

Education and Local Economy Scrutiny Commission

Monday 19 July 2021

7.00 pm

Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

Membership

Councillor Peter Babudu (Chair)
Councillor William Hougbo (Vice-Chair)
Councillor Radha Burgess
Councillor Karl Eastham
Councillor Nick Johnson
Councillor Eleanor Kerslake
Councillor Michael Situ
Martin Brecknell (Co-opted Member)
Lynette Murphy-O'Dwyer (Co-opted Member)
Marcin Jagodzinski (Co-opted Member)
Mannah Kargbo (Co-opted Member)

Reserves

Councillor Humaira Ali
Councillor Anood Al-Samerai
Councillor Richard Leeming
Councillor James McAsh
Councillor Maggie Browning
Councillor James Coldwell
Councillor Sirajul Islam

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Contact

Everton Roberts on 020 7525 7221 or email: everton.roberts@southwark.gov.uk

Members of the committee are summoned to attend this meeting

Eleanor Kelly
Chief Executive
Date: 10 July 2021



Education and Local Economy Scrutiny Commission

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7.00 pm

Ground Floor Meeting Room G02A - 160 Tooley Street, London SE1 2QH

Order of Business

Item No.	Title	Page No.
	PART A OPEN BUSINESS	
1.	APOLOGIES	
	To receive any apologies for absence.	
2.	NOTIFICATION OF ANY ITEMS OF BUSINESS WHICH THE CHAIR DEEMS URGENT	
	In special circumstances, an item of business may be added to an agenda within five clear working days of the meeting.	
3.	DISCLOSURE OF INTERESTS AND DISPENSATIONS	
	Members to declare any interests and dispensations in respect of any item of business to be considered at this meeting.	
4.	MINUTES	To follow
	To approve as correct records the Minutes of the meetings held on 17 March and 20 April 2021.	

Item No.	Title	Page No.
5.	FUTURE OF WORK AND ENTERPRISE IN SOUTHWARK	1 - 13
	To hear from external invited guests, Richard Tyrie, GoodPeople and Genevieve Maitland Hudson, Social Investment Business on the future of work and enterprise in Southwark.	
	To receive a briefing from Councillor Jason Ochere, Cabinet Member for Jobs, Business and Town Centres on apprenticeships, internships and enterprise support on offer through the council.	
6.	SPECIAL EDUCATIONAL NEEDS AND DISABILITY (SEND) PROVISION - SCRUTINY REVIEW	
	To hear from external invited guests on the provision of SEND and to discuss and scope the proposed scrutiny review.	
7.	YOUTH NEW DEAL AND YOUTH SERVICES - UPDATE	14 - 19
	To receive an update report from the Director of Leisure on the Youth New Deal, and progress on youth related initiatives and services.	
8.	THE SOUTHWARK EQUALITY FRAMEWORK [CABINET REPORT] 13 JULY 2021	20 - 78
	To note the Southwark Equality Framework report due to be considered by Cabinet on 13 July 2021, which incorporates a response to the commissions scrutiny recommendations from the initial scrutiny review on equalities issues.	
	Note: The report is circulated with the agenda for information only.	
9.	CHILDREN'S EXPERIENCE AND EDUCATION DURING COVID-19 PANDEMIC - FINAL VERSION	79 - 92
	To note the final version of the commission's report submitted to the 15 June 2021 Cabinet meeting.	
	Note: Cabinet is due to consider its response to the commissions recommendations at the cabinet meeting scheduled for 14 September 2021.	

Item No.	Title	Page No.
10.	REVITALISING SOUTHWARK'S HIGH STREETS AND TOWN CENTRES - FINAL VERSION	93 - 104
	To note the final version of the commission's report submitted to the 15 June 2021 Cabinet meeting.	
	Note: Cabinet is due to consider its response to the commissions recommendations at the cabinet meeting scheduled for 14 September 2021.	
11.	PROPOSED WORK PROGRAMME 2021-22	105 - 110
	To note the proposed work programme for 2021-22 and to consider the inclusion of any additional items / amendments to the work programme.	
	DISCUSSION OF ANY OTHER OPEN ITEMS AS NOTIFIED AT THE START OF THE MEETING	

Date: 10 July 2021



Briefing note

To: Education and Local Economy Scrutiny Commission

From: Cllr Jason Ochere, Cabinet Member for Jobs, Business & Town Centres

Title: **Overview of apprenticeships, internships and enterprise support**

Date: 19 July 2021

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1. This paper sets out the Council's programme of support with regards to apprenticeships and internships and also outlines the enterprise support on offer through the council.

Apprenticeships

2. The aim of the apprenticeship programme is to increase the creation and uptake of good quality apprenticeships. Since 2014, the council has supported the creation of 3,685 apprenticeships. This has been achieved through:
 - engaging with local businesses to create apprenticeship opportunities
 - stimulating uptake amongst residents of all ages and
 - the council's internal apprenticeship scheme.
3. Prior to the pandemic, the Council Plan included a commitment to supporting the creation of 2,500 apprenticeships between 2018 and 2022. Although the pandemic has shifted the council's focus towards rebuilding and recovering the economy, apprenticeship creation remains at the heart of this and we continue to track apprenticeship and internship outcomes.
4. This paper outlines the workstreams which contribute to the delivery of the apprenticeship programme, overall achievements and the future direction of the programme.

Where we are now

5. The Covid-19 pandemic is having a significant impact on the apprenticeship landscape. The crisis has already resulted in 44% of apprentices being either furloughed or made redundant. With employers worried about their business surviving, they are forecasting that fewer apprentices will be hired going forward, if any at all¹.

¹ <https://www.suttontrust.com/wp-content/uploads/2020/05/Covid-19-Impacts-Apprenticeships.pdf>

6. Young people from disadvantaged backgrounds are typically found in lower level apprenticeships in the hospitality, leisure and retail sectors and employed by SMEs. As the crisis has had greater impact on businesses in these areas, the negative impacts have disproportionately affected this group of people².
7. Locally, this can be seen through the impact on Southwark Apprenticeship Standard employers reporting apprenticeship starts. The council's annual data collection for 2020/21 showed that very few SMEs reported any new apprenticeships created, due to the impact of the pandemic on business. Similarly, apprenticeships created via local supply chain have decreased compared with previous years.
8. In light of the pandemic's impact on the economy, the apprenticeship programme is currently being reviewed to ensure that it continues to fulfil the aim of supporting the creation of good quality apprenticeships.

Current Programme

9. The apprenticeship programme comprises of the following workstreams:
 - Southwark Apprenticeship Standard (SAS)
 - Engagement with providers and partners
 - Commissioned services and contracts
 - Supply chain
 - Internal apprenticeship programme (managed by Organisational Development)
 - Promotional campaigns

Southwark Apprenticeship Standard

10. The Standard aims to encourage local businesses and enterprises to deliver good quality apprenticeships. Organisations who are members of the Standard commit to their apprenticeships meeting quality criteria set out through the scheme, including the provision of a diverse range of learning and development opportunities, mentoring support and paying, or working towards paying the London Living Wage (LLW). In return, members receive advice and guidance on how to establish and maintain an apprenticeship programme, recruitment support via Southwark Works, information on funding and prior to Covid, networking opportunities.
11. Over 50 employers are signed up to the Standard and it supports the creation of around 300 apprenticeships per year.
12. In early 2020, the council refreshed its support for members of the Standard based on consultation feedback. Some of the proposals have been implemented, for example refreshing the Southwark Works website has had a significantly positive impact on the number of service users and has

² <https://www.suttontrust.com/wp-content/uploads/2020/05/Covid-19-Impacts-Apprenticeships.pdf>

improved the user journey for employers using the service. Other recommendations from the consultation need to be reviewed as we emerge from the pandemic and continue to assess the impact of Covid on the apprenticeship landscape.

Engagement with partners, commissioned services and supply chain

13. The Council works closely with key partners such as LSBU and the Southwark Construction Skills Centre to stimulate apprenticeship uptake. Apprenticeship targets are also embedded within contracts for commissioned services, for example through Southwark Works and Section 106, or contracts with providers in the council's supply chain.
14. Combined, these work streams contributed to circa. 200 apprenticeships per year prior to the pandemic.

Passmore Centre

15. In partnership with LSBU, the Council has supported the Passmore Centre to provide a gateway for learners into higher professional and technical education. The partnership is intended to create the opportunity for at least 1,000 Southwark residents to achieve quality, high level apprenticeships. This will help equip Southwark residents with the skills required to take up the jobs demanded in the future and is integral to the delivery of the Skills Strategy.
16. Issues with performance are currently being addressed in partnership with LSBU. An improvement plan that was put in place before the pandemic is now under review and regular meetings are scheduled with the cabinet member lead to help oversee improvements.

Internal apprenticeship programme

17. The Council's internal apprenticeship scheme was launched in 2005 to contribute to our social and economic development agenda, creating opportunities to grow our own future talent and support our diverse community to realise their potential.
18. The scheme has offered apprenticeship opportunities to work in all council departments on 30 different programmes from Business Administration to Town Planning. To date,
 - 400+ apprentices have completed apprenticeships
 - 85 apprenticeships are currently on our programme
 - 91% of council apprentices progressed to a job or higher qualifications.
19. The scheme has been recognised with Apprentice and Employer awards from the National Apprenticeship Service, Investors in People, Public Services People Managers Association, London Councils and the BAME Apprenticeship Alliance.

20. We are embedding workstreams such as Southwark Stands Together and an emerging employment opportunities strategy to promote apprenticeships uptake across under-represented groups, including care leavers and those who may be coming through non-traditional educational routes.
21. This month, we will revive an Employment Opportunities Pathways group, working across services to get more local people (particularly 16 – 25 year olds into work). In extending our network to external organisations and contacts, we will brief partners on Southwark Stands Together values so that they are consistent in using it as a lever to address discrimination and remove some of the barriers that exist for people from Black, Asian and Minority Ethnic backgrounds, in order to achieve equity of opportunity with white counterparts.
22. For example, recent apprentice appointments included on-boarding x4 Town Planning apprentices, from Black and Ethnic Minority backgrounds. An area, where Minority Ethnic groups in the council are usually under-represented.

Promotional Campaign

23. Promotional activity promoting apprenticeships has taken place and contributed towards the delivery of the creation and uptake of apprenticeships. It included both digital and hard materials and the promotion of National Apprenticeships Week.

Key achievements

24. Since 2014, the council has supported the creation of 3,685 apprenticeships and since the Standard was established, 55 employers have signed up as members.
25. In 2019 Southwark won two apprenticeship awards - Apprentice of the Year (Danny Dowling) and Best Work with Supply Chains and/or Local Businesses to Create New Apprenticeships.
26. Southwark was shortlisted for Best Work with Supply Chains and / or Local Businesses in both 2018 and 2020, with the number of apprenticeships created consistently being one of the highest out of all London boroughs.

Looking Forward

Youth New Deal

27. The Youth New Deal aims to broaden the range of educational and employment opportunities available to young people. This provides the opportunity to create pathways into apprenticeships through a more joined up and consistent approach. Some progress has already been made, for example Standard employers are advertising their vacancies via the Next Step bulletin. Other opportunities are also being explored, for example,

streamlining communication channels through which businesses can be engaged with youth employment opportunities.

Pre-apprenticeship Support

28. In 2019, work was started to commission a pre-apprenticeship support offer as part of the Southwark Works framework to help residents access apprenticeships. Feedback from consultation showed that the key elements required were provision of English & Maths qualifications, employability skills, intensive support through the application process and work experience.
29. The procurement process was placed on hold in March 2020 due to the pandemic. However, we know that the economic impact on many businesses has brought about a significant reduction in apprenticeship vacancies and that competition for apprenticeships will therefore continue to increase. The need for pre-apprenticeship support is therefore greater than ever.
30. Building on work started pre-pandemic, we are exploring how the previous specification could be adapted to the current economic context.

Levy Transfer

31. Levy transfer opportunities are being explored in partnership with the GLA. This would enable the council's unspent levy funds to be transferred to local SMEs to support the training of apprentices. Benefit could include increasing apprenticeship numbers, building capacity amongst local SMEs and keeping unspent levy funds within Southwark. A task and finish group has been established to scope this work.

Internships

32. Prior to the pandemic, the Council Plan 2018-22 included a commitment to *make sure that 500 young people from low income backgrounds get paid internships with London's best employers*. In July 2019, Cabinet approved an internship programme which would be delivered via three main schemes:
- Within the Council
 - Through schools
 - Graduates
33. In all cases, the schemes are only accessible to those from less advantaged backgrounds. The general eligibility criteria is as follows:
- a) Educated at state school; and,
 - b) Have been eligible for free school meals at any point;
 - c) OR have been looked after by the local authority;
 - d) OR previous generations in your family haven't attended university in UK.

34. This paper sets out the ongoing internship delivery strategy, successes to date, and the development of an additional internship scheme, in recognition of the hugely challenging environment currently faced by young people.

Where we are now

35. The Covid-19 pandemic is having a significant impact on the council's ability to support paid internships. With businesses in a state of flux when the pandemic took hold, many internship placements were either cancelled or replaced by virtual offers and as a consequence, there were far fewer paid internship opportunities via our commissioned services in the summer of 2020. Additionally, schools were also less able to support their students to engage with the internship programmes.

36. The climate in 2021 has improved somewhat as employers adapt their practices but there are new challenges to overcome when supporting young people, particularly those from sixth form, into paid internships. For example, some employers are transitioning towards a virtual internship model so they can offer placements to larger cohorts of students. While this does mean that more students will be able to benefit from a virtual offer, the experience will not necessarily be as rich or as comprehensive as a traditional internship and importantly, many will not attract remuneration³.

37. However, as part of the Youth New Deal we will continue to promote quality internships and work alongside our commissioned providers to promote the merits of paid internships to employers in the borough, particularly for those from less advantaged backgrounds, and lead by example through our own internal scheme.

Current programme

38. The internship programme comprises of the following workstreams, all focused on supporting young people from low income backgrounds:

- Council internship scheme
- Support for schools
- Graduate scheme

Council Internship Scheme

39. Against the backdrop of the pandemic and the additional challenges of remote working across the council, we nonetheless now have in place an embedded programme that has been in high demand since launching in early 2020. Our three recruitment campaigns have attracted 231 applications and we have successfully on-boarded 33 interns at the council at London Living Wage in the first year.

³ [Internships more likely to be unpaid during pandemic, survey finds \(peoplemanagement.co.uk\)](https://peoplemanagement.co.uk)

40. To add value to the recruitment process, all applicants who reach the assessment centre stage (79 young people to date) receive support via an employability workshop.
41. Although on track, there is an ongoing challenge in creating meaningful internship opportunities across the council given wider financial constraints and the extra complexity of interns working from home. However, the feedback from our interns and their host teams/departments has been overwhelmingly positive and we successfully hosted an inaugural internship celebration in June 2021.

Support for Schools

42. The Council currently commissions two providers to support year 12 and 13 students to secure four-week paid internship opportunities across a range of sectors.
43. The first is Career Ready, who are a national charity with a mission to boost social mobility. In Southwark, we have a Local Advisory Board (LAB) which has representatives from business, participating schools, the council and the Education Business Alliance (EBA). In addition to the paid internships for many students, the programme offers wider benefits – every participating student is matched to a mentor from business, and there are masterclasses and workplace visits. The Career Ready programmes teach students ‘core skills’ linked more towards the personal and professional development of the student rather than an academic discipline. It therefore seeks to enhance cultural capital and aids social mobility, leading to more positive outcomes for the students. There are currently five schools attached to the Career Ready programme – CoLA, St Michael’s Catholic College, Harris Boys’ Academy, Harris Girls’ Academy East Dulwich, and the Virtual School (which is a pilot for Career Ready with regards to supporting those looked-after students and care leavers).
44. The second is The Brokerage, a Social Mobility Charity, working with employers in the City of London. Students take part in a structured programme of skills building interventions and support including masterclasses, networking events, CV and interview workshops and mock assessment centres, tailored to the development needs of the individual. Students are supported by The Brokerage in submitting their internship applications and receive guidance to help them identify particular roles and opportunities which fit their interests. Students who are not successful in securing a full internship are supported to make applications for shorter work experience opportunities. The Brokerage programme is available to all Southwark-based Yr 12 and 13 students, regardless of place of study and engagement and outreach is carried out with a range of Southwark schools to promote the opportunity.

Graduate Scheme

45. The undergraduate / graduate scheme is provided by upReach, a social mobility charity founded in 2012 to support university students from less advantaged backgrounds. upReach helps young people to secure internships and graduate roles with leading graduate employers. upReach offer an intensive, personalised career support to deliver a bespoke wraparound coaching programme for each student on the Southwark programme.

Additional internship scheme

46. As part of the Youth New Deal, the Council is currently exploring opportunities to develop a pilot wage-subsidy scheme to support our more vulnerable young people, including those leaving care, and those who have had contact with the criminal justice system. If agreed, the scheme will fund internships at London Living Wage and include wrap around employment support to ensure these young people can take their first step to employment. A provider will be commissioned to deliver the scheme, and it is hoped to begin procurement in Q2 2021/22.

Key achievements

47. The internship programme has included the following key achievements:

- 33 council internships created
- 33% of council interns have been retained beyond their internship
- 76% of council interns supported into employment within 6 months of concluding their internship
- 160 paid internships created / supported (total)
- 120 virtual internships / online programmes
- 100+ students matched with mentors

Enterprise

48. Throughout the pandemic, the Local Economy Team has administered three separate business support grants schemes to help struggling local businesses to survive the unprecedented shock to local, national and global economies. The table below shows the breakdown of each scheme:

Scheme	Grants allocated (£)	No. of grants	No. of businesses supported
Business Hardship Fund (council funded)	2,098,219	421	421
Local Authority Discretionary Fund	3,420,750	327	327
Additional Restrictions Grant	10,933,351	3585	1608
Total	16,452,320	4333	2356
		Total unique	2049

49. Remaining ARG funds, which must be spent by March 2022, are to be used for the following:

- Business Resilience Support + grants (end of summer 2021 to March 2022 – to help local businesses build resilience and self-sustain, e.g. move their business online, become financially sustainable or build their brand).
- High Street Recovery Fund – supporting the recovery of our town centres and high streets
- Contingency fund (exploring additional grants to support businesses most impacted by the delay in removing social distancing measures)

Southwark Pioneers Fund (SPF)

50. The 2018-22 Council Plan contained a commitment to *establish an Innovation Fund to invest in Southwark's entrepreneurs of the future*. Considerable development work subsequently took place and Cabinet approved the establishment of the SPF, and its elements, in June 2019.

51. The SPF was targeted at micro businesses – those with fewer than ten employees – who were at an early stage in their business life cycle (0 – 5 years trading) and/or wanted to grow and scale. The four primary aims of the fund were to:

- Increase the creation, survival and scale-up of commercial and social enterprises (including revenue-raising charities):
- Widen the diversity of people who own and lead enterprises in Southwark
- Create good quality employment for Southwark residents

- Generate wider social value for the people of Southwark

SPF Progress and Covid-19

52. Following Cabinet approval, a single round of grant funding was completed, which awarded £49,957 to ten businesses. A commissioning exercise for a business support provider was also at the final stage (pending award notice) when covid-19 struck and the remaining £1.95m of SPF was necessarily repurposed into a Business Hardship Fund in April 2020.

What has changed?

53. With the SPF budget now reinstated, it is intended the refreshed SPF programme will take into account the emerging and fundamental changes to the local economy through macro events such as Covid-19, Brexit and the Black Lives movement, and reflect the key priorities of the council including:

- Young people as part of the Youth New Deal
- Black, Asian and minority ethnic business owners and Southwark Stands Together
- Green businesses as part of the Green New Deal
- Social and community enterprises
- Start-ups and residents exploring routes to self-employment

54. Support for start-ups has been offered in Southwark through the Start-ups in London Libraries (SiLL) programme since mid-2019, and has supported over 300 participants to date. However, the SiLL programme is due to end on 31 December 2021 and therefore the SPF support offer be adjusted accordingly so that start-ups are specifically catered for post SiLL.

