strategy builds on our current Domestic Abuse Strategy to include all areas of VAWG, aligning with current national and regional strategies.

The strategy considers all forms of VAWG and its impact on those who, live, work and visit Southwark. The strategy aligns with the aims of the Council Plan 2018/19 – 2021/22 where we have committed to a "*Fairer Future and for All*". The strategy aligns with a number of existing work streams and priorities; VAWG is a priority for our Community Safety Partnership, whilst helping vulnerable parents is a priority of our Children's Safeguarding Board. In October 2019 the Community Safety Scrutiny Commission conducted a review of VAWG, with a particular focus on girls, with an emphasis on prevention, protection and support, and working with our partners to improve effectiveness. I welcome the recommendations from this review which are incorporated in this strategy and associated delivery plan.

This strategy builds upon the firm foundation what has already been achieved through delivery of our 5 year Domestic Abuse Strategy 2015 to 2020. This includes the introduction of a holistic domestic abuse service, which not only supports survivors of domestic abuse, but also provides therapeutic support for children and a perpetrator programme working with perpetrators towards behavioural change. Our Housing Solutions Service approach to domestic abuse is recognised as best practice; they were the first Housing Service in the country to achieve the Domestic Abuse Housing Alliance (DAHA) accreditation in 2018. Southwark has also been at the forefront of tackling harassment within the night time economy. In 2015, we introduced our Woman's Safety Charter which has been signed up to by some 180 business premises across the borough.

Violence against women and girls in all its forms is unacceptable. It affects all communities and has an incalculable impact on the lives of those individuals affected, their families and the wider community. Tackling violence against women and girls is therefore '**everybody's business**'. Southwark benefits from the diversity of its statutory, voluntary and community partners whom contribute to tackling gendered violence both formally and informally. We acknowledge that support networks provided by friends, family and faith groups have an important role to play in our response to tackling violence against women and girls. Through building on the community foundations we already have in place, I am confident that by working together we will achieve our vision, and reduce the harm caused by gender violence for future generations.

Councillor Evelyn Akoto

July 2019

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1. Executive Summary

Southwark Violence Against Women and Girls Strategy 2019 - 2024

This is Southwark Council's first Violence Against Women and Girls Strategy and is an opportunity to expand our current work on Domestic Abuse (as reflected in our current Domestic Abuse Strategy) to include the wider forms of VAWG including harassment, forced marriage and honour based violence, rape and sexual violence, and prostitution.

Research undertaken for this strategy has identified that for many of the VAWG areas data collection by services is minimal with little or no information being available. As a result the full prevalence of these areas including harassment, prostitution, and harmful practices is not fully understood. Consultation with service providers has highlighted knowledge gaps for these areas. Two of the key recommendations therefore from this strategy is the need to increase awareness raising for all forms of VAWG and improved data collection to gain a better understanding and more accurate picture of the levels of VAWG in Southwark, which will inform our future work and commissioning.

Violence Against Women and Girls:

Violence Against Women and Girls (VAWG) affects a significant number of people in Southwark every day. Southwark Council has committed to enabling everybody to have "A Fairer Future" and building Safer Communities. We will contribute to this commitment by developing a coordinated agency and community response to VAWG.

Definition:

Any act of gender-based violence that results in , or is likely to result in physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life

Vision:

Our vision is to be a borough with zero tolerance to violence against women and girls. Where it is not tolerated and where no resident, visitor or worker need fear violence whether at home or on the streets of Southwark.

Why we need a Violence Against Women and Girls Strategy:

Violence against women and girls in all its forms is unacceptable. It affects all communities and has an incalculable impact on the lives of those individuals affected, their families and the wider community.

The development of a Violence Against Women and Girls Strategy is one of

the council's Council Plan commitments.

Reducing violence against women and girls is a key national policy area

Violence against women and girls is recognised as a cause and effect of inequality

Southwark has the 4th highest volume of recorded Domestic Abuse offences in London.¹ The number of DA offences has increased by 27% since 2015/16 and referrals to commissioned specialist services by 52%

It is estimated that the prevalence rate of Female Genital Mutilation (FGM) in Southwark is 7 times the national rate among 15–49 year olds.²

Priority Areas:

- **Priority 1: Partnership:** Development of a coordinated agency and community response
- **Priority 2: Prevention and Early Intervention:** Identification of individuals and families at risk prior to point of crisis
- **Priority 3: Protecting Victims:** Reduce harm and impact of VAWG on individuals and families
- **Priority 4: Perpetrators:** Provide support to change behaviour, tackling the attitudes that support VAWG, and enforcement

Key Areas Supporting Delivery Work Plan:

- Develop revised governance and leadership arrangements for VAWG.
- Develop a coordinated response to all forms of VAWG
- Incorporate the findings of our Domestic Violence Homicide Reviews into local practice
- Improve data collection
- Include lived experience in commissioning
- Carry out an annual needs assessment
- Review approach to perpetrators
- Improve crisis intervention
- Improve prevention and early intervention across all equalities groups
- Trauma informed, person centred support will be offered to children affected by VAWG issues

¹ <https://www.london.gov.uk>

² <https://www.southwark.gov.uk>

2. Introduction

Southwark developed a five year Domestic Abuse Strategy in 2015. Although this strategy is still valid until 2020, there is a need to develop a broader Violence Against Women and Girls Strategy to ensure that we are delivering a strategic partnership response to all areas of VAWG, not only domestic abuse. This includes harmful practices such as Female Genital Mutilation (FGM) and Honour Based Violence as well as Rape and Sexual Harassment and Stalking.

This is Southwark's first Violence Against Women and Girls Strategy and sets out our five year (2019-2024) commitment to tackling all forms of VAWG in Southwark. The strategy will inform future commissioning plans.

The strategic governance for delivery of this strategy rests with the Safeguarding Adults Board (includes statutory Community Safety Partnership). This strategy is underpinned by high-level commitment to deliver our agreed priorities, working collaboratively with our partners in statutory and voluntary services. This will build on the transformative work already happening across the borough.

This strategy has been developed after extensive consultation with survivors and our partners across a range of statutory, voluntary and community organisations delivering services for those affected by VAWG in Southwark. The consultation findings are woven into this strategy and provide considerable insight into what is required for Southwark to make the transition towards tackling all forms of VAWG as key to its approach to violence reduction.

The strategy has identified the following priority areas:

- **Priority 1: Partnership:** Development of a coordinated agency and community response
- **Priority 2: Prevention and Early Intervention:** Identification of individuals and families at risk prior to point of crisis
- **Priority 3: Protecting Victims:** Reduce harm and impact of VAWG on individuals and families
- **Priority 4: .Perpetrators:** Provide support to change behaviour, tackling the attitudes that support VAWG, and enforcement

The Strategy will:

- Enable **ALL** Council Services and partners to contribute to our agreed priorities and consider these within their own strategic plans
- Inform future commissioning priorities across service areas
- Support our citizens and communities to directly contribute to making Southwark a safer place where VAWG is not tolerated
- Enable those affected by VAWG to seek support and feel safer
- Enable those perpetrating VAWG to be supported to change their behaviour

Delivery of the strategy will be achieved via delivery of the Violence Against Women and Girls Delivery Plan

3. What Do We Mean by Violence Against Women and Girls?

Violence Against Women and Girls is defined as:

Any act of gender-based violence that results in, or is likely to result in physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life

Violence Against Women and Girls (VAWG) is the umbrella term which brings together multiple forms of serious violence under a single policy strand.

- Crimes committed in the name of “honour”
- Domestic abuse
- Female genital mutilation (FGM)
- Forced marriage
- Sexual violence, abuse, exploitation and rape
- Stalking
- Harassment
- Trafficking for sexual exploitation
- Prostitution

A detailed description of each form of VAWG is available in Appendix 1.

It is important to note that these forms of violence are **not** discrete strands and that victims often experience more than one form of VAWG at any given time, or during the experience of abuse. Some victims are affected by multiple forms of VAWG within intimate and/or family relationships whilst others experience of VAWG is perpetrated by the wider community.

The Impact of Violence on Children

Children are often the silent witnesses to VAWG. Although there are no official statistics on how many children are affected by forms of VAWG, the findings of recent research by SafeLives into the impact of domestic abuse on children has highlighted that “at the time they start school, at least one child in every class will have been living with domestic abuse since they were born”³. SafeLives hold the largest dataset on domestic abuse nationally which is drawn from Multi-Agency Risk Assessment Conference (MARAC) data.

SafeLives Insights dataset reveals that two in five children (41%) in families where there is domestic abuse, have been living with that abuse since they were born. For some children, this exposure to abuse does not only start early, but persists into later childhood. Of all the children in the dataset who had been living with abuse for their whole lives, over a third (37%) were more than five years old.

Domestic abuse has a devastating impact on children, whatever their age.

SafeLives Insights dataset findings indicate that families known to Children’s Services were more likely to have children under the age of 5 years old compared to those not known to services (65% vs 55%). National data on the ages of children who are referred to children’s services is not available, but the ages of children who are subject to a child protection plan indicates that younger children are more likely to receive this safeguarding intervention. Fifty children out of every 10,000 aged 1-4 were subject to a plan, compared with 44 of those aged 5-9 and 38 of those aged 10-15.

While older children may be at less physical risk, exposure to abuse has an effect on children of all ages, unrelated to their ability to keep themselves safe. For instance, children over ten were much more likely to try to intervene to stop physical abuse (27% of children over ten, compared to 15% of those under ten). Additionally, Children’s Insights data reveals that over half (52%) of children exposed to abuse said they found it difficult to sleep, and almost a third (30%) felt like the abuse was their fault. The same children exhibit higher rates of behavioural problems than their peers, and engage in more risk-taking behaviour, making them vulnerable to other forms of abuse, exploitation and harm.

Two in five children living with abuse had not been referred to children’s services before the family entered domestic abuse support. Many more who had been referred did not receive substantial help.

Unsurprisingly, Insights data suggests that families with Children’s Services involvement are more likely to be experiencing physical violence (71% vs 57%); one of the most visible forms of abuse. But there are many other forms of abuse that can more easily remain hidden, such as coercive and controlling behaviour.

³ <https://www.safelives.org>. Children living with domestic abuse. Nov 2017

Families known to Children's Services are also significantly more likely to have disclosed complex needs, including drug misuse (6% vs 2%), alcohol misuse (8% vs 3%) and/or mental health issues (36% vs 26%), compared to families with children who are not known to Children's Services. However many victims do not disclose these needs, as identified by SafeLives' report *Cry for Health*. Where there are children in the family, this can be an added barrier to disclosing both domestic abuse and other needs.

Overcoming these barriers to disclosure and understanding the full range of experiences within the household is vital to supporting children affected by DA. Adverse childhood experiences (ACEs), such as being exposed to DA or substance misuse in the home, have been found to have an impact on long term health and behavioural outcomes, and a combination of ACEs can increase this risk even further.

The recent joint inspection report by Ofsted, HMIC, the Care Quality Commission and the Inspector of Probation found that where children are living with domestic abuse, accepted practice is to prevent, protect and repair, but that in reality far too little is being done to prevent domestic abuse and repair the damage it does. In particular, the inspectorates called on Children's Services teams to be bold in more actively focusing on and holding accountable the perpetrator of harm, rather than the non-abusive parent.

In Southwark, around 31% of all Child Protection and 40% of Child In Need cases have a DA element.

During 2018/19 the boroughs MARAC dealt with 609 high risk DA cases involving 712 children.

This strategy acknowledges the immeasurable impact on children of all forms of VAWG and that there is a need to develop earlier interventions for children and young people affected by all forms of VAWG.

Preliminary findings from the Prevent and Change (PAC) perpetrator programme cohort has highlighted that as children most were from families known to Children's Services where DA was an issue. This highlights the need for prevention work from an early age, and points to an opportunity to consider a longer term approach to how we tackle VAWG via early intervention.

Domestic Abuse, mental health, and substance misuse

These three factors sometimes referred by the term 'toxic trio' has been used to describe the presence of domestic abuse, mental ill-health and substance misuse, identified as common features of families where harm to children and adults has occurred.

If all three factors are present there is an increased risk of harm to families and are significant factors in IPV (Interpersonal Violence) and AFV (Adult Family Violence). Work in this area has shown that there is large overlap between these parental risk factors and impact on outcomes for children into adulthood through the research into Adverse Childhood Experiences (ACE).⁴

The findings from analysis of Domestic Homicide Review cases identified the toxic trio of domestic abuse, mental; health and substance misuse as a major factor in domestic homicides.⁵

Violence against Women and Girls and the link to exploitation

The National Crime Agency have highlighted the explicit link between gender based violence and exploitation. The key finding of the *Intelligence Assessment County Lines Drug Supply, Vulnerability and Harm, 2018*⁶ included the following:

- Victims are sometimes subjected to sexual exploitation through forced engagement in sexual activity within criminal networks. This is largely, but not exclusively, restricted to female victims. A minority of female victims may be sexually exploited for the financial gain of offenders, although this is likely to be on an opportunistic rather than organised basis.
- County lines offenders have been involved in the direct sexual abuse of vulnerable young people. Adults involved in county lines activity have been identified offering their children to controlling offenders for sexual activity
- Offenders have been identified both cuckooing the properties of sex workers and using cuckooed properties to host parties at which vulnerable female minors are encouraged to consume drugs. Vulnerable females provided with drugs and subsequently held in debt bondage to the offender who may be sexually exploited within the offending network as a form of “payment”.

What Drives Violence Against Women and Girls?

What drives violence against women? The drivers of men’s violence against women include:

- Misogyny
- Gender norms
- Accepting and sometimes approving of men’s violence against women
- Men controlling decision-making
- Limits to women’s independence in public and private life
- Interactions between men that are aggressive and disrespectful towards women.

⁴ Risk, threat, and Toxic Trio, Safelives Focus on Families 2017

⁵ <http://www.standingtogether.org.uk>

⁶ National Crime Agency: Intelligence Assessment, County Lines Drug Supply, Vulnerability and Harm 2018

There are also a number of reinforcing factors that, while not a direct cause of men's violence against women, increase its likelihood and severity:

- Discrimination
- Experience of and exposure to violence
- Alcohol and substance use
- Some cultural and religious practices
- Loss of traditional family and community support systems

Only some men use violence against women. Most men think that violence against women is never acceptable.⁷

4. Violence as an Equalities Issue

It is acknowledged that violence against women and girls is a form of inequality and violation of human rights. The Convention on the Elimination of All forms of Discrimination Against Women (CEDAW) is an expert body established to oversee equality issues for the United Nations adopted in 1979. Recommendation 19 of the convention relates to VAWG and specifically requests “states to consider family violence and abuse, forced marriage, dowry deaths, acid attacks and female circumcision as prejudice’s and practices that may justify gender violence as a form of protection or control of women”⁸

The Equalities Act 2010 has grouped 9 protected characteristic together under one policy strand. These are age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The legislation places a duty upon Public Sector agencies and others whom conduct public functions to have due regard to the need to eliminate unlawful discrimination, harassment and victimisation.⁹ As VAWG is a cause and consequence of gender inequality it is directly aligned to the Equalities Act. It is acknowledged that some individuals may have multiple protected characteristic which intersect and are impacted upon by race, gender, class, ability and ethnicity. While gender based violence can happen to anyone, anywhere, some women and girls are particularly vulnerable; for instance, young girls and older women, women who identify as lesbian, bisexual, transgender or intersex, migrants and refugees, women from black and minority ethnic communities, and women and girls living with disabilities. The adverse psychological, sexual and reproductive health consequences of VAWG can affect women at all stages of their life and contribute to health inequalities.

⁷ White Ribbon Australia. [Whiteribbon.org.au](http://whiteribbon.org.au)

⁸ <https://www.unwoman.org>

⁹ <http://www.legislation.gov.uk>

The Woman and Equality Committee

The Woman and Equality Commission¹⁰ meet to consider government performance on Woman and Equality issues. The 8th Special Report on Sexual Harassment of Women and girl in Public Places¹¹ highlighted the following issues:

- Sexual harassment pervades the lives of women and girls and is deeply ingrained in our culture
- For many women and girls it is a routine and sometimes relentless experience, many of whom first experience it at a young age
- Includes a wide range of behaviours including unwanted sexual comments in the street, rape threats on public transport, sexual assault in bars and clubs, racial abuse when sexual propositions were rejected, men exposing themselves in public, being masturbated at, sexual rubbing on a crowded train
- Being shouted at or 'cat-called' was the most common form of sexual harassment reported by girls and young women in research by Plan UK¹²
- 63% of girls and young women aged 13–21 experience (or know someone who has experienced) not feeling safe walking home alone, according to the Girls Attitudes Survey 2018
- A range of other findings from this survey indicates that girls feel less safe online than they did five years ago; 25% said they had had threatening things said about them on social media compared with 21% in 2013, and 24% had been sent photos or content by people they knew that they found upsetting, compared with 17% in 2013

The experience of disabled victims with mental health and/or physical disabilities

This strategy acknowledges that some groups of victims have additional barriers to seeking help. Studies indicate that women with disabilities are sexually assaulted at a rate at least twice that of the general population of women. In the case of women with a cognitive or communication disability, their lack of understanding of the situation during a sexual assault and/or their inability to say no can be wrongly perceived as their consent.¹³ Girls with disabilities experience discrimination and heightened vulnerability on account of their gender, age, and disability, and girls with intellectual disabilities are particularly vulnerable. It is estimated that between 40 to 70 per cent will be sexually abused before they reach 18 years of age. We do not know the true extent of the VAWG acts against those with disabilities but during the lifetime of this strategy we will deliver targeted training to improve our response to the most vulnerable victims.

¹⁰ <https://www.parliament.uk>

¹¹ <https://publications.parliament.uk>

¹² <https://plan-uk.org>

¹³ [http:// www.PlanUK.org](http://www.PlanUK.org)

Lesbian, Gay, Bisexual, Transgender

This strategy acknowledges the needs of the Lesbian, Gay, Bisexual, Transgender (LGBT¹⁴) community. Data from Southwark's MARAC shows of the 609 high risk cases heard in 2018/19, there were 20 LGBT cases. The following are key findings from a recent report from GALOP 'LGBT+ Peoples Experience of Domestic Abuse'¹⁵

Key findings highlight:

- LGBT+ survivors share similar types of DA as their heterosexual/cisgender peers, but their experiences often differ because their sexuality and gender identity.
- LGBT+ survivors disclosing DA often report multiple vulnerabilities as a result of their sexual orientation, gender identity, physical/mental ill health or substance abuse.
- The majority of LGBT+ survivors disclosed DA from intimate 'same-sex' partners, though a significant proportion reported abuse from family members, particularly younger victims/survivors, those from black and minority ethnic communities and trans men.
- Nearly two-thirds of survivors identified as a gay, bisexual and/or transgender male and the majority were abused by a male perpetrator.
- Over four-fifths of lesbian women disclosed abuse from a female perpetrator.

We are aware that there are additional barriers for transgender people, how they define their gender and choose services that are appropriate to their needs. There is a need for further training in this area to organisations within the borough. We are aware that there may be under reporting from the transgender community. In order to respond appropriately and effectively to the needs of the LGBT community we are working with GALOP in collaboration with the VAWG Forum to inform our approach to VAWG issues within the LGBT community.

Men and boys

It is important to acknowledge that men and boys can also be victims of most of the types of abuse and violence that we address in this strategy. Their specific needs are recognised within Southwark Council in partnership plans and in the services we commission. However it is the disproportionate impact of these types of abuse on women and girls that warrant the specific attention that the development of a gender informed strategy affords.

Evidence shows that DA is predominantly committed against women. According to the Crime Survey for England and Wales (CSEW) for the year ending 31 March 2018, 24.9% of women and 10% of men aged 16 to 59 had experienced partner abuse at least once since the age of 16, while 6.3% of women and 2.7% of men aged between 16 and 59 had experienced partner abuse once or more in the last year (Office for National Statistics, 2018a).

¹⁴ this is the definition used by Stonewall, please note other variants are used such as LGBTQ+

¹⁵ <https://galop.org.uk>

The Mayor's Office for Policing and Crime (MOPAC) reports that in the year to March 2017, 24% of victims of Domestic Abuse and 14% of victims of sexual; assault were men. During the same period, only 4% of referrals to the Southwark Advocacy Support Service (SASS) were male.

Male referrals to our commissioned DA service are low partly due to under reporting. It is recognised that male victims of domestic and sexual abuse are often reluctant to come forward for help. We need to ensure that we promote our local services and London wide services for men, to ensure that they feel able to seek support.

5. Legislative Context

The Law

In recent years a range of new legislative measures have been introduced which provide a firm framework in the national drive to tackle VAWG. These include:

- The Anti-social Behaviour Act 2014 made it a criminal offence in England, Wales and Scotland to force someone to marry
- The Domestic Violence, Crime and Victims Act 2004
- The Domestic Violence Disclosure Scheme (known as Clare's Law) 2014
- The Care Act 2014 which included new duties to protect vulnerable adults affected by gender violence
- The Forced Marriage (Civil Protection) Act 2007
- Protection from Harassment Act 1997
- The Serious Crime Act 2015
- The Modern Slavery Act 2015 which can be used to address the cross border issues linked to Trafficking
- The Domestic Abuse Bill 2019

For full transcripts of all these legislations please refer to <https://www.legislation.gov.uk>

In 2013 the UK Government revised and extended the definition of Domestic Abuse (non-statutory) to include young people aged 16–17. At the same time, the introduction of **coercive control** has provided a legal context for non–physical abuse offences for domestic violence and abuse cases.

“any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial and emotional.”

UK Government 2013

The **Domestic Violence Disclosure Scheme** (known as Clare’s Law) was rolled out nationally in 2014. It gives individuals the “right to ask” police where they have concerns that a partner may pose a risk or where they are concerned about a family member. DVPO Domestic Violence Protection Orders (DVPO) and Domestic Violence Protection Notices (DVPN) were introduced across England and Wales in 2014. A DVPO is a civil power order that enables the Police and magistrates to put in place protective measures in the immediate aftermath of DA. The law now criminalises Forced Marriage and has introduced the mandatory reporting of child female genital mutilation cases by teachers, health professionals and social workers; as well as the use of FGM Protection Orders (FGMPO).

The **Modern Slavery Act 2015** can be used to address the cross border issues linked to trafficking, including sexual exploitation, forced labour and domestic servitude.

Our strategy acknowledges the provisions of abuse contained within the Care Act (2014)¹⁶ as well as the Pan – London Child Safeguarding Procedures¹⁷ and Adult Safeguarding Procedures.¹⁸

In January 2019 the government published the draft Domestic Abuse Bill. Key measures include:

- A new statutory definition of domestic abuse which includes economic abuse and coercive control
- Strengthened responses to perpetrators through the introduction of new civil orders
- Establishment of a Domestic Abuse Commissioner in Law

Alongside the legislative reforms there are a range of additional measures planned by the government which focus on four main areas:

- Promoting awareness
- Protection and support for victims
- Transforming the justice process and perpetrator response
- Improving performance

The Domestic Abuse Bill, 2019 places a strong focus on criminal justice sanctions and for Housing Services to use their powers to tackle perpetrators of domestic violence and abuse . <https://www.gov.uk>

In May 2019 the Ministry of Housing, Communities and Local Government launched a consultation on proposals to establish a new delivery model for accommodation based domestic abuse services, including introducing a statutory duty on local authorities. This will be incorporated into the Domestic Abuse Bill.

6. The National and Regional Context

Why do we need a Violence Against Women and Girls Strategy?

Tackling violence against women and girls is an international, national, and regional priority

National Context

In 2010, the Government published the cross government Strategy “Call to End Violence Against Women and Girls”¹⁹ which detailed a series of actions plans to address VAWG across all agencies. This has been followed by “The National Ending Violence Against Women and Girls Strategy, 2016 – 2021” .²⁰ The Government strategy introduced a new National Statement of Expectations. The strategy reiterated the framework of prevention, provision of Services, partnership working and perpetrators as the model to tackle VAWG. It also created a number of opportunities for all responsible authorities to address VAWG, which included a new dedicated VAWG funding stream, the VAWG Service Transformation Fund. Southwark is currently in receipt of funding for two programmes under this scheme; **Project Mia** which is for high risk women with a history of non engagement with services whom have children on a Child Protection Plan, and **Prevent And Change (PAC)** working with high risk repeat DA perpetrators.

Domestic Homicide Reviews (DHR) have been a statutory requirement since 2011. Local areas are required to undertake a multi-agency review after a domestic homicide to identify lessons learned to help prevent future incidents. The findings from analysis of DHR cases identified the “toxic trio “of domestic abuse, mental health and substance misuse as a major factor in domestic homicides²¹.

Regional Context

The Mayors Office for Policing and Crime (MOPAC) published its strategic vision in “A Safer City for Woman and Girls”. The London Tackling Violence Against Woman and Girls Strategy, 2018 – 2021²² which detailed a framework for London to be at the global forefront of tackling VAWG.

Since 2013/14 MOPAC’s London Crime Prevention Fund (LCPF) has provided targeted funding to each London Borough for initiatives that aim to prevent crime, this includes VAWG. As part of its LCPF VAWG funded activities, Southwark currently deliver safe and healthy relationships workshops to children in secondary

¹⁹ <http://www.gov.uk>

²⁰ <http://www.gov.uk>

²¹ <http://www.standingtogether.org.uk>

²² <https://www.london.gov.uk>

schools, counselling support to domestic abuse survivors, and a behaviour change programme for young people who are using abuse and/or violence in close relationships.

