



Lambeth



 Equality
Commission

Report & Recommendations 2017

FOREWORD

**By Cllr Lib Peck,
Chair of the Commission**



These are difficult times for many, in every part of the country, and Lambeth is no different.

Lambeth is a wonderful place: hardworking and creative, uniquely diverse, vibrant and dynamic, but always tough and down to earth. Like the rest of the country, we have been buffeted by the economic turbulence of the last decade. There has been less money to go around, and the impact of this has been felt by everyone living here.

But, through all of this, Lambeth is transforming itself. We've charged ahead and made many lasting changes that have improved the lives of the people living here. Our population is growing, employment is rising and our schoolchildren continue to achieve record-breaking exam results. The enormous investment pouring into the borough is changing lives for the better.

Still, while we rightly point to Lambeth's many achievements, we must also acknowledge that the benefits of growth have not been shared out equally.

We are acutely aware, for example, that Lambeth remains one of the most deprived areas of the country – it is the 8th most deprived borough in London and the 22nd most deprived in England. Deprivation on this scale brings significant challenges, in health, education and employment, for everyone.

But, for some of our residents, the problems are even more severe. Some of our communities still suffer even greater levels of poverty and inequality; they still face, every day of their lives, barriers that prevent them from fulfilling their potential.

Lambeth is open for business and bold in our ambitions but, at the heart of it all, there must be fairness. We must be honest about the inequality we still have in our borough, and ensure that the proceeds of Lambeth's growth are spread fairly amongst our communities. We can't stand by if, while some of our communities are prospering, others are being held back.

That's why I set up Lambeth's Equality Commission, bringing together 12 senior figures from widely different backgrounds, including representatives from business, local voluntary sector organisations and research organisations. Their task was to identify the barriers which are standing in the way of equality for many in Lambeth – particularly for those communities that are often furthest away from opportunity – and then to work out how we can all come together to break them down.

It was a daunting task, but it has been a rewarding experience. We've gathered the views of many residents and heard from dozens of expert witnesses. Focusing above all on the challenges facing disabled adults, our Black Caribbean residents, our Portuguese national community and our Somalian residents, we have held a series of formal meetings and visited schools, community groups and other centres across Lambeth. Almost two hundred people have come to our open events and group specific events, to discuss their experiences of inequality in the education system, in the labour market, in decision-making, and in relation to crime and justice in the borough. Unfairness may be hard to define, but anyone who has been affected by it knows only too well how destructive it can be; the personal experiences we have heard have been vital in exposing the spread of inequality through our communities.



*We are all Lambeth residents,
[but] we don't all share the
benefits of living here.*

The evidence we have heard has begun to lay bare the extent of inequality of Lambeth. But it has also revealed that much work is already being done to address unfairness, and to level out an uneven playing-field.

This report sets out the work we have done, and what we have discovered. It demonstrates clearly that too many people in Lambeth are living with unfairness on a daily basis and it shows how that unfairness damages the lives and prospects of individuals and families across communities, in all parts of our borough.

But this is not a talking-shop; we have also set out what we think must be done – by everyone – to tackle these inequalities and make Lambeth a fairer place. There is much that the council that I lead can do. We can be the driving force in the fight against inequality; we can start at home by achieving more diverse leadership and using income from development to fund extra support for the most disadvantaged, and we are already taking action including building stronger partnership to tackle youth violence.

But the issues we have identified can't be beaten by the council acting on its own; the immense challenge of defeating inequality can only be achieved if the whole of Lambeth works together to tackle it. The recommendations and actions the Equality Commission proposes here will demand that everyone – from public-sector bodies and businesses to religious institutions, community groups, schools and families – does their bit to tackle the inequalities that still exist in this borough.

Our residents have freely given us ample evidence and feedback about their experience of unfairness, but they have also made it clear that what matters to them is what

we do with it. Because we all know, at the end of the day, that this whole process will be judged – fairly and squarely – on what it achieves.

This report is the start of a crucial conversation about our borough, but it is also a call to action. Next year, the Commission will report on what progress has been made by the council, its partners and the community, in addressing the inequality that we have exposed.

The Equality Commission is our contribution to making life better and fairer for everyone in Lambeth. We can't do everything on our own, but we can take a lead. We'll change what we can, and we'll push for real changes elsewhere – across Lambeth, across London and beyond.

We have worked hard to make sure people from all parts of the borough, from all communities, are part of the solution to the nagging problem of inequality.

Because, although we are all Lambeth residents, we don't all share the benefits of living here.

What we all must share, however, is the responsibility to strive to make Lambeth better, more open and fairer, for every single person, who lives here.

CONTEXT FOR THE COMMISSION'S WORK

Background

Lambeth has undergone significant changes over the past decade. The borough's population has grown quickly, as more and more people have chosen to come here to live, work and study. It has enhanced its reputation as home to world-class universities and teaching hospitals, major arts and cultural institutions, and global businesses. These changes have been accompanied by the enormous inward investment that has helped bring wholesale improvements for communities and individuals across Lambeth.

