

Comprehensive Equalities Scheme **2016-20**

Data sift



This presentation

- ➔ Sets out the key points from the data sifting exercise
- ➔ Indicates existing approaches to address areas for action
- ➔ Identifies gaps
- ➔ Sets out next steps in the development of the CES.

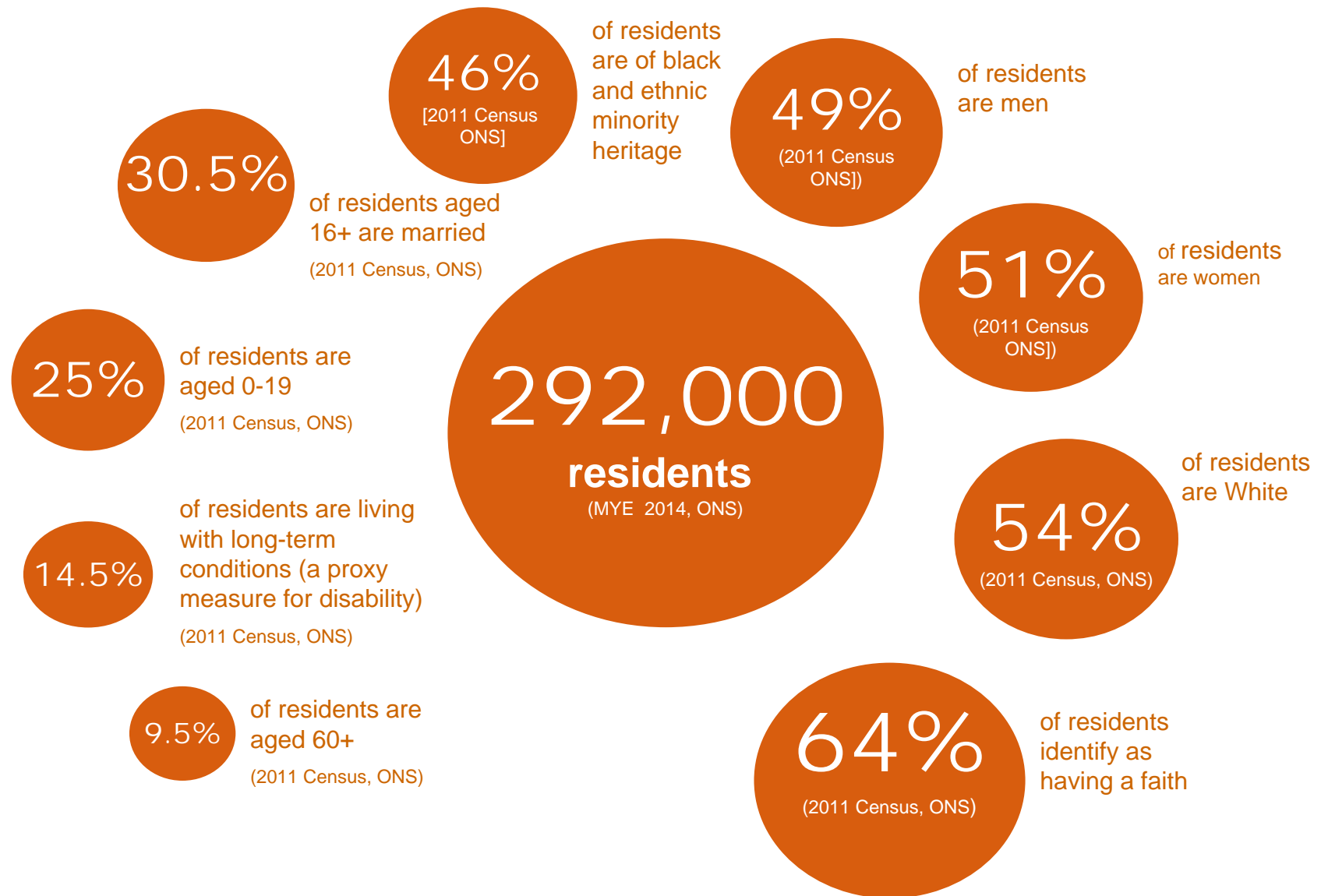
Summary



Borough Demographics

Areas of interest or note

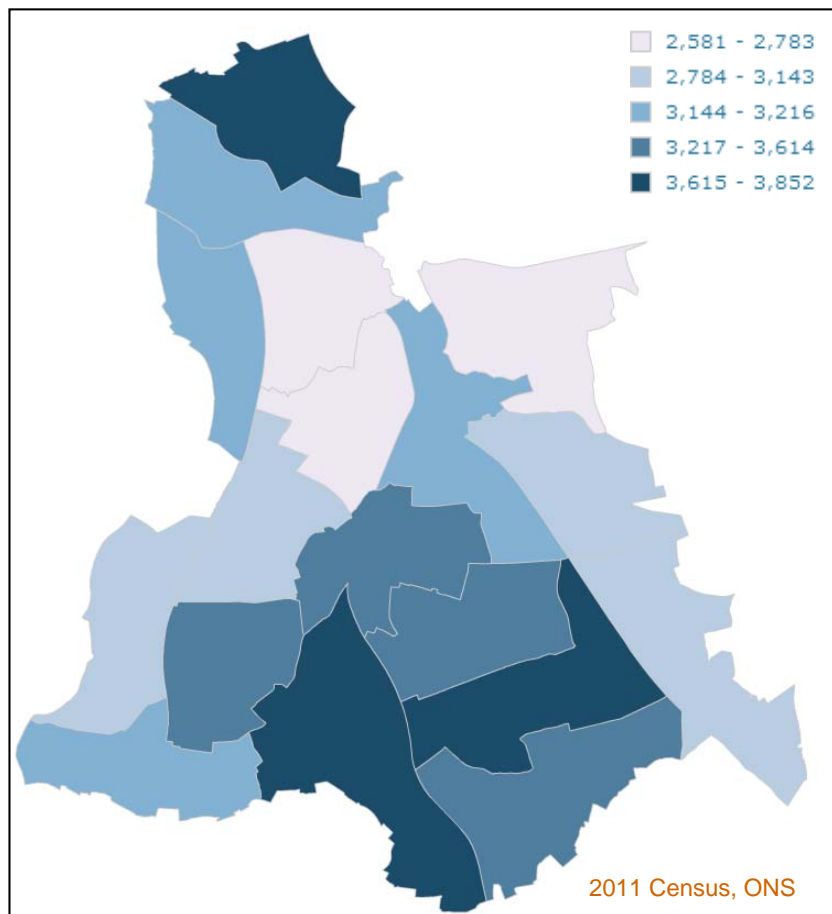




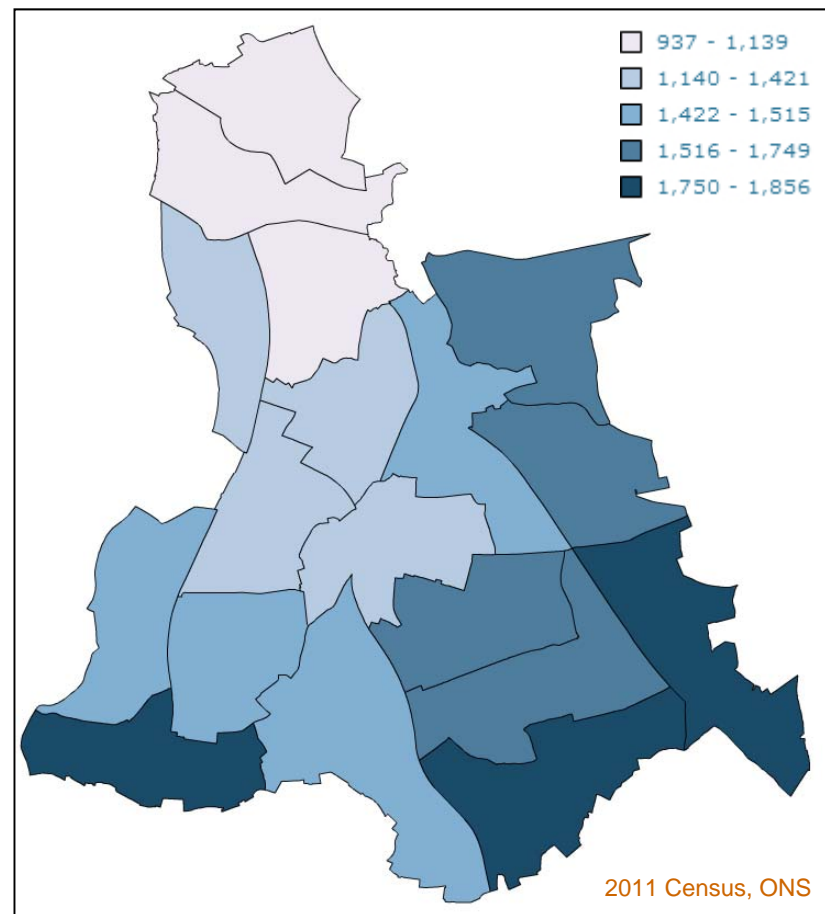
Borough demographics



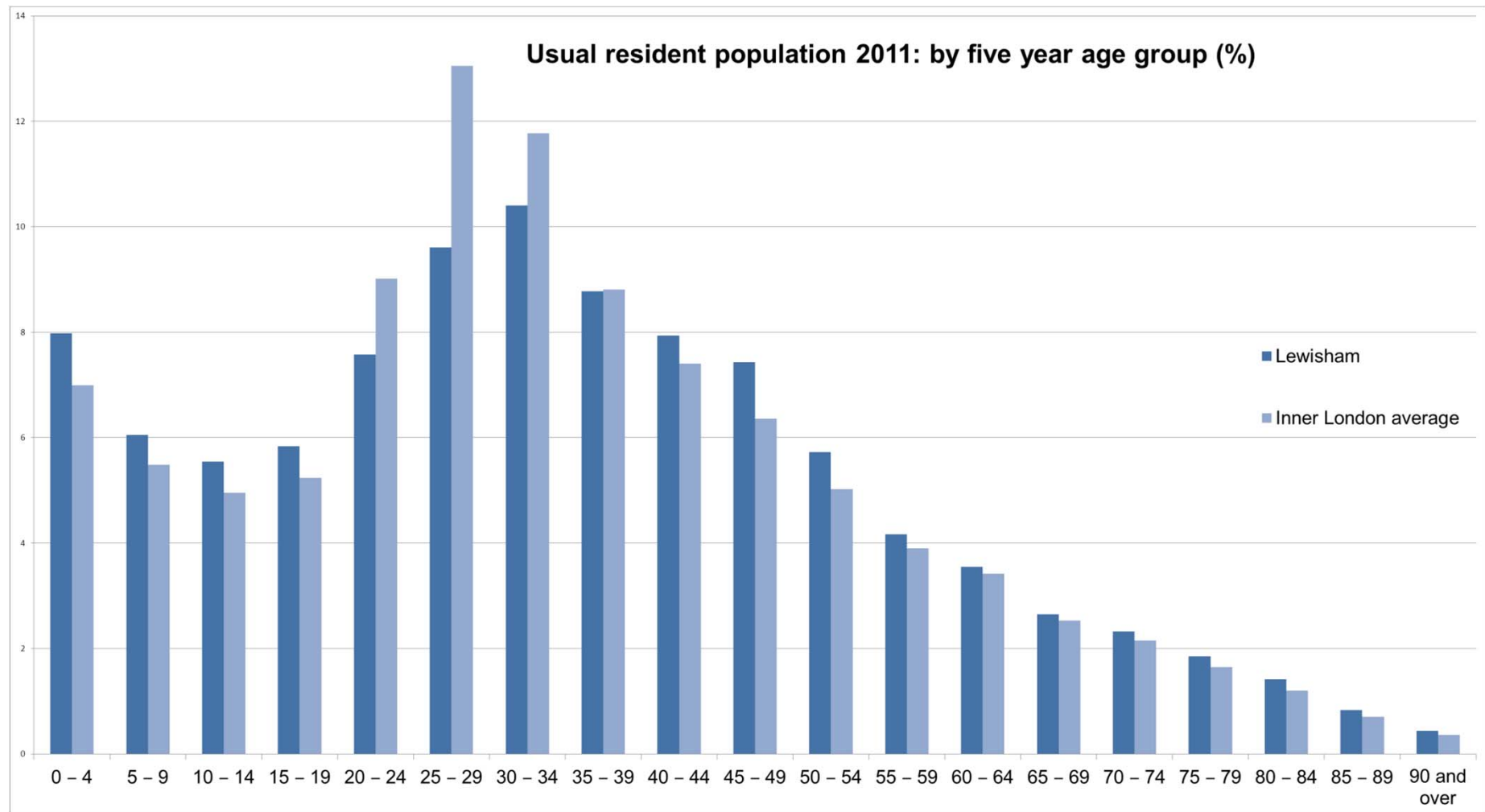
Number of 0 -15 year olds by ward



Number of 65+ year olds by ward



Age distribution

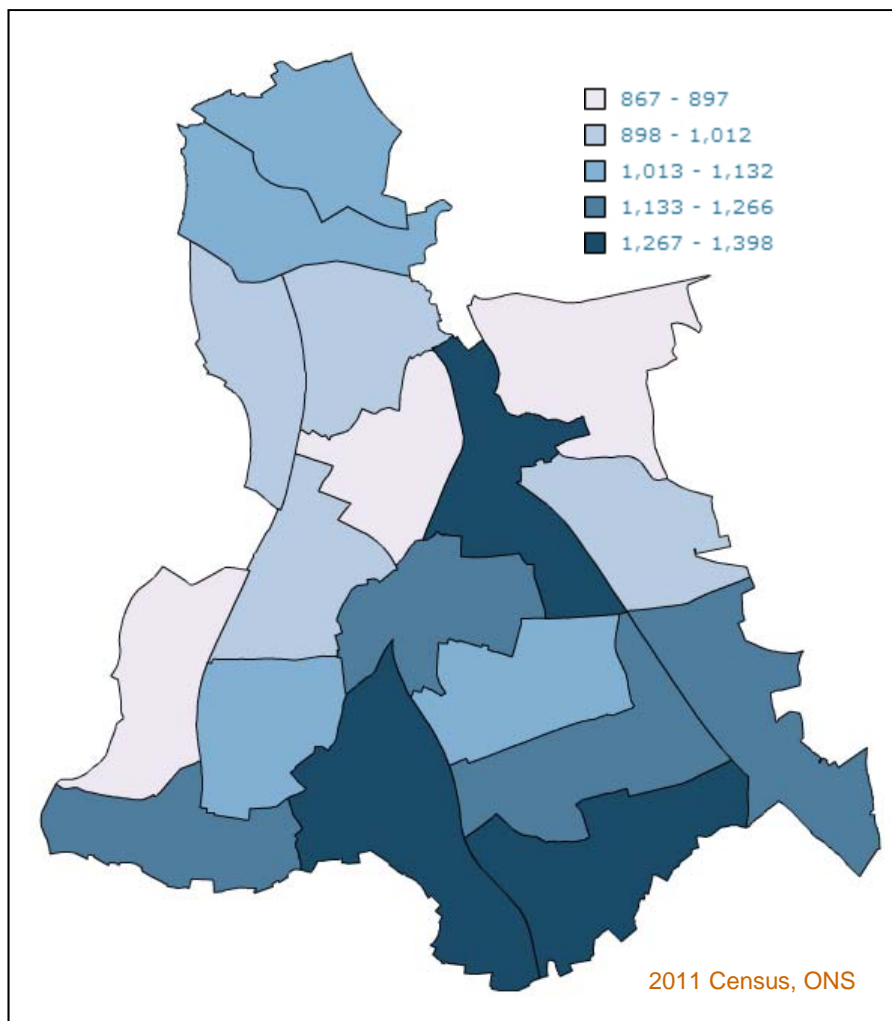


2011 Census, ONS

Age profile



Number of people whose day-to-day activities are limited a lot



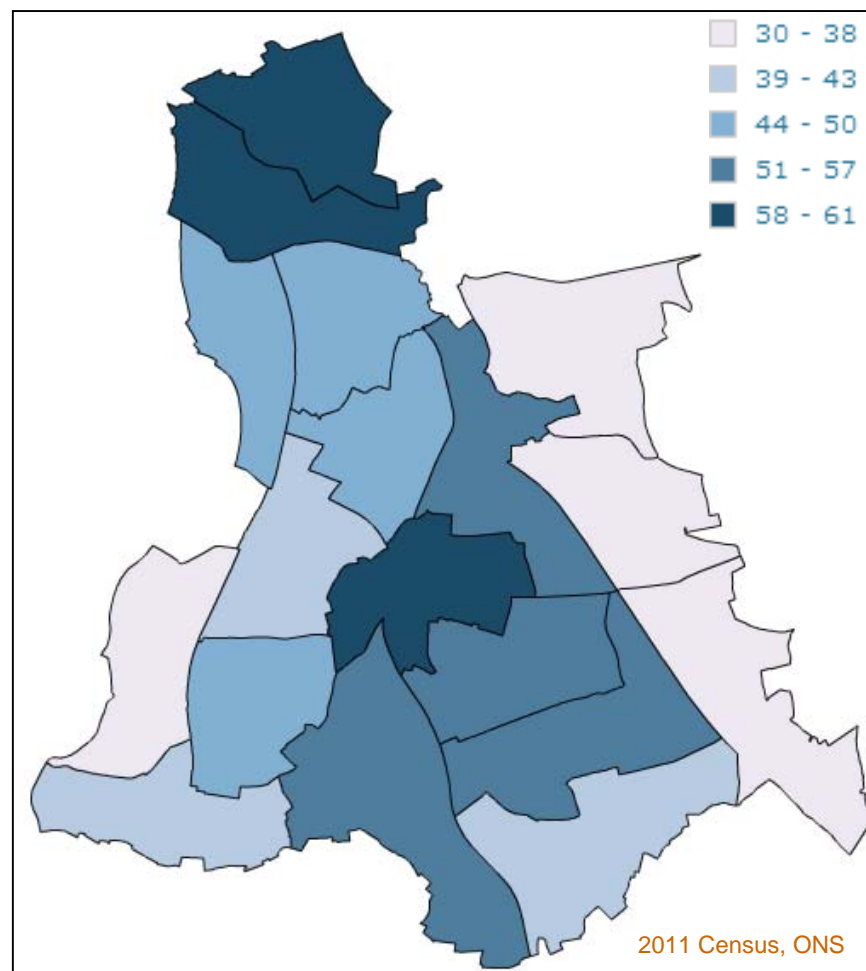
Context

- A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out standard day-to-day activities
- The Equality and Human Rights Commission guidance defines disability in terms of its effects rather than underlying categorisation of impairments
- Analysis of Lewisham's recent residents survey found that less than half of disabled residents (48%) were confident that their local community would be able to help if a service in their local area was under threat, compared to two-thirds of non-disabled residents (66%) PPU 2015
- Analysis by Public Health England for its learning disability profiles indicates that Lewisham has average numbers of learning disabled people (16-64) known to the Council (four per 1000).

Disability



Percentage of population who belong to Black,
Asian or minority ethnic groups



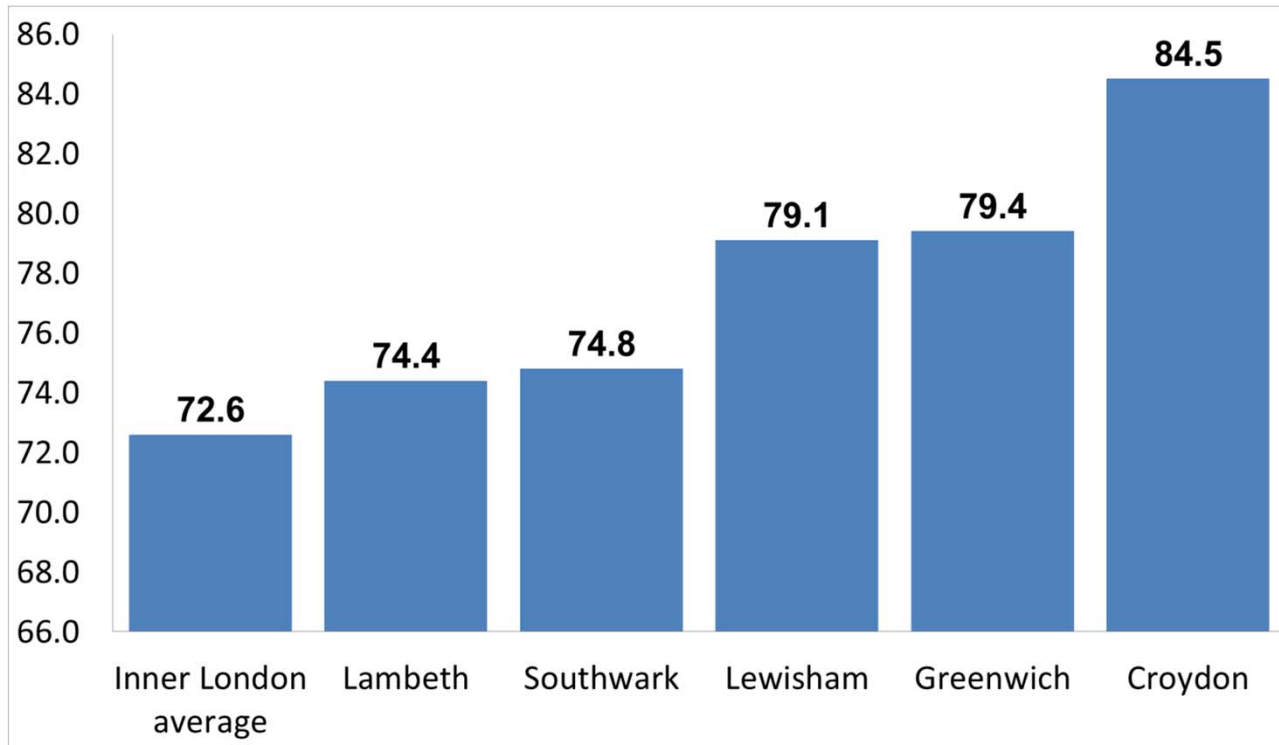
Context

- The census categories used for mapping are broad (essentially white/non-white) and mask high levels of local diversity as well as differing national and cultural origins
- The largest combined ethnic group in the borough is categorised in the census as White; English/Welsh/Scottish/Northern Irish/British
- New Cross ward has the highest proportion of people whose self identified ethnicity is Black African
- Catford South has the highest number of people who identify as Black Caribbean.

Ethnicity



Self determined UK identity (%)



2011 Census, ONS

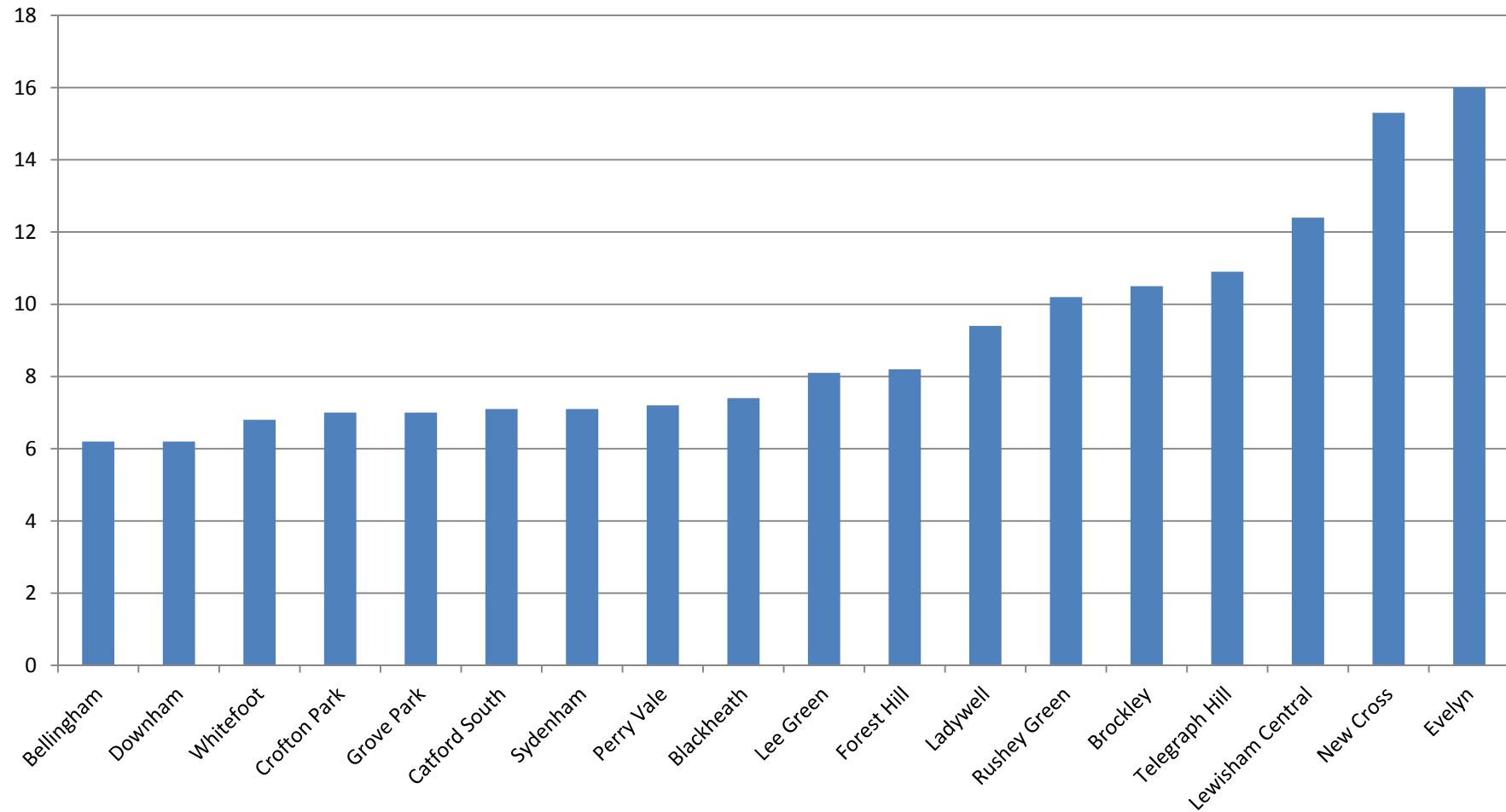
Context

- A person's national identity is a self-determined assessment of their own identity with respect to the country or countries with which they feel an affiliation. This assessment of identity is not dependent on legal nationality or ethnic group.
- The national identity question in the census included six tick box responses - one for each of the four parts of the UK (English, Welsh, Scottish, Northern Irish), one for British, and one for 'Other'. People were asked to tick all options that they felt applied to them.