Victim Support is commissioned by MOPAC to deliver the London-wide Integrated Victim and Witnesses Service. The provision includes a dedicated domestic abuse service with two Independent Domestic Violence Advocates (IDVAs) based at Kings College Hospital, one located 1 at the Metropolitan Police's South East London BCU Headquarters and one based at the South East Witness Care Unit at Southwark Magistrate's Court.

London Councils fund a number of Pan London services through the ASCENT Project which is a consortium made up of 29 specialist services and Rape Crisis. ASCENT delivers a range of services under six themes: prevention, advice and Counselling, domestic and sexual violence helplines, specialist refuges, woman against harmful practices and support services to organisations. Rape Crisis provides counselling and support to women who have been affected by sexual violence including historical sexual violence.

Most recently, the Greater London Authority introduced the **Violence Reduction Unit**, for which delivery is overseen by MOPAC. The aim of the unit is to tackle the root cause of crime, including domestic abuse, by bringing communities and partners from criminal justice, public health and education together as part of a public health approach to tackling violent crime. The purpose of which is to:

1. Stabilise and reduce violence across London
2. Find the major causes of violence and co-ordinate action across London to tackle them at scale, delivering a long term reduction in crime and associated harms
3. Involve communities in the work of the VRU and build their capacity to deliver the best long-term solutions to reduce violence.

Research²³ commissioned by MOPAC evidences a number of worrying trends including the steep increase in levels of VAWG in the capital²⁴. DA offences in London rose by 63% between 2011 and 2018²⁵. Three quarters of victims were female and victims were more likely to live in deprived areas. In 2018 there were 29 domestic homicides, up from 9 the previous year. This significant increase of domestic homicides has sadly been mirrored in Southwark where we have 4 concurrent domestic homicide reviews (DHR) underway in 2019. Prior to this, we had not had to conduct such a review since 2013.

²³ https://www.london.gov.uk/sites/default/files/201902_an_increase_of_the_increase_of_recorded_domestic_abuse_and_sexual_offences.

²⁴ https://www.london.gov.uk/sites/default/files/201902_an_increase_of_the_increase_of_recorded_domestic_abuse_and_sexual_offences.

²⁵ https://www.london.gov.uk/sites/default/files/https://www.london.gov.uk/sites/default/files/201902_an_increase_of_the_increase_of_recorded_domestic_abuse_and_sexual_offences.

7. Violence Against Women and Girls in Southwark

Southwark has an ethnically diverse and young population. The 2017 Public Health projections, estimated the population of Southwark to be 314,200. Southwark has one of the fastest growing populations in South East London. Our population is projected to grow by almost 20% by 2030; equating to an extra 60,000 residents. The median age of residents is 33.1. This is two years younger than the London average and almost seven years younger than the national average. Just over half (54%) of the population is white ethnicity, a quarter (25%) black, and a third of Asian (11%) or other (10%) ethnicities. Over 120 languages are spoken in Southwark, with 11 per cent of households having no member of the household who speaks English as a first language²⁶. Southwark has the highest proportion of residents in the country who were born in Africa (12.9 per cent), as well as a significant population from Latin America, with 70 per cent of reception-age children from black and minority ethnic (BME) groups²⁷. Southwark has the highest level of social housing in London with 40% of the capitals social housing stock located in the borough. Southwark has an abundance of faith groups worshipping in the borough with some 400 faith groups,

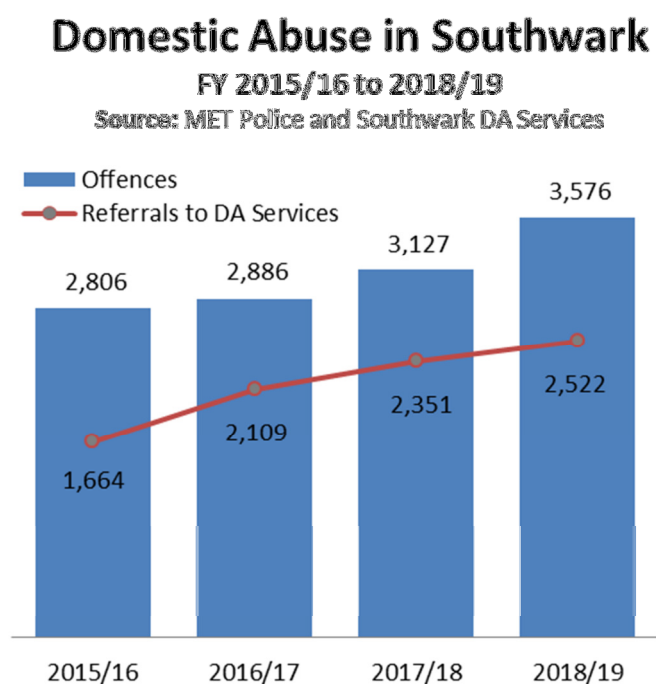
What do we know about VAWG in Southwark?

Whilst we acknowledge that VAWG and girls is a significant issue in the borough, we also accept that the true extent of the issue is greater due to under reporting in all areas of VAWG. What we do know is that recorded offence numbers are increasing year on year, mirrored by increased referrals to our commissioned DA service. The number of Police recorded DA offences in Southwark has increased by 27% since 2015/16 whilst the number of referrals to our commissioned DA service has increased by 52% over the same period, as illustrated in figure one below.

²⁶ Overview of Southwark's Population JSNA Factsheet, People and Health Intelligence, Southwark Public Health, July 2018

²⁷ <http://www.southwark.gov.uk>JSNA>

Figure 1. Domestic Abuse in Southwark



Since 2014/15 referrals to Southwark's Domestic Abuse Service have increased year on year although this growth has slowed:

- 2014/15 - 2015/16: 26% (1324 to 1664)
- 2015/16 - 2016/17: 27% (1664 to 2019)
- 2016/17 - 2017/18: 10% (2109 to 2351)
- 2017/18 - 2018/19: 7% (2351 to 2522)

High Risk: The Southwark MARAC which puts action plans in place to manage high risk cases of domestic abuse received a total of 609 referrals between 1st April 2018 and 31st March 2019, an average of 51 per month. This compares to 551 in 2017/18, an average of 46 per month, an increase of 10%

For the other VAWG areas there are some challenges when capturing data to gain an accurate picture of the levels of gendered violence in Southwark. These include under reporting by those affected, Home Office changes to the way MPS record these offences, and limited data capture on the wider forms of gender violence. Due to the hidden nature and stigma attached to VAWG the true prevalence is likely to be much higher.

Police data

Domestic Violence and Abuse

- In Southwark in the 12 months to January 2019 the Police recorded 3,487 DA Offences. This was the 4th highest in the London Metropolitan Police Area (includes the City) and a 10% increase on the previous year.
- For the 12 month period to January 2019 some 5,380 DA incidents were recorded. This was a 4.7% decrease compared to the same period the

previous year. Domestic incidents are reports whereby an incident has occurred but not categorised as an offence.

- Southwark has a DA incident rate of 18 per 1,000 population, which places us 11th highest in London, the highest being 23 in Barking and Dagenham and lowest 11 in Richmond upon Thames.

Harassment

- In Southwark in the 12 months to February 2019 the Police recorded 588 Harassment records (522 unique crime records)
- The police provided the following information on sexual harassment/ assaults in schools²⁸. From 1st September 2018 there were 14 reported incidences on school premises:
 - 3 of them are inappropriate sexual touching between children under 10
 - 4 are allegations against teachers by pupils (2 are ongoing investigations)
 - 1 is an allegation between teachers.
 - 4 are teenage girls alleging against similar age boys and involve sexual touching to varying degrees.
 - 1 relates to sexual touching between parties aged 10 in primary school.
 - 1 relates to allegation of video of teen female and younger male sexual touching

Forced Marriage

- Between September 2016 and February 2019 the Police recorded 9 Forced Marriage records (9 unique crime records) in Southwark. This was the 21st highest in the London Metropolitan Police Area (excludes the City).

Female Genital Mutilation

- Between September 2016 and February 2019 the Police recorded 3 Female Genital Mutilation records (2 unique crime records) in Southwark. This was the 13th highest in the London Metropolitan Police Area (excludes the City).

Honour Based Violence

- Since October 2016 Police have recorded 32 Honour Based Violence records (26 unique crimes) in Southwark

Stalking

- In Southwark in the 12 months to February 2019 the Police recorded 62 Stalking records (57 unique crime records)

Prostitution

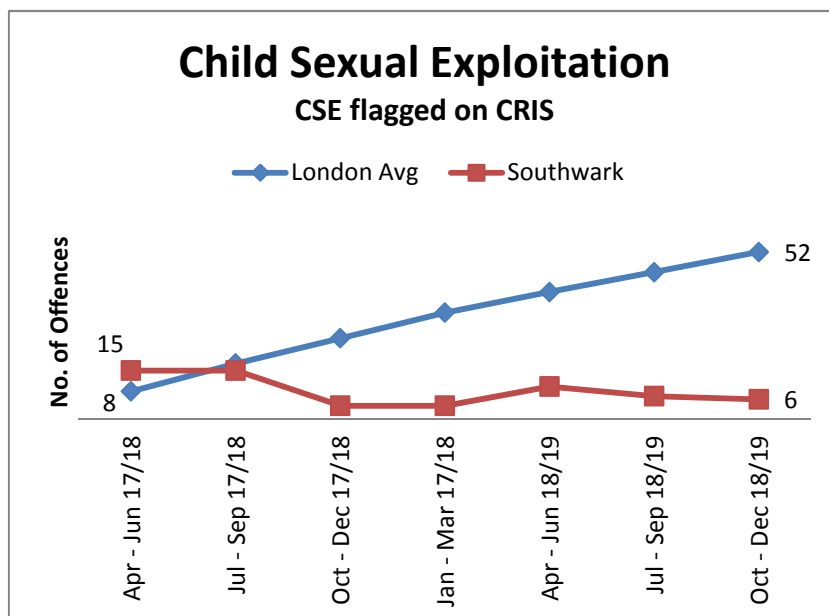
- The Police recorded 0 Soliciting for Prostitution offences for the 12 month period to December 2018. For the MPS area a total of 91 offences were recorded

²⁸ Violence Against Women and Girls (VAWG) & Modern Day Slavery, Community Safety Scrutiny Commission Report May 2019 'Making Southwark a safe place for EVERYONE'

Other Data Sources

Children’s Social Care – Evaluation of data from Social Care Assessments shows the prevalence of DA in families in need, 31% of assessments carried out between May 2015 and March 2019 recorded DA as a factor (either impacting the child, parent or other household member). It is estimated that 40% of Southwark Children In Need have experienced DA²⁹

Child Sexual Exploitation - The graph below shows the number of CSE quarterly Offences flagged on CRIS (Crime Reporting Information System) for the period April 2017 to December 2019 shows a steady increase in the London averages offences whilst Southwark flagged offences shows a decreasing trend.



Complex Multiple Needs - Assessment of data from PAUSE³⁰ Southwark highlights that this group are significantly impacted by multiple disadvantage with 89% affected by domestic violence and abuse, 71% experienced childhood abuse, 21% were involved in sex work and 100% experienced mental health issues, whilst 46% had a history of care.

Female Genital Mutilation - Southwark is estimated to have 7,000 women aged 15-49 years old affected by Female Genital Mutilation (FGM). This is 7 times the national rate. It is estimated that 8% of women in Peckham and Camberwell Green are estimated to be affected by FGM. (JSNA 2018)

Yuva - is a service for young people using or experiencing violence in close relationships. In the overwhelming majority of cases, the young people referred to the service are males who have used violence against their mothers, 94% in 2018/19³¹

²⁹ Stocktake of LBS Children’s Services where domestic abuse is a factor, September 2018

³⁰ The PAUSE team works with women who have had 2 or more children removed from their care. These women may have experienced complex difficulties like homelessness, violent relationships or substance abuse

³¹ Monitoring Data, Southwark Community Safety Partnership

8. Consultation Findings

This strategy was developed after extensive consultation with staff from statutory and voluntary sector services in Southwark (see Appendix 3. for list of agencies included in the consultation).

The consultation process was invaluable as for many of the VAWG areas published data is minimal, capturing the experience from frontline practitioners has helped fill some of the gaps, adding value to the information that is available. Speaking to practitioners also reinforced the impact of VAWG on the everyday lives of residents in Southwark.

Survivor's Views

The views of a group of survivors who participated in the Freedom Programme delivered by Bede were consulted on the contents of this VAWG Strategy and given the opportunity to provide comment. The group of 20 women who represented a cross section of women from a range of ages, ethnicities, employability, immigration status, marital status, parenthood status and socio economic backgrounds. All the women had experience of multiple forms of VAWG. All were past immediate crisis point but continued to have significant ongoing issues which impacted upon their ability to fully recover from their experience of VAWG.

The key findings were:

- All the women had experienced some form of mental health issue associated with the experience of VAWG
- All the women only accessed support services after the Police attended incidents at their home
- Women welcomed the support they received from voluntary sector services and considered the support of the voluntary sector crucial to navigating through the complexity of dealing with children's services, housing and immigration services.
- Women stressed the need for wraparound services which work with women for longer periods
- Working women face significant barriers to accessing support
- Women wanted services to work in a more flexible way so they could access services outside 9am – 5 pm timeframe. Women could not access counselling services during work hours or if they did not have child care.
- Two working women confirmed that they had to take time off work without pay to attend support services.
- Women supported wide scale awareness for young children and all young people.
- Women reflected upon their own experience of growing up in families with domestic abuse and how they had considered domestic abuse as normal until they attended the Freedom Programme. They felt that if they had been given information as young people they may have recognised unhealthy relationships as adults.

- Women were visibly distressed when talking about the impact on their children
- Women reported the distress of their children after leaving their homes in a non planned way (after Police intervention)
- 40% of the victims experienced ongoing problems with their temporary accommodation remarking on its suitability for young children
- Women commented on the impact on their children of leaving their homes and jobs and living in “limbo” for many years after the crisis violent incident
- Women queried why social workers asked about their immigration status rather than their safety
- Women commented on the disparity in response levels across Council front line services
- Women explained why they could not return to work when they had moved to a new area with no support system to help look after their children
- One women said “After leaving an abusive situation. It is like services keep the abuse going on ”
- Women suggested that the development of an expert panel of service users (Critical Friends) to advise Commissioners and Council staff. They expressed the view that this would inform how services are delivered in Southwark

Community Safety Scrutiny Commission Report

In October the Community Safety Scrutiny Commission undertook a review into VAWG & Modern Day Slavery, the findings of which can be found in the report “**Making Southwark a safe place for EVERYONE**”. The Commission chose to focus on three areas:

- Safe and healthy relationships; teaching in schools and youth clubs as this is an opportunity to influence young people at a young age and there is evidence of high rates of domestic abuse amongst young people .
- Safeguarding practices; to try and understand how effectively girls are protected and to look at data trends around levels of sexual harassment and assault.
- The Scrutiny Commission also reviewed Women’s Safety Charter (WSC) which was established in 2015 to tackle harassment of women in Southwark at night time.

As part of the review the Commission collected evidence from a number of sources. The findings of which have enhanced the consultation process carried out as part of this strategy. This included:

- Focus groups with students and teachers at the City of London Academy (COLA) and Harris Girls School, and with Salmon Youth Club attendees.
- Online survey to seek the views of Southwark teachers on PHSE and safeguarding
- Interviews with anti-slavery and VAWG experts.

Feedback from young people included the following:

Healthy Relationships

The majority of young people could not identify with any depth of understanding what a healthy relationship was and many said they received little or no relationship education in school. Frequently young people said the current curriculum was perceived as largely informational.

Overwhelmingly young people said they would prefer more on skills and the emotional side of relationships.

Often media has become a significant or main educator, alongside peers and family. Media portrayal of relationships was considered often unrealistic and unhelpful.

As well as developing their relationship literacy young people said that LGBTQ+ education needs to be improved and girls, in particular, wanted more information on how to protect themselves from infection and pregnancy

Young people said they would benefit from more education about feelings and relationships rather than just teaching about biology. They wanted this to start in primary school.

Sexual Harassment

Street harassment is an issue with young women reporting grown men whistling and also groups /gangs of older boys, some of whom are acquaintances, making comments, and sometimes reacting in a hostile manner when these are not welcomed. Students said that there are girls who are vulnerable to this kind of sexualised attention, which they seemed to view as predatory. Some girls said they always walked home with friends for mutual support and protection, while others said they only did this for company.

Some young people (girls) had no clear understanding of what sexual harassment was but people felt that it means what you don't want to happen and said it has to be repeated to be harassment. They all thought that someone pinching your bra strap was not harassment. Many of the girls felt boys had a different understanding of what consent is. The girls said that you had to explicitly say yes for it to be consent whereas boys feel only if girls say no it is not consent. Many girls were not sure where to go for support or help. There was much concern about the rise in sexual violence / harassment online and how to combat this.

The consultation undertaken as part of this strategy together with the consultation undertaken by the Scrutiny Commission has highlighted a number of key areas and significant gaps for which action is required to improve the borough's response to VAWG. These have been incorporated under the priority areas in the Violence Against Women and Girls Delivery Plan. A summary of the key areas and gaps identified is shown in the table below.

Key Areas

- **Prevention and early intervention where possible** – break the cycle of abuse. Focus on wellbeing rather than just crisis support.
- **Public awareness raising** – for all VAWG areas, particularly around the issues of honour based violence, harassment, and modern slavery
- **Importance of staff training and awareness raising** – recognition and that this is a continuous process. There is a lack of understanding of coercive control amongst professionals. Training should include developing knowledge to identify VAWG and give the individual the confidence to discuss with manager and refer; particularly in relation to harmful practices.
- **Importance of a whole systems approach** – VAWG are issues that cut across everyone's roles and is everybody's responsibility.
- **Improved flexibility of current DA service offer** – survivors with complex needs (such as Project MIA cohort) will need a longer term sustained support.
- **Housing offer** – we will explore how we can continue to improve our offer to clients fleeing DA. If a survivor doesn't feel safe they are unable to address other issues.

Significant Gaps

- **Improved Healthy Relationships offer** – a revised Healthy Relationships offer to be developed to include the wider VAWG issues such as harassment should be developed. This will involve improved working with schools.
- **Improved partnership response for Honour Based Violence** - stakeholders highlighted concerns that this occurs in Southwark but is hidden.
- **Improved partnership response for Harassment** – many stakeholders expressed concern at the increase in harassment which they are seeing. This is impacting young women and also women in lower paid roles.
- **Improved approach to dealing with perpetrators** – stakeholders are not confident about or completely aware of current perpetrator provision and its objectives/outcomes.

9. What has been achieved?

To date VAWG delivery in Southwark has chiefly focussed on domestic abuse which is reflected in what has been achieved. This strategy will ensure that Southwark continues to retain its strong focus on domestic abuse whilst developing an integrated response to the wider forms of VAWG, addressed in the Strategy Delivery Plan.

Prevention and Supporting DA Survivors

Domestic abuse has been the major focus of Southwark's VAWG response in recent years and remains the volume crime area. Since the implementation of the Domestic Abuse Strategy 2015-2020 progress has been made particularly in awareness raising and early identification of victims. This includes raising awareness of early signs of abuse, educating young people, tackling perpetrator behaviour, building community capacity and leadership, increasing the opportunities for disclosure, developing appropriate responses, and building survivors resilience. This is delivered through:

Primary prevention: that seeks to prevent the onset of domestic abuse, via risk reduction by seeking to influence behaviours that can lead to abuse, this includes:

- Commissioning specialist services which include an IDVA Service, Refuge and Perpetrator programme
- Local DA awareness campaign
- DA community champions programme
- Children's Therapeutic Support (for children who have been exposed to DA)
- Delivery of healthy relationships programmes in schools

Secondary prevention: aims to reduce the impact of abuse that has already occurred and likelihood of it happening again in the future. This is done by having systems in place to detect signs of abuse as soon as possible in order to halt or slow its escalation, encouraging personal strategies to prevent recurrence, and implementing programmes to return people to their original health and function to prevent long-term issues. This includes:

- Comprehensive offer of awareness and resilience building programmes for survivors of DA to break the cycle of abuse
- Peer supporters programme
- A GP based DA programme (IRIS)
- Comprehensive training for council and external professionals, service providers, community organisations and elected members
- Counselling for survivors of domestic and sexual abuse
- IDVA co-location with housing, Multi-Agency Safeguarding Hub (MASH) and Police
- Perpetrators behavioural change programme

Following a needs assessment and competitive tendering process, in 2015 Southwark Council commissioned Solace Women's Aid to deliver its core domestic abuse service as seen below.

Figure 2. Southwark Advocacy Service



Source: Solace Women's Aid

In line with the development of our Violence Against Women and Girls Strategy and a comprehensive needs analysis, we will look to redesign our core service offer to respond to VAWG in 2020 and onwards. The current support offer to DA survivors can be seen in Appendix 2.

Case Study - DA Survivor. Nia

Nia³² was referred to a specialist service following attendance at A&E with injuries caused by her partner. Nia was not a UK national, and Nia's partner was using both violence and her immigration status to control her. The Independent Domestic Violence Advocate (IDVA) risk assessed Nia and found she was at risk of significant harm and/or death and a referral to the MARAC was made. During the course of specialist support, Nia made further disclosures suggesting that she may also be at risk of **'honour' based violence** from her wider family. Nia's immigration status meant she was unable to access public funds, and as such had very limited options to leave the relationship without ending up destitute and street homeless. Nia was supported by an immigration solicitor to make an application to remain in the country, allowing her access to benefits. On the basis of this, the IDVA was able to arrange for Nia to reside safely in a refuge, whilst her application was considered by the Home Office.

Other DA/VAWG Support for survivors

The council commissions a number of additional DA/ VAWG services outside of the core service offer. This includes:

Refuge

Southwark Refuge supports women who experience DA and provides a place of safety and support for single women and women with their children fleeing DA.

Women are referred mainly through various national voluntary bodies such as the National Domestic Violence Helpline, Social Services and by the police, although some customers approach independently.

The service provides a package of support for every woman and her family based on their individual needs. All support is provided with the aim of empowering women, giving them the skills, confidence and knowledge to move on, successfully resettle and maintain independence. The service also helps women find other accommodation, setting up and maintaining that home or tenancy.

The service consists of:

- 26 units for women and their children spread across four safe houses on three sites

³² Name has been changed

- 6 units are self-contained, 20 in shared accommodation (from which 4 are accessible)
- The service employs 4 full-time specialist refuge workers and a part-time service manager

The service provides a low to medium support service and delivers 150 hours of frontline support a week. The core service hours are 9.00am to 5.00pm with an on-call service provided out-of-hours.

Project Mia

Project MIA which commenced in February 2018, is a 2 year initiative funded by the Home Office VAWG Transformation Fund. Delivered by Solace Women's Aid, the project provides bespoke, tailored support to women who are victims of domestic abuse and whose children are subject to Child Protection Plans. Many of these women have multiple needs and have not previously engaged well with traditional support services. The aim of the project is to provide a personalised offer to these women to encourage them to engage with the support available and improve their own wellbeing as well as that of their children. The programme also offers a Child Therapeutic service for the children involved, to ensure the effects of witnessing abuse are addressed and its long-term effects minimised.

The support these women require is intensive and long term, with interventions lasting 9 months on average. Despite this, the project has seen significant successes in its first year with 7 service users being stepped down from Child Protection Plan intervention to Child In Need.

Case Study – Children's Therapy Project Mia

When referred to Mia therapy, Simon³³ had been exposed to a few incidents of domestic violence in his family home from his Dad perpetrated towards his Mum. Simon, his Mother and his younger brother relocated to the other side of London and have had no further contact with his father. Simon became anxious and withdrawn but did not wish to discuss the incidents with anyone.

The specialist service arranged a play/art therapist to work with Simon at school in school hours. In sessions Simon initially presented as very quiet and wary, but quickly felt safe to explore and engaged well with the therapist as well as with the materials in the room.

As therapy continued Simon become more comfortable and was able to express his worries and feelings regarding home life. Simon also started creating art work.

In total Simon had 17 sessions, his mother has seen positive changes from the therapy. She stated that he has gained self confidence and is being more open and communicative with his mother about his feelings.

³³ Name has been changed

PAUSE Programme - the PAUSE team works with women who have had 2 or more children removed from their care. These women may have experienced complex difficulties like homelessness, violent relationships or substance abuse. Without support, they often enter a cycle of repeat removal, becoming more traumatised with every removal. The team provides intensive one to one practical and emotional support.

Safe Healthy Equal Relationships (SHER) – Sher is an educational toolkit to promote awareness of healthy relationships and combat domestic and dating abuse, delivered to young people in schools across Southwark.

Housing Solutions – The Housing Solutions Service are recognised as being at the forefront of excellence in relation to domestic violence and abuse. In 2018, they were the first Housing Service in the country to achieve the Domestic Abuse Housing Alliance (DAHA) accreditation³⁴. These service improvements have been achieved via upskilling front line staff and utilising the options available including the Pan London Housing Reciprocal Protocol³⁵ arrangements to increase safety, whilst minimising the material harm to families who otherwise may lose their secure tenancy status and spend years in temporary accommodation.

