

Appendix A: Recommendations for the Council

Ref	Recommendation	Cabinet member	Lead officer	Key strategies and projects	Key partners
Education and learning					
1.	Tackle under-achievement among children and young people				
1.1	The council should ensure all children get the best start in life, by directing Early Years resources to those in greatest need and building on the work of the Lambeth Early Action Partnership (LEAP)	Councillor Jane Pickard	Cathy Twist, Director of Education & Learning	Children and Young People's Plan	Lambeth Early Action Partnership (LEAP)
1.2	The council should with schools, support local community education initiatives to deliver more equal outcomes for children from the communities that are the focus of the Commission's work	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools The community Lambeth Schools Partnership
1.3	The council should commission research into the experiences of disabled children and young people (including those with a physical disability and special education needs and disability (SEND)) in Lambeth's education provision to identify barriers to young people with different support needs fulfilling their potential	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning	SEND strategy	Schools Lambeth Schools Partnership

1.4	The council should audit the current schools workforce and pursue far reaching diversification at all levels, including senior management, and ensure that it reflects the community served by the Local Authority and Multi-Academy Trusts (MATs).	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools Lambeth Schools Partnership
1.5	The Lambeth Schools Partnership should make it a priority to disseminate good practice in Lambeth schools with a focus on closing the gaps in achievement for Black Caribbean, Portuguese, and disabled children and young people	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools
1.6	The Lambeth Schools Partnership should encourage primary and secondary schools to take up the specific recommendations of Lambeth's Creative and Digital Industries Growth Strategy including activities targeted at tackling underrepresentation of Equality Commission priority groups in important growth sectors	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning	Creative and Digital Industries Growth Strategy	Schools Employers
1.7	The Lambeth Schools Partnership should encourage schools to implement the specific recommendations of Lambeth's Black Caribbean achievement research - including the pursuit	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools

	and monitoring of workforce diversity, and the discussion and celebration of racial, ethnic and cultural disability				
1.8	The Lambeth Schools Partnership should work with secondary schools to develop their approach to parental involvement, communicating and engaging with parents and carers as assets and helping them to become active partners in their children's education	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools Parents
2.	Support young people at risk of disengagement from education				
2.1	The council should develop a tailored support offer for young people at risk of disengagement from education and learning, including: for children and young people still at school, inspirational voluntary and community sector programmes to complement school provision and promote engagement; and, for young people not in education, employment or training (NEET), community-based re-engagement activity and learning opportunities, potentially supported through Co-operative Local Investment Plans (CLIPs)	Councillor Jane Edbrooke / Cllr Matthew Bennett	Cathy Twist, Director of Education & Learning	14-25 Strategy	Schools Lambeth College Adult education providers VCS

2.1	The council should with partners, develop pilots that help with the early identification of young people at risk of disengagement from education and support them towards positive destinations such as a Lambeth School/Employability Pilot to support positive post-school transitions.	Councillor Jane Edbrooke / Councillor Jane Pickard/ Councillor Matthew Bennett	Dawn Redpath, Head of Economic Inclusion	14-25 Strategy	Schools Employers
2.2	Schools should ensure that mental health support in schools reaches young people most at risk of disengagement from education.	Councillor Jane Pickard	Cathy Twist, Director of Education & Learning		Schools
2.3	The Lambeth Schools Partnership should highlight and promote best practice on avoiding school exclusions, with the aim of reducing the overall level of permanent exclusions across the borough	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools
2.4	The Lambeth Schools Partnership should encourage Lambeth schools to prioritise health and wellbeing (including mental health), inclusion and equality and diversity alongside achievement, for example through a series of themed campaigns.	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools
3.	Support young people during key transition periods – primary to secondary and school to work/training/further education				
3.1	The council should work with relevant partners, including Business Improvement Districts (BIDS) and key local employers, to	Councillor Jane Edbrooke / Councillor Matthew Bennett	Cathy Twist, Director of Education & Learning and Sandra Roebuck, Director:	Careers Clusters	Schools Employers

