



Equality for All

Comprehensive Equalities Scheme

2012-16

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Statement

Our vision

Our vision and ambition for our borough is that :

“Together we will make Lewisham the best place in London to live work and learn.”

This is underpinned by hard-edged principles for:

- **reducing inequality** – narrowing the gap in outcomes for citizens
- **delivering together efficiently, effectively and equitably** - ensuring that all citizens have appropriate access to and choice of high quality local services

Our message

Our main messages are:

- equality is about **everyone** in our community **whoever** they are;
- equality is about **everything** we do – every service we provide and every function we perform;
- equality is about the **empowerment** of our citizens and employees;
- equality is about **collective** aspiration, shared ideas and shared endeavour.

Our approach

Our approach is based on:

- a **clear understanding** of what is reasonable and proportionate;
- a **perspective** that extends beyond self interest;
- a **realisation** that we must be ready to do things differently if that will enable us to do things better.

Our objectives

Over the next four years our objectives will be to:

- **tackle** victimisation, discrimination and harassment;
- **improve** access to services;
- **close** the gap in outcomes for citizens;
- **increase** mutual understanding and respect between communities;
- **increase** participation and engagement.

Introduction

1. Lewisham's Comprehensive Equalities Scheme (CES) 2012-16 has been developed at a particularly challenging time for those who provide public services as well as those who rely upon them. In the wake of the global financial crisis in 2008 and following the General Election in 2010, the Coalition Government made clear that its number one priority was deficit reduction.¹
2. As part of this, substantial cuts to public spending and local government funding have left local authorities facing extremely difficult choices about future service provision and have in some instances, meant the discontinuation of some services.
3. These challenges are by no means short term and are instead likely to continue for many years to come. For the most vulnerable in our society, it is quite reasonable to assume that concerns might be raised as to how the Council will maintain its commitment to equity and fairness, whilst facing such testing and difficult times.
4. It is worth pointing out that the effects of the challenging economic climate are already being seen in official statistics, which show rising levels of unemployment nationally (at record levels for those aged 16-24).² The potential equality impacts of these trends also present significant challenges as many of those who currently find themselves out of work, are likely to include those who may traditionally face discrimination in the job market.
5. Other important considerations which provide the backdrop to the CES include the Localism Act, which will devolve greater powers to local authorities and communities and the Government's welfare reform programme which will see the introduction of a cap on the amount of benefit that an individual can claim. In common with other councils, Lewisham is considering what the introduction of these measures will mean for our citizens and particularly the most vulnerable.
6. In light of these and other issues, the Council has become increasingly mindful of two things: firstly the need to be even more adaptive & resourceful and secondly the need to retain a focus on improving life outcomes for our citizens.
7. Retaining our focus is particularly important because, irrespective of the difficulties we face our business will remain: public welfare, safeguarding the most vulnerable, community empowerment, fair distribution of public services, social protection and the responsible stewardship of public funds.

Lewisham - the place

8. Some 266,500 people live in Lewisham³. Some have lived all their lives in South East London, others have moved to London from elsewhere in the UK or from overseas. Our borough shares many of the characteristics of inner residential areas in the great world cities. In particular our population is fluid and dynamic, accessing London's education, employment, health, cultural, sporting and other experiences far beyond our local geographic boundaries.
9. Our citizens are socially diverse (in ethnic, religious, cultural and socio-economic terms); and they are energetic and ambitious. Furthermore Lewisham's citizens are welcoming – there exists a strong tradition of welcoming new people from elsewhere and building strong, vibrant and open communities. Over 170 different languages are spoken in the borough and Lewisham is the 15th most ethnically diverse local authority area in England.
10. According to forecasts by the Greater London Authority for 2011, some 163,000 (59 per cent of all residents) are white (white British, white Irish and white European); some 36,000 (13 per cent) of residents are of black-Caribbean origin, over 30,000 (11 per cent) of residents are of black-African origin and an ever growing proportion of residents are of dual heritage or mixed race⁴. Overall, some 40 per cent of all Lewisham residents are of black and minority ethnic origin. However, the generational profile of residents is such that 74 per cent of the 38,106 school pupils in Lewisham's primary and secondary schools are of black and minority ethnic origin. This illustrates the significantly changing profile of the borough.
11. The gender split of the population is about equal 133,300 female and 133,200 male. Of these children & young people aged 0-19 make up about a quarter of the population (64,300) and 9.4 per cent of residents are aged 65 or older. Approximately 14 per cent of our population (37,000) describe themselves as having a disability⁵ and 70 per cent (185,153) describe themselves as belonging to a faith group.⁶
12. Since the 2001 Census our population has grown by about 18,500⁷ and is forecast (by both the ONS and the GLA) to continue to grow over the coming years to reach some 321,900 citizens by 2033⁸. This is an increase of a further 55,400 people making their home in the borough. The population will increase not only in scale but also in social diversity. For example, by 2020 the percentage of residents from a black and minority ethnic background is projected to increase to 44 per cent, with a particular increase in the black-African and black-Caribbean communities.⁹
13. In Lewisham, 42 per cent of housing is owner occupied¹⁰ (lower than the London average of 55 per cent and well below the national average of 68 per cent¹¹). The spatial distribution of social housing is a key determinant

of the spatial distribution of poverty and disadvantage. Of course, there are also some poor and disadvantaged people living in owner occupied properties and in the private rented sectors – in 2001 privately rented tenants formed 14 per cent of all households in Lewisham but by 2007 this had risen to 31 per cent¹².

14. However, and as an example across London, while lone parent families comprise 24 per cent of all households who are socially renting (64 per cent of all lone parent families in Lewisham, live in social rented accommodation¹³). One of the distinctive features of Lewisham's social profile is the number of lone parent families locally. Across England as a whole just 7.2 per cent of all households are lone parent families. In London the figure is 9.7 per cent and for Inner London it is 11.6 per cent. In Lewisham, 17.8 per cent of all households are lone parent families - by far the highest rate in London¹⁴. This has a significant bearing on the implementation of social and labour market policy and also on relative income levels locally.

National policy context

15. There are two national policy frameworks that provide the backdrop for Lewisham's comprehensive equalities scheme. These are the Equality Act 2010¹⁵ and the Equality Strategy¹⁶ – *'Building a Fairer Britain'*. Further details regarding both of these frameworks are set out below.

equality act 2010

16. The Equality Act was passed in April 2010 and the Public Sector Equality Duty became effective in April 2011. The Act contains a General Duty which sets out that Public Authorities must, in the exercise of its functions have due regard to the need to:

Equality Act 2010: General Duty

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

17. The Public Sector Equality Duty, also contains Specific Duties¹⁷ (published in September 2011) which are designed to help public bodies meet the requirements of the General Duty. Under the specific duties Public Authorities must:

Equality Act 2010: Specific Duties

- **publish** information to demonstrate its compliance with the General Duty across its functions by 31 January 2011, and at least annually after that;
- **prepare** and publish equality objectives by 6 April 2012 and at least every four years after that.

equality strategy

18. The Government's Equality Strategy— '*Building a Fairer Britain*', published in December 2010, sets out the Coalition Government's new approach to equality. This strategy supplements the existing legislative framework, the Equality Act 2010.

19. The Equality Strategy focuses on 2 key principles:

Equality Strategy: overarching principles

- **equal treatment** – it is not right that people are discriminated against because of who they are or what they believe;
- **equal opportunity**— it is not right or fair that the opportunities open to people are not based on their ambition, ability or hard work, but on who their parents are or where they live.