National identity



No people in household have English as a main language (%)



2011 Census, ONS

Language



	Males				Females			
	2011 Census		2001 Census		2011 Census		2001 Census	
	Number	%	Number	%	Number	%	Number	%
Residents aged 16-74	100,913		88,675		105,342		94,460	
Managers, directors & senior officials	7,711	11.1	10,219	17.1	5,426	8.2	6,620	12.1
Professional occupations	14,891	21.3	8,860	14.8	15,918	24.0	7,403	13.5
Associate professional and technical occupations	12,468	17.9	10,105	16.9	10,007	15.1	10,397	19.0
Administrative & secretarial occupations	4,636	6.6	5,292	8.8	11,395	17.2	13,668	25.0
Skilled trades occupations	9,419	13.5	8,453	14.1	1,613	2.4	938	1.7
Caring, leisure & other service occupations	3,183	4.6	1,914	3.2	9,640	14.5	6,077	11.1
Sales & customer service occupations	4,498	6.4	3,081	5.1	5,874	8.9	4,857	8.9
Process, plant & machine operatives	4,981	7.1	4,707	7.9	569	0.9	653	1.2
Elementary occupations	7,966	11.4	7,260	12.1	5,862	8.8	4,085	7.5

Context

- ➔ Women are under represented in manufacturing and construction, transport and storage jobs and over represented in education, human health and social work activities
- ➔ A gender based pay gap remains, with women overrepresented in lower paid and part-time professions
- ➔ Nine out of ten single parent households are headed by women.

Census 2011 data analysis – Policy and Partnerships 2012

Gender



- ➔ Information about the trans* community is not collected in the census
- ➔ No information exists locally about the extent or distribution of the trans* community
- ➔ The Gender Identity Research and Education Society (GIRES) has carried out work estimating the size of the transgender population in the UK
- ➔ It is estimated that there are between 10 and 45 people per 100,000 presenting as trans* in different areas of the UK
- ➔ GIRES research indicates that the trans* community is susceptible to high levels of change and mobility
- ➔ The effect of supportive services and provision of support to members of the community is likely to enable more people to come forward to health professionals.

Context

- ➔ Protection based on gender reassignment is included in the 2010 equality act
- ➔ The focus on numbers of people is unlikely to give an indication about the levels of prejudice and discrimination affecting the community
- ➔ GIRES highlights that trans* people face discrimination and associated problems with safety and mental health as a result of discrimination and prejudice
- ➔ Work by GIRES also indicates that the numbers trans* people accessing medical services each year is increasing.

