

Item No. 10.	Classification: Open	Date: 8 September 2020	Meeting Name: Cabinet
Report title:		Southwark Stands Together Programme	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Johnson Situ, Growth, Development and Planning	

FOREWORD - COUNCILLOR JOHNSON SITU, CABINET MEMBER FOR GROWTH, DEVELOPMENT AND PLANNING

Over the last six months, Southwark has faced unprecedented challenges, managing the local ramifications of a global pandemic, which disproportionately impacted on some of our communities. In response Southwark has shown incredible strength and unity, as residents, businesses and the organisations that support them have come together to respond to Covid-19. So when we saw worldwide protests sparked by the death of George Floyd and entrenched injustices here in the UK, I wrote at the time that as a borough we could be confident that we were ready to face inequality together and head on. We committed to come together again to tackle ingrained structural inequality and bring about real and positive change in our borough. This report shows how, in just a few months, we have shown what can be done when you harness the energy of protest to shape policy for lasting change.

Southwark has a proud history of addressing inequalities, starting with the pioneering work of Alfred and Ada Salter, who transformed the lives of the poor living in the slums of Bermondsey, improving housing conditions and public health. Dr Harold Moody led the national charge for racial equality from his GP practice in Peckham, offering local kids free healthcare checks. More recently over the last decade we have seen our young people from all backgrounds flourish and thrive with huge improvements in educational achievement, and innovative policies such as our Southwark Scholar programme which has supported a significant number of young people from Black, Asian and Minority Ethnic backgrounds to further their education and go to university on scholarship. We have introduced a diversity charter, to ensure we're celebrating all our communities, and Southwark's free healthy meals school programme has helped tackle the scourge of food poverty, which has no place in our borough.

However, the Black Lives Matter movement and protests have shown that there is still much to do, and as a borough we knew that now, more than ever, we had to listen, react and together develop solutions. Over the last eight weeks we have done just that.

We have given over 1,500 local people the opportunity to voice their experiences, and we have listened, through 11 themed listening events, four general listening events, a survey and two open days. These have informed the recommendations detailed within this report, and although there is still work to do to set out an action plan to deliver these, I hope their ambition and scope show how much we have listened and how committed we are to bringing about lasting change. We have also started an internal listening exercise with our staff, and this report details the next steps we need to take to address issues within the council, and lead by example. The report also highlights

the next steps we are committed to take to ensure our public realm is reflective of our diverse borough.

I would like to thank our schools, community groups, businesses, cultural partners and residents across the borough who participated in the listening exercises. I would also like to thank all our staff at all levels of our organisation for both organising and participating in these events. Above all I am immensely proud of our borough because we have shown once again at moments of challenge, when one part of our community is hurting, we will come together to address our shared problems, and stand up against inequalities and injustice.

RECOMMENDATIONS

That cabinet:

1. Agrees Southwark Stands Together will be a long-term programme of 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
2. Thanks residents, staff and the wider community for taking part in the surveys and listening exercises so far
3. Agrees that council will be actively anti-racist in all that we do, and the emerging recommendations (Appendix 1), which have arisen out of the engagement events held with staff and the community, will be integrated into the refreshed council plan process.
4. Notes initial findings from the survey and listening exercises and that further analysis is underway with an update provided to cabinet in October 2020.
5. Agrees to develop a roadmap and action plan with measures and metrics to deliver the Southwark Stands Together programme and instructs officers to present this to cabinet in October 2020
6. Agrees that any wider resourcing implications for the council associated with next step delivery are appropriately assessed through the council's policy and resources strategy process
7. Agrees that any future action plan is subject to regular monitoring and review and reported at least annually to cabinet

PURPOSE & SUMMARY

8. The purpose of this report is to highlight the story so far on the Southwark Stands Together programme. It sets out what the community have told us so far of their experience of racism, racial inequalities and injustice. It proposes the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations. It specifically asks cabinet to agree these recommendations (Appendix 1), grouped by specific 'work streams', so that next steps action can take place.

Southwark Stands Together; our commitment to tackle racial inequalities

9. Southwark Council promotes the basic rights of all people to equality and justice. The immediate aftershock of the death of George Floyd, and the unprecedented sequence of events that followed have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.
10. Southwark Stands Together is therefore 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.
11. Fairer future values (as expressed in the council plan) underpin the Southwark Stands Together programme, setting the standards in how we work together as a community and place and translate our firm commitments into real, sustainable outcomes. The overall aim is to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required, Southwark will not give up on overcoming the challenges.
12. The programme will continue to evolve and adapt over time as we continue to hear, listen, learn and respond to residents, staff and the wider community on their experience of racism and racial inequality. Through the programme we will develop ways of measuring improvements in the lives of individuals and communities, with action planning to follow agreement of this report.

Southwark Stands Together; to identify, to listen, to learn

13. By the end of June our Southwark Stands Together call to action was well underway. The council's approach comprised *identifying* issues of concern, *listening* to people from Black, Asian and Minority Ethnic communities about their experiences and *learning* from our residents and staff and others about how the council can become an effective anti-racist organisation. This involved:
 - An anti-racist audit of the borough to identify statues, street names and uncover any other links with slavery, as well as using the opportunity to honour more diverse people
 - Running a listening exercise with our communities, key stakeholders, partners and staff and hearing their experiences of racism, discrimination and inequality
 - Identifying solutions to racism in its many forms and highlighting systemic or structural racism and unfair treatment, whether it be institutional or structural inequality that has held our communities back
14. To date, some 1,500 people have directly participated in the Southwark Stands Together call to action. This has included:
 - Four open listening events on 29 June, 7 July, 14 July, 21 July attended by approximately 150 people;
 - Two outreach face-to-face engagement sessions, one in Peckham Square and one in East Street held during August;

- 1,268 residents responding to our Southwark Stands Together online survey;
- 11 theme based events advertised both generally and in a more focused way to attract audiences likely to be impacted or by invitation, covering education, employment and business, culture, communities, health and policing;
- Three specific listening event organised with a desire to connect with young people in the borough.

Southwark Stands Together Pledges

15. A number of pledges have been developed under the Southwark Stands Together programme. These are pledges that the council want businesses, organisations, groups and residents to sign up to and act on. The pledges are:

- *I/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.*
- *I/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*
- *I/We pledge to work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner with and within the service we deliver.*
- *I/We pledge to champion organisations that address racial injustices and organisations that promote equality and diversity*
- *I/We pledge to ensuring that people of all backgrounds can rise to the top of the organisation.*

16. A number of organisations have signed up to the pledges above including King's College London University, and King's College Hospital, and Guys and St Thomas' Hospital. The council will seek to increase the number of those signing up to the pledges as part of next steps action.

BACKGROUND INFORMATION

17. Southwark has a proud history in standing together against injustice. As one of the most diverse boroughs in the country, our community takes strength in its diversity. The fairer future values embody the spirit of togetherness and collaboration that exists across our community. The borough has experienced significant change over the last decade with investment in new and better homes; thousands of jobs and apprenticeships created; improved health outcomes for residents; and our schools, once among the worst, now performing among the best in the country. This is a strong record of working together and gives us a solid platform to respond and emerge from the worst pandemic our community has faced in recent times.

18. More specifically, in July 2019 Council Assembly agreed a motion on '*Promoting Equality and Valuing Diversity*' in Southwark. The motion affirmed the importance of promoting and celebrating equality and diversity across the

borough, as well as responding to division and hate in all its forms. The motion articulated nine commitments and ambitions for the council to progress. Since the motion was agreed a number of actions have taken place, which are set out in more detail later in the report (paragraphs 151 to 158). More activity is planned that will align with the emerging recommendations of the Southwark Stands Together programme as set out in this report.