Housing Solutions continue to lead on innovation with staff working alongside qualified Independent Domestic Violence Advocates (IDVAs) and are in the process of developing a community coordinated response outreach offer to single women where offending and street homeless is a risk factor.

Operation Encompass - is a Police and education early information sharing partnership enabling schools to offer immediate support to children and young people experiencing domestic abuse.

Women's Safety Charter – The Women's Safety Charter is a voluntary pledge for bars, clubs and other licensed premises, with five principles on how they will support women experiencing sexual harassment in their premises. 180 premises have signed up to the scheme since its launch in 2015.

³⁴ <https://dahaalliance.org.uk>

³⁵ <https://saferlondon.org.uk>



Southwark Council

We want you to have a good night out

We take women's safety seriously and believe harassment has no place on a night out.

As part of Southwark's Women's Safety Charter our staff are trained to help you deal with any problems you might have.

If you're feeling uncomfortable please talk to them so you can get on with having a great night.

We are signed up to the Southwark Women's Safety Charter. To find out more and tell us what you think go to www.southwark.gov.uk/womenssafety



www.southwark.gov.uk/womenssafety

Perpetrators

In order to reduce the number of victims of VAWG there is a requirement to address the underlying cause of the violence; perpetrators. Those who perpetrate VAWG must be challenged to be accountable for their choice to use violence. The Domestic Abuse Bill 2019 places an emphasis on tackling perpetrators through the criminal justice system and calls upon local authority housing departments to use their powers to tackle perpetrators.

There is significant work to be done to change the attitudes that support VAWG. Southwark will develop a more holistic, tiered approach to service delivery aimed at prevention and protection of survivors and by doing so limit the harm to women and children. However, there is much work to be done with regard to VAWG in all its forms and the Council will undertake an annual assessment of its response to perpetrators of all forms of VAWG.

Perpetrator Programmes

Southwark Council is committed to delivering programmes designed to support perpetrators of abuse to change their behaviour and to take tough enforcement action against those who are not willing to change. The council commissions a number of programmes to work with perpetrators, including the Domestic Violence Perpetrator Programme, Prevent And Change Programme, and Yuva. We also have the multi agency Domestic Abuse Tenancy Panel, which supports delivery of the Council Plan commitment to 'prioritise domestic abuse survivors over their abuser so they can stay in their own home'. This includes working with our partners such as the Police and Probation Services, utilising opportunities for enforcement options.

Operation Dauntless - is a London-wide Metropolitan Police operation whereby serial domestic abuse perpetrators are identified and prioritised. Particularly those who have victims in multiple London boroughs. In Southwark nominals are referred to the Prevent and Change (PAC) Project.

Building Better Relationships - The Community Rehabilitation Company (CRC) delivers behaviour change programmes for all domestic abuse offenders who are under supervision by either the CRC or National Probation Service.

Domestic Violence Perpetrator Programme

The Domestic Violence Perpetrator Programme (DVPP) has been a core element of Southwark's response to domestic abuse since 2015. The programme is for men who have had some history of being violent or abusive towards a partner or family member and want support changing this behaviour. It is a group based programme that runs for 26 weeks. Each session lasts 2.5 hours and takes place in the evening. The main object of the programme is to increase safety for victims and children. Underpinning this is an understanding that domestic abuse is a systematic pattern of behaviour, which is learned and has intent. As such the person perpetrating the abuse is 100% responsible for their behaviour.

In the last 4 years of the programme, a total of 93 perpetrators have engaged with the programme which has resulted in a positive change in behaviour and the risk to survivors being reduced in 74 cases.

Case Study - Domestic Violence Perpetrator Programme

Juan³⁶ was referred to the programme as part of a social services intervention in respect of his two children. Both children were attending a local school/nursery and aged 5 and 3 respectively. Following an abusive argument and assault of his wife Flavia, police were called by neighbours and Juan was subsequently arrested. He was later released without charge as Flavia did not wish to pursue matters. As children were present during the incident Police referred to social services and they in turn referred the case to Solace.

As Juan's first language was Spanish he was seen for his assessment with a Spanish interpreter present. In interview he was candid about using physical violence towards Flavia, shouting and yelling at her regularly and also a high amount of sexual abuse. He also admitted to using physical chastisement towards the children and conceded they were afraid of him. He became very tearful in the interview. Juan was offered regular weekly 1-2-1 sessions, with a Spanish interpreter present to address his behaviour.

Juan initially moved out of the family home for a limited period to allow for a "cooling off" time while he engaged with the programme and Flavia engaged with Solace support services. In sessions Juan engaged well; he was open to challenge and able to empathise with both Flavia and the children.

As Flavia was indicating she wished to try and reconcile with Juan, social services organised a phased return home for Juan while he was still working with the programme.

Progress appeared to accelerate. Flavia reported that all sexual abuse had ceased and there had been no further abuse or violence. Both parents reported things at home were calmer. The school/nursery reported the children appeared settled and calm.

Social services reported that home visits (including unannounced visits) with the children were overwhelmingly positive. The family continue to work with social services on issues around parenting as part of their final support package before discharge.

Yuva

Southwark Council also commissions the Yuva Programme run by DVIP to support behaviour change in young people (aged 11 – 18) who have used violence/abuse in their close relationships. The programme works with the young person and their victim to increase safety and support positive relationships for all involved.

³⁶ Name has been changed

Prevent And Change

Southwark (together with Lambeth and Lewisham), was successful in receiving funding from the Home Office VAWG Transformation Fund to deliver the PAC Project. The project delivers a whole system approach to tackling prolific VAWG perpetrators. The focus is on how perpetrators are managed in partnership, supported to change, and/or held to account for their harmful behaviour. Perpetrators are encouraged to accept responsibility for their behaviour and work towards change. Where a perpetrator is unwilling to engage, appropriate enforcement action is taken against them.

The project will deliver this approach to 40 serial perpetrators of DA in Southwark over the 2 year period. The priority outcome of the project is to increase the safety and wellbeing of victims and associated children by preventing new and/or further victimisation and harm.

Preliminary findings from the PAC cohort have highlighted that most were known to Children's Services as children living in families where DA was an issue. This highlights the need for prevention work from an early age, and points to an opportunity to consider a longer term approach to how we tackle VAWG via early intervention.

Domestic Abuse Tenancy Panel

Southwark Council is committed to prioritising DA survivors over their abuser so they can stay in their own homes. In addition to the Sanctuary Scheme which assists survivors by providing targeted emergency security upgrades at their properties, in January 2018, the Domestic Abuse Perpetrators Tenancy Panel was launched. This is a multi-agency initiative which aims to take appropriate action against DA perpetrators who are tenants of Southwark Housing properties. Since its inception, the panel has considered 22 cases, and with the safety of the victim of prime importance, has taken tenancy action against 5 perpetrators of abuse.

Partnership Working

There is a need to extend the good work in relation to DA to the wider VAWG response, developing a new cross partnership approach; raising awareness of the wider related issues outside of DA, identifying and offering support to individuals and families at risk or experiencing VAWG at an earlier point, at first point of contact

It is recognised that no one agency can resolve the issue of VAWG. We need to work in partnership across the council and other statutory agencies, working alongside the communities we serve.

The impact of VAWG is wide ranging and it is linked to anti- social behaviour, drug and alcohol abuse, bullying, child abuse, fear of crime, health and mental health, social exclusion, homelessness and poverty. Due to its cross cutting nature it impacts on multiple partnership policy areas such as Child Sexual Exploitation, Gang related crime, and Community Harm and Exploitation. The arrangements for these areas are within Southwark's Children's Safeguarding Board policies³⁷.

The Partnership Response to Exploitation

Southwark has committed to tackling the criminal sexual exploitation (CSE) of children and young people living in the borough and those in care placed out of the borough. Between April 2017 and December 2018 the following activity took place:

- 108 community learning and awareness raising workshops delivered, involving 870 residents, parents and community group volunteers.
- Implementation plans created by Children's Social Care and the Police supporting the work lead by the Multi Agency Sexual Exploitation Group (MASE).
- New partnerships created with Barnardos and the Children's Society linking local businesses and support for children into the work of the MASE.
- Southwark Council is part of **Rescue and Response**, a consortium of charities and local authorities who are working together to support vulnerable young people operating at pan- London level. This project develops and delivers a support service for young people who are vulnerable and caught up in county lines drug distribution networks.

The Partnership Response to Female Genital Mutilation

FGM is an illegal, extremely harmful practice and a form of child abuse and violence against women and girls. Southwark Council, working with our partners through the Safeguarding Children's Board and Safeguarding Adults Board, has agreed a multi-

³⁷ <https://www.safeguarding.southwark.gov.uk>

agency intervention framework for identifying, assessing and responding to Female Genital Mutilation. Together we are committed to supporting vulnerable female children and adults and to end the practice of FGM

Central to the partnership approach is community engagement, communication, and awareness raising. This includes delivery in collaboration with statutory agencies, Public Health, the National FGM Centre, Barnados, Community Southwark, African Advocacy Foundation and schools.

The development of a community profile of FGM in Southwark was undertaken by the Community Engagement Subgroup and the Southwark Multi Agency FGM Steering Group. ROSA, which is a charitable fund set up to support initiatives that benefit women and girls in the UK and the National FGM Centre. With support from Public Health this work was completed in June 2017 and informed the JSNA.

A number of targeted actions have been undertaken to respond to the challenges posed by practicing communities, to directly respond to the needs of girls and women at risk of FGM or who have experienced FGM prior to coming to the UK. The further development of the FGM Community Profile will ensure that the protected characteristics of those concerned are very well understood and responded to effectively in a culturally sensitive and appropriate way. This approach permeates the current work on FGM and will be at the heart of future developments.

Targeted actions include:

- A collaboration between Health and a local School to set up an FGM clinic within the school/children centres. This model of FGM clinics within children centres is a good way of encouraging wider community engagement.
- A joint FGM conference was held in March 2016 by the Children and Adult Safeguarding Boards resulting in the attendance of 144 people across agencies and partners.
- NHS Southwark Clinical Commissioning Group provided a Protected Learning Time (PLT) event on Safeguarding for Primary Care/GPs with FGM as headline topic. There were approximately 200 GPs and Practice Nurses in attendance.
- An event was held in June 2016 providing an FGM open forum and luncheon inviting women, young people and parents to attend. The forum provided answers to questions and reassurance about the Mandatory Reporting by health staff. .
- FGM is included in the Personal, Social and Health Education (PSHE) & Wellbeing curriculum offer. It is one of the areas covered in the three yearly whole school safeguarding INSETs and in the two yearly schools Designated and Deputy Designated safeguarding leads training.
- FGM training is included in the Safeguarding training for school staff.

The Partnership Response to Multiple Complex Needs

A number of services work with survivors with multiple complex needs. These include:

PAUSE Programme - the PAUSE team works with women who have had 2 or more children removed from their care. These women may have experienced complex difficulties like homelessness, violent relationships or substance abuse. Without support, they often enter a cycle of repeat removal, becoming more traumatised with every removal. The team provides intensive one to one practical and emotional support.

The Housing First Model: Housing Solutions have committed to the Housing First Model and have funded a specialist worker to work with women with VAWG issues including DA, prostitution, offending behaviour, substance misuse to prevent homelessness. This worker will provide outreach to women across the borough and link in with the Women's Hub provide by **PECAN** providing a safe space for women involved in the criminal justice system.

Southwark's Voluntary Sector

Southwark's Voluntary sector services have contributed significantly to Southwark's wider response to violence against women and girls. Whilst the Council commission a specialist DA Service which works closely with statutory services, for many survivors, the first steps to accessing support to safety are via self referral to community based services who provide wrap around support including vocational programmes. These include BEDE whose Freedom Programme DVA awareness has proven successful over a number of years (40 women in 2018). Whilst Southwark's Women's Space (delivered by Pecan) provides a range of multi agency support to women involved in offending and substance misuse issues. There are a number of local, regional and national voluntary sector organisations and services that are identifying and supporting victims and survivors of VAWG in Southwark. A comprehensive list is included as Appendix 4. We must ensure that we work collaboratively with all agencies to ensure that all survivors have appropriate routes to support and advice.

The Business Sector is severely impacted when individuals experience violence from family members, work colleagues or others on their way to work. Often the individual is unable to participate in work which has an impact on the economy and economic growth. Many businesses in Southwark have policies which support staff and signpost to support. Over the lifetime of this strategy we will work more closely with local businesses to take forth opportunities to ensure those affected are offered appropriate support and do not experience economic disadvantage and to improve employment opportunities for those affected by VAWG.

The majority of businesses in Southwark are actively involved in tackling VAWG. The Modern Slavery Act 2015 requires all businesses to take steps designed to combat modern slavery and publish their policies. In addition, some 2018 local businesses have signed up to Southwark's Woman's Safety Charter. Violence also affects the individual's ability to participate in employment and enterprise.

10. Priority Area Commitments

The strategy has identified four priority areas. For each priority area a set of commitments has been developed. These will be implemented through the delivery work plan 2019/21. A further three year work plan will be developed in 2021 incorporating learning from the first two years of implementation of the strategy.

Priority One: Partnership: development of a coordinated agency and community response

Delivery of a coordinated response to all forms of Violence Against Women and Girls

Southwark will provide strong leadership to ensure violence against women and girls is “Everybody’s Business“ and ensure that an integrated approach to tackling VAWG is developed, modelling best practice principles.

Southwark will adapt the national best practice coordinated community response to domestic abuse and extend this as our framework for all forms of violence against women and girls. This model acknowledges that no one agency can meet all the requirements of those affected by VAWG.

We will use the lessons learned from our Domestic Homicide Reviews to improve local practice.

We will develop a revised VAWG data set across all service areas. This will improve our knowledge of the prevalence of VAWG

We will support agencies, business and communities to work together to prevent and respond to all forms of VAWG. This includes a more integrated approach on prevention and promoting healthy relationships. To include improved working with schools particularly on the area of harassment this links to both exploitation and VAWG.

We will review our existing Women’s Safety Charter assessing the impact and effectiveness. We will encourage all businesses and licensed premises to sign up to the charter.

Southwark council as an employer – we will continue/improve our response as an employer and ensure that victims and witnesses feel able to recognise and report harassment and that any issues are dealt with appropriately.

Southwark Council will work with the Business Sector to ensure the boroughs overall response is coordinated with common referral pathways to support.

We want to identify victims at an earlier stage and will continue to work in partnership with our partners in Health towards earlier identification and to mitigate the health impact of VAWG.

Priority Two. Prevention and Early Intervention: identification of individuals and families at risk prior to point of crisis

Southwark is committed to preventing violence and abuse. Early intervention is key to reducing harm and we will draw from local and national evaluations to further develop our approach.

We will tailor our VAWG awareness raising to meet the needs of all communities and through a range of channels including future communication strategies.

We will work with Children's Centres and Multi Agency Teams to support earlier intervention. These services are well placed to participate in awareness raising activities and early intervention.

We will develop a public awareness campaign to address harassment in private and in public and in the workplace. This will include targeted age appropriate messages.

We will target work with schools and colleges to address attitudes that support VAWG, including education events focused on the links between gang involvement, serious and sexual attitudes and beliefs amongst young people.

We will target work at faith groups to ensure that there all members of our community are aware of the support available.

We will look to continue funding for specialist VAWG support in the MASH and Housing Solutions to ensure early intervention.

We will target work at the LGBT+ Community and work with specialist agencies including GALOP and Stonewall to ensure our response is appropriate across VAWG strands.

Witnessing violence in the home, in their own relationships, or in the wider community can have a significant impact on young people ability to participate fully in school and achieve academically. We will explore the findings from the Contextual Safeguarding pilots <https://contextualsafeguarding.org.uk> to inform how we work with children and young people and communities to reduce the harm caused by exposure to trauma.

We will extend our network of DA community champions across the borough and expand the programme to include the other forms of VAWG.

We will target young people to ensure that future generations are educated about gender based violence from an early age. To include improved working with schools.

We will continue to support the provision of services that focus on the prevention of learned behaviours for individuals at risk of being future perpetrators.

Priority Three. Protecting Victims: reduce harm and impact of violence against women and girls on individuals and families

The protection of victims is central to the focus of this strategy. Although it is recognised that men and boys can be victims of VAWG, women and girls are disproportionately affected.

Southwark will incorporate the guidance within the national and regional Violence Against Women and Girls Strategies which call for support services to target wider vulnerability/exploitation and offer wrap around support.

Where possible we will ensure “lived experience is incorporated into our response. We will ensure this by including stakeholder and services user’s in future consultations to inform commissioning and our future service delivery model.

One of the key findings from our consultation was the need to improve early identification of those affected by VAWG particularly those in hard to reach groups. We will do this through ensuring individuals understand what VAWG is and capacity building our communities to identify those at risk and raise appropriate alerts.

We will develop a VAWG Service User Group composed of post crisis VAWG survivors who will function as the Councils critical friend.

We will consider developing a peer support programme in collaboration with our partners in the voluntary sector

We will revise our service delivery model to work across risk levels after conducting a full review of existing services and a comprehensive needs assessment.

A new service delivery model will be developed which includes support for victims (children, young people and adults) and perpetrators (across age ranges).

We will continue to deliver appropriate support using a wide range of gender and culturally sensitive services to ensure that all Southwark residents are able to access appropriate support.

We will incorporate the Foreign and Commonwealth Guidance on FGM, Forced Marriage, and Honour Based Violence into our service processes. We will ensure that the additional guidance relating to the heightened risk for Disabled and LGBT people are also embedded into practice.

We will target young people at the place they frequent including those using Family Nurse Partnership Services as well as substance and/or sexual health clinics to ensure they are offered support in relation to VAWG issues.

We will encourage the best practice approach of Housing Solutions to DA is extended across the partnership so all will receive a premium service.

We will strive to provide survivors with effective Housing Options.

We will review the referral pathways and procedures across the partnership to ensure they are robust and reflect current legislation and best practice.

We will include clear expectations in all our new contracts that gender based violence is not acceptable.

We will work to ensure that any barriers to services and safety are removed so that all victims are provided with adequate support.

Priority 4. Perpetrators: Provide support to change behaviour, tackling attitudes that support VAWG, and enforcement

Perpetrators of violence against woman and girls are responsible for their behaviour which is an intentional behaviour/choice. We will continue to work to change attitudes and misogyny that drive VAWG.

We will raise awareness that in the wider context of VAWG, perpetrators can be intimate partners but also wider family members, sometimes in collusion with the community. Many forms of gendered violence are carried out by strangers including rape and sexual violence and harassment

We will continue to pursue perpetrators of VAWG through the criminal justice system

The Domestic Abuse Bill 2019 explicitly instructs Housing Departments to tackle perpetrator behaviour. Southwark will review its current response to tackling perpetrators introducing a tiered approach of prevention, protection and provision of services.

Southwark has commissioned some perpetrator work and will take forward the learning from our commissioned services, to develop a tiered response to VAWG which will include criminal justice interventions and support to change behaviour.

Southwark will consider the findings from the pilots in Bristol of perpetrator work linked to GP Surgeries to enable earlier identification of perpetrators and reduce harm.

We will capacity build professionals to have a greater understanding of working with perpetrators, ensuring that support and safety measures are put in place to support change.

11. Violence Against Women and Girls Delivery Plan 2019/21

This strategy will be achieved through the delivery work plan for the four priorities. The delivery plan is supported by 10 work areas:

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| Develop revised governance and leadership arrangements for Violence Against Women and Girls |
| Develop a coordinated response to all forms of VAWG |
| Incorporate the findings of our Domestic Violence Homicide Reviews into our practices |
| Improve Data Collection |
| Include lived experience in commissioning |
| Conduct an annual needs assessment |
| Review the approach to perpetrators providing support to change. Taking tough action on those who perpetrate abuse. |
| Improve crisis intervention |
| Improve prevention and early intervention across all equalities groups |
| Trauma informed, person centred support will be offered to children affected by VAWG issues |

The delivery plan included in this document highlights the key areas of action to take forward. A final partnership delivery plan will be agreed by the VAWG Partnership Steering Group.

Priority 1: Partnership: development of a coordinated agency and community response

| Outcome | Action Linked to Outcome |
|--|--|
| 1A. Southwark will provide strong leadership to ensure that an integrated approach to tackling VAWG is developed, utilising the principles of best practice modelling. | The delivery of the Violence Against Women and Girls Strategy will require strong leadership. Oversight and responsibility for delivery will be held by the VAWG Steering Group chaired by a senior officer (Head of Service or above) from Southwark Council. The group will maintain strong links to the Safeguarding Boards and submit quarterly updates on delivery progress to the Community Safety Partnership Delivery Group. |
| 1B. Southwark will adapt the national best practice of the coordinated community response (CCR) to domestic abuse, and extend this as our framework for all forms of VAWG. | Framework to be agreed by VAWG Steering Group will have oversight of implementation of new framework. |
| 1C. The CCR model acknowledges that no one agency can meet all the requirements of those affected by VAWG. There is a requirement to utilise the expertise of the wider Voluntary Sector to ensure routes to safety and early intervention. | The VAWG Steering Group working with the VAWG Forum will utilise the skills and expertise of the wider voluntary sector to ensure hard to reach groups have routes to safety. |
| 1D. We will use the lessons learnt from Domestic Homicide Reviews to improve local practice. | Targeted work plans and task and finish group will be set up to deliver on finding of the 4 concurrent DHRs taking place in 2019. |
| 1E. We will support agencies and communities work together to prevent and respond to all forms of VAWG. | We will review our Champions programme to measure impact and use the findings to improve processes and referral pathways. |
| 1F. A shared understanding of risk factors relating to VAWG will be rolled out across Southwark. | Training will be provided across the partnership to ensure all practitioners have the knowledge to identify risk and refer appropriately. |
| 1G. Development of clear information sharing processes and referral routes for VAWG | Review of current information sharing protocols and referral routes, to ensure they are fit for purpose. |

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| <p>1H. All partners to review their policies and procedures around VAWG issues to ensure that if clients present with any of these, the right information, offer of a service and signposting and/or referral are universally offered across the borough.</p> | <p>The VAWG Steering Group will oversee an audit of policy and procedures and advise and support where required.</p> |
| | <p>Guidance written which gives a clear understanding of expectations and action required from 'home' agency if a referral is declined by the MASH/IDVA Service through not meeting thresholds.</p> |
| | <p>Review and improve how frontline services engage and deal with cases of DA, particularly low or medium risk where there is not an immediate safeguarding risk.</p> |
| <p>1I. A revised training and awareness programme will be developed to enable all practitioners in Southwark to improve their response to all forms of VAWG.</p> | <p>Experts from the partnership will deliver VAWG awareness sessions on a rolling programme.</p> |
| <p>1J. We will revise our existing Woman's Safety Charter to align with the MOPAC Women's Charter.</p> | <p>Southwark will work with businesses to improve support for the Woman's Safety Charter.</p> |

Priority 2. Prevention and Early Intervention: identification of individuals and families at risk prior to point of crisis

| Outcome | Action Linked to Outcome |
|---|--|
| <p>2A. Awareness raising needs to be tailored to meet the needs of communities and through a range of channels including future communication strategies Raise awareness of VAWG to make it 'Everybody's Business'.</p> | <p>Develop a communications strategy on key VAWG issues. This will include communication for National FGM Day, National Stalking Day, and White Ribbon.</p> <p>We will utilise national campaigns aimed at young people to dispel some of the myths around sexual behaviour and consent. To deliver positive messages to combat some of the negative message and imagery that exists on social media.</p> <p>We will develop BAME specific awareness raising activities.</p> <p>This will work be developed in partnership with the voluntary sector and targeted where appropriate at different groups.</p> |

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| <p>2B. Multi-agency Practitioners are sufficiently trained to identify, respond and support those affected by the different forms of VAWG and have an improved understanding of multiple needs.</p> | <p>Ensure that frontline staff have the skills, knowledge, and confidence to identify and deal with VAWG via workshop programmes and training.</p> |
| <p>2C. We will target young people to ensure that future generation are educated about VAWG from an early age. We will endeavour to engage with young people in spaces accessed by young people other than schools.</p> | <p>Delivery of healthy relationships programmes in schools. From 2020 delivery of the health and relationships aspects of PSHE will be compulsory in all schools. As a result we will be reviewing the delivery of our own healthy relationships programme (SHER) to compliment delivery in schools.</p> |
| <p>2D. Witnessing violence in the home or in their own relationships or in the wider community can have significant impact on young people ability to participate fully in school and achieve academically.</p> | <p>We will continue to use the principles of contextual safeguarding when working with children and young people and communities to highlight the harm caused by exposure to trauma.</p> <p>Southwark will review the evidence from the national Contextual Safeguarding sites led by University of Bedford.</p> |
| <p>2E. A more family orientated approach engaging and working with families and young people experiencing DA at an earlier stage.</p> | <p>Consider other boroughs approach to this work. Report back to VAWG Steering Group.</p> |
| <p>2F. Children and young people who witness or are victims of VAWG will be safeguarded and provided with support to recover and move forward.</p> | <p>Develop our young persons DA programme to accept referrals and offer advice and guidance on wider VAWG issues such as sexual harassment.</p> |
| <p>2G. Incorporate VAWG as a standard consideration in all services/programmes working with vulnerable young people</p> | <p>A review of existing procedures will identify any gaps or areas for improvement.</p> |
| <p>2H. We will extend our DA champions training to include other forms of VAWG.</p> | <p>We will review the impact of this programme and make recommendations as to how it could be better utilised/referral pathways.</p> |
| <p>2I. Resident Services; DAHA National Best Practice to be implemented</p> | <p>Resident Services will work to achieved DAHA accreditation.</p> |