Refreshed model

55. To address the current priorities as well as specific themes identified through previous research, namely - procurement, supporting local supply chain, local recruitment and sustainability and environmental impact – the SPF framework of business support will be split into four themes:

- a) start-up support,
- b) growth-stage support,
- c) green renewal,
- d) support for social and community enterprises (via Local Access Programme)

56. The council is proposing to commission business support for themes a-c. For theme d., the council will explore appropriate alignment with the Local Access Programme (LAP). The refreshed SPF will be a 4-year programme to provide comprehensive support for the medium-longer term, prioritising business support and grants across key priority areas, which aligns with the extensive SPF research and engagement undertaken.

57. Embedding the principles of Southwark Stands Together, support for Black, Asian and minority ethnic businesses will be a cross cutting priority across each of the four themes.
58. Building on learning from the previous SPF business support model, support will be delivered through a mixture of one-to-one and one-to-many support sessions, mentoring and peer support. Grants can be used to support growth in a variety of ways which includes providing affordable workspace, i.e. via a subsidised rent scheme or equivalent. The programme presented under the theme of green renewal is based on initial research into existing sector-specific support programmes.
59. The original purpose of the SPF was to support social enterprises and those businesses that will generate social value for the borough. Now that significant progress has been made through the Southwark Local Access Programme (LAP), we will aim to deploy the relevant funding for theme d. via the LAP, which is a partnership that has come together to develop a widely shared vision for the growth of the social economy over the next ten years.
60. Southwark is one of only six places in the UK to receive funds from Access and Big Society Capital to invest in the social economy. A total of £5.3m has been awarded including £900k for Enterprise Development and support, £1.8m for blended investment, and £2.65m for repayable capital. Working groups are currently leading on the development of the programme in each of these three areas.

Procurement support

61. Sources such as the Social Life business consultation and the Education and Business Scrutiny Commission on procurement included recommendations to help SMEs better access relevant council and public sector procurement opportunities. As procurement support is more likely to be relevant to small, as opposed to micro businesses, we will include procurement support as part of the offer to help small and micro businesses better understand and secure public sector contracts and support the local supply chain.

Business support and grants

62. The business support package will include access to funding, including grants, for those businesses who meet specific criteria, e.g. social value impacts. Modelling is underway, but it is expected that grants of up to £20k will be available (although most grants are likely to be at £5k).

Engagement and consultation

63. Since 2018, the Council has undertaken a range of local research, analysis and consultation to help inform the design of the Fund including:
- The establishment of an advisory group consisting of business support providers, academic institutions, corporate consultancies and third sector organisations;
 - A survey seeking the views of businesses via the Consultation Hub;
 - A needs analysis undertaken by the Young Foundation;
 - Advice and guidance gained through soft market testing during the development of the original business support specification;
 - And since the pandemic, a business survey undertaken by Social Life.
64. Through this, we already have a thorough knowledge base on the needs of the social economy locally. However, due to the significant changes in political and economic landscape and refocus of council priorities, the council is re-engaging with Southwark's business communities to ensure that the new model fully meets the needs of businesses in today's climate.
65. The consultation will seek to address key questions such as to what extent we target specific communities, types of business, and to gauge the balance required between business support and finance. It will also ensure that we hear the views of a representative sample of businesses, including those disproportionately affected by the pandemic such as young people and Black, Asian and minority ethnic business owners.
66. The consultation is via an online survey promoted to existing networks including those newly expanded via work through the Southwark Stands Together programme.

Next steps and timescales

67. In order to reflect the consultation results in the final delivery model, it is anticipated that the SPF will re-launch in Q4 2021/22. This will provide a timely business support offer to start-ups (and would-be start-ups) as the SiLL programme concludes, and provide medium-longer term support options for relevant micro businesses following the conclusion of the Business Resilience Support scheme.

London Business Hub Navigator Project (1-year pilot)

68. Set to launch in Q3 2021/22 is the London Business Hub Navigator Project, which brings together the GLA; the borough councils of Lambeth, Southwark and Wandsworth; and private business support providers to create a more coordinated business support system which will improve the SME client experience, reduce waste, tackle poor performance by providers, and improve service delivery outputs and outcomes.

69. The primary deliverable of the pilot is the London Navigator Service which, for the first time, will create a unified, impartial, client-led assessment, navigation and referral system for SMEs located across the three boroughs.
70. The London Business Hub Navigator Project will be closely aligned with the support set out above, including ARG Business Resilience Support and the refreshed SPF.

Item No. 7.	Classification: Open	Date: 19 July 2021	Meeting Name: Education and Local Economy Scrutiny Commission
Report title:		Youth New Deal and Youth Services Update	
Ward(s) or groups affected:		All	
From:		Director of Leisure	

Recommendation

1. That the Education and Local Economy Scrutiny Commission note the contents of this report.

Introduction

The Youth New Deal

2. The New Deal for Young people came out of the budget discussion in Council Assembly in February 2021 when it was agreed to commit £1m capital funding alongside £500k including one off funding and ongoing revenue, to raise the profile of services in Southwark so that no young person is left behind.
3. The New Deal is a response to the impact of Covid19 on young people as they have been disproportionately hit by the economic effects of Covid-19 with those under 25 in the UK over twice as likely to have lost their job due to the pandemic as those over 25s.
4. The New Deal also recognises that young people have been hit with a growing mental health crisis, with one in four in the UK currently feeling 'unable to cope', according to the Prince's Trust.
5. More than 200 young people have accessed Southwark's new free mental health drop in service for children and young people, The Nest, since it opened online in April and physically opened the doors in August 2020.
6. The Youth New Deal builds on the Youth Review and places young people at the heart of future service design to ensure that they can influence decisions affecting their lives. This includes ensuring that our facilities are fit for purpose, of high quality and young people friendly, that services meet their needs and enable them to fulfil their potential.
7. In March 2021 the Deputy Leader and Cabinet Member for Children,

Young People and Education was invited to attend the Education and Local Economy Scrutiny Commission to provide updates and answer questions in respect of the refreshed plans for Youth Provision in Southwark.

8. This report follows up on that attendance and outlines the substantial work on implementing the New Youth Deal that has taken place at pace in recent months.

Progress

9. In March 2021 the Deputy Leader & Cabinet lead Children, Young People established a member and officer group to oversee the Youth New Deal and make sure that our commitments to young people are moved on at pace so that young people can access services and support. At the same time the Director of Environment and Leisure established a cross departmental working group to ensure the necessary collaborative working required to make a success of our work with young people.

Progress on the establishment of Positive Future for Young People Fund and Young People's Fund

10. The Youth Service Review set out a priority to combine the Youth and Play grants scheme with the Positive Future Fund under the 'Positive Future for Young People Fund'. It set out that the new programme would be accessible to youth work, arts and creative organisations, independent local suppliers and sports organisations. It also set out that a proportion of this fund will be overseen by young people and that the overall grant includes an allocation for community based preventative work to keep young people out of the criminal justice system.
11. The review also set out the establishment a Young People's Fund to give young people the opportunity to apply for funding and enable them to access certain activities, where barriers such as affordability and accessibility are an issue.
12. These two funds are being formally approved by the Deputy Leader and Cabinet Member for Children, Young People and Education as follows:
 - Positive Future for Young People Fund: £1,085,994 to commission activities for young people for the period 2022/23 and 2023/24 with 10% of this fund being directly overseen by young people, i.e. young people will be directly involved in deciding which providers to allocate 10% of this funding to.
 - Young People's Fund: £60,000 over the two-year period for young people to apply to directly, to enable them to access certain activities, where barriers such as affordability and accessibility might be an issue.

13. Officers are currently preparing the necessary documentation and process in order to launch the Positive Future for Young People Fund with a call out to providers in September 2021 so that the decision making process can be completed in time for granted services to launch in March 2022.
14. Providers will have to provide one or more of the activities set out by young people during the Youth Review Consultation. It is anticipated that representatives from the new Youth Parliament will be directly involved the allocation of 10% of this fund.
15. It is also anticipated that the new Youth Parliament will also be involved in helping shape the process for the allocation of the Young People's Fund, which will launch in March 2022.

Progress on the Digital Hub

16. The Youth Service Review recommended to create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.
17. Officers have been completing preparatory work to develop a new youth digital information hub and establish a new youth services portal/website as the cornerstone of the Youth New Deal. This will ensure the rapid provision of comprehensive, up to date and accessible information about activities and services for young people and their families.
18. The supplier will work with officers, guided by feedback from young people, to create a flexible, user-friendly, interactive, future-proof website. This must meet the needs of young people, their parents and carers, and external organisations providing services locally to young people.
19. Officers have developed a detailed specification for the digital information hub in readiness for going out to the digital marketplace to appoint a supplier. This has been done in collaboration with web services colleagues and has been included as part of the recent gateway one report requesting approval of the procurement route. The procurement route has been approved and the report signed off on 28 June 2021.
20. Officers will go out to the digital marketplace for a supplier in early July, allowing 3 weeks for applications, which will be evaluated and a supplier appointed by August. Officers will then develop the solution with the supplier; the timescale for this will vary depending on whether solution is out of the box or needs to be developed as new (we will be able to confirm with the supplier once appointed). Similar projects that we have been looking at through the digital marketplace have a development time of 3-6 months.
21. Officers are working with colleagues in other departments, e.g. economy, to seek to develop a coordinated hub offer.

Progress on the Youth Parliament

22. The Youth Service Review recommended to give young people influence on council decision-making (including the service offer, service development, the commissioning budget and any other appropriate youth issues), working alongside council officers and elected members.
23. In order to implement this recommendation officers from the youth service, communities and education have been working closely to set up a new Youth Parliament to replace the previous Youth Council. This has included liaison with the Southwark Association of Secondary Head Teachers (SASH).
24. Over the last few weeks a number of events for young people have taken place. These events have attracted over 80 young people who had a chance to learn about the Youth Parliament and the New Youth Deal as well as hearing from inspirational speakers, including the Mother of The House of Commons RT Hon Harriet Harman QC MP, and further share their views on the future of the council's youth service offer. These events were organised in partnership with the Southwark Young Advisors and promoted widely on social media.
25. Over the month of June young people in the borough aged 14 to 19 were invited and encouraged to submit their candidacies to represent their school or local area.
26. The nomination period has now closed with 81 eligible candidates. This includes applications from 18 secondary schools/academies, SILS 3 & 4, youth centres and local areas. This is an outstanding result building on the previous Youth Council, which had 11 schools represented.
27. Elections will take place between 19 and 25 July with induction and training over the month of August and the first Youth Parliament meeting taking place in September 2021.
28. The Youth Parliament will be the cornerstone of the Youth New Deal Implementation as well as ensuring that young people's voices are included in wider council policy and decision-making.

Progress on audit of council owned spaces

29. The Youth Service Review recommended to conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people.
30. In December 2020 officers appointed architecture, urbanism and research practice consultants "We Made That" to deliver a youth led review of facilities and public spaces on the Brandon Estate and to create a "toolkit" for other young people and practitioners to review other spaces and

places.

31. We Made That worked with young people from the estate aged 10 – 19 years old (or up to 25 if they had special educational needs) to hear about and review the local spaces that they use from their own perspective. The project was undertaken over the course of three months in spring/summer 2021.
32. The review and toolkit have now been completed alongside a short film made by young people. Recommendations have also been issued on potential design interventions for facilities on the estate that would make them young people friendly and provide positive activities and spaces for young people living, and visiting, the estate.
33. Officers are currently leading internal conversations with colleagues in other relevant service areas (housing, regeneration, communities) in order to agree the best way forward in implementing recommendations. Following that a wider discussion will take place with local stakeholders to explore how can they also contribute to deliver some of the recommendations and so that the voices of local young people can be incorporated in the way local partners plan and deliver their activity.
34. Officers will also be looking into how the toolkit can be applied to other spaces in the borough.

Progress on Sure Start for Teenagers

35. Work has been completed on the needs analysis and evidence gathering undertaken during Q1 2021/22. During Q2 consultation is being undertaken with teenagers, parents and those that work with them to begin to co-produce the Sure Start. This process will allow for the development of more concrete plans towards the end of Q2 to inform the next stages.

Progress on The Nest in-reach

36. The Nest will be supporting students from schools across Southwark focusing on three key areas:
 - Transitions
 - Exclusions
 - Awareness raising of mental health services
37. The transitions piece will focus on creating universal resources and workshops that can be delivered to students, their parents/carers and school staff to support young people as they make the transition from year 6 to year 7. Students identified as needing additional support to ensure they get off to the best possible start in secondary school will have the opportunity to participate in targeted workshops that will provide them with the space to voice concerns over the move.

38. The additional funding allocated via the Youth New Deal will be used to take a whole family approach in support of young people who are at risk of or who have already been excluded from school. These students, as well as their siblings and parents/carers will be able to receive support, either in a 1:2:1 therapeutic setting or in peer-to-peer support groups, in recognition of the fact that whole families are affected by exclusions, not just the young person in question.
39. The Nest's staff team will deliver assemblies and pop up stands during school events. PSHE workshops will be delivered in schools to raise awareness of the service amongst young people, and signpost them to other services in the borough.

Progress on jobs, apprenticeships, internships and enterprise

40. Southwark's Economic Renewal Plan (ERP) sets out the council's short, medium and long term priorities to deliver economic renewal as a result of the impact of the pandemic and Brexit on the local economy. The ERP, which can be found [here](#), has a key focus on young people aligned to the work on the Youth New Deal.
41. Key work streams aligned to the Youth New Deal include:
 - The promotion of job, apprenticeship and training opportunities directly to young people through the Youth Opportunities Campaign.
 - Support for young people into employment through key initiatives such as Southwark Works
 - Support for young people into good quality apprenticeships and paid internships both within the council and with our best employers.
 - Support for young entrepreneurs to be delivered through the refreshed Southwark Pioneers Fund.
42. Outcomes related to all activity on supporting young people into jobs, apprenticeships and internships are monitored quarterly and reported through the Borough Plan performance monitoring process as part of broader Borough Plan commitments on jobs, apprenticeships and enterprise.

Item No. 11.	Classification: Open	Date: 13 July 2021	Meeting Name: Cabinet
Report title:		The Southwark Equality Framework	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Alice Macdonald, Equalities, Neighbourhoods and Leisure	

FOREWORD – COUNCILLOR ALICE MACDONALD, CABINET MEMBER FOR EQUALITIES, NEIGHBOURHOODS AND LEISURE

Southwark is an incredibly diverse and vibrant borough. Our strength comes from this diversity and we are extremely proud of the benefits this brings across to all aspects of life from our economy to our communities.

However, we know that inequality is far too prevalent in our borough – that not everyone has the same opportunity in life and discrimination is still too high. For example, it’s estimated that 40% of children are living in poverty and there is a greater than average amount of income deprivation with the average neighbourhood 50% more income deprived than an average neighbourhood in London.

COVID-19 is having a significant impact on our communities. The immediate and longer-term impacts will not be felt equally and are likely to exacerbate existing health, social and economic inequalities.

The murder of George Floyd threw into stark relief the racism and discrimination that still exists including right here in Southwark. In response we launched Southwark Stands Together - a long term programme of positive action developed with our communities to tackle racism and achieve equality. This work will continue to be a huge priority for us and this Framework will help strengthen the implementation of it.

As we look tentatively to a recovery from Covid we will ensure that tackling inequality is at the heart of everything we do. We have to do things differently – being explicit about what kinds of inequalities we are focussed on tackling, building on the way communities came together to help each other, the rapid rallying of efforts to tackle some of the biggest scandals of our time like homelessness, racism and violence against women and girls and maintain a focus on ensuring no one is left behind and all voices are heard. As we move into an uncertain future we must all redouble our efforts.

This Framework and accompanying action plan are a key part of that picture.

Equalities is everyone's business- this framework must be owned and lived by everyone in the council and can only be delivered together. The framework:

- **Sets out clearly eight equalities objectives**, which demonstrate specific areas where we are tackling inequality and promoting equality which will enable our communities to hold us better to account.
- **Strengthens our equality governance** to enable effective leadership and organisational wide sharing of good practice and consistency. This includes the establishment of a new equalities advisory group, an internal senior level officer-working group and a commitment to strengthening external networks.
- **Reaffirms our commitment** to put communities at the heart of all our decision making ensuring that equality analysis is informing all of our work and that the voices of everyone including the most vulnerable and marginalised are heard.
- **Sets out a clear pathway** to enable us to strengthen our data, evidence and research on inequalities and the needs of our communities so we are making the best decisions with the best information and delivering appropriate and relevant services able to meet the diverse needs of local communities.
- **Develops a more robust process for equality impact and needs analysis**, equality proofing procurement and commissioning to find out about and respond to the needs of diverse service users so our services work for our communities. This will include undertaking a full 360 equality audit which will be scrutinised by elected members, staff and community/voluntary sector stakeholders.

As a council, we will strive to be a model of best practice including ensuring our workforce is representative of our community. But we cannot and do not want to do this alone - we will continue to work with our partners across the voluntary and community sector, businesses, key institutions in our borough and our communities to promote equality. Thank you to everyone who helped to shape this framework and I look forward to working with everyone across our borough to address inequality, promote equality and deliver a fairer future for everyone in Southwark.

RECOMMENDATIONS

That Cabinet:

1. Agrees the Southwark Equality Framework.
2. Agrees to regular reporting to the community on work to tackle inequalities and promote equality more broadly through the Southwark Equality Framework, including reporting back to Cabinet on progress in late 2021.

3. Notes the intent in the Framework and action plan to undertake a more detailed analysis of inequality in Southwark, develop a clear definition of inequality and identify what our cross council priorities are for closing the gaps it identifies for particular communities across the breadth of council services.
4. Notes that learning from Southwark Stands Together (elsewhere on the agenda) informs the work underway as part of the Southwark equality framework.

BACKGROUND INFORMATION

5. Southwark Council has a long history of equality, diversity, social inclusion, community cohesion and community engagement work with communities of interest since the 1990s. The council reviewed the Equality, Diversity and Cohesion policy in 1999, and further developed its approach in 2003.
6. Over many years the council has prioritised tackling inequalities and promoting equality within all of its policies and in 2010 became a beacon authority for Community Cohesion.
7. From 2002 to 2008, the council developed successive Equality and Human Rights Schemes with related Corporate Equality Action Plans. A Southwark Approach to Equality was produced in 2011. The Approach was revised in 2014. The Approach replaced the Equality Schemes and prioritised a mainstreaming approach to equalities and inclusion work across the authority. This new framework replaces the existing Approach to Equality.
8. The overview and scrutiny committee delegated the matter of Equalities to the education and local economy scrutiny commission for the 2020/21 municipal year. The education and local economy scrutiny commission interviewed the cabinet member for communities, equalities and neighbourhoods at its meeting on the 22 February 2021 in respect of equalities issues and sought an overview from the cabinet member on the main council equalities initiatives, plans for better understanding racial disparities in the Council and beyond and how the council is addressing the many equalities related issues arising due to the Covid-19 pandemic.
9. At the subsequent meeting of the commission, the education and local economy scrutiny commission drafted recommendations arising from the information and responses provided by the cabinet member as follows:
 - The Commission supports the Council's intention to consolidate all equalities data and recommends that it is ultimately provided to the public in an accessible fashion (i.e. as open data).
 - The Commission supports the Council's intention to conduct a benchmarking exercise comparing the Council's proposed equalities framework model to that of other boroughs.

- The Commission recommends the draft equalities framework is submitted to the Education and Local Economy Commission for comment once it is substantially drafted.
- The Commission supports the Council's intention to conduct an equalities audit once the equalities framework is complete and recommends that the Council develops a transparent mechanism for assessing progress annually for performance across the equalities framework, which incorporates clear metrics.
- Building on existing work as part of the Southwark Stands Together initiative, the Commission recommends the Council requires departments to look at data currently held on stakeholder groups and interested parties that are regularly consulted with – including but not limited to statutory consultees –as part of an “Equal Voices” audit. Where there are gaps in representation, across all the protected characteristics, this should be recorded and a plan developed to increase participation. Particular attention should be paid to Black, Asian and minority ethnic participation, along with disability status, sex and age.
- These recommendations have informed the development of the Southwark Equality Framework.