Local policy context

20. Lewisham's local policy context is encapsulated in an overarching vision, which is itself supported by values and priorities. The vision, values and priorities are the prism through which the Council demonstrates its commitment to tackling inequality and promoting equality.

vision

21. The vision of the Council and our partners is:

'Together, we will make Lewisham the best place in London to live, work and learn.' (Lewisham's 2020 vision)

values

22. We have a series of core values which provide a benchmark for behaviour across the Council. These are set out in the box below:

Council's values

- **we put** service to the public first

- **we respect** all people and all communities
- **we invest** in employees
- **we are open** and honest in all we do

23. The above values provide a simple message for us all in terms of how we act and behave in our dealings with each other and with the community we serve.

sustainable community strategy

24. In 2008 the Lewisham Strategic Partnership agreed a Sustainable Community Strategy. *“Shaping our Future”*. The strategy underlines Lewisham’s commitment to tackle inequality and is underpinned by our vision. The two key principles underpinning the strategy have equality; and fairness at their heart. These principles are as follows.

Sustainable Community Strategy Principles

- **reducing inequality** – narrowing the gap in outcomes for citizens
- **delivering together efficiently, effectively and equitably** – ensuring that all citizens have appropriate access to and choice of high quality local services

25. The Sustainable Community Strategy also contains six priorities. These are set out in the box below:

Sustainable Community Strategy priorities

- **ambitious and achieving** – where people are inspired and supported to fulfil their potential;
- **safer** – where people feel safe and live free from crime, antisocial behaviour and abuse;
- **empowered and responsible** – where people are actively involved in their local area and contribute to supportive communities;
- **clean, green and liveable** – where people live in high quality housing and can care for and enjoy their environment;
- **healthy, active and enjoyable** – where people can actively participate in maintaining and improving their health and well-being; and
- **dynamic and prosperous** – where people are part of vibrant communities and town centres, well connected to London and beyond.

council priorities

26. The six priority outcomes in “*Shaping our Future*” define the work of the Council and our partners over the coming years. The Council’s ten priorities describe the Council’s own specific contribution to the achievement of those outcomes. The Council priorities are set out in the box below.

Council priorities

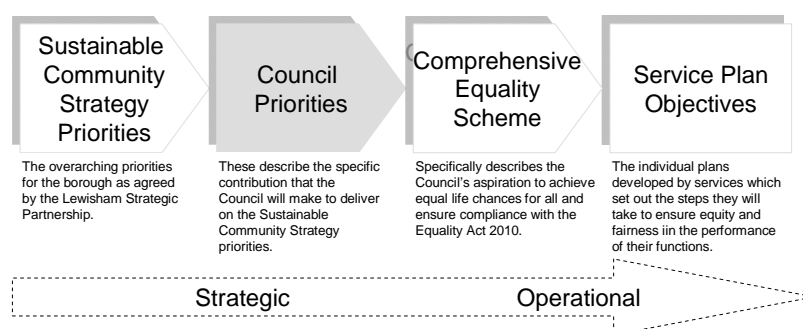
- **community leadership and empowerment** – developing opportunities for active participation and engagement of people in the life of the community
- **young people’s achievement and involvement** – raising educational attainment and improving facilities for young people through partnership working;
- **clean green and liveable** – improving environmental management, the cleanliness and care for roads and pavements, and promoting a sustainable environment;
- **safety security and visible presence** – partnership working with the police and others to reduce crime levels further and using Council powers to combat anti social behaviour;
- **strengthening the local economy** – gaining resources to regenerate key localities, strengthen employment skills and promote public transport;
- **decent homes for all** – investment in social and affordable housing to achieve the decent homes standard, tackle homelessness and supply key worker housing;
- **protection of children** – better safeguarding and joined up services for children at risk;
- **caring for adults and older people** – working with health services to support older people and adults in need of care;
- **active healthy citizens** – leisure, sporting and learning activities for everyone;
- **inspiring efficiency, effectiveness and equity** – ensuring efficiency and equity in the delivery of excellent services to meet the needs of the community

strategies and plans

27. The Council’s commitment to equalities is evidenced across a range of strategies, plans and core business processes. For example, our Children & Young People’s Strategic Partnership Plan 2009-12, sets out the

borough's commitment to improve life chances and life outcomes for children & young people living in the borough. Similarly, our Cultural Strategy sets out how the Council proposes to make arts, parks, heritage, libraries, sports and leisure services accessible to our diverse local community.

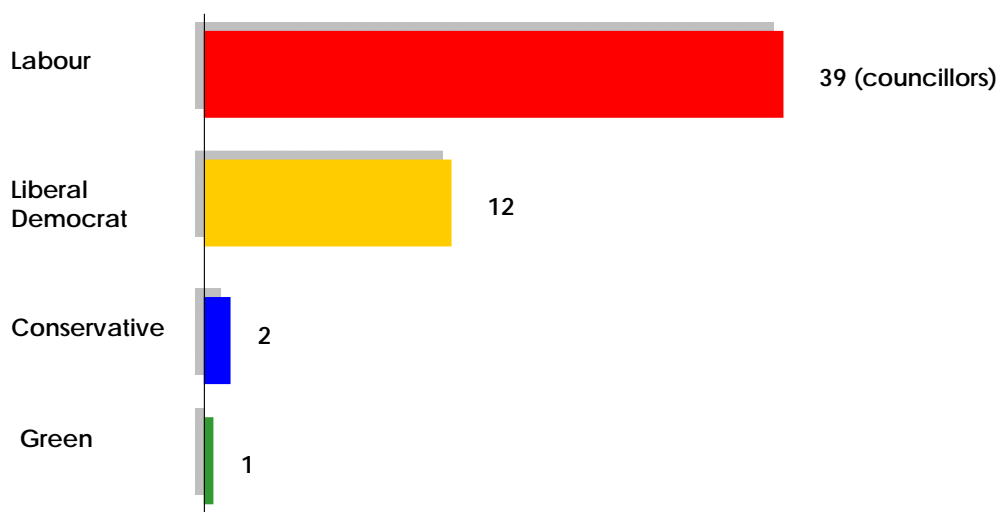
28. The Council's service planning process requires services to develop action plans, which are informed by issues arising from current performance, equality assessments analysis and feedback from user consultation. Service planning turns high-level strategic priorities into operational objectives.



29. Each year, as part of the annual budget savings process, the Council also undertakes equality assessments analysis of various budget savings to better understand their likely impact on equality groups, and where possible, to mitigate any negative effects.

Democratic leadership

30. A total of 54 councillors represent Lewisham's 18 wards (three for each ward). Following the 2010 Local Elections, the political make up of the Council is set out below.