Over the last five years this change has accelerated, with Lambeth experiencing considerable growth and investment, particularly in the north of the borough. It has seen a range of benefits for local people from these developments, through an increased number of jobs, the building of more affordable housing, and investment in vital community facilities such as leisure centres, health centres and schools and new transport infrastructure.

The impact of these changes has been to improve life chances for Lambeth residents overall and in some cases to narrow persistent gaps between different groups of residents. However, whilst the benefits of economic growth are welcome, we know that not all residents are benefiting from this growth to the same extent and that some feel left behind. There are still some groups of residents and communities who are not benefiting fully from this

change, and in some cases, for whom life outcomes are unacceptably poor.

The Commission also knows that there is a range of wider developments that are making life more difficult for some of Lambeth's residents, including trends in the London housing market and welfare reform.

Commission aims

The aim of this Commission is to understand how we can improve the living standards and life chances of those residents who are currently worst off and least able to take advantage of the opportunities offered by growth in the borough.

As a Commission, we recognise that there are some aspects of inequality – relating to people's income, wealth and assets – over which we have relatively little influence, such as the national tax and benefits system, an increasingly global economy and insecure labour markets. There is a limited amount local authorities and their partners can do about some of these factors and trends and, in particular, they have limited influence over income distribution amongst local residents. What can be done is also circumscribed by the financial challenge facing local government, meaning that councils need to prioritise activity and focus on what they know to be most effective.

However, we are confident that public services can influence inequality more widely and have seen evidence of this throughout the Commission's work. For example, we know that schools can play a significant role in influencing the start that children and young people get in life. We also know there are ways in which the council can use its investment to help create local opportunities and benefits, for example, through the use of Section 106 monies to fund improvements including affordable housing, community facilities and apprenticeships.

We are aware that we do not need to work alone to tackle inequality. Lambeth Council and its partners have been successful in securing external funding for a number of

different programmes of work with the aim of addressing key inequalities. This includes the Lambeth Early Action Partnership (LEAP), an innovative programme to better the lives of thousands of children in the Lambeth community, focusing on the most deprived wards; and, the Black Thrive Partnership for Black Wellbeing, partnership-based approach to deliver system change with a view to improving mental health outcomes for individuals from black communities.

So, while the remit of local government is more limited as a result of dramatic reductions in budget and changes to councils' local powers and statutory responsibilities, we know that there is still a range of levers available to local authorities and their partners.

Reducing inequality is one of the key strategic objectives that underpins Lambeth Council's new Future Lambeth Borough Plan, alongside Inclusive Growth, and Strong and Sustainable Neighbourhoods. It sets out a range of goals to reduce inequality and improve the life chances of Lambeth residents that the council will pursue as an organisation and through partnerships, using available levers.

Tackling inequality presents perhaps the greatest challenge, and the Equality Commission was set up to help identify where the council, its partners and the wider community, could have most influence in tackling inequality across the borough. The recommendations we are making identify a range of actions and approaches that we think will help the council, its partners, the Mayor of London and national government, play positive roles in addressing this challenge. These include:

- providing local leadership around equalities practice and activity
- valuing its residents, local voluntary and community sector as assets- and partners- in pursuing greater equality
- making policy and investing to address priority equality issues
- developing the skills, capability and resilience of Lambeth residents.

Focus of Commission's work and how we arrived at recommendations

Lambeth's Equality Commission has gathered evidence on:

- Education and learning

- Income and employment
- Participation, decision-making and leadership
- Crime and justice

These themes were chosen because they address some of the areas where there are significant inequalities between different groups of residents, but also because they are areas where there is the greatest potential for influencing inequality by taking action at a local level.

Participants in the process have reasonably asked why health has not been a focus of the Commission's work. This is because we are concentrating on the areas where we can have the most influence; but it is also because we anticipate that, by focusing on inequalities across a range of key social determinants of health (SDOH), we will make a contribution to good health outcomes. We also recognise the valuable work on health undertaken by Lambeth's Health and Wellbeing Board, the Black Thrive Partnership and LEAP.

Communities focus

Recent analysis by Lambeth Council shows that residents worst affected by local and national changes over the past five years are more likely to experience the greatest inequality across different life domains. These groups include:

- households with children and young people living in poverty;
- residents in low-paid employment
- long-term unemployed residents; and
- residents with complex needs and their carers.

Reducing inequality for these groups is a key focus of the Future Lambeth Borough Plan¹.

The Commission is focusing on four identifiable groups in Lambeth we know to be more likely to fall into one or more of the categories above, and experience a range of inequalities across different areas of their lives, or "life domains". These are:

- Disabled people, including those with long term conditions
- Black Caribbean
- Portuguese nationals
- Somali

¹ Future Lambeth: Our Borough Plan 2016-2021

Focusing on particular groups of residents has helped us explore their experiences in some depth. However, we anticipate that many of the actions and recommendations made by the Commission will be relevant to other resident groups who may experience similar equality issues.