KEY ISSUES FOR CONSIDERATION

10. The Southwark Stands Together (SST) annual report elsewhere on the meeting agenda sets out progress and achievement of the SST over the last year, including good practice and learning from the programme to inform next steps planning on addressing inequalities and promoting equality through the Southwark Equality Framework.
11. In agreeing this report, Cabinet is asked to consider this report on the council's strategic approach to promoting equality, inclusion and valuing diversity in tandem with the SST annual report. In doing so, a review of overall equalities and inclusion activity and its ongoing impact on the community may be appropriate to ensure resources, priorities and activities continue to be targeted to greatest need. This should incorporate the learning from engagement with communities and our staff to date to inform next steps planning.
12. The Southwark Equality Framework explains how the council is putting equality at the heart of everything we do. It sets out what the legislation expects of us and what the council is committed to doing to mainstream our equality, diversity and inclusion work and make it part of our day to day business. The Framework demonstrates how equality legislation and Council equality, diversity and inclusion commitments are central to all that we do as a Council.
13. The Framework sets out our ambitions for residents and staff,

provides a description of how the council meets its obligations to equality and finally sets out an action plan of continual improvement; what we will do to strengthen the approach we take to embedding equality in everything the council does.

14. The Framework builds on our values as a council that are set out in the borough plan. The borough plan commits us to making Southwark more just and fair, and taking positive action to tackle the inequalities which still affect too many people. It includes a specific commitment to strengthening our current approach to equalities, embedding it further in everything we do as a council.
15. The Southwark Equality Framework replaces our Approach to Equality, which was first agreed in 2011. It builds on the Local Government Association's Equality Framework for Local Government, which brought together good equalities practice from across the sector into a set of key indicators for improving practice. These have been adapted to the six key areas of focus for the Southwark Equality Framework. These are:
 - Leading Equalities – Demonstrating Leadership and Organisational Commitment.
 - Knowing Our Communities – Community Engagement, Data and Lived Experience.
 - Working with You - Neighbourhoods, Place Shaping and Partnerships.
 - Working for You - Responsive, Accessible and Inclusive Services.
 - Our Responsibilities – A Skilled, Representative and Valued workforce.
 - Equalities in Commissioning and Procurement.
16. The Southwark Equality Framework is informed by and builds on:
 - The Council's commitments to the Public Sector Equality Duty (including the Socio-Economic Duty) and Equality Act 2010.
 - The borough plan commitment to making Southwark fairer and more equal.
 - The Local Government Association's Equality Framework for Local Government approach adapted to the Southwark context.
17. The Framework is about targeting effort where improvement is most needed to tackle inequalities within and between communities. It is also crucially about promoting equality, good community relations, tackling barriers to equal access and preventing and addressing all forms of discrimination, including systemic and institutional discrimination.
18. The Framework:
 - Sets out 8 equality objectives consistent with our borough plan objectives that demonstrate specific areas where we are tackling

inequality and promoting equality and which will enable our communities to hold us better to account.

- Sets out ways in which we will strengthen our equality governance to enable effective leadership and organisational wide sharing of good practice and consistency. This includes the establishment of a new member led equalities advisory group, an internal senior level officer working group and a commitment to strengthening external networks to work alongside existing partnerships like the Forum for Equalities and Human Rights in Southwark.
 - Commits us to putting communities at the heart of all our decision making ensuring that equality analysis is informing all of our work and that the voices of everyone including the most vulnerable and marginalised are heard.
 - Sets out how we will strengthen our data, evidence and research on inequalities and the needs of our communities so we are making good decisions and delivering appropriate and relevant services able to meet the diverse needs of local communities. The Framework signals our intent to undertake a more detailed analysis of inequality in Southwark, develop a clear definition of inequality and identify what our cross council priorities are for closing the gaps it identifies for particular communities.
 - Develops our processes for equality impact and needs analysis to find out about and respond to the needs of diverse service users so our services work for our communities.
19. The Framework is intended to build the infrastructure so that continual and on-going improvement in Equality, Diversity and Inclusion is visible, accountable and transparent to local communities and our staff. It also seeks to put in place the infrastructure to enable our work to be strategically led, enabled, continued, be sustainable, performance managed and reviewed by councillors, communities and staff.
20. The Public Sector Equality Duty requires us to publish one or more specific and measurable equality objectives every four years that demonstrate areas where we are tackling inequality and promoting equality. In the draft Southwark Equality Framework. We have identified eight areas of focus to reduce inequality and promote equality, which affect specific groups.
21. These eight objectives are to:
- Stand together against all forms of racism and discrimination.
 - Tackle health inequalities so everyone can live a healthy life.
 - Reduce the number of vulnerable people in our borough, including by

providing targeted engagement and support to groups most affected by COVID-19.

- Provide decent homes for all.
 - Give young people in our borough the best opportunities in life.
 - Put communities at the heart of everything we do from services to decision-making, ensuring everyone is heard especially marginalised communities.
 - Deliver a fair and green economic recovery where no-one is left behind.
 - Tackle abuse, harassment, exploitation and violence.
22. The Southwark Equality Framework will be updated and reviewed alongside the new Borough Plan in 2022.

Policy implications

23. Our approach to tackling inequality and promoting equality is embedded throughout our Borough Plan 2020-2022, that aims to ensure that everything that we do as a council is to work towards a fairer, more equal and just Southwark:

“Everything that we do as a council is to work towards a fairer, more equal and just Southwark. Our values inform how we will do this, and will guide our decisions and determine how we deliver on the commitments that we have made.”

24. The borough plan sets out our promises are that we will:
- Treat residents as if they were a valued member of our own family;
 - Be open, honest and accountable;
 - Work for everyone to realise their own potential;
 - Spend money as if it were from our own pocket;
 - Make Southwark a place to be proud of;
 - Always work to make Southwark more equal and just;
 - Stand against all forms of discrimination and racism.
25. The borough plan also acknowledges that the COVID-19 pandemic has had a huge impact on our borough. Responding to the pandemic and supporting our borough through this difficult period is our biggest priority, alongside working towards the borough’s long-term recovery. We know that the financial impact of the pandemic is also likely to last for many years. The unequal impact of the pandemic on different communities including Black, Asian and minority ethnic communities, people with disabilities and people on low incomes, has shone a light on wider inequalities and injustice

in our society. Our priority is to work with communities in Southwark to tackle this inequality and build a stronger, more equal borough.

26. Southwark Stands Together is our borough wide initiative in response to the killing of George Floyd, the injustice and racism experienced by Black, Asian and minority ethnic communities and to the inequalities exposed by COVID-19. Southwark is one of the most diverse boroughs in the country, and as an authority, the council is showing through the long term programme of positive action our solidarity and support for Black Asian and minority ethnic residents, and a commitment to work together to tackle racism and achieve equality.
27. Through Southwark Stands Together, the Council and community have been breaking new ground in tackling racism, discrimination and inequality using data, lived experience, and understanding the needs of residents facing multiple disadvantage. Alongside this, continuous learning is taking place around better governance and accountability through an internal equality-working group.
28. Southwark Stands Together affirms our commitment and pledge as a council to tackle inequality in our workforce and communities. In recognition of this, equality, diversity and inclusion strategies are being reviewed to embed a good practice approach to ensure that equality, diversity and inclusion is treated as a business critical issue. Our leaders have a responsibility to engage with our workforce to adopt a positive action approach to achieve sustainable improvements in the equality, diversity and inclusion space. By adopting this approach, we are confident that we will achieve positive and sustainable change that will benefit our workforce and in turn, the communities we serve.
29. Our Southwark Stands Together programme remains a priority for our workforce over the coming months and years as we embed the outcomes of the programme into business as usual. However, there will be on-going oversight of progress around equality, diversity and inclusion, which is being monitored by our Chief Officer Team. This will ensure that we continue to improve the experience of our Black, Asian and minority ethnic colleagues, to eliminate discriminatory practices across the council, whilst continuing to protect the health and well-being of our workforce through the adoption of anti-racist interventions and strategies.
30. The Southwark Stands Together Workforce Work stream emphasises the importance of on-going engagement with our workforce through a number of two-way communication strategies consisting of a series of engagement events with our workforce and communities. The Workforce Work stream currently comprises of eight working groups based on feedback from our workforce during 2020. The eight working groups cover key areas where employees would like to see meaningful change.
31. The Southwark Stands Together programme provides a useful example of how the Southwark Equality Framework could work in practice and ensure

sustainable and on-going continuous improvement in equality, inclusion and diversity work across the Council. The Southwark Equality Framework incorporates key principles from Southwark Stands Together.

32. The journey to equality is one of continual and on-going improvement. It requires a Framework to be in place as a first step to ensure that journey is visible, accountable and transparent to local communities and staff. It requires an infrastructure to be in place to enable that journey to be strategically led, long-term, enabled, continued, be sustainable, performance managed and reviewed by councillors, communities and staff.
33. The council's Health Inequalities Framework also complements the Equality Framework and is integral to the Council's work in addressing a range of inequalities experienced by local communities. In particular, this work intersects with the Knowing our Communities theme, Responsive and Appropriate Services and Neighbourhoods, Place Shaping and Partnerships themes of the Southwark Equality Framework.
34. Implementation of the Southwark Equality Framework will help us to ensure that equality is at the core of our plans for example through:
 - Knowing our communities; finding out about diverse needs of our local communities and neighbourhoods; equality data mapping; consultation and engagement; working in different ways with our local partners and groups
 - Collecting and analysing equality monitoring information about our service users and potential service users and our staff.
 - Undertaking equality analysis at the start of all our reviews, projects, developments, policy making and building upon these throughout through to informing decision making and implementation.
35. Our commitments to promote equality in the borough, in our council values, principles and objectives, in the new Southwark Plan and in our approach to community engagement, go hand in hand with our legal obligations in the Public Sector Equality Duty. All put local communities at the centre of decision-making.
36. The Public Sector Equality Duty as a positive duty to promote equality forms a core element of the Council's Framework for Equality.

Community impact statement

37. The Southwark Equality Framework replaces the Council's Approach to Equality and explains how the Council is working towards a Southwark that is tolerant, diverse and fair for all. It sets out what the public can expect from the Council, what the legislations requires of us and what the Council is committed to doing. It explains our approach to advance and promote equality of opportunity in the borough by making equality part of our day-to-day business – including how the Council will use equality analysis to generate insight and understand the effects of its decisions on different

groups.

38. The Framework is a visible commitment to equality in Southwark and sets out how we will consider the impact our services, policies and decisions have on the protected characteristics (race, sex, disability, age, religion or belief, sexual orientation, pregnancy & maternity, gender reassignment and marriage & civil partnership as well as socioeconomic status) into our processes.
39. The Public Sector Equality Duty as a positive duty to promote equality forms a core element of the Council's Framework for Equality together with the Socio-Economic Duty, which asks us to address socio-economic disadvantage together with disadvantages and barriers experienced arising from different backgrounds and protected characteristics in all key strategic assessments and documents produced.
40. Both are key in enabling the Council to promote equality, address inequalities and address multiple disadvantages and barriers experienced by vulnerable people in the borough plan. The socio-economic duty complements the Public Sector Equality Duty; it is about communities of interest (those who share one or more of the protected characteristics under the Equality Act 2010) as well as communities of place and experiences and impacts of multiple disadvantages.
41. The Equality Audit process, as part of the implementation of the Equality Framework, involves a 360 degree appraisal process, which includes feedback and scrutiny from councilors, community and voluntary stakeholders, as well as staff support groups and the Unions.

Financial implications

42. Any costs relating to the initial implementation of the recommendations within this report will be contained within existing resources. Any financial commitments arising from detailed action plans will be incorporated into the council's budget setting process.

Legal implications

43. The Southwark Equality Framework sets out how we will ensure that we meet our commitments under the Public Sector Equality Duty (PSED) and the Equality Act 2010.
44. This means that we will pay due regard to:
 - Eliminating discrimination, harassment and victimisation.
 - Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken.
 - Fostering good community relations; to be a borough where all feel

welcome, included, valued, safe and respected.

- Being a borough which tackles prejudice and promotes celebration and understanding of the rich diversity of its communities.
 - Being a borough where your background does not determine your life chances (this is a Southwark specific commitment; Southwark has adopted the socio-economic duty although it did not become part of the PSED).
45. Due regard to the PSED is about taking into account and giving weight to the different needs of protected groups in relation to the three aims of the duty. It is about evidenced based, reasonable and rational processes of decision making. In addition to the three aims of the duty, Southwark also incorporates consideration of needs and barriers arising from disadvantaged socio-economic backgrounds.
46. The broad purpose of the equality duty is to integrate consideration of equality and good relations into the day-to-day business of public authorities; to prevent and eliminate all forms of discrimination, including institutional and systemic discrimination.
47. Importantly the PSED is a pro-active and on-going duty. Paying due regard to the PSED is an on-going process and does not end with the equality analysis. Equality actions arising from the analysis inform departmental and service business plans.
48. The socio-economic duty was not commended in England but the council includes it in its Equality Framework as requiring us, when making strategic decisions such as deciding priorities and setting objectives, to consider how these decisions might help reduce the inequalities associated with socio-economic disadvantage. In this way we will in taking strategic decisions have due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage.

Consultation

49. Through the Framework the Council will continue to maintain a commitment to consult with the community around equality issues, including appropriate and proportionate consultation to aid analysis of equality impacts.
50. Good quality consultation and engagement is key to the Knowing Our Communities area of the Framework and the Council's overall approach to putting communities centre and core to Council decision making. The council agreed an Approach to Community Engagement in 2019. Equality monitoring information and analysis of who takes part in consultation and engagement undertaken as well as further integration with the Equality Analysis process will enable key information about communities of interest and communities of place.
51. We will embed equality, diversity and inclusion in our community engagement practice recognising that wider inequalities create barriers to

people taking part. We will ensure that a diversity of participants are encouraged and able to take part and understand that lived experiences and everyday challenges faced by citizens shape engagement projects that will meet the needs of our communities. Resources are required to foster equality in community engagement and to facilitate participation.

52. We will ensure that the councils approach to community engagement is embedded across the organisation. We will ensure that our engagement reflects the diversity of people who live and work in the borough, as this is critical to understanding the needs and aspirations of everyone, deliver better services and places. As part of Southwark Stands Together we are developing a toolkit for engaging with Black, Asian and minority ethnic communities in Southwark to enhance our engagement work and will roll this out across the organisation.
53. Equality Data, Information, and evidence based equality objectives and outcomes will inform our key policy development and decision-making. We will further build upon the Joint Strategic Needs Assessment information and wider demographic and needs analysis information and make this information accessible as part of the evidence base we use to inform our policy, developments and decision-making. The council will continue to consider how to build this important and key infrastructure area of work. It forms part of the Action plan for the Framework.
54. The Framework enhances the role of external networks including Southwark Voice, the Forum for Equality and Human Rights in Southwark and the Southwark Equality and Human Rights Panel, the Council's "critical friend" in ensuring that our policies are as fair as possible. It commits us to being clearer on our approach to engaging different equality groups and networks including those for LGBTQ people, women, people with disabilities, and Black and Minority Ethnic Communities and building their capacity to work in partnership with us on promoting equality.
55. The Forum for Equality and Human Rights in Southwark and Community Southwark have been consulted on this draft of the Framework.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

56. This report seeks the agreement of the cabinet to a refreshed council equality framework. There is no statutory requirement on the council to have such a framework, but the council is empowered to do so in accordance with the general power of competence under section 1 Locality Act 2011. Producing a framework assists the council to demonstrate how it is complying with the public sector equality duty in carrying out its functions and decision making.
57. The public sector equality duty is set out in section 149 of the Equality Act 2010. This requires the council in the exercise of its functions to have due

regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Protected characteristics are age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation and in a more limited way marriage and civil partnership.

In establishing the framework itself the cabinet needs to have due regard to this duty and the report and framework set out the extent to which different protected groups have been considered and will continue to be considered in the framework's production and ongoing work plans.

58. The Equality Act 2010 contain other provisions prohibiting the council from unlawfully discriminating in a number of contexts on the basis of protected characteristics.
59. There are also specific equality duties that apply to the council under the Equality Act 2010 (Specific Duties and Public Authorities) Regulations 2017. The council is required to annually publish information about how it complies with the public sector equality duty and has indicated in the framework how it intends to do this. The council also has to publish at least one specific measurable equality objective every four years and the framework makes reference to 8 objectives that have been identified for approval with some specific indicators to measure how well the council is meeting them.
60. Section 1 of the Equality Act 2010 sets out a public sector duty regarding socio-economic inequalities which has not yet been brought into law in England. The framework report attached indicates the council's intention to take account of socio-economic inequalities in its decision-making and its functions even though this is not required by the Equality Act.
61. Amendments to the council's equality policy are executive functions that are reserved to the cabinet in accordance with section 3C of the constitution.

Strategic Director of Finance and Governance (FC21/033)

62. The strategic director of finance and governance notes that there are no immediate financial implications arising from this report as the cost of the recommendations will be contained within existing departmental budgets.
63. It is also noted that any commitments and costs emerging from the detailed action plans will be incorporated into the council's annual budget setting process.

64. Staffing and any other costs connected with this report to be contained within existing departmental revenue budgets.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Southwark's Borough Plan 2020-2022	Communities 160 Tooley Street	Stephen Douglass 020 7525 0886
Link: https://www.southwark.gov.uk/council-and-democracy/fairer-future/council-plan		

APPENDICES

No.	Title
Appendix 1	The Southwark Equality Framework

AUDIT TRAIL

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APPENDIX 1**A Fairer, More Equal Southwark:
Valuing Diversity and Promoting
Equality and Inclusion****Southwark Council Equality
Framework
2021**

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Foreword

Cllr Alice Macdonald, Cabinet Member for Equalities, Neighbourhoods and Leisure

Southwark is an incredibly diverse and vibrant borough. Our strength comes from this diversity and we are extremely proud of the benefits this brings across to all aspects of life from our economy to our communities.

However, we know that inequality is far too prevalent in our borough – that not everyone has the same opportunity in life and discrimination is still too high. For example, it's estimated that 40% of children are living in poverty and there is a greater than average amount of income deprivation with the average neighbourhood 50% more income deprived than an average neighbourhood in London.

COVID-19 is having a significant impact on our communities. The immediate and longer-term impacts will not be felt equally and are likely to exacerbate existing health, social and economic inequalities.

The murder of George Floyd threw into stark relief the racism and discrimination that still exists including right here in Southwark. In response we launched Southwark Stands Together - a long term programme of positive action developed with our communities to tackle racism and achieve equality. This work will continue to be a huge priority for us and this Framework will help strengthen the implementation of it.

As we look tentatively to a recovery from Covid we will ensure that tackling inequality is at the heart of everything we do. We have to do things differently – being explicit about what kinds of inequalities we are focussed on tackling, building on the way communities came together to help each other, the rapid rallying of efforts to tackle some of the biggest scandals of our time like homelessness, racism and violence against women and girls and maintain a focus on ensuring no one is left behind and all voices are heard. As we move into an uncertain future we must all redouble our efforts.

This Framework and accompanying action plan are a key part of that picture. Equalities is everyone's business- this framework must be owned and lived by everyone in the council and can only be delivered together. The framework:

- **Sets out clearly eight equalities objectives**, which demonstrate specific areas where we are tackling inequality and promoting equality which will enable our communities to hold us better to account.
- **Strengthens our equality governance** to enable effective leadership and organisational wide sharing of good practice and consistency. This includes the establishment of a new equalities advisory group, an internal senior level officer-working group and a commitment to strengthening external networks.

- **Reaffirms our commitment** to put communities at the heart of all our decision making ensuring that equality analysis is informing all of our work and that the voices of everyone including the most vulnerable and marginalised are heard.
- **Sets out a clear pathway** to enable us to strengthen our data, evidence and research on inequalities and the needs of our communities so we are making the best decisions with the best information and delivering appropriate and relevant services able to meet the diverse needs of local communities.
- **Develops a more robust process for equality impact and needs analysis**, equality proofing procurement and commissioning to find out about and respond to the needs of diverse service users so our services work for our communities. This will include undertaking a full 360 equality audit which will be scrutinised by elected members, staff and community/voluntary sector stakeholders.