Priority 3 Protecting Victims: reduce harm and impact of VAWG on individuals and families

| Outcome | Action Linked to Outcome |
|--|---|
| 3A. Council Services respond adequately to the full range of VAWG issues. | Ensure that frontline staff have the skills, knowledge and confidence to identify and deal with VAWG. |
| 3B. Service provision responds to the full range of VAWG experienced. Support will be available for crisis and longer term recovery. | To be included in commissioning strategy. |
| 3C. Commissioned services across the partnership are required to respond appropriately to VAWG Services are trauma informed. | Tender document and future monitoring |
| 3D. Victim's will have access to appropriate specialist VAWG services that meet their needs. | Victim's will be provided with integrated support pathways from across the partnership. |
| 3E. Police roll out of Project Encompass; early intervention – information shared with Safeguarding leads in the school when the child/children have witnessed a DA incident. | VAWG Steering Group to be updated with progress. |
| 3F. Explore whether the IRIS approach currently for GP's can be implemented in other agencies in line with Housing Solutions example. | Continue delivery of IRIS programme in GP surgeries. |

Priority 4. Provide support to change behaviour tackling the attitudes that support VAWG, and enforcement

| Outcome | Action Linked to Outcome |
|--|--|
| 4A. Southwark will develop a tiered approach to tackling perpetrators. This will include enforcement and supporting perpetrators to change. | <p>A full review and evaluation to be undertaken of current service provision.</p> <p>Survey of how other boroughs approach perpetrator work.</p> <p>What is the best practise/evidence base for what is a good perpetrator intervention</p> |

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| <p>4B. Working with perpetrators is a key area of the Domestic Abuse Bill 2019. Southwark will need to incorporate this legislation into local response.</p> | <p>Southwark will review and evaluate how it is performing in relation to the provisions of the Domestic Abuse Bill. This will include a review Housing's approach to DA households; how they can utilise current legislative powers to work with perpetrators better readdressing the imbalance in moving the victim out of the address rather than the perpetrator (if the victim wishes to remain in the property).</p> |
| <p>4C. Ensure that frontline staff have the skills, knowledge and confidence to identify and work safely with perpetrators in an evidence based framework of what works.</p> | <p>Improved engagement, early intervention and working with perpetrators.</p> |
| <p>4D. Increase community and voluntary sector involvement in identifying and working with perpetrators.</p> | <p>We will include awareness raising on perpetrators to be extended to the wider community and voluntary sector and include in Community Champions Training.</p> |
| <p>4E. Information on the RESPECT Helpline will be promoted widely.</p> | <p>All staff will be aware of this service to and pass on as appropriate.</p> |
| <p>4F. Information sharing processes will be reviewed and updated.</p> | <p>Review how information is shared. Review how partners currently share information about perpetrators.</p> |
| <p>4G. Ensure key agencies still engage with perpetrators when they are on a perpetrator programme.</p> | <p>Work with Children's Social Care and other partners to prevent them from withdrawing support too soon. Local evidence suggests that engagement of perpetrators on perpetrator programmes is greater when the family is also engaging with other services such as Social Care.</p> |
| <p>4H. Develop better links with Health. Most perpetrators engage with frontline Health Service's at some point.</p> | <p>Explore how Health are currently tracking perpetrators and referral pathways when DA is present.</p> <p>IRIS Steering Group to ensure they raise awareness of working with perpetrators and stress the importance of GP's advising and signposting perpetrators to support.</p> |

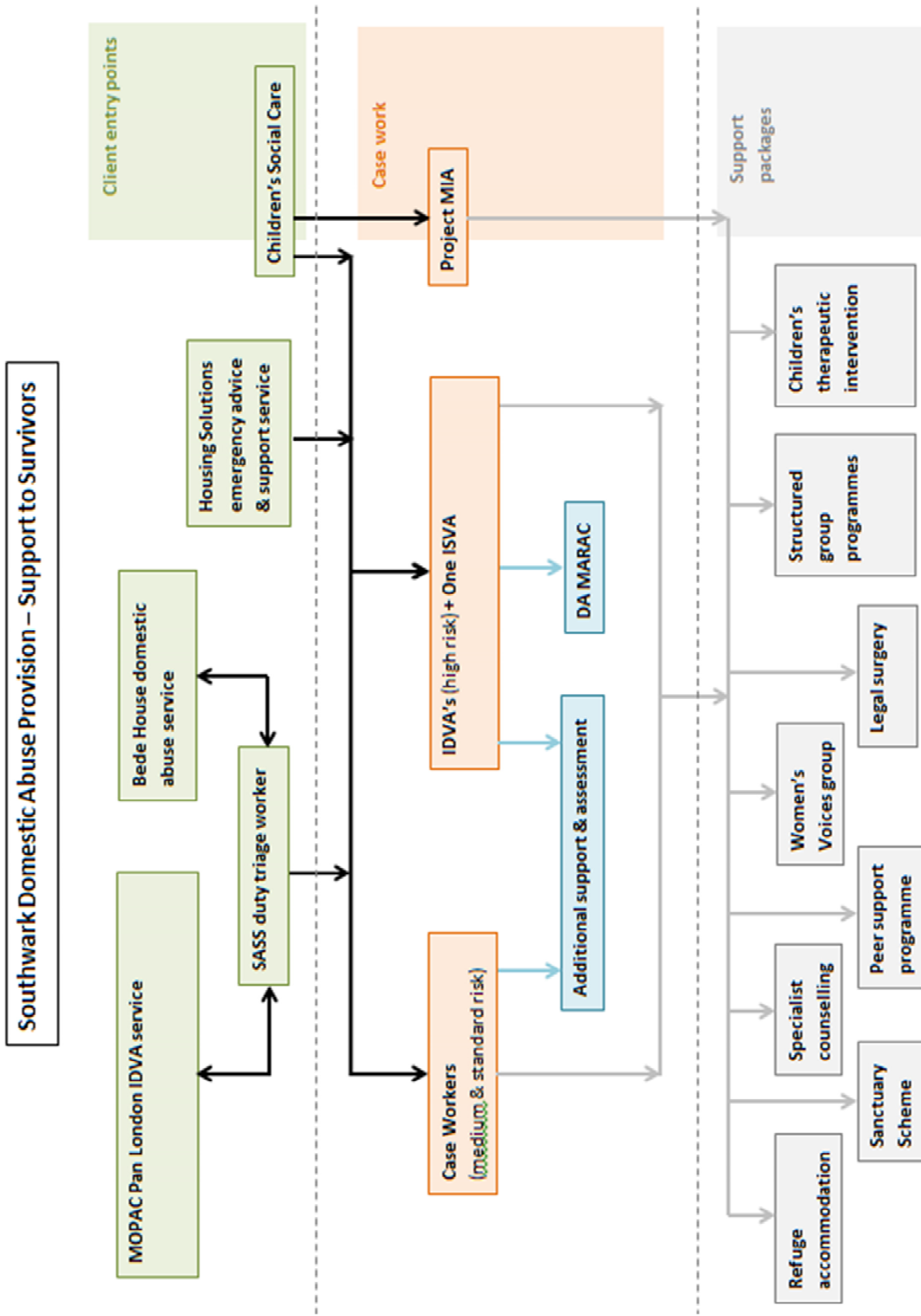
Appendix 1: Types of Violence Against Women and Girls

| Area | Description |
|---|--|
| Violence Against Women and Girls | <p>It is acknowledged that VAWG is a form of inequality and violation of human rights. The UN Declaration on the Elimination of Violence Against Women (1) was issued by the UN General Assembly in 1993, it defines violence against women as:</p> <p><i>“any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”</i></p> |
| Domestic Violence and Abuse | <p>The UK government’s definition of domestic abuse is <i>“any incident or pattern of incidents of controlling, coercive, threatening behaviour, violence or abuse between those aged 16 or over who are, or have been, intimate partners or family members regardless of gender or sexuality. The abuse can encompass, but is not limited to psychological, physical, sexual, financial, emotional.”</i></p> <p>Controlling behaviour is: a range of acts designed to make a person subordinate and/or isolating them from sources of support, exploiting their resources and capacities for personal gain, depriving them of the means needed for independence, resistance and regulating their everyday behaviour.</p> <p>Coercive behaviour is: an act or pattern of acts of assault, threats, humiliation and intimidation or other abuse that is used to harm, punish, or frighten their victim.</p> |
| Female Genital Mutilation | <p>Female Genital Mutilation (FGM) comprises all procedures that involve partial or total removal of the external female genitalia, or other injury to the female genital organs for non-medical reasons.</p> |
| Forced Marriage | <p>Forced marriage (FM) became a crime in England and Wales in 2014, and is defined as a marriage conducted without the valid consent of one or both parties and where duress is a factor (CPS, 2014). Duress can include physical, psychological, financial, sexual and emotional pressure.</p> <p>In the cases of children under 16 and some vulnerable adults who lack the capacity to consent, coercion is not required for a marriage to be forced.</p> |
| “Honour Based Violence” | <p>“Honour” based violence (HBV) is any act of violence which is committed by family or community member/s to defend their perceived honour. HBV is normally collectively planned and carried out by the victim’s family, sometimes with the involvement of the wider community. There is no specific offence of HBV, but it encompasses other offences such as murder, forced marriage, rape, forced suicide, acid attacks, mutilation, imprisonment, abduction, beatings, death threats, blackmail, emotional abuse, surveillance, harassment, forced abortion and abductions.</p> |
| Prostitution | <p>Prostitution describes the offering and provision of sexual services for financial gain. In the UK, prostitution itself is not illegal but there are a number of offences linked to it. For example it is an offence to control a prostitute for gain, or to keep a brothel. Prostitution has a close affinity with a host of other important social issues, in particular and health. Although there are exceptions, most prostitutes are women selling their services to men. Research published in 2015 indicated that there were approximately 72,800 sex workers in the UK; 88% were women, 6% men and 4% transgender.</p> |

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| Sexual violence, abuse and exploitation | Sexual violence, abuse and exploitation covers a wide range of abuses and includes; child sexual exploitation; peer sexual exploitation; sexual violence experience by woman in prostitution ; woman who have been sexually exploited into prostitution; sexual violence linked to gangs as well as the wider spectrum of sexual violence experienced by woman and men. |
| Sexual violence and rape | <p>Sexual violence is any unwanted sexual act or activity. In the UK, rape is legally defined as the penetration with a penis of the vagina, anus or mouth of another person without their consent.</p> <p>Sexual or indecent assault is defined as an act of physical, psychological and emotional violation, in the form of a sexual act, inflicted upon someone without their consent. It can involve forcing or manipulating someone to witness or participate in any sexual</p> |
| Sexual harassment | <p>Sexual harassment is any unwanted behaviour of a sexual nature that makes you feel distressed, intimidated or humiliated. It can take lots of different forms.</p> <p>Sexual harassment can include:</p> <ul style="list-style-type: none"> • someone making sexually degrading comments or gestures • your body being stared or leered at • being subjected to sexual jokes or propositions • e-mails or text messages with sexual content • physical behaviour, including unwelcome sexual advances and touching • someone displaying sexually explicit pictures in your space or a shared space, like at work • offers of rewards in return for sexual favours |
| Stalking | <p>The Legal Definition of stalking is: the act or crime of wilfully and repeatedly following or harassing another person in circumstances that would cause a reasonable person to fear injury or death especially because of express or implied threats.</p> <p>Repeated (i.e. on at least two occasions) harassment, causing fear, alarm or distress. It can include phone calls, texts and/or letter; damage to property, spying on and following victim.</p> |
| Trafficking/Modern Slavery | <p>The United Nations defines human trafficking as the recruitment, transportation, transfer, harbouring, or receipt of persons by improper means (such as force, abduction, fraud, or coercion) for an improper purpose including forced labour or sexual exploitation. It also includes domestic servitude.</p> <p>Sex trafficking is a crime when women, men and/or children are forcefully involved in commercial sex acts. Worldwide, it's estimated that there are 4.5 million victims of sex trafficking.</p> <p>Domestic servitude is the seemingly normal practice of live-in help that is used as cover for the exploitation and control of someone, usually from another country. It is a form of forced labour, but it also warrants its own category of slavery because of the unique contexts and challenges it presents.</p> <p>Victims of domestic servitude may appear to be nannies or other domestic help, but the moment their employment arrangement transitions into a situation whereby they cannot leave on their own free will, it becomes a case of enslavement.</p> |

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| | <p>Forced labour is any work or service which people are forced to do against their will, under threat of punishment. Almost all slavery practices contain some element of forced labour.</p> <p>Forced labour is the most common element of modern slavery. It is the most extreme form of people exploitation.</p> |
| Other Forms of VAWG | |
| Acid attacks | Usually involves sulphuric acid, a cheap and accessible weapon, which is used to kill and/or disfigure women. Commonly, acid attacks are in retaliation for family/dowry-related feuds, or rejection of a marriage proposal. |
| Breast ironing | A form of breast reduction, where at puberty breasts are flattened with a hot grinding stone, hammers, pestle for up to 2 months. Mothers do this to their daughters, aiming to protect them from rape and early marriage. |
| Dowry-related violence | A form of domestic violence, and involves violence and death associated with dowry demands (UN Women, 2012). |
| Faith-based child abuse | Physical, emotional and sexual abuse, or neglect of children, linked to beliefs in five areas: (a) Abuse as a result of a child being accused of being a 'witch'; (b) Abuse as a result of a child being accused of being possessed by 'evil spirits'; (c) Ritualistic abuse which is prolonged sexual, physical and psychological abuse; (d) Satanic abuse which is carried out in the name of 'Satan' and may have links to cults; (e) Any other harmful practice linked to a belief or faith (Metropolitan Police, 2016). |
| Homi-suicides | This is when women are coerced or forced to take their own lives, through pressure from intimate and extended family. This is increasing, particularly in regions where there are severe penalties in place for HBV. |
| Image based sexual offending | <p>Image based sexual abuse can also be referred to as 'revenge porn', non-consensual pornography or intimate image abuse. It is the act of sharing intimate images or videos of someone, either on or offline, without their consent.</p> <p>This crime can be committed by anyone, often the person responsible is an aggrieved former partner, but NOT always. You do not have to be in a relationship with the perpetrator for it to be considered image based abuse. It can be anyone who shares content without consent.</p> |

Appendix 2: Support to Survivors Provision



Appendix 3: Consultation Participants

| | Agency |
|---------------------------|--|
| Survivors | Bede |
| Victoria Agnew | LBS Early Years and Family Focus Team |
| Linda Andrew | DVIP |
| Nikru Asiegbunam | GSTT |
| Lynda Bartlet | CCG Children's Safeguarding lead |
| Nike Baruwa | CRC |
| Rueneaka Baptiste | LBS YOS Women's Officer |
| Talia Boshari | LBS Public Health |
| Lucy Brazener | SLaM |
| Tamya Bustamante Jenke | LAWRS |
| Joseph Cahill | LBS CSC |
| Patricia Comely | LBS Adult Safeguarding Lead |
| Sarah Connelly | LBS CSC |
| Sanay Dur | Solace |
| Kevin Dykes | LBS Child Sexual Exploitation Co-ordinator |
| Teresa Foster | MPS |
| Julie Foy | LBS HR |
| Celia John | LBS Adult Safeguarding Lead |
| Richard Kalu | Richard Kalu |
| Katie Kelly | Pecan |
| Ahalm Laabori | Bede |
| Koreen Logie | NPS |
| Jackie McGeever | LBS SASBU, Noise Nuisance, Rough Sleepers and Licensing |
| Lindsey Mosuro | LBS HR |
| Ruth Murdock | LBS Children's Social Care |
| Tina Nicholson | MPS |
| Hannah Norgate | Victim Support |
| Abi Oguntokun | LBS Resident Services |
| Liz Ostrowski | DVIP |
| Viji Rajagopalan | DVIP |
| Felicity Reed | Southwark Pause |
| Elaine Reid | LBS Service Manager, Children's Services |
| Anna Singleton | LBS Resident Services Manager |
| Lee Souter | PHSE Co-ordinator |
| Ian Swift | LBS Head of Housing Solutions |
| Donna Timms | LBS Drug Action and Alcohol Team Unit Manager |
| Marianna Tortell | DVIP |
| Yenny Tovar- Aude | LAWA |
| Various | VAWG Delivery Group |
| Daniel Woods | LBS Safeguarding and Family Support Team |

Appendix 4: VAWG National, Regional and Local Voluntary and Community Sector Organisations*

| Organisation | What they do | More information |
|---|--|---|
| Aaina Women's Group | The aim of this project is to work towards the empowerment and self-development of women through the provision of a drop in service and a programme of workshops and community based courses. | https://communitysouthwark.org/organisations-venues/organisations/aaina-womens-group |
| Ashiana Network | Provide housing and support to BMER women and girls experiencing domestic violence and sexual violence. Ashiana runs three refuges; two specifically for women aged 16-25 fleeing forced marriage. | http://www.ashiana.org.uk/ |
| Asian Women's Resource Centre | Specialist women's organisation providing support services to BME women and children who have experienced or are at risk of domestic abuse | www.asianwomencentre.org.uk |
| Bede House Starfish Project | Offers advice and support to people affected by Domestic Violence, resident in Southwark. | https://bedehouse.org.uk |
| Deafhope | Supports deaf victims of domestic and sexual violence | http://www.deaf-hope.org/ |
| FORWARD | The Foundation for Women's Health, Research and Development, (FORWARD) is an African Diaspora women's campaign and support charity. Their focus is the elimination of FGM among affected African communities. | http://www.forwarduk.org.uk/ |
| Halo Project | Provides advice and support to victims of honour based violence and forced marriage | https://www.haloproject.org.uk/ |
| Iranian and Kurdish Women's Rights Organisation | IKWRO provides specialist services to support Iranian, Kurdish, Afghan, Arab and Turkish women and girls subjected to 'honour' based violence (HBV), forced marriages (FM), child marriages and female genital mutilation (FGM). | www.ikwro.org.uk |
| IMECE Women's Centre | Woman only organisation supporting BMER women, particularly Turkish, Kurdish and Turkish Cypriot women to improve the quality of their lives. Assists women victims of Violence against Women and Girls through provision of a wide range of services in a safe, secure and women only space. | www.imece.org.uk |
| Karma Nirvana | A national helpline to support victims in immediate danger of forced marriage and HBV. Karma Nirvana also offers HBV training to professionals. | karmanirvana.org.uk |
| Latin American Women's Rights Services | LAWRS is human rights, feminist organisation pursuing "equal rights and social justice for all Latin American women and migrant women in the UK". | www.lawrs.org.uk |
| LGBT Domestic Abuse Partnership (DAP) | DAP is a way for LGBT survivors of domestic abuse to get the maximum amount of help with a minimum amount of hassle. The DAP is open to any LGBT person experiencing domestic violence who is living or working in London. The DAP is made up of 4 LGBT agencies who each provide different services for LGBT survivors of domestic abuse. | http://lgbtdap.org.uk |
| Men's Advice Line | Confidential helpline for men experiencing domestic violence from a partner or ex-partner (or from other family members). | http://www.mensadvice-line.org.uk/ |

| | | |
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| National Domestic Violence Helpline | The National Domestic Violence Helpline is a freephone 24 hour helpline which provides advice and support to women and can refer them to emergency accommodation. | 0808 2000 247 |
| Nia | Provides services for women, children and young people who have experienced gender based violence. This includes a specialist refuge for DA survivors with problematic substance misuse. | www.niaendingviolence.org.uk |
| Palladin | Paladin is a trauma-informed service established to assist high risk victims of stalking in England and Wales. | https://paladinservice.co.uk/ |
| Pecan – Southwark Women's Space | A women only space offering advice and support on a range of issues including domestic abuse | www.pecan.org.uk |
| Rape Crisis | Provides a national helpline and rape crisis centres to victims of rape and sexual assault. | https://rapecrisis.org.uk/ |
| Refuge | A national charity providing accommodation and advice and support to victims of domestic abuse | https://www.refuge.org.uk/ |
| SOLACE Women's Aid | Commissioned by Southwark Council to deliver its comprehensive Domestic and Sexual Abuse support service to Southwark residents. | www.solacewomensaid.org/ |
| Somali Integration and Development Association | Women's worker providing advice and support to Somali women resident in Southwark | http://sidauk.org/ |
| Southall Black Sisters | Support and advice to Black (Asian and African-Caribbean) women who experience gender related violence. | www.southallblacksisters.org.uk |
| Tender | Promotes healthy relationships based on equality and respect. Using theatre and the arts, they engage young people in violence prevention. They work in schools, youth centres, pupil referral units, offices and healthcare settings. | http://tender.org.uk/ |
| Victim Support | Provides support and advocacy to victims of domestic abuse in Southwark as part of the MOPAC Pan London Domestic Abuse Service | https://www.victimsupport.org.uk/ |
| Women and Girls Network | Supports women and girls affected by all forms of gendered violence including childhood sexual abuse, domestic violence, female genital mutilation, forced marriage, prostitution (including trafficking and sexual exploitation), rape/gang rape, honour based violence and war crimes. | www.wgn.org.uk |
| YUVA Project (Delivered by DVIP) | Yuva works with young people (age 11 – 18) who have been abusive to their parents/carers and in their close relationships. They help young people to look at their abusive behaviour and find safe, non-abusive alternatives. | https://dvip.org/yuva-service.htm |

We have attempted to include a comprehensive list of 'VAWG' support organisations whose advice/services are available to residents of Southwark. It should be noted however that some organisations might not be included in this list.

If you would like further information about the councils work on VAWG please view our website at <http://safeguarding.southwark.gov.uk/specialist-subjects/vawg/>. If you would like to get involved or support this work please contact Community Safety at SSAB@Southwark.gov.uk

Appendix 5. Glossary

| Term | Definition |
|--------------------------------|---|
| BAMER | Black, Asian, Minority, Ethnic, Refugee |
| CCR | Coordinated Community Response |
| CEDAW | Convention on the Elimination of All Forms of Discrimination Against Women |
| CRC | Community Rehabilitation Company |
| CSC | Children's Social Care |
| CSE | Child Sexual Exploitation |
| DAHA | Domestic Abuse Housing Alliance |
| DHR | Domestic Homicide Review |
| DVA | Domestic Violence and Abuse |
| DVDC | Domestic Violence Destitution Concession |
| DVIP | Domestic Violence Intervention Project |
| DVPO | Domestic Violence Protection Order |
| DVPN | Domestic Violence Protection Notice |
| FGM | Female Genital Mutilation |
| FGMPO | Female Genital Mutilation Protection Order |
| FM | Forced Marriage |
| GBV | Gender Based Violence |
| GP | General Practitioner |
| GSTT | Guys and St Thomas's |
| HBV | Honour Based Violence |
| HR | Human Resources |
| IDVA | Independent Domestic Violence Advocate |
| IRIS | Identification and Referral to Improve Safety |
| LAWA | Latin American Women's Aid |
| LAWRS | Latin American Women's Rights Service |
| LBS | London Borough Southwark |
| LGBT | Lesbian, Gay, Bisexual, Trans |
| LSCB | Local Safeguarding Children Board |
| MASE | Multi Agency Sexual Exploitation |
| MARAC | Multi Agency Risk Assessment Conference |
| MASH | Multi Agency Safeguarding Hub |
| MOPAC | Mayors Office for Policing and Crime |
| MPS | Metropolitan Police Service |
| NPS | National Probation Service |
| NRPF | No Recourse to Public Funds |
| PAC | Prevent and Change |
| SASBU | Southwark Anti Social Behaviour Unit |
| SASS | Southwark Advocacy Support Service |
| SLaM | South London and Maudsley |
| SWA | Solace Women's Aid |
| Domestic Abuse Survivor/Victim | The terms "victim" and "survivor" are both used, depending on the context. "Survivor" is, however, preferred as it emphasises an active, resourceful and creative response to the abuse, in contrast to "victim", which implies passive acceptance. Definition: Women's Aid |
| VAWG | Violence Against Woman and Girls |
| YOS | Youth Offending Service |

Violence Against Women and Girls (VAWG) scrutiny review

Community Safety Scrutiny Commission Report

May 2019

Summary

The council has made a commitment to develop a VAWG strategy by early summer 2019. This review aims to influence this important piece of work. The strategy will ensure the council are delivering a strategic partnership response to all areas of gender based violence.

The established work on Domestic Abuse will be integrated into the new strategy. As well as Domestic Abuse the VAWG will also tackle harmful practices such as Female Genital Mutilation (FGM) and Honour Based Violence, as well as rape, sexual assault, harassment, stalking, coercive control, Child Sexual Exploitation (CSE), and image based sexual offending. Trafficking will also be addressed by the VAWG; and this aspect, alongside Modern Slavery, is addressed in another report by the Community Safety Scrutiny Commission

The review decided to particularly focus on girls, with an emphasis on prevention, protection and support, and working with our partners to improve effectiveness.

