

Item No. 10.	Classification: Open	Date: 13 July 2021	Meeting Name: Cabinet
Report title:		Southwark Stands Together Annual report	
Ward(s) or groups affected:		All	
Cabinet Member:		Councillor Alice MacDonald, Equalities, Neighbourhoods and Leisure	

FOREWORD – COUNCILLOR ALICE MACDONALD, CABINET MEMBER FOR EQUALITIES, NEIGHBOURHOODS AND LEISURE

We have lived through one of the most extraordinary and painful times in recent history. Our borough, like the rest of the world, has experienced unprecedented challenges. However, although we have all experienced COVID-19 we have not experienced it equally. The disproportionate number of Black, Asian and minority people dying spoke loudly about the impact of the health inequalities they have been experiencing for years.

Then, in the midst of the COVID-19 pandemic, the horrific murder of George Floyd and the subsequent global protests brought into sharp focus the inequalities, racism and discrimination that still exist. In response, under the banner of Southwark Stands Together, we united, as a borough, to face head on structural inequalities and to resolve to bring about positive change to address them. This began with an in depth listening exercises with our communities. From June- August 2020, over 1,500 people took part, identifying areas for action.

One year on, this report sets out progress to date against the key themes identified; employment and business, education, health, culture, communities, relationships with the police, the public realm and our workforce. It sets out what action has been taken from agreeing anti – racist pledges, which we have embedded into all our work, establishing a new Youth Independent advisory group to improve relationships with the police, to reviewing our grants and taking action to make our council workforce more representative. This has been underpinned by £300,000 of additional investment.

We know there is still a huge amount to do, so this report sets out the path forward, identifying lessons and, combined with our newly agreed equality framework, next steps action. It reaffirms our commitment to put equality, justice and standing against all forms of discrimination and racism at the centre of how the council will work to become an anti-racist organization, working with our communities to co-produce and implement solutions.

This has been a year of listening, learning, engaging and healing that must and will continue, alongside renewed action to address the key challenges facing our Black, Asian and minority ethnic communities.

I want to thank everyone who has given their time, energy and commitment to Southwark Stands Together - the voluntary and community organisations, the faith groups, council staff and councilors, activists, schools, businesses and every single resident.

We know change does not happen overnight – that we will not eradicate racism and discrimination in a flash. We know this will take each one of us to play our part and to work together. But together we can do it. We have a proud history of tackling inequalities in Southwark from the work of Ada Salter and Harold Moody to the activists of today fighting for justice and equality and we will continue to stand together.

As the report acknowledges, every journey begins with a first step and we hope this annual report, will reflect on our progress so far and will give us the confidence to keep on walking towards a better, fairer and more just future for all in our community.

RECOMMENDATIONS

That Cabinet:

1. Notes the Southwark Stands Together (SST) annual report (Appendix 1).
2. Reaffirms its commitment to SST programme delivery and asks that Chief Officer Team, as the senior steering group for the programme, review activity and next steps to ensure the progress made in the last year is sustained and accelerated.
3. Agrees that learning from SST informs the work underway as part of the Southwark equality framework (paper elsewhere on the agenda).
4. Agrees to develop a plan for regular reporting to the community on the work to tackle inequalities through the equalities framework, including annual reporting to Cabinet on SST programme delivery.

PURPOSE & SUMMARY

5. The purpose of this report (Appendix 1) is to provide an annual summary of progress of the SST programme. SST was set up in July 2020 in the midst of the first wave of the COVID-19 pandemic and in response to the murder of George Floyd in Minneapolis and the Black Lives Matter movement. SST is our local call to unity, support and action. It is about how we take positive action as a council to work with Southwark's communities and the council's staff to tackle racism, injustice and inequality.