As a Council, we will strive to be a model of best practice including ensuring our workforce is representative of our community. But we cannot and do not want to do this alone - we will continue to work with our partners across the voluntary and community sector, businesses, key institutions in our borough and our communities to promote equality. Thank you to everyone who helped to shape this framework and I look forward to working with everyone across our borough to address inequality, promote equality and deliver a fairer future for everyone in Southwark.

Introduction

The Southwark Equality Framework explains how the council is putting equality at the heart of everything we do. It sets out what the legislation expects of us and what the council is committed to doing to mainstream our equality, diversity and inclusion work and make it part of our day to day business. The Framework demonstrates how equality legislation and Council equality, diversity and inclusion commitments are central to all that we do.

The Framework sets out our ambitions for residents and staff, provides a description of how the council meets its obligations to equality and finally sets out an action plan of continual improvement; what we will do to strengthen the approach we take to embedding equality in everything the council does.

The Framework is about making a real difference to people in Southwark by:

- Focusing us on where we put our efforts and resources to make a real difference to tackling inequality for example through the commitment to undertake a more detailed analysis of inequality in Southwark and identifying what our cross council priorities are for closing the gaps it identifies for particular communities so that these inform our future actions.
- Recognising that some people find it difficult to access services or take part in public life. By promoting equality and inclusion we will remove barriers to services and opportunities. We will take practical steps to improve the way we provide our services and act to tackle discrimination that affects specific groups.
- Working with communities to identify their needs and make sure they are met, ensuring that everyone has the information they need about our services in formats that are accessible and appropriate to them.
- Making sure that organisations providing services on our behalf follow our approach to equality by ensuring our commissioning and procurement processes incorporate equality analysis findings and Council equality and diversity principles in tenders, specifications and contracts as relevant and appropriate to each area.
- Setting out clearly our equalities objectives, which demonstrate specific areas where we are tackling inequality and promoting equality which will enable our communities to hold us better to account.
- Strengthening our equality governance to enable effective leadership and good practice and consistency. Making sure that our decisions, policies and services respond to the needs of diverse service users and work for our communities and staff.
- Ensuring that we put communities at the heart of all our decision making sure that equality analysis is informing all of our work and that the voices of everyone including the most vulnerable and marginalised are heard.

- Ensuring consistency of approach and practice across all services and functions we provide, which are performance managed, transparent and accountable and achieve meaningful equality, diversity and inclusion outcomes for communities and staff.

The Framework builds on our values as a council that are set out in the borough plan. These are that we will:

- Treat residents as if they were a valued member of our own family;
- Be open, honest and accountable;
- Work for everyone to realise their own potential;
- Spend money as if it were from our own pocket;
- Make Southwark a place to be proud of;
- Always work to make Southwark more equal and just;
- Stand against all forms of discrimination and racism.

The borough plan commits us to making Southwark more just and fair, and taking positive action to tackle the inequalities, which still affect too many people. It includes a specific commitment to strengthening our current approach to equalities, embedding it further in everything we do as a council. Our Equality Objectives are embedded in the borough plan.

The Southwark Equality Framework replaces our Approach to Equality, which was first agreed in 2011. It builds on the Local Government Association's Equality Framework for Local Government, which brought together good equalities practice from across the sector into a set of key indicators for improving practice. These have been adapted to the six key work areas that underpin the Southwark Equality Framework. These are:

- Leading Equalities – Demonstrating Leadership and Organisational Commitment.
- Knowing Our Communities – Community Engagement, Data and Lived Experience.
- Working with You - Neighbourhoods, Place Shaping and Partnerships.
- Working for You - Responsive, Accessible and Inclusive Services.
- Our Responsibilities – A Skilled, Representative and Valued workforce.
- Equalities in Commissioning and Procurement.

The Southwark Equality Framework is based on the Council's commitments to the Public Sector Equality Duty (including the Socio-Economic Duty) and Equality Act 2010, the borough plan commitment to making Southwark fairer and more equal and builds on the Local Government Association's Equality Framework for Local Government approach adapted to the Southwark context. The Framework is about targeting effort where improvement is most needed to tackle inequalities within and between communities. It is also about promoting equality, good community relations, tackling barriers to equal access and preventing and addressing all forms of discrimination, including systemic and institutional discrimination.

The journey to equality is one of continual and on-going improvement. It requires a Framework to be in place to ensure that journey is visible, accountable and transparent to local communities and staff. It requires an infrastructure to be in place to enable that journey

to be strategically led, long-term, enabled, continued, be sustainable, performance managed and reviewed by councillors, communities and staff.

The Equality Framework is designed as both an on-going developmental framework and one, which helps to evaluate and performance manage developments, actions and outcomes. The Equality Framework helps to build the infrastructure needed for meaningful, transparent and accountable equality actions, practices and outcomes.

The Framework also outlines the Council's equality, diversity and inclusion vision, commitments, areas of work and equality objectives.

The Action Plan will be reviewed and updated annually. Summary versions of the Framework will be published and available for our communities and our staff.

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Our Equality and Diversity Commitments

Southwark is a unique, diverse and vibrant borough and our greatest asset is our residents and communities. Our borough plan sets out our vision for united, connected communities across the whole borough and everything we do as a council aims to ensure that the opportunities Southwark has to offer are accessible and open to all. Inequality, injustice and discrimination are still huge challenges and we are committed to breaking down inequality and creating a fairer, more just society.

We share an ambition to create a fair, safe, accessible, welcoming and inclusive borough, where everyone feels they belong, feels respected and valued, has a voice and an equal opportunity to succeed and thrive. Our Commitments to our residents are staff are that:

As a Community Leader, we will:

- Always work to make Southwark more equal and just.
- Stand against all forms of discrimination and racism.
- Actively promote good community relations, promote equality, tackle inequality, value diversity, prevent and eliminate discrimination, harassment and abuse.
- Represent the views of local communities and bring their views into the council's decision-making process in our role as community leaders. We will also work to make Southwark a borough where all feel welcome, safe, included, valued, respected and share a common sense of belonging.

As a Service Provider, we will:

- Actively find out about diverse needs and impacts in all that we review, develop commission, procure and plan, so that we are able to provide responsive, appropriate and effective services and functions.
- Enable access to provision of services and functions through tackling barriers and making necessary adjustments.
- Consider the diverse needs in the borough as part of daily business, not just a legal requirement, but integral to the provision of adequate and appropriate services and functions in Southwark.

As an Employer we will be:

- A borough that has a diverse, inclusive and well equipped workforce, which is valued and representative of local communities and enables services to respond to diverse needs.
- A borough that promotes equal access in its recruitment and retention of staff; and promotes respect, valuing diversity and inclusion in its daily practice.
- A borough that takes positive action to address under representation at senior levels of its workforce.

- A borough that will continue to promote and provide employment opportunities for our residents and enable successful outcomes for apprentices.

We aim to be a borough that:

- Works to eliminate discrimination, racism and inequality, including the impacts of structural and institutionalised discrimination, harassment and taking a zero tolerance approach to hate crime.
- Treats all complaints of discrimination, harassment and abuse seriously and has effective systems in place to respond appropriately and in a timely fashion.
- Promotes equality, inclusion and diversity in our work with external partners, and in the commissioning and procurement of services.

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Our Equality and Diversity Principles and Responsibilities

Equality and equity is an issue for us all. We do not all start from the same place; to create a fairer society we need to recognise different needs, different barriers and experiences, including the impacts of discrimination and disadvantage.

We want to be a borough where everyone has the same opportunity to fulfil their potential. This will involve addressing inequalities; undertaking reasonable adjustments; using legislation to undertake positive action where evidence requires targeted actions; meeting diverse needs through finding out about and understanding how to meet these in our services and functions.

We recognise that sometimes people may need differing treatment to make their opportunities the same as another's. This is about enabling equal opportunities, addressing the impacts of disadvantage and discrimination, tackling barriers to access and promoting equality.

The Council is fully committed to and required to comply with its duties under the Equality Act 2010 including the Public Sector Equality Duty. The Council is also fully committed to implementing the Socio-Economic Duty contained within the Equality Act 2010 even though this is not yet in force in England. This includes having due regard to the need to:

- eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act;
- advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
- and foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The Council's equality, diversity and inclusion principles include:

- The promotion of equality, equity, equality of opportunity, human rights, tackling inequalities, including those arising from socio-economic disadvantage to be a borough where your background does not determine your life chances.
- Tackling inequalities and promoting equality in relation to the different protected characteristics as outlined in the Public Sector Equality Duty.
- Preventing and eliminating systemic and institutional discrimination and tackling harassment and victimisation.
- Valuing, understanding and celebrating diversity, promoting inclusion, respect and good community relations to be a borough where everyone feels welcome, valued, safe and respected.

The Public Sector Equality Duty requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty set out above. The different protected characteristics in the Equality Act include all those who experience discrimination, disadvantage or harassment by virtue of their race/ethnicity, sex, gender re-assignment, disability, sexual orientation, age, religion/belief, marital/civic

partnership status or pregnancy/maternity status. In addition, the Council will also include socio-economic status. We recognise that many people with protected characteristics have more than one protected characteristic. We will consider the intersectionality of protected characteristics so that we can tackle the disadvantages that arise from how these interconnect.

Central to all our work is putting people and communities at the heart of our decision making; equality and diversity is about the whole community; it is about each person who lives, visits, studies or works in the borough. It closely aligns with the approach set out in the borough plan of everything we do as a council working towards a fairer, more equal and just Southwark.

This Equality Framework is about understanding how people:

- Experience different barriers to equal access and to equal opportunities;
- Experience different structural barriers;
- Have diverse needs;
- Experience disadvantage and discrimination arising from a protected characteristics.
- Experience multiple disadvantages and discrimination arising from how a range of protected characteristics, identities, structures and experiences interconnect.
- How we use this understanding to inform change, shape and develop services and places.

We also recognise that characteristics interconnect and people are often disadvantaged by multiple and overlapping sources of discrimination and disadvantage. Understanding this intersectionality of identities and characteristics is important and will inform the way we address inequalities and promote equality within the council and our local community. Intersectionality recognises that everyone has their own unique experiences of discrimination and we must consider everything and anything that can marginalise people.

We want to be an example of best practice in implementing this Framework to our peers and to local businesses and voluntary and community sector organisations and will work with others to champion and support good equality practice.

Our Equality Objectives

The Public Sector Equality Duty requires us to publish one or more specific and measurable equality objectives every four years that demonstrate areas where we are tackling inequality and promoting equality. In the Southwark Equality Framework, we have identified eight areas of focus to reduce inequality and promote equality, which affect specific groups. We will review and update these on an annual basis. These eight objectives are to:

Stand together against all forms of racism and discrimination

We will:

- Strengthen our approach to equality embedding and integrating it in everything we do as a council.
- Increase representation of Black, Asian and minority ethnic communities in community leadership positions.
- Celebrate the rich diversity of the borough and promote good community relations and inclusion.
- Continue to implement all recommendations arising from our Southwark Stands Together programme.
- Make Southwark a Borough of Sanctuary, working with community groups and partners to help and support refugee, migrant and asylum seekers in Southwark, and campaign to end the Hostile Environment.

Tackle health inequalities so everyone can live a healthy life

We will:

- Close the gap in health inequalities that affect our Black, Asian and Minority Ethnic communities.
- Tackle food insecurity in a way that tackles the inequality, root causes and reasons behind it.
- Invest in our leisure centres so every resident can access high quality leisure services and so that leisure services contribute to tackling inequality.

Reduce the number of vulnerable people in our borough, including by providing targeted engagement and support to groups most affected by COVID-19

We will:

- Develop and lead a Community Support Alliance bringing together the voluntary & community sector, council, NHS and volunteers to support our communities through the pandemic and beyond, building on the work of Southwark's Community Hub.
- Work with the NHS to promote take-up of COVID-19 vaccination to relevant populations
- Provide targeted engagement and support to groups most affected by COVID-19, including Black, Asian and minority ethnic residents, older people and those with disabilities and long term health conditions.

Provide decent homes for all

We will:

- Tackle housing inequality and ensure everyone has access to a good quality home that meets their needs by working to drive up standards across council housing and across the private rented sector.
- Increase the number of council homes in Southwark, with at least 1,000 more built or on site by 2022.
- Take action to reduce the number of empty homes in our borough, so more local people can move into them.
- Work to end rough sleeping in Southwark, including by campaigning for an end to 'no recourse to public funds' laws that trap people on the street.
- Deliver the Great Estates Guarantee initiatives so that every council estate is clean, safe and cared for.

Give young people in our borough the best opportunities in life

We will:

- Support schools to close the attainment gap and ensure children can catch up on education missed during COVID-19.
- Support 100% of children and young people with a diagnosable mental health need
- Work towards 100% inclusion of pupils in Southwark schools.
- Invest in young people in Southwark, ensuring our youth services meet their needs and giving them a stronger voice in decisions which affect them.
- Guarantee education, employment or training for every care leaver.

Put communities at the heart of everything we do from services to decision-making, ensuring everyone is heard especially marginalised communities

We will:

- Strengthen our equality governance so it enables effective leadership and organisational wide sharing of good practice and consistency.
- Ensure that good quality evidence and research about the needs of our communities is the driver for our policies, procedures, services and actions.
- Put communities at the heart of all our decision making ensuring that equality analysis is informing our work.
- Work with our partners in the community, voluntary and wider public sector, as well as the private sector, to share best practice and work to common goals; to promote equality and value and celebrate the rich diversity of Southwark.
- Develop a diverse, skilled, inclusive and well- equipped workforce, which is valued and representative of local communities and enables services to respond to diverse needs.

Deliver a fair and green economic recovery where no-one is left behind

We will:

- Deliver our economic renewal plan so that it supports inclusive growth and community wealth building that benefits local people.
- Help 5,000 people into work including a Southwark Green New Deal to create 1,000 green jobs. Our employment work will include a focus on tackling inequality and

those most impacted by the pandemic including young people, young people with Special Educational Needs (SEND) and Black, Asian and Minority Ethnic Communities.

- Help our high streets to be thriving, vibrant and inclusive spaces that generate shared prosperity and social value.
- Guarantee access to education, employment, training or volunteering for every school leaver focusing on specific communities where people experience greatest disadvantage.
- Support residents who have lost their jobs because of COVID-19 targeting those groups disproportionately affected including young people, Black, Asian and Minority Ethnic Communities and those in low-paid jobs.

Tackle abuse, harassment, exploitation and violence

We will:

- Support domestic abuse survivors.
- Implement the Violence against women and girls strategy.
- Deliver the Hate Crime Action Plan in line with the Southwark Stands Together Programme.
- Work with communities to find local solutions that protect young people from community harm and exploitation, including knife crime.

Our approach to tackling inequality and promoting equality is embedded throughout our Borough Plan 2020-2022, that aims to ensure that everything that we do as a council is to work towards a fairer, more equal and just Southwark.

The Borough Plan, Southwark Stands Together and the Southwark Equality Framework

The Council has a vision to create a fairer future for all by promoting social and economic equality in an economically vibrant borough. The Borough Plan describes how the Council will deliver the vision through promises and commitments that the Council has made to the people of Southwark.

‘Everything that we do as a council is to work towards a fairer, more equal and just Southwark. Our values inform how we will do this, and will guide our decisions and determine how we deliver on the commitments that we have made.’

The borough plan also acknowledges that the COVID-19 pandemic has had a huge impact on our borough. Responding to the pandemic and supporting our borough through this difficult period is our biggest priority, alongside working towards the borough’s long-term recovery. The unequal impact of the pandemic on different communities including Black, Asian and minority ethnic communities, people with disabilities and people on low incomes, has shone a light on wider inequalities and injustice in our society. Our priority is to work with communities in Southwark to tackle this inequality and build a stronger, more equal borough.

Southwark Stands Together

Southwark Stands Together is a borough wide initiative in response to the killing of George Floyd, the injustice and racism experienced by Black, Asian and minority ethnic communities and to the inequalities exposed by COVID-19. Southwark is one of the most diverse boroughs in the country, and as an authority, the council is showing through the long term programme of positive action our solidarity and support for Black Asian and minority ethnic residents, and a commitment to work together to tackle racism and achieve equality.

Through Southwark Stands Together, the Council and community have been breaking new ground in tackling racism, discrimination and inequality using data, lived experience, and understanding the needs of residents facing multiple disadvantage. Alongside this, continuous learning is taking place around better governance and accountability through an internal equality-working group.

Our Southwark Stands Together programme remains a priority for our workforce over the coming months and years as we embed the outcomes of the programme into business as usual. However, there will be on-going oversight of progress around equality, diversity and inclusion. This will ensure that we continue to improve the experience of our Black, Asian and minority ethnic colleagues, to eliminate discriminatory practices across the council, whilst continuing to protect the health and well-being of our workforce through the adoption of anti-racist interventions and strategies.

In response to the research and listening events that took place on the Southwark Stands Together programme there are a series of pledges put forward by the council that the council

is inviting businesses, organisations, groups and residents to join us in signing up to. These are:

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

These pledges will be integrated into a clear workforce equality diversity and inclusion statement that sets out the Council's ambition for tackling inequalities in our workforce and our communities. We are committed to promoting strategies to become an inclusive organisation that stands against all forms of discrimination. The statement will apply to all council employees; contractors; consultants and any other third parties who carry out work on behalf of the council.

Southwark Stands Together and our Workforce

The Southwark Stands Together Workforce Work stream emphasises the importance of on-going engagement with our workforce through a number of two-way communication strategies consisting of a series of engagement events with our workforce and communities. The Workforce Work stream currently comprises of eight working groups based on feedback from our workforce during 2020. The eight working groups cover key areas where employees would like to see meaningful change and are:

- Career Progression
- Recruitment Practices
- Policies and Procedures
- Employee Experience
- Culture Change
- Leadership and Management
- Engagement and Re-
- Corporate Training

With regard to equality and employment we monitor our recruitment practices to check that we are employing people in a fair and non-discriminatory way. We also publish annual workforce monitoring analysis reports.

The Southwark Stands Together programme provides a useful example of how the Southwark Equality Framework could work in practice and ensure sustainable and on-going continuous improvement in equality, inclusion and diversity work of the Council.

The Southwark Equality Framework incorporates key principles from Southwark Stands Together.

The council's **Health Inequalities Framework** also complements the Equality Framework and is integral to the Council's work in addressing a range of inequalities experienced by local communities. In particular, this work intersects with the Knowing our Communities theme, Responsive and Appropriate Services and Neighbourhoods, Place Shaping and Partnerships themes of the Southwark Equality Framework.

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The Socio-Economic Duty addressing socio-economic disadvantage

By agreeing this framework the council has made a commitment to also considering the impact of socioeconomic status. Although included in the Equality Act the socioeconomic duty is not in force in England. The socio-economic duty requires public bodies to adopt transparent and effective measures to address the inequalities that result from differences in occupation, education, place of residence or social class.

The Public Sector Equality Duty as a positive duty to have due regard to its various strands and promote equality forms a core element of the Council's Framework for Equality together with the Socio-Economic Duty, which asks us to address socio-economic disadvantage together with disadvantages and barriers experienced arising from different backgrounds and protected characteristics in all key strategic assessments and documents produced.

As well as finding out about and giving due consideration to the needs of different protected characteristics, the socioeconomic duty is key in enabling the Council to promote equality, address inequalities and address multiple disadvantages and barriers experienced by vulnerable people in the borough. The socio-economic duty complements the Public Sector Equality Duty; it is about communities of interest (those who share one or more of the protected characteristics under the Equality Act 2010) as well as communities of place and experiences and the impact of multiple disadvantages.

We want to understand the way in which characteristics such as sex, gender re-assignment, race, disability, age, sexual orientation or class, can interact and produce unique and often multiple experiences and disadvantage in a specific situation. It is also about other areas such as being a single parent or carer of an older or disabled person, for example.

Adopting the socio-economic duty is about considering how our decisions and our priorities can help reduce the inequalities associated with socio-economic disadvantage.