19. There is no room for complacency. Southwark Stands Together emerged out of the shock, anger and outpouring of calls for justice after the brutal death of George Floyd in the United States on 25 May that resounded across the nations and our own communities here in the UK. The proper revulsion which has been felt around the world in response has once again reminded us all of the need to constantly challenge ourselves as a council and community to tackle racism, injustice and racial inequality.
20. In this climate of a profound sense of loss of one man, many individuals and communities began to talk about and express their own experiences of racism, discrimination and the impact of many forms of inequality in their own lives, as a community and historically.
21. The Black Lives Matter (BLM) protests gathered momentum through the solidarity and support they received from people across the world; also with a desire to express themselves as part of a movement that stands against racism and racial inequality.
22. Prior to this movement being born the Coronavirus pandemic was spreading across the world. The virus has now taken the lives of hundreds of thousands of people. Alongside the hurt and pain of bereavement, another picture began to emerge of disparities worldwide around the mortality rates of Black, Asian and Minority Ethnic people.
23. To understand why such disparities exist requires much more work to be undertaken but the data from the UK bodies such as Public Health England (PHE) and the Office for National Statistics (ONS) shows that the impact of Covid-19 replicated and exacerbated existing health inequalities among Black, Asian and Minority Ethnic people leading to increased risk of death. The data also highlights correlations between a person's ethnicity and socio-economic deprivation, housing conditions and their occupation.
24. Both of these events made the global local in our lives. On 5 May and 16 June cabinet received reports that provided details of Southwark's local response and co-ordination efforts to Covid-19. As a community we pulled together, our action already demonstrating a bold new approach to delivering services, with organisations and volunteers working together to meet the complex, and multifaceted challenges our communities face together.
25. The reports to cabinet explained how Southwark worked to understand the impact of Covid-19 by looking at both the national and local picture to ascertain emerging patterns and support where needed. Nearly three-quarters of Covid-19 deaths occurred in hospitals and 20% in care homes. Older people, men, and people with underlying health conditions were disproportionately impacted and especially Black ethnic groups who were twice more likely to experience Covid-19 deaths than those from White ethnic backgrounds.

26. In order to develop a better understanding of the impact of Covid-19 on our residents we asked people to respond to a specific all resident Covid-19 impact questionnaire earlier in the summer. Over 1,396¹ people responded to questions. The emerging data highlighted particular impact for those from our ethnic minority communities.
27. On 12 June the Leader of the Council wrote to all residents to set out the details of the council's plan to respond to the killing of George Floyd and the injustice and racism experienced by our Black, Asian and Minority Ethnic² communities. He announced that Cllr Johnson Situ, Cabinet Member for Growth and Planning, would lead the council's work under the name 'Southwark Stands Together'.
28. Further, in receiving the report on 16 June, cabinet agreed to take forward a specific programme of work, under the 'Southwark Stands Together' banner to respond to the inequalities exposed by Covid-19 and other recent events, and articulated by the Black Lives Matter protests. Cabinet agreed that a report on the progress of this work be presented to cabinet in September 2020. Listening and engagement events commenced in the weeks following cabinet agreement.
29. On 1 July a cross party member and officer working group was set up, meeting fortnightly and chaired by Councillor Johnson Situ, whose purpose has been to steer the Southwark Stands Together Listening events and guide the work stream recommendations emerging from those events.
30. The member and officer working group agreed to organise the Southwark Stands Together activity under a series of 'work streams'. The work streams are:
 - Employment and business
 - Education
 - Health
 - Culture
 - Communities
 - Interaction with the Police
 - Renewing and Reinventing the Public Realm
 - Council staff engagement.
31. Recommendations in this report have been organised in line with the above work streams. The recommendations are also set out in Appendix 1.

Southwark Stands Together online survey

32. The Southwark Stand Together online survey received 1268 responses. Initial analysis of the results highlight that 70% of those from a Black, Asian and Minority Ethnic background have experienced racial discrimination in the last 12 months. Black respondents (83%) reported the highest amount of racial discrimination in the last 12 months, followed by Other (76%), Asian (69%),

¹ This was a specific resident questionnaire on the impact of Covid-19 and not the same as the Southwark Stands Together online survey referred to elsewhere in this report.

² **About BAME:** the abbreviation BAME is utilised as an umbrella term for Black, Asian, and Minority Ethnic. While the abbreviation will be used throughout the report when referring to all groups under the BAME umbrella unless pointed otherwise, it is important to acknowledge that the term may not always capture the individual experiences of all people, races and ethnicities in the group.

Mixed (53%), White Other (48%) and White British (29%). When compared with White British respondents, all other ethnic groups were more likely to have experienced racial discrimination because of their racial or ethnic background, colour or nationality in the last 12 months.

33. Over half (55%) of ethnic minority respondents thought that systemic and structural racial discrimination was a bigger problem than 10 years ago. Looking to the future, the majority of respondents, regardless of ethnicity, thought it was most beneficial to implement changes in areas of education (28%) and employment (22%). However, it is worth noting that many respondents identified the need for addressing multiple issues to support positive changes.
34. Initial analysis from the survey results highlights that no area was free from racial discrimination and the negative effects it has on our residents, underscoring the need for a borough wide approach under Southwark Stands Together. Detailed analysis of the online survey findings is currently underway, the outcomes of which will inform next step action planning.

KEY ISSUES FOR CONSIDERATION

35. Southwark Stands Together activity has been organised under a series of 'work streams'. The work streams are: employment and business; education; health; culture; communities; interaction with the Police; renewing and reinventing the Public Realm; council staff engagement. Recommendations in this report have been organised in line with the above work streams and are summarised in Appendix 1.
36. Activity within, issues and learning arising out of each of the work stream will inevitably overlap (for example a focus on young people became very apparent across a number of work streams as did specific issues for children experiencing care). As action planning takes place following agreement of this report, any duplication in work will be minimised and complementarity across work streams enhanced.
37. The next section of the report briefly summarises the work stream activity to date. It sets out briefly what we have heard, including quotes to bring issues to life; highlights some of what we have learned so far (recognising that detailed data analysis is currently underway); and an initial view on how we can respond by way of recommendations for action.
38. Subject to agreement of the work stream recommendations and assessment of wider resource implications, officers will develop an action plan including milestones and lead accountabilities for agreement by cabinet.

Employment and business

39. The employment and business workstream looked at the impact of racism, racial inequality and injustice in the workplace and labour market; and on business and the impact on entrepreneurs looking to start and run their own enterprises.
40. Two themed listening events were held. The first was on 23 July, which looked at the impact of racial inequality in the workplace, and on those seeking employment. The second was held on 30 July and explored issues around business, particularly on those looking to start or run a business. Combined, there were some 50 attendees in total.

41. In the listening exercise we heard from diverse voices on the range of issues faced, including:

“Majority of sectors are managed by the whites. The conscious or unconscious bias makes it less likely for them [blacks] to be promoted because of the negative stigmas”

“Why is it you need a white sponsor to get through the door? You should be able to get in based on merit and your credentials”

42. Initial analysis of the Southwark Stands Together online survey data highlights that two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, three times more than White British respondents. One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.
43. The survey results highlight that employment (and education) were the two main areas in which people experienced the most discrimination. For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).
44. One-third (33%) told us they had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%).
45. Further, we know from the health data on the impact of Covid-19 that a higher proportion of ethnic minority respondents reported a negative impact on their physical health, finances, employment and workload than White respondents.
46. The listening exercise identified barriers to recruitment and informed action to ensure equal access to work. For example perception of a glass ceiling, understanding cultural difference and disparities around employment opportunities. We were told that organisations in Southwark should have a workforce that reflects the diversity of the communities in which they operate, at every level. Businesses need to understand the impact of intersectionality (people have multiple identities and they overlap) on career progression.
47. We also heard about a perceived feeling of not being able to reach the top because of glass ceilings in the workplace and there is a need to better understand cultural differences in the workplace. Black Asian and Minority Ethnic employees said that they feel their background or identity can have an effect on the opportunities they are given compared to those from a white British background.
48. Entrepreneurs, particularly those who were looking to start their own business, talked about the difficulties accessing the right kind of support. Access to finance was highlighted as a particular frustration with many reported not being able to secure investment, including from traditional high street lenders. Access to networks and peers in business was also mentioned as a challenge for BAME entrepreneurs.