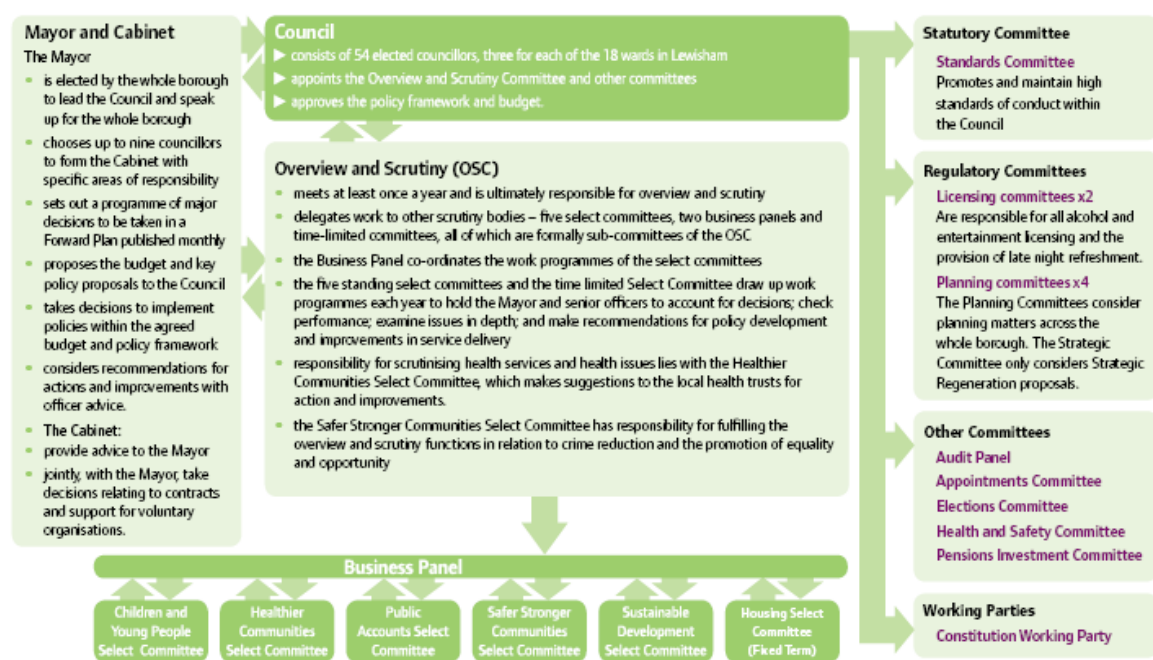


mayor and cabinet

31. Lewisham is a Mayoral authority. The first directly elected Mayor being elected in 2002. The most recent elections in 2010 saw Sir Steve Bullock (knighted in 2007) re-elected for a third four-year term.
32. The Mayor is supported by nine Cabinet Leads. Portfolio holders are responsible for Children & Young People; Older People; Resources; Strategy & Communications; Community Safety; the Third Sector; Regeneration; Community Services and Customer Services. In addition to this, the Mayor is also supported by a number of advisers including for faith and community cohesion.

overview and scrutiny

33. Members who are not appointed to the Cabinet, support the Council's scrutiny function. In total there are currently six scrutiny committees. The six scrutiny committees cover Children & Young People; Healthier Communities; Safer, Stronger Communities; Sustainable Development; Public Accounts and Housing. The role of Overview & Scrutiny and Business Panel is to hold the Mayor and senior officers to account for decisions; check performance; examine issues in depth; and make recommendations for policy development and improvements in service delivery.
34. As part of Overview & Scrutiny, each of the above select committees considers equalities issues as it relates to the work of their committee. However, it is the Safer Stronger Select Committee that has the overarching responsibility for examining equalities issues. A summary of the Council's governance structure is illustrated in the chart below.



Corporate management

35. Officers play a crucial role in ensuring the Council follows through on its statutory duties under equalities legislation. For Lewisham, this role is cascaded through the work of the Council's Executive Management Team (EMT), as well as through the work of corporate groups, individual officers and staff consultative fora.

executive management team

36. The Chief Executive has overall responsibility for the performance of day-to-day functions across the Council. Supporting the Chief Executive is an EMT, comprising four Executive Directors, one for each of the Council's directorates. The present organisational structure, which has been in place since 2011, comprises directorates for Children & Young People; Community Services; Customer Services and Resources & Regeneration. The Executive Director for Community Services is also the EMT equalities lead.
37. Supporting EMT, officer groups oversee the Council's day-to-day work towards equality objectives.

equalities fora and accreditations

38. The Council has various staff equality fora including a Black Staff Forum, Disabled Staff Forum, LGBT forum and Young Employee Network. These forums provide a route through which Council staff can meet with their colleagues, have their say about working for the organisation and inform the development of policy in a way that promotes access, choice and fairness. In addition, Lewisham hold Investors in People accreditation and is a "two-ticks" employer, which further demonstrates our commitment to disabled staff.
39. Some 8,000 employees work for the Council (of which over 4,000 work in schools). The Council is the largest employer in the borough. Details of the Council's workforce profile for 2010-11 is attached to this document at Appendix A.

Comprehensive equalities scheme 2012-16

40. Lewisham's CES 2012-16 describes the Council's commitment to equality for citizens, service users and employees. Our commitment goes beyond the requirements of legislation and sets out our aspiration to take all reasonable steps to ensure that every citizen is able to do the best for themselves and for others.
41. As part of this, the new CES describes what we have learnt from the previous scheme (see Appendix B) and how the information we have

gathered from a range of datasets has been used to inform the development of our overarching equality objectives.

42. This document also shows how business processes including performance management, review & assessment as well as procurement & commissioning will be utilised to monitor progress against CES objectives and help deliver successful outcomes.
43. The intention is to keep the CES as a high level document that all equality groups can recognise themselves within. Therefore the objectives that are described in this scheme are deliberately high-level. Meanwhile, the actions describing how specific equality objectives will be met, will be contained in service plans. A summary of the business case and themes that have shaped Lewisham's CES are set out under the sub headers below.

business case

44. Lewisham has a long-standing commitment to the equalities agenda. Our commitment is based on an understanding that the purpose of public service delivery is to achieve social and economic outcomes. As a provider, this means schools that equip pupils to achieve the highest standards of performance, services that are designed around the needs of the customer and neighbourhoods where people feel safe to live in. As an employer this means building a workforce that reflects the diversity of the borough and creating opportunities for development and advancement that are fair and reflect our desire to give everyone an equal chance to do their best for themselves and the community we serve.
45. This appreciation of the basics of equality is what has shaped the development of the CES. However, we are mindful that to respond to the requirements of new legislation and build on the work we have done so far, we need a new framework that:
- reflects current challenges;
 - spots new opportunities;
 - seeks to build consensus and
 - fully maximises potential.
46. The table below sets some of our thinking in this regard and describes how the development of the CES has led to a new approach, which is underpinned by collective ambitions and aspirations.

← Directions →

The unifiers

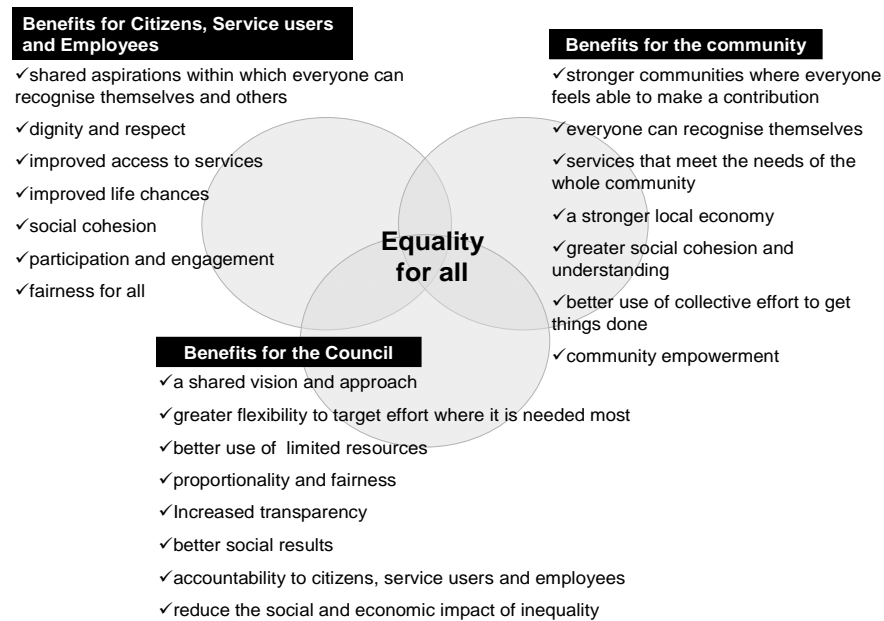
- Back to first principles – social results and outcomes for all
- Limited resources due to spending cuts
- Shared vision and values
- Avoiding competitiveness
- Better use of skill and knowledge assets
- The added cost of inequality to the taxpayer and community