The duty is about having due regard to the need to reduce the inequalities of outcome resulting from socio-economic disadvantage in all strategic plans, policies and assessments produced by the council.

Agreeing to take account of socioeconomic factors will be a key mechanism in supporting the most vulnerable in our society and something, which will be extremely important as we emerge from the COVID-19 pandemic.

The council's current approach and template for equality analysis incorporates a section on socio-economic disadvantage. This will be included in the review of the Equality Analysis process and guidance as outlined in the Equality, Diversity and Inclusion Action Plan.

Key Work Areas

In implementing this framework we will do the following:

Leading Equalities – Demonstrating Ownership and Organisational Commitment

- Develop our internal management mechanisms and structures to produce positive equality outcomes.
- Undertake a cross-council equality audit as an initial stage of implementation of the Framework to identify areas where we can make sustainable improvements to equality, diversity and inclusion.
- Strengthen equality governance so it enables effective leadership, consistency across the council and sharing of good practice.
- Make Equality, Diversity and Inclusion integral to quality, service excellence and management competence.
- Embed equality considerations in the business planning and performance framework of the council.
- Communicate our progress clearly to local communities and our staff including through a summary version of this framework and annual publication of progress.

Knowing Our Communities - Community Engagement, Data and Lived Experience

- Review and improve the quality of the information and data we use to make our decisions and the range of ways we gather our knowledge about our communities.
- Make good quality evidence and research about the needs of our communities the driver for our policies, procedures, services and actions.
- Undertake a more detailed analysis of inequality in Southwark, develop a clear definition of inequality and identify what our priorities are for closing the gaps for particular communities across the breadth of what we do as a council.
- Develop our understanding of the diverse needs of local communities to inform adequate, relevant and appropriate services.
- Prioritise where evidence demonstrates greatest need and promote equality, in order to achieve equitable, appropriate and relevant services.
- Tackle barriers to access and make reasonable adjustments

Working with You - Neighbourhoods, Place Shaping and Partnerships

- Put communities at the heart of all our decision-making, including our place shaping, planning and built environment work.
- Work with new and existing partners across Southwark and promote good community relations celebrating the voices, talents and energies of our communities.
- Work with our partners in the community, voluntary and wider public sector, as well as the private sector, to share best practice and work to common goals; to promote equality and value and celebrate the rich diversity of Southwark.

Working for You - Responsive, Accessible and Inclusive Services

- Ensure all key documents, reports and policies are produced accessibly.
- Ensure our services are tailored to meet the needs of communities and respond to the various inequalities, needs, strengths and characteristics in each.
- Ensure there is a robust process for equality impact and needs analysis and the implementation of action plans.
- Monitor access to our services, including equality monitoring of service users and potential service users and consultation, engagement and research to find out about the needs of diverse service users and use this to inform our services and plans.
- Ensure that all information which is publically available is accessible for all who need and request the information.
- Ensure that all current guidance for staff is up to date about accessible information and accessible Council meetings.

Our Responsibilities – A Skilled, Representative and Valued workforce

- Ensure there are relevant equality objectives built into workforce strategies;
- Develop an understanding of the local labour market and the barriers equality groups face; informs the setting of equality employment objectives;
- Ensure all major employment policies are equality assessed;
- Put plans in place to improve representation at senior levels;
- Develop training and development programmes that address equality issues;
- Ensure there is effective action to address equal pay;
- Develop a workplace culture in which staff are treated with dignity and respect.

Equalities in Commissioning and Procurement

- Promote equality and diversity in our work with external partners and in our commissioning and procurement of services, including exploring how, through use of equalities and other data we can best enable Black Asian and Minority Ethnic organisations to participate in procurement opportunities.
- Work to ensure the equality commitments of the council's Fairer Future Procurement Framework are met including requiring that at least level one of the Mayor's Good Works Standard is met by successful bidders and there is equal pay gap analysis for staff from Black, Asian and Minority Ethnic backgrounds and for women.
- Work to ensure that an equality impact and needs analysis process continues to inform commissioning and procurement processes to enable adequate consideration of meeting diverse needs in services we commission and provide.
- Work to ensure that the social value commitments of the Council's Procurement Framework are met.

Monitoring and Analysis

Community Impact and Equality Impact and Needs Analysis

We will review and refresh the council's internal decision-making and current equality analysis guidance to strengthen this. We will ensure that there is a clear section in the main body of each report that summarises key findings from an Equality Impact and Needs Analysis where this is required and demonstrates how these have been considered in the development of the area and decision at hand. An Equality Impact and Needs Analysis process informs the development of a policy, service, review, plan, development etc. right from the project planning stage through to development, decision-making stage, and eventual implementation. It is not a process, which occurs when a Cabinet report is being written or after a decision has been taken.

An equality impact and needs analysis should be published with the final report or an explanation provided as to why one has not been undertaken at this stage of the area at hand.

Decision makers must be directed to this, made aware of what the Equality Act requires them to do and must be presented with sufficient information on which to base their decisions. The duty must be exercised in substance, with rigour and with an open mind – it is not a question of just ticking boxes, or of merely paying lip service. Decision makers are required to weigh up any identified equality impacts and considerations, which includes Council equality policy commitments, together with other material considerations in the final decision making process.

Councils must be able to demonstrate a reasonable and rational decision making process where all relevant evidence has been considered. All officers are also required to use an equality impact and needs analysis process as relevant and proportionate to the area at hand, to see where improvements can be made to meet diverse needs, tackle barriers to access, address impacts of discrimination and disadvantage and promote good community relations.

We will work to continually update and make our information on equality objectives, performance, equality analysis undertaken and other equality information consistent and as accessible as possible for local people.

Equality impact and needs analysis is a tool to help the Council implement this framework and the Public Sector Equality Duty. We will use these analyses to help know and understand local communities through using data, including consultation and engagement, local and national research to help us understand possible equality implications and impacts on local communities in any given area, development, review etc. Equality Impact and Needs Analysis also present opportunities to see how we can improve meeting diverse needs, address disadvantage and barriers to equal access for local communities.

As part of the Action Plan for the Framework, guidance for Equality Analysis will be reviewed and produced and workshops undertaken with staff. Further integration will also be undertaken of the Equality Impact and Needs Analysis process with service planning, review; consultation and engagement; performance management plans; commissioning and

procurement processes; and decision making from earliest stages through to implementation.

We will work towards improvements in our equality monitoring and analysis information of who is using our services and make this information accessible together with wider equality analysis undertaken as part of our decision-making. Equality monitoring and analysis undertaken by Council services and functions will be reviewed. Gaps identified will be action planned to address, including training for staff and communications produced for members of the public. In our monitoring we follow the definitions as outlined in the Equality Act 2010 and in our equality monitoring categories we follow the census 2011 definitions. We also use gender identity in addition to gender re-assignment as it is broader in scope. Using the census definitions is a starting point, for comparability of analysis with the local and national demographic information.

The action plan will be reviewed and updated annually.

The budget process and equality analysis

Improvements in how the Council integrates equality impact and needs analysis in the annual budget setting process undertaken for 2020/21 will continue in subsequent years. In 2020, a member/officer Budget Advisory Panel was set up to help inform the process. This group produced a comprehensive initial cumulative equality impact analysis that looked at the impacts of the council plan and council budget decisions. We will continue to develop and improve this approach and establish member and officer groups to oversee this work.

Further developments in Council equality governance will aim to see links between internal scrutiny of Council equality work undertaken by Overview and Scrutiny and external scrutiny of Council equality work by the Equality and Human Rights Panel as part of the budget Equality Analysis process.

Consultation, engagement and equality data mapping

Good quality consultation, engagement and equality data is key to the Knowing Our Communities area of the Framework and the Council's overall approach to putting communities centre and core to Council decision making. The council agreed an Approach to Community Engagement in 2019. Equality monitoring information and analysis of who takes part in consultation and engagement undertaken as well as further integration with the Equality Analysis process will enable key information about communities of interest and communities of place.

We will embed equality, diversity and inclusion in our community engagement practice recognising that wider inequalities create barriers to people taking part. We will ensure that a diversity of participants are encouraged and able to take part and understand that lived experiences and everyday challenges faced by citizens shape engagement projects that will meet the needs of our communities. Resources are required to foster equality in community engagement and to facilitate participation.

We will ensure that the councils approach to community engagement is embedded across the organisation. We will ensure that our engagement reflects the diversity of people who live and work in the borough, as this is critical to understanding the needs and aspirations of everyone, deliver better services and places. As part of Southwark Stands Together we are developing a toolkit for engaging with Black, Asian and minority ethnic communities in Southwark to enhance our engagement work and will roll this out across the organisation.

Equality Data, Information, and evidence based equality objectives and outcomes will inform our key policy development and decision-making. Equality data is a key starting point for understanding places and neighbourhoods and knowing our communities. We will further build upon the Joint Strategic Needs Assessment information and wider demographic and needs analysis information and make this information accessible as part of the evidence base we use to inform our policy, developments and decision-making. The council will continue to consider how to build this important and key infrastructure area of work. It forms part of the Action plan for the Framework.

Equality as an Employer

With regard to equality and employment we monitor our recruitment practices to check that we're employing people in a fair and non-discriminatory way. We also publish annual workforce reports.

These reports looks at the profile of Southwark Council employees and at human resources management activities over financial year. They cover:

- All departments of the council and directly employed substantive employees.
- Key data on our workforce. This includes an overview of the employee profile and some comparative data from previous years.
- Look at the profile of the council's employees against each protected characteristic where information is available (sex, ethnic origin, age, disability).
- Include gender pay gap data as set out in legislation.

The reports are discussed with the constituent trade unions and are published on the council's intranet, (the Source), and the Southwark website.

Equality Audit

The Equality, Diversity and Inclusion Action Plan sets out that this will be undertaken as one of the initial stages of implementation of the Framework and inform our approach in the future. The Equality Audit will be undertaken through departmental equality leads and management Teams to introduce key elements of the Southwark Equality Framework, including how the Public Sector Equality Duty links with day-to-day Council work and where we can make improvements. The intention is that findings from the audit will be scrutinised by member, staff and community/voluntary sector stakeholders and that we will use external independent expertise to facilitate this process..

DRAFT

Strengthening Equality Governance: Key structures for implementation, monitoring and overview

Roles and Responsibilities

Every member and officer within the council has a role to play in delivering on this framework. These roles are set out below:

- **Cabinet member with responsibility for equality** to put in place and champion a framework for the council to meet its equality ambitions and duties.
- **Council's Cabinet** to consider equality implications in its decision-making and to advance equality outcomes in cabinet members' respective portfolio areas.
- **Scrutiny function** to ensure appropriate checks and balance within the context of delivering the approach and recommend improvements where needed.
- **All elected members** to play a community leadership role in promoting and championing equality and challenging discrimination.
- **Corporate Management Team** to provide strategic leadership for the organisation in delivering on the equality, diversity and inclusion approach across the council and delivery within specific areas of responsibility.
- **Senior managers** to promote awareness of this approach and for supporting learning and development opportunities to enable departments, services and business units and staff to support the implementation of this approach.
- Through policy, service and business planning, **all managers** are responsible for developing and delivering on relevant equality objectives and in undertaking equality analysis as part of business planning and considering this when developing new and reviewing existing policies, strategies or plans or making decisions about changes to services.
- **All staff** to comply with the requirements of the Council's equality, diversity and inclusion policies and Framework and apply the good practice learnt in their training and development opportunities.
- **Contractors** – while responsibility for compliance with the duty remains with the council, contractors are required to understand and apply the council's equality objectives, standards and behaviours in the services that they provide.

Scrutiny

The Education and Local Economy Scrutiny Commission of Overview and Scrutiny undertake internal scrutiny of Council Equality Diversity and Inclusion work currently. With

regard to the budget process overview and scrutiny also considers equality analysis as part of its scrutiny of the budget setting process. We will make the link with the scrutiny commission explicit moving forward.

The Equality and Human Rights Panel

External critical friend scrutiny of Council equality work, including Equality Impact and Needs Analysis is undertaken by a sub group of the Forum for Equality and Human Rights in Southwark called the Equality and Human Rights Panel. The council commissions Citizens Advice Southwark to undertake this work. The Forum for Equality and Human Rights in Southwark and the Equality and Human Rights Panel are composed of community and voluntary sector representatives. The Forum is open to all. The Panel is composed of nominated and selected representatives from Voluntary and Community Sector organisations representing different equality strands. We will also involve Southwark Voice and associated Networks and Groups in all relevant consultation and engagement.

Underpinning the approach

Responsibility for the equality agenda lies with the whole Leadership Team and to transparently demonstrate this as part of its working practice signals a clear intention to the rest of the organisation that Equality and Diversity is an integral part of the work, ethos and culture of the council. This forms the foundation of an integrated, mainstreaming approach. It is timely to strengthen the focus, governance and accountability of the Council's mainstreaming approach to equality and continue to raise awareness of the equality, diversity and inclusion agenda council wide, with partners and with communities.

In the Southwark Equality Framework, our approach to governance is underpinned by the following:

- Clear Equality objectives in the Borough Plan and departmental business plans. that are evidenced based, i.e. driven by information and data from communities and staff; local and national sources.
- Equality objectives and actions translated within performance management plans and systems, which are regularly monitored and reported.
- Robust equality analysis processes informing decision making, plans, strategies, commissioning, procurement, developments, reviews from the start and progressively built upon.
- Effective and comprehensive equality monitoring systems and equality mapping data infrastructure.
- Equality audit process undertaken as required.
- Robust budget equality analysis processes and scrutiny.
- Inclusive Consultation and Engagement with communities of interest as well as communities of place.
- Publication of accessible information about annual progress and achievements; include equality mapping data.
- Organisational wide ownership, transparency and accountability through for example Departmental Senior Management Teams.

- The roles and responsibilities set out above in the current approach and further improvements to equality governance.
- Achievement of equality outcomes for local communities and staff, which are transparent and accountable.

Strengthening Equality Governance

We will strengthen equality governance in the following ways:

Performance Challenge

The internal mechanism for performance challenge offers a way of embedding equality considerations into the existing internal performance and planning process in addition to the budget process.

This integration would aim to ensure that equality objectives are integrated into organisational strategies and plans and regularly monitor and review progress giving clear evidence of a link between performance management and equality objectives. We will also ensure this is integrated into objectives for individual staff.

Equality Advisory Group

This will build on the budget equality advisory group that operated for the first time in the 2021/22 budget setting cycle, by establishing a quarterly group chaired by the cabinet lead member for equalities that has oversight of the implementation of the framework. This includes the input to the cumulative budget equality analysis and oversight of an action log derived from equality analysis, undertaken as part of the budget and performance challenge process. The makeup of this panel will include cross-party membership and an external member nominated by the existing Equalities and Human Rights Panel.

Internal Officer Equality Group

The aim is to strengthen officer governance through a senior level equality lead officer group made up of one lead from each Departmental Management Team. Membership of this group will consist of management representatives (Equality Champions), other relevant advisors (such as Human Resources) in attendance as required. Meetings will be chaired by the relevant director and take place quarterly. The aims of the group are to provide:

- Senior level officer oversight of the implementation of the framework to ensure that the work plan is managed and they work to ensure that across each directorate this work is understood and delivered.
- Ensuring the link to quarterly review of the forward plan in each directorate and quarterly performance targets, reporting, and performance challenge process.
- Broaden across the organisation knowledge and responsibility for ensuring that equalities are front and centre of what we do and how we make decisions and design services.

- The group will take the lead in ensuring that the reports on equality performance are produced for the member panel.

Stronger External Networks: Consultation, Engagement and Scrutiny

Strengthening the external networks that cover the protected characteristics and working within existing resources to support these and develop and build their capacity for example with the emerging Women's Network.

Through this Framework we will work to enhance the role of external networks including Southwark Voice, the Forum for Equality and Human Rights in Southwark and the Southwark Equality and Human Rights Panel, the Council's "critical friend" in ensuring that our policies are as fair as possible. It commits us to being clearer on our approach to engaging different equality groups and networks including those for LGBTQ+ people, women, people with disabilities, faith groups, older and young people and Black and Minority Ethnic Communities and building their capacity to work in partnership with us on promoting equality.

These networks will form the core of a multiagency partnership that meets annually to review an annual partnership equality report and input to the next year.

We will also work with our voluntary and community sector partners on developing our knowledge and understanding of areas where data is not readily available, tapping into their knowledge or particular protected characteristics or communities.

The Equality, Diversity and Inclusion Action Plan

The overall aim of the Framework is to ensure the successful mainstreaming of equalities into the everyday practices and functions of Council-related operations. It aims to introduce effective monitoring mechanisms and procedures, which measure the progress of the mainstreaming agenda and prompts action to be taken where gaps need to be addressed and where discrimination is found to have occurred.

Through the plan, we will pursue an agenda of organisational learning and cultural change in conjunction with the Council wide drive to promote continuous improvement and on-going development in Southwark's overall Equality, Diversity and Inclusion performance as a Council.

Explicit co-ordination and monitoring of Equality, Diversity and Inclusion objectives and actions is required at Council wide and departmental levels to enable explicit progress, accessibility, accountability and communication to communities and staff.

As part of work to implement the Equality Framework we will produce an annual comprehensive Equality, Diversity and Inclusion Plan to make clear and transparent all Council wide and departmental equality, diversity and inclusion objectives, actions and outcomes.

Findings from the Council wide equality audit process will also inform the annual Equality, Diversity and Inclusion Plan.