Our approach

Evidence for the Commission was gathered via a range of different channels to ensure that we reached the resident groups that were the focus of the Commission's work.

These included:

- Public engagement events across the borough
- Resident group specific engagement sessions and focus groups
- Formal submissions to the Commission
- An online survey

The Commission's recommendations

The evidence considered by the Commission when formulating its recommendations is captured in:

- The detailed briefing papers on each of the thematic areas
- Event feedback summaries
- The interim report, which includes what residents, partners and stakeholders told us about the nature and impact of inequality in Lambeth
- Formal submissions to the Commission from key stakeholders.

These are all available on the Equality Commission website: http://future.lambeth.gov.uk/equality_commission

It was clear, for each of the thematic areas considered by the Commission, that there is a wide range of factors that contribute to inequality and, indeed, that the themes are closely interrelated. So, for example, it was clear that education and learning outcomes have a strong influence on a range of wider life outcomes, and that this should be reflected in our recommendations.

The process for prioritising what issues the Commission should focus on was based on a range of considerations, including:

- the scale of inequality overall
- where inequality is more pronounced in Lambeth than

elsewhere (and particularly compared with other inner London boroughs)

- what matters most to residents and stakeholders.

For each of factors, we have identified a range of actions or recommendations which we believe, based on the evidence we have seen or heard, and on conversations with key partners and council staff, would have the greatest impact by building on or complementing existing activity. Some of these impacts should be relatively short-term, but we have also focused on areas where we understand activity will have the greatest preventative impact in the long term.

As a result of the Commission's work we have identified a range of issues affecting the groups that have been the focus of the Commission and on which we think action is needed, but which do not naturally lend themselves to recommendations. These will be captured and used to inform ongoing service improvement.

It is clear from the Commission's work that the council should play an important role in providing leadership on equalities issues and ensuring that equality is at the heart of its decision making, service design and delivery, and investment. The council has a good basis to build on. In February 2015 it received an excellence award under the Equalities Framework for Local Government, in recognition of its good practice and the priority afforded to equality. A focus on equality is an ongoing commitment: reducing inequality is a core objective of the new Borough Plan and this is reflected in the detailed outcomes the council have committed to. Reflecting this priority, the council has committed to strengthen the organisational profile of equalities, so that opportunities to advance equality are considered proactively as part of all directorate and service planning. We expect this work to draw on findings from the Commission, and respond to areas requiring attention - including, for example, the profile of disability across the organisation and in service delivery. Furthermore, the Commission notes the council's commitment to developing monitoring of equalities impacts through Health in All Policies and Equality Impact Assessments (EIAs).

It is also clear that service transformation has a significant role to play in helping the council to help address some of the inequalities addressed by the Commission. So, for example, we expected the planned development with partners, disabled people and their families, of a lifelong disabilities pathway to have positive affect on outcomes for disabled people by offering real choice and control with

regard to important areas such as education, housing and employment.

Next steps

This report will be presented to the council's Cabinet for consideration, and they will decide how to take the recommendations forward and agree an implementation

plan. We will also take the report to the Lambeth First Local Strategic Board for their consideration and response.

We propose that, going forward, implementation should be overseen by the Lambeth First Local Strategic Board and that a formal report is made back to commissioners one year on.

THE COMMISSIONERS



Councillor Lib Peck
Leader of Lambeth Council



Miranda Brawn
Patron of the Black Cultural Archives and Founder/CEO of the Miranda Brawn Diversity Leadership Foundation



Dr. Mahamed Hashi
Founder of New Beginnings Youth Provision



Reverend Rosemarie Mallett
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Isabelle Clement
Director of Wheels for Wellbeing



Jude Kelly
Artistic Director, the Southbank Centre



Pedro Filipe Anes Xavier
CEO, PLS Consultants.com



Catherine Pearson
Chief Executive of Healthwatch Lambeth



Councillor Jennifer Brathwaite
Cabinet member for Environment & Transport



Samuel Martin
Founder and Programme Leader at the charity Streamz

EDUCATION AND LEARNING

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It needs to start early...highlighting different opportunities and routes available. There's a need to expose young people to different skills and what they can learn in order to prepare them for the real world of work.

CONTEXT

The Commission saw evidence that the majority of Lambeth's families have access to good quality education: Lambeth primary schools are performing at the top of the national league tables, with over 95% Ofsted rated 'good' or better. Overall the secondary and college phase is strong with schools performing at or above the national average.

It also heard how, as well as making considerable improvements in performance overall, Lambeth's schools have significantly narrowed gaps in performance between different groups of pupils, focusing on differences between pupils in receipt of Free School Meals, of different ethnicities, gender and for whom English is an additional language (EAL).

However, the Commission also saw evidence that there are some groups of children and young people who are still less likely to achieve good education outcomes in terms of attainment, engagement and progression, including all of the groups which are the focus of this work. It noted that continuing to tackle these inequalities is an ongoing organisational commitment, reflected in the new Future Lambeth Borough Plan 2016-2020.