How can we respond?

49. On the basis of listening and learning to date, the following recommendations - targeted at the council and employers and partners, locally and across London - are proposed to deliver positive change:
- a. *Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.*
 - b. *Implement a structured work experience programme for young residents.*
 - c. *Work with employers to support them to adopt more inclusive recruitment and employment practices, aligning to the Good Work Standard; and to support delivery of this recommendation, work through key partnerships including employers that are linked with Southwark Works, Jobcentre Plus and others.*
 - d. *Explore how we can provide effective business support that is accessible to BAME-led SMEs, with a focus on; access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.*
 - e. *Develop the council's procurement practices to be more inclusive.*
50. In taking forward the recommendations above, it is important to note that Southwark operates within a wider economic labour market across London. Actions will need to be cognisant of Southwark's role in the London economy, especially where organisations operate across a number of places. More specifically, the council already has in place a fairer future for all procurement framework and it will be important to build on good practice when developing onward actions and assigning accountability to such actions.

Education

51. The education work stream looked at the experience of individuals who have faced racism, racial inequality and injustice in school and education settings. A roundtable event with parents took place on 21 July and a workshop with young people took place on 4 August. Both events were very successful and included a rich discussion on issues ranging from unconscious bias in exam results through to ongoing impact of Covid-19.
52. In the listening exercise we heard from diverse voices on the range of issues faced, including:
- "We need more training for those educating our children regardless of black or white. We need to be teaching them as a starting point that they should be treating others how they wish to be treated"*
- "Wishing to pursue a career in law, the career guidance teacher told me to consider shop work instead as I was aiming too high"*
53. From the online survey we heard that two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared

to one-fifth (21%) of White British respondents. Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents. Half (50%) of respondents who had experienced racial discrimination in education reported it made them angry or frustrated and made them lose confidence. Almost two-fifths (38%) felt their educational opportunities were restricted.

54. Parents and carers reported greater negative impacts than those without children or caring responsibilities. People responsible for children reported a greater negative impact on their physical health, finances and workload than respondents without children.
55. The listening exercise highlighted marginalisation as the key issue with potential action around the review practice and use of school exclusions. For example the transition period between primary and secondary school is a time when young Black boys are at risk of being influenced by gangs and violence.

How can we respond?

56. On the basis of listening and learning to date, the council propose the following recommendations to deliver positive change:
 - a. *Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and knowledge of BAME professionals in Southwark this will further our aim to address racial discrimination, unconscious bias and reflect cultural understanding across the school environment.*
 - b. *Develop a suite of resources in partnership with schools and other institutions to support the teaching of Black History and integrate the learning about black history throughout the year. It is important that this history reflects black British history and experience as well as providing a focus on Africa, Asia and the Americas.*
 - c. *Lobby the DfE and OFSTED to make fundamental changes to the national curriculum in England so that it is anti-racist, reflects the experiences of everyone who is learning in our school environments irrespective of race, as well as using the flexibilities already available in the national curriculum to develop and lead jointly with head teachers and school leaders a local inclusive and anti-racist Southwark curriculum.*
 - d. *Aspire to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of BAME students and develop a strategy that can help eliminate school exclusions for all.*
 - e. *Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.*

Health

57. The health work stream looked at race and health inequalities and the broader impact of racism, injustice and racial inequalities on the health and wellbeing of our community.
58. A listening event took place on 5 August involving residents, representatives from the local Public Health team, Public Health England (as was) and the local Clinical Commissioning Group.
59. In the listening exercise we heard from diverse voices on the range of issues faced, including:

“Map services that are really needed, to find out what the gaps are for young people and for people needing mental health care.”

“We need to think about what services look like to the people accessing them”

60. From initial analysis of the online survey, one-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents. The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%).
61. One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared with 9% of White British respondents. The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%), followed by Other (37%) and Asian and Mixed (28%) ethnicity respondents.
62. Respondents from all ethnic minority groups were more likely to experience occasional racial discrimination in health and care services than White British respondents and a higher proportion of Black and Other ethnicity respondents reported experiencing racial discrimination regularly in this setting.
63. Half of respondents who had experienced racial discrimination in health and care services felt they did not receive the support they needed (55%), experienced loss of trust (53%) and were angry or frustrated (51%). Two-fifths (41%) had their health impacted and one-third (31%) said it affected their mental health.
64. The Southwark Covid-19 impact survey undertaken earlier in the summer found that one in four respondents have had Covid-19 infection themselves or know family, friends or colleagues who have. 24% of respondents had either tested positive for Covid-19 themselves or knew someone who had. However, more respondents knew family members, friends or colleagues who had tested positive for, or suspected, Covid-19 infection.
65. The largest negative effect of the Covid-19 outbreak and lockdown was on the social activities of respondents (91%), followed by their mental health (72%), physical fitness (62%) and family life (61%). One of the largest health impacts from Covid-19 was on older people but they also reported a lower impact on mental health than 35-44 year olds. There was a higher proportion of women reporting a negative impact on their mental health.
66. A higher proportion of ethnic minority respondents reported a negative impact on

their physical health, finances, employment and workload than White respondents. A similar proportion reported an overall negative impact on their mental health and family life but a higher proportion of respondents from an ethnic minority reported a large negative impact on these factors.

67. A higher proportion of disabled respondents reported a negative impact on their mental health, physical health, physical fitness than non-disabled respondents. A similar proportion reported an overall negative impact on their family life but a higher proportion of disabled respondents reported a large negative impact on this factor.
68. Mental health featured as a broad theme in the listening exercise with the key issue being disparities in access to services and the potential for action around identifying barriers to access.

How can we respond?

69. On the basis of listening and learning to date, the council proposes the following recommendations to deliver positive change:
 - a. *Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact BAME communities and their physical, mental and emotional wellbeing.*
 - b. *Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of BAME patients in health and care.*
 - c. *Commission and co-produce health services and interventions with BAME communities.*
 - d. *Work with key partners to ensure health services and initiatives are culturally appropriate and accessible for BAME residents.*
 - e. *Increase the uptake of preventive programmes such as screening, health improvement and education (i.e. awareness, myth busting and health literacy) amongst BAME communities.*

Culture

70. The culture work stream looked at the impact of racism, racial inequality and injustice in the arts and cultural sector. It looked at how this impact is manifest in terms of the sector workforce and governance (i.e. who are the decision-makers and what opportunities for career progression are there, and for whom). The work stream also considered creative content and audiences (i.e. what gets produced, who gets to produce it and who gets to access and experience it).
71. The listening events considered the culture and communities work streams together and so, as a consequence, some of the highlights are repeated / cover both work streams.
72. A culture and community themed listening exercise was held on 21 July 2020. 40 people attended the event from the cultural sector, representing 27 organisations, including theatres, galleries, museums and educational

institutions across a wide range of genre and size, as well as individuals representing the freelance workforce.