The dividers

- Competition for resources at a time when resources are scarce
- Conflicting objectives within and between protected characteristics
- Special interests and loss of the wider perspective
- Labels and tags that create barriers to wider engagement
- Bureaucracy and process

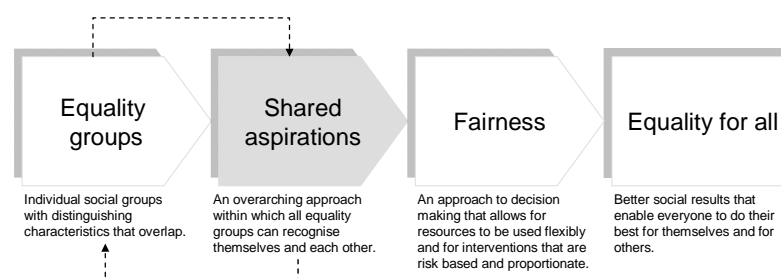
equal life chances for all

47. Lewisham's CES gives expression to a shared vision and aspiration for equality for all who live, work and access services in the borough. In this way, the CES is intended as a statement of values and purpose - one in which all citizens can recognise themselves.
48. In addition, equality for all underlines the Council's commitment to deliver social results such as higher standards of educational achievement for our children & young people, an improved quality of life for those living with long-term conditions, strong cohesive communities and a narrowing of the gap in outcomes between the most affluent and the most deprived.
49. Recognition of a common perspective is an important feature of the Council's approach to equalities. Our view is that placing too great an emphasis on individual rather than shared characteristics, could create needless competition for resources and duplication of effort at a time when councils are being asked to do more or the same with less. In contrast a shared approach is intended to make better use of existing resources in a way that improves outcomes for everyone.



fairness for all

50. In Lewisham, we recognise that not everybody starts from the same place. Factors such as education, employment, health and where a person lives can all play a part in shaping an individual's life chances and outcomes. As a provider of public services and employer, the Council is of the view that none of these factors should be a barrier to a person's life chances. To address this, we recognise that it may be necessary to take practical steps to assist those for whom opportunities might otherwise be denied. Similarly, it might also be necessary to limit the adverse effects of decisions which might have a disproportionate effect on specific groups in society.
51. Although the Council believes this approach to be entirely appropriate, we are mindful that any action taken in light of these circumstances should be reasonable, tailored to each situation and proportionate. We believe such an approach to be in keeping with our commitment to fairness and one that will enable Lewisham to remain an inclusive place, working towards equal life chances for all.



Protected characteristics

52. The Equality Act 2010 identifies nine characteristics that are protected under the new legislation. The protection means that the Act specifically prohibits acts of discrimination (direct, indirect, by association and by perception) against any of these groups.

53. A summary of the specific characteristics based on descriptors in the Equality Act 2010 as well as local data relevant to each them, is set out under the sub headers below.

age

54. Age refers to a person belonging to a particular age or age range. As an employer and a provider of services the Council is required to ensure that it does not unlawfully discriminate against a person on account of their age. A summary of data on age is set out in the box below.

Data summary for age

- our data profile on the age of Lewisham's population (based on official statistics) shows that some 65,000 residents are aged between 0-19 years (25 per cent of the population);
- in contrast men and women aged over 60 total some 41,400 (15.5 per cent of the population);¹⁸
- official statistics also show that by 2021 residents aged 30-44 will still be the most numerous, however those aged between 50-69 will see the biggest increase in their numbers (up from 16 per cent in 2011 to 19 per cent of the overall population in 2021);¹⁹
- the Council's workforce profile for 2010-11 reveals that 35% of Council employees are aged between 45–54; 23 per cent are aged between 35-44; 22 percent are aged 55 or over; 16 per cent are aged between 25-34 and 2 per cent are aged between 16 -20.

disability

55. 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 normal day-to-day activities. A summary of data on disability is set out in the box below.

Data summary for disability

- Lewisham's data file on disability is based on the 2001 Census data, which showed that 15.6 per cent of the borough's population (38,824 people) had a long-term illness (proxy for disability), which limited daily activities or the work they could do;

- this figure is slightly higher than the London average of 15.5 per cent, but significantly lower than the national average of 18.2 per cent;
- the 2001 Census also recorded over a quarter of households in Lewisham (29.4 per cent) contain one or more people with a limiting long-term illness or disability, which is lower than the average for England and Wales as a whole where the proportion is 34 per cent;
- according to the 2001 Census, more women than men in Lewisham have a 'limiting long-term illness'. Going forward, it is reasonable to conclude that as people get older the proportion of Lewisham residents who have a long term illness is also likely to increase;
- in November 2010, 13,050 people in Lewisham were claiming Disability Living Allowance, of which 15.5 per cent had been claiming for less than two years (8.3 per cent claiming for 1-2 years), 19.3 per cent had been claiming for 2-5 years and 65.3 per cent of claimants had been claiming for over 5 years;
- there was very little difference in the number of male and female Disability Living Allowance claimants. 14.2 per cent of claimants were children under the age of 16 and 67.7 per cent of claimants were of working age (16-64);²⁰
- the Council's workforce profile for 2010-11 reveals that 6 per cent of employees identify themselves as having a disability.

gender

56. Gender has the meaning usually given to it and refers to whether a person is man or a woman. A summary of data on gender is set out in the box below.

Data summary for gender

- according to published statistics the population of males and females in Lewisham is nearly identical (133,300 women to 133,200 men);
- however, by 2030 it is forecast that in Lewisham there will be more men than women (158,500 men to 157,100 women);
- based on the 2010 mid-year population estimates Lewisham's males are more numerous than females between the 0-19 as well as the 20-44 and 35-59 age groups;
- females are more numerous than males in the 60-79 and the 80+ age groups;
- by 2030 the percentage of males is still expected to be greater than females in the 0-19 and 35-59 age groups. However, females will be more numerous in the 20-34 age group as well as the 60-79 and 80+ age groups
- the Council's workforce profile for 2010-11 reveals that 64 per cent of Council employees are female whilst 44 per cent are male.

gender re-assignment

57. Gender re-assignment describes the process of transitioning from one gender to another. For individuals within this group, the Act provides protection for transsexual people from discrimination and harassment in various areas, such as work or the provision of goods and services. A summary of data on gender reassignment is set out in the box below.

