

Southwark Stands Together

Findings from listening events, roundtables and an online survey

Southwark Public Health Division

May 2021

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GATEWAY INFORMATION

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Southwark Stands Together used multiple methods to engage with residents about racial discrimination and inequality

BACKGROUND

Southwark Stands Together is the borough wide initiative established in response to the killing of George Floyd, which aims to better understand the injustice and racism experienced by Black, Asian and minority ethnic communities to help deliver a fairer and more equal society. This initiative included:

- Four open listening events on 29 June, 7 July, 14 July, 21 July attended by approximately 150 people;
- Two outreach face-to-face engagement sessions, one in Peckham Square and one in East Street held during August;
- 1,268 residents responding to our Southwark Stands Together online survey;
- 11 theme based events advertised both generally and in a more focused way to attract audiences likely to be impacted or by invitation, covering education, employment and business, culture, communities, health and policing;
- Three specific listening events organised with a desire to connect with young people in the borough.

This presentation aims to bring together the results from all strands of the Southwark Stands Together initiative.

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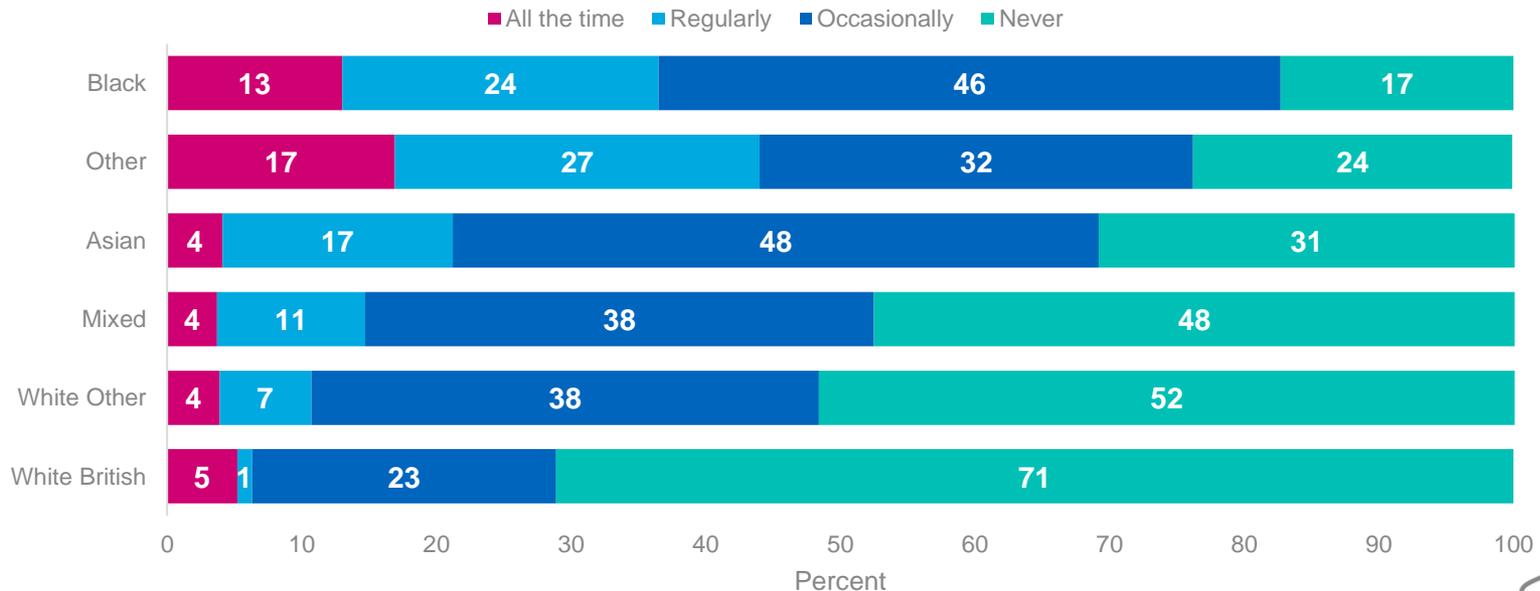
70% of ethnic minority respondents had experienced racial discrimination in the last 12 months

SURVEY: EXPERIENCE OF RACIAL DISCRIMINATION

Black respondents (83%) reported the highest amount of racial discrimination in the last 12 months, followed by Other (76%), Asian (69%), Mixed (53%), White Other (48%) and White British (29%).

- Overall, this accounts for 70% of all ethnic minority respondents.
- When compared to White British respondents, all other ethnic groups were more likely to have experienced racial discrimination in the last 12 months.

Figure 1: The frequency respondents have been treated unfairly because of their racial or ethnic background, colour or nationality in the last 12 months.



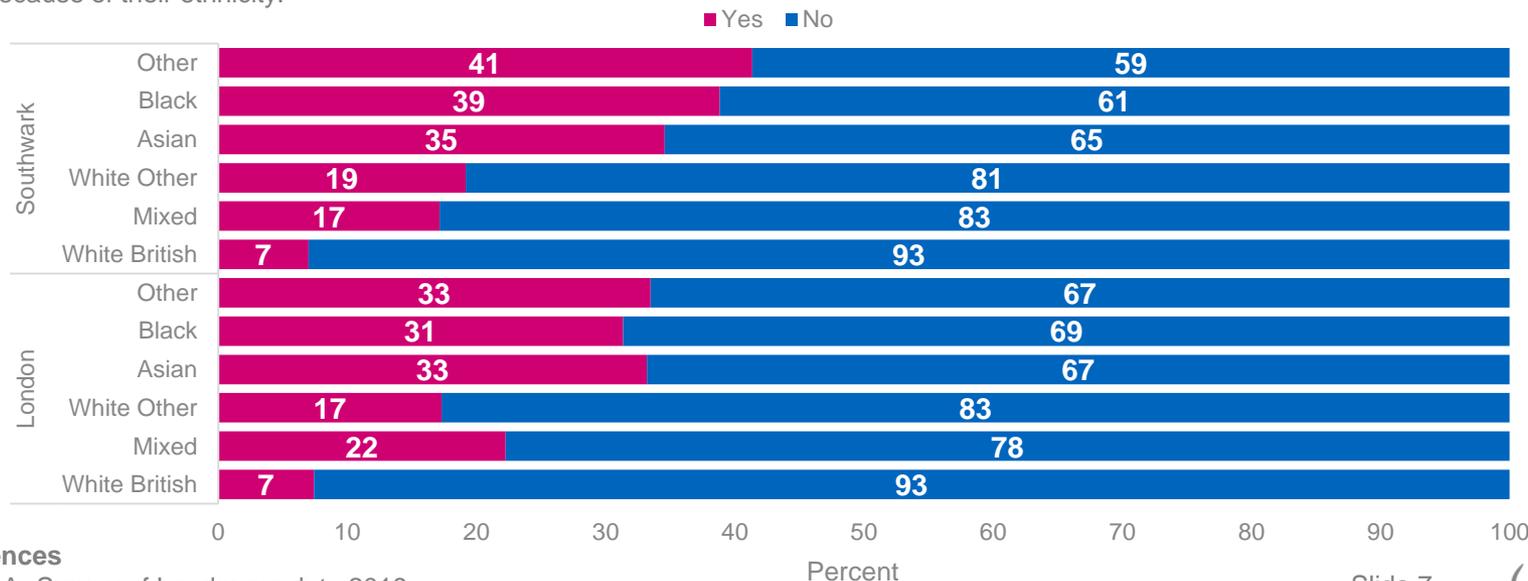
In 2019, one-fifth of Southwark respondents had experienced unfair treatment because of their ethnicity

COMPARISON WITH THE SURVEY OF LONDONERS

In 2019, the Greater London Authority commissioned the Survey of Londoners which included a question on whether respondents had experienced unfair treatment due to their ethnicity in the last 12 months.

- In the Survey of Londoners, a similar proportion, one in five, of Londoners (18%) and Southwark residents (22%), had experienced unfair treatment due to their ethnicity.
- The levels of racial discrimination experienced by both Southwark and London respondents were much lower than Southwark Stands Together results.
- The Survey of Londoners was a weighted sample, to ensure the results were representative, which may explain why reported discrimination was lower.

Figure 2: The proportion of Survey of Londoners respondents who had experienced unfair treatment in the previous 12 months because of their ethnicity.



References

1. GLA- Survey of Londoners data 2019

Almost 3 times as many ethnic minority respondents reported racial discrimination in more than one domain

SURVEY: DISCRIMINATION IN MULTIPLE DOMAINS

The survey asked whether participants had experienced racial discrimination in 6 domains*. Only 11% of ethnic minority and 36% of White Other respondents reported never experiencing discrimination in these settings, compared with 58% of White British respondents.

- Almost 3 times as many ethnic minority respondents and almost twice as many White Other respondents reported racial discrimination in 2 or more settings than White British respondents.

Figure 3: The proportion of respondents of White British, White Other and Ethnic Minority ethnicity who reported experiencing racial discrimination in the 6 domains* in the Southwark Stands Together survey.



* Education, employment, council services, health and care, police services and community and culture

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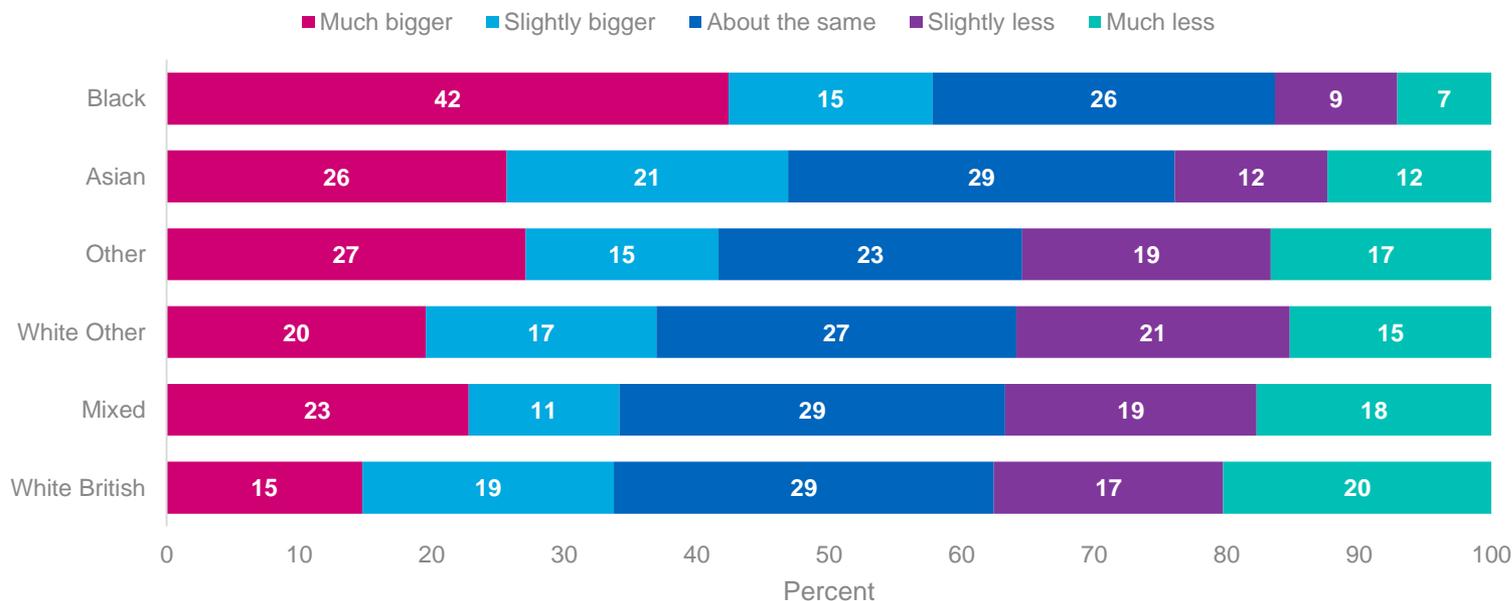
Half of ethnic minority respondents thought racial discrimination has become a bigger problem

SURVEY: RACIAL DISCRIMINATION

Half (49%) of respondents from an ethnic minority felt that racial discrimination is a bigger problem in society now than 10 years ago.

- This was statistically significant among those of Black ethnicity, two-fifths (42%) of whom felt racial discrimination was a much bigger problem now.

Figure 4: Whether racial discrimination, racism, racial disadvantage, harassment or abuse in our society has become a bigger or lesser problem than it was 10 years ago for Southwark Stands Together respondents.



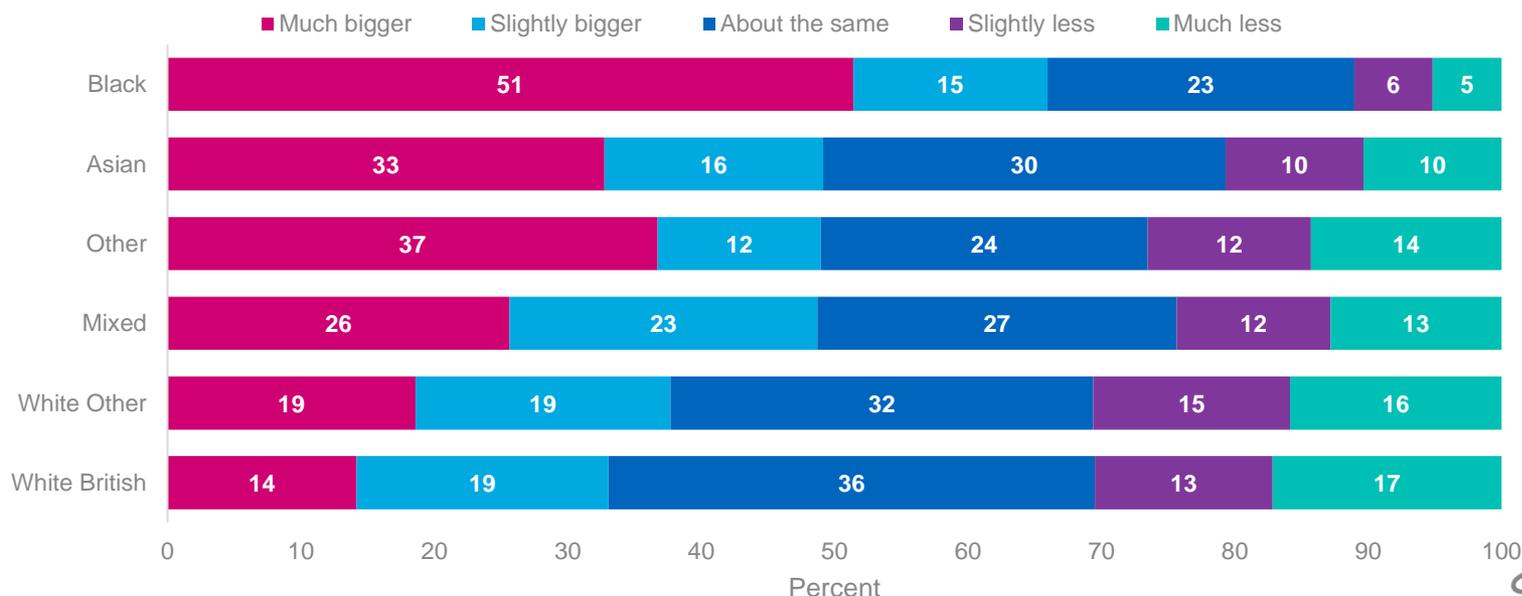
Over half of ethnic minority respondents thought systemic and structural racial discrimination has got worse

SURVEY: SYSTEMIC AND STRUCTURAL RACIAL DISCRIMINATION

Over half (55%) of ethnic minority respondents thought that systemic and structure racial discrimination was a bigger problem than 10 years ago.