GIRES: <http://www.gires.org.uk/>

Gender identity



Most married and civil partnered wards (top five wards by percentage of persons living in ward)

	All Usual Residents Aged 16 and Over	Single (Never Married or Never Registered a Same- Sex Civil Partnership)	Single (Never Married or Never Registered a Same- Sex Civil Partnership)	Married	Married	In a Registered Same- Sex Civil Partnership	In a Registered Same- Sex Civil Partnership
	Count (persons)	Count (persons)	Percentage (persons)	Count (persons)	Percentage (Persons)	Count (Persons)	Percentage (Persons)
Bellingham	11058	4974	45	3704	33.5	39	0.4
Blackheath	11458	5568	48.6	3972	34.7	82	0.7
Brockley	14540	9140	62.9	3393	23.3	96	0.7
Catford South	11948	5035	42.1	4776	40	50	0.4
Crofton Park	12019	5786	48.1	4334	36.1	88	0.7
Downham	10968	4637	42.3	3914	35.7	24	0.2
Evelyn	12751	6901	54.1	3506	27.5	101	0.8
Forest Hill	11717	5705	48.7	4114	35.1	69	0.6
Grove Park	11597	4838	41.7	4506	38.9	18	0.2
Ladywell	11855	6421	54.2	3769	31.8	67	0.6
Lee Green	11759	5398	45.9	4438	37.7	43	0.4
Lewisham Central	14248	7599	53.3	4209	29.5	102	0.7
New Cross	12575	7107	56.5	3354	26.7	71	0.6
Perry Vale	12387	5942	48	4263	34.4	91	0.7
Rushey Green	11629	5807	49.9	3684	31.7	43	0.4
Sydenham	12458	5937	47.7	4050	32.5	79	0.6
Telegraph Hill	13208	7593	57.5	3553	26.9	75	0.6
Whitefoot	10574	4419	41.8	4060	38.4	24	0.2

Census 2011, ONS

Marriage or civil partnership



- ➔ In 2011, there were 22,004 children under the age of four living in Lewisham, representing 8% of all usual residents. This is higher than 13 of the 14 inner London boroughs as well as the London and England averages.
- ➔ There were 4919 live births in Lewisham in 2012, 46% were to women from a BME group with a further 15% unknown.
- ➔ Lewisham has high levels of maternal obesity - 43.5% of women overweight or obese at their booking appointment
- ➔ Teenage conception rates in Lewisham have been falling but remain high.
- ➔ There is an over-representation of BME groups among those accessing termination of pregnancy services and those accessing repeat terminations.
- ➔ Rates of abortion are highest in Black African women, followed by Black Caribbean women.
- ➔ It was recognised in the epidemiological study for the development of the new Lewisham, Southwark, Lambeth sexual health strategy that there are challenges in reducing levels of repeat terminations – particularly given the high levels of violence against women and girls in the borough

Lewisham Public Health team, 2015

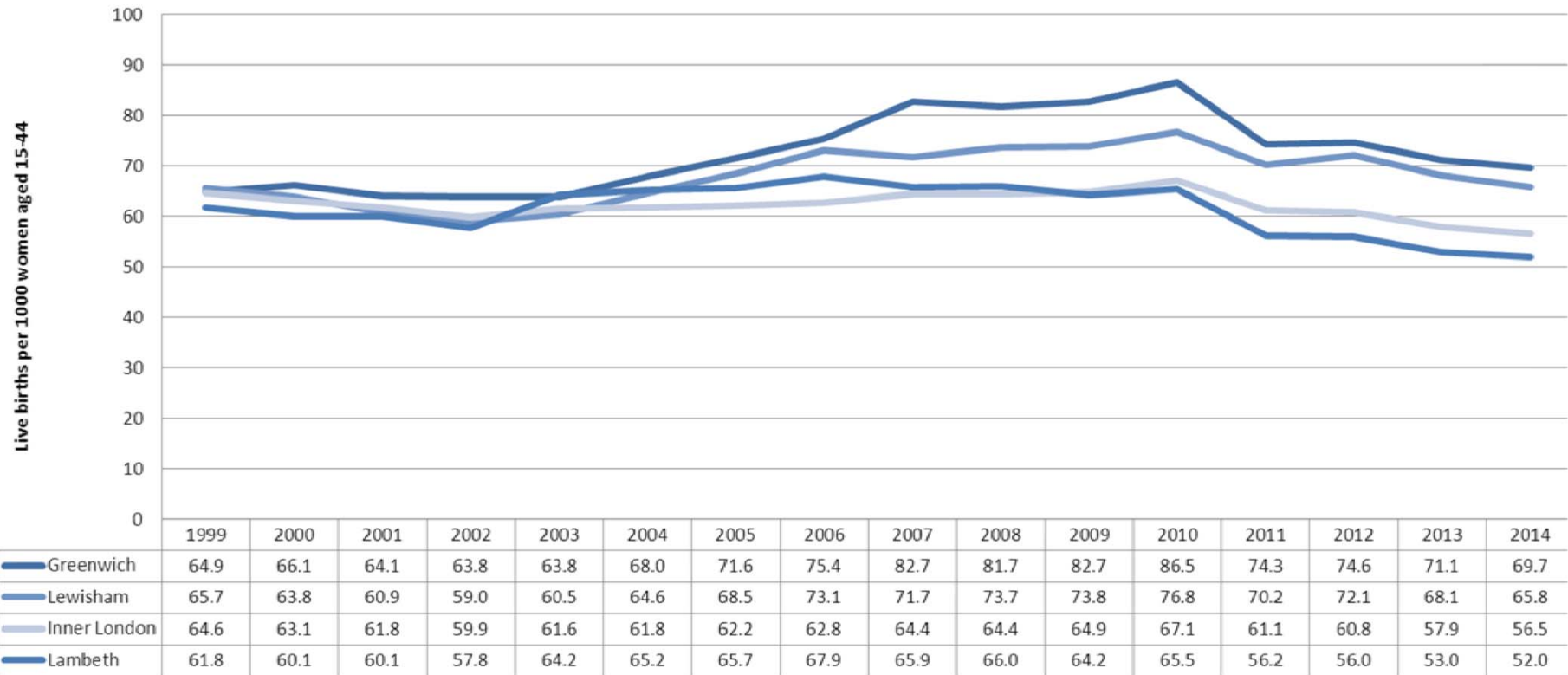
Context

- ➔ Protection in the Equality Act is related to the condition of being pregnant or of raising a child immediately following birth
- ➔ The protection relates most commonly to employment but it is also designed to protect women who are breast feeding
- ➔ Birth rates are expected to plateau towards the end of the decade. Nonetheless, there are service and infrastructure implications of the high numbers of young children born in the borough in the past decade, most notably in the pressure on schools places programme and in the provision of housing.

Pregnancy or maternity



General fertility rates

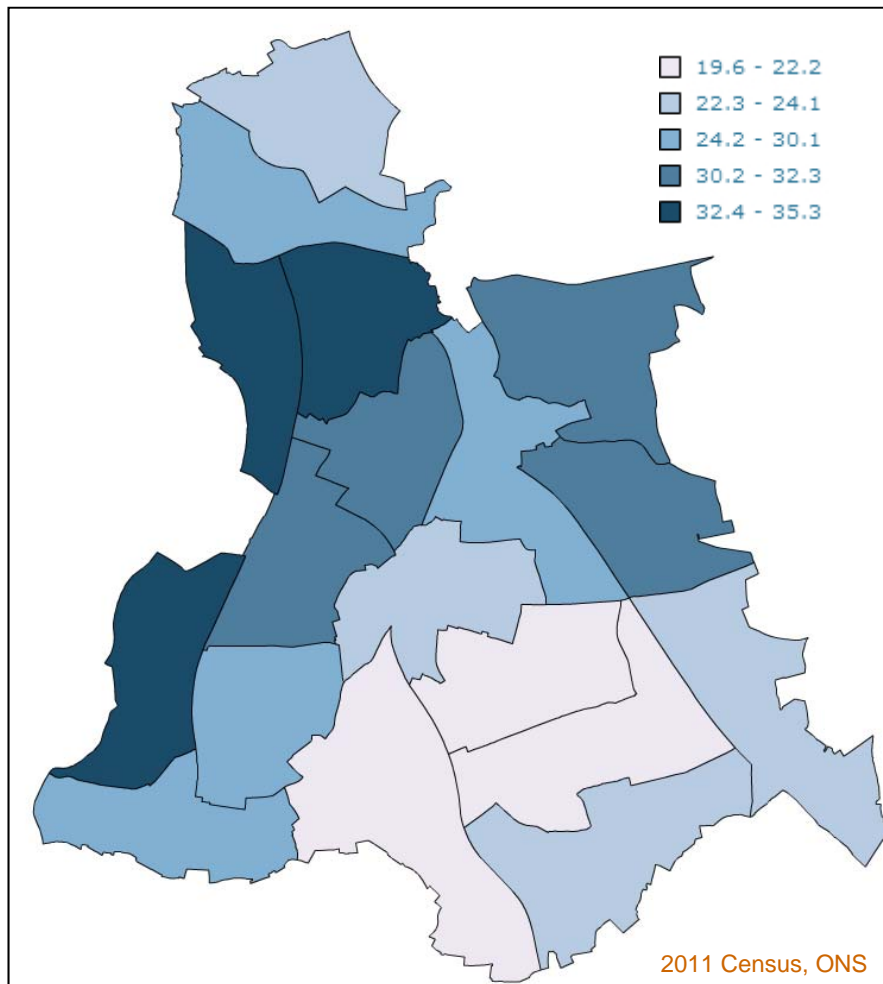


ONS, live births by borough of usual residence of mother, 2015

Pregnancy or maternity



Percentage of residents with no religion



Context

- ➔ Protections for religion or belief have been challenged and broadened at employment tribunals and in case law
- ➔ *Eweida and Chaplin v the United Kingdom* focused on the wearing of religious symbols at work
- ➔ *Ladele and McFarlane v the United Kingdom* – found that employees could not be exempted from their duties (an registrar and a counsellor) because of their religious beliefs
- ➔ Belief in climate change and some political beliefs have been used at tribunal as grounds for protection under the act
- ➔ To be considered as a belief it must be of 'sufficient cogency, seriousness, cohesion and importance and... worthy of respect in a democratic society'.

Religion

- ➔ In 2007, a question on sexual orientation was added to the Council's Annual Resident Survey for the first time;
- ➔ the results showed that out of 1,042 respondents 92 per cent identified themselves as heterosexual/ straight, whilst 2 per cent identified as being gay, lesbian or bisexual;
- ➔ In the 2009 Annual Resident Survey, the same question was asked and out of a total of 1,022 people 95 per cent identified themselves as heterosexual/straight and 1 per cent identified as being gay, lesbian or bisexual;
- ➔ in 2014 a total of 1022 people were asked, 88 per cent identified themselves as heterosexual/straight 4 per cent identified as gay, lesbian or bisexual

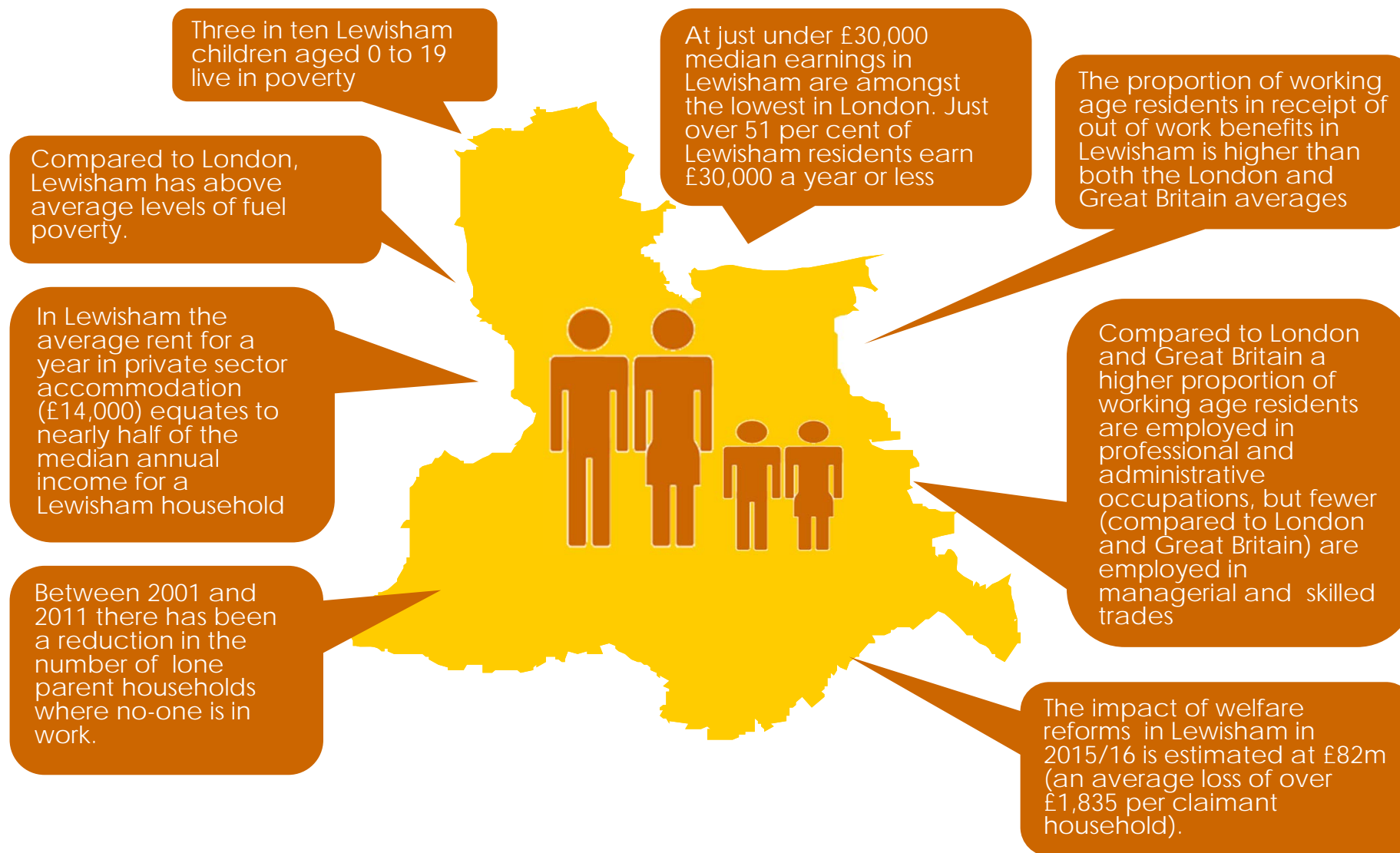
Lewisham Residents' Surveys 2007, 2009, 2012: Policy and Partnerships

Context

- ➔ Information about sexual orientation is not gathered by the census
- ➔ There are no reliable local measures for determining the numbers of gay, lesbian and bisexual people
- ➔ Each of the groups within the category has its own levels of diversity and differentiation
- ➔ Public Health England estimates project the numbers of men who have sex with men for epidemiological modelling, which provides an approximation of the distribution of gay men in the borough based on access to sexual health services
- ➔ This modelling indicates that the population of MSM in Lewisham is between 4 and 8 per cent of the male population (aged 16-44).
- ➔ Lambeth and Southwark are estimated to have MSM populations of between 12 and 20 per cent, representing populations of 15,000 and 10,000 respectively.