The commission considered data showing unacceptable rates of sexual harassment and assault of girls and women on the streets, in public places and in schools nationally, including primary schools. The council and police were asked to provide local data for rates of sexual assault and harassment in Southwark schools. This is not routinely collected and so cannot be analysed for trends or compared; however it does show that there is a small risk for all children, including primary school age. Nationally women's groups have been advocating for better and more consistent monitoring for sexual assault and harassment in schools and the commission recommends that more work is done locally by the council, police and schools to gather this. Age appropriate teaching about consent ought to happen in primary school.

Focus groups were held with girls and boys in two secondary schools and one youth club. They were asked about consent and harassment. The responses varied; some girls said that they felt safe on the streets, while others said they always walked home in pairs for protection and regularly encountered sexual harassment by older men and groups of boys, through unwelcome comments. There was not a consistent view on what was harassment or assault; however those girls who had done most work on addressing this in school and youth clubs were much more confident and robust in their responses. More work is needed to raise awareness of what constitutes harassment and the commission recommends a public awareness campaign. More work is also needed tackle the misuse use and abuse of images, particularly of girls by boys, in and out of school.

The commission decided to look at the teaching of healthy relationships. The government is bringing in a new requirement for primary schools to teach Relationship Education (RE) and for secondary schools to teach Relationship and Sex Education (RSE).

A questionnaire was held asking schools about their teaching and safeguarding practices, and how the council could assist in improving healthy relationships. Schools valued the current resources provided by the council – which includes networking events with PSHE leads, online resources to teach PSHE and specific issues, such as consent, and the commissioning of services, such as SHER- Safe Healthy Equal Relationships. They wanted more of this and the commission recommends developing specific RE and RSE resources, signposting to good quality providers and to consider commissioning these.

The young people in the focus groups gave very variable responses when asked about their relationship education in schools and youth clubs. Many said that they received little or no teaching on healthy relationships and that what they did receive focused on biology and information. Overwhelming young people wanted more on interpersonal skills and emotions delivered in small groups; by a mixture of councillors, youth workers and peers. Those young people who were confident had received this type of

teaching and the commission was particularly impressed by the work of Harris Girls. The commission recommends that the RE / RSE resources are particularly focused on the relationship side of sex education and seek input from young people in the development. More work also needs to be done to enable and support parents to fulfil their role in helping young people form and develop healthy relationships. There is already some excellent work going on in Southwark primary schools to help parents with social media, gender stereotypes and LGBTQI+, often with their children. The council ought to build on this.

Lastly the Commission looked at the Women Safety Charter (WSC), which was established in 2015 to keep women safe from harassment on a night out. This has been rolled out to hundreds of premises and the commission recommends that now is a good time to evaluate its impact and extend its use.

Recommendations The Council, police, schools and NHS should:

1. Work towards a more integrated approach on prevention and promoting healthy relationships is needed. The council should lead the way in producing relevant and useful resources for primary and secondary, with primary schools encouraged to teach sex and health relationships in the final years, including consent.
2. Develop Southwark Relationship Education (RE) and Relationship and Sex Education (RSE) curriculum resources, making sure that these emphasise developing relationship skills and emotional literacy, and are appropriate to the ethos of different schools, and the needs and ages of different children. These ought to be high quality, electronic, flexible resources with clearly defined permissions that schools can use to create their own lesson plans - with an emphasis on images and short videos. Input ought to be sought from young people (e.g. Southwark Young advisors) in their development to ensure that they reflect the concerns of today's young people.
3. Develop a resource list of quality external providers (SHER, Tender etc.) and consider commissioning these.
4. Schools ought to be encouraged and enabled to provide support to parents and carers to help their children to develop healthy relationships.
5. The Police and Southwark Council should work closely with schools, via the headteachers networks and other forums, in order to get a better picture of what is going on in schools and to share information. Agreement ought to be sought on how to consistently report data on sexual harassment and assault so this can be monitored for trends. The model safeguarding policy ought to be updated to enable this, alongside the provision of guidance and training, network events and inset days aimed at Maintained schools, Trusts, and Academies – as appropriate.
6. Run an awareness campaign on harassment, how to identify it, and how to address it. This should include a specific schools focused campaign with consistent messages and education on what constitutes sexual harassment and consent. One approach could be a week long campaign every year (in November to coincide with 14 days of action on VAWG).
7. Create specific guidelines and recommendations to address online abuse, in school and outside of school, and run a public awareness campaign of what is acceptable.
8. Conduct an impact assessment of the women's safety charter to understand how effective it has been.
9. Require signing up to the charter as a licencing condition.
10. Make it compulsory for all licensed premises to address sexual harassment by putting in place policies and training
11. Ensure the VAWG strategy includes tackling sexual harassment in public places.
12. A councillor ought to be appointed to lead on VAWG

1. Introduction and background

- 1.1. This is the final report of the review into Violence Against Women and Girls (VAWG), which principally aims to influence the VAWG strategy that is in development.
- 1.2. Southwark committed to developing a VAWG Strategy with the new incoming administration in May 2018, and this was adopted by the Council Plan. Scoping began in September 2018. The VAWG strategy will ensure we are delivering a strategic partnership response to all areas of gender based violence, not only domestic abuse. These include harmful practices such as Female Genital Mutilation (FGM) and Honour Based Violence as well as sexual harassment and stalking. Domestic Abuse (DA) will still form a key part of this strategy with any remaining actions from the existing DA strategy subsumed into the new VAWG strategy. In line with the Mayor's Office for Policing And Crime (MOPAC) Strategy, the following areas of VAWG will be considered for inclusion within the strategy:
- Domestic abuse
 - Coercive control
 - Child sexual exploitation (CSE)
 - Harmful practices including female genital mutilation, forced marriage and honour based violence
 - Image based sexual offending
 - Sexual harassment
 - Prostitution
 - Misogyny
 - Sexual violence and rape
 - Stalking
 - Trafficking
 - Perpetrators
- 1.3. The review decided to particularly focus on prevention; protection and support; and building effective partnerships to improve services. The following two themes were chosen:
- Tackling sexual violence and harassment in schools and on our streets
 - Safeguarding young women and girls from violence, reduce victimisation, tackle peer on peer violence and prevent girls and young women from becoming associated and /or exploited by gangs.
- 1.4. With the above in mind the Commission decided conduct a survey and focus groups on safe and healthy relationships teaching in schools and youth clubs. There will be a new Department for Education (DfE) requirement for schools to teach Relationship Education (primary) and Relationship & Sex Education (secondary) starting 2020.
- 1.5. School safeguarding policies and council and police data collection on sexual harassment and assault in schools was examined to try and understand the local data and monitoring practices.
- 1.6. The Commission also reviewed Women's Safety Charter (WSC) which was established in 2015 to tackle harassment of women in Southwark at night time.

2. Evidence Considered & Methodology

Methodology

- 2.1. During the first scrutiny meeting (29th October 2018) the Commission looked at VAWG across the board including plans for the new VAWG strategy. This included an update on work delivering the Women's Safety Charter and the consultation on the preventative strand of Southwark's sexual and reproductive health strategy, Healthy and Fulfilling Relationships. The Director of Education also attended to present on changes to the delivery of sex education and present practice around safeguarding in schools.
- 2.2. Following evidence presented during the initial meeting the Commission decided to focus the second scrutiny meeting (5 February 2019) on sexual violence and harassment in schools and healthy relationships . The second scrutiny meeting involved both external and internal stakeholders.
- 2.3. The third scrutiny meeting (29th April 2019) reviewed the evidence received from focus groups held on Safe and Healthy Relationships with young people and the results of a questionnaire with schools.
- 2.4. Research methods included:
- *Desktop research and literature review* - a full review of current local authority, regional and national VAWG and anti-slavery strategies.
 - *Analysis of existing local data, action plans and strategies* - existing Southwark strategies and action plans on VAWG and slavery.
 - *Focus groups with students and teachers*- 3 roundtable discussions with students (male and female), teachers at the City of London Academy (COLA) and Harris Girls School and with Salmon youth club attendees.
 - *Online survey* - an online survey to seek the views of Southwark teachers on PHSE and safeguarding
 - Interviews - with anti-slavery and VAWG experts
 - Events/conferences - ECPAT conference and Southwark conference HYP Southwark stakeholder
- 2.5. **Key stakeholders consulted**
- Southwark Council – Children's and adults social care, Safer Communities Team Manager (presented on the new VAWG strategy), Licensing (presented work delivering the Women's Safety Charter), Director of Education (presented on changes to the delivery of sex education and safeguarding in schools), PSHE and Healthy Schools Advisor
 - NHS Southwark Clinical Commissioning Group- Public Health consultant, presented on the preventative strand of Southwark's sexual and reproductive health strategy; Healthy and Fulfilling Relationships; the Director of Quality & Chief Nurse report on her role chairing the presented multi agency VAWG Delivery Group.
 - Police (Detective Superintendent Sean Oxley – Safeguarding Lead for Central South and DI Paul Graves – Deputy in Safeguarding Hub for Central South)
 - Education providers (Roundtable discussions with the Salmon Centre, Harris Girls School and the City of London Academy (COLA))
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3. Healthy Relationships

3.1. The Commission chose to look at safe and healthy relationships teaching in schools and youth clubs as this seemed to be an opportunity to influence young people at a formative stage, young girls are at particular risk of violence and sexual harassment.

3.2 There is evidence showing the high rates of domestic abuse among young people¹, national and local concerns about rising youth violence, and concerning data on the extent of sexual assault and harassment in both secondary and primary schools².

3.3 Public Health is consulting on Southwark's sexual and reproductive health strategy; with a strand on Healthy and Fulfilling Relationships. Officers said that there are different cultural views on what constitutes a healthy relationship and it is important to acknowledge these differ.

3.4. Safeguarding practices were also considered to try and understand how effectively girls are protected and to look at data trends around levels of sexual harassment and assault. The commission discovered gaps in knowledge and understanding here partly due to an increasingly autonomous school system.

3.5 The majority of primary schools in Southwark are in the maintained sector, whereas the majority of secondary schools are academies or trusts. Academies are not under any obligation to deliver parts of the PSHE curriculum or engage with the local authority, although the majority will do both. This has been subject to much scrutiny as it leaves the schools with freedom to decide on what they need to teach, leading to a wide range of variability which was evidenced through the course of the review. However a number of academies did engage with the Commission and two in particular, COLA and Harris Girls, both shared their high levels of expertise and commitment to the teaching of Relationship and Sex Education.

3.6. The secondary school relationship with the council on safeguarding is also one more of influence, with many using the guide policy, and the requirement to report matters being restricted to reporting matters to the safeguarding hub MASH or police where there is a risk of harm or a criminal threshold has been reached.

3.7. In September 2020 new laws will come into effect requiring schools to teach Relationship Education (RE) in primary schools, and Relationship and Sex Education (RSE) in secondary schools. There has been much controversy in the media regarding teaching about LGBTQ+ which will form part of the education curriculum. It is unclear if academies will be exempt from this requirement.

3.8. Southwark Council has a PSHE (Personal Social, Health and Economic) curriculum,³ and an associated PSHE resources bank with content to support the teaching of to safe and healthy relationships,

¹ Crime survey for England reported that young people experience the highest rates of domestic abuse out of any age.

² In 2016 the Women and Equalities Select Committee report into [Sexual harassment and sexual violence in schools](#) found the following:

- 59% of girls and young women aged 13–21 said in 2014 that they had faced some form of sexual harassment at school or college in the past year.¹¹
- Almost a third (29%) of 16–18-year-old girls say they have experienced unwanted sexual touching at school.¹²
- 41% of UK girls aged 14 to 17 who reported an intimate relationship experienced some form of sexual violence from their partner.¹³
- 22% of young girls aged 7–12 have experienced jokes of a sexual nature from boys.¹⁴
- Nearly three-quarters (71%) of all 16–18-year-olds (boys and girls) say they hear sexual name-calling with terms such as "slut" or "slag" used towards girls at schools on a daily basis or a few times a week.¹⁵
- 28% of 16–18-year-olds say they have seen sexual pictures on mobile phones at school a few times a month or more

but this portal does not yet have a specific Relationship Education and Relationship and Sex Education curriculum. There are well attended network events on PSHE. Officers said Trusts and standalone schools are more likely to approach the local authority for resources; where as large academy chains may have in-house resources.

3.9. Here is a list of some the specific Southwark Council services aimed at young people:

YUVA - service for young people using or experiencing violence in close relationships

SHER - a safe and healthy relationships programme delivered in schools. This is a toolkit, developed together with Southwark Council and European Partners. Bede has been delivering SHER- Safe Healthy Equal Relationships since 2009, prior to that BEDE were delivering Teenage Domestic Violence Awareness in Southwark Schools.

HYP Southwark -is an integrated service for young people aged 10-25 years. Brook has partnered with CGL to create new integrated health and wellbeing services for young people in Lambeth and Southwark. These services will bring together the expertise from both organisations in delivering sexual health and substance misuse services for young people. Both services are currently phasing in new locations and services so please keep checking back for more info and updates.

4. Where and what students are taught about sex and relationships varies wildly

4.1. Based on the results of the questionnaire with schools it is clear that schools are teaching different curricula and using a wide variety of resources to teach PSHE, examples include: relationships and Sex Education format approved by the Catholic Education Commission; Southwark's framework; the PSHE Association; SHER Project; Health Education Partnership (HEP) framework ;a curriculum specifically designed to meet the needs of young people with autism and moderate or severe learning difficulties; bespoke PSHE curriculum and scheme of work, including RSE for all year groups and key themes around respectful relationships and safety, taught at an age-appropriate level; National PSHE curriculum.

4.2 70 % of teaching is in-house and 30% is done by external providers. External providers used include: SHER, Tender, Image in Action and independent health and well-being consultants.

In terms of how effective these educational resources varies for example teachers who responded the survey 30% thought they were neither effective nor ineffective, 10% thought they were not that effective, 50% thought they were quite effective and only 10% thought they were really effective.

Detailed responses included:

- We use a range of resources from various providers. We have an in-house specialist who updates resources every term and this specialist obtains feedback from students on the content of material used and assesses their understanding
- Staff training is an ongoing issue, to enable staff to be best able to deal with any issues raised during the programmes.
- The lessons are mainly taught around how we change and grow. Although we have a very strong ethos of respect, I think we could do more to promote healthy and safe relationships, appropriate to a primary school.

4.3 Schools indicated they value the PSHE resources, network meetings, workshops and drop down-days offered by the council. They want more resources, signing posting to high quality external providers (particularly free or subsidised ones) and for the council to consider commissioning / funding these. These need to take into account the ethos of different schools and the needs of the children, which include special needs. Schools also mentioned family / parent support programmes.

³ <https://schools.southwark.gov.uk/pshe-healthy-schools/pshe-sex-relationship-education-sre-wellbeing-2>

Teachers indicated that skills and confidence are needed to teach this subject well. Sometimes it is neglected as because is not considered academic and also because the subject matter can make teachers uncomfortable. There are also challenges in pitching in an age and culturally appropriate way. However the enthusiasm from subject pioneers who contributed to the review demonstrated that this is emerging as a priority for many schools.

5. What do young people think?

5.1. *More emotions less biology*

Many young people said the teaching in school tends to be scientific and focused on the physical: how to have sex; puberty; some teaching on STDs. Other students spoke about PSHE classes and case studies, which had been useful.

The majority of young people could not identify with any depth of understanding what a healthy relationship was and many said they received little or no relationship education in school. Frequently young people said the current curriculum was perceived as largely informational.

Overwhelmingly young people said they would prefer more on skills and the emotional side of relationships. A young person who went on a study trip to Holland spoke highly of the Dutch focus on understanding relationships, with 6 year olds addressing what love is.

Often media has become a significant or main educator, alongside peers and family. Media portrayal of relationships was considered often unrealistic and unhelpful.

As well as developing their relationship literacy young people said that LBGTQ+ education needs to be improved and girls, in particular, wanted more information on how to protect themselves from infection and pregnancy .

6. What is working well?

6.1. At Salmon youth club the young people were all very complimentary about the Salmon centre and confident that they could speak to youth leaders about concerns. They said the club is where they talked about relationships.

6.2. Harris Girls Academy students received a range of relationship and sex education. This included regular sessions in their coaching year group, school assemblies on themes like women's rights and specialist courses delivered by counsellors in the school's 'Health Hut'. Some students are invited to attend special courses on healthy relationships and have mentors. Overwhelmingly students spoke about school as the main source of a varied, rich, important, and trusted environment for learning about relationships. When asked to define a healthy relationship the young people were very confident and articulate and defined these as involving:

- Trust
- Respect
- Express your feelings
- Being assertive
- Setting and respecting appropriate boundaries

6.3. Students spoke about help and information provided about not having sex underage. Students spoke about what constitutes an unhealthy relationship and how to recognize abuse, toxic patterns, and red flags for someone who might later be abusive or unhealthy. Examples were given of role plays and scenarios that had been discussed and acted out: for example addressing intrusive and controlling requests to look at a phone or dealing with and identifying physical aggression like pushing. They spoke about the importance of consent for activities like kissing. SHER & Tender (an arts charity working with young people to prevent

domestic abuse and sexual violence by promoting healthy relationships based on equality and respect) were used and endorsed by the young people and teachers.

6.4 City of London Academy (COLA) recently identified relationship and sex education as a priority by student panels. The school is developing content through a cycle of continuous feedback and improvement. The review was impressed by the commitment shown by both the teaching lead and the young people who attended a scrutiny committee meeting.

7. Young people would prefer relationship centred teaching; in year groups and small groups, with a preference for support from counsellors, older peers, youth workers and external organisations

Young people said they would benefit from more education about feelings and relationships rather than just teaching about biology. They wanted this to start in primary school.

Young people liked teaching that used role plays, scenarios and real life examples that they could discuss.

They wanted relationship education in year groups, small groups and workshops.

Young people said that counsellors could help with talking to young people and giving students the option of someone to confide in. There was a preference for youth workers or external professionals rather than their class teachers to deliver relationship and sex education.

8 Work with parents

Schools and Commission members were keen that parents were engaged and empowered to play their part in teaching and promoting healthy relationships with their children. Not every family will have the skills and cultural background to confidently discuss the issues involved, some families will have troubled relationships, and there are new and challenging issues such as cyberbullying that parents may not have personal experience, so support is needed.

A member gave a good example of work in Tower Bridge Primary school. This school holds sessions to discuss a variety of topics, such as social media, LGBTQI+, gender stereotypes. Some sessions are for parents and carers, and others are mixed session with the children. Sessions sometimes involve other partners, for example the police.

Recommendations

- 1. Work towards a more integrated approach on prevention and promoting healthy relationships is needed. The council should lead the way in producing relevant and useful resources for primary and secondary, with primary schools encouraged to teach sex and health relationships in the final years, including consent.**
- 2. Develop Southwark Relationship Education (RE) and Relationship and Sex Education (RSE) curriculum resources, making sure that these emphasise developing relationship skills and emotional literacy, and are appropriate to the ethos of different schools, and the needs and ages of different children. These ought to be high quality, electronic, flexible resources with clearly defined permissions that schools can use to create their own lesson plans - with an emphasis on images and short videos. Input ought to be sought from young people (e.g. Southwark Young advisors) in their development to ensure that they reflect the concerns of today's young people.**
- 3. Develop a resource list of quality external providers (SHER, Tender etc.) and consider commissioning these.**
- 4. Schools ought to be encouraged and enabled to provide support to parents and carers to help their children to develop healthy relationships.**

9. Safeguarding and monitoring incidents of sexual assault and harassment

9.1. Each school has to have a safeguarding policy in place and this includes referring to the council multi agency safeguarding hub (MASH) and the police as appropriate. Most schools use the Southwark model policy.

9.2. The council does not undertake systematic recording of incidents. Officers said Ofsted will look to see if schools are making appropriate action on safeguarding issues. Generally they thought schools were working well, however they were concerned about a couple of schools becoming closed off; good working relationships are important.

9.3. There is a variety of safeguarding procedures-specific procedures in place in schools for dealing with different types of abuse. A survey was sent out to all secondary schools in Southwark to find out about how the council can best support them in their teaching of PHSE responses included:

- Safeguarding procedures are outlined in our safeguarding policy. Students are taught about healthy relationship, domestic violence (in all its forms) healthy use of social media and how to respond to concerns/bullying.
- We have a Sharp system for students to log online abuse 24/7. We have a robust safeguarding practice with 13 trained DSLs / DDSLs. Comprehensive pastoral team available to meet students' needs throughout the school day. Collaborative work with the Safer Schools Police Officer. We update our safeguarding policy each year. We also provide in-house training for staff through CPD.
- Yes we have an anti bullying policy and we have a no mobile phone policy so we also do not have a lot of social media things to investigate we recommend parents to go to the police.
- Anti-bullying policy, regular PSHE, outside agencies e.g. police did work on social media.

10. Sexual harassment and consent

10.1. According to a 2018 report by Plan every day, girls across the UK are being harassed in public places. UK girls are facing verbal and physical harassment every day – and they want it to stop. The latest survey shows that 66% of girls aged 14 to 21 have experienced unwanted sexual attention or harassment in a public place. Every month, 38% are experiencing verbal harassment like cat-calling, wolf whistling and sexual comments, while 15% are being touched, groped or grabbed. Despite this harassment happening in public, only 20% of girls said someone had responded in a way they found helpful. To stay safe, girls are having to take steps to avoid being targeted: from not going out at night to dressing differently and taking longer routes to avoid dangerous locations.

10.2. Domestic Abuse is well recorded and officers are satisfied that the data on this is reliable, however for other criminal and harmful practices, such as sexual harassment, the data is more patchy.

10.3. Neither the council nor the police were tracking this information. Inadequate data collection of sexual harassment and assault is a national problem. The select committee report on Sexual harassment and Sexual Violence in Schools recommended that schools should use a standardised reporting and recording system for incidents of sexual harassment and sexual violence and that their report should be published annually alongside other crime statistics.

10.4. The police provided the following information on sexual harassment/ assaults in schools. From 1st September 2018 there were 14 reported incidences on school premises:

- 3 of them are inappropriate sexual touching between children under 10
- 4 are allegations against teachers by pupils (2 are ongoing investigations)
- 1 is an allegation between teachers.

- 4 are teenage girls alleging against similar age boys and involve sexual touching to varying degrees.
- 1 relates to sexual touching between parties aged 10 in primary school.
- 1 relates to allegation of video of teen female and younger male sexual touching.

Police officers work in every school in secondary and are looking at extending this to primary schools (year 6 and 7). Brixton Police Station is now the safeguarding hub for Southwark and Lambeth.

10.5. Through the roundtable discussions it has become apparent that harassment is common place both inside and outside the school gates. Street harassment is an issue with young women reporting grown men whistling and also groups /gangs of older boys, some of whom are acquaintances, making comments, and sometimes reacting in a hostile manner when these are not welcomed. Students said that there are girls who are vulnerable to this kind of sexualized attention, which they seemed to view as predatory. Some girls said they always walked home with friends for mutual support and protection, while others said they only did this for company.

10.6. At the Salmon centre some young people (girls) had no clear understanding of what sexual harassment was but people felt that it means what you don't want to happen and said it has to be repeated to be harassment. They all thought that someone pinching your bra strap was not harassment. Many of the girls felt boys had a different understanding of what consent is. The girls said that you had to explicitly say yes for it to be consent whereas boys feel only if girls say no it is not consent. Many girls were not sure where to go for support or help.

10.7. In terms of reporting they said probably the police but they didn't think they would be believed. Girls feel ashamed about what has happened to them and felt that the police wouldn't believe them. In fact there were some really negative perceptions of the police. Many said they would not know where or how to report it in school. One girl did have a counsellor in school but said she was never free. The others said there was a counsellor but the service had been cut. They would have all felt more comfortable having trained peers they could go to to report harassment and discuss it.

10.8. Teachers in the questionnaire concluded that parents and carers need to be educated so that they can convey the same messages to their children and it was important that children know who to talk to if they are concerned and that it is acted upon. They also thought that building confidence and self-esteem, educating young people to respect each other on how to deal with issues is important and better collaborative work with the Safer School's Police Officers. Underpinning this is the need for continued training and support for schools with external providers and best practice shared.

11 Social **media**

11.1 Online abuse is any type of abuse that happens on the internet, facilitated through technology like computers, tablets, mobile phones and other internet-enabled devices (Department for Education, 2018; Department of Health, 2017; Scottish Government, 2014; Welsh Assembly Government, 2018).

It can happen anywhere online that allows digital communication, such as:

- social networks
- text messages and messaging apps
- email and private messaging
- online chats
- comments on live streaming sites
- voice chat in games.

- Children and young people can be revictimised (experience further abuse) when abusive content is recorded, uploaded or shared by others online. This can happen if the original abuse happened online or offline.⁴

There was much concern about the rise in sexual violence / harassment online and how to combat this. It was suggested that better controls and restrictions are needed on the content of music videos and video games. There need to be more positive role models in the media for example a campaign through social media where young people are taught what is acceptable and not, and what to do if they are abused.