- In comparison to White British respondents, a higher proportion of Black (51%), Other (37%) and Asian (33%) ethnicity respondents thought that systemic and structural racial discrimination was a much bigger problem now compared to 10 years ago.

Figure 5: Whether systemic or structural racial discrimination has become a bigger or lesser problem than it was 10 years ago for Southwark Stands Together respondents.



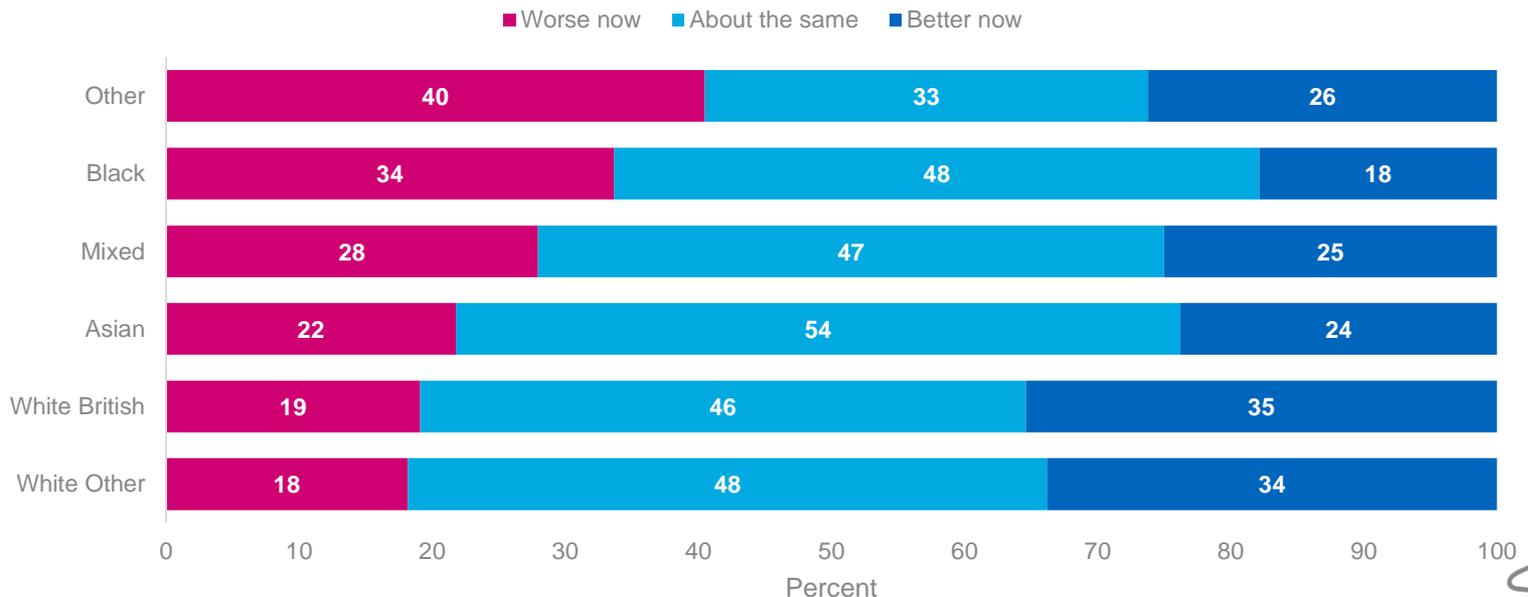
29% of ethnic minority respondents thought the complaints processes had got worse

SURVEY: COMPLAINTS PROCESS

Just under half (48%) of ethnic minority respondents thought that that the complaints experience was the same as 10 years ago, whilst 29% thought it had got worse and 23% thought it had improved.

- Other (40%) and Black (34%) ethnicity respondents were more likely to report it being worse than White British (19%) and White Other (18%) respondents.

Figure 6: The difference in Southwark Stands Together respondents' experience of how the council and services such as health, social care, the police and education respond to complaints of racial discrimination, racism, unfair treatment, harassment or abuse, compared with 10 years ago



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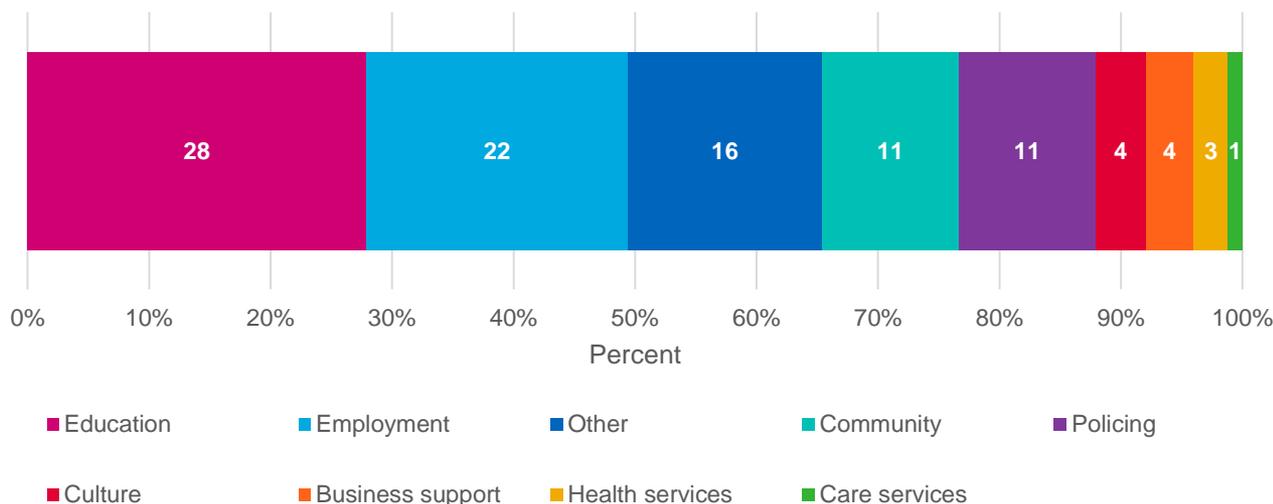
Respondents thought education was the area that could have the biggest positive impact for change

SURVEY: POSITIVE CHANGE FOR THE FUTURE

Respondents were asked which area they thought a positive change could have the biggest impact on the lives of ethnic minority residents in Southwark.

- The majority of respondents, regardless of ethnicity, thought it was most beneficial to change education (28%) and employment (22%).
- Whilst not analysed comprehensively, a number of comments associated with this question highlight that more than one factor was important to make a positive change.

Figure 7: The area respondents to the Southwark Stands Together thought would make the biggest impact on the lives of Black, Asian and minority ethnic people in the borough.



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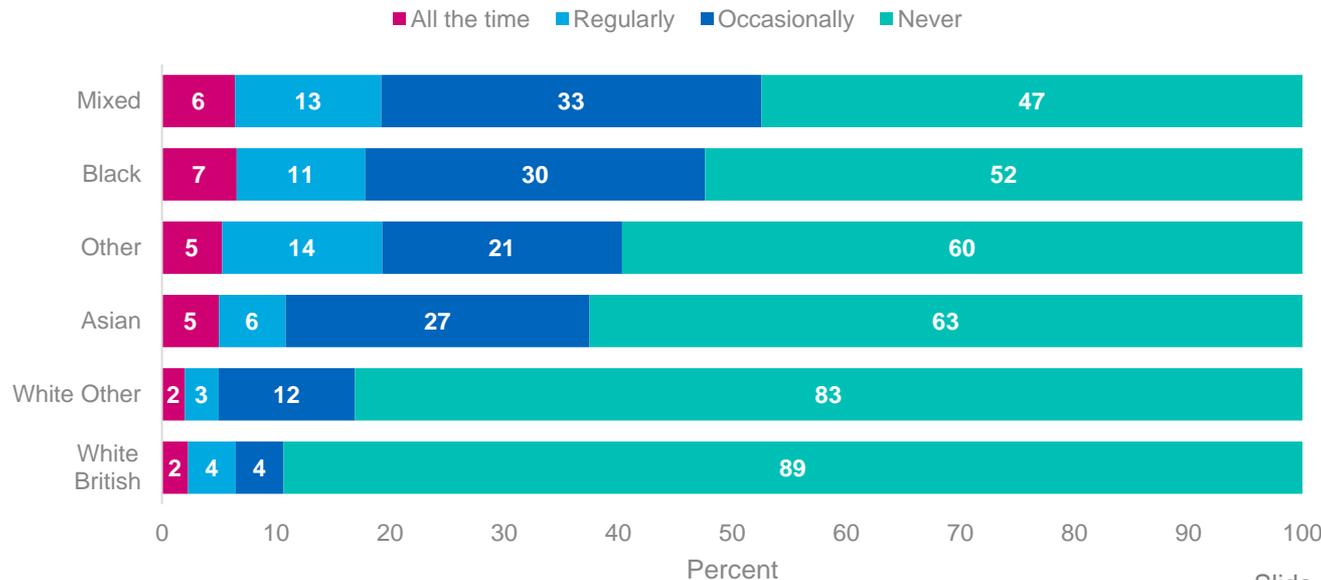
Three times as many ethnic minority respondents reported racial discrimination in education than White

SURVEY: FREQUENCY

Two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared to one-fifth (21%) of White British respondents.

- Half (53%) of respondents of Mixed ethnicity, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents reported discrimination
- A higher proportion of respondents from ethnic minorities experienced occasional racial discrimination than White British respondents.
- A higher proportion of Black respondents reported experiencing discrimination regularly within education.

Figure 8: Frequency respondents reported experiencing racial discrimination in education



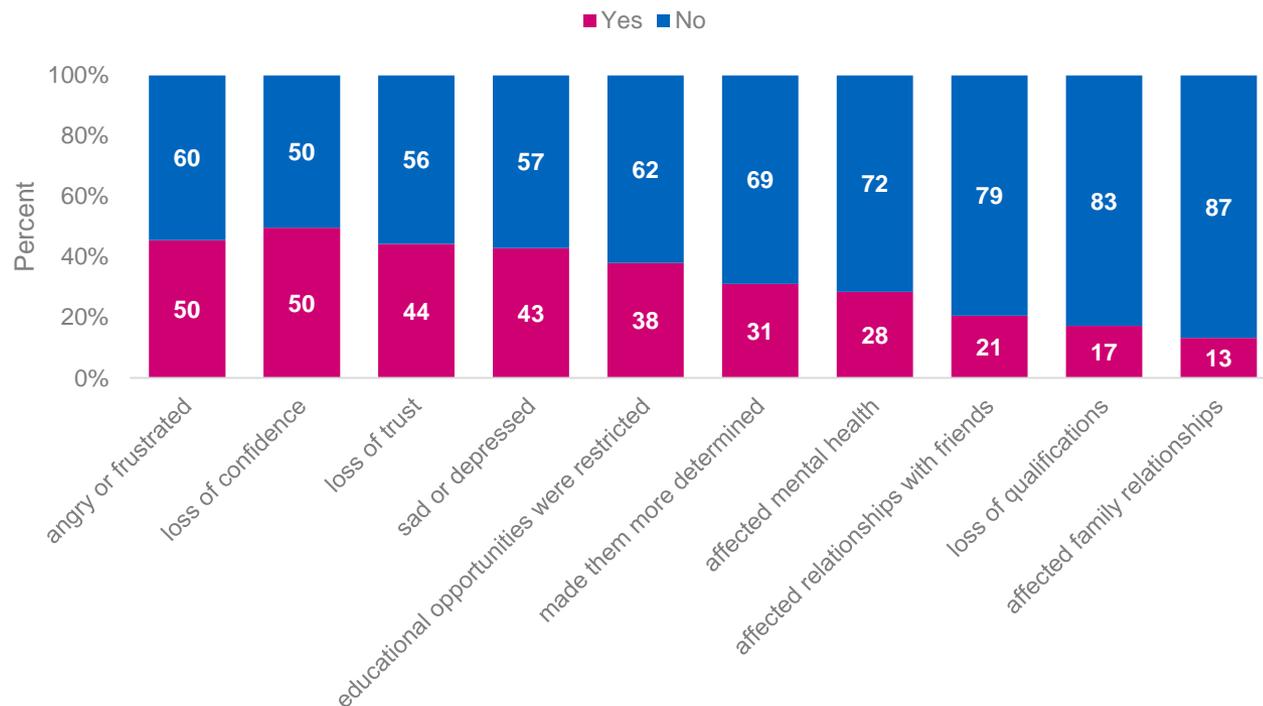
Half said it made them angry or frustrated, and lose confidence

SURVEY: IMPACT OF RACIAL DISCRIMINATION

Half (50%) of respondents who had experienced racial discrimination in education reported it made them angry or frustrated and made them lose confidence.

- Almost two-fifths (38%) felt their educational opportunities were restricted.

Figure 9: The impact of racial discrimination within education on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time in education)



The listening events highlighted a number of points and potential actions within education

LISTENING EVENTS: KEY POINTS & POTENTIAL ACTIONS

Key points

1. Transition period between primary and secondary school is a time when young Black boys are at risk of being influenced by gangs, violence etc.
2. Discriminatory comments by teachers can remain with students throughout their lives.
3. Schools do not always provide adequate support, with some children and young people seen as difficult.
4. Discrimination in schools and fixed mind states has led to mono-cultural 1950's curriculum.
5. Low expectations in school for Black, Asian and minority ethnic pupils.
6. Schools are where children learn to act and it should be the place to help them address racism at a young age.

Potential actions

- Train teachers about unconscious bias.
- Identify triggers for young people that could later lead to difficulty at school.
- Family support: empower families through family group conferences to address issues that may be affecting their child's performance at school.
- School exclusions: shared approach between schools and Black, Asian and minority ethnic communities to improve understanding of school exclusions process and identify ways to reduce school exclusions which particularly impact on Black, Asian and minority ethnic young people.

Quotes about Education

Key:

Green: Proposed actions

Red: Issues raised

Black boys are described by teachers as 'disruptive' whereas others described as 'boisterous'.