Data summary for gender reassignment

- approximately 400,000 people in the United Kingdom regularly experience feelings of Gender Dysphoria²¹ (i.e. an individual's sense of the inappropriateness of their assigned birth gender);
- of these as many as 100,000 wish to undergo a transition to their true gender identity and 10,000 will discuss their desire to transition to a medical professional. Ultimately, about 6,000 people complete the transition;
- in 2006-07 Lewisham Council commissioned a research study of the LGBT populations who lived, worked, studied or socialised in the borough;
- of the 316 respondents, seven identified as trans people, which was insufficient to draw quantitative conclusions;
- data for 2010-11 reveals that there were only 2 hospital admissions (not in University Hospital Lewisham) of Lewisham residents for transsexualism²²;
- an exercise is being undertaken early in 2012 for staff to self classify against the equality group of gender reassignment, which is contained within the Equality Act 2010.

marriage and civil partnership

58. Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. The Equality Act requires civil partners to be treated as the same as married couples on a wide range of legal matters. A summary of data on marriage and civil partnership is set out in the box below.

Data summary for marriage and civil partnership

- according to the 2001 Census 34.1 per cent of Lewisham adults over the age of 16 are married;
- nationally the number of marriages taking place has declined year on year which would indicate this figure is now lower than ten years ago;
- an exercise is being undertaken early in 2012 for staff to self classify against the equality group of marriage or civil partnership, which is contained within the Equality Act 2010.

pregnancy and maternity

59. Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. A summary of data on pregnancy and maternity is set out in the box below.

Data summary for pregnancy and maternity

- for 2010 there were about 4,800 new babies recorded in official statistics²³ as Lewisham residents, and about 4,700 “maternity spells” (which records the fact of giving birth, but not whether a birth is single or multiple, nor whether the birth was live or a stillbirth, so cannot be used to count the resulting babies);
- Lewisham has an underlying population growth arising from its excess of births over deaths. In a typical year, there are more births (approximately 4,500-4,800) than deaths (approximately 1,500-1,800) in Lewisham residents;
- In recent years the number of births has been increasing, suggesting either a change in fertility rates or a greater increase in the numbers of women of fertile age than the population estimates have allowed for;

race

60. Race refers to the equality group of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A summary of data on race is set out in the box below.

Data summary for race

- according to GLA forecasts for 2010, 59 per cent (158,757) of all Lewisham residents are white (White British, White Irish and White European);
- currently people from a Black Caribbean, Black African and Black other ethnic background represent 33 per cent (81,763) of the population;
- by 2030 the number of people in Lewisham from a Black Caribbean, Black African and Black other ethnic background is expected to rise to 106,208 (an increase of 3.1 per cent);
- those from a Bangladesh, Pakistani and Chinese background represent the smallest percentage of Lewisham’s population all at 1 per cent.
- the Council’s workforce profile for 2010-11 reveals that some 61 per cent of employees identify themselves as White and 39 per cent of staff identify themselves as BME.

religion or belief

61. Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. A summary of data on religion and belief is set out in the box below.

Data summary for religion or belief

- the most up to date information on religion or belief in Lewisham is from the Census of 2001. This revealed that nearly 70 per cent of Lewisham residents described themselves having a faith or religion, whilst some 20 per cent of residents described themselves as having no faith or religion;
- amongst those residents that described themselves as having a faith or religion some 61 per cent identified their faith as Christian, whilst 4.6 per cent described themselves as Muslim;
- of other religions, Hindus represent 1.7 per cent of the population, whilst Buddhists represent just over 1 per cent of the population;
- residents of the Jewish and Sikh faiths represent less than 1 per cent of the population;
- an exercise is being undertaken early in 2012 for staff to self classify against the equality group of religion or belief, which is contained within the Equality Act 2010.

sexual orientation

62. Sexual orientation is defined as whether a person's sexual attraction is towards the opposite the opposite sex, their own sex or to both sexes. A summary of data on sexual orientation is set out in the box below.

Data summary for sexual orientation

- 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 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 Britain, there are relatively few statistics on the number of people who are lesbian, gay and bisexual;
- using the Central Government's guideline of 6 per cent of the total

population, the gay and lesbian population in Lewisham would be more than 15,000;

- an exercise is being undertaken early in 2012 for staff to self classify against the equality group of sexual orientation, which is contained within the Equality Act 2010.

Analysis of data

63. We have drawn upon a wide range of data to inform the development of our CES objectives. Some of this data has come from local sources whilst others have been drawn from sources that are external to the borough.

64. The dataset includes: learning from the previous CES, outcomes from equality impact assessments, satisfaction surveys feedback from complaints, national statistics, service performance data and information relating to the recruitment and retention of Council staff. In addition, our baseline position has been informed by feedback from consultation with various stakeholders.

65. A summary of the information we have gathered and our analysis of it, is set out under the sub headers below, whilst a list of the various data sources that have been used to inform the development of the CES is attached to this document at Appendix C.

summary of messages

66. The purpose of the analysis was to identify key messages across the various datasets. As part of this, we have specifically analysed the various datasets in relation to each of the equality groups. Wherever possible the evidence was compared to other pieces of evidence in order gain an overall view from a range of different perspectives. Messages were then aggregated to identify themes, which could then be translated into a set of strategic objectives.

67. The analysis highlighted the fact that whilst in some instances data for some equality groups was relatively rich, for others it was less so. This is understandable to the extent that some of the equality groups are relatively new and meant that we have not had any historical data upon which to rely. However, the main themes that emerged through the analysis of the data available to us were as follows:

- evidence that the Council is perceived by its employees as an equal opportunities employer
- continuing evidence across a range of measures that Lewisham is a place where our citizens value social cohesion

- differing levels of outcomes between people who belong to an equality group and national comparators – this is particularly so with regard to educational achievement and health
- good evidence of participation and engagement – however a number of equality groups are not represented in the data

68. The above messages present both challenges and opportunities for the borough. The challenges are to the extent that an incomplete data means that the picture presented is also incomplete. In view of this, a concerted effort will be made to extend the collection of data and to determine whether any gaps that might be identified represent risks or merit a targeted response.

69. The opportunities meanwhile are with respect to building on our long-standing commitment to equity and fairness as an employer and service provider. To that extent we want to ensure that our process for recruitment, retention and development of staff continues to reflect the diversity of our community. We also want to ensure that Council services continue to protect public welfare, safeguard the vulnerable and empower individuals and communities.

70. Overall the approach is to ensure that we improve our level of knowledge and understanding so that we can better fulfil our obligations to service users and employees.

other insights

71. In some areas it is clear that information gaps may exist as a result of a persons wish to exercise their right to confidentiality. To that extent, as an employer and service provider, the Council will use its discretion in deciding whether the data we seek to collect is critical to our business needs. However, where information is deemed sensitive, we will as appropriate, respect the rights to confidentiality of individuals to withhold such information.

Equality objectives 2012-16

72. The high level strategic objectives that have been developed for this CES are relevant to each of the nine equality groups covered by the Equality Act and relate back to the General Duty. The strategic objectives are designed to ensure a holistic approach to tackling inequality and promoting equality and provide coverage particularly, for those equality groups for whom we are still compiling local data to inform comparisons.

73. The expectation is that through this approach, the achievement of objectives benefits all equality groups protected under the Act. The five strategic objectives are as follows:

Comprehensive Equalities Scheme overarching objectives

Tackle victimisation, harassment and discrimination

Take reasonable steps to ensure that residents, service users and employees are not unlawfully discriminated against and take appropriate action to prevent & tackle victimisation and harassment.