11.2 Students confirmed that sexual harassment did happen online and it was easy to target young people. Boys sharing unauthorized photos of girls on snapchat or Instagram is a big problem. These images are shared in school, amongst peers. Sometimes the images are obtained without the girls' permission, at parties, for example. They said the sharing is amongst largely, though not exclusively, other boys and is perceived as a way of boys getting one over the girls, and boasting to raise their status. The girls noted the sexist asymmetry here and only girls are sexually shamed. The students said that this sharing of images can be deeply traumatizing, with girls not coming into school because they are so upset and humiliated. One boy said social media bullying had led to a death. Some schools take action against perpetrators; others limit use of phones or ban them and refer parents to the police. The students want more victim support for girls targeted.

11.3. Guidance from the NSPCC suggests that in order to prevent child abuse online it is essential that those who work with children and young people help them:

- learn about the risks associated with online activities
- develop the awareness and skills needed to keep safe online
- learn about healthy relationships, abuse and consent from a young age
- know where to go for help – and recognise that they can help themselves too
- know how to report unacceptable activity or behaviour

(UNICEF, 2011; Hamilton-Giachritsis et al, 2017).

All organisations that work with children should have written policies and procedures that set out how they intend to promote online safety.

Recommendations

- 5. The Police and Southwark Council should work closely with schools, via the headteachers' networks and other forums, in order to get a better picture of what is going on in schools and to share information. Agreement ought to be sought on how to consistently report data on sexual harassment and assault so this can be monitored for trends. The model safeguarding policy ought to be updated to enable this, alongside the provision of guidance and training, network events and inset days aimed at Maintained schools, Trusts, and Academies – as appropriate.**
- 6. Run an awareness campaign on harassment, how to identify it, had how to address it. This should include a specific schools focused campaign with consistent messages and education on what constitutes sexual harassment and consent. One approach could be a week long campaign every year (in November to coincide with 14 days of action on VAWG).**
- 7. Create specific guidelines and recommendations to address online abuse, in school and outside of school, and run a public awareness campaign of what is acceptable.**

12. Women's Safety Charter

12.1. The Women's Safety Charter (WSC) was established in 2015 following large scale consultation with the public, council and partner officers, elected members and licensees to understand what can be done to keep women safe from harassment on a night out. Sexual harassment in bars and night clubs is seen as normalised behaviour and goes unchallenged and unreported. The charter is based on a number of key principles which ensure that all staff working at licensed premises act in a responsible and supportive manner, taking all reports seriously. The intention was that the WSC would send out a clear message that female harassment in these premises will not be tolerated. A map of all the premises has been provided along with an extensive list of the range of premises that have signed up to the charter. 156 venues have signed up to the charter.

12.2. Following this review we would recommend officers to carry out an assessment of the impact of the WSC. This could be by a follow up survey of women and premises who signed up to the charter, for example. This follow up would also be an opportunity to bring the charter to the attention of premises once again, as the original staff who signed it may have moved on. A map of all the premises has been provided along with an extensive list of the range of premises that have signed up to the charter. It would also be worth evaluating other initiatives such as 'Ask Angela' and MOPAC's night safety charter to find out the impact they have had and how we can build upon the WSC if necessary.

Recommendations

- 8. Conduct an impact assessment of the women's safety charter to understand how effective it has been.**
- 9. Require signing up to the charter as a licencing condition.**
- 10. Make it compulsory for all licensed premises to address sexual harassment by putting in place policies and training**
- 11. Ensure the VAWG strategy includes tackling sexual harassment in public places.**
- 12. A councillor ought to be appointed to lead on VAWG**

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| Item No. 13. | Classification: Open | Date: 16 July 2019 | Meeting Name: Cabinet |
| Report title: | | Violence Against Women and Girls Strategy | |
| Ward(s) or groups affected: | | All | |
| Cabinet Member: | | Councillor Evelyn Akoto, Community Safety and Public Health | |

FOREWORD – COUNCILLOR EVELYN AKOTO, CABINET MEMBER FOR COMMUNITY SAFETY AND PUBLIC HEALTH

This is Southwark’s first violence against women and girls (VAWG) strategy and sets out our priorities for tackling and preventing gender violence going forward until 2024. This strategy builds on our current domestic abuse strategy to include all areas of VAWG aligning with current national and regional strategies.

The strategy considers all forms of violence against women and girls and its impact on those who, live, work and visit Southwark. The strategy aligns with the aims of the Council Plan 2018-19 – 2021-22 where we have committed to a “*Fairer Future and for All*”. The strategy aligns with a number of existing work streams and priorities; violence against women and girls is a priority for our community safety partnership, whilst helping vulnerable parents is a priority of our children’s safeguarding board. In October 2019 the community safety scrutiny commission conducted a review of violence against women and girls, with a particular focus on girls, with an emphasis on prevention, protection and support, and working with our partners to improve effectiveness. I welcome the recommendations from this review which are incorporated in this strategy and associated delivery plan.

This strategy builds upon the firm foundation what has already been achieved through delivery of our 5-year domestic abuse strategy 2015 to 2020. This includes the introduction of a holistic domestic abuse service, which not only supports survivors of domestic abuse, but also provides therapeutic support for children and a perpetrator programme working with perpetrators towards behavioural change. Our housing solutions service approach to domestic abuse is recognised as best practice; they were the first housing service in the country to achieve the domestic abuse housing alliance (DAHA) accreditation in 2018. Southwark has also been at the forefront of tackling harassment within the night time economy. In 2015, we introduced our woman’s safety charter which has been signed up to by some 180 business premises across the borough.

Violence against women and girls in all its forms is unacceptable. It affects all communities and has an incalculable impact on the lives of those individuals affected, their families and the wider community. Tackling violence against women and girls is therefore ‘**everybody’s business**’. Southwark benefits from the diversity of its statutory, voluntary and community partners whom contribute to tackling gendered violence both formally and informally. We acknowledge that support networks provided by friends, family and faith groups have an important role to play in our response to tackling violence against women and girls. Through building on the community foundations we

already have in place, I am confident that by working together we will achieve our vision, and reduce the harm caused by gendered based violence for future generations.

RECOMMENDATIONS

1. That the cabinet approves the violence against women and girls (VAWG) strategy set out in Appendix 1.
2. That the cabinet notes that the current domestic abuse strategy remains in place as a standalone strategy until 2020 at which point the domestic abuse strategy will be reviewed. This acknowledges that while the majority of domestic abuse survivors are women and girls, men and boys can also be victims.
3. That the cabinet notes the link between this strategy and the councils work on hate crime and other key areas such as the needs of the LGBT community.
4. That the cabinet notes this strategy will be reviewed annually to ensure that it aligns and compliments other existing council strategies.

BACKGROUND INFORMATION

5. Southwark developed a five year domestic abuse strategy in 2015. Although much has been achieved in the delivery of this strategy (full review of strategy to take place during 2020), there is a need to develop a broader VAWG Strategy to ensure that we are delivering a strategic partnership response to all areas of VAWG, not only domestic abuse. This includes harmful practices such as FGM and honour based violence as well as sexual harassment and stalking. This new strategic response will work alongside the councils work on Hate Crime and other key areas such as Child Sexual Exploitation (CSE). The chart in Appendix 2. Outlines how this strategy aligns with other Council Strategies and priority areas.
6. This is Southwark's first VAWG Strategy and sets out our five year (2019-2024) commitment to tackling all forms of VAWG in Southwark. The strategy will inform future commissioning plans.
7. The strategic governance for delivery of this strategy rests with the safeguarding adults board (includes statutory community safety partnership). The strategy is underpinned by high-level commitment to deliver our agreed priorities, working collaboratively with partners in statutory and voluntary services. This will build on the transformative work already happening across the borough.
8. The strategy has been developed after extensive consultation with our partners across a range of statutory, voluntary and community organisations delivering services for those affected by VAWG in Southwark. The consultation findings are woven into this strategy and provide considerable insight into what is required for Southwark to make the transition to a gendered approach to violence reduction.

What do we mean by Violence Against Women and Girls?

9. The term violence against women and girls also known as gender violence or gendered violence, is the term used to denote harm inflicted upon individuals and groups that is connected to the normative understanding of their gender.

“any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts,

coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.”¹

10. Violence against women and girls is the umbrella term which brings together multiple forms of serious violence under a single policy strand.
 - Crimes committed in the name of “honour”
 - Female genital mutilation (FGM)
 - Forced marriage
 - Sexual violence, abuse, exploitation and rape
 - Stalking
 - Harassment
 - Trafficking for sexual exploitation
 - Prostitution.

National context

11. In 2010, the Government published the cross government strategy “Call to End Violence Against Women and Girls”² which detailed a series of action plans to address gender based violence across all agencies. This has been followed by “The National Ending Violence Against Women and Girls Strategy, 2016 – 2021”³. The Government strategy introduced a new National Statement of Expectations. The strategy reiterated the framework of prevention, provision of services, partnership working and perpetrators as the model to tackle violence against women and girls. It also created a number of opportunities for all responsible authorities to address VAWG, which included a new dedicated VAWG funding stream, the VAWG service transformation fund.
12. In January 2019 the government published the draft Domestic Abuse Bill. Key measures include:
 - A new statutory definition of domestic abuse which includes economic abuse and coercive control
 - Strengthened responses to perpetrators through the introduction of new civil orders
 - Establishment of a domestic abuse commissioner in law.
13. Alongside the legislative reforms there are a range of additional measures planned by the government which focus on four main areas:
 - Promoting awareness
 - Protection and support for victims
 - Transforming the justice process and perpetrator response
 - Improving performance.

Regional context

¹ The United Nations Declaration on the Elimination of Violence Against Women, UN General Assembly, 1993

² <http://www.gov.uk>

³ <http://www.gov.uk>

14. In *A Safer City for All Londoners, 2017-21*: The mayor's office for policing and crime (MOPAC) set out its priorities for policing and crime reduction. Tackling violence against women and girls is one of the three overarching priorities within that plan and the Mayor subsequently published "A Safer City for Woman and Girls". The London Tackling Violence Against Woman and Girls Strategy, 2018 – 2021⁴ which detailed a framework for London to be at the global forefront of tackling VAWG. The strategy outlines priorities around prevention, by working with young people and in schools, ensuring women and girls have access to protection, justice and support to rebuild their lives and hold perpetrators to account.

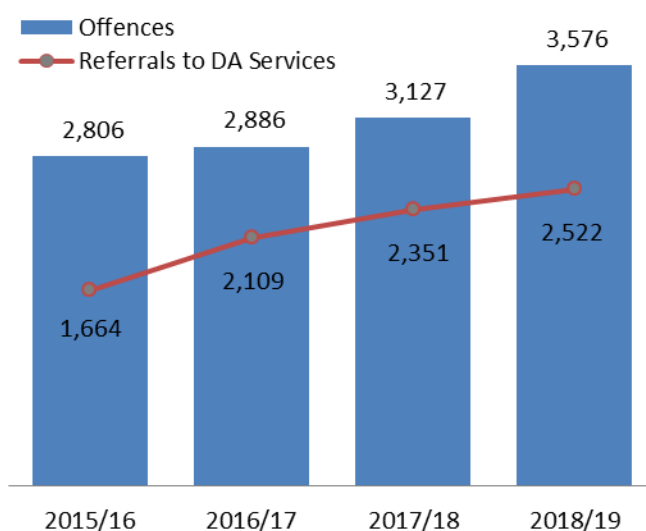
Southwark context

15. In Southwark, VAWG has a significant impact upon our communities: Southwark has the fourth highest volume of recorded domestic abuse offences in London⁵. The number of DA offences has increased by 27% since 2015/16 and referrals to commissioned specialist services have risen by 52%.

Domestic Abuse in Southwark

FY 2015/16 to 2018/19

Source: MET Police and Southwark DA Services



16. **Female Genital Mutilation** - Southwark is estimated to have 7,000 women aged 15-49 years old affected by female genital mutilation (FGM). This is 7 times the national rate. It is estimated that 8% of women in Peckham and Camberwell Green are estimated to be affected by FGM. (JSNA 2018)
17. **Complex Multiple Needs** - Assessment of data from PAUSE⁶ Southwark highlights that this group are significantly impacted by multiple disadvantage with 89% affected by domestic violence and abuse, 71% experienced childhood abuse, 21% were involved in sex work and 100% experienced mental health issues, whilst 46% had a history of care.

⁴ <https://www.london.gov.uk>

⁵ <https://www.london.gov.uk>

⁶ The PAUSE team works with women who have had 2 or more children removed from their care. These women may have experienced complex difficulties like homelessness, violent relationships or substance abuse

18. **Children's Social Care** – Evaluation of data from social care assessments shows the prevalence of DA in families in need, 31% of assessments carried out between May 2015 and March 2019 recorded DA as a factor (either impacting the child, parent or other household member). It is estimated that 40% of our children in need have experienced DA⁷
19. **The Multi Agency Risk Assessment Conference (MARAC)** is held on a fortnightly basis. Officers from key agencies meet to coordinate a multiagency response discuss high risk cases of domestic abuse. There were a total of 609 referrals between 1 April 2018 and 31 March 2019, an average of 51 per month. This compares to 551 in 2017/18, an average of 46 per month, an increase of 10%.

Development of Southwark Violence Against Women and Girls Strategy

20. The development of the strategy has been a collaborative process involving extensive consultation with 39 stakeholders including representatives from the statutory and the voluntary sector, and survivor group.
21. The consultation process was invaluable as for many of the VAWG areas published data is minimal, capturing the experience from frontline practitioners has helped fill some of the gaps, adding value to the information that is available. Speaking to practitioners also reinforced the impact of VAWG on the everyday lives of residents in Southwark.
22. In October the community safety scrutiny commission undertook a review into VAWG & Modern Day Slavery, the findings of which can be found in the report "Making Southwark a safe place for EVERYONE". The review recommendations have been incorporated into the strategy.

KEY ISSUES FOR CONSIDERATION

23. VAWG is an issue that impacts on all those directly involved. The controlling, coercive and physical abuse can also affect family members, friends and local community into future generations and future relationships. The strategy recognises the importance of developing and adopting an interventionist model that creates a multi agency approach, drawing on the national and local good practice that already exists in each of priority areas such as family matters, substance misuse, mental health or child sexual exploitation to name a few.
24. Based on the evidence gathered through our consultation and research. Southwark has aligned it's priorities with those set out in the Mayoral and Government strategies. The VAWG Strategy sets out some key principles which will help to further develop the council's approach to address gender based violence over the next five years. These are :

Priority 1. Partnership: Development of a coordinated agency and community response.

⁷ Stocktake of LBS Children's Services where domestic abuse is a factor, September 2018

Priority 2. Prevention and Early Intervention: Identification of individuals and families at risk prior to point of crisis.

Priority 3. Protecting Victims: Reduce harm and impact of gender based violence on individuals and families

Priority 4. Perpetrators: Provide support to change behavior, tackling the attitudes that support VAWG, and enforcement.

25. The strategy acknowledges that there has been considerable progress made in Southwark to support those who are affected by gender based violence but that we are in a transitional stage and our consultation findings have highlighted, there are further opportunities to provide a fully effective gender based violence intervention programme. Therefore, Southwark will focus upon the following recommendations:-

Priority One: Partnership: development of a coordinated agency and community response

Delivery of a coordinated response to all forms of Violence Against Women and Girls

Southwark will provide strong leadership to ensure violence against women and girls is "Everybody's Business" and ensure that an integrated approach to tackling VAWG is developed, modelling best practice principles.

Southwark will adapt the national best practice coordinated community response to domestic abuse and extend this as our framework for all forms of violence against women and girls. This model acknowledges that no one agency can meet all the requirements of those affected by VAWG.

We will use the lessons learned from our Domestic Homicide Reviews to improve local practice.

We will develop a revised VAWG data set across all service areas. This will improve our knowledge of the prevalence of VAWG

We will support agencies, business and communities to work together to prevent and respond to all forms of VAWG. This includes a more integrated approach on prevention and promoting healthy relationships. To include improved working with schools particularly on the area of harassment this links to both exploitation and VAWG.

We will review our existing Women's Safety Charter assessing the impact and effectiveness. We will encourage all businesses and licensed premises to sign up to the charter.

Southwark council as an employer – we will continue/improve our response as an employer and ensure that victims and witnesses feel able to recognise and report harassment and that any issues are dealt with appropriately.

Southwark Council will work with the Business Sector to ensure the boroughs overall response is coordinated with common referral pathways to support.

We want to identify victims at an earlier stage and will continue to work in partnership

with out partners in Health towards earlier identification and to mitigate the health impact of VAWG.

Priority Two. Prevention and Early Intervention: identification of individuals and families at risk prior to point of crisis

Southwark is committed to preventing violence and abuse. Early intervention is key to reducing harm and we will draw from local and national evaluations to further develop our approach.

We will tailor our VAWG awareness raising to meet the needs of all communities and through a range of channels including future communication strategies.

We will work with children's centres and multi agency teams to support earlier intervention. These services are well placed to participate in awareness raising activities and early intervention.

We will develop a public awareness campaign to address harassment in private and in public and in the workplace. This will include targeted age appropriate messages.

We will target work with schools and colleges to address attitudes that support VAWG, including education events focused on the links between gang involvement, serious and sexual attitudes and beliefs amongst young people.

We will target work at faith groups to ensure that there all members of our community are aware of the support available.

We will look to continue funding for specialist VAWG support in the MASH and Housing Solutions to ensure early intervention.

We will target work at the LGBT+ Community and work with specialist agencies including GALOP and Stonewall to ensure our response is appropriate across VAWG strands.

Witnessing violence in the home, in their own relationships, or in the wider community can have a significant impact on young people ability to participate fully in school and achieve academically. We will explore the findings from the Contextual Safeguarding pilots <https://contextualsafeguarding.org.uk> to inform how we work with children and young people and communities to reduce the harm caused by exposure to trauma.

We will extend our network of DA community champions across the borough and expand the programme to include the other forms of VAWG.

We will target young people to ensure that future generations are educated about gender based violence from an early age. To include improved working with schools.

We will continue to support the provision of services that focus on the prevention of learned behaviours for individuals at risk of being future perpetrators.

Priority Three. Protecting Victims: reduce harm and impact of violence against women and girls on individuals and families

The protection of victims is central to the focus of this strategy. Although

It is recognised that men and boys can be victims of VAWG, women and girls are disproportionately affected.

Southwark will incorporate the guidance within the national and regional Violence Against Women and Girls Strategies which call for support services to target wider vulnerability/exploitation and offer wrap around support.

Where possible we will ensure "lived experience is incorporated into our response. We will ensure this by including stakeholder and services user's in future consultations to inform commissioning and our future service delivery model.

One of the key findings from our consultation was the need to improve early identification of those affected by VAWG particularly those in hard to reach groups. We will do this thorough ensuring individuals understand what VAWG is and capacity building our communities to identify those at risk and raise appropriate alerts.

We will develop a VAWG Service User Group composed of post crisis VAWG survivors who will function as the Councils critical friend.

We will consider developing a peer support programme in collaboration with our partners in the voluntary sector

We will revise our service delivery model to work across risk levels after conducting a full review of existing services and a comprehensive needs assessment.

A new service delivery model will be developed which includes support for victims (children, young people and adults) and perpetrators (across age ranges).

We will continue to deliver appropriate support using a wide range of gender and culturally sensitive services to ensure that all Southwark residents are able to access appropriate support.

We will incorporate the Foreign and Commonwealth Guidance on FGM, Forced Marriage, and Honour Based Violence into our service processes. We will ensure that the additional guidance relating to the heightened risk for Disabled and LGBT people are also embedded into practice.

We will target young people at the place they frequent including those using Family Nurse Partnership Services as well as substance and/or sexual health clinics to ensure they are offered support in relation to VAWG issues.

We will encourage the best practice approach of Housing Solutions to DA is extended across the partnership so all will receive a premium service.

We will strive to provide survivors with effective Housing Options.

We will review the referral pathways and procedures across the partnership to ensure they are robust and reflect current legislation and best practice.

We will include clear expectations in all our new contracts that gender based violence is not acceptable.

We will work to ensure that any barriers to services and safety are removed so that all victims are provided with adequate support.

Priority 4. Perpetrators: Provide support to change behaviour, tackling attitudes that support VAWG, and enforcement

Perpetrators of violence against woman and girls are responsible for their behaviour which is an intentional behaviour/choice. We will continue to work to change attitudes

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| and misogyny that drive VAWG. |
| We will raise awareness that in the wider context of VAWG, perpetrators can be intimate partners but also wider family members, sometimes in collusion with the community. Many forms of gendered violence are carried out by strangers including rape and sexual violence and harassment |
| We will continue to pursue perpetrators of VAWG through the criminal justice system |
| The Domestic Abuse Bill 2019 explicitly instructs Housing Departments to tackle perpetrator behaviour. Southwark will review its current response to tackling perpetrators introducing a tiered approach of prevention, protection and provision of services. |
| Southwark has commissioned some perpetrator work and will take forward the learning from our commissioned services, to develop a tiered response to VAWG which will include criminal justice interventions and support to change behaviour. |
| Southwark will consider the findings from the pilots in Bristol of perpetrator work linked to GP Surgeries to enable earlier identification of perpetrators and reduce harm. |
| We will capacity build professionals to have a greater understanding of working with perpetrators, ensuring that support and safety measures are put in place to support change. |

Implementation

26. The violence against women and girls strategy is to be delivered over a five year period. The action plan will be refreshed annually to take account emerging trends, new developments in legislation or working practices. The strategy will be implemented and monitored by the VAWG strategic group which reports to the safer communities delivery group.
27. Actions arising from the recommendations and set out in the Delivery Plan will be shared across the key agencies and monitored on a quarterly basis through the VAWG delivery group and annually through the Safer Communities Delivery Group.

Policy implications

28. The VAWG Strategy will contribute to delivering the council's fairer future promises. More specifically it will help to support fairer future promise 7 - Safer Communities. It will also contribute to the fair future promise of making the borough a place to be proud of.
29. This strategy is also in line with the Southwark Community Safety Partnership Plan 2017-2020, which recognises Violence Against Woman and Girls as a priority.

Community impact statement

30. An equalities analysis has been carried out on the proposed VAWG Strategy; please see Appendix 3 attached. The equality analysis demonstrates that the policy shows no potential for discrimination.
31. Due to the nature of the VAWG Strategy, the extensive consultation and the involvement of partners in this process, the proposals set out in this report are

likely to create only positive impacts in relation to protected characteristics.

Resource implications

32. The above recommendations will be developed through existing resources and the re-commissioning of provision.

Legal implications

33. Please see concurrent below

Financial implications

34. In 2015 the overall costs of domestic abuse to the council were estimated to be in the region of £20m per annum. These costs arise from homelessness applications, children social care, specialist commissioned services, adult care services, mental health services and domestic homicide reviews.
35. The council currently invests £1,000,000 annually in specialist domestic violence and abuse support services. The amount includes a grant of £105,000 from the Mayor's Office for Policing and Crime and £177,000 from the Home Office. These specialist services provide advice, support and accommodation to children and adults affected by this problem.
36. There are no additional financial implications introduced by this report. Any costs of implementing the proposed strategy will be contained within existing revenue budgets.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy

37. This report is asking Cabinet to approve the Violence Against Women and Girls (VAWG) Strategy set out in Appendix 1. This is a function of Cabinet alone.
38. Section 17 of the Crime and Disorder Act 1998 places a duty on local authorities when carrying out its functions to give due regard to the likely effect of its work on its functions and a need to do all that it reasonably can to prevent: crime and disorder, misuse of drugs, alcohol and other substances, and reoffending.
39. In making the decision to approve this strategy, consideration should also been given by the Cabinet to the council's duty under the Equality Act 2010 which requires the council to have due regard when taking decision to the need to:
- Eliminate discrimination, harassment, victimisation or other prohibited conduct;
 - Advance of equality of opportunity between persons who share a relevant protected characteristics and those who do not share it;
 - Foster good relations between those who share a relevant characteristic and those that do not share it.
40. Having due regard to the need to advance equality of opportunity is further defined in s.149 as having due regard to the need of:

- Remove or minimise disadvantages connected with a relevant protected characteristic;
- Take steps to meet the different needs of persons who share a relevant protected characteristic;
- Encourage persons who share a relevant protected characteristic participate in public life or any other activity in which they are under- represented.

41. The director of law and democracy notes the equalities impact assessment attached at appendix 3 carried out on the proposed VAWG Strategy.

Strategic Director of Finance and Governance

42. To follow the strategic director of finance and governance notes the strategy set out in this report and funding streams detailed within the financial implications section. The report confirms the implementation of the proposed strategy will be contained within existing resources.

