

Item No. 12.	Classification: Open	Date: 18 July 2022	Meeting Name: Cabinet
Report title:		Southwark Stands Together Annual Report	
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 Stands Together came about as a result of the horrific murder of George Floyd and the subsequent global protests that brought into sharp focus the inequalities, racism and discrimination that still exist. The impact of the COVID-19 pandemic and the disproportionate number of Black, Asian and minority people dying spoke loudly about the impact of the health and other inequalities they have been experiencing for years. These two monumental events helped to unite us as a borough, to face head on structural inequalities and to resolve to bring about positive change to address them. This began with an in depth listening exercises with our communities. From June-August 2020, over 1,500 people took part, speaking of their lived experience of inequality and injustice and identifying areas for action.

Two years on, this report sets out progress to date against the key themes identified by our communities and our staff; employment and business, education, health, culture, communities, relationships with the police, the public realm and our workforce. It sets out what action has been taken, from agreeing anti – racist pledges, which we have embedded into all our work, establishing a new Youth Independent advisory group to improve relationships with the police, to reviewing our grants and taking action to make our council workforce more representative.

We know there is still a huge amount to do to make the long-term change needed. It reaffirms our commitment to put equality, justice and standing against all forms of discrimination and racism at the centre of how the council will work to become an anti-racist organization, working with our communities to co-produce and implement solutions.

I want to thank everyone who has contributed to this work over the last twelve months. We know change does not happen overnight – that we will not eradicate racism and discrimination in a flash. We know this will take each one of us to play our part and to work together. But together we can do it. We have a proud history of tackling inequalities in Southwark We have built on the progress we have made in the first year, and it gives us the confidence to keep on going forwards to a better, fairer and more just future for all in our community.

RECOMMENDATIONS

That Cabinet:

1. Notes the progress made against the eight workstreams outlined in the Southwark Stands Together (SST) annual report (Appendix 1).
2. Notes that Southwark Council has been shortlisted in the Diversity & Inclusion category of the 2022 Local Government Chronicle (LGC) Awards for its work with LHC on the creation of London's first diverse architects framework, where smaller black and minority ethnic led practices have the opportunity to tender for future projects.
3. Reaffirms its commitment to SST programme delivery, and asks that Chief Officer Team, as the senior steering group for the programme, review activity and next steps to ensure the progress made in the last year is sustained and accelerated.

BACKGROUND INFORMATION

Southwark Stands Together, our Commitment for Racial Equalities

4. Southwark Council promotes the basic rights of all people to equality and justice. Southwark Stands Together is our local call to unity, support and action. It is a long-term programme of positive action for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality.
5. Following the call to action in June 2020, some 1,500 people directly participated in a summer listening exercise. The purpose of this was to identify issues of concern of racism and discrimination locally, listen to people from Black, Asian and minority ethnic communities about their experience and learn from our residents and council colleagues about how the council can become an anti-racist organisation. All undertaken in the middle of a global pandemic with the resultant (and continuing) impact on our community, council services and staff.
6. A comprehensive report followed to Cabinet on 8 September 2020 setting out what the community had told us of their experience of racism, racial inequalities and injustice. It proposed the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations, grouped together by work streams.
7. Following the election of a new Leader and Cabinet, a further report to Cabinet on 20 October 2020 reaffirmed the council's commitment to SST agreeing priority recommendations for action from issues that arose through the listening exercise. These were embedded as topline commitments into the refreshed borough plan in November 2020.
8. An annual progress report was presented to the Cabinet in July 2021,

setting out the progress made in implementing the actions under each of the eight workstreams. This report, in Appendix 1, builds on last year's report and details the work undertaken since last year to take forward actions to promote race equality. The Council continues to take measure that aim to make Southwark a borough free of racial discrimination, where people enjoy equal access to services and employment, based on their ability and merit, and where people from all backgrounds are encourage and support to reach their full potential.