73. Key themes emerging from the discussions were:
- Board Diversification. Participants felt there is a need to diversify the boards of cultural organisations; to educate existing boards about the business case benefits of diversification; to deliver unconscious bias training at all levels of organisations; to raise awareness about the nature of being a board member among a greater diversity of potential candidates; and to offer training and support for new trustees.
 - Career Progression. Participants felt there is a lack of career pathways or opportunities for progression within the cultural sector workforce. They wanted recruitment processes to be challenged in order that job opportunities attract a more diverse range of applicants.
 - Audience diversity and experience. Participants felt a need for visible and deeply-threaded representation throughout cultural organisations. Also, making a venue genuinely accessible to more diverse audiences was felt to be about more than just putting representative work on stage, but also about the full welcome and experience.
 - Artistic content. Participants felt there needs to be a recognition of the homogenous identities of cultural gatekeepers, curators and programmers; there is a sense of frustration that this leads to a 'saviour' complex around diversity; of white-led institutions 'doing culture to' others, rather than acknowledging that their culture already exists and giving that a voice.
 - Funding Contracts. Participants highlighted recurring questions about the leverage the Council might exert in its funding contracts with sector organisations to tackle the persistence of racial inequalities in all the areas under discussion.
74. The online survey highlighted that over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination when 'out and about', one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces. A higher proportion of Black respondents experienced racial discrimination in all three settings than White British respondents. A higher proportion of Black, Asian, Mixed and White Other ethnicity respondents experienced racial discrimination more than White British respondents whilst out and about.
75. Two-thirds (64%) of respondents who had experienced racial discrimination in any of the three areas of community and culture reported it made them angry or frustrated, with two-fifths reporting a loss of trust (40%), it making them sad or depressed (39%) and a loss of confidence (39%). One-third (33%) said it restricted their activities.
76. Turning to the Covid-19 impact survey undertaken earlier in the summer, the largest negative effect of the Covid-19 outbreak and lockdown was on the social activities of respondents (91%), followed by their mental health (72%), physical fitness (62%) and family life (61%).
77. The latest diversity report from Arts Council England (2018-19) showed that just

11% of the total workforce in National Portfolio Organisations (NPO) across the country comes from BAME backgrounds (versus 16% of the working age population). At manager level, this figure drops to 9%, while at board level the figure is 15%³.

78. A recent study in leadership diversity in the arts conducted by The Stage (January 2020) showed that 92% of the country's 50 highest-funded theatres are white.

How can we respond?

79. On the basis of listening and learning to date, the council proposes the following recommendations to deliver positive change:
- a. *Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.*
 - b. *Support career progression and pathways for people from BAME backgrounds in the cultural sector workforce, both at entry level (via funded work placement schemes) and into more experienced roles through funding BAME candidates' participation in leadership development.*
 - c. *Offer support to Southwark-based BAME artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists*
 - d. *Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.*

Communities

80. The communities work stream looked at how we work as together as a community, build capacity and create positive action for change to tackle racism, racial inequality and injustice. It considered the role of the voluntary and community sector and the role of culture in our community.
81. The listening event (21 July) for culture and communities work streams were therefore brought together and so, as a consequence, some of the highlights below are repeated / cover both work streams.
82. The Southwark Stands Together online survey highlighted that over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination in the out and about, one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces. A higher proportion of Black respondents experienced racial discrimination in all three settings than White British respondents and a higher

³ <https://www.artscouncil.org.uk/publication/equality-diversity-and-creative-case-data-report-2018-19>

proportion of Black, Asian, Mixed and White Other ethnicity respondents experienced racial discrimination more than White British respondents whilst out and about.

83. Two-thirds (64%) of respondents who had experienced racial discrimination in any of the three areas of community and culture reported it made them angry or frustrated, with two-fifths reporting a loss of trust (40%), it making them sad or depressed (39%) and a loss of confidence (39%). One-third (33%) said it restricted their activities.
84. When asked about the community and return to normal life in the Covid-19 impact survey, almost two-thirds (62%) of respondents were proud of how the local community had pulled together over the crisis. Over half (53%) of respondents felt positive about their contribution to the wellbeing of their community, with many not wanting things to go back to exactly as they were before the pandemic (59%).
85. Fewer respondents (43%) thought that services were there for people when they needed them. A higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they need them. A substantial number of respondents were not sure.

How can we respond?

86. On the basis of listening and learning to date, the council propose the following recommendations to deliver positive change:
 - a. *Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with BAME communities.*
 - b. *Review how we support and build local capacity and infrastructure through our empowering communities programme and resident involvement work; and in partnership with Community Southwark and Partnership Southwark to ensure that BAME voices are heard and their needs addressed; and that our communities develop strong networks and are better able to work collaboratively.*
 - c. *Work with the Organisation Transformation team to develop a series of learning and training sessions for all staff so people working for the council develop a better understanding of the communities that live in the borough and access the services we provide.*
 - d. *Work with resident involvement services to open up access to community spaces to a wider range of organisations.*
 - e. *Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:*
 - *how targeted support can be offered to groups from BAME backgrounds, who have not previously accessed grant funding;*
 - *whether the way in which we structure our grant making enables or disables people to access these opportunities;*
 - *the support in place for people to access funding;*

- *our grant making and commissioning processes and requirements and the barriers these may generate.*

Interaction with the Police

87. This work stream looked at how communities engage with and perceive the police, alongside a focus on addressing feelings of safety and race in the borough including experience and insight from young people.
88. A round table session taking place on 30 July with 41 attendees provided the opportunity to discuss the foundations for change in areas such as stop and search, the relationship between young people, families and police along with engagement, trust and confidence in policing. It was attended by senior police colleagues, local councilors, council officers, young people, community advocates and partner agencies.
89. The round table included hearing from the police and community organisations on both the challenges and current work underway to address relations between the police and the BAME community. A large part of the session involved thematic discussion within smaller groups in order to identify areas of priority and focus.
90. In the listening exercise we heard from diverse voices on the range of issues faced, including:

“The police need some kind of evidence to carry out a stop and search...they are stopping people based on profiling”

“What is shocking is the aggression of the stop [and search] towards Black people”

91. From initial analysis of the online survey half (50%) of Black and two-fifths (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police. All ethnic minority respondents experienced racial discrimination more than White British respondents; with 6% of Black respondents reporting experiencing it all the time.
92. The most commonly reported impacts of racial discrimination by the police were a loss of trust (56%) and feeling angry or frustrated (55%). Two-fifths (44%) said it made them feel like a criminal, 36% said it made them feel like a statistic, 27% said it cost them time and money, 22% said their activities were restricted and 14% did not report a crime.
93. Black and Muslim men are more likely to experience stop and search by the police and there are perceptions of ingrained racism, police brutality and under representation of people from Black and Ethnic Minority communities in positions of power. Police brutality has been seen as a particularly US issue but the use of smartphones and social media are demonstrating that this is not just one off cases but a wider issue. We also heard that residents feel there is under representation of people from BAME communities in positions of power. A collaborative approach to policing was seen as potentially positive action to address and mitigate some of the challenges that were brought up through the listening exercise.

How can we respond?