Action Plan for Implementation of the Southwark Equality Framework

Priority	Borough Plan Theme	Key Work Area	Actions	Lead Division	By When
Objective 1: Stand together against all forms of racism and discrimination.					
Strengthen our approach to equality embedding and integrating it in everything we do as a council.	Southwark Together	Leading Equalities	<p>Agree and rollout council-wide equality framework and action plan including workshops and development for all staff.</p> <p>Undertake Equality Audit by using the Equality Framework for Local Government benchmark of good practice for local government as a self-assessment framework and tool to assess what currently LBS has in place, areas of good practice and identify gaps to address.</p> <p>Undertake 360 degree appraisal process incorporating:</p> <ul style="list-style-type: none"> • Assessment by service areas, functions; departments in the Council • Feedback from staff support networks and Unions on the self-assessment • Feedback from community and voluntary groups • Feedback from Cabinet Leads; Overview and Scrutiny. <p>Produce Case studies of good equality practice as part of Equality Audit working with partners to develop and share these.</p>	Communities	<p>Agree Framework July 2021</p> <p>December 2021</p> <p>June 2022</p> <p>September 2021</p>

			Develop communications plan to update our information on equality, diversity and inclusion including as an initial stage ensuring data on our population is accessible and shared on our website		
Increase representation of Black, Asian and Minority Ethnic communities in community leadership positions and promote good community relations and inclusion.	Southwark Together	Working With You	<p>Work to increase % of Black, Asian and Minority Ethnic individuals across cultural sector boards.</p> <p>Work to increase % of Black, Asian and Minority Ethnic individuals across council supported voluntary sector organisations.</p> <p>Work to increase % of Black, Asian and Minority Ethnic individuals across Tenants and Residents Association (TRA) committees.</p>	Leisure Communities Communities	Ongoing
Celebrate the rich diversity of the borough and promote good community relations equality and inclusion.	Southwark Together	Working With You	<p>Review culture and events grant funding programmes to ensure they deliver on Southwark Stands Together commitments.</p> <p>Ensure that 100% of funding for events and culture is proportionately reflective of the demographic make-up of the borough.</p> <p>Develop new creative research, development & showcasing support scheme for Black and culturally diverse artists to launch in 2021/22.</p> <p>Offer 5 Black, Asian and Minority Ethnic artists research, development and showcasing opportunities.</p> <p>Using a variety of engagement methods, carry out a full consultation with residents and community groups to help shape the final plans for a Black cultural centre.</p>	Leisure	April 2022
Continue to implement all recommendations arising from our	Southwark Together	Knowing Our Communities	Deliver the Southwark Stands Together programme.	Strategy and Economy	July 2022 then ongoing

Southwark Stands Together programme.					
Make Southwark a Borough of Sanctuary, working with community groups and partners to help and support refugee, migrant and asylum seekers in Southwark, and campaign to end the Hostile Environment.	Southwark Together	Knowing Our Communities	Establish a Southwark Borough of Sanctuary Forum and develop a partnership action plan.	Communities	August 2021 Action Plan October 2021
Objective 2: Tackle health inequalities so everyone can live a healthy life.					
Close the gap in health inequalities that affect our Black, Asian and Minority Ethnic communities.	Tackling Health Inequalities	Knowing Our Communities	Deliver the health inequalities framework for Southwark action plan. Train 100 managers and service leads in ways to tackle inequalities each year. Increase the proportional uptake of the Health Check programme by Black, Asian and Minority Ethnic residents to 50%.	Public Health	October 2021
Tackle food insecurity and in a way that tackles the inequality, root causes and reasons behind it.	Tackling Health Inequalities	Working With You	Review progress with key partners delivering the current food security action plan. Formulate new priorities for food security in light of COVID-19. Produce Sustainable Food Strategy. Number of families supported through food security interventions including Holiday Food Support.	Public Health	April 2022

			Tonnes of surplus food redistributed to community food projects in the borough.		
Invest in our leisure centres so every resident can access high quality leisure services and so that leisure services contribute to tackling inequality.	Tackling Health Inequalities	Working For You	Complete leisure contract options appraisal with route to implementation and action plan for agreement by cabinet in light of COVID-19 pandemic to deliver optimum management model. Development of outdoor physical activity opportunities. Maximise take up and attendance of free swimming lessons.	Leisure	October 2021 October 2021 When Covid Guidance permits
Objective 3: Reduce the number of vulnerable people in our borough, including by providing targeted engagement and support to groups most affected by COVID-19.					
Develop and lead a Community Support Alliance bringing together the voluntary & community sector, council, NHS and volunteers to support our communities through the pandemic and beyond, building on the work of Southwark's Community Hub.	Covid-19 Response	Working With You	Establish the Community Support Alliance Model – enabling cross referral and partnership forming between services. Implement recommendations of the review of the Community Hub with agreed performance targets.	Communities	April 2022
Work with the NHS to promote take-up of COVID-19 vaccination to relevant populations.	Covid-19 Response	Knowing Our Communities	Work with the NHS and partners to support roll out of COVID-19 vaccination programme including targeting eligible populations who are more vulnerable.	Public Health	Ongoing

Provide targeted engagement and support to groups most affected by COVID-19, including Black, Asian and minority ethnic residents, older people and those with disabilities and long term health conditions	Covid-19 Response	Knowing Our Communities	Develop and implement the health ambassadors programme including recruiting ambassadors from Black, Asian and minority ethnic communities and supporting Voluntary and Community Sector groups that work with diverse communities including older people and people with disabilities. Provide clear and simple messaging to target groups in a variety of formats and languages.	Public Health Public Affairs	In Place Ongoing
Objective 4: Provide decent homes for all.					
Tackle housing inequality by working to drive up standards across council housing and across the private rented sector.	Homes for All	Working For You	Drive up Standards in the Private Rented Sector through a gold standard for private rental properties and establishing a Renters Union. Launch an Empty Homes Action Plan. Increase the number of new council homes in Southwark. Deliver Great Estates Guarantee.	Environment /Communities Resident Services New Homes Resident Services	October 2021 Plan agreed actions ongoing
Increase the number of council homes in Southwark.	Homes for All	Working For You	Increase the number of council homes in Southwark, with at least 1,000 more built or on site by 2022.	New Homes	2022
Take action to reduce the number of empty homes in our borough, so more local people can move into them.	Homes for All	Working For you	Resume service to support property owners/landlords with funding to bring empty homes back in use. Evaluate the potential for the Council to offer to purchase empty properties that offer development opportunity. Audit empty homes in the borough.	Resident Services/Asset Management	Ongoing Ongoing 2021/2022

			Launch an empty homes action plan.		
Work to end rough sleeping in Southwark, including by campaigning for an end to 'no recourse to public funds' laws that trap people on the street.	Homes for All	Working For You	<p>Introduce initiatives to help homeless clients into work and provide support to help them manage a tenancy.</p> <p>Provide additional support for private renters to prevent homelessness.</p> <p>Develop a campaign on 'no recourse to public funds', including lobbying government and Parliament to make changes to national legislation.</p>	Resident Services	Ongoing
Deliver the Great Estates Guarantee initiatives so that every council estate is clean, safe and cared for.	Homes for All	Working With You	<p>Deliver the agreed 7 estate improvement pilots (in the north of the borough: Canada and Rockingham estates, in the centre: Elmington and Brandon estates and in the south of the borough: Rye Hill, Kingswood and Friary estates).</p> <p>Carry out a review of the delivery of the pilots and take learning from these to the further extension of the great estates programme.</p> <p>Pilot and review scalability of Great Estates Guarantee initiatives.</p> <p>Assess resident satisfaction with Great Estates programme.</p>	Resident Services	December 2021 with review to commence
Objective 5: Give young people in our borough the best opportunities in life.					
Support schools to close the attainment gap and ensure children can catch up on education missed during COVID-19.	A Great Start in Life	Working For You	<p>Attainment and learning gaps identified by schools and RAG rated for all pupils who are, or who have fallen, behind.</p> <p>Online learning platform Continuing Professional Development offered to all schools that need it.</p>	Education	Ongoing

			<p>All schools have identified pupils without hardware or internet access.</p> <p>Work with Regional Schools Commissioner to gather information about academies and promote online/ remote learning via school communications.</p> <p>Number of maintained schools tracking attainment gaps and providing appropriate intervention.</p> <p>Number of maintained schools ready to provide remote learning.</p>		
Support 100% of children and young people with a diagnosable mental health need.	A Great Start in Life	Working For You	<p>Ensure that council funding for Child and Adolescent Mental Health services is protected and increased in line with inflation.</p> <p>Work with Southwark NHS Clinical Commissioning Group to implement the recommendations of the Southwark Joint Review.</p> <p>Improved emotional wellbeing amongst Children and Young People through an investment in universal and targeted services.</p> <p>Emotional Health and Wellbeing Support Services in Southwark Schools - number and percentage of schools.</p> <p>Parental Support Services - support satisfaction survey.</p>	Commissioning	Ongoing
Work towards 100% inclusion of pupils in Southwark schools	A Great Start in Life	Working For You	Creation of Inclusion Charter with Southwark Schools	Education	April 2022

Invest in young people in Southwark, ensuring our youth services meet their needs and giving them a stronger voice in decisions which affect them.	A Great Start in Life	Working With You	<p>Develop and deliver the appropriate governance structure and take forward the recommendations of the Youth Services review.</p> <p>Ensure that every young person, carer and professional in the borough has access to up to date and comprehensive information about what is available for young people.</p> <p>Ensure young people are central to shaping their provision in the future.</p> <p>Develop and undertake annual satisfaction surveys for users of LBS youth services.</p>	Leisure	April 2022
Guarantee education, employment or training for every care leaver.	A Great Start in Life	Working For You	<p>Offer of education, employment or training for every Southwark care leaver.</p> <p>Develop number of Care Leaver Apprentices, Internships, and Mentoring.</p>	Children and Families	Ongoing
Objective 6: Put communities at the heart of everything we do from services to decision-making ensuring everyone is heard, especially marginalised communities.					
Strengthen our equality governance so it enables effective leadership and organisational wide sharing of good practice and consistency.	Southwark Together	Leading Equalities	Implement new equality governance arrangements.	Communities	September 2021
Ensure that good quality evidence and research about the needs of our	Southwark Together	Knowing Our Communities Equalities in Commissioni	Undertake a detailed analysis of inequality in Southwark, develop a clear definition of inequality and identify what our cross council priorities are for closing	Communities	December 2021

<p>communities is the driver for our policies, procedures, services and actions and put communities at the heart of all our decision making ensuring that equality analysis is informing our work.</p>		<p>ng and Procurement</p>	<p>the gaps it identifies for particular communities so that these identify future priorities for action.</p> <p>Develop workshops/Training for all staff.</p> <p>Embed equality considerations in Performance Challenge Process and Equality Impact and Needs Analyses (EINAs)/Equality Diversity and Inclusion (EDI) areas.</p> <p>Undertake budget EINA process.</p> <p>Produce updated and explicit guidance to ensure incorporation of equality analysis considerations and EDI requirements in commissioning and procurement processes.</p> <p>Undertake council-wide equality data mapping.</p> <p>Produce Revised EINA guidance and templates and amend guidance for Cabinet reports and template.</p>		
<p>Work with our partners in the community, voluntary and wider public sector, as well as the private sector, to share best practice and work to common goals: to promote equality and value and celebrate the rich diversity of Southwark.</p>	<p>Southwark Together</p>	<p>Working With You</p>	<p>Develop Voluntary and Community Sector (VCS) equality scrutiny and community partnerships.</p> <p>Annual multi agency VCS Equality performance scrutiny and engagement conference.</p> <p>Develop how VCS Equality groups can feed into the council equality objective setting process.</p> <p>Develop how staff support networks and Unions can feed into annual Equality performance scrutiny and engagement process.</p>	<p>Communities</p>	<p>April 2022</p>

Develop a diverse, skilled, inclusive and well- equipped workforce, which is valued and representative of local communities and enables services to respond to diverse needs.	Southwark Together	Our Responsibilities	Ensure the top of the council's workforce is proportionately representative of Southwark's Black, Asian and minority ethnic population by 2030. Develop revised annual workforce equalities plan. Deliver key initiatives and projects from the workforce equalities plan.	Human Resources and Organisational Transformation	2030 March 2022
Objective 7: Deliver a fair and green economic recovery where no-one is left behind.					
Deliver our economic renewal plan so that it supports inclusive growth and community wealth building that benefits local people.	A Green and Inclusive Economy	Working With You	Deliver Economic Renewal Plan 2021/2022 targets.	Strategy and Economy	April 2022
Help 5,000 people into work including a Southwark Green New Deal to create 1,000 green jobs. Our employment work will include a focus on tackling inequality and those most impacted by the pandemic including young people, young people with Special Educational Needs and Disabilities (SEND) and Black, Asian and	A Green and Inclusive Economy	Working With You	Implement Economic Renewal Plan for Southwark. Complete a review of Southwark Works service as a result of the impact of COVID-19 on the labour market, ensuring it remains relevant to the needs of Southwark residents looking for work. Agree updated Southwark Skills Strategy Delivery Plan. Review the Southwark Apprenticeship Programme and create new internship and apprenticeship opportunities.	Strategy and Economy	Review April 2022

Minority Ethnic Communities.					
Help our high streets to be thriving, vibrant and inclusive spaces that generate shared prosperity and social value.	A Green and Inclusive Economy	Working With You	Develop a coordinated cross council action plan that will support the development of thriving and vibrant high streets and town centres.	Strategy and Economy	At advanced draft stage
Guarantee access to education, employment, training or volunteering for every school leaver	A Green and Inclusive Economy	Knowing Our Communities	Reduce number of young people leaving school who are Not In Education Employment or Training (NEET) or whose activity is unknown. Launch a campaign to support young people into employment, education, training or volunteer opportunities in the council and with employers.	Education	Ongoing Campaign launched
Support residents who have lost their jobs because of COVID-19	A Green and Inclusive Economy	Knowing Our Communities	Support residents recently unemployed into employment through the Job Entry Targeted Support (JETS) programme.	Strategy and Economy	Ongoing
Objective 8: Tackle abuse, harassment, exploitation and violence.					
Support domestic abuse survivors.	Tackling Health Inequalities	Knowing our Communities	Develop a domestic abuse charter setting out council's zero tolerance approach. Enhance awareness of council commissioned Domestic Abuse (DA) service through communications campaign. 75% of survivors accessing the council's commissioned DA service to have risk of harm reduced 3 months after engagement of service. Work with the police and health to create safe environments for those experience DA.	Communities	In place December 2021 April 2022

Implement Violence against women and girls (VAWG) strategy.	Tackling Health Inequalities	Working With You	Deliver the VAWG Action Plan.	Communities	April 2022
Deliver the Hate Crime Action Plan in line with the Southwark Stands Together Programme.	Southwark Together	Working With You	Deliver a refreshed partnership delivery plan. Launch new hate crime e- learning training package to raise understanding among staff and partners.	Communities	October 2021
Work with communities to find local solutions that protect young people from community harm and exploitation, including knife crime.	A Great Start in Life	Working With You	Deliver the council led actions within the partnership Community Harm and Exploitation Reduction Plan. Develop a community led engagement plan to enhance ownership to tackle community harm including knife crime. Agree the roll out of the Southwark Our Routes Programme.	Communities	April 2022

Borough Demographics: Knowing Our Communities

Population

Southwark is one of the most densely populated and diverse boroughs in the country, with a young, growing and mobile population. Just over 314,200 people live in Southwark, up from 256,700 in 2001. This represents an increase of more than a fifth over that period.

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 growth in our population is being driven by both natural change i.e. more births than deaths, and international migration into the borough. Southwark has one of the highest population turnover rates in the country, with the equivalent of 10% of our population moving in, and 10% of our population moving out each year. Migration flows peak among those in their late teens and 20s, declining thereafter. The majority of our population turnover is within London, with 60% of our population inflow coming from other parts of the capital, along with 64% of our population outflow.

Age

Southwark has a much younger population than the London or national average. The median age of Southwark residents in 2017 was 33.1 years; two years younger than the London average and almost seven years younger than the national average. While our population is comparatively young, this is not driven by a large number of children and young people. It is primarily a result of the large number of young adults in their 20s and 30s.

Race/Ethnicity

Southwark is a diverse borough with people from a wide range of racial and ethnic backgrounds. Over 120 languages are spoken in the borough. 11% of households have no members who speak English as a first language.

Just over half (54%) of Southwark's population is from white ethnic backgrounds, a quarter from (25%) Black African and Caribbean ethnic backgrounds and just over a fifth from Asian (11%) or other (10%) ethnic backgrounds.

This differs from the rest of London where a considerably smaller proportion (13%) identify as from Black African and Caribbean backgrounds and a considerably larger proportion identify as Asian (21%).

The ethnic diversity of the borough varies markedly across age groups and the population under 20 is much more diverse than other age groups, with a similar proportion of young people from white and black ethnic backgrounds.

The 2011 Census shows that minority ethnic groups in Southwark are not evenly spread across the borough:

- The highest concentration of people identifying themselves as white is in the south of the borough.
- The highest concentration of people identifying themselves as from a black minority group is in and around the centre of the borough.
- The highest concentration of people identifying themselves as from an Asian minority group is in the north of the borough.

Pregnancy & Maternity

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

Disability

Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark. In future reports we will obtain information relating to specific disabilities.

Sexual Orientation

Estimates indicate that Southwark has the second largest gay or lesbian population in the UK, after Lambeth. 88% of the population identify as heterosexual or straight, 5% as gay or lesbian, 0.8% bisexual, 0.9% other and 5.2% refusing to say. Data from the 2021 Census will provide more comprehensive data for the first time about sexual orientation.

Religion or belief

Over half (52.5%) of Southwark residents stated their religion as Christian at the time of the Census. 26.7% say they have no religion and 8.5% state they are Muslim with a wide range of religions and beliefs represented in the borough.

Marriage & Civil Partnership

Over half (54.7%) of adults in Southwark had never been married or registered in a civil partnership at the time of the Census. 28.5% are married and 0.9% in a same sex civil partnership.

Gender Re-assignment

Currently there are no standard or robust sources of statistics regarding gender reassignment, nor is there standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria. Data from the 2021 Census will provide more comprehensive data for the first time about gender identity.

Socio-economic status

Measuring socioeconomic status is a very challenging area and we will be developing agreed measures for this so we can analyse the impact of our activities.

Data from the Trust for London shows that poverty rates in Southwark are close to the London average with 40% of children judged to be living in households in poverty. There is a greater than average amount of income deprivation with the average neighbourhood 50% more income deprived than an average neighbourhood in London.

There are slightly higher rates of unemployment and out of work benefit claimants in Southwark at 5.5% of the economically active population and 8.2% of the working age population although this was falling sharply prior to the COVID-19 pandemic.

35.4% of the population have qualifications at age 19 and GCSE attainment is 66.3% with 5.4% with no qualifications.

Ward Profiles

The council also publishes ward profiles, which have detailed data for each of the wards in the borough based on the 2011 census. All information will be updated in future years once 2021 census data is made available. These are available at the links below:

[Empowering Communities - Southwark Council](#)

[Empowering Communities: North East - Southwark Council](#)

[Empowering Communities: North West - Southwark Council](#)

[Empowering Communities: South - Southwark Council](#)

[Empowering Communities: East Central - Southwark Council](#)

[Empowering Communities: West Central - Southwark Council](#)

The JSNA

The Joint Strategic Needs Assessment (JSNA) is a process by which local authorities and Clinical Commissioning Groups assess the current and future health, care and wellbeing needs of the local community to inform local decision making. The links below show the current data and needs analysis undertaken in Southwark:

[Southwark profile - Southwark Council](#)

[Health and wellbeing in Southwark \(JSNA\) - Southwark Council](#)

DRAFT

Education: Children’s Experience and Education during the Covid-19 pandemic

Report of the Education and Local Economy Scrutiny Commission – May 2021

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Executive summary

The Covid-19 pandemic has had a fundamental impact on all parts of society, including on children. Whilst children have proven to be less affected by the virus physically, the emotional impact and interruption to education caused by the pandemic may have a lifelong impact, permanently affecting children's life chances.

Socioeconomic and structural factors have also meant that Covid-19 has had a disproportionate impact on children from disadvantaged backgrounds, particularly where remote schooling is concerned, with some children not having the equipment, access and space that would enable them to easily learn from home. These inequalities risk further increasing the educational attainment gap between richer and poorer pupils. The information received through our scrutiny review shows that, whilst there are real areas for improvement, schools, the Council, and other agencies have been proactive throughout the pandemic in responding to the challenges faced in delivering distanced learning whilst ensuring the wellbeing of children.

Our review into children's experiences and education during the Covid-19 pandemic, conducted during a short municipal year (due to the pandemic), has captured the views and experiences of headteachers, young people and also input from the cabinet member responsible for children and officers.

Our recommendations are focused on mental health, wellbeing and catchup and have been arrived at taking into account information received throughout the scrutiny review and other sources generally available online, particularly in relation to mental health which is an area that we have not received any direct detailed evidence on. At the end of this report are links to a number of articles and documents that provide detailed information on aspects of the impact of the Covid-19 pandemic that are not covered by this report, such as children at risk, and financial hardship.

Note: Changing circumstances and developments in relation to Covid-19 since the commencement of our review, including the easing of lockdown, improved test and trace, vaccine roll-out, school and local authority interventions such as allocation of laptops and provision of internet to pupils who have needed them, work around mental health support, and overall better preparedness to manage the virus has meant that some of the evidence gathered through our sessions are no longer as relevant or have become less of an issue. Some of this information has still been included in the report for background and context.

Summary of recommendations

The Commission's full recommendations are included in Part 4 of this report.

Mental health

Recommendation 1: The Commission recommends that the Council looks at additional steps to address the expected mental health crisis amongst children and young people, in particular whether the Council can **support**:

- the rollout of outreach support from the Nest to primary schools
- Additional support for peer-led mental health approaches
- Teachers who seek mental health support.

Wellbeing

Recommendation 2: The Commission recommends that the Council supports efforts to:

- Ensure young people get early and sufficient access to public spaces as they reopen, particularly libraries
- Agree access to green space in public schools
- Provide additional opportunities for extra-curricular activities for children who have missed out on these over the various lockdowns.

Catch-up

Recommendation 3: The Commission recommends that the Council advocates for schools to take an evidence-informed approach to any catch-up activity and ensures young people's voices are heard in approaches taken.

Recommendation 4: The Commission recommends that the Council provide more transparent structures and outputs from its task and finish group focused on narrowing the attainment gap and sharing what works in this area.

Recommendation 5: The Commission recommends that the Council updates its Digital Strategy and relevant priorities to ensure that households with school-age children have access to high-speed fixed-line or mobile connectivity (and where still relevant, sufficient devices) to enable them to make the most of digital learning approaches.