To improve access to services

Take reasonable steps to ensure that services are inclusive; responsive to risk; physically accessible and provided through the most efficient and effective channels available.

To close the gap in outcomes for citizens

Take reasonable steps to improve life chances for citizens by reducing outcome gaps that may exist within the borough as well as those that may exist between the borough and elsewhere.

To increase understanding and mutual respect between communities

Take reasonable steps to build stronger communities and promote good relations - both within and between communities.

To increase participation and engagement

Take reasonable steps to remove barriers that may exist to engagement and help residents (especially those who are under-represented) to participate in local decision making and influence local decisions.

74. The above objectives will remain in place for the next four years and each is specific, measurable, achievable, realistic and time-bound. Progress towards these objectives will be monitored through the implementation of existing and new plans.

commitments

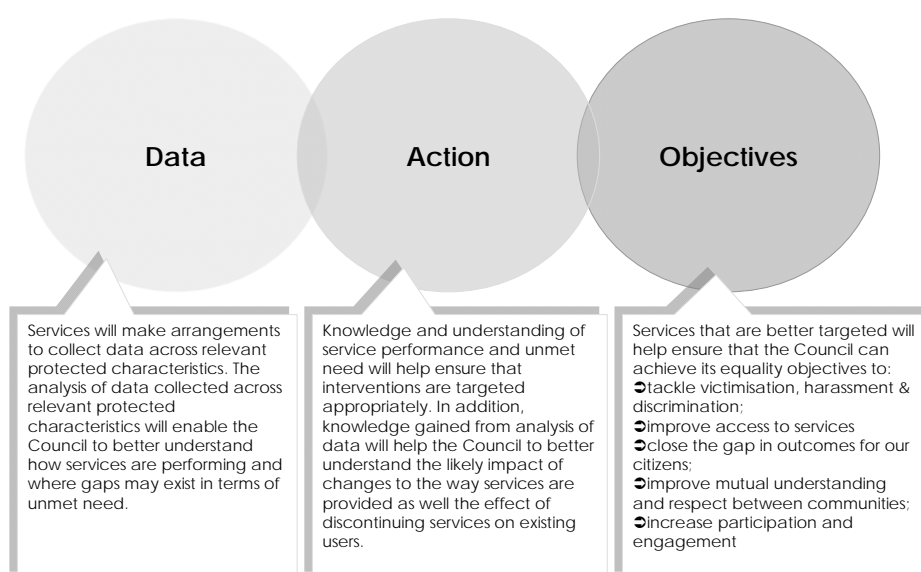
75. There are a total of six commitments contained in the CES. These commitments describe what the Council aims to do to meet the objectives it has developed. The commitments specifically address the need to strengthen arrangements for collecting and utilising data - a key component part of our equality framework. Details of these commitments are set out in the box below.

Comprehensive equalities scheme commitments

- **ensure that the right arrangements are in place to collect equalities data** - by refining existing systems or developing new ones so that we are able to collect the information we need to inform decisions
- **ensure that we only collect the information we need** – by making sure that the information we gather is based on a sound business case and is appropriate to service requirements
- **ensure that we do not make unnecessary requests for information** – by making better and more effective use of the data that we hold to avoid unnecessary duplication

- **ensure that we use the information we hold to inform decisions** – by disseminating available data across the widest possible range of services that might be able to use the information that has been collected
- **ensure that everyone can see how we have used the data we have collected** – by exploring ways to increase transparency and accessibility of information that we place in the public domain
- **ensure that the information we hold is secure and confidential**- by fully complying with relevant legislation and standards of practice

76. The diagram below shows how we see the relationship between enhanced data, service delivery and achievement of equality objectives.



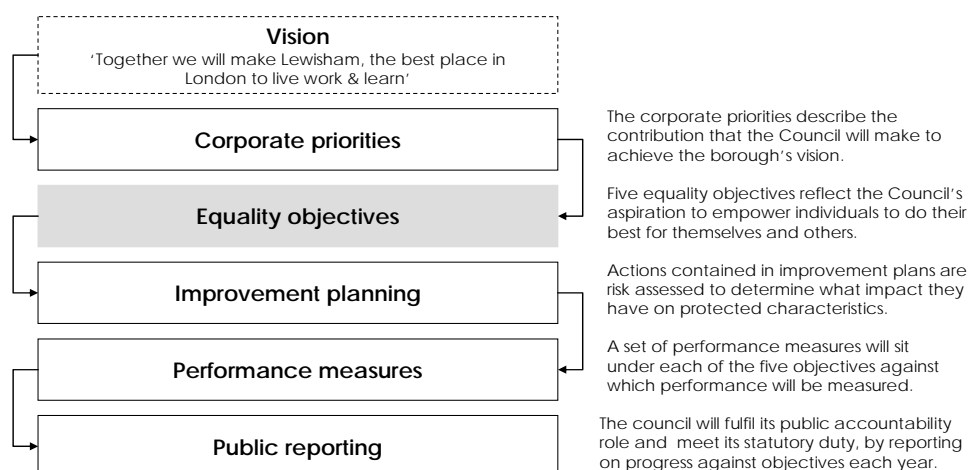
consultation

77. Extensive consultation has been undertaken as part of the development of the CES. This has included presentations to voluntary & community organisations representing various protected characteristics and public bodies. Amongst those who have been consulted as part of this process include: the Standing Advisory Committee on Religious Education, the Ecumenical Borough Deans, the Lewisham Disability Coalition and Lewisham Ethnic Minority Partnership. Others included the Metro Centre, Lewisham Pensioners Forum and Lewisham's Young Mayor & Young Advisors. Presentations have also been made to internal staff forums.

78. At each engagement, stakeholders have been provided with an opportunity to express views and challenge the approach that has been adopted. As part of this, the views and contributions of stakeholders have been taken on board.

Performance management

79. The Council has robust performance management systems which will be used to monitor progress against objectives. Our approach to performance management will include monitoring of performance data, equality assessment analysis, improvement planning and public reporting. Specific steps to be taken to monitor progress against objectives illustrated in the diagram and sub headers below.



monitoring arrangements

80. It is intended that progress against the CES objectives will be monitored through a variety of means. A number of equality indicators are incorporated in the Council's Management Report, which is considered by EMT each month and presented to Mayor & Cabinet on a quarterly basis. Data for these equality measures is collected on a monthly or quarterly cycle. As such, these measures lend themselves to management action.
81. Towards the end of the financial year, a report setting out progress against strategic objectives will be presented to Safer Stronger Communities Select Committee.

implementation and action

82. Lewisham Council is committed to improving life chances for our residents, service users and employees. Our work in this regard is evident in the steps we are taking to safeguard the most vulnerable, contribute to public welfare, provide social protection, regulate access to public services, steward public funds and empower local communities.
83. It is however important to note that, over the coming years, the Council faces significant challenges, which mean that we need to be more agile and adaptable and adopt smarter ways of managing. Although these challenges will not change our commitment to serve the public, so as to

improve their lives and life chances, they do require that we carefully consider how we might achieve our objectives. In view of this, and given resource constraints, the Council is mindful of the need to ensure both reasonableness and proportionality in the performance of its functions and provision of services to the public.

84. Going forward, an illustration of the various actions we expect to take to meet our equality objectives are summarised in the table below.