94. On the basis of listening and learning to date, the council proposes the following recommendations – grouped into three themes – to deliver positive change:

Building Trust between the Police and the Community

- a. Review current local stop and search monitoring arrangements to improve confidence in and understanding of policing strategy – including police conduct. (Police/Council)
- b. Develop a collaborative approach and a mutual awareness of cultures between police and communities. (Police)
- c. Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer). (Police/Council)
- d. Review and refresh the Independent Advisory Group to better reflect the diversity in the borough. (Police)
- e. Form a Youth Independent Advisory Group to work together with the police and other organisations to influence policy in the borough. (Police/Council)
- f. Have regular dialogue with young people, the police and councillors using a young person format that was established during lockdown – online and face to face opportunities/events should be used. (Council/Police)
- g. Involve young people with lived experience in Independent Advisory Groups; where these groups already exist asking them to provide insight to improvements that can be made across both policing and wider community safety. (Police/Community Safety)
- h. Co-produce a young person/community friendly guide relating to stop and search delivery and an individual's rights and recourse when stopped and searched. (Police/Community Safety)

Police visibility and accessibility

- i. Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council)
- j. Better use social media to engage the community – learning from young people. (Police/Council)
- k. Put in place state of policing in the Borough events - Question and answer sessions which are published / filmed; this will be a twice yearly session with the Lead Member for Community Safety & Public Health and Borough Commander which covers policing and community safety. (Police/Council).
- l. Develop more informal interaction, personable side (social media accounts 'Twitter') for police Senior Leadership Team, and 'neighbourhood cops'. (Police)
- m. Review communications channels with the Borough Commander to utilise existing communication structures e.g. Southwark Life, newsletters to residents, emails to Southwark Council staff, NHS staff so people are more informed of their activity. (Police)

Police develop a better understanding of the communities they serve

- n. Create a programme of multi-agency training to include trauma informed practice and restorative justice training for all partners and the community; giving a learning environment where people can relax and get to know each other. (Council/Community Safety Partnership)
- o. Review best practice in BAME staff in recruitment and retention of officers, specials and also cadets. (Police)
- p. Build more confidence in young people to join and have representation of specials throughout the ranks. (Police)

- q. *Look at models of community engagement being delivered across the UK (Good practice in Durham, Lewisham, Greater Manchester, Thames Valley) and use them in Southwark. (Council)*
- r. *Better police officers' understanding of community organisations and their value to policing and link in better with them across the Borough. (Police/Council)*
- s. *Ensure attendance of neighbourhood senior officers' at the multi faith forum working group on youth violence. (Police)*
- t. *Build relationships with the person behind the uniform – work being done with youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better. (Police)*

Reinventing and Renewing the Public Realm

95. In June, and in direct response to the Black Lives Matter protests, the council made a commitment to undertake an anti-racist audit of the borough. The aim was to identify statues, street names and uncover any other links with slavery, as well as using the opportunity to honour more diverse people. This work stream broadened that work out to look at what is required to renew our public realm so that we positively embed change that celebrates diversity and is unashamedly anti-racist in its approach, design and delivery.
96. To initiate this important work stream a Community and Panel Debate was undertaken on 20 August 2020. There were 103 attendees with 6 panelists and the debate was chaired by Councillor Johnson Situ. Key points raised during the constructive debate included:
- Understanding the factors that contribute to making a good public space, including how spaces are used by different groups;
 - Reviewing policy and funding to involve the community in developing successful public spaces and reinventing the public realm, including the need for trust in communities to make decisions regarding the public realm and creating community ownership;
 - The importance of effective engagement with young people and the community as a whole in designing and creating good public spaces;
 - The importance of empowering different groups so that spaces can be used effectively by all and as spaces to bring people together;
 - Exploring the types of public art and statuary that people would like to see more of in Southwark, and the importance of green open spaces.
97. We heard that the things that make a good public space include good green space. The established gardening project at Melior Street, which Team London Bridge run with Putting Down Roots, is really successful working with the community, organising local volunteering for the community and residents and supplying food to local restaurants.
98. We were told that the community should be given scope to effect change through the design and treatment of all aspects of the public realm and it was seen as important to reclaim and redress a historic environment, not simply removing anachronistic representations in the more visible commemorative

monuments.

99. Residents told us paid youth workers are needed to engage with young people and ask them what they want from the public realm. Young people are moved on from one public space to another and there is a lack of safe spaces that they feel they can spend time in. As a result young people need to be engaged in the whole process of designing our public spaces.
100. We heard that a successful public space needs many users dependent on how much time they have to contribute to the public space. This needs careful design which is fair and inclusive, financially supported and includes training. Lack of training can result in some of the problems in how spaces are managed, governed and maintained.
101. We were told that residents would like to see more inspirational pictures to highlight positive role models. A good example was the Peckham Portraits outside the PeckhamPlex and Mountview.

How can we respond?

102. On the basis of listening and learning to date, the council wants to use the renewal of public realm work stream to provoke conversation and greater interactivity among the public with our statues and public spaces and proposes the following recommendations to deliver positive change:
 - a. *Agree proposed framework and decision-making criteria to be used for the Anti Racism Public Realm Audit. This is to be in line with the London Wide approach to be outlined by the Mayor's Commission for Diversity in the Public Realm.*
 - b. *Develop an engagement plan to generate debate and discussion and gain the views of the community, hard to access groups and, in particular, young people. This will be linked to an education programme that will raise awareness of the issues of racism and imperialism surrounding the public realm and develop skills in interpretation of the built environment public realm.*
 - c. *Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.*
 - d. *Use Peckham Library Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.*
 - e. *Identify for consideration further public realm and art capital projects that would use the best practice developed from the above recommendations*
103. The council is also exploring ways of using its design commissioning, procurement practices and its schools and development networks to improve the diversity of the architecture profession to better reflect the diversity of Southwark's population. Work is underway to formalise approval for the council to become a Constituent Member of the London Housing Consortium (LHC) procurement consortium and participate as a member of the LHC Joint

Committee and support the Open City Accelerate 'Dare to Design' programme. The purpose of 'Dare to Design' is to work in partnership with Open City Accelerate and the LHC architects framework to seek to promote routes into the architecture profession for young people from under-represented backgrounds in the borough.

Council staff engagement

104. Our staff are our greatest asset. In the face of one of the most challenging circumstances brought about by the Covid-19 pandemic, staff again demonstrated their skill, ability and heart in supporting the community, especially those most vulnerable.
105. Our staff, some of who are also our residents, have had their own experiences of discrimination. This work stream has focused on the opportunity for staff to share their experience in a safe space as well as look to the future in recommending how the council needs to change and adapt to ensure we are continuing to challenge ourselves in tackling racism, racial inequalities and injustice.
106. We have valued the input of our trade unions and staff networks who have shown authenticity, commitment, energy, enthusiasm and rightly challenged us in how we design our engagement to amplify staff voices in this programme. We will continue to work closely with them to ensure we are best able to reach the widest audience amongst our staff so that everyone has an opportunity for their voice to be heard.
107. Engagement with our staff on Southwark Stands Together commenced with our July wellbeing survey. We took the opportunity to ask colleagues how they had been affected by the death of George Floyd, the subsequent renewed focus on the Black Lives Matter movement and the emerging disproportionate impact of Covid-19 on those communities and the extent to which it had affected their wellbeing.
108. 71% of respondents agreed that the events have made them more alert to the experiences of injustice, inequality and racism that friends, family and colleagues face. 40% told us that the events have triggered their own experience of injustice, inequality and racism and 55% agreed that the events have led them to seek to learn more about race and inequality. Colleagues aged 16-24 years old are far more likely to have conversations about race and inequality.
109. Listening exercises for staff commenced in August. This started with an independently facilitated series of Listening Circles, provided as a safe space for Black, Asian and Minority Ethnic staff particularly affected by recent events to share their own lived experiences in a supportive environment.
110. The listening circles have provided us with valuable insights in order to prioritise and then design focus groups around key areas of concern to staff. The support for colleagues has been welcomed, recognising that discussing personal experiences of racism can be traumatic and triggering. During the sessions, we make sure that attendees are aware of the counselling available through our occupational health provider, group sessions on managing anxiety and our mental health support and training.