Part 1: Introduction and background

The national picture

1. The Covid-19 pandemic has had an unprecedented impact on the whole country and government policies with advice from Public Health England to manage the virus have meant that restriction of movement has been in place for over a year, impacting on the ability for schools to continue to provide education and support to children and young people.
2. Underneath the blanket nationwide restrictions, local circumstances and the local response will have made a significant difference to the degree in which children's education have been impacted. Well-resourced schools in areas with low social deprivation have been in a better position to adapt and respond to virtual schooling, allowing for continued learning and less interruption to the education of its pupils. Conversely, schools in areas of higher social deprivation will have faced more challenges and barriers including to pupils' ability to learn outside of the normal school environment, factoring in problems with many pupils' home environments as well as broader socioeconomic factors impacting on individual households.

The local picture

3. The Council has been working with schools and other agencies to mitigate the impact of Covid-19 on the educational system and schools. Activity to date has ranged from support with securing devices through to helping schools interpret national policy, from making adaptations to the physical space around schools to looking at what steps can be taken to narrow the attainment gap.

Council commitments

4. Included in the refreshed Borough Plan (agreed in November 2020) under the theme Great Start in Life ("GSL") are commitments in connection with educational attainment and mental health and wellbeing, these are:
 - Support schools to close the attainment gap and ensure children can catch up on education missed during Covid-19 (GSL1)
 - Support 100% of children and young people with a diagnosable mental health need (GSL2).
5. The milestones associated with commitment GSL1 in the Borough Plan performance schedules are:
 - Attainment and learning gaps identified by schools and RAG-rated ((red, amber, green rated; a rating of the current state of affairs) for all pupils who are, or who have fallen behind.
 - Online learning platform continuing professional development offered to all schools that need it.

- All schools have identified pupils without hardware or internet access.
 - Work with Regional Schools Commissioner to gather information about academies and promote online / remote learning via school communications.
6. The measures associated with commitment GSL1 are:
- Number of maintained schools tracking attainment gaps and providing appropriate intervention.
 - Number of maintained schools ready to provide remote learning.
7. The milestone associated with commitment GSL2 is:
- Work with Southwark NHS CCG to implement the recommendations of the Southwark Joint Review of Child and Adolescent mental Health and Emotional Wellbeing Services in Southwark.
8. The measures associated with commitment GSL2 are:
- Ensure that Council funding for Child and Adolescent Mental Health Services (CAMHS) is protected and increased in line with inflation.
 - Improved emotional wellbeing amongst children and young people through an investment in universal and targeted services.
 - Emotional Health and Wellbeing Support Services in Southwark Schools – number and percentage of schools
 - Parental Support Services – support satisfaction survey

Part 2: What we did

9. July 2020 meeting – The Commission interviewed Councillor Jasmine Ali the then, cabinet member for Children, Schools and Adult Care on Council activity in connection with children returning to school.
10. October 2020 meeting – The Commission received an update from Councillor Jasmine Ali the then deputy leader and cabinet member for Children, Young People and Schools, on Council activity in respect of children returning to school. The Commission also heard from headteachers, Cassie Buchanan and Helen Ingham; Suley Muhidin, communities projects officer; and Sydney and Peter, Southwark Young Advisors.
11. January 2021 meeting – The Commission heard from children/young people from Anima Youth on their experiences of education through the pandemic. The Commission also considered a written submission from Matt Jones, chair of Southwark Association of Secondary Headteachers.
12. February 2021 meeting – The Commission drafted its initial recommendations for consultation with the deputy leader and cabinet member for children, young people and education.

13. March 2021 meeting – The Commission received feedback from Councillor Jasmine Ali, deputy leader and cabinet member for Children, Young People and Education on the Commission’s initial draft recommendations.
14. April 2021 meeting – The Commission heard further from school children based in Southwark.

Part 3: What we found

This section provides a summary of the key takeaways from the Commission’s evidence sessions held between October 2020 and April 2021.

Cabinet member’s perspective

15. The Council had widened pavements and closed some streets in order to help schools implement new ways of working in light of Covid-19. The Council purchased laptops and delivered to disadvantaged children due to delay in government issuing laptops. Following the allocation of the laptops from government it was found that more were still needed.
16. Schools had prepared carefully for welcoming pupils back and had a significant focus on mental health and wellbeing as part of the enhanced PHSE curriculum. A free mental health service had been opened by the Council online and a drop in service became available to schools in August 2020 (the Nest).
17. School children for primary, nursery and secondary schools returned to school at the beginning of September with an attendance rate of around 90%, higher than anticipated. Parents were cautious around coughs and colds, but these concerns were being addressed by schools, clinical assessments and GP referrals. Schools were following up on absences, calling and visiting homes along with early help back to school teams and social workers. Attendance monitoring was also being undertaken by the Department for Education through daily submissions and information reported back weekly.
18. There had been an increase in parents opting for home education – schools were working hard to dissuade parents from this option. In light of ongoing concerns in this area, the Council has committed additional resources to increase officer capacity.
19. The failure to successfully introduce test and trace and lack of testing centres in 2020 meant that some teachers had to travel long distances in order to get tested, removing them from the teaching environment. The need to self-isolate if members of their household had tested positive for Covid-19 also had significant impact on teacher availability and school resources due to the need to employ standby teachers adding to the stress and strain of the teaching environment.

20. A Task and Finish Group has been set up by the lead cabinet member to look at the attainment gap and what has been working in schools, with a view to sharing that information.

Headteachers' perspective

21. Disparities that already existed within and across schools had become more pronounced during the pandemic and children who are very well supported at home would continue to rise at a greater pace in contrast to children who do not have holistic support.
22. A challenge for schools was how to give school leaders the headspace and capacity to do the school improvement work as well as keeping schools open.
23. There is an increasing number of children joining reception with diagnosed or undiagnosed special needs, particularly autism. Due to Covid-19 parents had not been able to utilise the organisations that would usually be available, or have access to the networks that they might have had access to previously to direct them to the right type of school to meet their children's needs.
24. Wellbeing of staff and leadership is a key challenge for schools – staff had been impacted by an increased workload, needing to manage teaching in class as well as providing home learning for children who were unable to physically attend school. There was a personal impact on teachers and their experiences around their own mental health or mental health of their families needed to be acknowledged. One of the main challenges of schools was staff absence either because of their own symptoms or household symptoms, particularly multiple occupancy households which typically affected younger teachers who live with many other people.

Perspectives and experiences of young people

25. Education, mental health and future employment are central concerns for young people. A key challenge for many young people is the issue of space, particularly during lockdown, some having to share bedrooms with siblings or have no access to a garden. Access to a laptop or computer was also identified as an issue, whilst many young people may have smartphones, the same amount do not necessarily have exclusive access to a laptop / computer. This had posed a real challenge around accessing education.
26. There were also issues around young people transitioning from secondary school to higher education / aspirations to go to university. Particularly with concerns around receiving a poor quality education/university experience in the context of Covid-19, not being able to receive the full university experience and personal development that comes with going off to university. This situation has led to some young people deciding to put further education on hold.

27. Physical space away from the home environment is needed to enable young people to be able to build on their aspirations. Through the lockdown period young people had to be more innovative and resourceful and required space to pursue creative interests such as music, arts and crafts.
28. Self-confidence of some pupils preparing for A-levels had been lost due to them not having the GCSE exam experience. It had also been a challenge reverting back to the pre-Covid-19 work ethic that had been lost during lockdown. For some students, adapting to the shifting environment between virtual learning and returning to school was also a major challenge.
29. Young people have missed out on opportunities that would have normally been afforded them as a lot of projects that would usually be available had to be put on hold.
30. We heard from a group of young female pupils that had worked with Anima Youth, a local charity, who shared their experiences of education and returning to school. We also heard from additional Southwark students to supplement the evidence that the Commission received via Anima Youth's service users. Some of the comments and issues expressed by the pupils are set out below:
 - The way a school responds to the pandemic and communicates with pupils has an impact on how well pupils respond to change. The experience of pupils was mixed in this regard, and some pupils we heard from did attend schools in other boroughs.
 - Some pupils felt that schools were not taking into consideration pupil's personal circumstances in their expectations about home-working
 - Pupils felt they were having to teach themselves and then receiving homework on top of this
 - Several pupils were having to deal with issues like poor Wi-Fi or insufficient/absent broadband, resulting in children falling behind on work
 - Some pupils felt that the quality of some lessons had gone down significantly, and their education would benefit from even limited in-person classes/workshops to "troubleshoot", should there be another lockdown in the future
 - Uncertainty regarding whether pupils would be taking exams had caused anxiety, as had children not knowing what their grades were going to be based on
 - Pupils praised some schools that had encouraged students to talk about mental health and agreed peer-led mental health support could be helpful.
31. Pupils were asked about the idea of repeating the year if the situation had got back to normal by September 2021. All the pupils expressed concern of having to repeat the year, with expressions of feeling left behind in life, of already having missed lots of content even though online learning had been provided with concern about being able to retain what had been learnt due to preference in learning styles i.e., learning better in a classroom setting. The thought of have to repeat a year was not appealing, and there was a desire for a fresh start at university at the expected age of 18.

32. We asked students whether they felt the schools were doing much to prepare them for transition and whether they felt able to properly plan. The response from the pupils was mixed with some pupils feeling kept well informed and others feeling that the next step had been neglected within their school.
33. We asked the students what they felt most anxious about in terms of going back to school. The pupils indicated that they were anxious about whether they were going to get the desired grades, whether they were going to have to start making applications and personal statements when they hadn't fully had a normal 6th form experience. One student felt it would be helpful if there was a structured plan setting out the required focus on academics and on next steps and that this should be planned out with students so that they could mentally prepare themselves. It was also suggested that schools provide revision resources and rehearse content again as it was felt that content being taught during lockdown would not be retained as well.
34. Pupils suggested that should lockdowns be needed in the future, they would greatly prefer some sort of partial lockdown where schools are allowed to open periodically to provide pupils with some in-person support on topics or matters that they are struggling with in a remote context,, rather than having schools fully closed to pupils who are not deemed vulnerable or to be the children of key workers.
35. Pupils also suggested that some adaptations that have arisen during the Covid pandemic would be good to maintain, such as the use of Google Classroom as a tool for assigning homework, which the pupils we spoke to preferred.

Summary of perspectives

36. Overall, the key issues identified across these sessions were:
 - Releasing headspace for school leaders to enable them the capacity to focus on school improvement tasks.
 - Supporting student transitions, including SEN (from nursery to apprenticeships) getting them ready for the next stage – what is there in Southwark to support students.
 - Linking schools into networks (local and national) to enable the sharing of best practice and planning
 - The provision of a physical space(s) for young people who are not able to focus at home and need a space for extra and independent learning (libraries were closed at the time of this session, but do continue to have limited access).
 - Provision of online virtual learning spaces to enable students to be able work together and in-person troubleshooting sessions in the case of any future lockdowns.
 - Provision of reliable home broadband connections to facilitate virtual learning

- Management of place planning and support to parents/carers (particularly in relation to SEN), so that parents are picking the right school for their child, especially whilst parents/carers are not able to visit schools due to the pandemic.
- Ensuring any approach to catch-up for students does not increase the strain on pupils, and emphasises extracurricular activity too.

Part 4: Recommendations

Mental health

37. **Recommendation 1:** The Commission supports the Council's efforts to better support the mental health of children and young people as outlined in submissions to the Commission and the announcements in February's Council Assembly. **The Commission recommends that the Council looks at additional steps to address the expected mental health crisis amongst children and young people,** in particular whether the Council can **support:**
- **the rollout of outreach support from the Nest to primary schools** as well as secondary schools
 - **Additional support for peer-led mental health approaches** (e.g. peer counselling and mental health first aid training) in schools
 - **Teachers who seek mental health support,** and aid efforts to ensure that teachers do not have any mental health support sought via the school or otherwise flagged on their records.

Wellbeing

38. **Recommendation 2:** The Commission recommends that the Council supports efforts to:
- **Ensure young people get early and sufficient access to public spaces** as they reopen, particularly libraries
 - **Agree access to green space in public schools** for Southwark's children and more generally ensure young people have sufficient access to green space and outdoor activities
 - **Provide additional opportunities for extra-curricular activities for children** who have missed out on these over the various lockdowns.

Catch-up

39. **Recommendation 3:** The Commission recommends that the Council advocates for schools to take an evidence-informed approach to any catch-up activity and ensures young people's voices are heard in approaches taken. The Commission recommends the Council seeks to understand children's concerns that intense catch-up activity over the summer could put further strain on students and should not be done at the expense of providing children with opportunities to take part in additional extracurricular activity. This is particularly important given that children that such

social experiences have been missed as a result of the pandemic and would otherwise play an important role in supporting children's mental health and wellbeing.

40. **Recommendation 4: The Commission recommends that the Council provide more transparent structures and outputs from its task and finish group focused on narrowing the attainment gap** and sharing what works in this area.
41. **Recommendation 5: The Commission recommends that the Council updates its Digital Strategy and relevant priorities to ensure that households with school-age children have access to high-speed fixed-line or mobile connectivity (and where still relevant, sufficient devices) to enable them to make the most of digital learning approaches.** The Commission acknowledges the fantastic efforts of schools and the Council to address immediate access and device needs of students across the borough. However, the pandemic has highlighted an important new front for the Council's evolving approach to digital inclusion which will need sustained long term focus.

Acknowledgements

The Chair would like to thank the Head of Scrutiny, Everton Roberts for providing invaluable support to the Commission in its investigations and assisting with the drafting of this report; as well as to all the officers and lead cabinet member, Cllr Jasmine Ali, who provided a wealth of helpful information to the Commission; and all of the people who spoke to the Commission. In particular the Chair extends his thanks to the children who spoke to the Commission and openly shared the effect that the Covid-19 pandemic has had on their education and wellbeing. Finally, the Chair would also like to give a special thank you to all of the Commission members for their ongoing commitment to improving the lives of Southwark's children; to Cllr Anood Al-Samerai, the Vice-Chair of the Commission; and to the reserve members who were particularly active in our investigations this year: Cllr Radha Burgess, Cllr Jason Ochere and Cllr Humaira Ali.

Cllr Peter Babudu

Chair, Education and Local Economy Commission

Appendix 1: List of interviewees and contributors

Commission members

Councillor Peter Babudu (Chair)
 Councillor Anood Al-Samerai (Vice-Chair)
 Councillor Karl Eastham
 Councillor Eleanor Kerslake
 Councillor Richard Leeming
 Councillor Eliza Mann
 Councillor Michael Situ
 Martin Brecknell (co-opted member – Education)
 Lynette Murphy-O'Dwyer (co-opted member – Education)
 Nicole Gordon (co-opted member – Business)
 Councillor Humaira Ali (Reserve member)
 Councillor Radha Burgess (Reserve member)
 Councillor Jason Ochere (Reserve member)

Other Council contributors

Councillor Jasmine Ali
 Nina Dohel, Director of Education
 Jenny Brennan
 Suley Muhidin, Communities Projects Officer (Young People Lead)
 Southwark Young Advisors, Peter and Sydney
 Everton Roberts, Head of Scrutiny
 Alfred Hamilton, Intern, Scrutiny Team

Other contributors

Cassie Buchanan, Headteacher
 Helen Ingham, Headteacher
 Matt Jones, Headteacher
 Anima Youth (staff and service users)
 Southwark students

Appendix 2: Links to Identified online articles

The Children's Society: Impact of Covid-19 on Children and Young People - <https://www.childrenssociety.org.uk/sites/default/files/2021-01/the-impact-of-Covid-19-on-children-and-young-people-briefing.pdf>.

BBC article - <https://www.bbc.co.uk/news/health-55863841>

LSE report on the effect of school closures - <https://cep.lse.ac.uk/pubs/download/cepCovid-19-001.pdf>

Impact on Children's Mental Health - <https://www.mentalhealth.org.uk/publications/impacts-lockdown-mental-health-children-and-young-people>

Concerns over Children Becoming Less Active - <https://www.theguardian.com/sport/2021/mar/05/survey-shows-uk-parents-concern-over-Covid-effect-on-childrens-activity>

BBC Understanding the impact of Covid-19 on children and young people - <https://www.bbcchildreninneed.co.uk/wp-content/uploads/2020/11/CN1081-Impact-Report.pdf>.

BBC How Covid-19 is Changing the World's Children - <https://www.bbc.com/future/article/20200603-how-Covid-19-is-changing-the-worlds-children>.

Local Economy: Revitalising Southwark's High Streets and Town Centres

Report of the Education and Local Economy Scrutiny Commission – May 2021

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Executive summary

This report summarises the Commission's investigation into the impact of the Covid-19 pandemic on businesses and the future of our High Streets and Town Centres. It recognises that our high streets have been seeing significant reduction in footfall for a number of years with an increased trend towards online shopping, that has accelerated due to the pandemic and subsequent lockdowns.

There have been numerous detailed studies and ongoing work around the importance, challenges and benefits of high streets and town centres which provide invaluable information and recommendations around suggested approaches to the sustainability of healthy functioning high streets and town centres, which we are sure will feed into the development of the Council's action plan. Our report therefore does not attempt to replicate that.

The focus of the report, produced during a short municipal year (due to the Covid-19 pandemic), is limited to the findings from our evidence gathering sessions and seeks to provide the cabinet/cabinet member with a number of practical suggestions by way of recommendations that we think should be factored into the development of the Council's action plan.

We had expected at the beginning of the scrutiny review to have had the benefit of considering the Council's action plan for the revitalisation of high streets and town centres. However due to subsequent lockdowns, there has been a delay in the development of the action plan due to resources in the local economy team needing to be focussed on the continued direct support to businesses through the allocation of grants. We note however that once the action plan starts to be developed that it will be submitted to the Commission for input.

It is hoped that the recommendations arising from our initial investigation will assist in the delivery of the Council's aim in revitalising high streets and town centres as part of its Renewal and Recovery Plan.

The information gathered through our evidence sessions and other sources point towards the Council having a pivotal role to play in the future success of our high streets, a move towards increased community ownership and a greater focus of health and wellbeing on the high streets.

Summary of recommendations

The Commission's full recommendations are included in Part 4 of this report.

Mapping

Recommendation 1: The Commission recommends the Council maps Southwark's various local economies as part of the implementation of its economic renewal plan.

Ownership and Landlords

Recommendation 2: The Commission recommends that the Council actively explores supporting new community ownership structures. To practically support this, the Commission recommends the Council reviews its existing asset portfolio with a focus on identifying which assets present the strongest case for going into community ownership.

Recommendation 3: The Commission recommends that the Council explore early involvement with the GLA's nascent Landlords' Charter as a means of getting private developers and landowners to support more community-led activity.

Innovation

Recommendation 4: The Commission recommends the Council take a more active role in finding creative new uses for the high street, with an explicit focus on place making that creates community wellbeing spaces and a greater health focus for high streets and town centres.

Recommendation 5: The Commission recommends that the Council ensures that the funding from Arts Council England has been used effectively and restarts work on a "Cultural Compact", creating a strategic partnership between the borough's cultural and creative industries, education providers and the health sector to drive forward the Council's recovery plans.