Illustration of actions to achieve objectives		
Action	Equality groups particularly affected	Delivery of objective
Supporting schools to raise educational achievement for all pupils and in particular for those pupils who perform below the average or may be falling behind the highest achievers	<ul style="list-style-type: none"> • age • ethnicity • gender • disability 	To close the gap in outcomes for citizens
Working with the partner agencies and communities to tackle incidents of hate crime and domestic violence	<ul style="list-style-type: none"> • religion or belief • race • disability • sexual orientation 	<ul style="list-style-type: none"> • To increase understanding and mutual respect between communities • To tackle victimisation, harassment and discrimination
Working with our partners to reduce the number of young people who are first time entrants to the criminal justice system and to reduce youth re-offending	<ul style="list-style-type: none"> • age • race 	To close the gap in outcomes for citizens
Working with our partners in schools, the health service and elsewhere to reduce teenage conception	<ul style="list-style-type: none"> • age • gender • pregnancy & maternity 	To close the gap in outcomes for citizens
Investing in social housing to ensure that it meets the Decent Homes Standard	<ul style="list-style-type: none"> • all equality groups 	To close the gap in outcomes for citizens
Assisting vulnerable adults to remain independent by helping them to re-learn their personal care skills	<ul style="list-style-type: none"> • age • disability • gender 	To close the gap in outcomes for citizens
Taking proactive steps to tackle discrimination in the work-place	<ul style="list-style-type: none"> • all equality groups 	To tackle victimisation, harassment and discrimination
Taking proactive steps to tackle discrimination in the provision of services	<ul style="list-style-type: none"> • all equality groups 	Tackle victimisation, harassment and discrimination
Promoting participation in local assemblies – particularly for those who are	<ul style="list-style-type: none"> • all equality groups (in particular those currently under- 	To increase participation and engagement

currently under-represented	represented)	
Supporting community organisations whose work helps to tackle disadvantage and improve life outcomes for the most vulnerable and under-represented	<ul style="list-style-type: none"> • age • race • religion or belief • disability • gender • sexual orientation 	To close the gap in outcomes for citizens
Making public buildings and public space safe and accessible for service users, pedestrians and residents	<ul style="list-style-type: none"> • age • disability • pregnancy and maternity 	To improve access to services
Increasing collection rates for Council Tax and Business Rates so as to be able to maximise the revenue streams available to the Council to target to those with the greatest need	<ul style="list-style-type: none"> • all equality groups 	All equality objectives
Tackling fraud so that resources can be targeted to those who need it most	<ul style="list-style-type: none"> • all equality groups 	To improve access to services
Taking reasonable steps to ensure that our workforce remains representative of our diverse community	<ul style="list-style-type: none"> • all equality groups 	All equality objectives
Improving the collection of data across all equality groups and ensuring that data continues to be used to inform decision making.	<ul style="list-style-type: none"> • all equality groups (in particular those currently under-represented in local statistics) 	All equality objectives

public reporting and data transparency

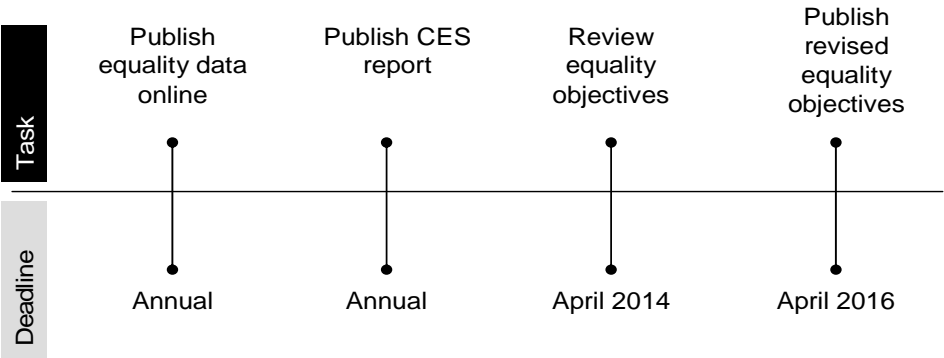
85. Consistent with the requirements of the Equality Act (Specific Duties) the Council will publish relevant equality data online by the 31 March each year. In addition to this, the Council will publish a report, also online, which will summarise the progress we are making towards our equality objectives.

Procurement and commissioning

86. The Council asks suppliers to provide copies of their equalities and diversity policies as part of the pre-qualifying questionnaire. The same questionnaire also asks that suppliers provide equality monitoring data to enable the Council to better understand the diversity of the suppliers, with whom it contracts to provide goods and services. The questionnaire has now been revised to better reflect the requirements of the Equality Act 2010.

Ongoing dialogue

87.The Council will maintain an ongoing dialogue with Lewisham residents, service users and staff with regard to how, by working together, we can improve life chances for all. This dialogue will be undertaken through existing community fora, democratic processes and staff engagement.



Appendix A: Workforce Profile 2010-11

Measure	Count	Percentage
Total number of employees (including schools)	8,136	100%
Total number of employees (excluding schools)	3,790	46%
Total number of full time equivalents (excluding schools)	3,258	40%
Total number of female employees	2,242	64%
Total number of male employees	1548	46%
Total number of White employees	2,311	61%
Total number of BME employees	1,483	39%
Total number of disabled employees	211	6%
Total number of employees aged 16-20	29	1%
Total number of employees aged 21-24	85	2%
Total number of employees aged 25 -34	624	16%
Total number of employees aged 35-44	885	23%
Total number of employees aged 45-54	1,325	35%
Total number of employees aged 55 +	842	22%

Source: Lewisham Workforce Profile 2010-11

Appendix B: CES 2008-11 achievements catalogue

Summary of achievements reported in 2008-09

Shaping the Delivery of Services

A Stakeholder Challenge Panel comprising of 35 Community Groups, including representatives from black and ethnic minority and disabled communities, has been established to inform and shape service delivery as part of the customer service transformation programme.

'Lewisham Challenge – Closing the Gap' campaign

As part of the campaign we have worked alongside schools to develop the intelligent use of pupil level data to identify underachieving children and young people to close the gap and redress inequality.

Increased Number of Respite breaks

Through the Carers Grant, which offers funding to voluntary and community groups, more carers have received respite breaks. In 2007/09 the Council target was exceeded and 24,617 breaks were provided for carers.

Increased accessibility of communications for deaf and disabled people

This includes the introduction of a British Sign Language section on Lewisham Council's website and a the Browsealoud facility to speech enable the site for people with dyslexia and related learning disabilities.

Summary of achievements reported in 2009-10

Access to advice and support on drugs misuse

The Drugs and Alcohol Advice Team has effectively engaged with 550 women in 2009/10. This is an increase of 50 clients in comparison to the previous year. Crèche facilities have also been set up in the commissioned services to reduce barriers to access. Treatment services run women only sessions. Groups have also been set up to target women from different cultures where social barriers may prevent access (e.g. Somali women's groups). Advice and information has been provided in schools, via Health Visitor services. Advocacy work to support women to increase their health and well being has also been provided.

Access for carers

Lewisham continues to increase the number of carers involved in client assessments and reviews. The number of carers involved with clients for 2008-2009 was 1,210. The number of separate carer's assessments also continues to increase and is on track to meet the 2009/10 target. Lewisham has been selected by the Department of Health to become a national Demonstrator Site exploring new approaches to respite breaks for carers. One of only 12 authorities to be selected, and the only one in London, Lewisham will receive funding of £600,000 to support the project over the next 18 months.