Exclusion is worse than being convicted of murder for a young person's chances.

Someone from a Black, Asian and minority ethnic background to check the curriculum that is being taught in schools.

Wishing to pursue a career in law, the career guidance teacher told me to consider shop work instead as I was aiming too high.

A lot of support staff would be Black, but not enough change on the teachers being Black.

We need more training for those educating our children regardless of black or white. We need to be teaching them as a starting point that they should be treating others how they wish to be treated.

A roundtable event was held in June to further discuss racism, discrimination and inequality in education

ROUNDTABLE:

On the 10 July, senior leaders (head teachers and deputy heads) from Southwark's primary and secondary schools, schools governors and chairs of governors, members of the music teaching service, a drama therapist and local religious leaders were invited to attend the Education roundtable.

Key observations and challenges facing education at each key stage were presented, including:

- By the end of the Early Years Foundation Stage:
 - Children identifying as Black are **least likely** to reach expected standard in development (70%) vs ALL (73%)
- At Key Stage 1 and 2:
 - The **lowest** % of children identifying as Black reach expected standard in maths and reading. Black Caribbean make least progress between ages 7-11 in maths

A roundtable event was held in June to further discuss racism, discrimination and inequality in education

ROUNDTABLE:

- At Key Stage 4:
 - Since the early 2000s, most ethnic minority groups have, on average, seen a greater improvement in attainment at age 16: pupils from the Asian, Black, Chinese and Other ethnic groups made higher than average progress between 11 and 16 years old.
 - However, significant disparities for Black, Asian and minority ethnic students remain including - Mixed White and Black African boys who had the lowest average progress score (Progress 8) of -0.62. In 2015/16, the national average for A* to C attainment in English and Maths GCSE was 63%, for Black students it was 59%.
- Post- 16 years:
 - At 18, 5.5% of Black students got 3 A grades or better – the lowest % out of the 6 ethnic minority groups (ALL got 13.0%).
 - The percentage of Mixed White and Black Caribbean, and White British pupils who stayed in education after July 2017 was **lower** than the national average.
- University:
 - White graduates (30.9%) were over twice as likely to get a 1st class degree as Black graduates, who were **least likely** of all ethnic minority groups to get a 1st class degree (14.0%)
 - 88.1% of White graduates were in sustained employment or further study (or both) 1 year after graduation, the highest of all ethnic minority groups (vs 69.1% for Black).
 - Graduates with the lowest average earnings were from the Other Black (£17,400), Bangladeshi (£17,900) and Black Caribbean (£18,000) ethnicity groups

The Education team have put forward five recommendations

RECOMMENDATIONS

- Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and knowledge of Black, Asian and minority ethnic professionals in Southwark this will further our aim to address racial discrimination, unconscious bias and reflect cultural understanding across the school environment.
- Develop a suite of resources in partnership with schools and other institutions to support the teaching of Black history and integrate the learning about Black history throughout the year. It is important that this history reflects Black British history and experience as well as providing a focus on Africa, Asia and the Americas.
- Lobby the DfE and OFSTED to make fundamental changes to the national curriculum in England so that it is anti-racist, reflects the experiences of everyone who is learning in our school environments irrespective of race, as well as using the flexibilities already available in the national curriculum to develop and lead jointly with head teachers and school leaders a local, inclusive and anti-racist Southwark curriculum.
- Aspire to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of Black, Asian and minority ethnic students and develop a strategy that can help eliminate school exclusions for all.
- Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance, and exposure to opportunities that help them develop their aspirations and confidence and understanding linked to the world of work.

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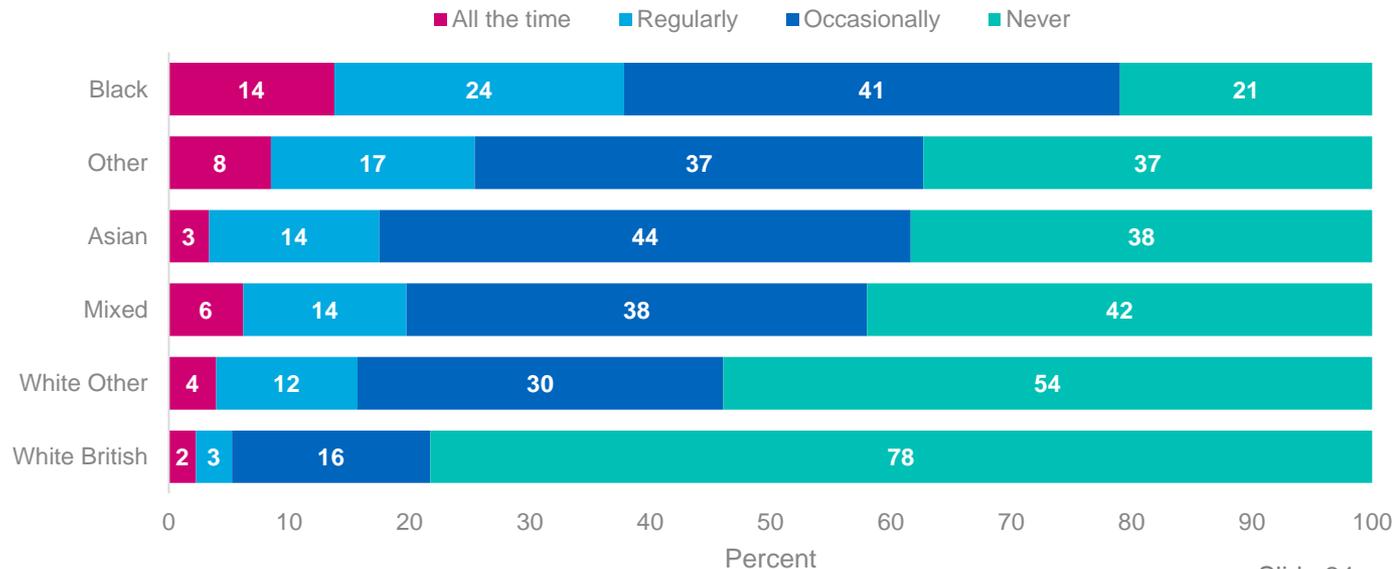
Two-thirds of ethnic minority respondents had experienced racial discrimination in their employment

SURVEY: FREQUENCY

Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, three times more than White British respondents (22%).

- Four-fifths (79%) of Black respondents had experienced racial discrimination in employment, followed by 63% of Other, 62% of Asian, 58% of Mixed and 26% of White Other ethnicity respondents.
- One in seven (14%) Black respondents reported experiencing discrimination all the time within the employment setting.

Figure 10: Frequency respondents reported experiencing racial discrimination in employment



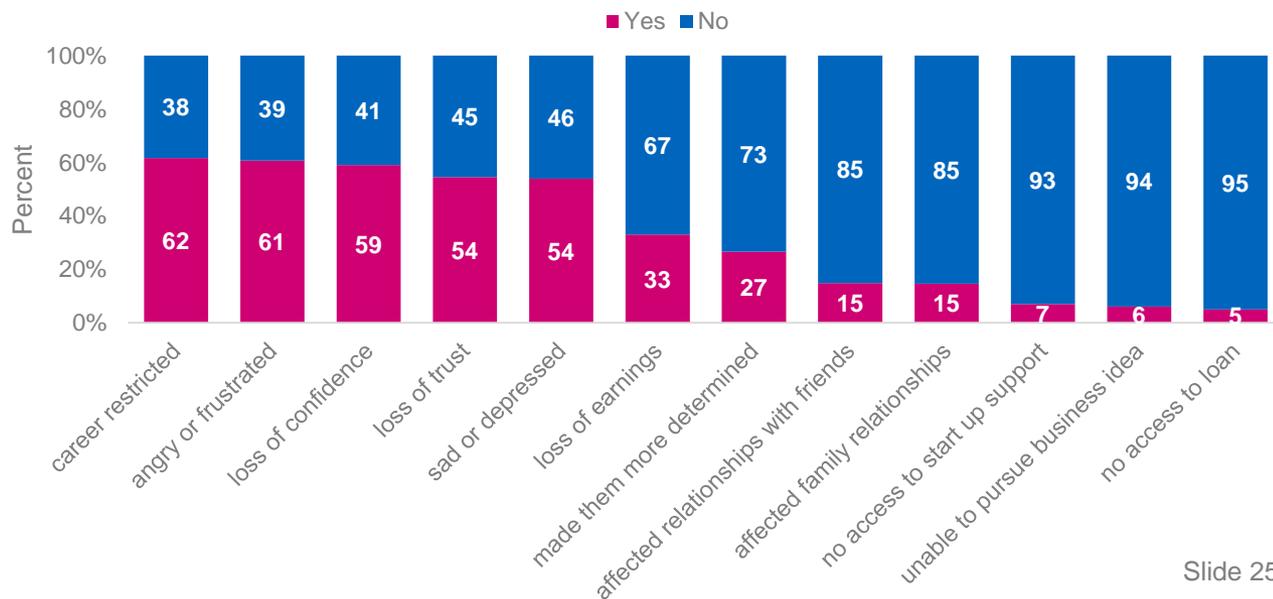
Respondents most commonly reported their career being restricted and feeling angry or frustrated

SURVEY: IMPACT OF RACIAL DISCRIMINATION

For individuals who said they had experienced discrimination in employment, almost two-thirds thought their career was restricted (62%) and were angry or frustrated (61%).

- Over half had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).
- One-third (33%) had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%).

Figure 11: The impact of racial discrimination within employment on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time in employment)



A number of key issues in employment and the workplace were raised by ethnic minority participants

LISTENING EVENTS: KEY POINTS & POTENTIAL ACTIONS

Key points

1. Every organisation should have a workforce that reflects the diversity of the communities in which they operate, at every level.
2. Be aware of the impact of intersectionality (people have multiple identities and they overlap) on career progression.
3. Employment can have positive and negative impacts on an individual's physical and mental wellbeing.
4. Perceived feeling of not being able to reach the top as there is a glass ceiling in the workplace.
5. Understanding cultural differences in the workplace.
6. Black, Asian and minority ethnic employees said that they feel their background or identity can have an effect on the opportunities they're given compared to those from a White British background.

Potential actions

- Apply an evidence-based approach to examine the structural and cultural barriers which are maintaining barriers to Black, Asian and minority ethnic employee career progression.
- Provide training/support to help Black, Asian and minority ethnic employees gain access to jobs and achieve their potential at work.
- Consider implementing initiatives based on supporting and developing Black, Asian and minority ethnic employees to progress (i.e. coaching and mentoring).
- Request that anyone tendering for public sector contracts show what steps they are taking to make their workplaces more inclusive.
- Support and encourage employers to invest more in the skills of their people to help create more inclusive workplaces and enhance job quality.
- Protect and support local businesses during regeneration schemes.
- Support employers to promote diversity and inclusion in the workplace.
- Actively encourage employers to provide diversity training to address and remove inequalities in the workplace.

Quotes about Employment & Workplace

Key:

Green: Proposed actions

Red: Issues raised

I don't want to be hired to fill a quota.

Struggle with oppression and find it hard to keep a job because of things going on at home and no understanding from employer.

I finished school with a masters degree and I didn't even get through the door of getting an interview. I went for a job at entry level which was below my qualification and I was working with people who had not even finished school. I was questioning if it was because of my strong African surname.

Majority of sectors are managed by the Whites. The conscious or unconscious bias makes it less likely for them [Blacks] to be promoted because of the negative stigmas.

I sometimes think am I not working hard enough...I need to do more...then I think you are doing all you can. But I am not getting the opportunities like other people. The system doesn't allow – there is a glass ceiling!

How do we get ethnic minorities to a senior level, e.g. CEO, in the private sector?

Racism and inequality can be a blessing in disguise as we're faced with a choice to be more determined and creative in seeking the type of employment we want.

Why is it you need a White sponsor to get through the door? You should be able to get in based on merit and your credentials.

Two roundtables were held to focus on racism, discrimination and inequality in employment and business

ROUNDTABLES:

Both events were chaired by Councillor Cryan, lead member for Jobs, Business and Innovation. The employment event took place on the 23-July and was aimed at residents from Black, Asian and minority ethnic backgrounds. The business event took place on the 30 July and was aimed at businesses led by people from Black, Asian and minority ethnic backgrounds.

Both events were attended by 23 participants who broke out into 5 groups. The breakout groups discussed the barriers, challenges and discrimination participants faced in relation to employment or business and what they would like to see change or done differently.

Lendlease also hosted a roundtable for the businesses on Elephant Park which could not attend the business roundtable. This event was also chaired by Councillor Cyran and was attended by 2 businesses.

Participants highlighted barriers to employment and business and made suggestions for change

ROUNDTABLES

At both events, participants had experienced racism on all levels - overtly, passively and structurally. It was felt that there was a lack of acknowledgement of racism.

Key themes in relation to employment:

- Difficulty finding employment
- Lack of diversity in recruitment
- Lack of support with a grievance
- Challenges to career progression
- Struggles with self-identity and workplace culture

“It’s difficult to aspire to higher positions because family or friends don’t work in the industry, so no knowledge of people like me in those roles.”

Key themes in relation to business:

- Difficulty breaking into business
- Lack of business support
- Difficulty accessing networks and procurement opportunities
- Lack of funding

“As a Black person, it feels like you have to find a way yourself”

Employment: challenges, barriers and discrimination experienced and suggestions for change

Key points

Difficulty finding employment

- Participants were well-qualified but still struggled to find work and did not feel that their experience and qualifications were recognised.
- There was an awareness that employment support was out there but it was difficult to find and navigate.
- Black people are more likely to have a criminal record for a minor offence which hinders employment opportunity and has a knock-on effect.
- Black culture is not very self-promotional which is needed for job interviews.
- Individuals on Universal Credit cannot afford to volunteer or gain work experience which is needed to help you find good quality jobs with a chance of progression.
- Some participants had positive experiences of recruitment agencies who had direct links with employers and could advocate on the individual's behalf.

Emerging recommendations

Difficulty finding employment

- Businesses should host work experience programmes, traineeships and apprenticeships but they need funding to do so.
- Virtual recruitment could be beneficial as it is less formal.

“Our community don’t know how to be arrogant or sell ourselves.”

Employment: challenges, barriers and discrimination experienced and suggestions for change

Key points

Lack of diversity in recruitment

- HR departments and interview panels are not often representative.
- Recruitment drives may target specific areas or universities which do not attract people from diverse backgrounds.

Lack of support with a grievance

- Whistleblowing, reporting a racist incident or raising a complaint is often encouraged by HR departments and unions. However many reported that once you acted on this your grievance was not heard, you were ganged up on resulting in needing to find a new job, you were perceived as 'playing the race card'.
- Staff and colleagues are reluctant to provide support in raising a grievance.

Emerging recommendations

Lack of diversity in recruitment

- Names and identifying features including universities should be removed from the recruitment process.
- Recruitment drives should be targeted at people from diverse backgrounds.
- Increase diversity on leadership / management boards.
- Develop a charter similar to 'disability confident' that employers need to earn.