BACKGROUND DOCUMENTS

| Background Papers | Held At | Contact |
|---|-------------------------------------|-------------------------------|
| Community Safety Partnership Plan 2017 - 2020 | 160 Tooley Street London SE1 2QH | Sharon Ogdon 020 7525 4396 |
| Link (please copy and paste into your browser): http://safeguarding.southwark.gov.uk/assets/files/491/Southwark-Community-Safety-Partnership-Plan-2017-2020.pdf | | |

APPENDICES

| No. | Title |
|------------|---|
| Appendix 1 | Violence Against Women and Girls Strategy (circulated separately) |
| Appendix 2 | Overview of Council Strategies and Priority Areas associated with the VAWG Strategy (circulated separately) |
| Appendix 3 | Equality Impact Assessment (circulated separately) |

AUDIT TRAIL

| | |
|-----------------------|---|
| Cabinet Member | Councillor Evelyn Akoto, Community Safety and Public Health |
|-----------------------|---|

| | | |
|---|---|--------------------------|
| Lead Officer | Michael Scorer, Strategic Director of Housing and Modernisation Stephen Douglass, Director of Communities, Housing and Modernisation | |
| Report Author | Sharon Ogden, Safer Communities Team Manager | |
| Version | Final | |
| Dated | 4 July 2019 | |
| Key Decision? | Yes | |
| CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER | | |
| Officer Title | Comments Sought | Comments included |
| Director of Law and Democracy | Yes | Yes |
| Strategic Director of Finance and Governance | Yes | Yes |
| Strategic Director Children and Adults' Services | Yes | Yes |
| Cabinet Member | Yes | Yes |
| Date final report sent to Constitutional Team | | 4 July 2019 |

Appendix 2. Overview of Council Strategies and Priority Areas associated with the VAWG Strategy





Equality Impact Assessment Violence Against Women and Girls Strategy 2019- 2024

Section 1: Equality analysis details

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|---|---|
| Proposed policy/decision/business plan to which this equality analysis relates | Violence Against Women and Girls Strategy 2019-2024 |
|---|---|

| | | | |
|-----------------------------------|---------------------------|-----------------|-------------|
| Equality analysis author | Anne Clark | | |
| Strategic Director: | Michael Scorer | | |
| Department | Housing and Modernisation | Division | Communities |
| Period analysis undertaken | 2017 - 2019 | | |

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

1.1 Brief description of policy/decision/business plan This is Southwark’s first Violence Against Women and Girls Strategy. The development of a Violence Against Women and Girls Strategy covering the period 2019-2024 is one of the directives of the Southwark Council Plan for 2019. The Strategy will inform future commissioning decisions..

Violence Against Women and Girls (VAWG) is defined as:

“Any act of gender – based violence that results in , or is likely to result in physical, sexual or psychological harm or suffering to women including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life “

VAWG is a cause and effect of inequality and impacts negatively on all the protective characteristics of the Equality Act, 2010..

VAWG brings together multiple forms of serious violence under a single policy strand.

- Crimes committed in the name of “honour”
- Domestic Abuse
- Female genital mutilation (FGM)
- Forced Marriage
- Sexual Violence, abuse, exploitation and rape
- Stalking
- Harassment
- Trafficking for sexual exploitation
- Prostitution

National Context: In 2010, the Government published the cross government Strategy “Call to End Violence Against Women and Girls”¹ which detailed a series of actions plans to address VAWG across all agencies. This has been followed by “The National Ending Violence Against Women and Girls Strategy, 2016 – 2021”² . The Government strategy introduced a new National Statement of Expectations. The strategy reiterated the framework of prevention, provision of Services, partnership working and perpetrators as the model to tackle VAWG. It also created a number of opportunities for all responsible authorities to address VAWG, which included a new dedicated VAWG funding stream, the VAWG Service Transformation Fund.

1. ¹ <http://www.gov.uk>
2. ² <http://www.gov.uk>

Regional Context. The Mayors Office for Policing and Crime (MOPAC) published its strategic vision in “A Safer City for Woman and Girls”. The London Tackling Violence Against Woman and Girls Strategy, 2018 – 2021³ which detailed a framework for London to be at the global forefront of tackling VAWG.

Tackling VAWG is a national and regional strategic priority. The format of Partnership, Prevention, Perpetrators and Protection is supported by the Government as the most effective framework to address VAWG. This model has been incorporated into this Violence Against Women and Girls Strategy.

Southwark’s current response to VAWG is weighted toward domestic abuse (DA). This is a proportionate response as DA is the volume crime and Southwark has the 4th highest volume of recorded DA offences in London⁴

In Southwark in the 12 months to January 2019 the Police recorded 3,487 Domestic Abuse Offences. This was the 4th highest in the London Metropolitan Police Area (includes the City) and a 10% increase on the previous year.

Southwark has a Domestic abuse incident rate of 18 per 1,000 population, which places us 11th highest in London, the highest being 23 in Barking and Dagenham and lowest 11 in Richmond upon Thames. Greenwich (21), Lewisham (20) and Lambeth (16)

The Southwark Multi-Agency Risk Assessment Conference (MARAC) which puts action plans in place to manage high risk cases of domestic abuse received a total of 609 referrals between 1st April 2018 and 31st March 2019, an average of 51 per month. This compares to 551 in 2017/18, an average of 46 per month, an increase of 10%

VAWG is cross cutting issue which impacts upon all areas of the Council’s work. To ensure successful delivery of effective and efficient monitoring and scrutiny of Southwark activity around forms of gender based violence. The implementation of this strategy will be overseen by the Violence Against Women and Girls Project Board.

3. ³ <https://www.london.gov.uk>

4 <https://www.london.gov.uk>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders

| | |
|--|---|
| <p>Key users of the department or service</p> | <p>People affected by serious violent crimes which disproportionately affect women and girls. These are :</p> <ul style="list-style-type: none"> • Crimes committed in the name of “honour” • Female genital mutilation (FGM) • Forced Marriage • Sexual Violence, abuse, exploitation, and rape • Stalking • Harassment • Trafficking for sexual exploitation • Prostitution |
| <p>Key stakeholders were/are involved in this policy/decision/business plan</p> | <p>In developing the strategy a service user consultaion was conducted with 20 women using the services of Bede. In addition, 39 stakeholders across the partnership were consulted with. This included representatives from the Adults Safeguarding Board, Children’s Safeguarding Boards, the Police and specialist support services</p> |

Section 4: Pre-implementation equality analysis

| <p>Age</p> |
|---|
| <p>VAWG affects people of all age groups including unborn children who are also at risk of harm, through acts of abuse directed at their mothers.</p> <p>The findings of the recent scrutiny report into VAWG commissioned by Southwark elected members made a number of recommendations relating to sexual harassment that is aimed at young people, Modern Slavery and Trafficking and for a review of Southwark’s Womens Safety Charter⁵</p> <p>The impact on children and young people is acknowledged in the strategy and we work closely with Children’s Social Care to address specific areas that affect young people including child sexual exploitation and sexual violence within a gang or group situation.</p> <p>It is estimated that 42% of the population of Southwark are between 20-39 years of age⁶.</p> <p>An identified gap relates to the prevalence of VAWG experienced by people over the</p> |

⁵ LB Southwark. Making Southwark a safe place fro EVERYBODY. Violence Against Women and Gorks (VAWG) AND Modern Day Slavery. Community Safety Scrutiny Commission Report. May 2019

⁶ Census 2011

age of 50 in Southwark. Data from our commissioned services shows that in Q4 2018/19 there were 232 survivors aged between 50-71 years accounting for 11.7% of all cases for the year.

The available data shows that the majority of survivors in receipt of services are primarily for domestic abuse victims aged 16 and above (in line with the Home Office definition). There is a need to ensure that future service provision responds to the wider forms of VAWG and that there is appropriate support across age ranges. However, it is important to acknowledge that children are often the witness to these incidents of violence in the home and elsewhere and future service delivery responses must include wraparound services for survivors irrespective of age.

Equality information on which above analysis is based

The Southward Community Safety Strategic Assessment 2017-2019
Metropolitan Police Crime Data 2018-19
Commissioned Services Data 2018-19

Mitigating actions to be taken

All ages groups are at risk of gender based violence and the strategy acknowledges there is a requirement to work across age ranges to identify and support those at risk of harm. Targeted work will be developed to ensure Southwarks multi- agency response to VAWG reaches all ages groups.

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

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

National research highlights that people with long term illness disabled women are at a higher risk of victimisation than people without. There is further evidence that the impact of VAWG and trauma on children affects children's wellbeing significantly⁷. In addition, the finding of the review into Domestic Homicide Reviews has found that there is a correlation between Domestic Abuse, Substance Abuse and Mental Health in relation to perpetrators of these deaths.

Information from Southwark's commissioned services shows that x% 30.52% (626) of the women using the service in 2018/19 were affected by domestic abuse have experienced significant trauma and live with ongoing anxiety and post traumatic stress.

Data from Southwark MARAC (Multi Agency Risk Assessment Conference) for high risk victims of domestic abuse highlights that 60 victims with disabilities were referred into the Southwark MARAC

⁷ DFID Guidance Note: Part B Practical Guidance: Addressing Violence Against Women and Girls in Education Programming. May 2014

Equality information on which above analysis is based

Safe Lives. Disabled Survivors Too: Disabled people and domestic abuse. 2017.
 LB Southwark. Commissioned Services Data 2018/19
 Home Office. Domestic Homicide Review: Key Findings From the Analysis of
 Domestic Homicide Reviews. Dec 2016
 Southwark MARAC data 2018/19

Mitigating actions to be taken

There is further work to be done with SLaM to ensure that victims of any form of VAWG and who are high risk are referred into Southwark MARAC and both victims and perpetrators affected are aware of the support available in Southwark.

Commissioned services will work in partnership with established disability groups to raise awareness of gender based violence and provide advice and support.

In 2019, four concurrent domestic homicide reviews are being conducted in Southwark. The findings will be used to shape Southwark's future response to tackling domestic abuse

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

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

The strategy acknowledges the needs of transgender people, how they define their gender and choose services that are appropriate to their needs. There is a need for further training in this area to organisations within the borough. We are aware that there may be under reporting from the transgender community. During 2018/19, there were 20 cases to MARAC where the victim identified as LGBT+ . This data does not clarify how many of these identified as gender reassignment

Equality information on which above analysis is based

Southwark MARAC Data

Mitigating actions to be taken

Southwark will work with GALOP to improve the offer to those affected by gender violence who identify as transgender. This may include public awareness campaigns and work with Regulatory Services.

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

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

The VAWGS seeks to support all people regardless of marital status. However, for

some, marriage is synonymous with abuse specifically Forced marriage where the victim is often subjected to sexual violence and rape

Current service provision in Southwark remains the same regardless of marital status, It is known that individuals, particularly women, living in couples (married or cohabiting) or who have decided to separate from their partners are more likely to be a victims of domestic abuse. Relationship breakdown is identified as a significant indicator of risk in homicide reviews

Equality information on which above analysis is based

We do not appears to collect data on relationship status at present

Pregnancy and maternity –

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

This is a high risk group in relation to domestic abuse with pregnancy and maternity being a significant risk factor for victimisation. There is a ongoing need for capacity in maternity and both pre and post natal services to identify risks and refer appropriately to relevant support services.

The Home Office have suggested that 70% of teenage mothers are in a violent relationship⁸

It is estimated that the prevalence rate of Female Genital Mutilation (FGM) in Southwark is 7x the national rate among 15 – 49 year olds.⁹ This can present health issues for women when giving birth,

Equality information on which above analysis is based

[https:// www.Southwark.gov.uk](https://www.Southwark.gov.uk)> JSNA 2018

Mitigating actions to be taken

Health and Southwark Safeguarding Boards will continue to lead on aspects of care relating to maternity. Where a crime is committed the Police will intervene. Southwark Council will continue to include pregnancy and maternity as a risk factor when addressing gender based violence. We will target young mums know to the Family Nurse Partnership to ensure they are aware of the support available in the borough. We will work with practicing communities (FGM) in line with regional good practice.

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

⁸ Home Office VAWG EIA. 2011

⁹ <https://www.southwark.gov.uk>

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

Southwark is a richly diverse borough with 52% of the population belong to a white ethnicity group, with 48% of the population representing a Black, Asian or Minority ethnic (BAME)group. As there are 306, 745 people estimated to live in Southwark there are 147, 238 people in Southwark

Data from commissioned services show that of the 1982 using the service in 2018/19. The ethnicity of 116 was not established but 803 were of white backgrounds and the rest (919) were from BAME. backgrounds. MARAC data for the period shows that 301 of the 609 high risk cases were of BAME ethnic .

Some forms of gender based violence affect specific communities BAME groups more significantly, this includes; Dowry crime; Honour Based Violence; Female Genital Mutilation; Forced Marriage.

Although, some traditional practices are often associated BAME communities. It is evident that forced marriage and honour based violence occurs within Irish traveler communities.

However, there is little evidence that any of these occur in Southwark due to our current data limitations.

We are committed to supporting all victims of gender based violence. Southwark will need to ensure that commissioned services are access services that offer variety for the cultural difference's of the residents in Southwark are supported

Equality information on which above analysis is based

Southwark MARAC
Southwark Commissioned Services Data

Mitigating actions to be taken

There is a need to deliver specific programmes of work, referral pathways and toolkits to tackle Harmful Practices aimed at both in the communities and to staff.

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

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

Information that could be useful for strategic analysis and service provision is currently underdeveloped in Southwark. Qualitative research shows that individuals with particular religious beliefs are more likely to be victims of certain forms of hate crime, However, there is a strong correlation between some forms of gender violence with a belief in spirit possession. This was evident in the 2010 murder of Kristy Bamu in Newham. Highlighting some aspects of inter family violence that are often misunderstood

| |
|---|
| <p>Equality information on which above analysis is based</p> <p>None available</p> |
| <p>Mitigating actions to be taken</p> <p>The changing dimension of faith in Southwark due to its populations may require specialist services with language skills working in local community settings. There are clear gaps in data and reporting that need to be addressed and the partnership will be taking steps to engage with people from all religious groups and those with no religious belief to address the gaps.</p> <p>Southwark will work with Faith Leaders who are a bridge to Communities. Southwark will also work with specialist organisation including AFRUCA to ensure links between gender based violence and belief in Spirit possession are sufficiently understood by frontline staff.</p> |
| <p>Sex - A man or a woman</p> |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p> <p>Both men and women can be victims and/or perpetrators of VAWG. However, it is the disproportionate number of women whom are victims that impact on gender inequality and is the reason the majority of our response must reflect needs for services for the impact of violence on women due to gender inequality..</p> <p>Although the term VAWG may seem to preclude and/or deny that men can be victims of the ranges of violent crimes termed VAWG (with the exception of Female Genital Mutilation). This is not the case, but there may be a perception that this is so. This is ameliorated by ensuring the equality data captures male and female victim and perpetrator information.</p> |
| <p>Equality information on which above analysis is based</p> <p>Data form Commissioned Services</p> |
| <p>Mitigating actions to be taken</p> <p>All victims will be supported in Southwark. Future communications will include information on services for male victims.</p> |
| <p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p> |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p> <p>There is minimal data available the sexual orientation of victims or perpetrators of gender based violence. However, data from our domestic abuse commissioned service confirms that 95.41 % of service users/victims were female and 4.49% were male and 0% were transgender. Of these, 92.43% (1832) identified as heterosexual In terms of perpetrators 94.55 % were male and 5.45 % were female with 0% transgender.</p> |

Data from Southwark's MARAC shows of the 609 high risk cases heard in 2018/19. There were 20 LGBT cases, 34 male victims and 575 female victims. However, information on sexual orientation is not recorded.

Whilst there is no dedicated LGBT service for victims of DV in Southwark. There are a number of regional services who work with victims regardless of sexual orientation.

Equality information on which above analysis is based

Southwark MARAC

Data from Southwark Commissioned Services

Mitigating actions to be taken

Southwark will continue to strive to protect victims irrespective of sexual orientation through our work to reach all groups.

Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough.

Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.

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

The Mayors Office for Policing and Crime has identified low income as a driver for gender based violence¹⁰, Information from Southwark's Strategic Assessment highlights Camberwell Green and Peckham as areas with high levels of domestic abuse.¹¹

Those single women with the status of No Recourse to Public Funds are another group that are disadvantaged and have significant challenges to access support to safety. Although the Police will respond to incidents and cases are referred to MARAC for safety planning. Due to their immigration status this group are not eligible public funds or for national assistance and will not qualify for any financial or housing support. Some Women's Aid refuges will take up to two women a year but do not receive funding to do so.

Drug and alcohol use: People who use drugs and alcohol have higher risk of domestic abuse and sexual assault compare to those who had not. Six percent of victims of sexual assaults reported that the offender had drugged them during the last incident of sexual assault they experienced¹².

The demographics of Southwark means there are relatively high levels of vulnerability within the borough's population including high levels of mental health and substance misuse as well as those with language support needs. Victims with additional vulnerabilities have more barriers to seeking help.

We work closely with specialist organisations to support other groups who are less

¹⁰ <https://www.MOPAC/VAWG> Press Release May 2019

¹¹ <https://www.southwark.gov.uk> >Southwark Community Safety Strategic Assessment, 2017-2019

¹² <https://HomeOffice.gov.uk>

likely to seek help including no recourse to public funds and those experiencing multiple disadvantage (homelessness, complex drug and alcohol use, offending, sex work and mental health issues). Going forward there is a need to ensure that all specialist services funded by the council have speakers of the key languages spoken and awareness of the different ethnic groups in Southwark.

There is also a need to ensure connectivity between commissioned services and the specialist support services working with communities and those with multiple disadvantages.

The Mayors Office for Policing and Crime has identified low income as a driver for gender based

Equality information on which above analysis is based

Data from Southwark PAUSE

<https://www.southwark.gov.uk> >Southwark Community Safety Strategic Assessment, 2017-2019

Mitigating actions to be taken

Southwark will continue to develop its response to VAWG and will continue to ensure that all victims are supported to safety

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

VAWG is a cause and effect of gender inequality¹³ . There are no negative impacts for the Council in coming into line with national and regional policy. It can only enhance the Councils Public Equality Duty.

Equality information on which above analysis is based

World Health Organisation 2017

Mitigating actions to be taken

Southwark will implement the Violence Against Women and Girls Strategy, 2019-2024. This will require firm leadership and a commitment to change management, workforce development and revised commissioning approach.

Section 5: Further actions and objectives

5. Further actions

¹³ <https://www.who.org>.

| 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 | Practitioner guidance to outline best practice approaches to responding to gender based violence (focused on different level of risk thresholds, pathways and service provision) | Development of a procedure for practitioner's clarifying pathways for support and best practice interventions for different types of gender based violence. | |
| 2 | Workforce training/gap analysis | Michael Scorer Workforce survey to capture gaps and future training needs | |
| | Communications Strategy | Provision of information and advice to a) raise awareness on gender based violence and support available b) targeted information around healthy relationships to challenge abusive practices which are undertaken in the guise of "honour and/or culture and or religion/belief and grooming/gang associated/modern slavery | |
| 3 | Improve data collection | Revision of data collection across partnership to capture information which would adequately inform equalities impact assessment For the other VAWG areas there are some challenges when capturing data to gain | |

| | | | |
|---|---|---|--|
| | | <p>an accurate picture of the levels of VAWG in Southwark. These include under reporting by those affected, Home Office changes to the way MPS record these offences, and limited data capture on the wider forms of gender violence. What little data is available due to the hidden nature and stigma attached to VAWG the true prevalence is likely to be much higher.</p> | |
| 4 | <p>Target interventions for specific under represented groups in term of service take up (older victims/ male victims/ LGBT victims).</p> | <p>Service performance to identify under represented groups and agree/implement mitigating actions to respond. Equality action plans to be developed by commissioned service where gaps are identified.</p> | |
| 5 | <p>Develop a revised services delivery model including commissioned services</p> | <p>There is a need to ensure the future service delivery models responds to the wider VAWG agenda. This will include workforce development, tailored to their service needs. Public facing Southwark staff will need support to respond appropriately to VAWG presentations. Revised delivery will include developing clear referral pathways, awareness</p> | |

| | | | |
|--|--|---|--|
| | | raising campaigns and revision of commissioned services | |
|--|--|---|--|

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 |
| | | | | |
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Appendix A - Southwark intermediate rent housing list consultation feedback report

Southwark Council has proposed introducing a new intermediate rent housing list to assist with the allocation of intermediate rent housing products. The list would not be used for shared ownership which would continue to be allocated through the Mayor of London's online portal. More information is set out in the July 2019 Cabinet Report.

Cabinet directed officers to publically consult on proposals for the intermediate rent housing list in December 2017. The consultation on the intermediate rent housing list ran from 25th July 2018 to the 18th November 2018. The consultation covered the eligibility criteria, priority star system and some questions about what should happen at the end of a fixed term tenancy where circumstances had changed.

The main method of consultation was the web-based consultation document. The internet, press releases and social media were used to try to raise awareness of the consultation. Officers also wrote to developers and key worker organisations to encourage their feedback. Officers also met directly with existing groups such as the Southwark Housing Association Group (SOUHAG), the Futures Steering Board (FSB), Tenant Council, Homeowner Council and TMO Liaison Committee. Announcements were also made at Community Councils and this consultation was included in Community Council newsletters/Facebook pages etc. The Council also met with officers from the GLA.

In total 90 online responses were received along with five responses which did not use the consultation questions. These were from

- 35% Campaign
- Southwark Defend Council Housing
- British Land
- Travis Perkins
- Southwark Law Centre

Comments were also made at Tenant Council, Futures Steering Board, Southwark Homelessness Forum and Southwark Housing Association Group.

All comments received, have been anonymised and included below, and restructured where required around the questions asked in the consultation.

Some of the comments made were in relation to the P4 Policy in the New Southwark Plan, rather than specifically on the eligibility and priority system. Many of these comments had already been made on the New Southwark Plan consultation. These comments were shared with the relevant teams but have not been included here, as this report is focused on how the intermediate housing list should operate.

There were also eight emails from households enquiring how to join the list (which gives an early indication of how popular this scheme could be, given that it has not gone live yet).

Monitoring responses

Overall there was a good spread of responses from different tenures, ages, ethnicities, sexualities, religions and disabilities. Male respondents were under represented. There were not really enough responses to drill into what a particular group felt.

Question 19: In what capacity are you responding to this survey?

| Option | Total | Percent |
|---|-------|---------|
| Council tenant/housing association tenant | 27 | 30% |
| Private tenant | 34 | 38% |
| Home owner | 13 | 14% |
| On behalf of a housing association | 1 | 1% |
| On behalf of a private developer | 0 | 0% |
| Other – (please give details below) | 12 | 13% |
| Not Answered | 3 | 3% |

There was 13 other responses, these included

- Two Southwark Council Councillors (of different parties)
- A business owner
- An intermediate rent tenant on a Peabody Estate
- Shared ownership resident
- A former council renter
- Homeowner but also a housing journalist
- Key worker X4
- Living with parent
- Housing Association staff X2 (Peabody and L&Q)
- University lecturer

Question 21: Age

| Option | Total | Percent |
|--------------|-------|---------|
| Under 16 | 0 | 0% |
| 16-17 | 0 | 0% |
| 18-24 | 1 | 1% |
| 25-34 | 34 | 38% |
| 35-44 | 25 | 28% |
| 45-54 | 15 | 17% |
| 55-64 | 8 | 9% |
| 65-74 | 1 | 1% |
| 75-84 | 1 | 1% |
| 85-94 | 0 | 0% |
| 95+ | 0 | 0% |
| Not Answered | 5 | 6% |

Question 22: Disability and health

| Option | Total | Percent |
|-----------------------|-------|---------|
| Yes, limited a little | 14 | 16% |
| Yes, limited a lot | 1 | 1% |
| No, not limited | 70 | 78% |
| Not Answered | 5 | 6% |

| Option | Total | Percent |
|---|-------|---------|
| Hearing / Vision (e.g. deaf, partially deaf or hard of hearing; blind or partial sight) | 1 | 1% |
| Physical / Mobility (e.g. wheelchair user, arthritis, multiple sclerosis etc.) | 7 | 8% |
| Mental health (lasting more than a year. e.g. severe depression, schizophrenia etc.) | 7 | 8% |
| Learning difficulties (e.g. dyslexia, dyspraxia etc.) | 0 | 0% |
| Memory problems (e.g. Alzheimer's etc.) | 0 | 0% |
| Not Answered | 77 | 86% |

There were two additional comments which were ADHD, and Visual impairment and Recurring depression.