How can we respond?

111. Follow-up focus groups will take place during September and will undertake a 'deeper dive' with colleagues to hear their experiences as they relate to systematic racism across the employee lifecycle. These insights, coupled with analysis of our workforce data and research into best practice will inform improvements to our people management practices in areas such as recruitment, career progression and management of grievances.
112. In particular we have valued the input of our trade unions and staff networks to date and will continue to work closely with them to ensure we are best able to reach the widest audience amongst our staff so that everyone has an opportunity for their voice to be heard.
113. Recognising that our engagement with staff will continue into a further phase of focus groups, the following recommendations for positive change are proposed:
 - a. *Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to ally-ship, white privilege, gas-lighting, micro aggressions and incivilities.*
 - b. *Work with an Equality, Diversity and Inclusion (EDI) partner in the next phase of staff engagement.*
 - c. *Review workforce statistics and work with the EDI partner on the creation of targets and measures to build a more inclusive workforce at all levels.*
 - d. *Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring.*
 - e. *Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted.*
 - f. *Embark upon an on-going re-training and re-education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.*
 - g. *Use the outcomes from the focus groups to inform the review and, where appropriate, revision of the council's employment policy and procedures.*
 - h. *Use the outcomes of our listening circles, up-coming focus groups and on-going engagement activities to inform a workplan which will include measurable objectives and outcomes, reporting back progress in October 2020.*
 - i. *Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.*
114. It is important to note that, for now, we are listening to staff and re-establishing a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.

Young People's Voices

115. Three events were organised with a focus on young people. The first of these was organised by Southwark Young Advisors in June 2020 following the murder of George Floyd which had participation from around 70 young people. This event was an opportunity for young people to speak directly to Southwark decision makers in a question and answer panel discussion format.
116. The panellists included Cllr Johnson Situ, cabinet member for Growth, Development and Planning, Cllr Evelyn Akoto, cabinet member for Community Safety and Public Health and Colin Wingrove, Southwark Police Borough Commander. Young people had the opportunity to ask questions of the panel members to gain better understanding of how these authorities work, what their priorities are and how they intend to respond to the Black Lives Matter movement.
117. The second event was organised by the council's education department and invited specialist young people to a roundtable discussion on education. These young people were invited due to the fact they have gone through the secondary school education system in Southwark and for their involvement in the local community. Nine young people attended, seven of whom are former Southwark Youth Council members and two who are Southwark Scholars who have gone through or are currently at university.
118. The third youth focused listening event took place on 24 August with a focus on listening to young people's experiences and ideas for solutions. This event explored the impact of racism, injustice and inequality that young people experience in the areas of employment, health and wellbeing, policing and community and culture. The listening exercise highlighted racial discrimination as the key issues and the need for inclusive community spaces for young people.

Children and young people with care experience

119. Southwark children in care and care leavers have spoken of their experience of racism, discrimination and injustice in society and have asked for their voice to be heard. They have told us how their personal circumstances can make them feel vulnerable, navigating life, and how deeply they reflect on identity and belonging – that racism, discrimination and injustice hurts deeply and needs to be tackled.
120. Through Southwark Stands Together the council wants to make a clear commitment to supporting our children in care and care leavers. In practice, and alongside the recommendations above, this could look like:
 - a. Enhanced learning and development for foster carers on the needs of BAME children in care;
 - b. A bespoke training programme for social care staff to build on the anti-discriminatory practice training that social workers already undertake as part of their professional training;
 - c. Placement sufficiency (strategy) review and action plan including key aspects of cultural competence and the experience of BAME children in care
 - d. Review of assessment model(s), particularly parenting aspects, to ensure it

- fully considers structural issues, social injustice and is not inappropriately Eurocentric
- e. A programme of learning about Black History to be developed and promoted for children in care and other groups, for example those involved with Youth Offending Services
 - f. Further work with children in care, care leavers and families on how, together, we can tackle the causes and conditions of racism, discrimination and injustice.

Next steps

- 121. Following cabinet agreement in June to take forward the Southwark Stands Together programme of work, the Chief Executive put in place additional senior level capacity and oversight, with the establishment of a programme lead. Following a successful internal recruitment, the programme lead was appointed and came into post at the end of August, just ahead of publication of this report.
- 122. The findings, recommendations and actions arising from Southwark Stands Together will inform the council's approach to organisational renewal, and so the programme lead will report to the Director of Response and Renewal within the chief executive's office. It is therefore important going forward to ensure that council officer governance appropriately reflect the right level of ownership, accountability and delivery of actions.
- 123. As stated earlier in the report, on 1 July a cross party member and officer working group was set up, chaired by Councillor Johnson Situ, whose purpose has been to steer the Southwark Stands Together Listening events and guide the work stream recommendations emerging from those events. The group has met fortnightly, meeting five times in total, receiving regular progress reports on activity across each work stream and providing constructive input into onward work.
- 124. Having a cross section of members and officers has proved invaluable in developing the emerging recommendations and it will be important that any future governance arrangements ensure there is continued cross-council and partner input into action planning, monitoring and review.
- 125. The high level timeline below summarises some of the key next steps and how the Southwark Stands Together programme is incorporated into the council's policy and budget framework (i.e. Council Plan and budget process). Further detail will be set out as part of the roadmap and action plan.

Action	Date
Work stream recommendations agreed and adopted by cabinet	8 September
Incorporate work stream recommendations into refreshed Council Plan as appropriate	September/October (6 week consultation period of Council Plan)
Further qualitative and quantitative analysis survey work and from summer listening exercises	End September
Focus groups with council staff to undertake a 'deeper dive' to hear their experiences as they relate to systematic racism across the employee lifecycle	September/October

Roadmap and action plan presented for agreement to Cabinet	October
Engagement plan developed across each work stream, in line with roadmap and action plan	October
Assessment of any future resourcing implications as part of the council's budget setting process (including any agreement as part of the policy and resources strategy reports to Cabinet)	From October
Refreshed Council Plan for recommendation to Council Assembly	25 November

Policy implications

Summary of policy context and legislation

126. The Marmot Review 2010 was an investigation into health inequalities published in February 2010. The aim of the Review was to develop a strategy to identify and address social factors related to health inequalities. The key findings highlighted differences in life expectancy between people living in rich and poor neighbourhoods with the latter more likely to live with a disability and have a decreased life expectancy of on average 7 years than people living in richer areas. The report clearly linked a person's social and economic status to their health outcomes.
127. A complicated collaboration of key social factors involving education, housing, income, social isolation and disability are seen to be producing health inequalities in communities. Many of these inequalities were deemed preventable and the 'invisible' costs around tackling these across the UK were estimated at nearly £40 billion. The Review suggested that cross cutting interventions specifically around living conditions, income education and the wider community were required.
128. An assessment of the original objectives was carried out by the Marmot Review 2020. This suggested a trajectory around health inequalities outlining that people would spend more of their lives in poorer and declining health with greater polarisation between wealthy and deprived geographical areas impacting on life expectancy.
129. In response to the data highlighting the disparities of Covid-19 mortality rates amongst the Black, Asian and Minority Ethnic communities and the evidence that links this to socio-economic deprivation, the Health Foundation noted that there is *"sadly nothing new and people living in the most disadvantaged areas are 2.2 times more likely to die from Covid-19"*. These reports show that inequality has increased and worsened during the pandemic across the country and there is more to do in terms of meeting the original objectives of the Marmot Review.
130. The Stephen Lawrence Inquiry report recommendations were published in February 1999 after the murder of Stephen Lawrence. The report focused on the investigation into Stephens's death in order to identify lessons to be learned for the investigation and prosecution of racially motivated crimes. A national debate about policing and racism emerged during this time, following publication of the report, after the inquiry found that the underlying cause of the police failure has been found to be *"not purely incompetence, but institutionalised racism"*.

