

APPENDIX 1

Southwark Stands Together – Priority recommendations for early action

Ref	Work stream	Recommendations	Portfolio Holder(s)?	Strategic Director	Director Lead
01	Employment and Business	<i>Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.</i>	Cllr Cryan, Jobs, Culture & Skills	Eleanor Kelly	Stephen Gaskell
01	Employment and Business	<i>Explore how we can provide effective business support which 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.</i>	Cllr Cryan, Jobs, Culture & Skills	Eleanor Kelly	Stephen Gaskell
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02	Education	<i>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</i>	Cllr Jasmine Ali, Children, Young People & Schools	David Quirke-Thornton	Nina Dohel

		<i>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.</i>			
02	Education	<i>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.</i>	Cllr Jasmine Ali, Children, Young People & Schools Cllr Cryan, Jobs, Culture & Skills	David Quirke- Thornton Eleanor Kelly	Nina Dohel Stephen Gaskell
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03	Health	<i>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.</i>	Cllr Akoto, Public Health & Community Safety	Caroline Bruce	Jin Lim
03	Health	<i>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</i>	Cllr Akoto, Public Health & Community Safety Cllr Helen Dennis, Social Support & Homelessness	Caroline Bruce David Quirke- Thornton	Jin Lim Genette Laws
Ref	Work	Recommendations	Portfolio Holder(s)?	Strategic	Director Lead

	stream			Director	
04	Culture	<i>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.</i>	Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
04	Culture	<i>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</i>	Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
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05	Communities	<i>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.</i>	Cllr Alice MacDonald, Communities & Equalities	Caroline Bruce	Stephen Douglass
05	Communities	<i>Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:</i> <ul style="list-style-type: none"> • <i>how targeted support can be offered to</i> 	Cllr Alice MacDonald, Communities & Equalities	Caroline Bruce	Stephen Douglass

		<p><i>groups from BAME backgrounds, who have not previously accessed grant funding;</i></p> <ul style="list-style-type: none"> <i>• whether the way in which we structure our grant making enables or disables people to access these opportunities;</i> <i>• the support in place for people to access funding;</i> <i>• our grant making and commissioning processes and requirements and the barriers these may generate</i> 			
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06	Interaction with the Police (in brackets represents lead authority)	<p><u><i>Building Trust between the Police and the Community</i></u></p> <p><i>Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer). (Police/Council).</i></p>	<p>Cllr Akoto, Public Health & Community Safety</p> <p>Cllr Jasmine Ali, Children, Young People & Schools</p>	Caroline Bruce	Stephen Douglass
06	Interaction with the Police (in brackets represents lead authority)	<p><u><i>Police visibility and accessibility</i></u></p> <p><i>Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones. (Police/Council)</i></p>	Cllr Akoto, Public Health & Community Safety	Caroline Bruce	Stephen Douglass

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07	Renewing and Reinventing the Public Realm	<i>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.</i>	Cllr Catherine Rose, Leisure, Environment & Roads Cllr Cryan, Jobs, Culture & Skills	Caroline Bruce	Rebecca Towers
07	Renewing and Reinventing the Public Realm	<i>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.</i>	Cllr Catherine Rose, Leisure, Environment & Roads Cllr Cryan, Jobs, Culture & Skills Cllr Johnson Situ, Climate Emergency, Planning & Transport	Eleanor Kelly	Steve Platts
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08	Council staff engagement	<i>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.</i>	Cllr Alice MacDonald, Communities & Equalities Cllr Rebecca Lury, Finance & Performance	Michael Scorer Eleanor Kelly	Emma Marinos Julie Foy
08	Council staff	<i>Embark upon an on-going re-training and re-</i>	Cllr Alice MacDonald,	Michael	Emma

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	engagement	<i>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.</i>	Communities & Equalities Cllr Rebecca Lury, Finance & Performance	Scorer Eleanor Kelly	Marinos Julie Foy