Sexual orientation



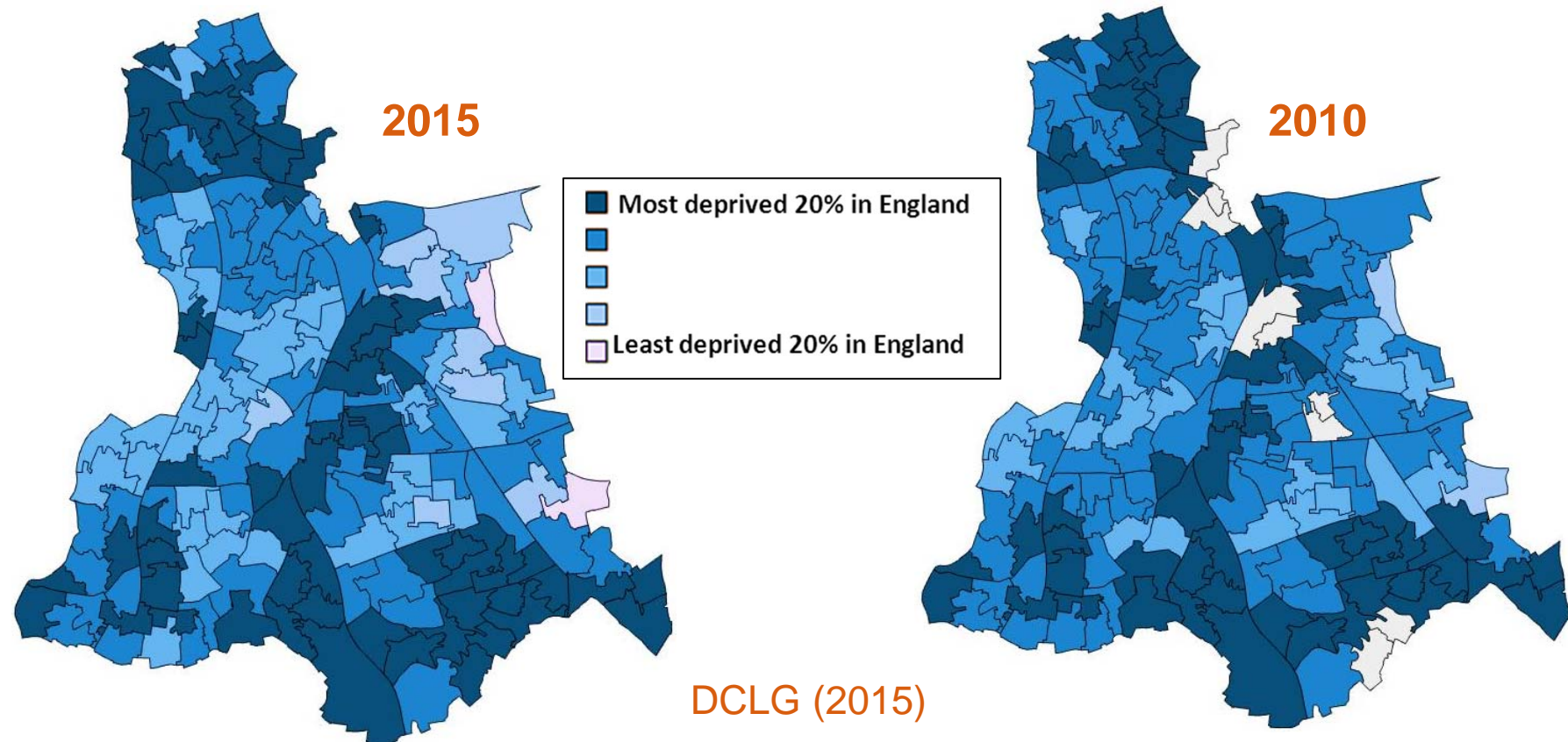


Poverty in Lewisham: a summary of key points



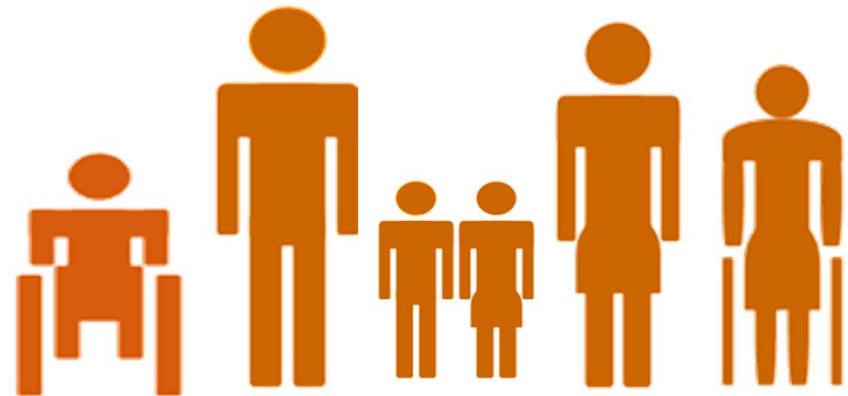
The Index of Multiple Deprivation (IMD) is an overall relative measure of deprivation constructed by combining seven domains of deprivation, as follows:

- Income Deprivation; Employment Deprivation; The Education, Skills and Training Deprivation; The Health Deprivation and Disability; Crime; Barriers to Housing and Services; Living Environment Deprivation.



Indices of multiple deprivation

1. Tackling discrimination, victimisation and harassment
2. Improving access to services
3. Closing the gap in outcomes
4. Increasing mutual understanding and respect
5. Increasing citizen participation and engagement



Five enduring objectives



Health

Areas of interest or note



Headline facts

- ➔ The gap in life expectancy *within* Lewisham is increasing.
- ➔ Levels of childhood obesity are higher than the England rates - 24.3% of children in year 6 (10-11 year old) identified as obese. Nearly two thirds of adults (61.2%) are overweight and obese, of these 23.7% are obese
- ➔ Only 57.1% of adults (aged 16+) achieve the recommended levels of physical activity and 27.5% are classified as inactive Lewisham Public Health team, 2015
- ➔ Smoking related deaths are higher than the average. Smoking prevalence among routine and manual workers is 30% compared with 21% of the adult population
- ➔ Alcohol related hospital admissions are increasing and at a higher rate than England. Young women have twice the rate of admissions compared with young men
- ➔ An estimated one in three adults admitted to care homes are malnourished or at risk of malnutrition
- ➔ Care of people with long term conditions accounts for 70% of the money spent on health and social care in England. Lewisham CCG

Life expectancy

- ➔ Lewisham's Health and Wellbeing Strategy sets out the borough's strategic approach to addressing health inequalities
- ➔ By tackling health inequalities, the Council and its partners are able to make an important contribution to increasing life expectancy for Lewisham residents
- ➔ Early deaths (under 75) due to cancer, cardiovascular disease and chronic obstructive pulmonary disease are the main contributors to the gap in life expectancy between Lewisham and England
- ➔ Life expectancy varies in different parts of Lewisham. There is more than a seven year difference in mortality between women and almost an eight year difference in men. Public Health England, 2015
- ➔ People with mental health disorders and the LGBT community experience disproportionate levels of smoking associated harm since they are more likely to smoke and to smoke more heavily than the general population.

Lewisham Public Health team, 2015

Context

- ➔ Life expectancy for men is lower than the England average, but the gap is decreasing for both men and women, whilst the gap within Lewisham appears to be increasing.
- ➔ The average life expectancy for Lewisham males in 2011-13 was 78.7 years against an England average of 79.4 years.
- ➔ The average life expectancy for Lewisham females in 2011-13 was 83.0 years against an England average of 83.1 years.

Lewisham Public Health team, 2015

Health



Mental health

- ➔ In 2013/14 1.27% of population registered with a Lewisham GP had a mental illness compared to 0.84% nationally
- ➔ There is an over-representation of young men from BME groups in mental health services
- ➔ African Caribbean men are much more frequently diagnosed with psychosis than White men- and are more likely to be detained under the Mental Health Act
- ➔ Rates of mental illness are also higher in LGBT groups
- ➔ Those with learning difficulties including ASD and ADHD are more likely to experience anxiety and depression.

Lewisham Public Health team, 2015

Context

- ➔ Lewisham's Joint Strategic Needs Assessment highlights the key inequalities in relation to mental health
- ➔ It is recognised that there is a relationship between mental health problems, social exclusion, unemployment, deprivation and inequality
- ➔ 50% of lifelong mental illness is experienced by the age of 14. Support for children and young people experiencing mental health difficulties can help mitigate some of the negative impacts of mental illness.
- ➔ Recognised risk factors for developing mental health problems include: living in poverty; being 'looked after'; exposure to trauma or violence; poor parental mental health and/or substance misuse; involvement in crime.

Health



Sexual Health

- ➔ There are some significant differences in the health of different populations.
- ➔ The number of people living with HIV in the borough is relatively high, with a prevalence rate of 8.2 per 1,000. HIV rates are particularly high in men who have sex with men and Black African communities.
- ➔ Men who have sex with men have the highest rates of sexually transmitted infections
- ➔ Young people (under 25) have high rates of chlamydia and gonorrhoea infection
- ➔ Women from Black African and Caribbean groups have much higher abortion rates, than other ethnic groups

Lewisham Public Health team, 2015

Long term conditions

- ➔ Including diabetes, chronic obstructive pulmonary disease, cardiovascular disease, asthma, dementia, living with cancer and many others
- ➔ Some conditions can be controlled by medication, therapy and self management
- ➔ Recorded conditions are likely to be lower than estimated across Lewisham; however the level of difference varies notably by condition
- ➔ Improvements in healthcare and a future increase in the older population means that there will be more people living with one or more long term conditions in the future
- ➔ People in deprived communities are more likely to be living with one or more long term conditions
- ➔ Lewisham's Black and minority ethnic communities are at greater risk from health conditions such as diabetes, hypertension and stroke.
- ➔ Health and social care services are working more closely together to increase personalisation of health and social care services and concentrate efforts on emergency hospital admission avoidance.

Health and Wellbeing Strategy priorities 2015-18

1. To accelerate the integration of care
2. To shift the focus of action to preventing ill health and promoting independence
3. To support communities and families to become healthy and resilient.

HEALTH AND WELLBEING BOARD			
Report Title	Health and Wellbeing Strategy Draft Refresh 2015-2018		
Contributors	Director of Public Health	Item No.	3
Class	Part 1	Date:	22 September 2015
Strategic Context	Please see body of report		
Pathway	Health and Wellbeing Strategy Implementation Group Action Plan was considered as an information item by the Health and Wellbeing Board on 10th May 2015.		

1. Purpose

This report provides members of the Health and Wellbeing Board with a draft Refresh of the Health and Wellbeing Strategy for 2015-18.

2. Recommendations

Members of the Health and Wellbeing Board are recommended to approve or amend the draft Health and Wellbeing Strategy refresh (Appendix 1) and to ask the Strategy Implementation Group to develop an implementation plan to deliver the priorities for action identified in the strategy refresh.

3. Strategic Context

3.1 The Health and Social Care Act 2012 established health and wellbeing boards as a forum where key leaders from the health and care system work together to improve the health and wellbeing of their local population and reduce health inequalities. The activity of the Health and Wellbeing Board is focused on delivering the strategic vision for Lewisham as established in Shaping our Future – Lewisham's Sustainable Community Strategy, and in Lewisham's Health and Wellbeing Strategy.

3.2 The work of the Board directly contributes to the priority outcome in Shaping our Future that communities in Lewisham should be Healthy, Active and Enjoyable – where people can actively participate in maintaining and improving their health and wellbeing.

3.3 The Health and Social Care Act 2012 placed a duty on local authorities and their partner clinical commissioning groups to prepare and publish joint health and wellbeing strategies to meet needs identified in their joint strategic needs assessments (JSNAs). Lewisham's Health and Wellbeing Strategy was published in 2013.

3.4 The Health and Social Care Act also required health and wellbeing boards to encourage persons who arrange for the provision of any health or social services in the area to work in an integrated manner, for the purpose of advancing the health and wellbeing of the area.

Health



Education

Areas of interest or note



Headline facts

- ➔ Pupils in Lewisham schools are less likely than the London and England averages to attain five A-C grades (including maths and English) at GCSE
- ➔ Lewisham's primary school Ofsted reports are amongst the best in London. More than 90 per cent of students attend schools that have an overall rating of good or outstanding.
- ➔ A third of secondary school pupils are in settings which are deemed by Ofsted to require improvement in comparison to an inner London average of one in ten.

Watchsted performance tables 2015

Education



- ➔ Results in the key indicator of 5+ A-C grades, including English and Maths are still only rising incrementally and so the gap is not being closed with Lewisham's statistical neighbours.
- ➔ The gap for those pupils eligible for Pupil Premium increased to over 20% in 2013
- ➔ Provisional key stage 4 (GCSE) data for 2015 indicates that the overall A-C pass rate, including English and Maths has fallen for a third consecutive year
- ➔ The achievement and attainment of pupils is also tracked by ethnic group. The achievement of pupils from a Black Caribbean heritage has not been sustained and the gap with other pupils continues to grow
- ➔ Further scrutiny of school standards and achievement is due at the Children and Young People's Select Committee in the Spring of 2016.