131. In total 70 recommendations with a view to 'zero tolerance' for racism aimed at affecting change within the police force and wider institutions in society were put forward. Further recommendations focussed on the improvement of police processes and internal reviews of their own polices such as the change in the recording of an incident. There were additional specific recommendations around developing guidelines for working with both victims and witnesses and changes to the Police Disciplinary and Complaints procedures.
132. Wider recommendations were aimed at amending the national curriculum so that a greater emphasis and value was placed on cultural diversity. Similar to the Marmot and Lammy reports that were to follow, the Stephen Lawrence Inquiry report found that the issues around racism were much more prevalent in wider society and replicated and reflected in other structures such as housing and education.
133. 20 years after the report's publication - regarded as a watershed moment in race relations – came new legislation in the form of the 1998 Crime and Disorder Act. This was followed by the amended Race Relations Act (1999), and a specific duty for public sector bodies around outlawing direct and indirect race discrimination and the duty to promote equality of opportunity and good relations between people from different racial groups.
134. The legal framework for the Public Sector Equality Duty was laid in the new Equality Act 2010. Compared to specific earlier legislation many saw this as a 'downgrading' of the PSED during a time of austerity, alongside the diluting of the teaching of history and the celebration of diversity.
135. The Lammy Review was published in September 2017 as part of an independent review of the treatment of and outcomes for Black Asian and Minority Ethnic people in the criminal justice system. It reviewed both the adult and youth criminal justice system and for the first time reviewed and scrutinised data and evidence that had not been previously made publicly available.
136. The Lammy Review introduced the newer focus of 'unconscious' or 'implicit bias', looking at the notion that people may act on prejudices that they may not be aware of. Lammy highlighted that Black and Asian groups were over-represented in the criminal justice system, and that there was also variance and complexities around this. For example in education, Indians, Chinese and Black Africans did better than Black Caribbean, Mixed and Pakistani individuals. Also, disparities were noted amongst the Gypsy Roma and Traveller (GRT) groups with a steady increase in the rise in the number of Muslims incarcerated at the time of the publication of the report (2017).
137. Similar to the Marmot Review, Lammy also highlighted key social determinants that led to disproportionality and inequality. Many of the groups that were over represented within the criminal justice system also had similar backgrounds that reflected poverty, lone parent families and schools exclusions. Further disproportionality existed between the sentences of Black and White drugs offenders even when the criminal history and backgrounds were similar.
138. Lammy focussed on 3 key principles. Firstly the implementation of a strong system to ensure fair treatment including greater examination of decision-making. The second and third principles involved the rebuilding of trust between Black, Asian and Minority Ethnic communities and the criminal justice system and the need to work wider than just the criminal justice sector by involving the

wider community.

139. The Ouseley Review in July 2001 was an independent study of race relations in Bradford. The review commissioned by the council and other organisations in the community were asked to find out why the local community was so fragmented and how it could improve race relations and increase equality of opportunity for all. The review suggested deep changes of attitude were needed across place and a programme of listening and learning in order to develop change. Greater social and racial integration needed to be achieved and similar to the Stephen Lawrence Inquiry report recommendations there was a call for an understanding of diversity within local community – in this case within employment.
140. Ouseley called for a vision of unity and greater connectedness as part of a grassroots approach and coined the phrase ‘parallel lives’ referring to a divided community that rarely crossed lines of interaction. Cattle continued the use of this term in his 2001 investigation of the riots and adopted the phrase community cohesion, which moved away from segregation to building better relationships.
141. In ‘Kindness, emotions and human relationships: The blind spot in public policy’ produced by the Carnegie UK trust, public bodies are encouraged to take a new look at relationships with the communities we serve. The central premise is a call for ‘kinder’ polices and engagement by public services in both understanding and meeting the needs of their residents. The research highlights that kindness emotions may be ‘disruptive’ in a local authority context but the risks of not engaging effectively and sensitively using this approach far outweigh any perceived disbenefits. In 2019 the faith leaders across Southwark that were engaged in the Faith Strategy also expressed the need for the council to develop ‘kinder polices and approaches’ in working with faith communities.
142. The impact of Covid-19 has highlighted greater concern for the digitally excluded as many services went forced to move online; the emphasis on digital can lead to a greater ‘disconnect’ between local authorities and disengaged communities and residents. This report highlights the need to re-build stronger trust and confidence within our communities. It is about listening to vulnerability and being able to manage emotional responses that truly mean we treat our residents as if they were members of our own family. Covid-19 and the impact of racism has highlighted loneliness and isolation for individuals, families and communities. As council officers kindness in public policy is key as we may be the only ‘family’ people get to see.

Southwark Framework for Equality

143. The Council has been reviewing how to improve and strengthen its work and commitments to promote equality and value diversity. A Southwark Framework for Equality is being developed to replace the 2014 Approach to Equality. This Framework will include revised tools for implementation such as equality impact and needs analysis, strengthened equality governance, links to the revised Approach to Community engagement and a toolkit.
144. In addition the Framework will have links to equality and diversity training, the workforce equality plan and bespoke guidance such as Planning, Social Regeneration and Equality, which is currently being finalised, as well as links to the Council’s Fairer Future For All Procurement framework.

145. The intention is to use the principles from the Equality Framework for Local Government (previously known as the Equality Standard for Local Government) to help develop a bespoke Southwark Framework for Equality, which will include and build upon the Public Sector Equality Duty commitments and the Council Plan, fairer future for all approach.
146. The core elements of the Southwark Framework for Equality will include: Leadership and Organisational Commitment; knowing your communities and equality mapping; involving your communities, place shaping and partnerships; responsive, accessible and appropriate services and customer care; a skilled and diverse workforce; commissioning, procurement and equality. It is proposed to complete work on the Southwark Framework for Equality by the end of the year.
147. The Southwark Diversity Standard was initially developed to complement the Southwark Approach to Equality. The council agreed to review the 2015 Diversity Standard with key partners to ensure that it remained relevant and a useful tool to deliver the aspirations we and our partners have for Southwark as a place that is committed to equality of opportunity, respect for diversity and preventing unlawful discrimination towards customers, service users and residents.
148. In addition, and following agreement of the Southwark Framework for Equality, it is proposed that the council undertake an equality audit of services, including policies and procedures using the Southwark Framework for Equality to frame the process. This work would further inform the Southwark Stands Together programme and annual equality reporting to help implement requirements of the Public Sector Equality Duty.

Southwark Equality, Cohesion and Diversity Charter

149. The council proposes to replace the 2015 Diversity Standard with a Southwark Equality, Cohesion and Diversity Charter. The aim of the charter is to provide clear communication to staff and external partners about current council commitments to promote equality and value diversity as aligned to the Council Plan. The aim is also that the charter works and acts as a possible model for outside organisations and partnerships working with the Council.

Progress since Council Assembly Motion on Promoting Equality and Valuing Diversity

150. In July 2019 Council Assembly agreed a motion on '*Promoting Equality and Valuing Diversity*' in Southwark. Since the motion was agreed a number of actions have taken place, which are set out in the following paragraphs. More activity is planned that will align with the emerging recommendations of the Southwark Stands Together programme as set out in this report.
151. A draft hate-crime local action plan was published on the council website. The agreed phase of engagement with communities and residents took place and despite a period of significant disruption due to Covid-19 restrictions, approximately 105 individuals were engaged with through this process, with sessions taking place in partnership with a range of community and voluntary partners. The plan will be reviewed and refreshed in the light of the Southwark Stands Together programme. Further engagement and discussion with community organisations will take place through the autumn.