6. The annual report sets out the overall context in which we have been working with staff and those in our community over the last 12 months. It particularly focuses on engagement, healing and reconciliation, language, communications and the use of data and lived experience to inform our work. The annual report is titled “healing and reconciliation” to properly describe the hurt and pain that many in our borough have felt and expressed to us over the last many months. It also describes the hope that all in our community share for a better, more just and equal future.
7. COVID-19 and the murder of George Floyd represents a unique and painful moment in world history. At that time, we saw barriers broken down across communities in the borough, people reaching out and checking on each other and many repeated acts of kindness. The annual report reminds us of the key pledges to becoming anti-racist that the council and businesses, organisations, groups and residents have signed up to and acted upon.
8. Progress and achievements are captured across the eight ‘workstreams’ (or themes) that were agreed by Cabinet in October 2020, in direct response to the listening exercise undertaken with the community. Taken together these support the commitments that were embedded into the refreshed borough plan, itself agreed in November 2020. Good practice examples of change that capture the values of SST are set out alongside learning and planned next steps.
9. At its core, SST is about borough wide renewal and change. In agreeing this report Cabinet is reaffirming its commitment to putting equality, justice and standing against all forms of discrimination and racism at the centre of how the council will work to become an anti-racist organisation. Moreover, it is about how we work together and engage with the community to bring about real and lasting positive change, eliminating barriers where these exist and creating a borough that puts equality at the heart of all we do.

Headline findings – a year of listening, learning, engaging and healing

10. The SST annual report (Appendix 1) sets out fuller details of progress and learning to date with planned next steps. Some of the key highlights aligned to borough plan commitments are summarised below.

Topline Borough commitment	SST Plan	Progress and what’s coming next
Strengthen our approach to equalities, embedding it further in everything we do as a Council.	our approach to	We refreshed the borough plan with two new values: - to always work to make Southwark more equal and just; - to stand against all forms of discrimination and racism

Topline Borough commitment	SST Plan	Progress and what's coming next
		<p>We recorded, and evaluated the cumulative impact of our whole budget changes across each of the protected characteristics.</p> <p>We put in place an advisory panel of councillors to produce the cumulative budget equalities impact report; the learning from this will inform the way we will report in future years.</p> <p>We have developed a new equalities framework entitled “a fairer, more equal Southwark” putting equalities at the heart of everything we do. The Framework is based on the Council’s commitments to the Public Sector Equality Duty (including the Socio-Economic Duty) and Equality Act 2010. It builds on the Local Government Association’s Equality Framework for Local Government. A supporting action plan will ensure our work across the Council is targeting effort where improvement is most needed to tackle inequalities within and between communities (paper elsewhere on the agenda).</p> <p>We have supported our local businesses by awarding £16.2m through discretionary grant schemes. Of those that declared their ethnic background, almost 48% identified as minority ethnic businesses.</p> <p>We have developed a Health Ambassadors programme, a partnership between Community Southwark and Healthwatch Southwark, with community leaders building community spirit and promoting health awareness. Over two thirds of our community leaders are from Black, Asian and minority ethnic backgrounds.</p> <p>We will learn from the pandemic to strengthen the involvement of health and care partners in how we design, commission and deliver services, to better understand how these contribute to inequalities facing Black, Asian and minority ethnic communities and develop solutions with health partners and engage with our communities.</p>

Topline Borough commitment	SST Plan	Progress and what's coming next
<p>Ensure the top of the council's workforce is proportionately representative of Southwark's Black, Asian and Minority Ethnic population by 2030.</p>	<p>We have increased the number of Black, Asian and ethnic minority colleagues at the senior management level from 22% to 26% since 1 April 2020 despite the challenges of the pandemic.</p> <p>We are reviewing our recruitment practices.</p> <p>We have stopped using the term 'BAME' in our workforce.</p> <p>We are on track to deliver 100 internships to local people in the Council, with 82% identifying as Black, Asian and minority ethnic.</p>	
<p>Work with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards and in other community leadership positions.</p>	<p>We will launch a new programme of training, peer learning and support later in 2021 to help the boards of the borough's arts organisations become increasingly diverse.</p> <p>We expect that by the end of March 2022, some 15 new board members will be in position and will have a say over how Southwark arts organisations are run.</p>	
<p>Celebrate and promote the rich diversity of the borough and support Black, Asian and minority ethnic artists to create and showcase new work, including drawing up plans with the community for a Black cultural centre.</p>	<p>We will launch a new creative research, development & showcasing support scheme for Black and culturally diverse artists, which will be launched later in 202. This will make sure that artists who receive funding to make work also have opportunities to showcase their work in art gallery exhibitions, theatre stages, or be featured in festivals.</p> <p>We have developed a new programme of funding for artists to launch later this year. It will offer funding to artists from Black, Asian and minority ethnic communities that could be used to buy materials, hire rehearsal space or to pay themselves and other artists they collaborate with for their time developing new products.</p> <p>We will be consulting on a Black Cultural Centre in the second half of 2021 to celebrate the contribution of the Black community to Southwark.</p> <p>Cabinet will receive proposals for the Black Cultural Centre by the end of the year.</p>	