KEY ISSUES FOR CONSIDERATION

9. The annual report sets out progress and achievement of Southwark Stands Together over the last year, including good practice and learning from the programme and identifies next steps in each area of work.
10. The annual report sets out the actions that have taken place on the eight workstreams that came about because of the listening and learning that was undertaken during 2020. Those exercises helped to inform how the Council should remodel its engagement with communities and improve its approach in reporting progress on the work to tackle and address inequalities.
11. Alongside reporting progress to Members on the implementation of the SST workstreams, officers will be reporting to the community on work to tackle inequalities. This includes building on good practice underway such as progress in collecting more lived experience examples across the council, for example through the health theme where we have reached out through our Community Health Ambassadors. Our 'Breaking The Glass Ceiling' project will also hear and learn more about the lived experience of our community in Peckham Square.
12. The pioneering work undertaken on the ADS Architects Framework has already had independent recognition with wins at both the Social Value Awards and the Go Ahead Awards. The Framework has also been shortlisted for the Local Government Chronical Awards for Diversity and Inclusion, the results of which will be known later this month.
13. Southwark agreed equality framework objectives and an action plan in July 2021, which commits the council to undertaking a wide range of measures to promote equality and fairness within our workforce, and in our service provision. The equality framework complements the work undertaken through the SST workstreams.
14. As we take the SST programme and equality framework forward, we will continue to regularly review our community consultation and engagement processes. This will involve ensuring a consistent and effective approach to Equality Impact Needs Analysis and opportunities to share new developments, or thinking, about how equality and inequality should be addressed.
15. We will work with the community to better communicate key messaging on

the need for peer research, the role of lived experience practitioners and opportunities to get involved in civic life. We will put in place a commitment to the collection of lived experience through improved language and compassionate communication. We will ensure documents and materials are more accessible for blind people and people with hearing challenges. These are some of the key next steps on engagement and reporting.

Governance, Monitoring and Review

16. High priority borough plan objectives and milestones associated with strategic delivery of activity through Southwark Stands Together sits with the Cabinet Member for Equalities, Neighbourhoods and Leisure. Other Cabinet portfolio holders hold political responsibility for specific work streams and plans being delivered that support those topline commitments and SST priority recommendations (agreed by Cabinet in October 2020) that are relevant to their portfolio responsibilities. Performance planning and monitoring are incorporated into the council's overall performance framework, at the highest level through the Council Plan, tracked quarterly and reported at least annually.
17. At the officer level, overall strategic responsibility for Southwark Stands Together Programme sits with the Chief Officer Team as the council's most senior level steering group for delivery of the programme. In summer 2020 Chief Officer Team created a time limited (one year) equality, diversity and inclusion programme lead officer to put together, amplify and oversee the SST programme and co-ordinate the delivery of actions and engagement activity reporting to the Director of Strategy and Economy.
18. An SST Strategy Board of senior council officers has now been given additional responsibility for overseeing the work of the Equality Framework. This aims to ensure there better coordination and cooperation between the work undertaken for SST and the Equality Framework objectives. The responsibility for heading this Strategy Board has now passed on to the Director of Communities, based in Environment and Leisure Department.
19. In addition, a Member level Equality, Diversity and Inclusion Panel has been established, with representation from community organisations, which is charged with overseeing the EDI agenda, including work undertaken under the umbrella of the SST programme. This Panel is chaired by the Cabinet Member for Equalities, Neighbourhoods and Leisure.

Headline Achievements

Workstream	Key Priority	Key Achievements
Employment and Business	Through the Southwark Stands Together online survey people told us that	Carried out comprehensive equality analysis of Southwark Works showing that 81.3% of client registrations and 84.5% of job starts were from Black, Asian and minority ethnic backgrounds.