Recommendation 6: The Commission notes the immense impact that measures related to the pandemic are having on young people and **supports the Council's commitment to maximising apprenticeship opportunities and using initiatives like the Southwark Pioneers Fund to support young entrepreneurs.**

Recommendation 7: The Commission recommends that the Council also explores:

- **Creating incubator hubs on high streets to showcase and support new and diverse economic uses such as social enterprises**
- **Making targeted funds available to support high streets in lieu of funds such as the High Street Challenge. These funds should be explicitly focused on helping businesses reconfigure and test new innovations in response to shifting trends in high streets and town centres.**

Part 1: Introduction and background

The national picture

1. It is well documented that high streets and town centres have for some time been in steady decline through the development of out of town shopping and more recently the move towards online shopping. This decline is forcing a rethink on the role of town centres and for high streets if they are to continue to be beneficial to the businesses and resident populations they serve.
2. There has been a cumulative problem with footfall since the last recession, if not before, with footfall down 20.5%, between 2010 and 2013. Footfall was down 64% in 2020 (partly due to lockdown), and is unlikely to return to pre-pandemic levels due to habits formed during the lockdown.
3. Online shopping in particular has seen a steady rise between 2007 and 2019 and due to pandemic it has reached a share of consumer spending that was not predicted to occur until 2030. There have been large numbers of store closures across the country occurring at an accelerated rate compared to pre-pandemic predictions. Retail vacancies of 10.3% in 2019, rose to 13.2% in 2020. Shopping centre vacancies are at 16.3% as of January 2021. 750 multiples (i.e. chain stores) closed in January 2021. The position for retail will be further impacted when the government's furlough scheme comes to an end with an anticipated increase in high street store closures.¹
4. A [High Streets Task Force](#) was established in 2019 by the national government to provide support to local leaders in town centres and high streets in England. The task force focuses on supporting places to redefine their high streets and town centres, and on helping places navigate the effects of Covid-19, including through resources such as a Covid-19 Recovery Framework.
5. There have been numerous detailed research studies into the issue of high streets and town centres, for which documents and articles have been published online. Links to some of that research is included at the end of this report.

The local picture

6. In Southwark, footfall is significantly down in some areas with estimates as high as 50%, particularly where areas are reliant on office based workers such as Bankside. Occupancy rates of hotels and impact on hospitality sector and consumer facing businesses, such as pubs, restaurants and gyms have been significantly impacted.
7. There is concern over rising redundancies, particularly in the hospitality sector, and through businesses downsizing due to less space requirements or to reduce costs. There are also concerns coming from businesses on whether they will be able to continue due to long periods where businesses have not seen customers at levels they

¹ Source – Ben Stephenson, Place making consultant and Expert for the High Streets Task Force

are used to and need in order to survive. There are also concerns around employee wellbeing.

8. Evidence suggests that some businesses have thrived during the pandemic through an increase in people shopping local. Other initiatives that have been implemented locally, such as the introduction of 'low traffic neighbourhoods' throughout the borough, have impacted different businesses in positive and negative ways according to local businesses.
9. There are also potential challenges for high streets and town centres from changes in legislation. There is concern that the impact of permitted development rights legislation could see commercial properties being lost to residential where empty properties arise on our high streets, fundamentally changing the nature of the high street in ways that may accelerate its decline.

Council commitments

10. The Council committed in its March Council Assembly meeting to develop a dedicated cross-Council Town Centres and High Streets Framework that will inform the broader economic renewal plan. The intention is that this Framework will help to deliver the Council Plan commitment to "Help Southwark's high streets to be thriving and vibrant, seeking to achieve full occupancy and encourage residents to shop local". The intention is that the Framework will align with all other council plans and strategies with relevance to town centres, high streets and neighbourhoods, as well as to "Southwark Stands Together"; the Council's response to the Black Lives Matter movement and longstanding racial inequalities in and beyond the borough.
11. Beyond this most recent commitment there are several commitments relevant to high streets included in the refreshed Borough Plan (agreed in November 2020) under the theme Green and Inclusive Economy (GIE), including:
 - Help Southwark's high streets to be thriving and vibrant, seeking to achieve full occupancy and encourage residents to shop local (GIE5)
 - Develop a night-time economy plan to ensure Southwark's rich nightlife flourishes post COVID (GIE14).
12. The measures associated with commitment (GIE5) in the Borough Plan performance schedules is to develop a coordinated cross-Council action plan that will support the development of thriving and vibrant high streets and town centres
13. The milestones associated with commitment (GIE5) are the number of empty shop units on Southwark high streets and in Council buildings; vacancy rate for shops on Southwark high streets; and exploring options for measuring data on local town centre use with partners such as business improvement districts (BIDS) and the GLA

14. The milestone associated with commitment (GIE14) is as part of the work developing the Town Centres and High Streets Action Plan, develop a cross-Council plan to develop Southwark's Night Time Economy.

Part 2: What we did

15. July 2020 meeting - The Commission interviewed the cabinet member for Jobs, Business and Innovation on the Council's response to supporting business resilience in response to Covid-19 at the July 2020 meeting.
16. October 2020 meeting - Co-opted a business spokesperson for the 2020/21 year, Nicole Gordon, Chief Executive of Better Bankside Business Improvement District, received a briefing from the strategy and partnerships manager and the cabinet member for Jobs, Culture and Skills on the development of a proposed action plan for the revitalisation of high streets and town centres.
17. January 2021 meeting – Heard from expert witnesses, Power to Change an independent charitable trust that supports and develops community businesses in England and Ben Stephenson, Place making Consultant, High Street Task Force expert and BIDs advisor.
18. February 2021 meeting – The Commission drafted its initial recommendations for consultation with the Cabinet Member for Communities, Equalities and Neighbourhoods.
19. March 2021 meeting – Received a verbal update from cabinet member for Communities, Equalities and Neighbourhoods on progress of the development of the high streets and town centres action plan and feedback on the Commissions initial draft recommendations.
20. April 2021 meeting – The Commission heard from several businesses that are members of the Southwark Chamber of Commerce. Businesses spoke about the impacts on Southwark's high streets and town centres of the pandemic, and the changing needs and expectations of the public in light of the pandemic.

Part 3: What we found

The Commission's main findings fell into three main areas, mapping, ownership and landlords, and innovation:

Mapping

21. The briefing from the strategy and partnerships manager and the cabinet member for Jobs, Culture and Skills identified that mini local economies exist that are not included in the New Southwark Plan (Retail and Town Centre Uses, December 2019), which sets out the Council's approach to retail and town centre uses. It was explained that the

locations included in the New Southwark Plan would be the starting point and that other local economies would be identified as part of a separate exercise.

22. We felt it important that a mapping exercise is undertaken to capture these mini local economies, to ensure that we develop a comprehensive understanding of how the diversity of the borough is reflected in its economy and that they are factored into the Council's economic renewal plan.

Ownership and Landlords

23. The presentation from Power to Change made the case for greater community ownership, demand for which is increasing across the country and signalled the need for local authorities to adopt the role as curator of town centres and linking communities to vacant properties, and for there to be greater transparency of the ownership of some high street properties as some of the time it was unclear who owned some of the vacant properties. Assets are at the core of the business model and is central to community businesses.
24. Local authorities are not the only stakeholders and there is a rising recognition among developers and property owners, as reflected by contributions to the Commission from members of the Southwark Chamber of Commerce, including British Land, that they need to diversify if they are to increase footfall and continue to receive rent on property that they own in high streets and town centres. One of the key ways of doing this is through the introduction of diverse community businesses, such as art centres, community pubs and other places offering creative activities. There are already some community businesses in Southwark, such as the Ivy House pub in Nunhead which is "London's first co-operatively owned pub", the Ceramics Studio Co-op in Bermondsey, or the community-owned London Mutual Credit Union which has two branches in Southwark (in Peckham and the Walworth Road).
25. An initiative being developed is 'the Good Landlords Charter' which is around thinking about how private developers and landowners can really support local community led activity.

Innovation

26. Increasingly people are looking to high streets and town centres to provide an experience that cannot be matched online. The "destination space" that drives people to the high street is really important and there is a role for the Council to play in convening discussions around local places.
27. The Commission noted that development of Southwark's Cultural Compact, launched with the help of funding from Arts Council England, had to be paused due to the pandemic. However, other boroughs that had received similar funding have re-launched their efforts, revisiting emerging models in light of the impact of Covid-19. The Commission is concerned that Southwark may lose the funding from Arts Council England if work on our Cultural Compact does not recommence soon.

Part 4: Recommendations

Mapping

28. **The Commission recommends the Council maps Southwark's various local economies as part of the implementation of its economic renewal plan**, ensuring we develop a comprehensive understanding of how the diversity of the borough is reflected in its economy

Ownership and Landlords

29. Building on previous recommendations from this Commission, **the Commission recommends that the Council actively explores supporting new community ownership structures**. To practically support this, the Commission recommends the Council reviews its existing asset portfolio with a focus on identifying which assets present the strongest case for going into community ownership.
30. **The Commission recommends that the Council explore early involvement with the GLA's nascent Landlords' Charter as a means of getting private developers and landowners to support more community-led activity.**

Innovation

31. The Commission supports the Council's existing efforts to support high streets and town centres, both through its emerging economic renewal plan and existing policies e.g. on encouraging beneficial meanwhile uses of vacant property. **The Commission recommends the Council take a more active role in finding creative new uses for the high street, with an explicit focus on place making that creates community wellbeing spaces and a greater health focus for high streets and town centres.**
32. The Commission notes that Southwark Council was one of a small number of councils to receive funding from Arts Council England to establish a Cultural Compact, but unlike other councils has paused work on its compact during the pandemic. The Commission notes that other councils who have received funding from ACE are continuing to develop their compacts and are using them as vehicles to co-ordinate their recovery from Covid-19. **The Commission recommends that the Council ensures that the funding from Arts Council England has been used effectively and restarts work on a "Cultural Compact", creating a strategic partnership between the borough's cultural and creative industries, education providers and the health sector to drive forward the Council's recovery plans.**
33. The Commission notes the immense impact that measures related to the pandemic are having on young people and supports the Council's commitment to maximising apprenticeship opportunities and using initiatives like the Southwark Pioneers Fund to support young entrepreneurs.

34. The Commission recommends that the Council also explores:

- **Creating incubator hubs on high streets to showcase and support new and diverse economic uses such as social enterprises**, especially those led by young people and others disproportionately impacted by the pandemic
- **Making targeted funds available to support high streets in lieu of funds such as the High Street Challenge**, which have been spent down during the emergency response to supporting business through Covid. **These funds should be explicitly focused on helping businesses reconfigure and test new innovations in response to shifting trends in high streets and town centres.** This should involve the following:
 - Enabling the borough's high streets to increase their use of digital products and services to reach new customers
 - Improving digital and physical connections and accessibility to high streets and urban centres that enable local businesses to reach new and diverse audiences
 - Ensuring that the borough's high streets are connected to high speed fixed-line or mobile broadband
 - Enable the borough's retail, hospitality and leisure sectors to develop green, low-carbon and low-emission delivery services using electric vehicles or similar
 - Ensuring that the borough's high streets become attractive shopping destinations to encourage local footfall and support active travel – aligned with the Council's low-traffic strategies
 - Enabling the establishment of new spaces or animation of existing spaces that improve the local experience and support health, wellbeing and social interaction.

Acknowledgements

The Chair would like to thank the Head of Scrutiny, Everton Roberts for providing invaluable support to the Commission in its investigations and the drafting of this report; all the officers who gave a frank account of current Council ambitions in this area; and the many people and organisations who spoke to the Commission at great length about the current state of high streets and town centres in Southwark and beyond. The Chair would also like to thank all of the Commission members for their commitment to ensuring Southwark's high streets and town centres can well serve the changing needs of Southwark's population in the coming years. Finally the Chair would like to extend special thanks to Nicole Gordon, who agreed to be co-opted to the Commission to provide additional local business expertise, greatly improving the quality of the Commission's work; to Cllr Anood Al-Samerai, the Vice-Chair of the Commission; and to our particularly active reserve members, Cllr Radha Burgess, Cllr Jason Ochere and Cllr Humaira Ali.

Cllr Peter Babudu

Chair, Education and Local Economy Commission

Appendix 1: List of interviewees and contributors

Commission members

Councillor Peter Babudu (Chair)
 Councillor Anood Al-Samerai (Vice-Chair)
 Councillor Karl Eastham
 Councillor Eleanor Kerslake
 Councillor Richard Leeming
 Councillor Eliza Mann
 Councillor Michael Situ
 Martin Brecknell (co-opted member – Education)
 Lynette Murphy-O'Dwyer (co-opted member – Education)
 Nicole Gordon (co-opted member – Business)
 Councillor Humaira Ali (Reserve member)
 Councillor Radha Burgess (Reserve member)
 Councillor Jason Ochere (Reserve member)

Other Council contributors

Councillor Stephanie Cryan, Cabinet Member for Jobs, Culture and Skills
 Councillor Alice Macdonald, Cabinet Member for Communities, Equalities and Neighbourhoods
 Danny Edwards, Strategy and Partnerships Manager / Head of Local Economy
 Everton Roberts, Head of Scrutiny
 Alfred Hamilton, Intern, Scrutiny Team

Other contributors

Nick Plumb, Power to Change
 Ben Stephenson, Place making Consultant, High Street Task Force expert and BIDs advisor
 Southwark Chamber of Commerce (following the April meeting)

Appendix 2: Links to Identified online articles

Build Back Better - <http://www.vanishinghighstreet.com/wp-content/uploads/2020/06/Grimsey-Covid-19-Supplement-June-2020.pdf>

New Life for the High Street - <https://www.smf.co.uk/publications/new-life-for-the-high-street/>. Full report - <https://www.smf.co.uk/wp-content/uploads/2020/07/New-life-for-the-high-street-July-2020.pdf>

Democratic by Design: A new Community Wealth Building Vision for the British Economy After Covid-19 - <https://www.common-wealth.co.uk/reports/democratic-by-design>.

How to Make Cities More Liveable After Covid-19 - <https://www.ft.com/content/d7c6cdc6-5e5c-47bd-bc3f-1719953c2ef0>

Create New 'Health Hubs' for High Streets After the Pandemic - <https://www.smf.co.uk/create-new-health-hubs-for-high-streets-after-the-pandemic/>

LSE 'High Streets for All' – http://eprints.lse.ac.uk/85315/1/high_streets_for_all_report_web_final.pdf.

'Community Ownership Key to Survival of Britain's High Streets' <https://www.powertochange.org.uk/news/community-ownership-key-survival-britains-high-streets/>.

Item No. .	Classification: Open	Date: 19 July 2021	Meeting Name: Education and Local Economy Scrutiny Commission
Report title:		Education and Local Economy Scrutiny Commission Work Programme 2021-22	
Ward(s) or groups affected:		N/a	
From:		Head of Scrutiny	

RECOMMENDATIONS

1. That the education and local economy scrutiny commission note the work programme as at 19 July 2021 attached as Appendix 1.
2. That the education and local economy scrutiny commission consider the addition of new items or allocation of previously identified items to specific meeting dates of the commission.

BACKGROUND INFORMATION

3. The general terms of reference of the scrutiny commissions are set out in the council's constitution (overview and scrutiny procedure rules - paragraph 5). The constitution states that:

Within their terms of reference, all scrutiny committees/commissions will:

- a) review and scrutinise decisions made or actions taken in connection with the discharge of any of the council's functions
- b) review and scrutinise the decisions made by and performance of the cabinet and council officers both in relation to individual decisions and over time in areas covered by its terms of reference
- c) review and scrutinise the performance of the council in relation to its policy objectives, performance targets and/or particular service areas
- d) question members of the cabinet and officers about their decisions and performance, whether generally in comparison with service plans and targets over a period of time, or in relation to particular decisions, initiatives or projects and about their views on issues and proposals affecting the area

- e) assist council assembly and the cabinet in the development of its budget and policy framework by in-depth analysis of policy issues
 - f) make reports and recommendations to the cabinet and or council assembly arising from the outcome of the scrutiny process
 - g) consider any matter affecting the area or its inhabitants
 - h) liaise with other external organisations operating in the area, whether national, regional or local, to ensure that the interests of local people are enhanced by collaborative working
 - i) review and scrutinise the performance of other public bodies in the area and invite reports from them by requesting them to address the scrutiny committee and local people about their activities and performance
 - j) conduct research and consultation on the analysis of policy issues and possible options
 - k) question and gather evidence from any other person (with their consent)
 - l) consider and implement mechanisms to encourage and enhance community participation in the scrutiny process and in the development of policy options
 - m) conclude inquiries promptly and normally within six months
4. The work programme document lists those items which have been or are to be considered in line with the commission's terms of reference.

KEY ISSUES FOR CONSIDERATION

- 5. Set out in Appendix 1 (Work Programme) are the issues the education and local economy scrutiny commission is due to consider in 2021-22.
- 6. The work programme is a standing item on the education and local economy scrutiny commission agenda and enables the commission to consider, monitor and plan issues for consideration at each meeting.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
Education and Local Economy Scrutiny Commission agenda and minutes	Southwark Council Website	Everton Roberts 020 7525 7221
Link: https://moderngov.southwark.gov.uk/ieListMeetings.aspx?Committeeld=518		

APPENDICES

No.	Title
Appendix 1	Work Programme 2021-22

AUDIT TRAIL

Lead Officer	Everton Roberts, Head of Scrutiny	
Report Author	Everton Roberts, Head of Scrutiny	
Version	Final	
Dated	9 July 2021	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	No	No
Strategic Director of Finance and Governance	No	No
Cabinet Member	No	No
Date final report sent to Scrutiny Team	9 July 2021	

Education and Local Economy Scrutiny Commission Work Programme – 2021-22

Meeting	Agenda items	Comment
19 July 2021	Future of Children's Education and Youth Provision in Southwark	
	<ul style="list-style-type: none"> • Youth New Deal and Youth Services Update 	
	<ul style="list-style-type: none"> • SEND provision and review 	
	Future of Work and Enterprise in Southwark	
	<ul style="list-style-type: none"> • GoodPeople 	
	<ul style="list-style-type: none"> • Social Investment Business Group 	
	<ul style="list-style-type: none"> • Overview of apprenticeships, internships and enterprise support – Cabinet Member Briefing 	
	Follow up from 2020-21 Year	
	<ul style="list-style-type: none"> • Southwark Equalities Framework – Cabinet Report [13 July 2021] 	

Meeting	Agenda items	Comment
29 September 2021	Future of Children's Education and Youth Provision in Southwark	
	<ul style="list-style-type: none"> • Pupil Places: Looking at shortfalls in primary pupil numbers across the borough 	
	<ul style="list-style-type: none"> • SEND Review – To receive evidence from Cabinet Member and Officers 	
	Future of Work and Enterprise in Southwark	
	<ul style="list-style-type: none"> • Adult retraining 	
	Follow up from 2020-21	
	<ul style="list-style-type: none"> • Children's Experience and Education during Covid-19 Pandemic – Cabinet Response 	For noting
	<ul style="list-style-type: none"> • Revitalising Southwark's High Streets and Town Centres – Cabinet Response 	For noting
16 November 2021	Follow up from 2020-21 Year	
	<ul style="list-style-type: none"> • Exclusions and Alternative Provision – Update on implementation of scrutiny recommendations 	
1 February 2022	Follow up from 2020-21 Year	

Meeting	Agenda items	Comment
	<ul style="list-style-type: none"> • Procurement: Accessibility and Social Value – Update on implementation of Scrutiny Recommendations 	
8 March 2022	Cabinet Member Interview – Deputy Leader and Cabinet Member for Children, Young People and Education Finalisation of any scrutiny reviews if not concluded earlier	Reviews must be concluded by this date due to Local Govt Elections

To be confirmed

	Economic Renewal Plan (High Streets and Town Centres)	
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Education and Local Economy Scrutiny Commission

MUNICIPAL YEAR 2021-22

AGENDA DISTRIBUTION LIST (OPEN)

NOTE: Original held by Scrutiny Team; all amendments/queries to Fitzroy Williams Tel: 020 7525 7102

Name	No of copies	Name	No of copies
Electronic Copy		Joseph Brown – Cabinet and Public Affairs Manager	
Members:		Paul Wendt, Liberal Democrat Group Office	
Councillor Peter Babudu		Pavle Popovic – Liberal Democrat Group Office	
Councillor William Hougbo			
Councillor Radha Burgess			
Councillor Karl Eastham			
Councillor Nick Johnson			
Councillor Eleanor Kerslake			
Councillor Michael Situ			
Education Representatives			
Martin Brecknell			
Lynette Murphy O'Dwyer			
Mannah Kargbo			
Marcin Jagodzinski			
Reserves Members			
Councillor Anood Al-Samerai			
Councillor Humaira Ali			
Councillor Maggie Browning			
Councillor James Coldwell			
Councillor Sirajul Islam			
Councillor Richard Leeming			
Councillor James McAsh			
		Dated: June 2021	