	ensure excellent careers advice and access to work experience is embedded in all Lambeth schools		Growth, Planning & Employment		
3.2	The council should work with voluntary and community sector partners to develop tailored support for Lambeth's disabled children and young people - including those with Special Educational Needs and Disability (SEND) - in making the transition between education and employment, with an emphasis on promoting independence.	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools Lambeth College and other FE providers Local Disabled People's Organisations (SEND)
3.3	The Lambeth Schools Partnership should consider what information and advice could helpfully be offered to parents and carers of children making the transition from primary to secondary school, and encourage primary and secondary schools to work together to facilitate smooth transitions.	Councillor Jane Edbrooke	Cathy Twist, Director of Education & Learning		Schools
Income and employment					
4.	Supported transitions into work for those furthest away from the job market				
4.1	The council should work with key partners (including BIDs, SBEG) on an influencing campaign to encourage local employers to offer more volunteering, work experience, internships and shadowing opportunities for	Councillor Matthew Bennett	Chris Palmer, Director Policy & Communications		BIDS SPEG Employers

	Lambeth residents from disadvantaged groups				
4.2	The council should develop a corporate apprenticeship scheme that targets opportunities at residents from labour market disadvantaged groups, recognising that they may also need a range of targeted pre-apprenticeship support	Councillor Matthew Bennett	Jackie Belton, Strategic Director, Corporate Resources		Employers Lambeth College/local FE providers
4.3	The council should with the voluntary and community sector and other partners, develop local peer support and 'buddying' roles, building on existing activity, and advertise these through local job fairs	Councillor Matthew Bennett	Dawn Redpath, Head of Economic Inclusion	Health and Wellbeing Strategy	VCS
4.4	The council should work with key partners (including contractors, local business and BIDS) to increase the quality and range of targeted employment opportunities for disabled residents, residents with mental health issues and residents with complex needs	Councillor Matthew Bennett	Sandra Roebuck, Director: Growth, Planning & Employment	Health and Wellbeing Strategy	BIDS Employers
4.5	The council should ensure jobs created by new developments benefit those Lambeth residents that are furthest away from the job market, with outcomes achievements monitored and publicised, and allocate some of its	Councillor Matthew Bennett	Sue Foster, Strategic Director Neighbourhoods & Growth		Employers

	income from development to addressing directly the needs of groups experiencing disadvantage, particularly young people				
4.6	The council should target commissioned adult learning provision at supporting residents furthest from the labour market with employability skills and training needs	Councillor Matthew Bennett	Dawn Redpath, Head of Economic Inclusion/Lesley Robinson, Head of Adult Learning	Employment and Skills SPD	Adult learning providers
4.7	The council should use the Social Value Act to ensure local employment opportunities are promoted through their contracts and supply chains, with a particular focus on large contracts	Cllr Imogen Walker	Rachel Wilsher, Head of Procurement		
4.8	The council should run a campaign to encourage local residents to broker from their employers or, as an employer, provide good quality work experience opportunities for residents from disadvantaged groups	Councillor Matthew Bennett	Chris Palmer, Director, Policy & Communications		Local residents Employers
4.9	The council should ensure that council employees who become disabled are properly supported, ensuring that reasonable adjustments and other practical support is offered, with a view to helping them remain in work.	Councillor Imogen Walker	Dean Shoemith, Director of HR		Unions

5.	Tackle low pay and poor working conditions				
5.1	The council should adopt London Living Wage foundations for all staff and contractors and become a Friendly Funder	Councillor Paul McGlone	Jackie Belton, Director of Corporate Resources		VCS
5.2	The council should run a campaign to influence all local employers to sign up to the London Living Wage, not use zero hours' contracts, and as an alternative offer fixed hours contracts, offer decent pay and conditions to their employees and consider the benefits of developing and progressing existing staff. This work should be reflected in Lambeth's submission to the Mayor's consultation on a new 'Business Compact'	Councillor Imogen Walker	Chris Palmer, Head of Policy & Communications		
5.3	The council should develop a programme of local action to help tackle low pay, based on available evidence	Councillor Imogen Walker	Dawn Redpath, Head of Economic Inclusion		
5.4	The council should seek additional support for migrant groups in low pay – possibly via external funding – to focus on L2+ ESOL provision, employability skills, and, progression in work	Councillor Matthew Bennett	Lesley Robinson, Head of Adult Learning		
5.5	The councils should develop sector growth strategies for parts of the economy that have a higher proportion of higher paid and skilled jobs, including creative and	Councillor Matthew Bennett	Sandra Roebuck, Director: Growth, Planning & Employment	Creative and Digital Industries Strategy	