Workstream	Key Priority	Key Achievements
	<p>employment and education were the two main areas in which people experienced discrimination. We want our residents from diverse backgrounds to be able to access quality jobs and for local Black, Asian and Minority-Ethnic led small business to thrive through accessible and effective business support.</p>	<p>Commissioned full service evaluation of Southwark Works. The experience of clients with a focus on ethnic background and quality of job outcomes is a key theme and will feed into the re-commissioning.</p> <p>Collected data on demographics of Businesses to allow better targeting of the business support offer.</p> <p>Supported 312 businesses through Covid Business Resilience Support Service - 45% identify as Black, Asian or minority ethnic-led.</p> <p>Commissioned the Southwark Pioneers Fund Start-Up and Growth contracts aiming to support people who are under-represented in entrepreneurship.</p> <p>A Gender and ethnicity pay gap-reporting toolkit is under development to encourage Southwark businesses to report.</p> <p>Analysis of council procurement spend to provide a baseline for measuring what proportion is spent locally, and goes to Black, Asian and minority ethnic-led businesses.</p>
Education and Schools	<p>Marginalisation in Education was a regular theme in the SST listening events. We want all school leaders to stand up to racism and inequality and all schools to become actively anti-racist.</p>	<p>Developed resources to support schools to develop their racial literacy and support a diverse and inclusive curriculum.</p> <p>Worked with careers leads and young people in schools to identify the best resources designed to inspire and support young people from diverse backgrounds to find meaningful employment.</p> <p>Put in place the foundations of a schools mentoring programme for Black Asian and Minority Ethnic Staff in schools.</p> <p>Worked with the Youth Parliament, Southwark Scholars and local young people to develop our understanding of the resources that young people from Black</p>

Workstream	Key Priority	Key Achievements
		<p>Asian and Minority Ethnic backgrounds need to be able to build effective networks.</p> <p>Provided support to schools to apply for the RACE Charter Mark.</p> <p>Developed training and CPD for all school governors on developing racial literacy and on inclusion and inequality.</p> <p>Taken the first steps in making Southwark Stands Together a key part of school improvement through the new Racially Inclusive Curriculum Hub.</p> <p>Mapped work around inclusion so that we can take the next steps built on a better understanding of the experience of our Black, Asian and minority ethnic young people.</p>
Health	<p>We are committed to harnessing the passion and commitment of our Black, Asian, and Ethnic Minority communities to address health inequalities; hearing their views on effective health and care and working with a fully mobilised health sector to tackle this.</p>	<p>The Joint Health and Wellbeing Strategy is currently being refreshed with a focus on tackling health inequalities.</p> <p>Developing a better understanding of how health inequalities affect our Black, Asian and minority ethnic communities to inform specific actions to improve health.</p> <p>Launching a grants programme to develop and embed systems change across the Council, NHS and voluntary and community sector tackling health inequalities and targeting where it is most needed.</p> <p>Reviewing commissioning processes to identify where systemic bias can occur and develop a toolkit / workshop aimed at making these processes fairer and just.</p> <p>Working with 116 registered Community Health Ambassadors. They come from diverse communities, with over 60% from Black, Asian or minority ethnic backgrounds.</p> <p>Our Covid-19 outreach grants have been targeted at those communities who have been impacted most by Covid-19.</p>