Question 23: Ethnicity

| Option | Total | Percent |
|--------------------------------|-------|---------|
| White British | 26 | 29% |
| English | 2 | 2% |
| Scottish | 0 | 0% |
| Welsh | 2 | 2% |
| Northern Irish | 0 | 0% |
| Irish | 2 | 2% |
| Gypsy, Roma or Irish Traveller | 0 | 0% |
| Other European | 8 | 9% |
| Other White | 7 | 8% |
| Black British | 14 | 16% |
| Caribbean | 3 | 3% |
| Nigerian | 1 | 1% |
| Ghanaian | 0 | 0% |
| Sierra Leonean | 2 | 2% |
| Somali | 0 | 0% |
| Other African | 1 | 1% |
| Other Black | 1 | 1% |
| Asian British | 1 | 1% |
| Indian | 0 | 0% |
| Bengali | 0 | 0% |
| Chinese | 2 | 2% |
| Pakistani | 1 | 1% |
| Vietnamese | 0 | 0% |
| Filipino | 0 | 0% |
| Any other Asian | 1 | 1% |
| White and Black Caribbean | 3 | 3% |
| White and Black African | 0 | 0% |
| White and Asian | 2 | 2% |
| Other mixed background | 0 | 0% |

| | | |
|---------------------|---|----|
| Arab | 0 | 0% |
| Latin American | 1 | 1% |
| Any other ethnicity | 2 | 2% |
| Not Answered | 8 | 9% |

Q24: Religion and Belief

| Option | Total | Percent |
|--------------|-------|---------|
| Christian | 36 | 40% |
| Sikh | 0 | 0% |
| Hindu | 0 | 0% |
| Muslim | 3 | 3% |
| Jewish | 3 | 3% |
| Buddhist | 1 | 1% |
| No religion | 33 | 37% |
| Other | 5 | 6% |
| Not Answered | 9 | 10% |

Question 25: Sex

| Option | Total | Percent |
|--------------|-------|---------|
| Male | 19 | 21% |
| Female | 63 | 70% |
| Not Answered | 8 | 9% |

Question 26: Gender reassignment

Is your gender identity the same as the gender you were assigned at birth?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 65 | 72% |
| No | 15 | 17% |
| Not Answered | 10 | 11% |

Question 27: Sexual orientation

| Option | Total | Percent |
|-----------------------|-------|---------|
| Heterosexual/straight | 63 | 70% |
| Lesbian/Gay woman | 3 | 3% |
| Gay man | 7 | 8% |
| Bi-sexual | 2 | 2% |
| Not Answered | 15 | 17% |

Question 28: Pregnancy or maternity

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 3 | 3% |
| No | 77 | 86% |
| Not Answered | 10 | 11% |

Eligibility

Question 1a: Do you agree with the proposed eligibility criteria?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 63 | 70% |
| No | 25 | 28% |
| Don't know | 2 | 2% |
| Not Answered | 0 | 0% |

Recommendation: To broadly keep the proposed eligibility criteria but with some minor adjustments.

Question 2: Should there be a minimum residency requirement - if so, for how many years should they have been required to live in Southwark?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 52 | 58% |
| No | 29 | 32% |
| Don't know | 8 | 9% |
| Not Answered | 1 | 1% |

Where a figure for the number of years was given, the breakdown was as follows

| Years | Count |
|-------|-------|
| 1 | 6 |
| 2 | 12 |
| 3 | 15 |
| 5 | 10 |
| 7 | 1 |
| 10 | 4 |

Summarised comments included:

- Perhaps it should be a local connection
- This would exclude people who work but don't live in the borough X2
- Years working in Southwark should take priority
- London in a fluid place and borough boundaries don't relate to real life
- No residency requirement but priority for local residents
- There were a number of comments in other questions saying that local residents should be prioritised.
- Two households felt the residency criteria should link to those who formally lived in the borough and were priced out, and those living in neighbouring boroughs.
- One person felt those working in the borough for over 3 years should gain additional priority.
- One respondent felt that the residency requirement should extend to one mile from any property built, even if this was across the borough boundary.

Recommendation: To require a three year residency requirement (except for key workers and those fleeing domestic abuse).

Question 3: Should the residency requirement be waived for key workers?

| Option | Total | Percent |
|---|-------|---------|
| Yes | 48 | 53% |
| No | 24 | 27% |
| Don't know | 6 | 7% |
| There should not be a residency requirement for any type of household | 12 | 13% |
| Not Answered | 0 | 0% |

Recommendation: To waive any residency requirement for key workers working in Southwark.

Question 4: The proposal is for a minimum £26,000 household income threshold. Is this threshold:

| Option | Total | Percent |
|--|-------|---------|
| Too high | 19 | 21% |
| About right | 46 | 51% |
| Too low | 10 | 11% |
| There should not be a minimum income threshold | 15 | 17% |
| Not Answered | 0 | 0% |

- There were 13 comments that the proposed minimum income threshold of £26k was too high. These comments tended to also refer to single people or single parent households and many mentioned low paid key worker roles of less than £26k, such as teaching assistants, nurses etc. One person asked “What about those on incomes below this level who would not get social housing given the demand.”
- A comment from a teacher was that this minimum income was too low.
- One comment was that if somebody would not qualify due to their income increasing they could be discouraged from taking a pay rise.
- One person argued that the rent should be linked to the income, taking into account the number of dependents.

Recommendation: Even though the minimum income criteria being about right had the highest number of ticks at 51.1%, 21.1% said this was too high and a further 16.7% felt there should be no income threshold. So 37.8% are effectively opposing this income threshold. In reality people below this level are going to struggle to afford a London Living Rent level rent so this minimum threshold should be retained but updated annually.

Question 5: Should a household be able to bid for a property with more rooms than they need? (e.g. single person bidding for a two-bed property)

| Option | Total | Percent |
|------------|-------|---------|
| Yes | 25 | 28% |
| No | 56 | 62% |
| Don't know | 9 | 10% |

| | | |
|--------------|---|----|
| Not Answered | 0 | 0% |
|--------------|---|----|

In the additional comments one respondent said there could be a case where a separated parent needs an additional room for the child to visit.

Recommendation: Most respondents said people should only be able to bid for a property with the number of rooms they require, so this is the recommended option but with some discretion where they may be special circumstances which means an additional room is required.

Question 6: Should two or more unrelated individuals (e.g. friends) be able to share the rent of a larger property?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 70 | 78% |
| No | 15 | 17% |
| Don't know | 5 | 6% |
| Not Answered | 0 | 0% |

There were a few comments on the sharing idea. Some felt that families should be prioritised first. Other comments were that this should be encouraged as it could help multiple individuals to then save up and buy somewhere.

Recommendation: To allow individuals to be able to come together to share the rent on a property.

Question 7: Do you have any other further comments on the eligibility criteria?

There were 46 comments in response to this question in the survey but quite a few were not really about the eligibility criteria and strayed in to other areas. Where possible these comments have been moved to those sections. The following is a summary of the points in relation to eligibility, including the emailed responses.

Maximum income cap comments

- Two people commented that the maximum income thresholds were too high (both the £60k and £90k caps).
- Another felt the cap was a bit arbitrary and rents should be linked to incomes. They felt it was unfair somebody earning say £60,001 would not qualify.
- Another felt £60k was too high as they felt there were options in the private rented sector for people on this income level.
- The 90k threshold should be removed.

Eligibility – Sharers

- It would be appropriate for a proportion of homes to be specifically aimed at sharers and for the landlord to be responsible for management of this (i.e. each tenant would have their own tenancy). This approach often means that intermediate rent homes can serve those with lower incomes who may not be able to afford to rent a one bedroom property on their own. For example, the Council's consultation document

states that Ambulance Crew earn an average of £18,000 which is below the Council's proposed £26,000 minimum income to be eligible for a home. However, 2-3 people with an £18,000 income each would be likely to be able to afford a share of a 2/3 bedroom home (recognising that some flexibility on the size of discounts to market rent exists).

- Whilst the products included in your list could be inhabited by sharers, the household income (including the combined income of all occupants) should not exceed the £60k income cap set by the Mayor of London.

Other comments on eligibility

- One comment was against the homeowner clause as it says about being not an existing homeowner and unable to access the private rented sector. So this implies anybody who could access the private rented sector should be excluded.
- Two comments were that there should be priority for those who had been on the council's social waiting list for a long time (such as overcrowded households).
- There was a comment in relation to domestic violence which said that some aspects like the residency requirement and income threshold might need to be waived.
- One respondent felt British born key workers should received additional priority to stop them moving abroad.
- A few comments related to concerns about properties being sublet or used as Air BnB type lets so protections need to be built in.
- Embedding the principle that affordable homes should be accessible to those whose household incomes fall under £60,000 is critical.
- We believe the minimum income threshold should also be lowered to provide greater access to this scheme for individuals in essential services working in London to keep the capital's economy moving.
- We oppose rent levels set at the London Living Rent (around half of the private market rent) for those on household incomes below £60,000 or rents at up to a maximum of 80% of the market rent for those with household incomes of between £60,000 and £90,000. Existing council rents (not so-called "target rents"), should be charged. There should be no means testing at any stage.
- While boroughs may set eligibility criteria for intermediate units to reflect housing need, these should automatically cascade out to the London-wide eligibility criteria within three months to ensure that units are not left vacant.

Recommendation: To drop the £60-£90k band and cap rents at London Living Rent level.

Recommendation: To review the homeowner clause wording about affording another private rented sector property.

Recommendation: To ensure protections around subletting are strongly built in.

Priority system

Question 8: Do you agree the following groups should receive additional priority? (please tick all that you agree with, or select 'no group should receive additional priority')

| Option | Total | Percent |
|--|-------|---------|
| Key workers | 64 | 71% |
| Armed Forces personnel | 35 | 39% |
| Victims of domestic violence/abuse/harassment | 54 | 60% |
| Carers | 48 | 53% |
| People fostering or adopting who need more rooms | 44 | 49% |
| No group should receive additional priority | 16 | 18% |
| Not Answered | 0 | 0% |

- Q1b. One comment was that current key workers living in the borough should be excluded with this being used as a recruitment tool.
- Q10 – One person felt key workers should have the highest priority, another stated only key workers should be prioritised.
- Q9 – One person question why a nurse should be prioritised over a worker in Tesco when both are needed.
- One email respondent said that giving priority to carers and victims of domestic abuse seems to be blurring things with the current housing register and homeless legislation. There is a high burden of proof required and we have concerns about the sharing of sensitive personal information with developers.

Recommendation: To retain these priority categories.

Question 9: Should any other groups receive priority, and why?

There were 47 responses to this question and some responses have been added from question Q1b. References to specific job types have been moved to the key worker section. The remaining comments are as follows:

- All people should be treated equally X2
- All people on low incomes who cant afford the private rented sector
- Anybody giving up social housing
- Disability - Families/households with household members with disability X5
- Families - Overcrowded families X3, Families with Children X3, Single Parents X2
- Long term residents and or those with a local connection, working in the area etc X4
- Those with time on the Southwark social housing waiting list
- Mother and daughter allocations
- Older people in the private rented sector
- People who face discrimination regardless of their ethnicity, religion , race or sexual orientation and backgrounds.
- People with university studies (parents) X2
- Qualified professionals.
- Under 30s and young Southwark residents X2
- Volunteers X2

- Young people leaving care.
- Young people who have experienced homelessness.

Question 10: Should the following be included in the Southwark keyworker definition? (please tick all that you agree with)

| Option | Total | Percent |
|--|-------|---------|
| Nurses and other clinical staff employed by NHS | 73 | 81% |
| Social workers, educational psychologists and therapists | 56 | 62% |
| Firefighters | 66 | 73% |
| Police officers/Police Community Support officers (PCSO) | 61 | 68% |
| Teachers/teaching assistants (from non-fee charging schools) | 66 | 73% |
| No keyworker should receive additional priority | 15 | 17% |
| Other | 19 | 21% |
| Not Answered | 1 | 1% |

There were 28 added responses. The comments in relation to this from the previous question have also been added here. In some of these cases the same answer was written in both questions.

- Key worker additions
 - Health care workers
 - Care assistants
 - Nursing assistants X2
 - All hospital staff
 - All NHS employees
 - Doctors (below consultant grade)
 - Care Workers/Assistants X2
 - Family Support workers
 - Childcare workers/Practitioners X2
 - Pre-school and nursery staff
 - Teachers from fee- charging schools. A teacher is a teacher is a teacher. Fee charging schools offer scholarships etc.
 - Those employed in an education related setting e.g. school improvement, advisors - Visiting / outreach teachers employed by the council X2
 - University lecturers x2
 - British transport Police
 - All public sector workers
 - NGO employees
 - Council workers X3 AND Council day centre staff, admin staff etc X1
 - People doing key workers roles in community and voluntary sector and even private organisations which provide care and support
 - Volunteers and Charity Sector employees
 - All critical workers
 - Artists working and contributing to the community fabric, cohesion and education
 - Post women and men with young families
 - Retail workers in Southwark
 - Qualified professionals who cant afford PRS x2

One respondent stated they thought the definition of “keyworkers” could potentially be expanded significantly, so “priority” should be kept to a minimum or dropped completely... Many other people doing low paid socially engaged and important work who may work freelance, self employed etc. would be excluded by these definitions etc.

There was a question about what happens if somebody stops being a keyworker. Another felt the key worker priority should require a permanent contract.

The following comment were also received via email or at meetings

- Ensuring homes are affordable to people working in key public services is important to guarantee that these services remain available in the future. Keyworker incomes are generally in the range of £18,000 to £45,000, so many are unable to afford local private rents but not eligible for affordable options. Local schools and health centres need to be able to recruit staff and housing is a key factor that affects people’s decision on where to work. For example, Guy’s Hospital serves local people and employs c. 16,000 workers, many of whom are keyworkers. There are also seven schools within 500m of the Canada Water site. Census data indicates that there are approximately 20,000 keyworkers in Southwark, making up c.11% of the working population, meaning there is a significant need for keyworker homes.
- There are 4.5 million households in the private rented sector and 3.9 million in social housing, of which many work in the essential services sectors on incomes lower than the minimum £26,000 eligibility threshold outlined in the consultation. We urge the Council to take full account of this and provide discounted rents and investigate extending the definition of key workers within the consultation as staff providing essential services such as builders’ merchants.
- How will you ensure that the definition of ‘key worker’ does not lead to legal challenges including around equality aspects of the application of this policy. Similarly how will the council ensure that the developers are bound by PSED considerations?
- The education system should provide housing for teachers & NHS should provide housing for doctors/nurses.

Recommendation: To keep these proposed key worker categories but adjust the wording to include doctors and transport police. The final definition will require further research.

Question 11: As many hospitals, fire stations, schools etc in neighbouring boroughs provide services to Southwark residents, should the definition of key workers be limited to key workers working in:

| Option | Total | Percent |
|--|--------------|----------------|
| Southwark borough only | 30 | 33% |
| Southwark and neighbouring boroughs where services are provided to Southwark residents | 31 | 34% |
| Any key worker working in London | 19 | 21% |
| No keyworker should receive additional priority | 8 | 9% |
| Not Answered | 2 | 2% |

- Housing is an important factor that keyworkers consider when looking for job opportunities. Consideration should therefore be given to people that currently live

outside of Southwark but wish to locate to a new role in Southwark. The ability to secure an intermediate home and move into a keyworker role in the area may attract more talent than if people have to find temporary accommodation. This could be an important benefit to those such as hospitals who currently struggle to attract sufficient staff.

Recommendation: There was no clear outcome from the consultation; you could argue that 55.4% were in favour of this being extended to key workers from beyond the Southwark boundary. Extending this to neighbouring boroughs would be the middle position, but it would add complexity to the scheme. This will need further work including considering the key worker recruitment evidence base, therefore the final definition will be finalised in a later report.

Question 12a: The same priority system will apply for the properties let up to a maximum of 80% market rent for those on household incomes of between £60K and £90K. The Council could introduce additional priorities for these properties.

Should there be priority for families with children?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 56 | 62% |
| No | 26 | 29% |
| Don't know | 7 | 8% |
| Not Answered | 1 | 1% |

Question 12b. Should there be priority for households with two or more joint incomes?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 23 | 26% |
| No | 53 | 59% |
| Don't know | 13 | 14% |
| Not Answered | 1 | 1% |

Should any other additional priorities be introduced for these properties?

There were many responses to the question but most referred back to categories that were already in the proposed priority categories, or had been covered by existing suggestions for additional priority categories, such as key workers, disabilities, carers of parents etc.

There were a number of comments in opposition to the income band (£60k-£90k) being included.

Recommendation: The Council has now dropped this £60k to £90k band so these questions are no longer relevant.

Question 13: Do you have any further comments on the proposed priority system?

Responses to this question included:

- There should be a separate scheme for key workers
- Only keyworkers should be eligible given demand and supply (except domestic violence cases)
- Only those in low paid public service should be eligible
- Only those in front line key worker positions should be included.
- Keyworkers should be prioritised who may be called in 24/7 who need to live closer
- Priority should take account of both time on the list but also time lived in the borough
- Neighbouring boroughs should operate the same scheme
- How will applicants be aware and informed of the lottery system, how transparent will this be?
- We support the proposals for the intermediate housing waiting list and see this as helpful for identifying peoples' needs and fairly prioritising homes.
- Allocating affordable housing is a practical matter that entails criteria. These should be orientated to those in greatest need, including time spent waiting for affordable housing. We therefore do not agree with the priority star system. The right to housing is a fundamental one. The shortage of affordable housing, broadly defined, should be addressed by increasing the supply of affordable housing, rather than segmenting and prioritising different groups, no matter how worthy they may be. Southwark's priority should be to increase the supply of social rented housing, such that there is enough to meet the needs of those identified as 'key workers', as well as those on the lowest incomes.

What should happen at the end of the fixed term tenancy?

Question 14: At the end of the three year tenancy, where the household income has increased above the maximum income thresholds, should the landlord (please select one option):

| Option | Total | Percent |
|--|-------|---------|
| End the tenancy and expect the tenant to find alternative accommodation | 12 | 13% |
| End the tenancy but offer an alternative higher rent property | 19 | 21% |
| Increase the rent of the current property but lower the rent on an alternative property in the same block when it becomes vacant | 23 | 26% |
| Extend/renew the tenancy on the same terms | 25 | 27.8% |
| Other (please explain below) | 9 | 10% |
| Not Answered | 2 | 2% |

There were 23 additional comments including

- Extended as long as they are still key workers
- Enough time needs to be provided to find another home or before a rent increase
- It should be a 5 year minimum tenancy
- Care needs to be taken to ensure it does not act as a disincentive to increase income/promotion.

- Gentle rent rises linked to income rises, with the option for future reductions again if income falls. Another respondent raised this issue of income reductions.
- Increasing the rent sounds fair but only if another unit is freed up for those waiting X2
- Most people will be looking to buy anyway so there is no need for additional uncertainty. AND. Support should be given to help people buy
- People should not be evicted for doing well at work
- People need long term security AND Tenancy should be secured, especially for those with children. This was reflected in multiple comments.
- Increase the rent if income increase for over a year/2 to 3 years X2
- One person felt the tenant should be offered both, the option of having an increased rent or renting an alternative higher rent property.

There were also many comments sent in by email or made at meetings on this topic as follows:

- The minimum private tenancy should be 5 years. Three years appears good only in comparison to bad practice in the private sector.
- We oppose the minimum three year assured shorthold tenancies. This is not security of tenure. The council should only issue guaranteed lifetime tenancies.
- The complexity BtR introduces into the already complex world of affordable housing also militates against fair outcomes. Rent levels, tenures and tenancy conditions on approved schemes will be hard to monitor. A 3-year tenancy with the prospect of a rent rise or forced move at the end of it, is not conducive to stability, for either the individual or the local community. It is also noteworthy that significant increases in a BtR tenant's income will be passed to the landlord, rather than improve the tenant's standard of living.
- Security of tenure is an important part of ensuring sustainable communities; tenants should wherever possible be able to stay in their homes as long as they wish. On this basis, the simplest approach would be that tenancy renewal be based on whether the resident has paid their rent and continued to meet the initial eligibility standards in respect of intermediate housing (i.e. not being subject to court orders for breach of tenancy conditions; convictions for illegal or immoral use of their home; nuisance and annoyance to neighbours and visitors; criminal offences in or near the home and still posing a threat to neighbours and the community; violence towards family members and domestic abuse; deception/providing false information; acts of violence or aggression against Southwark or partner organisation staff; unlawful subletting; racial harassment or hate crimes)
- We have concerns about loss of security for tenants. Following the Housing Act 2016 Southwark Council committed to maintaining 'homes for life'. This proposed policy seems to contradict this commitment. The proposed policy sets out that there would be a reassessment of means for tenants after 3 years. We had understood that Southwark had a policy commitment not to carry out means assessments. People's situation might have worsened at the end of 3 years e.g. ill health, relationship breakdown loss of job. It is hard to see how legally developers can be held to extend the tenancies so Southwark Council may find families and individuals in priority need presenting as homeless.
- How will the council ensure that developers will extend tenancies beyond the initial three year period?

- With LLR, when funded by the GLA, the rent should not be increased above the rate of CPI inflation over a period of 10 years, given that the intention of the product is to help buyers save for a deposit. Mirroring this by offering rents at LLR levels for a ten year period, irrespective of income increases, may be more feasible than asking tenants to periodically submit details of their household income.

Recommendation: There was no clear preference for any option in the consultation. There was broadly opposition to requiring a household to leave due to having an increased income. But also concern about why somebody on a higher income would continue to receive a lower rent while others are still struggling. Focusing on suggesting alternative options for those with higher incomes to save more and move out may be the best option.

Should there be a savings requirement?

Question 15: As these lower rent homes could be a stepping stone to buying a property, such as through shared ownership, should there be any kind of requirement to provide evidence of having built up savings to put towards a deposit?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 26 | 29% |
| No | 50 | 56% |
| Don't know | 12 | 13% |
| Not Answered | 2 | 2% |

Recommendation: To not require savings but ensure regular advice on this is provided.

Question 16: Do you have any further comments or suggestions about the proposals for tenancy renewals?

Most comments in this section were repeats of comments included above for Q14. Additional comments included:

- There should be no requirement to buy – renting should be a tenure in its own right X2
- Provide guidelines on saving for a deposit
- Tenants need long term security, even if circumstances stay the same
- Don't create a system where people have to keep moving (musical chairs of flats)
- People should not be turfed out for having a higher income but likewise nobody wants to see the council giving cheap rents to those who can clearly afford higher rents in the same area.
- We should aim for secure tenancies and controlled rents (as in other countries)
- The tenancy length needs to be linked to the time it would take to build up the required deposit to buy (longer term).
- Need to be fair to landlord, landlord should be able to raise the rent lowering the rent of an alternative property.

Equalities impacts

Question 17: Do you think these proposals would have any particular impact on certain people in relation to any of the following protected characteristics: Age /

disability / gender reassignment / pregnancy and maternity / race / religion or belief / sex / sexual orientation / marriage or civil partnership?

| Option | Total | Percent |
|--------------|-------|---------|
| Yes | 14 | 16% |
| No | 41 | 46% |
| Don't know | 31 | 34% |
| Not Answered | 4 | 4% |

Of the people who said yes, the following comments were made

- Four people said yes but gave no explanation
- Young people and young couples
- Prioritising multi-income households could disadvantage single parents
- It would discriminate against those who were not classed as key workers but who work in schools, “cleaners, cooks and office staff”. The people in these roles are usually older, part-timers, single parents and/or those lacking in academic/professional qualifications. The danger in the intermediate list is that it will only benefit those classed a key workers, regardless of other protected characteristics.
- Pay grades
- Race - the cost/value of properties could isolates members of the BME community who can not afford to save due to the experiences of not being in or being promoted to a job which would give them a decent amount of disposable income.
- Race/ marriage or civil partnership/Age
- Relationship breakdown
- Overcrowded
- The proposal would help younger people from eligible categories to find accommodation close to where they work.
- Women may be adversely impacted due to gaps in employment sue to caring responsibilities of children and maternity leave/pay reductions in affordability to rent.
- Additionally disabled people whose incomes may fluctuate due to ill-health and earning capacity may mean that whereas these rents were affordable, may become unaffordable if they were to experience a period of unemployment/leave from employment. They would need to be supported to remain in their tenancy/guaranteed priority on the housing register if their financial circumstances change.

Of the people who said don't know the following comments were made:

- Implemented correctly, the scheme should help groups who may currently be a subject of discrimination.
- It could be an issue if producing of these homes stops other council homes from being built or if the growth of the population in Southwark became overpopulised
- It seems that it would not have any impact although I am not sure I understood perfectly the question. I think what is important is that this scheme will guarantee houses to people based on salary and number of people depending on that salary. In particular situations, as for example some health conditions, disabilities, social problems, then the council should have other scheme to intervene, separated from

this. If somebody is at the end of life and in need of a basement house (street level, not below the street level), to make movement easier, easier the access to operators from A&E for example, than the council should have those schemes, in place.

- It should not be an issue, but that would depend upon the biases (unconscious or otherwise) of the allocator.
- Not sure what you mean. It should be key workers whatever.

Other comments

Some comments received via email did not really fit under the consultation questions. These are as follows:

- Tenants should be allowed recourse to the Housing Ombudsman Service, with the necessary arrangements made with the HOS. The Plan should require all BtR members to be a member of the Housing Ombudsman Service.
- It is vital that new developments link to existing communities. Enabling local people to access new homes is one element of creating links.... Appropriate use of Local Lettings arrangements are therefore supported.
- Local Lettings - Paragraph 55 of the consultation note sets out Southwark's plan to extend the use of local lettings plans to intermediate rent. We support this proposal for larger sites, where providing homes for local people is important to ensure a sustainable community. A range of 500 to 1,000 metres from the site boundary may be appropriate as the definition of the local lettings area.
- The eligibility criteria generally appear reasonable. With regard to Definition of Household we would note that, whilst it is positive to acknowledge the option for sharers, the text appears to indicate that one member of the household would be responsible for the rent / tenancy. This potentially creates a problem common to "buy to let" housing whereby one tenant is responsible for a large rent which they cannot afford to pay if others move out.
- These properties are not council homes and should not be presented as such. There will be no new council homes made available. Instead resources will be diverted into homes which are unaffordable.
- There is a question about whether private landlords would be effective in managing a variety of different tenancy types and whether they would be able to provide the kind of housing management needed by social housing tenants.

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