Education



Children and Young People's Plan 2015-18

The Children and Young People's Strategic Partnership is currently developing a new plan. Its proposed priorities for action are summarised in these areas:

- ➔ Child and family resilience
- ➔ Healthy and active
- ➔ Achievement and attainment
- ➔ Stay safe

'It's Everybody's Business'

**Lewisham's Children and Young
People's Plan 2015 - 2018**



1

Education



Housing

Areas of interest or note



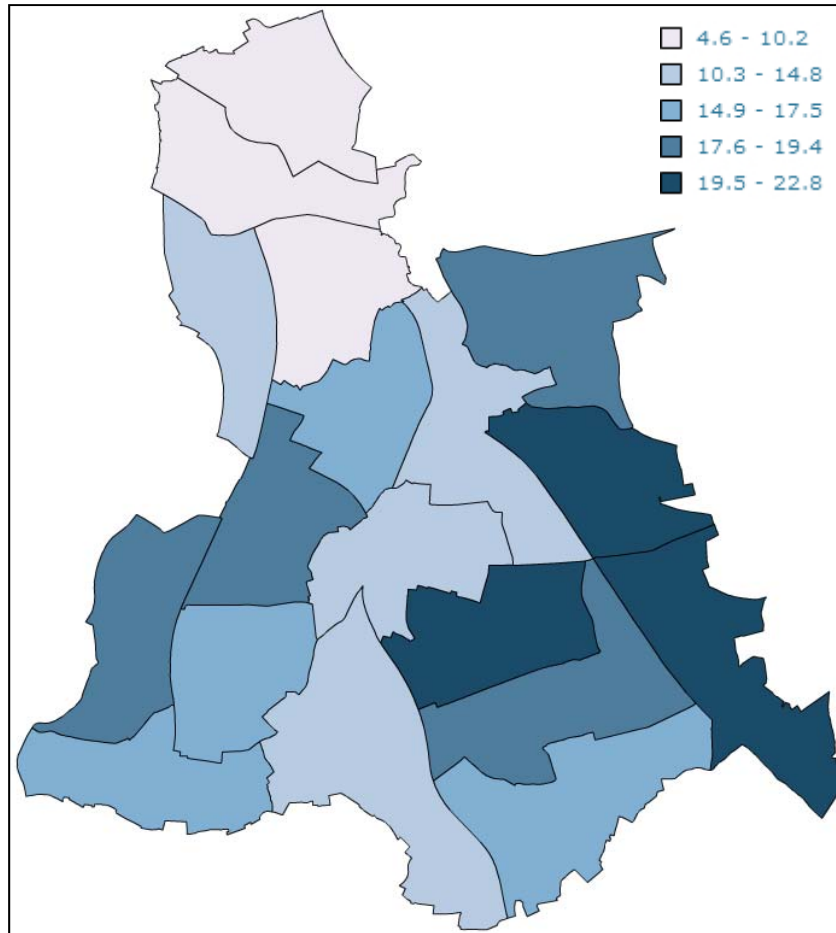
Headline facts

- ➔ More than 55 per cent of Lewisham's population now rent, either in the private or social sector
- ➔ There has been a slight decrease in social renting and in the number of homes that are owned outright, but the private rented sector has increased significantly, doubling in size over the last 10 years to over 25 per cent
- ➔ In Lewisham, the number of accepted homeless applications increased by 24 per cent between 2010 and 2013, and the number of households in temporary accommodation has increased by 76 per cent over the last 5 years
- ➔ Work carried out by the Council indicates that a third of private rented sector accommodation is of very poor standard
- ➔ The Council is working with partners to deliver 500 new affordable homes
- ➔ Single men are overrepresented amongst the numbers of rough sleepers

Housing

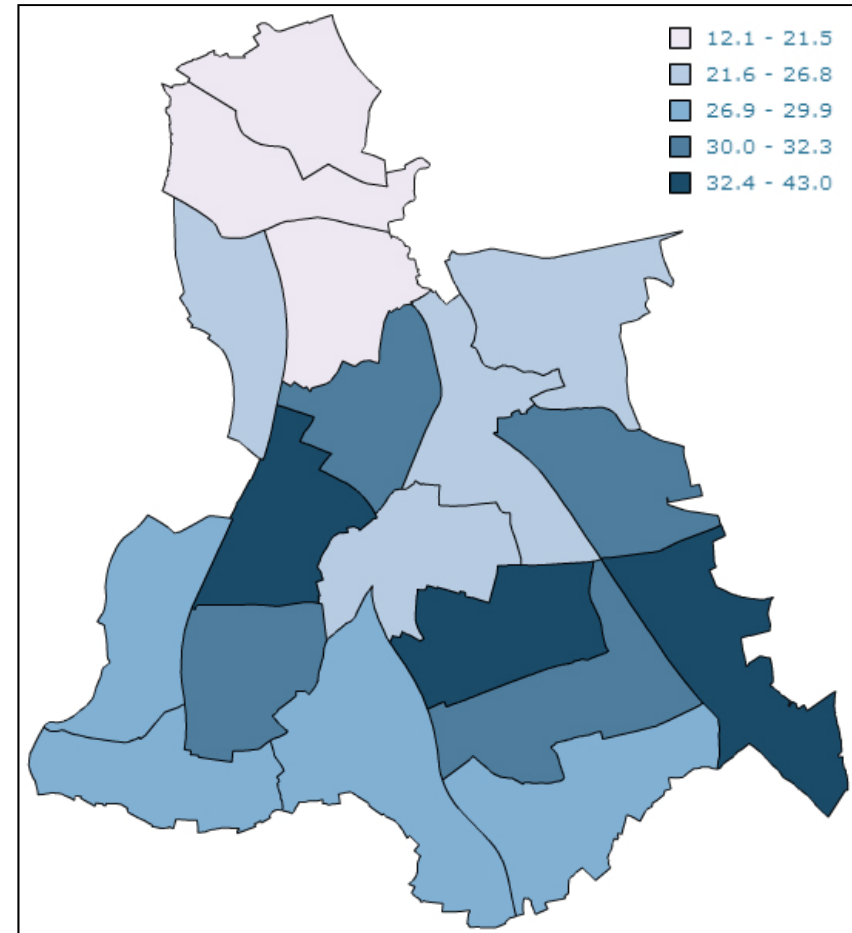


Percentage of residents who own property outright



2011 Census, ONS

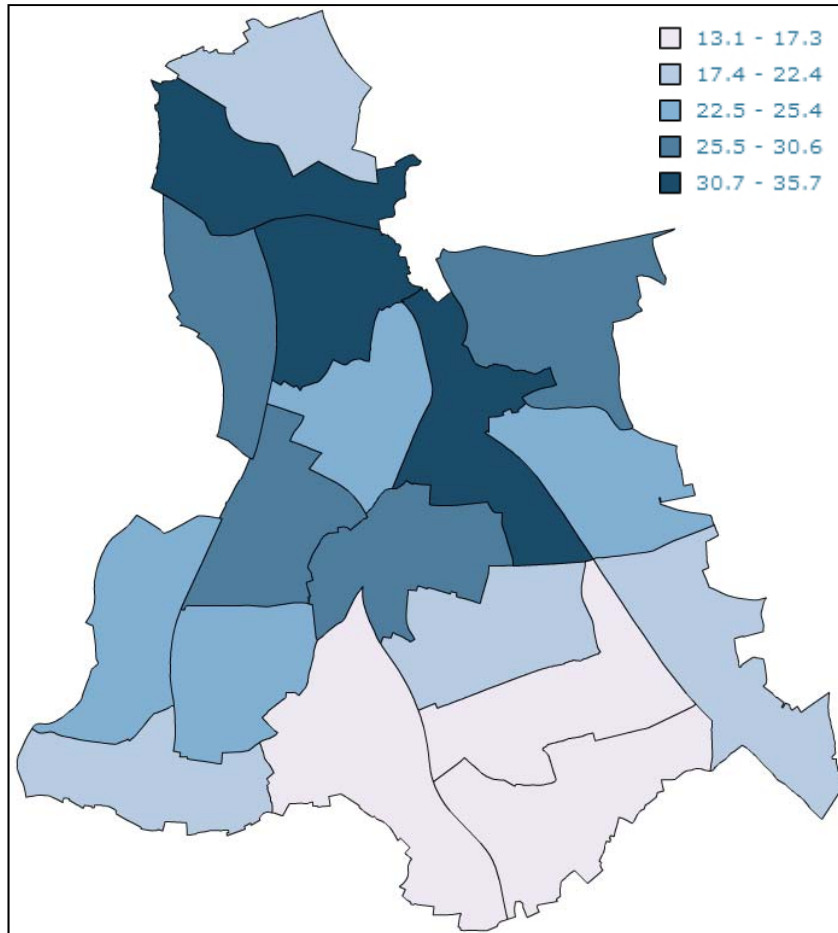
Percentage of residents who own property with a mortgage



Housing

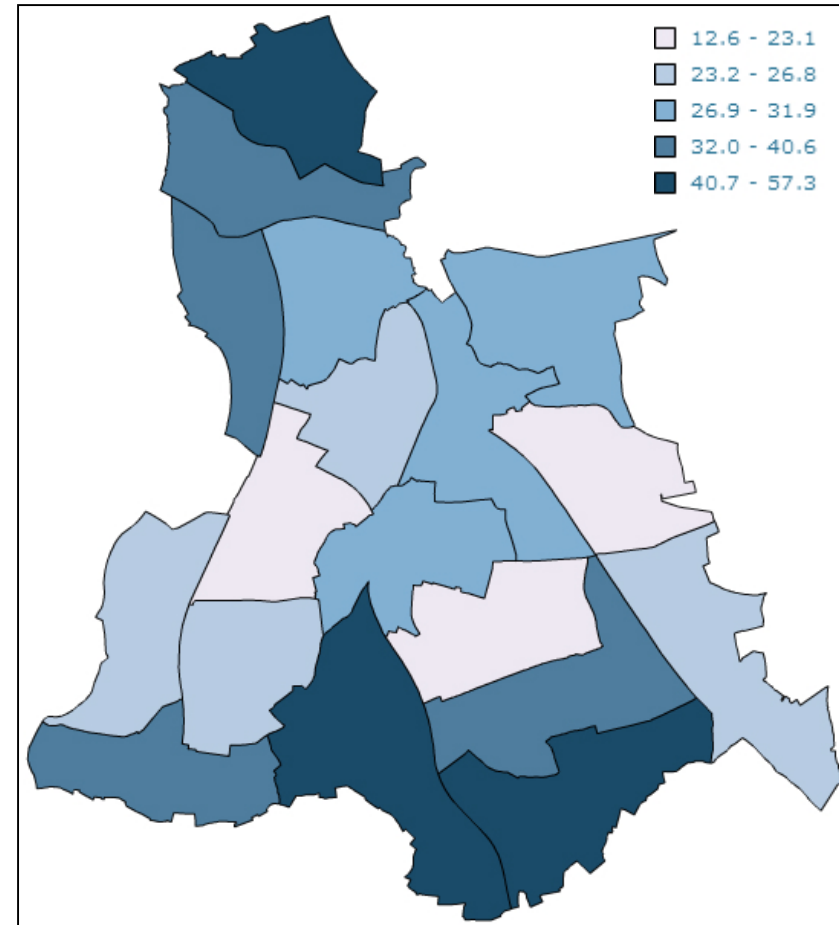


Percentage of residents who are in private rented accommodation



2011 Census, ONS

Percentage of residents who are in social rented accommodation



Housing



Tenure by ethnicity

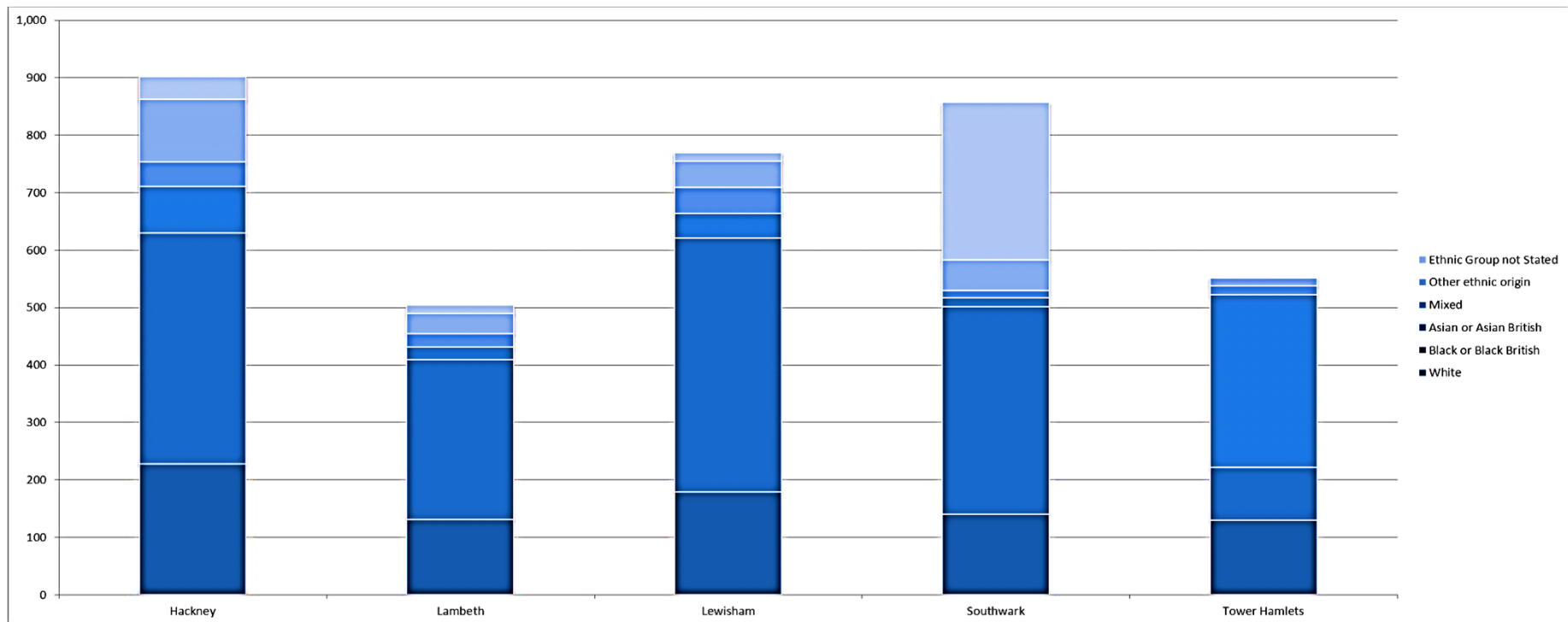
PPU 2015

	Owned outright		Owned with a mortgage or loan or shared ownership		Social rented		Private rented or living rent free	
	Count	%	Count	%	Count	%	Count	%
All categories: Ethnic group	17,273	14.9	33,391	28.8	36,052	31.1	29,375	25.3
White: Total	13,465	19.2	20,634	29.3	18,625	26.5	17,581	25.0
Mixed/multiple ethnic group: Total	342	7.2	1,155	24.4	1,794	37.9	1,448	30.6
Asian/Asian British: Total	1,066	12.5	2,483	29.2	1,892	22.2	3,074	36.1
Black/African/Caribbean/Black British: Total	2,196	7.3	8,647	28.6	12,951	42.8	6,435	21.3
Other ethnic group: Total	204	8.9	472	20.5	790	34.3	837	36.3