It is clear from evidence that poverty, as well as having English as another language, is a key factor influencing the achievement of children and young people from the groups that are the focus of the Commission's work. However, it was also clear from discussions with residents and other stakeholders that there are other issues at play in achievement, engagement and progression into further education and work. We also know that there are some issues that disproportionately affect particular groups – so for example, Black Caribbean children are much more likely to be excluded from school.

The Commission has been able to draw on robust evidence about the factors affecting achievement and engagement from Lambeth's Schools Research Unit² to inform its recommendations, including recent research into Black Caribbean achievement. However, it identified the need to understand more about the experience of children with diverse disabilities and their families, in Lambeth schools.

The Commission also identified that good careers advice and transitions later in education (particularly around



Y14) are vital for young people at a critical period of their development, and asked the council to explore how it could better support disadvantaged young people in Lambeth with these.

Witnesses to the Commission highlighted the considerable expertise and good practice in promoting educational achievement and engagement in Lambeth across local Lambeth schools, community groups and organisations. These efforts have contributed to the significant rise in achievement amongst Somali pupils, so that they now outperform the Lambeth average.

The Commission's recommendations signal a desire to see this good practice mainstreamed and capitalised on, for the benefit of all of Lambeth's children and young people.

The education policy context, including the role of Local Authorities, is changing fast. In particular, the introduction of the National Funding Formula poses a range of risks to schools' offer, but particularly to their ability to support disadvantaged children and young people. This is an issue that the council is actively lobbying on.



A parent with an autistic son attending school in Lambeth said:

Early intervention and identification of needs at the earliest stage would help, as well as interim support during the diagnosis process.

My son is autistic and waited nearly two years for support.

² <https://www.lambeth.gov.uk/rsu/>

However, even in this challenging context, we think there are a number of actions we can take and recommendations we can make which will help tackle inequalities in education.

The Lambeth Schools Partnership is a new umbrella organisation for the council to work in partnership with schools, in order to accelerate school improvement across the borough and provide professional challenge and support. Going forward, the expectation is that the partnership will be a key for productive collaboration to improve outcomes for our children, and that the council will support it in performing this function. Its prominence in recommendations reflects its important role.



of all primary aged children in Lambeth do not speak English as a first language.

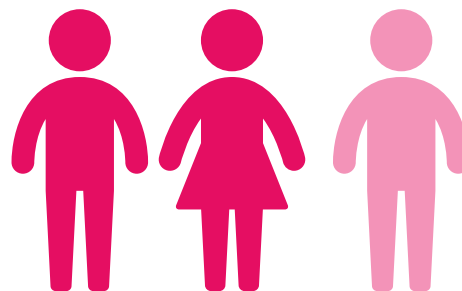
RECOMMENDATIONS

Tackle under-achievement among children and young people

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)
- 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
- 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

ONE IN THREE



children in Lambeth is born into poverty

- 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).

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
- 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.
- encourage schools to implement the specific recommendations of Lambeth's Black Caribbean achievement research - including the pursuit and monitoring of workforce diversity, and the discussion and celebration of racial, ethnic and cultural disability
- 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. This should include consideration of how schools should involve and communicate with disabled parents, particularly learning disabled residents and those with sensory impairments.

National government should:

- establish raising achievement projects for Black Caribbean pupils and provide ring-fenced funding for this activity.

Support young people at risk of disengagement from education

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)
- 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.

Schools should:

- ensure that mental health support in schools reaches young people most at risk of disengagement from education.

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
- 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.

National government should:

- ring-fence funding for mental health support services in schools, to help with early intervention and prevention of mental ill-health among young people
- review its guidance to schools on exclusions, strengthening disincentives to off-roll or exclude pupils from school illegally, and setting national and regional targets for reducing Black Caribbean permanent and fixed-term exclusions.

Support young people during key transition periods – primary to secondary and school to work/training/further education

The council should:

- work with relevant partners, including Business Improvement Districts (BIDS) and key local employers, to ensure excellent careers advice and access to work

experience is embedded in all Lambeth schools

- 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.

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.

The government should:

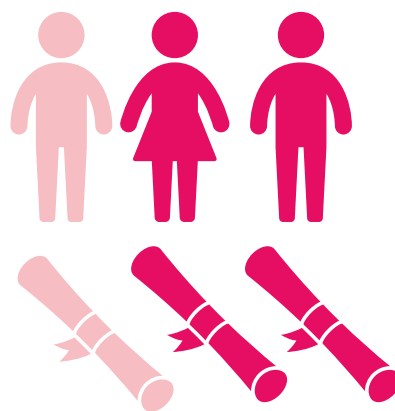
- extend the Access to Work scheme to cover volunteering, work experience and internships so that disabled young people have additional support in making the transition from education to work.