Topline Borough commitment	SST Plan	Progress and what's coming next
<p>Work with the police and our Black, Asian and minority ethnic communities to strengthen trust in policing.</p>	<p>We are enhancing scrutiny of police stop and search arrangements through Police Encounter Panels, a new engagement approach by the Metropolitan Police piloted in Southwark. The panel will be co-chaired by the Borough Commander and a Community Leader with membership including young people, meaning those with lived experience inform changes and improve future experiences of stop and search.</p> <p>We have delivered cultural awareness training through voluntary sector providers to new and existing police recruits starting work in Southwark.</p> <p>We have established a Youth Independent Advisory Group (YIAG) with over 25 members (aged 14 and above), some of whom have experience of the criminal justice system and / or have been victims of crime. The YIAG have held events with Metropolitan Police Officers to tackle issues such as 'stop and search' and the effect it has on young people across Southwark and London.</p>	<p>Increase the quality and effectiveness of the council's engagement with Black, Asian and minority ethnic communities.</p>
<p>Review the council's grant to make sure they develop best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups.</p>	<p>We have commissioned an external organisation Equinox a Black led organisation to carry out the review and appointed a project board to oversee the work; the review findings will be completed by autumn 2021.</p>	

BACKGROUND INFORMATION

Southwark Stands Together, our commitment to tackle racial inequalities

11. Southwark Council promotes the basic rights of all people to equality and justice. Southwark Stands Together is therefore our local call to unity, support and action. It is a long term programme of positive action for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality.
12. Following the call to action in June 2020 some 1,500 people directly participated in a summer listening exercise whose purpose was to identify issues of concern of racism and discrimination locally, listen to people from Black, Asian and minority ethnic communities about their experience and learn from our residents and council colleagues about how the council can become an anti-racist organisation. All undertaken in the middle of a global pandemic with the resultant (and continuing) impact on our community, council services and staff.
13. A comprehensive report followed to Cabinet on 8 September setting out what the community had told us of their experience of racism, racial inequalities and injustice. It proposed the things we can do together to build on positive action to date and to bring about change, through a number of emerging recommendations, grouped together by work streams.
14. Following the election of a new Leader and Cabinet, a further report to Cabinet on 20 October reaffirmed the council's commitment to SST agreeing priority recommendations for action from those that arose through the listening exercise. These were embedded as topline commitments into the refreshed borough plan in November 2020.
15. In February 2021, as part of the council's budget setting process, a £300,000 one off commitment was agreed to invest in activity to promote the priority recommendations of SST. Further details are set out in the 'resource implications' section of this report and annual report (Appendix 1).

KEY ISSUES FOR CONSIDERATION

16. The annual report sets out progress and achievement of the SST over the last year, including good practice and learning from the programme and next steps planning.
17. In noting the annual report (Appendix 1), Cabinet is asked to consider this in tandem with the Southwark equality framework (elsewhere on the agenda), using it as an opportunity to assess progress against borough plan commitments and SST priority recommendations. In doing so, a

review of overall equalities and inclusion activity and its ongoing impact on the community may be appropriate to ensure resources, priorities and activities continue to be targeted to greatest need. This should incorporate the learning from listening events and activity with the community and staff colleagues to inform next steps planning.

18. The annual report (Appendix 1) sets out the listening and learning that we have undertaken over the past year to inform how we remodel how we engage with communities and improve our approach in reporting back on progress on our work to tackle and address inequalities. Following agreement of this report, alongside the equality framework (elsewhere on the agenda), officers will take forward next steps to develop a plan for regular reporting to the community on work to tackle inequalities. This includes building on good practice underway such as progress in collecting more lived experience examples across the council, for example through the health theme where we have reached out through our Community Health Ambassadors. Our 'Breaking The Glass Ceiling' project will also hear and learn more about the lived experience of our community in Peckham Square.
19. The equality framework commits us to annual reporting on progress to the community and we will deliver an annual conference with the community, where we will report back on delivery, showcase success and challenge ourselves and each other on where we need to go further together in delivering our commitments. As we take the SST programme and equality framework forward, we will invite the Consultation Institute to consider regular review of our community consultation and engagement processes. This will involve ensuring both a consistent and effective approach to Equality Impact Needs Analysis and opportunities to share new developments or thinking about how equality and inequality should be addressed.
20. We will work with the community to better communicate key messaging on the need for peer research, the role of lived experience practitioners and opportunities to get involved in civic life. We will put in place a commitment and campaign on the collection of lived experience through improved language and compassionate communication. We will ensure documents and materials are more accessible for blind people and people with hearing challenges. These are some of the key next steps on engagement and reporting set out in the annual report.