Housing



Priority homelessness acceptances by ethnicity 2014-15



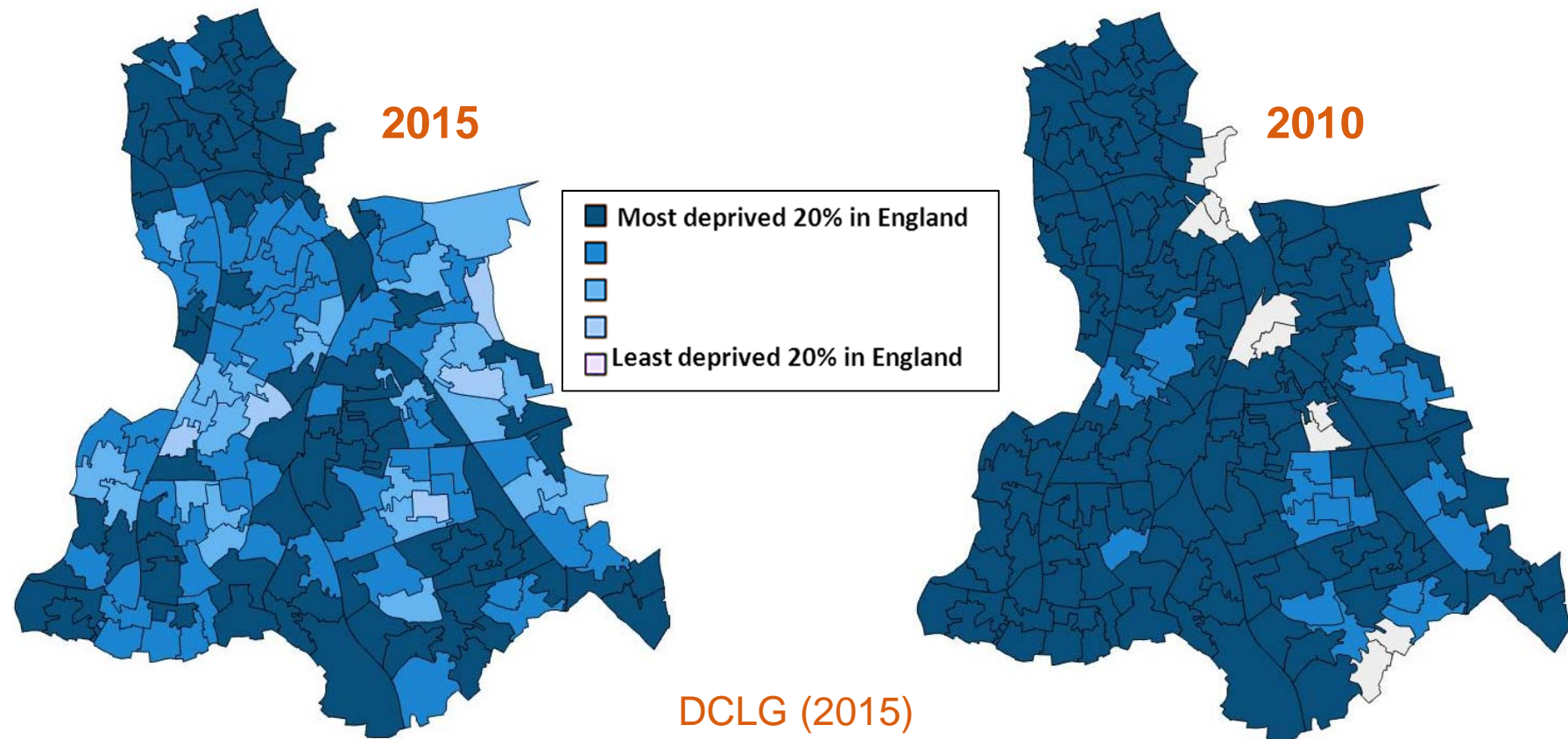
Context

- ➔ The Council is bound to accept a homelessness duty for applicants in 'priority need', including: families with dependent children including pregnant woman. Those that are vulnerable because of: a mental illness or physical impairment; being a young person (16 to 17 years old, or 18 to 20 years old and vulnerable as a result of previously being in care); previously being in custody; previously being in HM Forces; being forced to flee their home because of violence or the threat of violence. (DCLG, 2015)

Homelessness



The Barriers to Housing and Services Domain measures the physical and financial accessibility of housing and local services. The indicators fall into two sub-domains: 'geographical barriers', which relate to the physical proximity of local services, and 'wider barriers' which includes issues relating to access to housing such as affordability.



Indices of multiple deprivation:
barriers to housing and services

Lewisham Housing Strategy 2015-2020

Key objectives

- ➔ Helping residents at times of severe and urgent housing need
- ➔ Building the homes our residents need
- ➔ Greater security and quality for private renters
- ➔ Promoting health and wellbeing by improving our residents' homes



Homes for Lewisham

Lewisham Housing Strategy
2015-2020

25 March 2015

1

Housing



Crime and Community Safety

Areas of interest or note

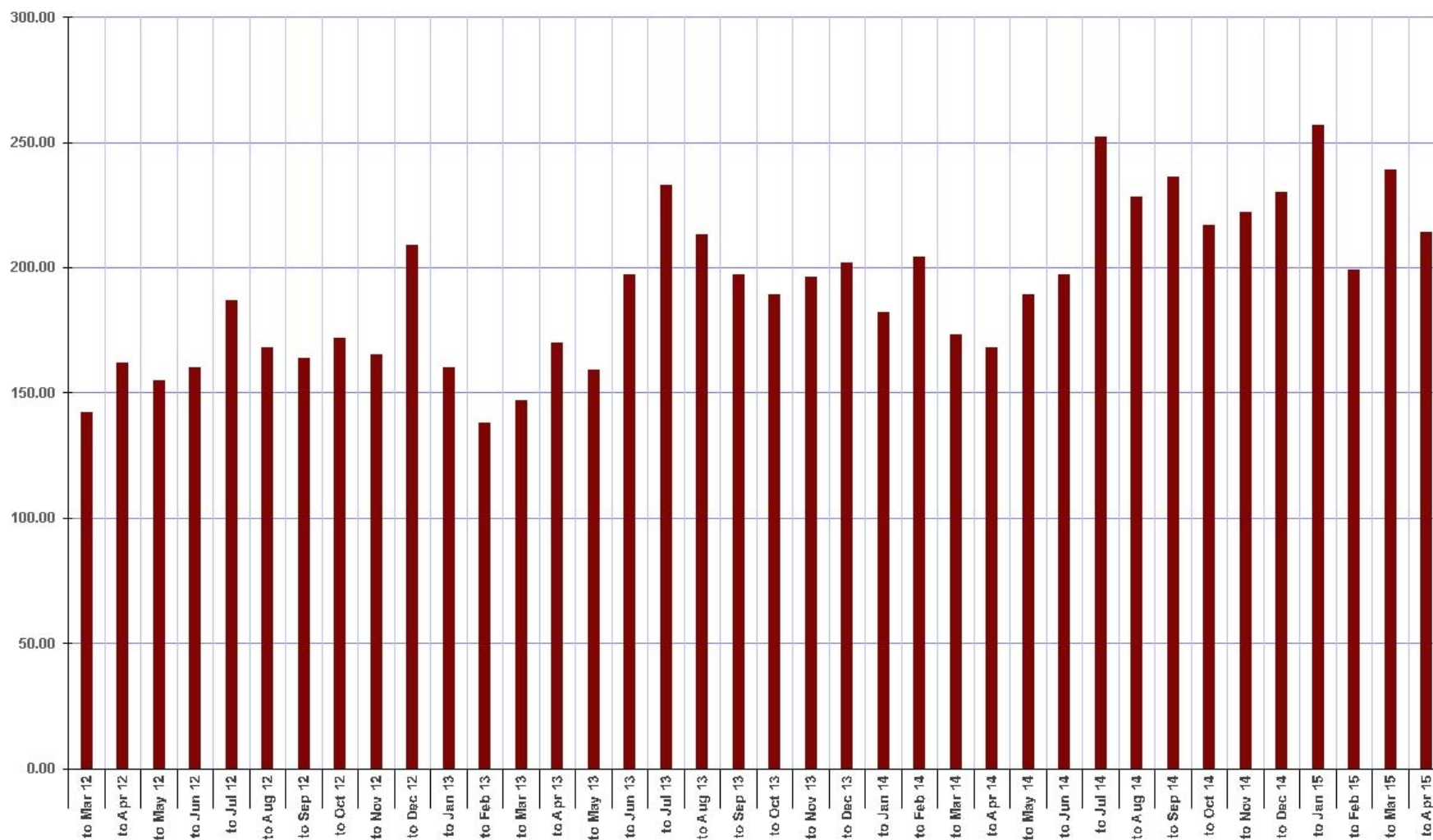


Headline facts

- ➔ Two women a week in are killed as a result of domestic violence in England and Wales Refuge, 2015
- ➔ There have been six domestic homicides in Lewisham since 2011
- ➔ Four times as many women as men are killed by a current or former partner Refuge, 2015
- ➔ Fluctuations in reporting and in conviction rates make the data somewhat unreliable - this is compounded by the widely recognised issue of underreporting and the inherent problems of intimidation and repeat victimisation associated with domestic violence
- ➔ The definition of domestic violence was broadened in 2013 to include younger victims and a wider range of offences, including stalking and coercive control.

Domestic violence





MET016, Community Safety

DV reports 2012-15



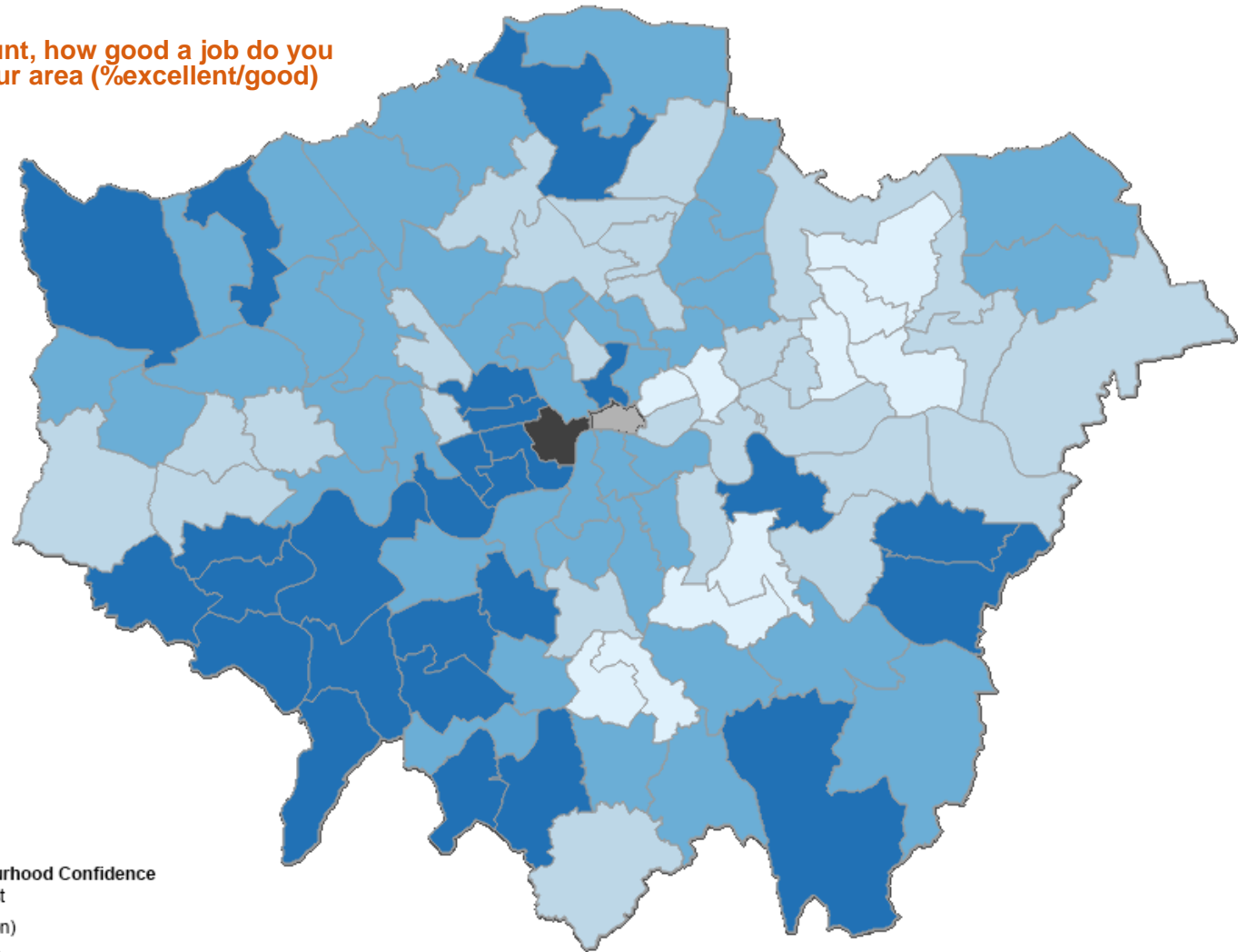
Headline facts

- ➔ Reports of hate crime are historically of low volume and subject to fluctuation
- ➔ Research commissioned for the equality and human rights commission indicates that the national figures for LGBT hate crime could be nine times higher than the reported figures EHRC, 2015
- ➔ Research into crimes against disabled people by the Commission also highlights major problems of underreporting as well as the number of serious incidents of repeat victimisation and escalation which often characterise hate crime towards disabled people
- ➔ The Safer Lewisham Partnership has developed a hate crime manual to support professionals and to encourage reporting. EHRC, 2015

Hate crime



Taking everything into account, how good a job do you think police are doing in your area (%excellent/good)