About the role of teachers, a Black Caribbean resident said:

*Who teaches the teachers?
There is a need for cultural
relevance in our schools and
national curriculum.*

A THIRD OF 19 YEAR OLDS



**do not have level 3
(A Level) qualifications**

INCOME AND 

EMPLOYMENT

“

My son repeatedly gets through the screening process and has lots of interviews on the basis of his strong CV because he has a name that doesn't signify he's from a minority background. He's discounted when recruiting employers meet him because he has a white name but not a white face.

CONTEXT

Lambeth has seen a dramatic increase in employment rates over the past decade, due in part to demographic changes, with large numbers of young and highly-qualified people moving into the borough. Almost 80% of the working-age population are now employed, one of the highest rates in London, and close to the definition of full employment.

In line with wider labour market improvements, unemployment has fallen sharply. In the year to June 2015, just 13,500 (6.6% of economically active residents aged 16 and over) were out of work but seeking and available for work, considerably below the pre-recession average and in line with the London average. Lambeth also has 36,200 working-age residents who are classed as either not looking for work or not available for work (classed as 'economically inactive'³), considerably below the London average.

However, the Commission heard that, against this background, there are some groups of residents who are considerably more likely to be unemployed - including all four of the groups that are the focus of the Commission's work. We also know that those who are unemployed are likely to have been unemployed for some time, and so in need of more assistance to move into employment.

The Commission also heard that large numbers of Lambeth residents are in work but on a low income. In addition, we know that the increasing use of so called 'zero hours' contracts means that more of our residents are likely to be in insecure employment. Again, we know that the groups that are the focus of the Commission's work are more likely to be affected by low pay and in some cases, insecure employment.

Whilst there is a clear correlation between skills levels and employment, the Commission also heard from residents about a range of other contributing factors to residents' employment prospects, including having English as an additional language (EAL), and lack of access to good careers advice and work experience. For Black Caribbean and disabled residents, employer attitudes, unconscious bias and discrimination are significant barriers.

The Commission also saw analysis on the potential impact of ongoing welfare reform on the groups that



living in Lambeth were
PAID BELOW the recommended
London Living Wage

are the focus of the Commission. The impact of personal independence payments (PIP) and Employment and Support Allowance (ESA) Work Capability Assessments on disabled residents was of considerable concern.

The Commission heard about the ongoing work by the council, Jobcentre Plus and other partners, including the voluntary and community sector, to target resources at those residents with the most significant labour market disadvantage, including low pay. They also heard about how the council has tried to help residents respond to financial pressures, including those resulting from welfare reform, through its Financial Resilience Strategy.

Going forward, partners expressed an appetite for employment support services that take a person-centred approach, integrating with other support services and 'co-locating' where possible to provide holistic support to those furthest away from the job market, to help them enter and sustain employment.



A disabled resident on tackling the disability employment gap:

There's a good business case to be made for employing more disabled people – seeing ability not disability; we need a variety of roles and opportunities.

³ A third of these (13,500) are students, 7,500 have caring responsibilities and 6,600 have long-term illness.

The employment policy context is changing fast, with a range of new approaches to delivering employment support due to be rolled out, including the Work and Health programme and a number of policy initiatives that will influence service provision (including Area-Based Reviews of Further Education provision and Adult Community Learning). The coming years will also see the continued rollout of Universal Credit (UC).

What the council and its partners do to support those with the highest level of employment disadvantage will be influenced by this evolving policy context. The council has a significant role to play in this area – by securing local employment opportunities for residents, providing leadership in employment practice, and influencing local employment practice. It also needs to develop partnerships with voluntary and community and health partners, to ensure people are directed to the wide range of support available that can meet their needs and enable them to enter and progress in work. The council also needs support from other local employers in reducing precarious and low-paid employment.

Acknowledging this changing context, the Commission identified a range of areas where action and change would have a positive effect.

LESS THAN HALF 

of disabled Lambeth residents are in employment

RECOMMENDATIONS

Supported transitions into work for those furthest away from the job market

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 Lambeth residents from disadvantaged groups

PORTUGUESE RESIDENTS



are more than FOUR TIMES as likely to be paid below the London Living Wage compared with white British residents



On low pay, a Portuguese resident said:

“The impact of the low wages is that people are forced to do more hours and spend less time with their family. Their children are not getting enough support which develops a vicious cycle linked to children who under-achieve at school and in later life.”

- 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
- 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
- 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
- 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 income from

development to addressing directly the needs of groups experiencing disadvantage, particularly young people

- target commissioned adult learning provision at supporting residents furthest from the labour market with employability skills and training needs
- 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
- 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
- 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.

Tackle low pay and poor working conditions

The council should:

- adopt London Living Wage foundations for all staff and contractors and become a Friendly Funder
- 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'
- develop a programme of local action to help tackle low pay, based on available evidence
- 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
- develop sector growth strategies for parts of the economy that have a higher proportion of higher paid and skilled jobs, including creative and 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
- run a careers campaign to raise awareness of education and careers pathways into high value growth sectors amongst priority groups.