152. Officers in the Culture team and elsewhere worked to support a wide range of positive events and activities across the borough during the year, which reflect the richness and diversity of communities. The Council's Cultural Strategy, *Creative Southwark*, sets out the Council's commitment to protect and grow Southwark's rich cultural sector, and support everyone in the borough to access the diverse arts and culture offering on their doorstep. More work will be carried out as part of the Southwark Stands Together programme.
153. Following agreement of the motion the Education Standards team have carried out a wide range of work with schools. Southwark schools have undertaken positive activities through the year that promote tolerance and diversity and counter hate and harm of all kinds. In relation to hate-crime specifically, the Southwark Prevent team has provided positive support and guidance to 95 schools, colleges, and other settings. Up to 2,700 young people in Southwark schools have had access to a positive project session that raised awareness of hate-crime and/or promoted tolerance and respect for difference.
154. A commitment to press the government on misogyny driven attacks has already been incorporated as a commitment within Southwark's hate crime local action plan with further work to take place to lobby on this point. It is proposed that the most impactful time for any such intervention to take place is once the Law Commission's much-delayed official consultation into this issue has been launched.
155. A proposal was made in the motion on diversity champions and further work is taking place with a cross political party group of members. The equality framework and *Southwark Equality, Cohesion and Diversity Charter: Promoting Equality and Valuing Diversity* is planned to be presented to Cabinet in October 2020, to ensure that the work reflects the outcomes of the *Southwark Stands Together* listening events.
156. The Mayor's Office will be taking forward the commitment on recognising those who have worked to make Southwark a more integrated and tolerant place in time for the next round of the Civic Awards.
157. Many parts of the council work in partnership with TfL, as well as Mayors Office for Policing and Crime and National Rail, to improve the reporting of, and response to, incidents of disorder and criminality on the public transport network across Southwark. This has included awareness raising activities undertaken by British Transport Police in partnership with the council at London Bridge Station in October 2019 to coincide with National Hate Crime Awareness Week. This reached more than 100 commuters and residents with positive messaging.
158. The council has signed a Memorandum of Understanding with Native Land, which will seek to identify a LGBTQ+ occupier for their cultural space to be delivered as part of the Bankside Yards development. An open and transparent process will be undertaken with proposals sought from qualifying occupiers from across the UK for the 25 year lease. This will commence early in 2021. A number of recommendations have also been incorporated into planning policy that aim to provide a broad range of benefits to the diverse LGBTQ+ community and support venues.

Other emerging national policy considerations

159. On 16 July 2020 the government launched the Commission on Race and Ethnic

Disparities. This Commission will review inequality in the UK and focus on the key areas highlighted over the last 20 years such as poverty, education, employment, health and the criminal justice system. It will work to develop greater opportunities and fairness for all people in the UK. It will aim to understand why disparities highlighted through the Covid-19 mortality rates and wider inequalities exist and identify the barriers faced by people from different backgrounds. The Commission is expected to report on its findings towards the end of the year.

160. Further, in August this year the government created a new National Institute for Health Protection (NIHP) that will replace Public Health England (PHE). Alongside public health protection, the NIHP will also be responsible for infectious disease capability and working to ensure improved capability around controlling infection diseases and pandemics through data sharing, alert levels and tackling border challenges.

Community impact statement

161. The three main pieces of primary research that this report looks at are the Southwark Stands Together survey and listening exercises and the Covid-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.
162. All of the policy reports referred to 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. Marginalisation in education was a dominant theme not just in education but something that sets the trajectory for future aspirations in health, employment and interactions with the criminal justice system.
163. Two thirds of BAME people reported discrimination in education and, as the Lammy review states this was a familiar pattern whereby a majority of the same young people end up in the criminal justice system. In the listening exercises, multiple residents reported trauma and anxiety of negative interactions with the police. The longevity and on-going trauma and lack of confidence in policing had much longer-term impact for the lives of young Black people in particular.
164. One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents. Respondents expressed experiencing further challenges around accessing council services. The national data highlights that BAME women experience poorer outcomes during pregnancy and childbirth than white women with BAME babies being amongst the highest mortality rates - again linking to socio-economic deprivation. More research is needed on identifying the factors that lead to these outcomes.

Consultation

165. In June 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 back 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.

166. To deliver the first stage of Southwark stand together included working with our staff, external partners, businesses and organisations across the borough to ensure that we listened to the lived experiences of our Black Asian Minority Ethnic communities and followed this with action to tackle racism and build a better, more equal Southwark.
167. Officers worked with the Consultation Institute which helped to shape our thinking about the approaches being multi layered, involving, explorative, discursive, deliberative and include a significant element of co-production. These elements facilitate the delivery of our objectives and principles such as building trust, working collaboratively, building connectivity and being inclusive.
168. The methodology for this work therefore is built around a five step process. The listening events form the first phase of our approach as part of a five step engagement process which involves finding out and exploring what needs to change; early development of the solutions and road map; confirmation of the road map/action plan; collaboration on how do we make this happen to further inform action planning; evaluation and review.
169. 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 peoples events and two outreach sessions.
170. To build confidence among our BAME communities and more widely is about engaging with people about the outcomes of their involvement in the listening events. The goal will be to make sure that everyone who took part can know a number of things. These being: what we are going to do as a consequence of the listening events; how our decisions relate to what they have shared and told us; what are we prioritising and why; what are the ongoing opportunities to shape the next steps.

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Democracy [20200901/NBC/v1]

171. The Localism Act 2011 gives councils a general power of competence whereby they have power to do anything that individuals generally may do. This power can be used even if legislation already exist that allow a local authority to do the same thing. However the general power of competence does not enable a local authority to do anything which it is unable to do by virtue of a pre-commencement or other limitation.
172. When making its decision, section 149 Equality Act 2010 requires that the decision maker must have due regard to the need to eliminate discrimination 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. Information about the council's assessment of the performance of this duty is set out in the body of the report.

Strategic Director of Finance and Governance [FC20/005]

173. There are no financial implications arising directly from this report in of itself. Costs of the programme to date have been contained within existing budgets. Any financial commitments arising from next step action planning will be subject to future reports and associated decision making processes that form part of the council's policy and resources strategy process.

Reasons for Lateness

174. The report is late because the current round of listening exercises only concluded on 24 August 2020. Further, the member and officer working group were only able to consider and input into emerging recommendations at their meeting on 27 August 2020. Officers therefore needed time to consider this feedback ahead of drafting the work stream recommendations set out in Appendix 1.

Reasons for Urgency

175. The report is urgent because a detailed roadmap setting out key actions, measures and metrics is planned to come to cabinet on 20 October. It is therefore important, in maintaining pace on action and onward engagement, that Cabinet agree the emerging work stream recommendations in advance of that time; this is the first available cabinet to receive those recommendations.

APPENDICES

No.	Title
Appendix 1	Southwark Stands Together work stream recommendations
Appendix 2	Southwark Stands Together engagement analysis
Appendix 3	Health Impact Analysis – Summary
Appendix 4	Equality Impact Analysis

AUDIT TRAIL

Cabinet Member	Councillor Johnson Situ, Cabinet Member for Growth, Development and Planning	
Lead Officer	Stephen Gaskell, Director of Response and Renewal	
Report Author	Jas Baddhan, Equality, Diversity and Inclusion Programme Lead Stephen Gaskell, Director of Response and Renewal	
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CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Democracy	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team		3 September 2020