	digital industries This work should not only seek to attract more employment growth from high value sectors but also bring forward actions to support education and employment pathways for underrepresented groups in these industries				
5.6	The council should run a careers campaign to raise awareness of education and careers pathways into high value growth sectors amongst priority groups.	Councillor Matthew Bennett	Chris Palmer, Director Policy and Communications		
6.	Mitigate the impact of welfare reform changes for residents most at risk of poverty and deprivation				
6.1	The council should review existing information, advice and support to residents affected by the roll-out of Universal Credit, with a view to strengthening this if needed.	Councillor Paul McGlone	Tim Hillman-Brown, Head of Revenue and Benefits		
6.2	The council should launch an awareness-raising campaign about the changes involved in the migration to Universal Credit and help available locally.	Councillor Paul McGlone	Tim Hillman-Brown, Head of Revenue and Benefits		
Participation, representation and leadership					
7.	Develop community leadership and increase participation in public life amongst target groups				
7.1	The council should develop its approach to consultation and engagement so that the views and needs of under-represented communities are better reflected in outcomes from these - building on existing good practice for	Cllr Paul McGlone	Chris Palmer, Director Policy & Communications		

	example from consultation undertaken as part of the CLIPs process				
7.2	The council should recognise and celebrate the contribution of Lambeth's diverse communities and hold community roadshows, bringing together a range of groups to connect, collaborate and share information	Councillor Donatus Anyanwu	Hannah Jameson, Head of Policy & Partnerships		
7.3	The council should review mentoring schemes currently on offer in Lambeth, working with partners to ensure efforts are coordinated, that there is no duplication and there is a high-quality local mentoring offer targeted at those young people who need the most support	Councillor Paul McGlone	Kristian Aspinall, Crime & Disorder		
7.4	The council should support community organisations working with young people to encourage participation in public life and help them to partner with schools through the Lambeth Schools Partnership	Councillor Jane Edbrooke	Hannah Jameson, Head of Policy & Partnerships		Schools Lambeth Schools Partnership
7.5	The council should promote local programmes focusing on diversity in leadership	Councillor Sonia Winifred	Chris Palmer		
7.6	The council should encourage and (where possible) monitor voter registration amongst Somali,	Councillor Sonia Winifred	Chris Palmer		

	Portuguese, Black Caribbean, and disabled residents.				
8.	Increase representation of target communities in local workforces at all levels				
8.1	The council should review equalities data collection and monitoring to better understand the diversity and profile of its workforce, in order to address areas of underrepresentation	Councillor Sonia Winifred / Councillor Imogen Walker	Hannah Jameson, Head of Policy & Partnerships		
8.2	The council should accelerate its programme to address the known underrepresentation of BAME and disabled people in leadership roles, using this work to influence key partners to do the same	Councillor Sonia Winifred / Councillor Imogen Walker	Dean Shoesmith		
8.3	The council should develop a 'Lambeth First' Apprenticeship Scheme in partnership with local public sector organisations, leading to high-quality jobs with a clearly defined progression plan	Councillor Matthew Bennett	Dawn Redpath, Head of Economic Inclusion		
8.4	The council should provide targeted work experience opportunities for local residents, refuse National Management Trainee Scheme candidate lists that do not meet equality and diversity expectations, and explore the potential value of putting in place a complementary graduate programme for recruiting local and diverse talent, particularly from the Commission's target groups.	Councillor Matthew Bennett	Dean Shoesmith		