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		<p>Targeted work over 2021/22 has improved uptake of NHS Health Checks amongst Black, Asian and minority ethnic communities.</p>
Culture	<p>We want to create greater opportunities for our Southwark based Black, Asian and Minority Ethnic artists to receive support in the development of new product and the showcasing of their work amongst increasingly diverse and supportive organisations.</p>	<p>Developed a bespoke Arts Boards Diversification Programme with Olmec.</p> <p>11 arts organisations have created Special Independent Director places on their boards as part of their own journey towards more inclusive governance.</p> <p>The I Create... grants programme launched in January 2022 to encourage professional commissioning of a greater diversity of artists in the borough, acknowledging the highly visible and symbolic role culture has to play in shaping a fairer society.</p> <p>Launched the Culture Together Grants Fund with £152,000 funding awarded through 10 grants to support organisations in the cultural sector to recover from Covid-19 in a more equitable and sustainable way.</p> <p>Initial steering group sessions have taken place to explore the appetite and scope for consulting with the community on the concept of a Black Cultural Centre. The scope of the consultation has broadened, in response to steering group advice, to instead explore how LBS can best support and celebrate Black Culture in Southwark,</p>
Communities	<p>We want to ensure the voices of our diverse communities are heard and that we have increasingly engaged and active Black, Asian and Minority Ethnic communities</p>	<p>Produced a co-designed toolkit on how to engage with Black, Asian and Minority Ethnic communities that is designed to inform practice right across the council and with our partners.</p> <p>The community we have been working with have provided 12 new community asks. This includes developing a clear and transparent process for implementation across the council for remuneration of engagement participants, which is under consideration. These asks will become part of the SST</p>

Workstream	Key Priority	Key Achievements
	<p>playing key roles in shaping their services, supporting their neighbours, creating together spaces that are vibrant warm and welcoming, and sharing equally in local resources.</p>	<p>communities reporting outcomes.</p> <p>The Resident Participation Team is capacity build existing TRAs including the extent to which TRA membership is reflective of the areas they have set up to represent. The resident participation staff working with to encourage new and emerging groups are working with residents to ensure diverse representation at the outset and that the principles of SST are reflected in operating documents and practice.</p> <p>Working together with Learning and Development Team to develop a training offer for staff to learn about the Approach to Community Engagement, principals and the guidance that will support them to engage better with our communities.</p> <p>Developing a set of information sheets about working with specific communities. We anticipate these will draw out some of the key and differing barriers for particular communities. This will enable us to continue to build connections with individual communities.</p> <p>A report has been agreed by Cabinet that reviews our voluntary and community sector grant making and commissioning processes. This' among other things' agreed an additional £400k grant programme, with £200k of this to be available specifically for groups that self-identify as Black Asian and minority led and the creation of a new council wide funding prospectus that removes barriers and tackles inequality.</p>
<p>Interaction with the Police</p>	<p>We want a community that can celebrate good news stories where Black, Asian, Minority Ethnic residents are working closely with the police</p>	<p>Developed a Youth Independent Advisory Group of over 25 young people aged over 14' recognising the disproportionality of young people involved in the Criminal Justice System and the importance of embedding their voices across the delivery of policing and community safety.</p> <p>Worked with Police on the creation of extra monitoring and scrutiny groups being</p>

Workstream	Key Priority	Key Achievements
	<p>and developing increasing levels of trust and confidence through positive engagement models.</p>	<p>created both in Southwark and across London to monitor stop and search arrangements.</p> <p>Brought members of the community together with the MPS to talk about Police encounter panels that are being piloted in Southwark. These give communities an opportunity to feedback on policing encounters, by watching Body Worn Video footage and offering views on what went well and what the Met can improve.</p> <p>Since September 2020 local voluntary organisations have been delivering cultural awareness training to new and existing police recruits in Southwark. These aim to build a collaborative approach and mutual awareness.</p> <p>Worked with local parents on issues that affect their children such as gangs and youth violence and county lines to inform how we tackle these issues together.</p> <p>The Southwark Young Advisors, a diverse group of 30 young people aged 16 to 21, are leading work to advise on the best methods of engaging young people.</p> <p>A review has taken place of how local Neighbourhood Police teams are using social media. A dedicated communications officer is now in post to support the wider neighbourhood team's messaging and to ensure consistency of approach.</p> <p>Reviewed communications channels with the Police to ensure that we are using existing communication opportunities so that we can raise awareness of police activities in the community.</p> <p>Agreed to run information sessions on key topics, the first of which has been delivered on gangs and county lines.</p> <p>A new partnership governance board for hate crime appointed bringing key partners</p>