"I know people who have adapted their names when applying for jobs."

Employment: challenges, barriers and discrimination experienced and suggestions for change

Key points

Progression

- There is a lack of role models from diverse backgrounds.
- Middle management is not often very diverse which puts off individuals from applying. This means it is difficult to get to a senior level.
- Individuals felt that they did not receive the same support that their white peers received in the work place e.g. no support with a disability, not being made aware of development opportunities.

Self-identity and culture

- Participants reported not feeling able to bring their whole self to work e.g. having to change their hair style or name.
- Euro-centric culture creates a pressure to fit in e.g. people from different backgrounds may not want to go to the pub after work but this is important to build relationships and progress.

Emerging recommendations

Progression

- Increase role models.
- Increase mentoring opportunities and careers advice, specifically for people from diverse backgrounds.
- Establish champions of people from diverse backgrounds.
- Train recruiters in unconscious bias.
- Businesses should develop action plans to develop staff from all backgrounds.
- The council should promote and procure services from businesses led by people from diverse backgrounds.

Self-identity and culture

- Reduce cultural boundaries such as replacing pub drinks with coffee chats.

Business: challenges, barriers and discrimination experienced and suggestions for change

Key points

Breaking into business

- Lack of opportunities at an early stage make it difficult to break into business e.g. not able to secure work experience, no access to networks, lack of support from the education system.
- Participants felt they had lots of experience, qualifications and awards but these are not recognised.

“When other architects meet me and I say I am an architect, they always seem surprised. I want them to see me as an architect before they see colour.”

Emerging recommendations

Breaking into business

- Create a database of racist incidents so that the council can spot trends amongst areas or sectors.
- Invest in support for skills development e.g. business skills, work experience for young people, training opportunities.
- The council could lobby industries to open up opportunities for Black professionals.
- Provide information and guidance on starting a business in languages other than English.

Business: challenges, barriers and discrimination experienced and suggestions for change

Key points

Business support

- There is a lack of business support for small and mid-sized enterprises (SMEs).

Networks and procurement

- Particular sectors are dominated by White people which makes it difficult for Black people to break into the sector as they lack the social capital.

“I’m not able to find support – don’t know where to look. I have tried to approach people for coaching/mentoring but I’m unable to find support in Southwark”

Emerging recommendations

Business Support

- SMEs need support in diversifying their business, particularly in light of COVID-19.
- SMEs need support with all aspects of business including legal and commercial advice.
- Office space that is now not being used by big businesses could be offered to SMEs as part of CSR.
- The business desk should be a one-stop shop for business support.

Networks and procurement

- Create more networking opportunities, and support people from diverse backgrounds to break into White networks.
- Public sector organisations could have diversity targets.

Business: challenges, barriers and discrimination experienced and suggestions for change

Key points

Funding

- It is much more difficult to receive funding if you are from a diverse background, both personally and professionally e.g. difficulty in opening a savings account or getting an overdraft.
- Difficulty applying for funding when English not a first language.
- Only small grants are available: “It’s like picking up crumbs”.
- Difficulty in gaining funding for start-up costs and rent.

Emerging recommendations

Funding

- Provide funding for start-up costs and rent.
- Train funders in unconscious bias.
- Provide information on “Black, Asian and minority ethnic -friendly funders”.
- Offer support in how to access funding and write applications.

“When you look at the ethnicity of people that are successful in applying for funding, the ethnic make up is not representative of the people who have applied or that of the local population”

The Employment and Business team have put forward five recommendations

RECOMMENDATIONS

- Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.
- Implement a structured work experience programme for young residents.
- Work with employers to support them to adopt more inclusive recruitment and employment practices, aligning to the Good Work Standard; and to support delivery of this recommendation, work through key partnerships including employers that are linked with Southwark Works, Jobcentre Plus and others.
- Explore how we can provide effective business support which is accessible to Black, Asian and minority ethnic led SMEs, with a focus on: access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.
- Develop the council's procurement practices to be more inclusive.

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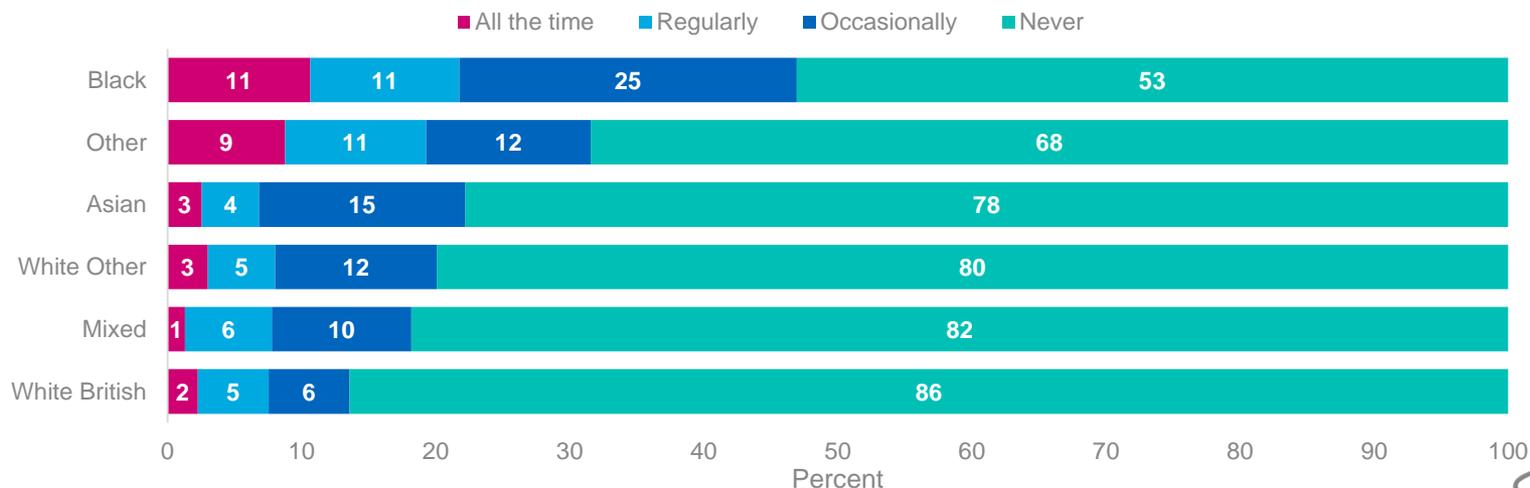
Almost two-fifths of ethnic minority respondents reported racial discrimination when accessing council services

SURVEY: FREQUENCY

Almost two-fifths (38%) of ethnic minority respondents had experienced racial discrimination when accessing council services, compared to one in seven (14%) White British respondents.

- Almost half (47%) of Black respondents had experienced racial discrimination, followed by 32% of Other, 22% of Asian, 20% of White Other and 18% of Mixed ethnicity respondents.
- A higher proportion of Black ethnicity respondents reported being discriminated against occasionally (25%) and all the time (11%), and a higher proportion of Asian ethnicity respondents reported being discriminated against occasionally (15%).

Figure 12: Frequency respondents reported experiencing racial discrimination in accessing council services

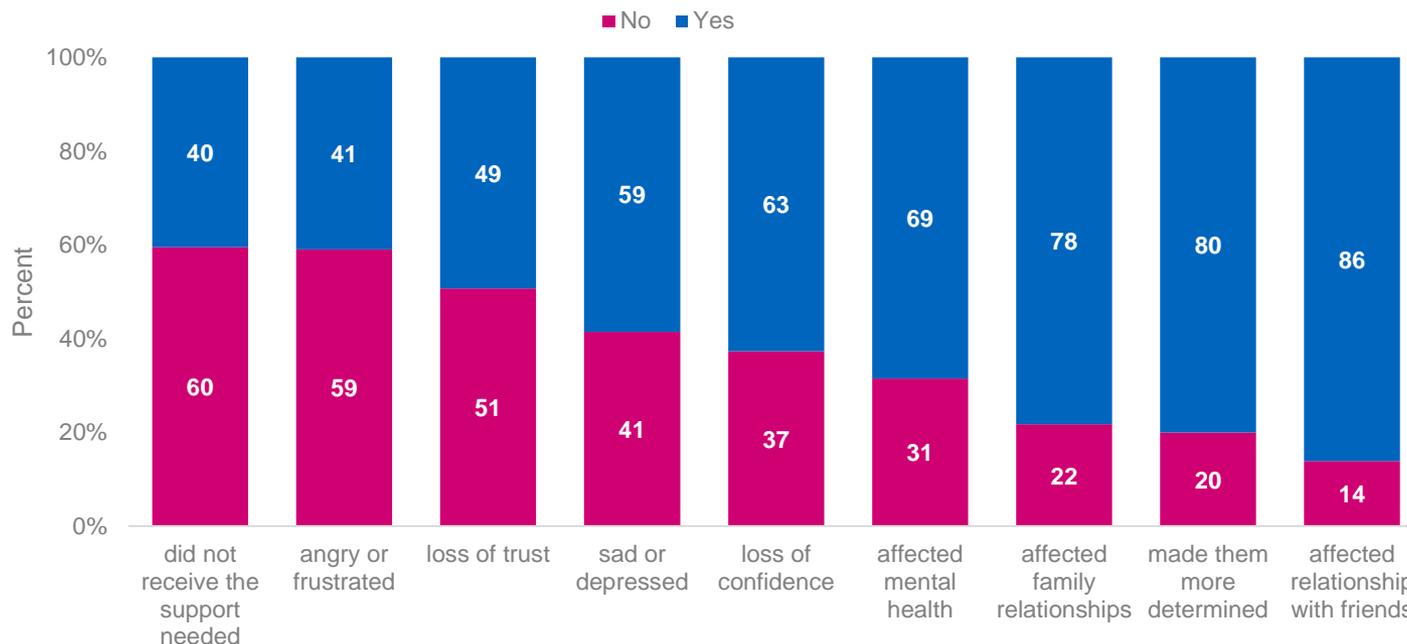


Respondents most frequently reported that they didn't receive the support they needed

SURVEY: IMPACT OF RACIAL DISCRIMINATION

The most commonly reported impacts of racial discrimination when accessing council services were that they did not receive the support needed (60%), being angry or frustrated (59%) and loss of trust (51%).

Figure 13: The impact of racial discrimination when accessing council services on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time when accessing council services)



One in ten respondents had made a complaint about council services

SURVEY: COMPLAINTS ABOUT COUNCIL SERVICES

Southwark Stands Together respondents were asked whether they had made a complaint to the council about racial discrimination when accessing or trying to access council services - around one in ten (12%; n=137) of whom had made a complaint.

- Black respondents were more likely to have made a complaint than White British respondents (19% vs 6%).
- Of those who had complained, almost half (46%) thought it was not effective and one-third (36%) had received no response.
- Only 4% thought it was effective.

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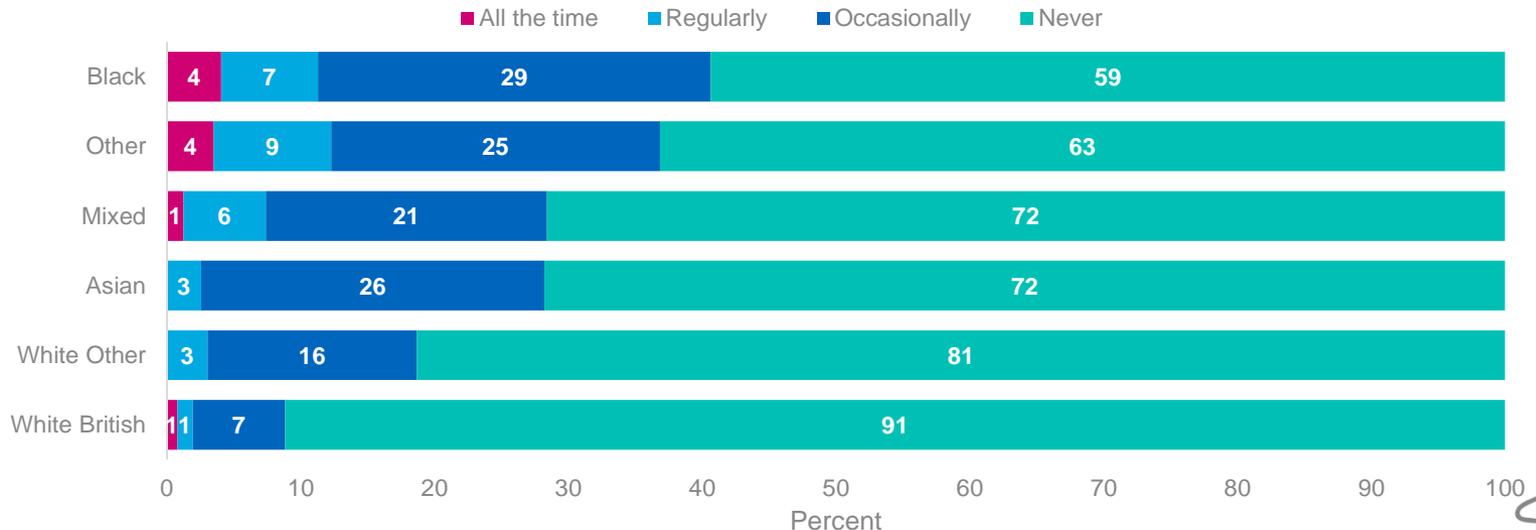
Over three times as many ethnic minority respondents had experienced discrimination in health and care services

SURVEY: FREQUENCY

One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents.

- The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%), followed by Other (37%) and Asian and Mixed (28%) ethnicity respondents.
- Respondents from all ethnic minority groups were more likely to experience occasional racial discrimination in health and care services than White British respondents and a higher proportion of Black and Other ethnicity respondents reported experiencing racial discrimination regularly in this setting.