The London Mayor should:

- with London Councils, lead on a "Know Your Rights" campaign for migrant workers at risk of exploitation.

The government should:

- with the London Mayor, implement a range of actions to influence low pay, including access to training and access to better careers advice.

Mitigate the impact of welfare reform changes for residents most at risk of poverty and deprivation

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.
- launch an awareness-raising campaign about the changes involved in the migration to Universal Credit and help available locally.

National government should:

- review its policies in light of Inclusion London's response to the UN Committee on the Rights of Persons with Disabilities inquiry into welfare reform changes in the UK and, in particular, the disproportionate impact on disabled people and people with mental health issues.



BLACK RESIDENTS
are **FOUR TIMES**
more likely to be unemployed
than white residents

A background photograph of a classroom with several children. In the foreground, a young girl with braided hair is smiling and looking towards the camera. Behind her, another girl with glasses is also smiling. In the background, a globe is visible on a stand.

PARTICIPATION, 

REPRESENTATION

AND LEADERSHIP

“

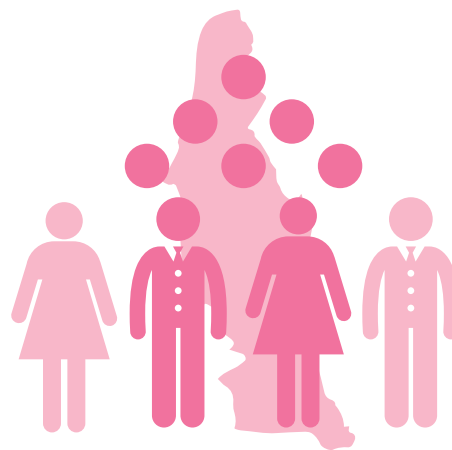
I could possibly say it is down to self-confidence... some people might go and feel judged or not taken seriously. They don't have the self-belief that they can say stuff.

CONTEXT

The Commission saw evidence of how economically and socially disadvantaged groups are less likely to participate in public life – whether by voting, through political activity, or other aspects of public life. As a result, these groups have less voice and influence, and are also less likely to experience the well-evidenced benefits of participation, particularly on health and wellbeing. Whilst political disengagement is likely to be a factor for some, the practical barriers to participation were of particular concern to the Commission. In particular, the Commission heard powerful evidence of disabled people facing additional barriers that affect their ability to participate in public life – the recommendations therefore set out clear steps that need to be taken to ensure a better level of understanding and awareness of disability issues, so that disabled people can have their voices heard and participate on the same terms as non-disabled people.

Residents also told the Commission that they want to see public institutions that are diverse and reflective of Lambeth's communities, particularly at leadership levels. There is compelling evidence on the potential benefits of this – from improved service delivery and stronger organisations to building confidence that opportunities across a range of different sectors are open to all. Representation and leadership is about seeing diverse communities reflected in local workforces at all levels, yet it is clear that disabled people and those from black, Asian and minority ethnic (BAME) backgrounds are under-represented in leadership positions across all sectors.

Evidence suggests that, although 40% of the council's workforce identify as Black, of the top 5% of earners this falls to 13%. Council staff who identify as disabled make up 7% of the workforce, but when it comes to the higher earners only 2% are disabled. Similarly, people from BAME backgrounds make up 13% of the Metropolitan Police Service's workforce but this falls to 6% at leadership levels. It is clear that work needs to be done on this issue. The Commission is therefore looking to the council to commit to this and work towards being an exemplar of good equalities practice, both as an employer and a service provider, and to use its networks and influence to incentivise its partners and other employers to do the same.



Lambeth has the **HIGHEST PROPORTION** of Black employees across all councils in London

The Commission also saw evidence of the powerful role of community leadership and role models, particularly in giving voice to, and effecting change within particular communities, as well as shaping aspirations. Harnessing this potential through a better coordinated and targeted mentoring offer across Lambeth would ensure resources are directed where they are needed most. It is also clear that young people who participate in public life and have the opportunity to develop their leadership skills are more confident and engaged in their communities – good practice should be broadened so that more young people are empowered to have their voices heard.

Finally, the Commission saw that many communities are entrepreneurial and resourceful, but often lack connections into the council, other public authorities and the voluntary and community sector. A thriving voluntary and community sector is critical to give diverse communities in Lambeth a stronger voice and to increase participation and bringing organisations together. Sharing information across networks and supporting the voluntary and community sector (VCS) to bring in additional sources of funding would give the sector a chance to do more.



A Portuguese resident said:

Lack of representation on organisations like the council makes it seem like Portuguese aren't needed, that Portuguese aren't part of the system.

RECOMMENDATIONS

Develop community leadership and increase participation in public life amongst target groups

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 example from consultation undertaken as part of the CLIPs process
- 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
- 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
- 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
- promote local programmes focusing on diversity in leadership
- encourage and (where possible) monitor voter registration amongst Somali, Portuguese, Black Caribbean, and disabled residents.