Workstream	Key Priority	Key Achievements
		<p>across the community to inform and shape our local work going forward.</p> <p>A joint project with the Youth Offending Service focused on delivering restorative justice responses to hate incidents in schools is being developed, with the plan being to trial this approach in a primary and secondary school in due course before evaluating the impact and effectiveness with a view to the possibility of scaling up in the future.</p> <p>A new hate crime e-learning training package to raise understanding among staff and partners will be available to all staff and key stakeholders.</p>
<p>Renewing and Reinventing the Public Realm</p>	<p>We want to collaborate with Black, Asian, Minority Ethnic residents in Southwark to develop a diverse and inclusive public realm that establishes best practice standards shapes key policies and celebrates our communities.</p>	<p>Made improvements to planning policies to ensure more focus on equality, in line with our Southwark Stands Together principles.</p> <p>During 2021-22, an extensive public engagement process was undertaken to hear people's views on public art and on how decisions on public art in Southwark should be made so that our public spaces can better celebrate our diverse communities.</p> <p>These sessions were also attended by three student and graduate designers from the London College of Communication, whom the council commissioned to create a series of artworks inspired by the community conversations.</p> <p>These artworks were turned into posters for bus-stops, designed to encourage the general public to take part in a wide-ranging survey on public art in Southwark. The artworks were also featured on a digi-van, which toured the borough, and in a social media campaign.</p> <p>The Public Art Survey opened on the council's online consultation hub on 11th October 2021 and closed on 14th November 2021. The survey explained that the council</p>

Workstream	Key Priority	Key Achievements
		<p>wanted to hear people’s views on public art and on how decisions on public art in Southwark should be made so that our public spaces can better celebrate our diverse communities. 912 people responded to the survey.</p> <p>A paid Community Task & Finish Group was appointed, comprising 10 people from the borough’s community. This group included two artists, three young people, two cultural consultants, two local residents / community representatives and a public art commissioner. The group was mixed in terms of age, gender and ethnic background. The group worked closely with council officers in two workshop sessions to develop the Anti-racist and Inclusive Recommended Measures for Public Art Commissioning Processes outlined in the Public Art Policy.</p> <p>The engagement process outlined above and the findings have directly informed the new Public Art Policy, which was published in April 2022.</p> <p>Created London’s first diverse architects framework, where smaller black and minority ethnic led practises have the opportunity to tender for future projects.</p> <p>Undertaken an audit to identify streets that are named after people who have links with slave trading. We have also introduced new guidance to ensure future places celebrate more diverse local people.</p> <p>Named the newest library after a local hero – Una Marson. The library is due to open in early 2023.</p> <p>Made a commitment to deliver a series of workshops in partnership with private sector organisations for young people, where we hope to inspire them to work in professions that shape our built environment - such as architecture.</p>

Workstream	Key Priority	Key Achievements
		<p>Worked with private sector organisations to offer work placements as part of our developments in and around the Old Kent Rd.</p> <p>Launched a new and innovate podcast series called '<i>Breaking the Glass Ceiling</i>', led by local community figures in collaboration with the Council, The lessons learned from the Podcasts, where panel members from under represented communities talked about their lived experience, will shape our engagement process for Peckham Library Square project and other future projects.</p>
<p>Our Workforce</p>	<p>Working to improve the experience of our Black, Asian and Minority Ethnic staff. Through this workstream we have renewed our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities.</p>	<p>Commissioned delivery of a People Manager Induction programme to provide development on issues like performance management, capability, grievance, investigations and managing sickness.</p> <p>Completed the first phase of engagement sessions on or performance development framework. These sessions provided feedback from leaders and employees on their experiences of the current process and design ideas for a new framework.</p> <p>Working with our Equality Diversity and Inclusion Training provider, we have scheduled modules of the Equality, Diversity & Inclusion Leadership Programme for delivery.</p> <p>A successful application and matching process has taken place for candidates for our new coaching and inclusive mentoring programme.</p> <p>The Professional Qualifications Scheme has been formally launched and communicated across the council. Staff have been invited to put forward applications and support has been provided to frontline staff without access to IT equipment, to ensure inclusion and equality.</p> <p>The OLMEC Black on Board programme</p>