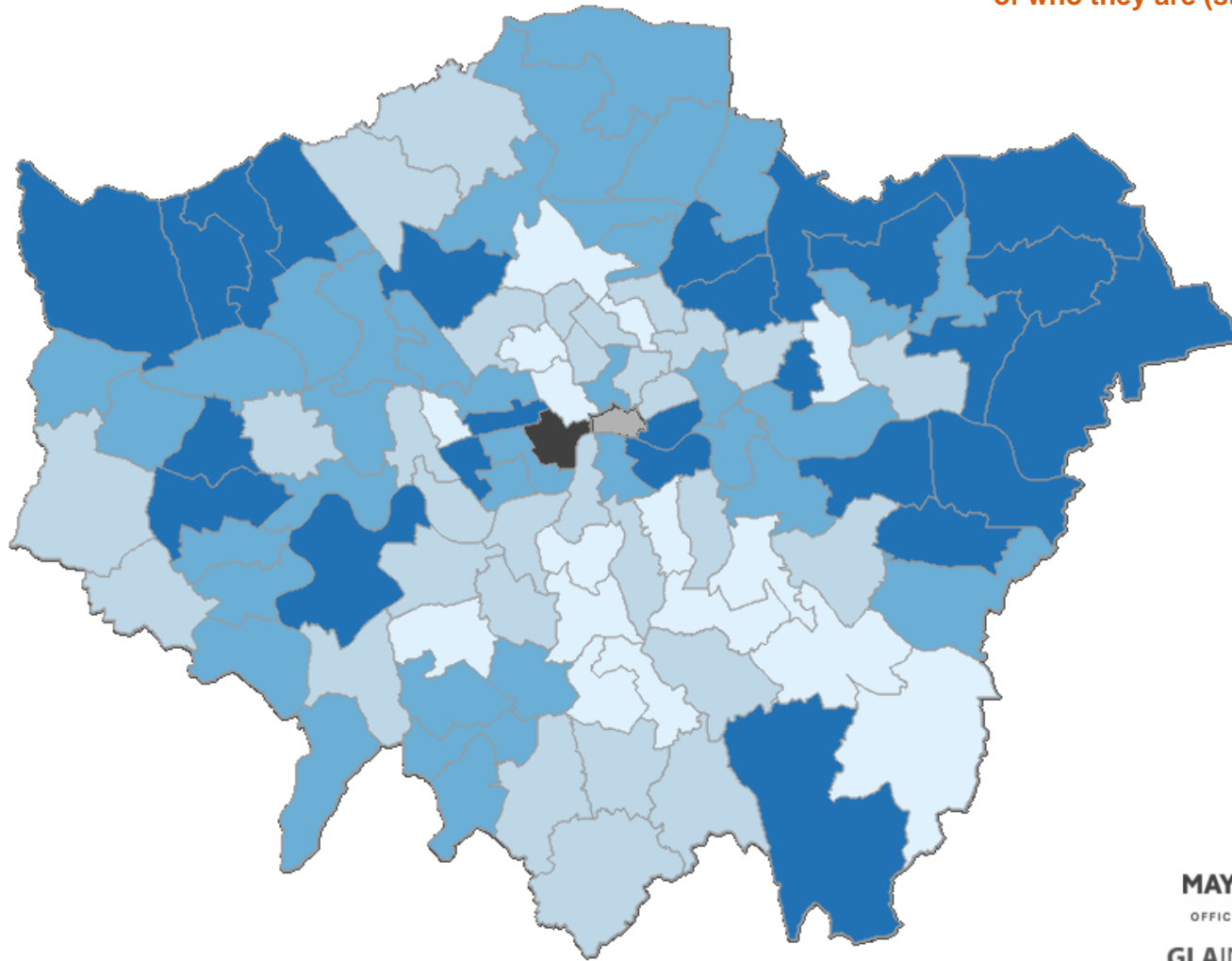


MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME
GLA INTELLIGENCE UNIT

Crime and community safety



The police in this area treat everyone fairly regardless of who they are (strongly agree/tend to agree %)



MAYOR OF LONDON
OFFICE FOR POLICING AND CRIME
GLA INTELLIGENCE UNIT

Neighbourhood Confidence
■ Highest
■ (London)
■ Lowest

Crime and community safety



Safer Lewisham Strategy 2014-2017

The Partnership has three priority areas:

- ➔ an enduring focus on reducing violent crime, including violence against women and girls.
- ➔ reducing the 7 volume crimes identified by the Mayor's Office for Policing and Crime.
- ➔ improving public confidence

The Violence Against Women and Girls plan sets out four objectives for the borough:

- ➔ To develop a better understanding of VAWG and its impact in our borough
- ➔ Early intervention and prevention of VAWG
- ➔ To ensure an improved access to the support and protection of women and girls in our borough
- ➔ To hold perpetrators to account and consideration of rehabilitation provision.

Safer Lewisham
Strategy
2014 – 2017

Crime and community safety



Employment and Income

Areas of interest or note



Headline facts

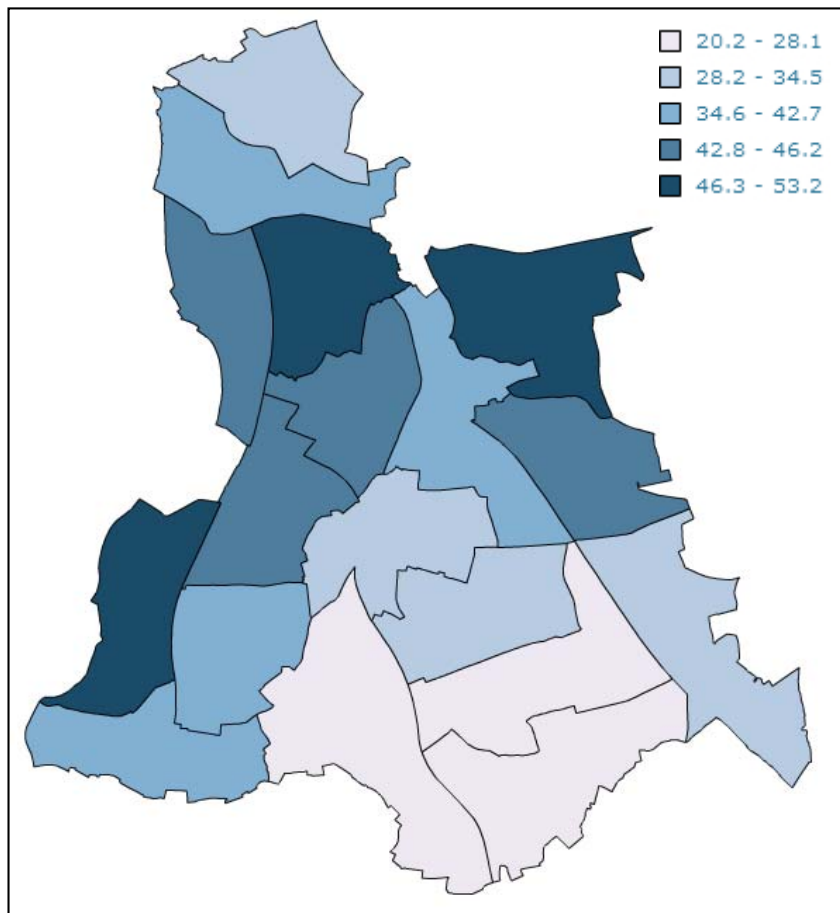
- ➔ Lewisham's working population is younger and more active than the inner London and England averages
- ➔ However, unemployment continues to be higher than the London and inner London averages
- ➔ Lewisham has high levels of residents with qualifications at level four (degree or equivalent) however there are also just under a fifth of residents with no qualifications
- ➔ The distribution of residents with and without qualifications across the borough is uneven.

Nomis 2015

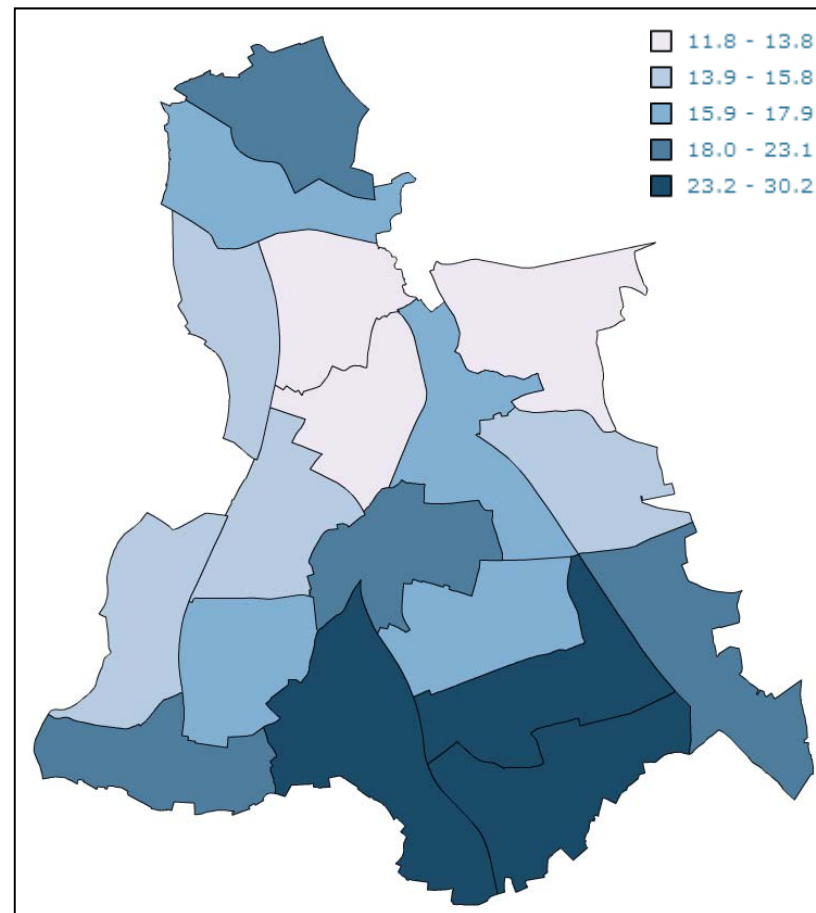
Employment and income



Percentage of people with a qualification at Level 4 or above



Percentage of people with no qualifications

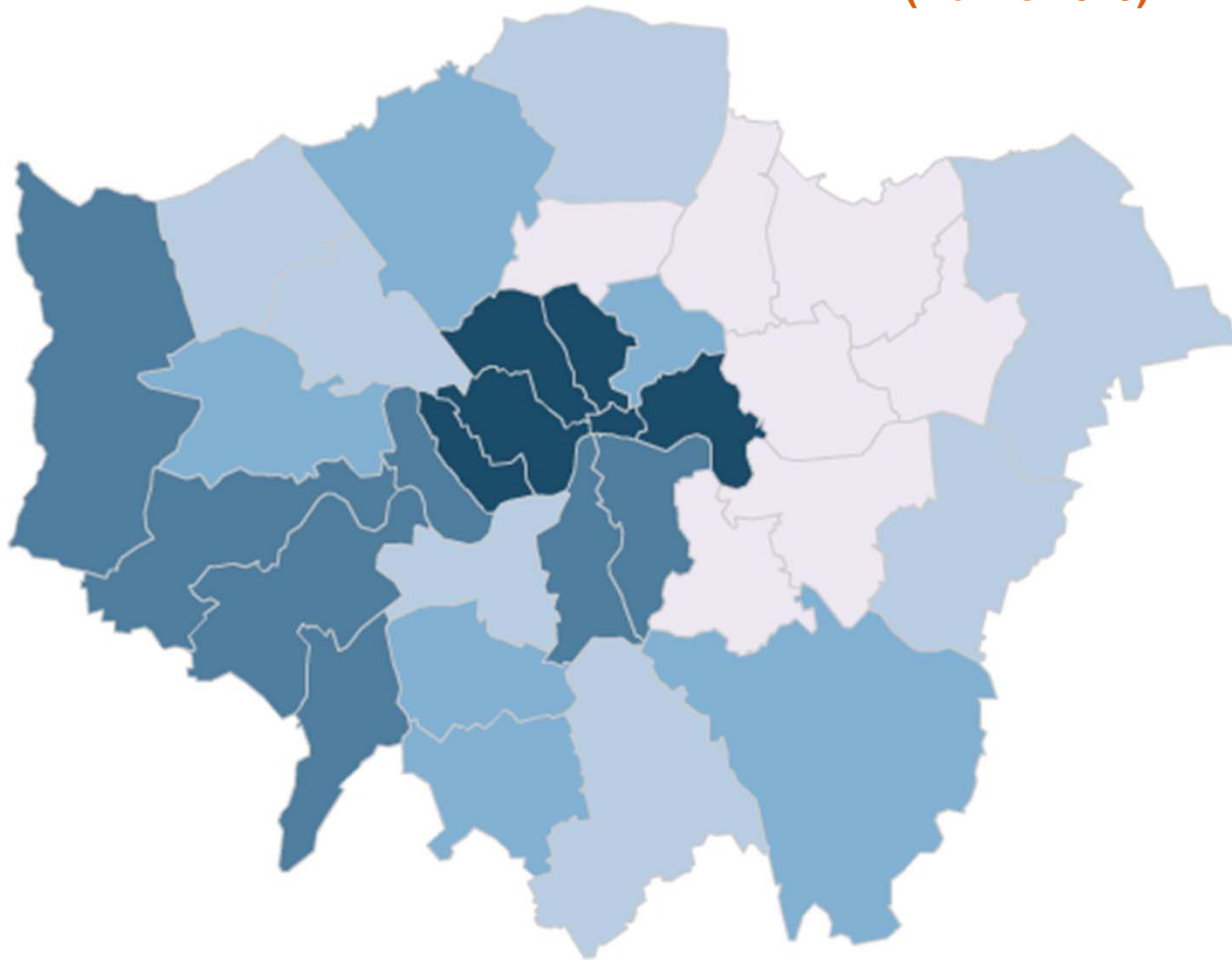


2011 Census, ONS

Qualifications



Job density: number of jobs per head of population
(Nomis 2015)