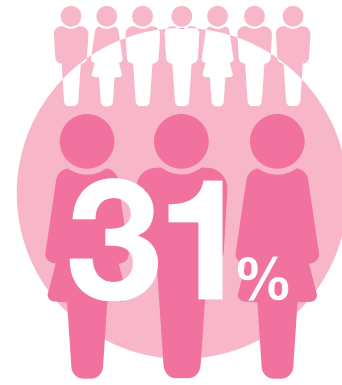
Local political parties should:

- build on existing work to involve diverse community groups in political leadership, ensuring local councillors are representative of the communities they serve.

Increase representation of target communities in local workforces at all levels

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
- accelerate its programme to address the known under-representation of BAME and disabled people in



31% of Lambeth Labour administration councillors are from BAME backgrounds

leadership roles, using this work to influence key partners to do the same

- develop a 'Lambeth First' Apprenticeship Scheme in partnership with local public sector organisations, leading to high-quality jobs with a clearly defined progression plan
- 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.

Encourage best practice in equalities and improve conditions for participation amongst disabled residents

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
- 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
- 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

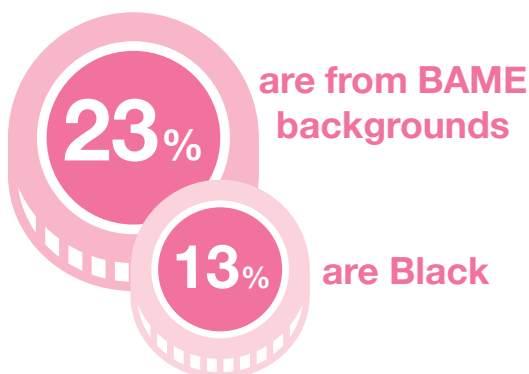
- work with local Disabled People's Organisations (DPOs) to identify local good practice in increasing participation amongst disabled people and share this across the borough
- review its engagement practices (and those of contractors where applicable) to support disabled people to participate in local consultations and decision-making
- 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
- 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.

Help the voluntary and community sector (VCS) to thrive and be a strong voice for communities in Lambeth

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
- 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
- introduce VCS representation onto the Corporate Equalities Impact Assessment (EIA) panel.

OF THE COUNCIL'S TOP EARNERS



A female participant at a focus group with young people:

Why did I join [local youth advocacy organisation]? As a young, black, and Muslim person, I felt like I didn't have a voice.



Feedback from residents at community events:

"The council should take a leading role and embed disability at all layers of the organisation – this includes leadership, staff and councillors."

"BAME contributions are not celebrated or valued, therefore there is a sense of social exclusion."

CRIME AND

JUSTICE



“

There's the impact of always having fingers pointed at you – some black boys are living a self-fulfilling prophecy.

CONTEXT

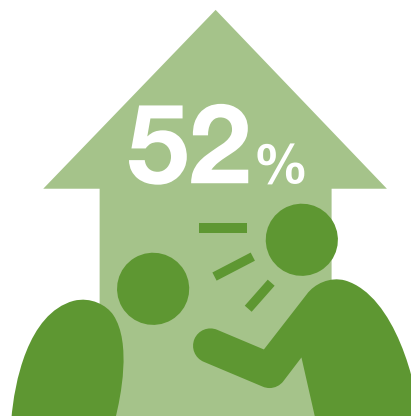
Overall crime in Lambeth has been falling for many years now, and this is reflected in Lambeth residents' feelings about the borough and the priority afforded to crime issues overall compared with other issues. However, violent crime, sexual crime and drug-related crime is still unacceptably high. The growing incidence and impact of knife crime and gang-related violence on the borough's young people was of particular concern for residents.

The Commission examined evidence on the pronounced inequalities and disproportionality that permeates the criminal justice system - from who is more likely to be a suspect, through sentencing and access to rehabilitation support. Looking across national and local figures, black and learning disabled men are disproportionately represented. What was also striking was the disproportionate impact of crime on particular groups, both as victims and perpetrators. The reasons for this disproportionate impact are complex and varied; however, it is clear that both deprivation and discrimination have contributing roles.

The Commission recognises that the impact of this disproportionality is stark and resonates beyond individuals and their families to the wider community: BAME people have a much lower degree of trust in the criminal justice system, with 51% of people from BAME backgrounds born in the UK believing that *'the Criminal Justice System discriminates against particular groups or individuals'*.

The Commission heard how, for young people in particular, stop and search practice and interactions with police can undermine trust in the system. To address this, communities must feel empowered to hold the police to account and the Commission recognises that concerted action is needed to publicise and broaden community involvement in engagement structures intended to foster mutual respect and understanding with the police. Working with the community to allow constructive challenge of their equalities procedures could help the police to provide reassurance that they are committed to improving this.

Echoing recommendations made by Black Thrive about treatment of people with mental health issues, the Commission also asks the police to look at how they can strengthen their understanding of disability,



Reported DOMESTIC VIOLENCE INCREASED by 52% between 2011-2015

Lambeth

so that officers are better able to communicate with, and support, learning disabled people and people with sensory impairments.