Governance, monitoring and review

21. Following the annual general meeting of the council, cabinet portfolios were updated. As a cross-council priority programme at the heart of how the borough renews its relationships with our communities, overall strategic and political responsibility for Southwark Stands Together rests with the Cabinet Member for Equalities, Neighbourhoods and Leisure.
22. Topline borough plan measures and milestones associated with strategic

delivery of activity through Southwark Stands Together sits with the Cabinet Member for Equalities, Neighbourhoods and Leisure. Other Cabinet portfolio holders hold political responsibility for specific work streams and plans being delivered that support those topline commitments and SST priority recommendations (agreed by Cabinet in October 2020) that are relevant to their portfolio responsibilities. Performance planning and monitoring are incorporated into the council's overall performance framework, at the highest level through the Council Plan, tracked quarterly and reported at least annually (as per this report and in the separate Council annual performance report).

23. At the officer level, overall strategic responsibility for Southwark Stands Together Programme sits with the Chief Officer Team as the council's most senior level steering group for delivery of the programme. In summer 2020 Chief Officer Team created a time limited (one year) equality, diversity and inclusion programme lead officer to put together, amplify and oversee the SST programme and co-ordinate the delivery of actions and engagement activity reporting to the Director of Strategy and Economy.
24. In addition, individual Directors drawn from across the Council's departments have leadership responsibility for specific SST workstreams (as relevant to their service responsibilities) with officer leads reporting into those Director leads. To oversee programme delivery a programme strategy board, chaired by the Director of Strategy and Economy, is in place. In addition a SST workstream leads group in place to report on workstream activities and share and learn from good practice in delivery across departments; input from the community and lived experience practitioners is incorporated into governance.

Governance, next steps

25. Going forward programme responsibility will continue to be led by the Cabinet Member for Equalities, Neighbourhoods and Leisure. The Director of Strategy and Economy will maintain strategic oversight of officer governance and the programme, reporting up to the Chief Officer Team as the senior level steering group. This is to ensure that an effective network is in place to support officer learning and development as well as to ensure responsibility and accountability for programme outcomes. Following agreement of the annual report Chief Officer Team will strategically review planned next steps, ensuring that learning from SST is embedded into the governance and delivery of the Southwark Equality Framework.
26. As set out in the SST annual report (Appendix 1), next steps on the council workforce workstream include Strategic Directors and Directors producing and delivering departmental action plans to embed positive action throughout service delivery. In addition senior leaders and managers have also committed to a development programme to continue to re-educate themselves to ensure that equality, diversity and inclusion is

embedded in all our practices as a business critical issue.

Policy implications

27. Previous reports on the SST programme presented to 8 September and 20 October 2020 Cabinet included the broader policy context in which the Council is delivering Southwark Stands Together. Further policy context is set out in the annual report (Appendix 1). At the most strategic level, SST is core to the delivery of the borough plan and the council's values to make Southwark more equal and just and to stand against all forms of discrimination and racism. The activities set out in the annual report demonstrate delivery against the SST programme, which at its heart is about tackling racism, injustice and inequality.

Resource implications

28. Southwark Stands Together is a programme of work, positive action, education and initiatives for the council to work in solidarity with Southwark's communities and the council's staff to tackle racism, injustice and inequality. This report sets out an update on progress on Southwark Stands Together. There are no financial implications arising directly from this report in of itself.
29. In February 2021, as part of the council's budget setting process, £300,000 one off commitment was agreed to invest in activity to promote the priority recommendations of SST. Drawing on this funding, a number of key activities and projects are being progressed as agreed by the relevant sponsoring Chief Officer and lead Director:

<i>Project</i>	<i>Planned activity</i>	<i>Borough Plan commitment and/ or SST workstream</i>	<i>Lead department</i>
Black on Board	This project will encourage the diversification of boards in the borough, especially in arts organisations. This will include putting in place a pilot to run board diversification in the arts sector.	Work with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards / Culture workstream.	Environment & Leisure
Showcasing New Creative	This project will be addressing cycles of	Celebrate and promote	Environment & Leisure