Figure 14: Frequency respondents reported experiencing racial discrimination in health and care services



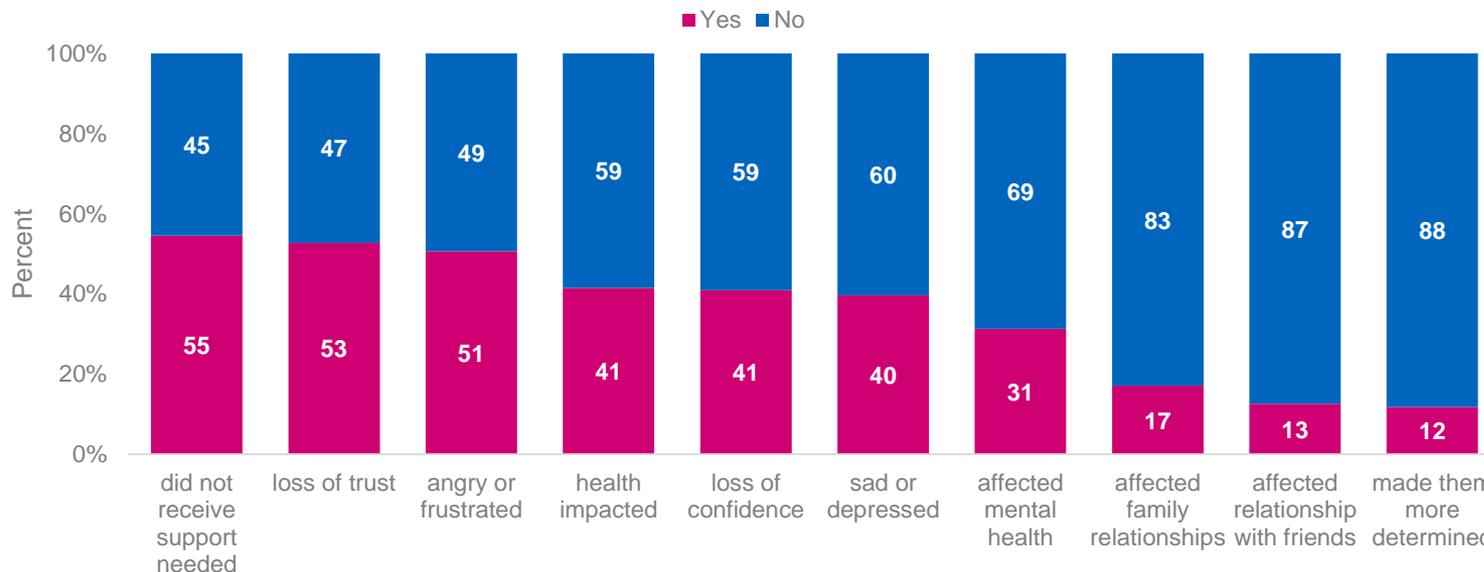
Most respondents did not receive the support they needed as a result of racial discrimination

SURVEY: IMPACT OF RACIAL DISCRIMINATION

Half of respondents who had experienced racial discrimination in health and care services felt they did not receive the support they needed (55%), experienced loss of trust (53%) and were angry or frustrated (51%).

- Two-fifths (41%) had their health impacted and one-third (31%) said it affected their mental health.

Figure 15: The impact of racial discrimination within health and care services on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time in health and care services)



Ethnic minority participants mentioned the following points about mental health in the listening events

LISTENING EVENTS: KEY POINTS & POTENTIAL ACTIONS

Key points

1. Increased mental health issues in the Black, Asian and minority ethnic community.
2. Factors that influence Black, Asian and minority ethnic communities' mental health: social and economic inequalities; criminal justice system.
3. Poor experiences and lack of trust of mental health services.
4. Poor engagement with Black, Asian and minority ethnic communities.
5. Fear of over-medication and limited access to mental health services.

Potential actions

- Engage communities and mental health services to understand the barriers to identifying mental health problems and accessing services.
- Consider planning targeted community conversations about mental health (e.g. for young Black males).

Grassroots or bottom up approach to [shaping] services we really need.

Map services that are really needed, to find out what the gaps are for young people and for people needing mental health care.

How can people access mental health services if community groups and churches are closed [during COVID-19]?

We need to think about what services look like to the people accessing them.

46 people attended a roundtable in August to focus of racism, discrimination and inequality in health and care services

ROUNDTABLES

The health themed roundtable took place on Wednesday 5th August and was chaired by Councillor Akoto. 46 professionals, VCS organisations and community representatives from a range of organisations attended the event.

Attendees were split in to five breakout groups, each with a facilitator and scribe. Each group had 40 minutes to discuss the following three questions:

- How can we – the council, NHS, voluntary sector and others – better tackle racism to reduce the health inequalities we see in Black, Asian and minority ethnic individuals? What needs to change?
- What would you prioritise for change and why?
- What are the barriers to change? What are the assets we can use?

Participants highlighted barriers to health and care services for ethnic minority persons

ROUNDTABLES

Barriers mentioned over the round tables included:

- Services and community engagement are not always **culturally sensitive** or available in **different languages**
- **Distrust** in sharing information, from both patients and staff
 - Worried information will be shared with the Home Office
- Conversations about racism are uncomfortable
 - People can feel defensive, preventing a **constructive conversation**
- Services and organisations have their own **agendas**
 - Racism is often not a priority over issues such as finance
- Many health services have moved **online**, which not everyone can access
- Racism is throughout society but **not everyone is supportive or engaged** in ending it

“Fear of persecution”

“Make the discussion of systematic racism less toxic, so people do not come to it defensive”

Engage with Black, Asian and ethnic minority communities and individuals in decision making and to better understand issues

Key points

- Cannot understand Black, Asian and minority ethnic residents through just data, as not a homogenous group. Need to increase understanding of communities' issues and needs so that appropriate health services and interventions can be developed.
- Some communities do not engage with health services out of fear of involving authorities.
- Community engagement should be an ongoing conversation.
- Faith groups are a good way of engaging with Black, Asian and minority ethnic communities. However, this approach does not reach the whole Black, Asian and minority ethnic population, particularly young people who have disengaged with faith.

Emerging recommendations

- Health services to utilise community venues and fund trusted community groups as providers, to make engagement relevant.
- Health services to increase the use of translators and provide material translated into different languages.
- Establish a network of peer facilitators to work across community groups and health services, sharing learning and to ensure the continuity of engagement with Black, Asian and minority ethnic communities and individuals.

“Need to hear through the lens of the people you are speaking to”

“Can't unpick something you do not understand”

“One size does not fits all”

Ensure that acute and screening services are culturally appropriate and accessible

Key points

- Perception that health services lack recognition of different cultural values, for example different diets. As well as a poor understanding of health issues within Black, Asian and minority ethnic communities, for example particular skin conditions.
- Experiences of Black, Asian and minority ethnic patients being treated with less respect than counterparts, particularly in mental health services.
- Online unconscious bias training is not enough to support healthcare staff and the voluntary and community sector in over coming such barriers.

Emerging recommendations

- Need to understand why people do not feel comfortable accessing services, from the perspective of residents rather than from those running services.
- More training into the health issues and lifestyles of Black, Asian and minority ethnic individuals.
- Make the GP complaints process more transparent, with advocacy organisations available to provide support.
- Ensure Black, Asian and minority ethnic individuals are involved in decisions about changing services that affect the community.

“Working as a GP in a practice that tries to be inclusive; breaks my heart that patients feel suspicious of healthcare”

“Importance of having people that look like you – on same wavelength”

Improve the uptake of prevention services and support for the wider determinants of health

Key points

- The lack of affordable, quality housing impacts on the health of Black, Asian and minority ethnic communities.
- Black, Asian and minority ethnic individuals and communities are more at risk of financial and food insecurity than other residents.
- Need to invest in social determinants of health to prevent multiple long-term conditions. Perception that the progression to many conditions from just one is faster and earlier for a Black, Asian and minority ethnic patient than their White counterpart.
- Addressing the wider determinants of health in Black, Asian and minority ethnic communities and individuals will increase the baseline health of the population.

Emerging recommendations

- Ensure the council are providing culturally appropriate advice on issues such as housing and benefits and that it is available in a range of languages.
- Target services at Black, Asian and minority ethnic communities and individuals.
- Need for more data collection, so that services can be targeted and the impact on Black, Asian and minority ethnic individuals can be monitored.
- Deliver more outreach so that individuals know about the services available to them.

“Wider determinants and ‘root causes’ are important”

“Educate people, be mindful of the language we use”

Improve the experiences of Black, Asian and ethnic minority patients in accessing healthcare services by tackling racist attitudes

Key points

- Institutional racism is engrained across organisations and society. To change this requires a lot of will from everyone, especially those in leadership roles.
- Important to consider how Black, Asian and minority ethnic staff are treated within healthcare services too. Addressing these issues will encourage more Black, Asian and minority ethnic staff to work within health. In turn this will make healthcare services more appropriate and accessible to Black, Asian and minority ethnic patients.
- Tackling racist attitudes is long term and needs sustained commitment. Recommendations need to have tangible outcomes so that organisations can be held accountable.

Emerging recommendations

- Set principles and values based on respect. Encourage all staff within a workplace to sign up to the principles.
- Ensure Black, Asian and minority ethnic staff are supported with training and development to apply for more senior positions.
- Training to understand the barriers Black, Asian and minority ethnic residents face in accessing health services was a key theme across all four areas.

“The task ahead is too big so people do not start it”

“Race is just not high enough on the agenda for society and UK government, but we need to make it locally”

Following the SST work the Public Health team have put forward 5 recommendations

RECOMMENDATIONS

Following the Southwark Stands Together work, the following recommendations have been submitted for the health and care workstream:

- Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact Black, Asian and minority ethnic communities and their physical, mental and emotional wellbeing.
- Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of Black, Asian and minority ethnic patients in health and care.
- Commission and co-produce health services and interventions with Black, Asian and minority ethnic communities.
- Work with key partners to ensure health services and initiatives are culturally appropriate and accessible for Black, Asian and minority ethnic residents.
- Increase the uptake of preventive programmes such as screening, health improvement and education (i.e. awareness, myth busting and health literacy) amongst Black, Asian and minority ethnic communities.

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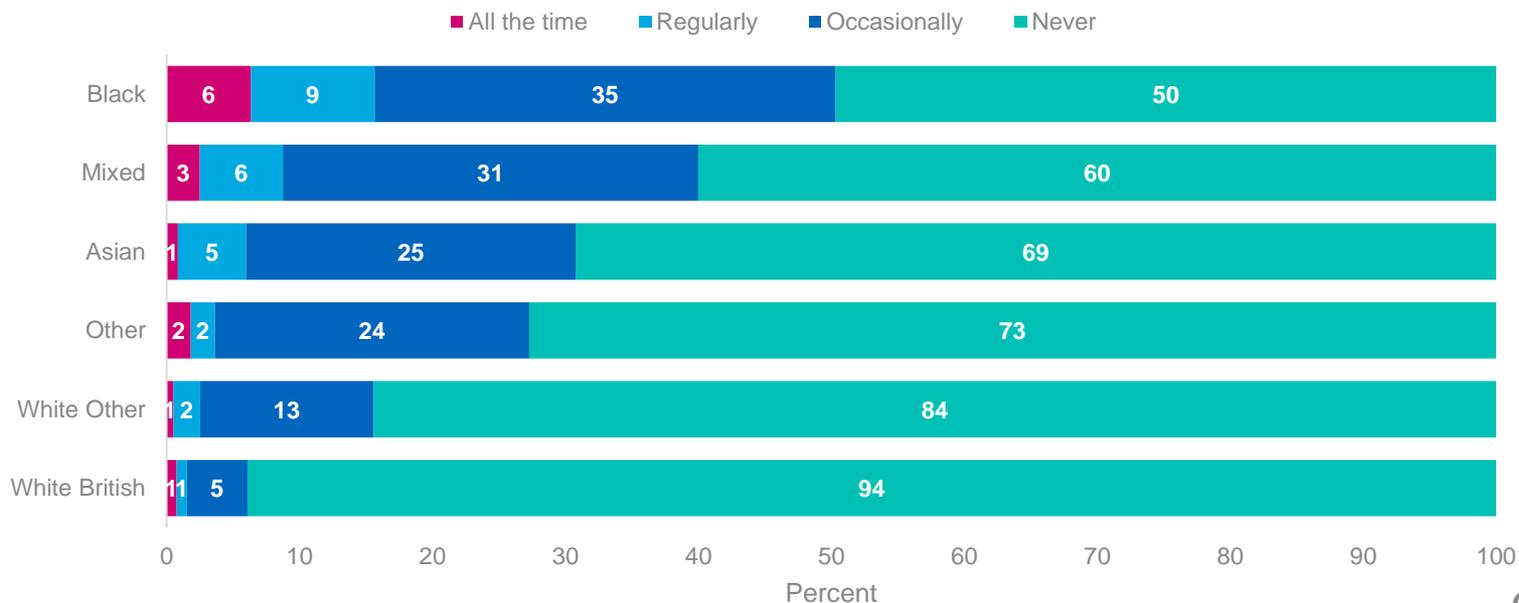
Half of Black respondents had experienced racial discrimination by the police

SURVEY: FREQUENCY

All ethnic minority respondents experienced racial discrimination by the police more than White British respondents.

- Half (50%) of Black and two-fifths (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police.
- 6% of Black respondents reported experiencing it all the time.

Figure 16: Frequency respondents reported experiencing racial discrimination by the police



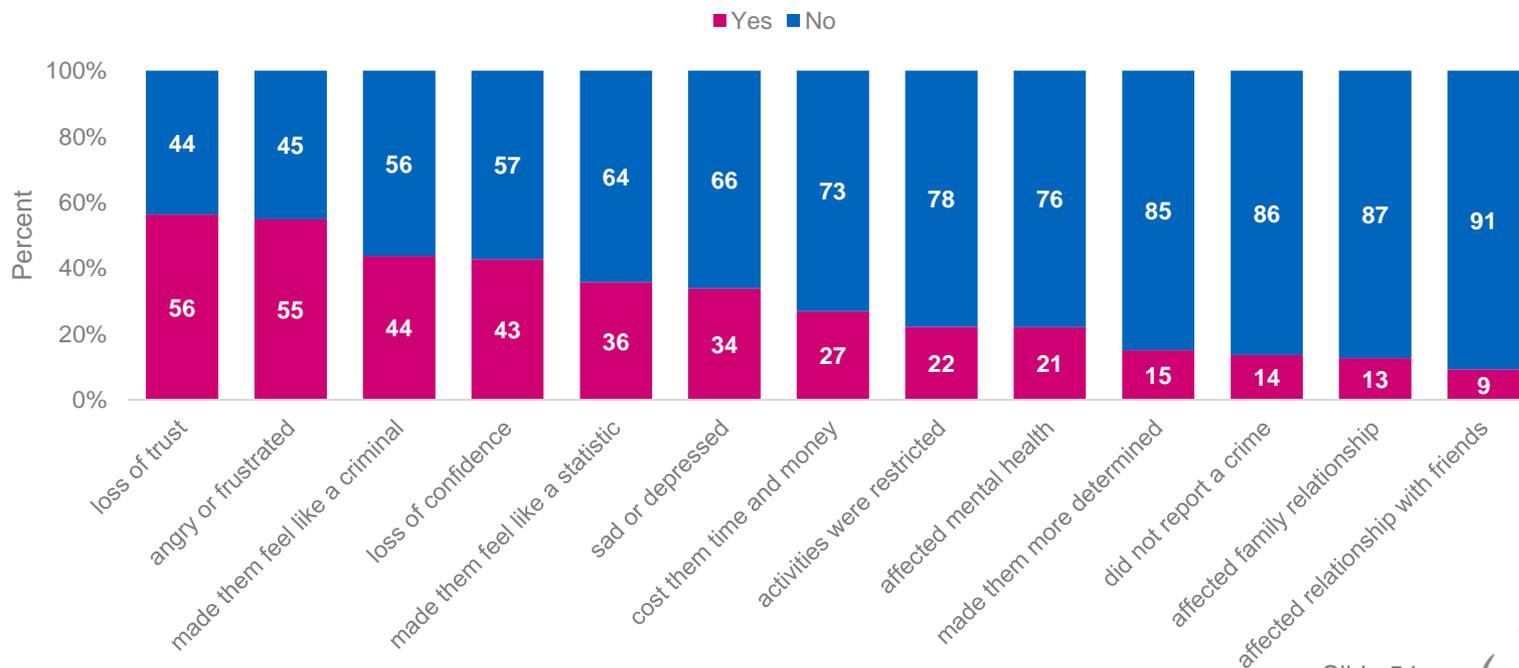
Loss of trust was most commonly reported by those who had experienced racial discrimination

SURVEY: IMPACT OF RACIAL DISCRIMINATION

The most commonly reported impacts of racial discrimination by the police were a loss of trust (56%) and feeling angry or frustrated (55%).