Two Ticks' status

The 'Two Ticks' status provides external recognition that an organisation is "positive about disabled people". The accreditation is awarded to employers who demonstrate to the Department of Work and Pensions that they have achieved, and are committed to, continually achieving a set of commitments relating to the employment of disabled people. Lewisham Council went through the accreditation process in 2009 and has maintained it's 'Two Ticks' status.

Private Sector Housing Assistance grants

All grant allocations for Private Sector Housing have been taken up by vulnerable people in non decent accommodation. To date in 2009/10, 136 properties have been utilising a number of grants totalling £715,600.

Summary of achievements reported in 2010-11**Stonewall Workplace Equality Index**

A submission for the Stonewall Workplace Equality Index 2011 was made in September 2010. The results show that there has been a 39 point overall improvement in our score since 2009. We ranked 173 out of 384 this year, up from 152 out of 310. An action plan will be developed following feedback received from Stonewall and a submission to participate in the 2012 workplace index will be considered in the summer of 2011.

Closing the gap between boys and girls

Closing the gap - The Early Years Foundation Stage results for 2010 show that the gap between boys and girls was narrowed in every single area. The greatest gains were in Dispositions and Attitudes, Writing, Reading and Creative Development, which were the key areas highlighted as part of the Boys and Writing project.

Translation and Transcription Service (Pearl Linguistics)

The Pearl Linguistics service is being used by all Directorates across the Council. In addition, the contract is also used by Lewisham Homes, Lewisham Hospital and over 10 Primary and Secondary schools across the Borough. A review of the contract is undertaken on a six-monthly basis. The results of the customer satisfaction survey that was undertaken during the summer of 2010 found that over 86% of users stated the service was excellent.

Collect data & monitor trends in relation to child casualty rates

Child casualty rates are evaluated annually via the Lewisham Road safety audit and the data forms the basis of the Council's program plan for the following year. This plan has included targeting secondary school pupils within the areas that have higher deprivation. In Lewisham over the last 10 years, the total number of all child casualties has fallen by 67%. Serious injuries has fallen by 80.5% with no recorded fatalities in the 2009 data. The figures indicate that there has been a decline in children from BME backgrounds being killed or seriously injured in road accidents.

Appendix C: Data used to inform development of the CES

Sources checked	
Surveys	Characteristics covered
Place Survey 2008-09	Specifically: Gender, Age, Race, Disability, Religion or belief, Sexual orientation
Annual Residents Survey 2009	Specifically: Gender, Age, Race, Disability
Talkback Survey 2009	Specifically: Gender, Race, Disability, Age, Sexual orientation, Religion or belief, Pregnancy & maternity
Lewisham Ward Assemblies attendance (2010-11)	Specifically: Gender, Race, Disability, Age, Sexual orientation, Religion or belief
Our Lewisham, Our Say Consultation 2010	Specifically: Age, Gender, Race, Disability, Sexual orientation, Religion or belief
Census 2001	Specifically: Age, Gender, Race, Disability, Religion or belief
Tell Us Survey: NI06 - Children who have experience bullying (2010)	Specifically: Sexual orientation, Gender, Race, Religion or belief, Disability, Gender reassignment
Tell Us Survey: NI110 – Young people s participation in positive activities (2010)	Specifically: Race, Religion or belief, Sexual orientation, Gender, Disability, Gender reassignment
Tell Us Survey: NI199 – Children & young peoples satisfaction with parks and play areas (2010)	Specifically: Age
Stonewall Workplace Equality Index 2010	Specifically: Sexual orientation,
NI127 (Adult Social Care Survey): Self reported experience of social care users 2010-11	Specifically: Disability, Age
The Charges and Contributions to adult social care services consultation (2010)	Specifically: Disability, Age
Homecare for older adults consultation (2009)	Specifically: Age, Race, Disability
The Big Care Debate (2010)	Specifically: Disability
Proposal to close Kirkdale Centre, Community Education Lewisham (2011)	Specifically: Age, gender, disability
Better Access Consultation (2000)	Specifically: Age, race, disability
Customer Services Transformation Programme Regulatory Services Equalities Impact Assessment (2010): Private Sector Housing	Specifically: disability
Early Intervention: Children Centers	Specifically: age, maternity and pregnancy
Performance indicators	Characteristics covered
BV16a: Disabled employees (2010-11)	Specifically: Disability, Race
BV17a: Ethnic minority employees (2010-11)	Specifically: Sexual orientation, Gender, Race, Religion or belief, Disability, Gender reassignment

BV11a: Women in the top 5% of earners (2010-11)	Specifically: Gender
BV11b: BME in top 5% of earners (2010-11)	Specifically: Race
BV11c Disabled staff in the top 5% of earners (2010-11)	Specifically: Disability
DN054: Services for disabled children (2009-10)	Specifically : Disability, Age
NI108 gap in achievement between equality groups and their peers (2010-11)	Specifically: Race, Gender
MPS Hate crime data March 2010 to March 2011	Specifically: Race, Religion or belief, Sexual orientation
NI146: Adults with learning disabilities in employment (2010-11)	Specifically: Disability
Lewisham Health Profile 2011 (Life Expectancy, Child Poverty, Early Deaths, Teenage Conception)	Specifically: Gender, Age, Disability
PCT data on transexualism 2010-11	Specifically: Gender reassignment
Government Equality Office Survey 2011	Specifically: Gender reassignment
Local Adult Social Care data 2010-11	Specifically: Age, Disability, Gender
Local Children's Social Care data 2010-11	Specifically: Age, Gender
P1E Returns (Homelessness Statistics) 2011	Specifically: Race
Other	Characteristics covered
Workforce Profile 2010-11	Specifically: Age, Disability, Gender, Race
Lewisham School Roll 2011	Specifically: Age, Disability, Gender

References

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- ² Labour Market Statistics (January 2012) – Office for National Statistics
- ³ ONS Lewisham Population Mid Year Estimate, 2009
- ⁴ GLA 2010 Round Ethnic Group Population Projections, DMAG (based on a forecasted Lewisham population of 274,896)
- ⁵ Lewisham Annual Residents Survey 2009
- ⁶ 2001 Census, Office for National Statistics
- ⁷ ONS Mid Year Population Estimate 2009
- ⁸ ONS 2008 Sub National Population Projections
- ⁹ Lewisham's Sustainable Community Strategy 2008-2020
- ¹⁰ Household Survey 2007, Office for National Statistics
- ¹¹ CLG Housing in England 2007-08 Report
<http://www.communities.gov.uk/documents/statistics/pdf/1346249.pdf>
- ¹² Household Survey 2007, Office for National Statistics
- ¹³ DMAG (2007) A Profile of Londoners by Housing Tenure, September 2007, GLA
- ¹⁴ ONS 2005, local authority, housing and labour market statistics Table 1.28
- ¹⁵ Equality Act 2010, HM Parliament
- ¹⁶ Equality Strategy - "Building a Fairer Britain"- Government Equalities Office 2010
- ¹⁷ Equality Act 2010 (Specific Duties) Regulations 2011
- ¹⁸ ONS Mid Year Population Estimates for all references to Lewisham's overall population and disaggregation by age and gender
- ¹⁹ Sub national Population Projections 2008, Quinary Age Groups All Persons
- ²⁰ NOMIS, November 2010
- ²¹ Our Community, Joanna Darrell, Beaumont Society, May 2011.
- ²² Lewisham PCT data on trans-sexualism for 2010-11
- ²³ Public Health Birth Files (PHBF) from the Office of National Statistics (ONS)