The Commission also heard about the considerable impact of crime on vulnerable victims, with disabled residents particularly concerned about hate crime and the police's ability to support them. A specific scheme to build trust and encouraging reporting would help to address this.

The prevalence and disproportionate impact of violence against women and girls (VAWG) makes it clear that this needs to remain a strategic priority. Working with the Mayor's Office for Policing and Crime (MOPAC) to extend Lambeth's approach London-wide presents a real opportunity to spread best practice in supporting victims of domestic violence.



On stop and search:

It [stop and search] occurs less frequently than before and the police are less confrontational. It could be because we now know how to respond – we know our rights and can challenge the police more, as we've been taught how to do this in Personal, Social, Health and Economic (PSHE) education.

The Commission also learnt that there are higher rates of serious youth violence in Lambeth than in comparative boroughs and tackling this is one of the Safer Lambeth Partnership's priorities over the next three years. Analysis suggests there are a range of risk factors making it more likely young people in Lambeth will be impacted – including early adverse life experiences, peer relationships and gangs, deprivation, alcohol and drugs, and disability and mental health disorders. The Commission heard evidence on the risks of escalating youth violence in the borough and identified that a concerted effort to bring together resources and expertise would help to tackle this. Joint working across the council, police, voluntary and community sector organisations, and the community as a whole, is needed to have real impact.

RECOMMENDATIONS

Build on activity to improve trust and respect between the police and the community

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
- 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.

The Metropolitan Police Service should:

- work with voluntary and community sector organisations and community members to review their race equality and disability awareness training to ensure it is fit for purpose
- promote their existing engagement structures (such as Safer Neighbourhood Boards, Stop and Search Monitoring Group), internally to ensure they are inclusive and reflect Lambeth's diversity
- encourage officers from all ranks to get involved in community engagement work to prevent them becoming isolated from the concerns of local residents
- systematically provide feedback on their engagement activity and reflect how it has helped to influence and shape community policing locally.



BLACK PEOPLE are at least **SIX TIMES** as likely to be **STOPPED AND SEARCHED**, compared with **white people**

National

Tackle hate crime, violence against women and girls (VAWG) and support vulnerable victims of crime

The Safer Lambeth Partnership should:

- work with the council's Adult Social Care commissioners to better understand and support the needs of vulnerable victims of crime, particularly disabled residents and those with mental health issues
- work with learning disabled residents to develop a local Safe Places scheme that offers support to vulnerable residents
- ensure that tackling violence against women and girls is a priority and that specialist services are funded to support victims.

The Mayor of London should:

- take a pan-London approach to funding domestic violence refuge beds across London
- instruct the Metropolitan Police Service to monitor disability hate crime as a specific crime and improve efforts to increase reporting.

Reduce the impact of crime on young people

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

- along with relevant partners, identify young people in 'at risk' groups as early as possible (gangs, crime, child sexual exploitation, missing), with the aim of diverting them to local mentoring, support and diversionary activities.

The Mayor of London should:

- use MOPAC's forthcoming Knife Crime Strategy to fund a pilot community initiative programme to bring together local partners with the aim of reducing youth violence in Lambeth.

Tackle disproportionality and inequality in the criminal justice system

The Mayor of London should:

- continue to take steps to increase the proportion of BAME officers, particularly at senior levels, monitor the quality of the experience of these officers and use their experience to enrich others
- make sure there is adequate and appropriate provision for female offenders, mirroring the work in Lambeth to ensure there is a consistent and gender-specific approach across London.

Lambeth Schools Partnership should:

- use the expertise of community organisations to enhance existing good practice to educate children and young people about key crime concerns, through the Sex and Relationship Education (SRE) agenda.

National government should:

- instruct the Home Office and Ministry of Justice to work with community organisations to tackle the disproportionate representation of particular groups in the criminal justice system
- improve information-sharing protocols across the different arms of government responsible for crime and justice, and produce regular reports on equalities outcomes that can be independently monitored and reviewed by the Mayor of London.



BLACK BOYS are just under THREE TIMES more likely to be arrested than white boys

National



BLACK MEN AND WOMEN are also more likely to receive CUSTODIAL SENTENCES than white men and women.



A participant at an event with disabled people: It's worse for disabled people when they are victims of crime – they need more help in court and in reporting crime to the police. We need to increase the awareness of disability and the situations disabled people face.

The Lambeth Equality Commission would like to thank the hundreds of residents, volunteers, community workers and many other experts who have contributed their time, experiences and ideas at a series of public meetings throughout Lambeth.

This report could not have been completed without them.

This report represents the final recommendations report of the Commission. To read the interim report, which includes the detailed evidence that informed these recommendations, and to see updates on our progress, please go to:

http://future.lambeth.gov.uk/equality_commission

If you would like a copy of this report in accessible format, including large print, or if you would like it translated into another language, please contact Lambeth Council Communications, on **Communications@lambeth.gov.uk**