Workstream	Key Priority	Key Achievements
		<p>offers Black, Asian and ethnic minority staff to develop and enhance their skills and experiences in order to enhance their career potential and progression.</p> <p>A new Equality Diversity and Inclusion training offer has been designed and courses are now being offered.</p> <p>A new and improved family-friendly policy has been launched to support the Council's ambition for being recognised as a family friendly employer. This policy was developed with the SST Champions and feedback from the wider workforce.</p> <p>Working on an internal Career Progression programme tailored towards the skills and behaviours of Southwark Managers. The programme aims to address the 'glass ceiling' of black and ethnic minority staff, who are under-represented at grade 14 and above Engagement sessions across the organisation will enable employees and leaders to feed into the programme design.</p> <p>Work continues on developing the organisation's recruitment practices which include the removal of the blanket use of psychometric testing to stop disadvantages to applicants, adjustments to the Job Description's Person Specification, creating diverse short lists for recruitment panels and implementing Stakeholder Panels for job roles at Grade 14 and above.</p> <p>Each Department of the council now has an SST Action Plan which is part of embedding the SST workstream principles and actions across the council.</p>

Policy framework implications

20. Previous reports on the SST programme presented to Cabinet in 8 September, October 2020 and July 2021 included the broader policy context in which the Council is delivering Southwark Stands Together. Further policy context is set out in the annual report (Appendix 1). At the most strategic level, SST is core to the delivery of the borough plan and the council's

values to make Southwark more equal and just and to stand against all forms of discrimination and racism. The activities set out in the annual report demonstrate delivery against the SST programme, which at its heart is about tackling racism, injustice and inequality.

Community, equalities (including socio-economic) and health impacts

Community impact statement

21. As previously reported to Cabinet, there are three main pieces of primary research that have been used to develop the Southwark Stands Together programme to date. These are the Southwark Stands Together survey, the listening exercises and the COVID-19-19 Impact Survey. 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months and the impact of day to day experiences will have a mental and physical effect. The evidence shows that discrimination is linked with mental health and poorer health conditions; this combined with other forms of inequality are worsened by housing conditions and socio-economic deprivation.
22. Further research continues in these areas as planned next steps, with details set out in the annual report (Appendix 1).

Equalities (including socio-economic) impact statement

23. Both the Southwark Stands Together Programme and our wider Equality, Diversity and Inclusion work are 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.
24. 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.
25. 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.

Health impact statement

26. The evidence shows that discrimination is linked with mental health and poorer health conditions; this combined with other forms of inequality are worsened by housing conditions and socio-economic deprivation.
27. All of the policy reports referred to in this and previous SST reports to cabinet highlight exacerbated and common health issues and impacts from racism, school exclusion and years of experiencing inequality as well as the impact of COVID-19. AS a result, health and tackling health inequalities is a specific workstream of the SST programme that aims to close the gap in health inequalities that affect our Black, Asian and Minority Ethnic communities.
28. The council's Health Inequalities Framework also complements this work 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. Tackle health inequalities so everyone can live a healthy life

Climate change implications

29. The available evidence and research on the linkages between climate change and inequality demonstrates that inequality makes disadvantaged groups experience disproportionate impacts from climate change. Climate change also has dramatic effects on inequality, poverty and economic opportunity. Actions to address climate change will mitigate these unequal impacts while actions taken to address inequality such as those the council is taking through the SST programme and the wider Equality, Diversity and Inclusion work can lead to cope with climate impacts.