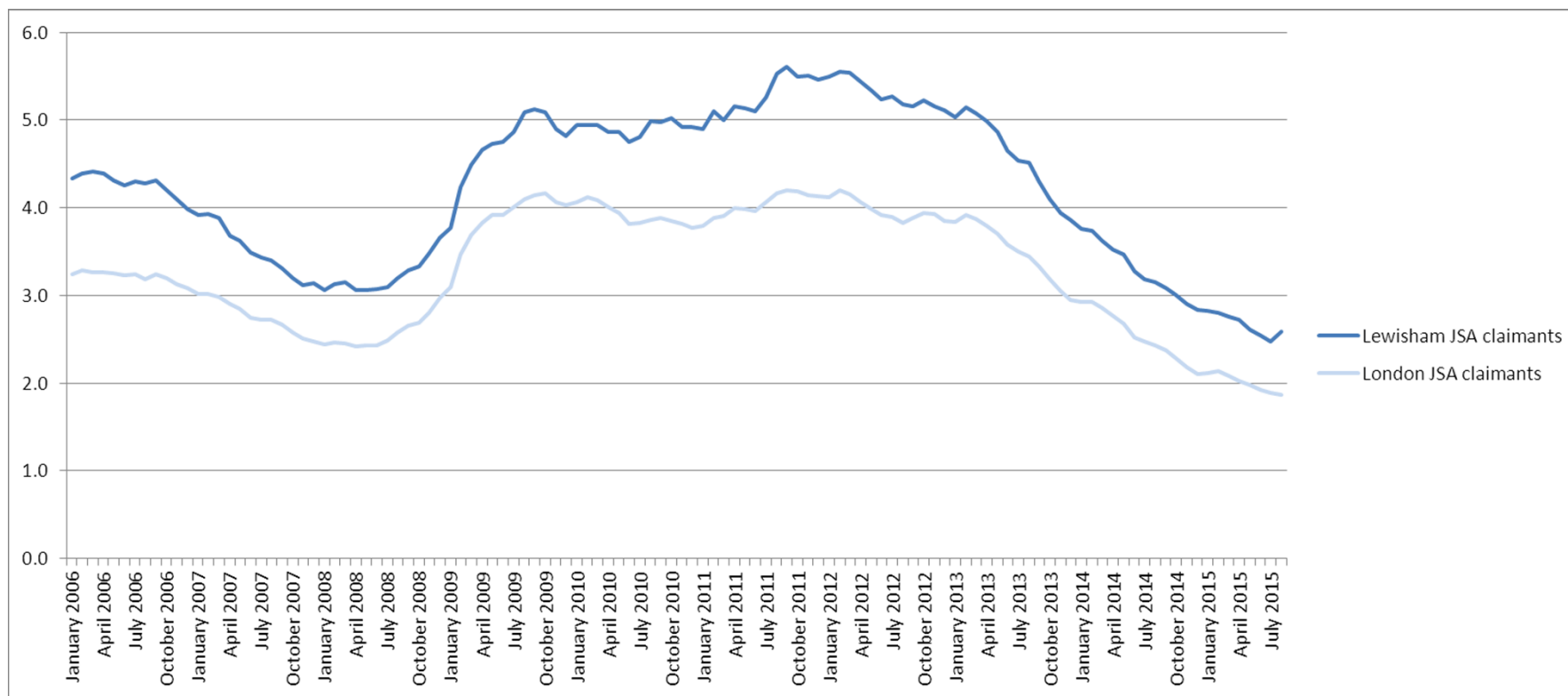


Nomis 2015

Employment and income



People claiming job seekers allowance (%) - monthly from 2006

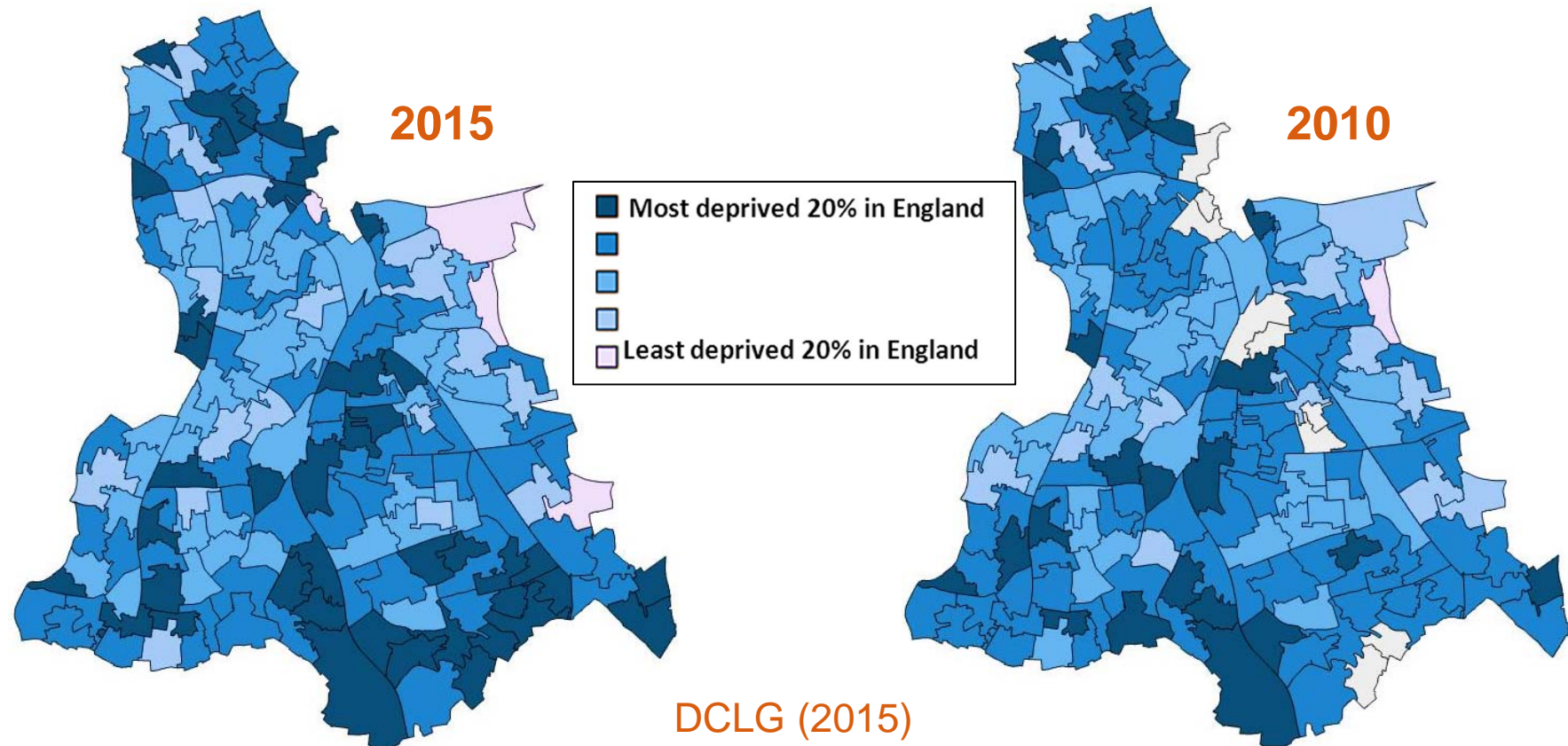


Nomis 2015

Employment and income



The Employment Deprivation Domain measures the proportion of the working-age population in an area involuntarily excluded from the labour market. This includes people who would like to work but are unable to do so due to unemployment, sickness or disability, or caring responsibilities.



Indices of multiple deprivation:
employment deprivation

Work and skills strategy (2013-15)

- ➔ Enable more excluded residents to access and benefit from services
- ➔ Enable more excluded residents into sustainable employment
- ➔ Increase opportunities for progression in employment
- ➔ Derive greater value from existing employment related expenditure/services.

Draft work and skills strategy (2015-17)

Key work strands designed to ensure that Lewisham is:

- ➔ Inspiring and supporting the ambition of residents
- ➔ Creating a fair society where the benefits of growth are felt by all.

Six aims

- ➔ Develop strong partnerships across all sectors
- ➔ Develop improved labour market intelligence
- ➔ Maximise social value opportunities with employers and enterprise
- ➔ Improving local skills training to equip adults for work opportunities
- ➔ Deliver employment support for those with the most complex needs
- ➔ Encourage residents in employment to progress.

Employment and income





Approach to the CES



Plan	Objective	Protected characteristic
Children and Young People's Plan (2015-18)	To reduce domestic violence and abuse	Gender
	To reduce young people not in employment, education or training	Age (CYP)
	To increase number of families where homelessness is prevented	Socio-economic, age (CYP)
	To reduce number of teenage pregnancies	Gender, age (CYP) pregnancy & maternity
	To reduce substance misuse by children and young people	Age (CYP), Disability (Mental Health)
	To reduce rate of hospital admission for children and young people	Age (CYP)
	To tackle child exploitation	Age (CYP)
	To reduce victims of youth violence	Age (CYP)
	To increase achievement and attainment	Ethnicity, gender, socio-economic
Housing Strategy (2015-2020)	To reduce all forms of homelessness, including rough sleeping, across Lewisham	Disability (Mental health), age (CYP), LGB&T
	To reduce the number of households living in temporary accommodation	Socio-economic, age (CYP)
	To mitigate the adverse impacts of welfare reform	Socio-economic, disability
	To be able to offer relevant housing options, including supported housing, to vulnerable households	Age (OA), disability
	To develop modern specialised or supported housing for specific client groups, including both single and couples	Age (OA), disability
	To improve conditions in the private rental sector in order to support the health and wellbeing of tenants	Age (OA), disability, socio-economic
	To support independent living and reduce risks for vulnerable residents, including excess cold, flooding and damp	Age (OA), disability, socio-economic
Safer Lewisham Strategy (2014-17)	To reduce serious youth violence	Age (CYP)
	To reduce domestic violence and abuse.	Gender
	To reduce rape and sexual violence	Gender
Employment and skills strategy (2015-2017)	Working to provide equal access to employment services	Ethnicity, gender, socio-economic, disability, age
Health and wellbeing strategy (2013 - 2015)	Achieving a healthy weight	Age (CYP)
	Increasing cancer survival rates	Ethnicity, age (OA)
	Increasing immunisation	Age (CYP)
	Reducing harm from alcohol	Age (CYP)
	Reducing harm from tobacco	Age (CYP), disability (mental health), LGB&T
	Improving mental health	Age, ethnicity, gender, disability (mental health)
	Improving sexual health	Age (CYP), ethnicity, gender, LGB&T
	Delaying and reducing the need for long term care and support	Age (OA)
	Reducing emergency admissions	Age (OA), ethnicity

Objectives in strategic plans



CES objective 1:
Tackling discrimination, victimisation and harassment



Safer Lewisham Plan



Priority 2: Reduce key violent crime, including violence against women and girls



Safer Lewisham Partnership



Overview and Scrutiny

On-going governance: example



Next steps

Development of the CES

- ➔ Data sift - Safer Stronger Communities Select Committee, Autumn 2015
- ➔ Draft CES 2016-20, Corporate Equalities Board, Winter 2015
- ➔ Draft CES 2016-20, Safer Stronger Communities Select Committee, Spring 2016
- ➔ Draft CES 2016-20, Mayor and Cabinet, Spring 2016.

Next steps



Opportunities for further scrutiny:

- ➔ Health and wellbeing strategy, Healthier Communities Select Committee (Autumn 2015)
- ➔ Safer Lewisham Plan, Safer Stronger Communities Select Committee (Spring 2016)
- ➔ Housing allocations policy, Housing Select Committee (Spring 2016)
- ➔ Children and young people's plan, Children and Young People Select Committee (Spring 2016)
- ➔ Work and skills strategy, Sustainable Development Select Committee (Autumn 2015)

Next steps



- London Borough profiles – London data store: <http://londondatastore-upload.s3.amazonaws.com/instant-atlas/borough-profiles/atlas.html>
- MET Police neighbourhood confidence and crime comparator: <https://www.london.gov.uk/webmaps/neighbourhoodconfidencetool/>
- Memorandum to the Women and Equalities Select Committee on the post-legislative assessment of the Equalities Act 2010: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/441838/Memo_to_Women_Equalities.pdf
- Census 2011 benchmarking – Lewisham site <http://www.lewisham.gov.uk/inmyarea/Pages/Census-2011.aspx>
- Gender Identity Education and Research Society: <http://www.gires.org.uk/employment/information-on-prevalence-and-incidence>
- Equality and Human Rights Commission: estimating the size of the LGBT community: http://www.equalityhumanrights.com/sites/default/files/documents/research/research_37_estimatinglgbpop.pdf
- EHRC 2015, Hidden scandal of hate crime reporting exposed: <http://www.equalityhumanrights.com/hidden-scandal-lgb-and-t-hate-crime-exposed>
- Galop – the hate crime report 2013: <http://www.galop.org.uk/wp-content/uploads/2013/08/The-Hate-Crime-Report-2013.pdf>
- Home office 2013 an overview of hate crime in England and Wales: https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/266358/hate-crime-2013.pdf
- EHRC Equality Act 2010 guidance on matters to be taken into account in determining questions relating to the definition of disability: http://www.equalityhumanrights.com/sites/default/files/publication_pdf/odi_definition%20of%20disability%20equality_act_guidance_may.pdf
- NHS Lewisham Clinical Commissioning Group, Commissioning intentions 2014/15 and 2015/16: <http://www.lewishamccg.nhs.uk/about-us/our-plans/our%20plans%20site%20docs/NHS%20Lewisham%20CCG%20Commissioning%20intentions%202014-15%20and%202015-16.pdf>
- Sub-regional fuel poverty data (2013) <https://www.gov.uk/government/statistics/2013-sub-regional-fuel-poverty-data-low-income-high-costs-indicator>
- Housing Select Committee – annual lettings plan: http://councilmeetings.lewisham.gov.uk/documents/s34413/05HSCAnnualLettingsPlan15-16_110315.pdf
- Safer Lewisham Strategy 2014-17: <http://www.lewishamstrategicpartnership.org.uk/docs/SLP%20Agenda%20Item%203%20-%20Strategy%202014%20to%202017.docx>
- Public Health England, Learning Disability Profiles: <http://fingertips.phe.org.uk/profile/learning-disabilities/data#page/1/gid/1938132702/pat/6/par/E12000007/ati/102/are/E09000023/iid/91432/age/183/sex/4>
- The Health of Lewisham Children and Young People, The Annual Report of the Director of Public Health for Lewisham (2015): http://councilmeetings.lewisham.gov.uk/documents/s38327/05PHAnnualReportAppendix%201_090915.pdf
- Lewisham joint strategic needs assessment: <http://www.lewishamjsna.org.uk/>
- Lewisham Health and Wellbeing Strategy (2012-22): <https://www.lewisham.gov.uk/myservices/socialcare/health/improving-public-health/Pages/Health-and-wellbeing-strategy.aspx>
- Lewisham Health and Wellbeing Strategy refresh (2015): <http://councilmeetings.lewisham.gov.uk/documents/s38499/Item%203%20Health%20and%20Wellbeing%20Strategy%20Draft%20Refresh%202%2009%2015.pdf>
- English indices of deprivation (2015): <https://www.gov.uk/government/collections/english-indices-of-deprivation>

Sources