- Two-fifths (44%) said it made them feel like a criminal, 36% said it made them feel like a statistic, 27% said it cost them time and money, 22% said their activities were restricted and 14% did not report a crime.

Figure 17: The impact of racial discrimination by the police on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time by the police)



A number of key issues and potential actions in policing were raised by ethnic minority participants

LISTENING EVENTS: KEY POINTS & POTENTIAL ACTIONS

Key points

1. Reports that Black and Muslim men are more likely to experience stop and search by the police with no reason for suspicion apart from the colour of their skin.
2. Perception of ingrained racism within the criminal justice system.
3. Police brutality has been seen as a US issue, but it is prevalent in the UK. The use of smartphones and social media are demonstrating that this is not just one off cases but a wider issue.
4. Under-representation of people from Black, Asian and minority ethnic communities in positions of power.

Potential actions

- Promote engagement between the police and young people in order to break down barriers and improve the relationship with them.
- Develop workshops for young people to educate them on their rights.
- Encourage greater representation of local community in positions of power, particularly the police.
- Involve ex-gang members in educating young people about crime.

Quotes about Policing

Key:

Green: Proposed actions

Red: Issues raised

Police need to have a collaborative approach working across the borough and estates, such as the Brandon estate.

The police need some kind of evidence to carry out a stop and search...they are stopping people based on profiling.

The COVID-19 pandemic has made things worse as young people have less places to go, but they are not safe on the streets.

What is shocking is the aggression of the stop [and search] towards Black people.

The roundtable event was held in July, with four main issues emerging from the discussions

ROUNDTABLES:

The policing themed roundtable took place on Thursday 30 July and was chaired by Councillor Akoto, Cabinet Member for Community Safety and Public Health.

45 individuals including young people attended the event (not including facilitators).

Attendees were from a range of organisations and were divided into six groups, and two groups were allocated to each theme.

- Community Engagement /Trust & Confidence in Policing
- Stop and Search
- Young People/Families & Policing

The following issues emerged from the breakout rooms:

- Police visibility and accessibility- *“There used to be a reverence or respect for known officers. Now there is a high turnover and lack of familiarity.”*
- Building Trust- *“Perceptions have to change on both sides – police and young people”*
- Police better understanding the communities they serve- *“Reflect and learn”*
- Stop and Search-*“Having the same conversations over and over”*

The barriers to tackling these issues were discussed during the roundtables

ROUNDTABLES:

- Police community engagement is not always **culturally sensitive** or informed by **local knowledge**.
- **Distrust** from community and police can be hard to overcome.
 - Overzealous and insensitive use of stop and search
 - Local police are less well known than in previous times, thus less chance for positive rapport
- Conversations about racism are challenging.
 - People can feel defensive, preventing a **constructive conversation**, the issue of disproportional representation of Black, Asian and minority ethnic people in stop and searches and police disciplinary processes evidences systemic issues
- The police work in a **complex environment** trying to stop crime and arrest offenders as well as safeguarding and protect the community.
- The challenges of the pandemic can make it hard to establish positive rapport between the police and community.
- Racism is throughout society but not **everyone** is supportive or engaged in ending it.

You would see less disrespect between Black young people and the police if they don't see the police abusing them.

30,000 Stop and Search in Southwark this year. Only 6,000 resulted in further action.

Police visibility and accessibility was a key theme discussed in the roundtables

Key points

- Lack of police presence in the community.
- High turnover of local officers.
- Communities don't know who their local Police officer is.

Emerging recommendations

- Better use of social media to engage, and existing communication channels Southwark Life, reaching residents – Police articles introducing themselves and the work of their teams.
- Regular Borough Commander/SMT surgeries. Question and answer session which are published or filmed. e.g. Quarterly session with Councillor Akoto and Borough Commander.
- Less formal interaction, more personal using social media.
- Borough commander blog – Southwark Life (plus online).

“They are there, we are here”

“Community Police officers is a title, not a role”

Building trust in the police service was a key theme discussed in the roundtables

Key points

- High turnover of police officers – the community don't know their officers.
- Lack of confidence within and from the community in services including the police.
- A perceived lack of accountability.
- A perceived lack of transparency.

Emerging recommendations

- Operational behaviour and approach needs to be more culturally aware.
- Officers who act unprofessionally or with excess aggression during stop & search should receive appropriate punishment, and the community should see this. (Professional behaviour for a professional job)
- Review and refresh the Independent Advisory Group to better reflect the diversity in the borough and arrange training for the group relating to issues affecting the Borough and the developments that are happening.

“There used to be a reverence or respect for known officers. Now there is a high turnover and lack of familiarity.”

“Accessibility is as good as visibility”

Building trust in the police service was a key theme discussed in the roundtables

Key points

- High turnover of police officers – the community don't know their officers.
- Lack of confidence within and from the community in services including the police
- A perceived lack of accountability.
- A perceived lack of transparency.

Emerging recommendations

- Form a Youth IAG including young people with lived experience.
- Look at the positive engagement that already happens and build on that model e.g. schools.
- To have regular meeting with YP, the police and Councillors using a format that is already established (Online conversations arranged by the young advisors).
- Get more young people involved in independent advisory groups. i.e. Southwark Young Advisors.

“All police officers are in it because they enjoy it. Its respectable..... They want to do a good job and leave something behind.”

Police better understanding the communities they serve was a key theme discussed in the roundtables

Key points

- There is a lack of understanding from a policing perspective about how the community feels about current policing methods.
- The era of community policing seems to have come to an end, enforcement is “by consent”, need to work alongside the community rather than against it.
- Community wardens integrated into the communities they served and built relationships with residents and young people. Now police officers are only seen arresting or stopping and searching.
- Need to build relationships with the person in the uniform - youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better.

Emerging recommendations

- To create a programme of multi agency training to include trauma informed practice, restorative practice for all partners, the community and young people.
- Review best practice in Black, Asian and minority ethnic staff in recruitment and retention (Bedfordshire recognised as best practice). Also look at the recruitment of Black, Asian and minority ethnic specials and cadets.
- To build more confidence in young people to join and community representation of special Police Officers through out the ranks.

“Having school police officers encourages you to see them in a more positive way from a younger age.”

Police better understanding the communities they serve was a key theme discussed in the roundtables

Key points

- There is a lack of understanding from a policing perspective about how the community feels about current policing methods.
- The era of community policing seems to have come to an end, enforcement is “by consent”, need to work alongside the community rather than against it.
- Community wardens integrated into the communities they served and built relationships with residents and young people. Now police officers are only seen arresting or stopping and searching.
- Need to build relationships with the person in the uniform - youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better.

Emerging recommendations

- Local Authorities need to support and work with Police forces to reduce disproportionality for Black, Asian and minority ethnic officers.
- Continue to work on building credible working relationship between Police, other statutory partners and voluntary sector. Meetings about difficult subjects such as serious organised crime and terrorism (best practice – Lewisham, Kensington & Chelsea, Newport).
- Police to better understand and value of community organisations and link with them across the borough.
- Neighbourhood senior officer on the multi-faith forum working group on youth violence.

“The Home Office collects workforce data for the police. Data from 2013 shows 23% who joined were Black, Asian and ethnic minority. But 2 years later 26% of officers who resigned were Black, Asian and minority ethnic”

Stop and search was a key theme discussed in the roundtables

Key points

- Lack of understanding on the part of young people and the Police of the impact of stop and search.
- Key concern isn't so much the amount of stop and search but the way it is done - it can be degrading, frightening and have a traumatic effect on the person stopped.
- Who supports young people who are affected by stop and search.
- There is a lack of professionalism in the way stop and search is carried out.

Emerging recommendations

- Community Police work with YP and the community to better understand stop and search.
- Young people are involved in training Police Officers on how to conduct stop and search through role play etc. e.g. good practice and established practice in Waltham Forest). This should be an ongoing process not just a one-off.
- Working group to look at post stop and search support and after care. (Trauma & Shaming training – Science of Violence)
- Body worn cameras should be on.

“Having the same conversations over and over”

“Stop and search – nothing has changed”

Stop and search was a key theme discussed in the roundtables

Key points

- Lack of understanding on the part of young people and the Police of the impact of stop and search.
- Key concern isn't so much the amount of stop and search but the way it is done - it can be degrading, frightening and have a traumatic effect on the person stopped.
- Who supports young people who are affected by stop and search.
- There is a lack of professionalism in the way stop and search is carried out.

Emerging recommendations

- New officers to the BCU as part of their induction to the borough should include experiencing local environment, culture and knowledge.
- Police to acknowledge and, through dedicated training, to challenge and manage unconscious bias. (to be done with the community)
- Visiting police to adhere to the same values as local teams and given some understanding of how the BCU polices with communities. (could be delivered at the operational briefings by an IAG member as a video clip or zoom call)

“If you haven't got any sugar, you haven't got any sugar”

“I am concerned this is just another box ticking exercise”

A number of recommendations and next steps were put forward during the roundtable event

RECOMMENDATIONS

Building trust between the police and the community

- Review current local stop and search monitoring arrangements to improve confidence in and understanding of policing strategy – including police conduct.
- Develop a collaborative approach and a mutual awareness of cultures between police and communities.
- Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer).
- Review and refresh the Independent Advisory Group to better reflect the diversity in the borough.
- Form a Youth Independent Advisory Group to work together with the police and other organisations to influence policy in the borough.
- Have regular dialogue with young people, the police and councillors using a young person format that was established during lockdown – online and face to face opportunities/events should be used.
- Involve young people with lived experience in Independent Advisory Groups; where these groups already exist asking them to provide insight to improvements that can be made across both policing and wider community safety.
- Co-produce a young person/community friendly guide relating to stop and search delivery and an individual's rights and recourse when stopped and searched.

A number of recommendations and next steps were put forward during the roundtable event

RECOMMENDATIONS

Police visibility and accessibility

- Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones.
- Better use social media to engage the community – learning from young people.
- Put in place state of policing in the Borough events - Question and answer sessions which are published / filmed; this will be a twice yearly session with the Lead Member for Community Safety & Public Health and Borough Commander which covers policing and community safety.
- Develop more informal interaction, personable side (social media accounts 'Twitter') for police Senior Leadership Team, and 'neighbourhood cops' .
- Review communications channels with the Borough Commander to utilise existing communication structures e.g. Southwark Life, newsletters to residents, emails to Southwark Council staff, NHS staff so people are more informed of their activity.

A number of recommendations and next steps were put forward during the roundtable event

RECOMMENDATIONS

Police develop a better understanding of the communities they serve

- Create a programme of multi-agency training to include trauma informed practice and restorative justice training for all partners and the community; giving a learning environment where people can relax and get to know each other.
- Review best practice in Black, Asian and minority ethnic staff in recruitment and retention of officers, specials and also cadets.
- Build more confidence in young people to join and have representation of specials throughout the ranks.
- Look at models of community engagement being delivered across the UK (Good practice in Durham, Lewisham, Greater Manchester, Thames Valley) and use them in Southwark.
- Better police officers' understanding of community organisations and their value to policing and link in better with them across the Borough.
- Ensure attendance of neighbourhood senior officers' at the multi faith forum working group on youth violence.
- Build relationships with the person behind the uniform – work being done with youth groups and police officers in plain clothes showing their human side. Helps both sides understand each other better.

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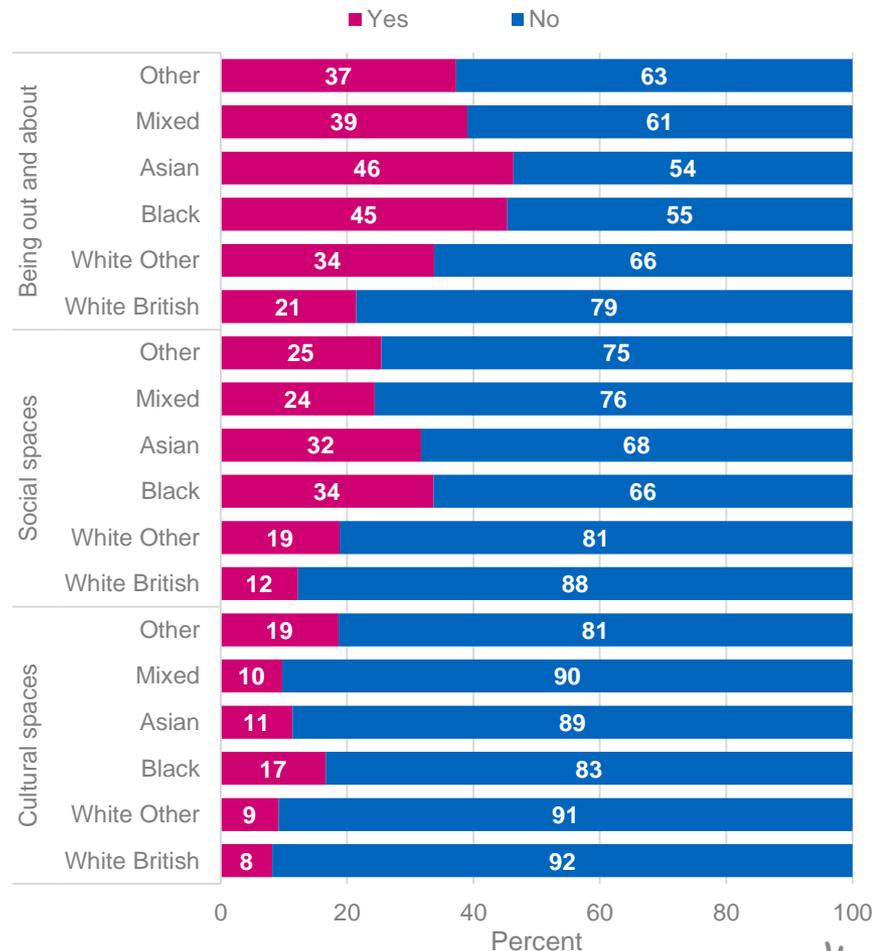
Racial discrimination was experienced most whilst out and about, followed by in social spaces

SURVEY: FREQUENCY

Over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination out and about, one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces.