9.	Encourage best practice in equalities and improve conditions for participation amongst disabled residents				
9.1	The council should demonstrate leadership on equalities and promote best practice, including as part of its own HR practice, and use its influence across its networks to promote best recruitment and employment practices in terms of equalities	Councillor Sonia Winifred / Councillor Imogen Walker	Hannah Jameson, Head of Policy & Partnerships		
9.2	The council should promote more inclusive front-line services through a refresh of mandatory equalities and diversity training for front-line staff, and carry out a community audit with disabled residents to ensure the new Civic Centre is an accessible and welcoming environment for all	Councillor Sonia Winifred / Councillor Imogen Walker	Hannah Jameson, Head of Policy & Partnerships		
9.3	The council should ensure that, as more services and processes are digitalised, residents who might need additional support (such as disabled residents) are involved in designing and testing systems and technology	Councillor Imogen Walker	Hannah Jameson, Head of Policy & Partnerships	Overview and Scrutiny Accessibility Commission	
9.4	The council should work with local Disabled People's Organisations (DPOs) to identify local good practice in increasing participation amongst disabled people and share this across the borough	Councillor Jackie Meldrum	Hannah Jameson, Head of Policy & Partnerships		VCS

9.5	The council should review its engagement practices (and those of contractors where applicable) to support disabled people to participate in local consultations and decision-making	Councillor Paul McGlone	Hannah Jameson, Head of Policy & Partnerships		
9.6	The council should ensure information on key issues affecting disabled residents is available in a wide range of accessible formats e.g. provision of British Sign Language (BSL) videos	Councillor Imogen Walker / Councillor Jackie Meldrum	Hannah Jameson, Head of Policy & Partnerships		
9.7	The council should promote awareness of disability access issues, by using DisabledGo to identify suitable venues for public meetings and engagement and publicising this information more widely as part of all relevant council communications.	Councillor Imogen Walker / Councillor Jackie Meldrum	Hannah Jameson, Head of Policy & Partnerships		
10.	Help the voluntary and community sector (VCS) to thrive and be a strong voice for communities in Lambeth				
10.1	The council should provide strategic support to VCS organisations in Lambeth to ensure they can thrive, attract external funding and offer a voice on behalf of their communities	Councillor Paul McGlone	Hannah Jameson, Head of Policy & Partnerships	VCS Strategy Refresh	VCS
10.2	The council should help increase the visibility and reach of VCS organisations by offering them space in the new Civic Centre to publicise their work and engage with target communities	Councillor Paul McGlone	Hannah Jameson, Head of Policy & Partnerships	VCS Strategy Refresh Your New Town Hall	VCS

10.3	The council should introduce VCS representation onto the Corporate Equalities Impact Assessment (EIA) panel.	Councillor Sonia Winifred/ Councillor Paul McGlone	Hannah Jameson, Head of Policy & Partnerships		VCS
Crime and justice					
11. Build on activity to improve trust and respect between the police and the community					
11.1	The council should recognise its important role in supporting the community and police to build better relationships by promoting and highlighting the work of existing engagement forums and sharing information with community groups	Councillor Jim Dickson and Councillor Mohammed Seedat	Kristian Aspinall, Crime & Disorder		VCS
11.2	The council should do more to publicise existing forums that give young people a chance to talk about how crime and policing issues affect them, with a view to influencing police practice.	Councillor Jim Dickson and Councillor Mohammed Seedat	Kristian Aspinall, Crime & Disorder		
12. Tackle hate crime, violence against women and girls (VAWG) and support vulnerable victims of crime					
No recommendations for council					
13. Reduce the impact of crime on young people					
13.1	The council should bring together partners and Voluntary and Community Sector organisations to jointly tackle youth violence in Lambeth, through a programme of activity that coordinates resources and focuses on prevention	Councillor Jim Dickson and Councillor Mohammed Seedat	Kristian Aspinall, Crime & Disorder		
13.2	The council should along with relevant partners, identify young people in 'at risk' groups as early	Councillor Jim Dickson and Councillor Mohammed Seedat	Kristian Aspinall, Crime & Disorder		

	as possible (gangs, crime, child sexual exploitation, missing), with the aim of diverting them to local mentoring, support and diversionary activities.				
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