Resource implications

30. Southwark Stands Together is a programme of work, positive action, education and initiatives for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality. This report sets out an update on progress on Southwark Stands Together. There are no financial implications arising directly from this report in of itself.
31. In February 2021, as part of the council's budget setting process, £300,000 one off commitment was agreed to invest in activity to promote the priority recommendations of SST. Drawing on this funding, a number of key activities and projects are being progressed as agreed by the relevant sponsoring Chief Officer and lead Director.
32. Further investment is planned as we progress SST programme delivery in the year ahead. This includes exploring and developing a council approach on support for volunteers, lived experience practitioners and peer researchers to support our work in tackling inequalities and development opportunities for people from a Black, Asian and minority ethnic background.

33. Other costs, beyond those set out above, of the programme to date have been contained within existing budgets. Any financial commitments arising from planned next steps will be considered through, and incorporated into, the council's budget setting process.

Consultation

34. In June 2020, cabinet set out Southwark Stands Together as a programme of work to respond to the inequalities exposed by COVID-19 and other recent events, and articulated by the Black Lives Matter protests making clear that there needed to be tangible outcomes to report to Cabinet in September. The immediate goal was to deliver a listening exercise with communities across the borough, and our staff, to hear their concerns, and identify solutions to address entrenched and persistent racism and injustice.
35. The methodology for consultation and engagement work to deliver SST has been built around a five-step process. Step 1, finding out and exploring what needs to change, the listening events in summer 2020 were a fundamental part of the process to achieve this. At least 1,500 different individuals took part in this first phase of the listening exercise. This was across a Southwark Stands Together survey involving 1268 participants, four open listening events, 11 roundtable events, three young people's events and two outreach sessions.
36. In 2021, we progressed through the remaining steps of our approach to engagement. Step 2, was early development of the solutions. Step 3, solution exploration – is a deliberative stage based on facilitated discussion with stakeholders in the community and council to understand what good would look like and how best to achieve that. Step 4, continued collaboration to further inform action planning. Step 5, evaluation and review, evidencing early success and embedding a long term sustained approach to engagement. The annual reports are a key product in this process where further details on consultation and engagement are set out.
37. This five step approach is critical to building confidence among our Black, Asian and minority ethnic communities and ensuring that we give our community and colleagues the chance for healing and reconciliation more widely. The goal is to make sure that everyone who has taken part and got involved in SST so far can know what we are going to do and have done because of the listening events. This includes knowing how our decisions relate to what they have shared and told us; knowing what we are prioritising and why; and understanding the ongoing opportunities to shape what happens next.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

38. The Localism Act 2011 gives councils a general power of competence to have power to do anything that individuals generally may do which includes

establishing and continuing this programme. The ongoing development of the programme is an executive function and fits within a number of the roles and functions of the cabinet as set out in part 3B of the constitution.

39. In considering this report, section 149 Equality Act 2010 requires that the cabinet must have due regard to the need to eliminate discrimination and other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. The ongoing development of this programme in itself demonstrates the Council's commitment to meet this duty across the totality of its operations and functions in relation to race as a protected characteristic. The overall duty also needs to be considered as the programme develops, and its effect on the whole range of protected characteristics.
40. Reference is made in the report to extensive consultation that has taken place in the development of this programme. Cabinet is required to conscientiously take into account the results of this consultation as referred to in considering this report.

Strategic Director of Finance and Governance (EL22/033)

41. The strategic director of finance and governance notes that there are no immediate financial implications arising from this report and any budgetary resources required beyond existing current budgets will be considered and incorporated into the council's annual budget setting process.
42. Staffing and any other costs connected with this report to be contained within existing departmental revenue budgets.

APPENDICES

No.	Title
Appendix 1	Southwark Stands Together Annual Report 2021-2022

AUDIT TRAIL

Cabinet Member	Councillor Alice Macdonald, Equalities, Neighbourhoods and Leisure	
Lead Officer	Stephen Douglass, Director of Communities	
Report Author	Naseer Ahmad, Interim Programme Manager	
Version	Final	
Dated	08 July 2022	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	08 July 2022	