- A higher proportion of Black respondents experienced racial discrimination in all three settings than White British respondents.
- A higher proportion of Black, Asian, Mixed and White Other ethnicity respondents experienced racial discrimination more than White British respondents whilst out and about.

Figure 18: Frequency respondents reported experiencing racial discrimination by the police

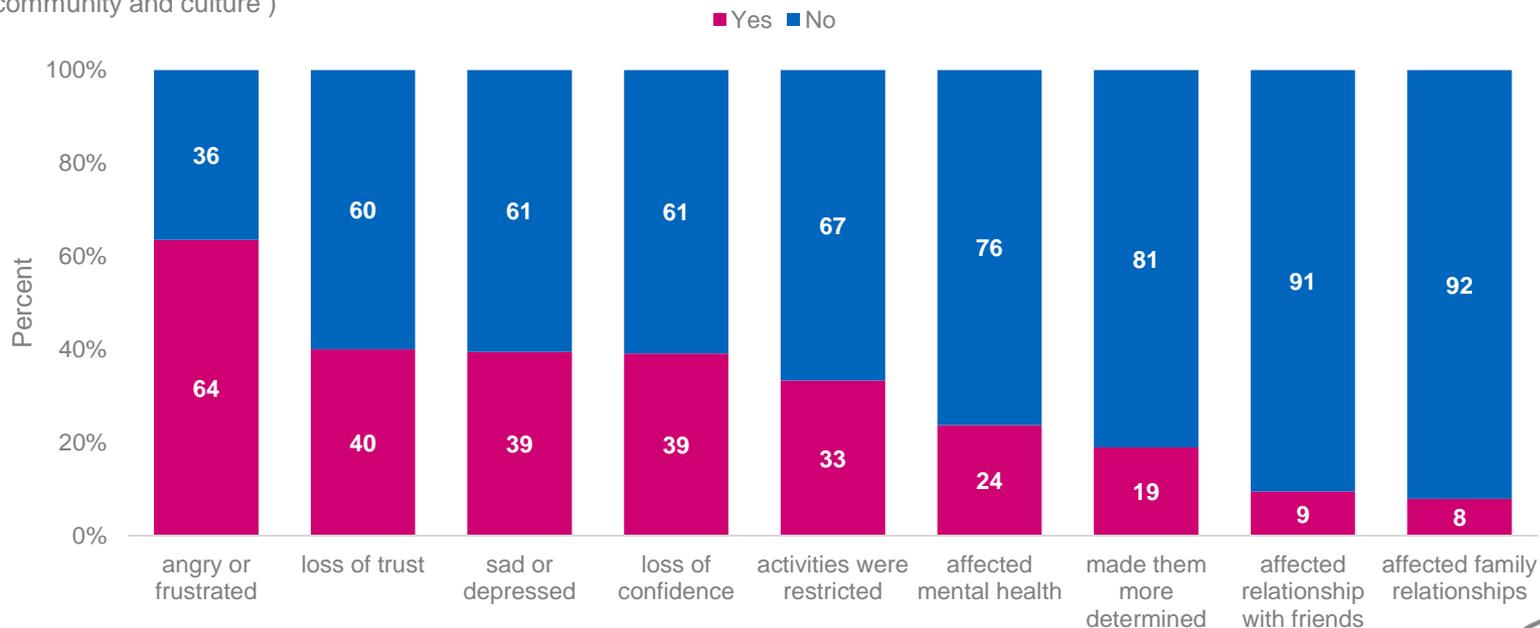


Racial discrimination in community and culture caused anger or frustration in most of those who experienced it

SURVEY: IMPACT OF RACIAL DISCRIMINATION

Two-thirds (64%) of respondents who had experienced racial discrimination in any of the three areas of community and culture reported it made them angry or frustrated, with two-fifths reporting a loss of trust (40%), it making them sad or depressed (39%) and a loss of confidence (39%). One-third (33%) said it restricted their activities.

Figure 19: The impact of racial discrimination within community and culture on respondents* to the Southwark Stands Together survey (*impacts for individuals who reported experiencing racial discrimination occasionally, regularly and all the time in community and culture)



A roundtable was held to discuss racism, discrimination and inequality in Southwark's communities

ROUNDTABLE FOR COMMUNITIES:

On 5 August 2020 representatives of Southwark's community and voluntary sector were invited to share knowledge and experiences of inequality and injustice in Southwark's communities and hear about other's experiences in a bid to understand what needs to change.

The roundtable was chaired by Councillor Rebecca Lury, Deputy Leader and Cabinet Member for Culture, Leisure, Equalities and Communities.

The event was attended by 48 participants including local councillors, community activists, faith leaders, volunteers and representatives of community and voluntary sector organisations. The session was facilitated by nine Officers from the Communities and Voluntary Sector Engagement Division.

The Communities roundtable discussion focused on:

- Neighbourhoods, how we live together and support each other.
- How the council engages, who we listen to and how participation is supported.
- Representation, community resilience and infrastructure.

Key discussion point: Neighbourhoods, how we live together and support each other

Key points

- Local networks so groups all working together.
- As communities change in response to gentrification/regeneration /development, connectivity breaks down and needs to be rebuilt.
- There is a spectrum where there are significant differences for different people about community cohesion in the area. There is cohesion and connectivity, but you need to drill down to listen and understand about different levels and experiences of cohesion in the area.

Emerging recommendations

- Creating a neighbourhood of networks (geographic and common interest).
- There needs to be a mixture of groups/activities for people to take part in (specialist topics and general for all).
- Council engagement needs to be flexible and include learning points for everyone who takes part, could include engagement community connectors and champions paid to work in communities.
- Use of apprenticeships and internships could be a way of creating capacity in communities.
- People need to know how power works to engage with it most effectively.
- Need to be mindful of over devolution of power to communities that can then undermine wider equalities work.

Key discussion point: How the council engages, who we listen to and how participation is supported

Key points

- Lack of trust in Council listening & understanding.
- Regeneration and gentrification – losing sense of community/families being moved away from communities.
- Not taking the time to understand people's needs and many voices not being heard.
- People need a place of their own so they can belong.
- There are cliques in Southwark – certain groups get more funding and opportunities.
- Lack of support from those who manage community halls and spaces and the difficulties small and emerging groups have in accessing these.
- Lack of cultural understanding – people who are being expressive and who are just frustrated at making themselves understood may be seen to be aggressive.

Emerging recommendations

- People of colour in leadership positions.
- Training and support from bottom up.
- Funding – the council is very good at advertising funding but not so good at deciding – there could be some funding programmes (not all) that the community could vote on.
- Resident engagement – more language options.
- Council staff need to be trained and equipped to engage with people from different cultures.
- Onus on the council to rebuild trust & reach out to communities.
- Representation from young people.
- Cutting red tape.
- Sharing resources such as community halls.

Key discussion point: Representation, community resilience and infrastructure

Key points

- The cost of renting hall facilities is expensive, there is a lack of affordable spaces.
- A neutral venue to meet for the Christian and Muslim community for events and continued partnership working.
- The council needs to look at its green spaces for community use.
- Planning permissions- Community engagement always comes second in the planning process.
- 'Fairer for all' is not the same as equalities and certainly has not produced better outcomes or the same outcomes for Black, Asian and ethnic minorities.
- Equalities needs leadership.
- Service use doesn't seem to be monitored – SLaM has done some excellent learning and service change linked to access and use and referral to the memory clinic.

Emerging recommendations

- Council needs to listen to the Black, Asian and minority ethnic communities more.
- Networks to continue beyond COVID-19, share expertise, and collaborate working.
- Affordable venues for the community to use.
- Some of the TRA halls are locked up during the day- dialogue required with the community groups who are struggling to find space.
- To work with community sports groups and facilities in Walworth to gain access for young people.
- Important to also see that community and grass roots organisations are also opportunities for people who don't often have anywhere to have a real voice and control over something which is both precious and powerful.

As part of SST, recommendations were put forward to reduce racial inequalities in communities

RECOMMENDATIONS

- Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with Black, Asian and minority ethnic communities.
- Review how we support and build local capacity and infrastructure through our empowering communities programme and resident involvement work; and in partnership with Community Southwark and Partnership Southwark to ensure that Black, Asian and minority ethnic voices are heard and their needs addressed; and that our communities develop strong networks and are better able to work collaboratively.
- Work with the Organisation Transformation team to develop a series of learning and training sessions for all staff so people working for the council develop a better understanding of the communities that live in the borough and access the services we provide.
- Work with resident involvement services to open up access to community spaces to a wider range of organisations.
- Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:
 - How targeted support can be offered to groups from Black, Asian and minority ethnic backgrounds, who have not previously accessed grant funding;
 - Whether the way in which we structure our grant making enables or disables people to access these opportunities;
 - The support in place for people to access funding;
 - Our grant making and commissioning processes and requirements and the barriers these may generate.

A roundtable was held to discuss racism, discrimination and inequality in art and culture

ROUNDTABLE FOR ART & CULTURE:

On 21 July 2020 representatives of Southwark's arts and culture sector were invited to share knowledge and hear about others' experiences in a bid to understand what needs to change in order to tackle racial inequalities and deliver a fairer and more equal society.

The Arts & Culture Listening Exercise was chaired by Councillor Rebecca Lury, Deputy Leader and Cabinet Member for Culture, Leisure, Equalities and Communities. Attendees included Councillor Johnson Situ (Cabinet Member for Climate Emergency, Planning and Transport), 16 Southwark Council Officers, and 40 members of the borough's arts and cultural sector.

Participants were then invited to participate in two of the following four themed breakout-group conversations: Governance; Workforce; Content / Product / Art; Audiences. In each of these areas facilitators sought people's views on:

- What the barriers are to successfully ensuring diversity and equality?
- How they could do better?
- How the Council could do better / offer support?

A roundtable was held to discuss racism, discrimination and inequality in art and culture

ROUNDTABLE FOR ART & CULTURE:

A number of important points were raised during the debate that informed the objectives for the *Arts and Culture*, including:

- Need to diversify the boards of cultural organisations, to educate existing boards about the business case benefits of diversification, to deliver unconscious bias training at all levels of organisations, to raise awareness about the nature of being a board member among a greater diversity of potential candidates, and to offer training and support for new trustees.
- A frustration about the lack of career pathways or opportunities for progression within the cultural sector workforce.
- Need for representation throughout the organisation: making a venue genuinely accessible to more diverse audiences through representative work on stage, but also about the full welcome and experience.
- A frustration around the homogenous identities of cultural gatekeepers, curators and programmers, and a sense of frustration that this leads too often to a 'saviour' complex around diversity: of White-led institutions 'doing culture to' others, rather than acknowledging that their culture already exists and giving that a voice.
- Whether the council might exert in its funding contracts with sector organisations to tackle the persistence of racial inequalities in all the areas under discussion.

As part of SST, recommendations were put forward to reduce racial inequalities in art and culture

RECOMMENDATIONS

- Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.
- Support career progression and pathways for people from Black, Asian and minority ethnic backgrounds in the cultural sector workforce, both at entry level (via funded work placement schemes) and into more experienced roles through funding Black, Asian and minority ethnic candidates' participation in leadership development.
- Offer support to Southwark-based Black, Asian and minority ethnic artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists.
- Embed the requirement for cultural organisations to develop and carry out a diversity improvement strategy as part of any Council funding or partnership agreements with cultural organisations in the borough.

A roundtable event was held to discuss reinventing and renewing the public realm

ROUNDTABLE FOR REINVENTING AND RENEWING THE PUBLIC REALM:

A panel of individuals working in or with a connection to the public realm were led in conversation by Councillor Johnson Situ, Cabinet Member for Growth, Development and Planning- with 103 (including approximately 40 Southwark Council officers) joining the event.

During the debate, panellists and attendees were invited to consider a number of key questions which focused on exploring what makes a good public space and how to engage the community in the development of the public realm. A number of important points were raised during the debate that informed the objectives for the *Reinventing and Renewing the Public Realm* workstream, including:

- Understanding the factors that contribute to making a good public space, including how spaces are used by different groups;
- Reviewing policy and funding to involve the community in developing successful public spaces and reinventing the public realm, including the need for trust in communities to make decisions regarding the public realm and creating community ownership;
- The importance of effective engagement with young people and the community as a whole in designing and creating good public spaces;
- The importance of empowering different groups so that spaces can be used effectively by all and as spaces to bring people together;
- Exploring the types of public art and statuary that people would like to see more of in Southwark.

Recommendations were put forward to address racism, discrimination and inequality in the public realm

RECOMMENDATIONS

- Agree proposed framework and decision-making criteria to be used for the Anti Racism Public Realm Audit. This is to be in line with the London Wide approach to be outlined by the Mayor's Commission for Diversity in the Public Realm.
- Develop an engagement plan to generate debate and discussion and gain the views of the community, hard to access groups and, in particular, young people. This will be linked to an education programme that will raise awareness of the issues of racism and imperialism surrounding the public realm and develop skills in interpretation of the built environment public realm.
- Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.
- Use Peckham Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.
- Identify for consideration further public realm and art capital projects that would use the best practice developed from the above recommendations.

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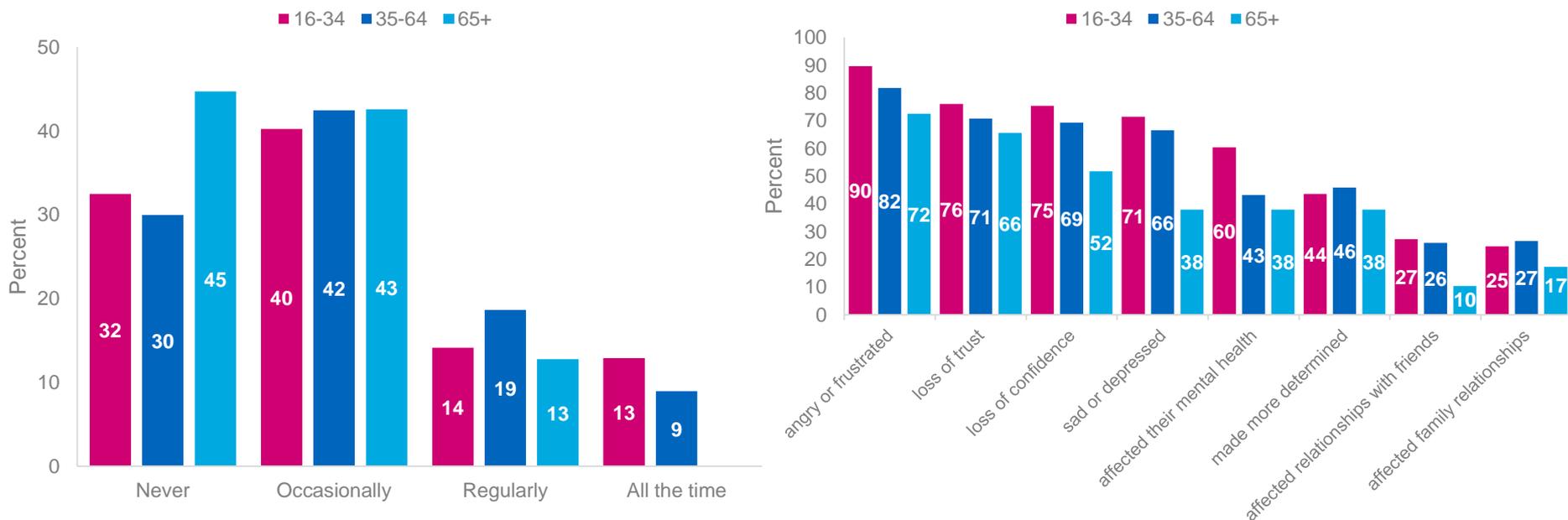
Differences in the impact of racial discrimination were seen by age group for ethnic minority respondents

SURVEY: EXPERIENCE & IMPACT OF RACIAL DISCRIMINATION

Whilst fewer younger ethnic minority respondents reported not having experiencing racial discrimination in the last 12 months than 65 year olds (32% vs 45%), this difference was not significant.

- Younger respondents reported that experiencing racial discrimination caused them to feel sad or depressed to a greater extent that respondents over 65 years.

Figure 20: The frequency and impact of racial discrimination on respondents to the Southwark Stands Together survey by age group



What people said about: Young people

Key points

- Discrimination of young people regarding access to community spaces.
- Improve the practical engagement of young people in civic and political participation.
- Activities e.g. indoor spaces for young people – being cut / lack of access.

Potential actions

- Provision of facilities for young people as safe spaces.
- Activities for young people to keep them occupied during holidays.
- Using social media to get young people involved in community engagement.
- Greater involvement of young people from Black, Asian and minority ethnic community in Southwark Stands Together engagement events.

Quotes about Young people

Key:

Green: Proposed actions

Red: Issues raised

[We're] squeezing them into trouble by not giving them space to meet.

Developers are too prescriptive; they want to over-manage activities young people do.

We now don't know how or where to engage young people, to carry out our work with them.

Many charities/community that work with young Black people have been discriminated against or pushed out because of landlords/venue managers don't like the crowd or attention that this crowd brings.

We need young people involved in shaping safe spaces.

More structured activities ranging from football pitches, places to do indoor activities, dance and sports, and places to hang out, with friends and not necessarily do "anything" but socialise etc.

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Six questions about racism, discrimination and inequality were included in the Staff Wellbeing Survey

WELLBEING SURVEY:

The July 2020 Wellbeing Survey included six questions about race and equality and 33% (1629) of staff responded. The survey showed:

- 71 % of respondents agreed or strongly agreed that the events have made them **more alert to the experiences of injustice, inequality and racism that friends, family and colleagues face**. 8% disagree or strongly disagreed.
 - There is little variance across Black, White and Mixed groups, with around 70% agreeing, but 85% of Asian and 58% of Other respondents agreed.
 - The percentage of respondents who agree or strongly agree decreases as age increases.
- 70% agree or strongly agree that the events have **highlighted systemic injustice, inequality and racism in the UK**. 8% disagree or strongly disagree.
 - 84% of mixed-race respondents agree or strongly agree, 74 % of Black respondents agree or strongly agree and 76% of Asian respondents agree or strongly agree.
 - 76 % of 16 – 24 year olds strongly agree or agree, that percentage decreases to 71% in 50 – 59 year olds and 57 % in respondents who are 60 and over.
- 67% of respondents felt that the events have made them **generally more alert to the issues around race and inequality**. 9% disagreed or strongly disagreed.
 - The percentage of respondents who agree or strongly agree decreases as age increases.

Six questions about racism, discrimination and inequality were included in the Staff Wellbeing Survey

WELLBEING SURVEY :

- 55% agree or strongly agree that the events have led them to **seek to learn more about race and inequality**. 12% disagree or strongly disagree.
 - There is relatively little variance across most groups.
 - The percentage of respondents who agree or strongly agree decreases as age increases.
- 40% agree or strongly agree that the events have **triggered their own experience of injustice, inequality and racism**. 21% disagree or strongly disagree.
 - 68% of mixed-race respondents agreed or strongly agreed, 64% of Black respondents agree or strongly agree, and 53% of Asian respondents agree or strongly agree.
- 32% agree or strongly agree that the events have **impacted their mental wellbeing**. 29% disagree or strongly disagree.
 - 48% of mixed-race respondents agree or strongly agree, followed by 46 % of Black respondents, 34 % of Asian, 22% of White respondents, and 26% of respondents whose ethnicity is categorised as other.
 - The percentage of respondents who agree or strongly agree decreases as age increases.
- There were variations in agreement with the statements between Council departments.

Focus groups provided a space for discussion on racism, discrimination and inequalities experienced working at Southwark

LISTENING CIRCLES & FOCUS GROUPS:

Listening circles were arranged in August to provide Black, Asian and minority ethnic colleagues a safe space to have a dialogue about the impact that recent events have had on them, as well as their experience as Southwark Council employees. They took the form of an open dialogue. These sessions provided us with valuable insights in order to prioritise and then design focus groups around key areas of concern to staff.

Culture & Everyday Interactions - some of the key points raised were around the fact that historically nothing has really been done to tackle systemic racism in the organisation.

- Examples of micro-aggressions and discrimination were discussed ranging from everyday interactions to specific incidents.
- Little funding or support for events celebrating Black, Asian and minority ethnic communities or events attracting Black, Asian and minority ethnic demographics.
- Lacking transparency in decision making.
- Inconsistent line management experiences, inconsistent experiences of White and Black, Asian and ethnic minority managers.
- Fear of Black, Asian and minority ethnic staff showing emotion or calling out discrimination, feeling of isolation, not enough mental health support for Black, Asian and minority ethnic colleagues, inconsistent support from line managers for those whose mental health is impacted by COVID-19.
- Overly bureaucratic processes to address racism in the workforce, concerns that claims of racism and discrimination have no consequences.

Focus groups provided a space for discussion on racism, discrimination and inequalities experienced working at Southwark

LISTENING CIRCLES & FOCUS GROUPS:

Career Progression and Recruitment - some topics raised included issues around favouritism and nepotism that impacted on career progression especially around acting-up positions and the lack of senior Black, Asian and minority ethnic leadership in the organisation which is not reflective of the borough. Concerns raised covered areas such as:

- Recruitment
- Distribution of grades
- Lacking transparency of numbers of colleagues participating in PQS
- Different expectations for roles when it is filled by a Black, Asian and minority ethnic person.

Focus groups provided a space for discussion on racism, discrimination and inequalities experienced working at Southwark

LISTENING CIRCLES & FOCUS GROUPS:

Key themes across the suggestions to address discrimination and racism in the workplace included:

- Transparency in the next steps following listening exercises.
- Calling out discrimination, creating a supportive culture for Black, Asian and minority ethnic employees, allyship from White colleagues, training managers to discuss racism, involving senior managers in similar exercises and senior management taking responsibility.
- Bringing in external partner to investigate inequalities, data-driven work to assess needs of different demographics, reporting on progression of Black, Asian and minority ethnic officers, Survey to understand experiences of Black, Asian and minority ethnic colleagues, highlighting career opportunities for Black, Asian and minority ethnic colleagues.
- Involving Black, Asian and minority ethnic staff in policy writing and review, reviewing of recruitment process.
- The internship programme was highlighted as an example of best practice and a critical step to address social imbalances.

The council has also received feedback from staff networks, trade unions and individuals

WIDER FEEDBACK:

We have received feedback from staff our staff networks, trade unions and individuals on the following as areas of concern:

- Senior management are not representative of the community
- Lack of equality of opportunity to develop and progress
- Lack of confidence that things will change
- Lack of communication and actions to address issues that have been long standing
- Lack of confidence to have open and honest conversations
- Lack of confidence to be your authentic self at work
- Lack of action after raising issues with line managers about discriminatory practice
- Senior management unaware of the impact of structural racism, racism and unfair treatment on staff from Black, Asian and minority ethnic backgrounds

The following recommendations were put forward in relation to staff engagement

- Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to ally-ship, white privilege, gas-lighting, micro aggressions and incivilities.
- Work with an Equality, Diversity and Inclusion (EDI) partner in the next phase of staff engagement.
- Review workforce statistics and work with the EDI partner on the creation of targets and measures to build a more inclusive workforce at all levels.
- Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring.
- Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted.
- Embark upon an on-going re-training and re-education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.
- Use the outcomes from the focus groups to inform the review and, where appropriate, revision of the council's employment policy and procedures.
- Use the outcomes of our listening circles, up-coming focus groups and on-going engagement activities to inform a workplan which will include measurable objectives and outcomes, reporting back progress in October 2020.
- Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.

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In summary - our research has highlighted that a large proportion of our residents have experienced racism, discrimination and inequality across a variety of settings

- 70% of ethnic minority respondents had experienced racial discrimination in the last 12 months.
- Racial discrimination was experienced most whilst out and about and in social spaces.
- Over half (55%) of ethnic minority respondents thought that systemic and structure racial discrimination was a bigger problem than 10 years ago.
- Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, compared to 22% of White British respondents.
- Three times as many ethnic minority respondents reported racial discrimination in education than White respondents.
- Almost two-fifths (38%) of ethnic minority respondents had experienced racial discrimination when accessing council services, compared to (14%) of White British respondents.
- One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of White British respondents.
- Half (50%) of Black and (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police.
- 71% of respondents agreed/strongly agreed that the events have made them more alert to experiences of injustice, inequality and racism that friends, family and colleagues face.

The Southwark Stands Together Pledges

In response to this research a number of pledges have been developed under the Southwark Stands Together programme in its commitment to becoming an anti-racist organisation. These pledges and research findings were presented to Cabinet in September 2020.

We invite all businesses, organisations, groups and residents to join us by signing up to and acting on these pledges:

- ***We pledge to promote an open and transparent culture where employees who experience/see racism or discrimination are able to raise it and expect the issue to be dealt with swiftly and fairly.***
- ***We pledge to listen to and amplify our diverse voices within our organisations on how we create an inclusive, fair and representative workplace at all levels.***
- ***We pledge to work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner with and within the service we deliver.***
- ***We pledge to champion organisations that address racial injustices and organisations that promote equality and diversity.***
- ***We pledge to ensuring that people of all backgrounds can rise to the top of the organisation.***

Priority recommendations for early action:

In October last year the priority recommendations for early action across each of the 8 workstreams were identified and published as part of the Cabinet report.

Employment and Business:

- Support residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.
- Explore how we can provide effective business support which is accessible to Black, Asian and minority ethnic -led SMEs, with a focus on; access to finance; developing networks and mentoring opportunities; supporting green businesses; supporting businesses that deliver health related outcomes; supporting those that promote other forms of social value.

Education:

- Work in partnership with schools, head teachers and education leaders to develop and implement a Southwark standard for professional development and teacher induction; using the experience and knowledge of Black, Asian and minority ethnic professionals in Southwark this will further our aim to address racial discrimination, unconscious bias
- Improve the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.

Priority recommendations for early action:

Health:

- Develop a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact Black, Asian and minority ethnic communities and their physical, mental and emotional wellbeing.
- Recognise that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of Black, Asian and minority ethnic patients in health and care.

Culture:

- Create a borough-wide programme, inspired by Arts Council England's Agents for Change model, that works with Southwark arts organisations to diversify their boards, thus ensuring that they represent the community and provide opportunities for growth and development for individuals in the sector.
- Offer support to Southwark-based Black, Asian and minority ethnic artists for the research and development stages of creating new product, and work with local cultural organisations such as theatres and galleries to showcase this work; and increase the amount of artistic content commissioned from Black and culturally diverse artists

Priority recommendations for early action:

Communities:

- Work with our partners and participants in the Southwark Stands together listening activity, to develop a tool kit to improve our reach with Black, Asian and minority ethnic communities.
- Review our grant making and commissioning processes to remove any barriers to equal access to funding and delivery opportunities; to consider:
 - *how targeted support can be offered to groups from Black, Asian and minority ethnic backgrounds, who have not previously accessed grant funding;*
 - *whether the way in which we structure our grant making enables or disables people to access these opportunities;*
 - *the support in place for people to access funding;*
 - *our grant making and commissioning processes and requirements and the barriers these may generate*

Interaction with the Police:

- Building Trust between the Police and the Community

Look at existing positive engagement models and what works well and build on that model (e.g. police and schools officer)

- Police visibility and accessibility

Improve communication strategy linked to Community Safety and Policing reporting good news stories as well as the negative ones.

Priority recommendations for early action:

Renewing and Reinventing the Public Realm:

- Review the naming, public art and built environment policies to ensure that they reflect and contribute to the community and council's vision for a diverse and inclusive public realm identifying future opportunities to ensure that our built environment celebrates the diversity of our communities.
- Use Peckham Square project as a pilot scheme to establish best practice for incorporating representation, inclusion and diversity in future public realm and capital projects.

Council staff engagement:

- Renew our commitment to equality and anti-racism with refreshed and on-going internal communications and engagement activities. Themes will include but are not limited to allyship, white privilege, gas-lighting, micro aggressions and incivilities.
- Embark upon an on-going re-training and re-education programme of our leaders and managers so that they understand the critical role they play in addressing racism, structural racism and injustice in the workplace. We want to ensure our leaders are actively anti-racist.

Our values and vision are outlined in the Borough Plan

We have added 2 new values to inform all the work we do across the council

We will:

- ***Always work to make Southwark more equal and just***
- ***Stand against all forms of discrimination and racism***

We will take action for our communities by:

- ***Strengthening our approach to equalities and standing together to tackle racism, discrimination and inequality with a focus on improving health outcomes***
- ***Committing to working collaboratively and inclusively with residents, stakeholders, businesses and across sectors such as education, health and policing.***
- ***Improving our reach into our communities and increasing the quality and effectiveness of our community engagement approach***

Next steps

The Southwark Stands Together programme will continue to progress the long terms programme of positive action, education and initiatives to tackle racism, injustice and inequality.

We will build knowledge and understanding using data and lived experience and work collaboratively with our communities in delivering key outcomes.

In July 2021, and as promised to the community, we will publish an annual report of progress on Southwark Stands Together explaining what we have done, achieved and need to do next to continue on our journey together.

For more information please visit: www.southwark.gov.uk/southwarkstandstogether

To sign up and act on the pledges or find out how you can get involved please email SST@southwark.gov.uk

Find out more at
southwark.gov.uk/publichealth

Southwark Public Health Division

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