<i>Project</i>	<i>Planned activity</i>	<i>Borough Plan commitment and/ or SST workstream</i>	<i>Lead department</i>
Product	privilege, increasing the representation of diverse artists and highlighting the importance of culture in equality and diversity locally.	the rich diversity of the borough and support Black, Asian and minority ethnic artists to create and showcase new work / Culture workstream.	
Reviewing and Reinventing the Public Realm	This project will consider public art, naming and built environment policies making sure that policies are more diverse and reflective of communities and improving engagement in the borough.	Strengthen our approach to equalities, embedding it further in everything we do as a Council / Public Realm workstream.	Environment & Lesiure / Chief Executive's
Continuous Professional Development & Training in schools	This project will help to support training and development for those staff working in schools helping to ensure Black, Asian and minority ethnic staff have better access to opportunities to rise to the top and supporting all staff to have a greater understanding of the diverse cultures and communities that they work with.	Education workstream	Children's & Adults Services
Southwark Standard	This project will create capacity to support school staff to access resources and champion an anti-racist approach, including through development of a business support offer.	Education workstream	Children's & Adults Services
Commissioning Service Review Toolkit	This project will explore a toolkit and training package across the entire health and social care system; working	Health workstream	Environment & Leisure

<i>Project</i>	<i>Planned activity</i>	<i>Borough Plan commitment and/ or SST workstream</i>	<i>Lead department</i>
	with expert organisations with links to local communities in the borough, engaging with key groups in the borough and supporting the development process to make sure health and care services are more accessible.		

30. Further investment is planned as we progress SST programme delivery in the year ahead. This includes exploring and developing a council approach on support for volunteers, lived experience practitioners and peer researchers to support our work in tackling inequalities. We will also offer a development opportunity for a young employee from a Black, Asian and minority ethnic background based in planning/regeneration that will work with subject matter experts in tackling racial inequalities in our community consultations and engagement.
31. Other costs, beyond those set out above, of the programme to date have been contained within existing budgets. Any financial commitments arising from planned next steps will be considered through, and incorporated into, the council's budget setting process.

Consultation

32. In June 2020, cabinet set out Southwark Stands Together as a programme of work to respond to the inequalities exposed by COVID-19 and other recent events, and articulated by the Black Lives Matter protests making clear that there needed to be tangible outcomes to report to Cabinet in September. The immediate goal was to deliver a listening exercise with communities across the borough, and our staff, to hear their concerns, and identify solutions to address entrenched and persistent racism and injustice.
33. The methodology for consultation and engagement work to deliver SST has been built around a five step process. Step 1, finding out and exploring what needs to change, the listening events in summer 2020 were a fundamental part of the process to achieve this. At least 1,500 different individuals took part in this first phase of the listening exercise. This was across a Southwark Stands Together survey involving 1268 participants, four open listening events, 11 roundtable events, three young people's events and two outreach sessions.

34. Over the last year we have progressed through the remaining steps of our approach to engagement. Step 2, was early development of the solutions. Step 3, solution exploration – is a deliberative stage based on facilitated discussion with stakeholders in the community and council to understand what good would look like and how best to achieve that. Step 4, continued collaboration to further inform action planning. Step 5, evaluation and review, evidencing early success and embedding a long term sustained approach to engagement. The annual report (Appendix 1) is a key product in this process where further details on consultation and engagement are set out.
35. This five step approach is critical to building confidence among our Black, Asian and minority ethnic communities and ensuring that we give our community and colleagues the chance for healing and reconciliation more widely. The goal is to make sure that everyone who has taken part and got involved in SST so far can know what we are going to do and have done because of the listening events. This includes knowing how our decisions relate to what they have shared and told us; knowing what we are prioritising and why; and understanding the ongoing opportunities to shape what happens next.

Community impact statement

36. As reported to Cabinet on the 8 September and 20 October 2020, there are three main pieces of primary research that have been used to develop the Southwark Stands Together programme to date. These are the Southwark Stands Together survey and listening exercises and the COVID-19-19 Impact Survey. 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months and the impact of day to day experiences will have a mental and physical effect. The evidence shows that discrimination is linked with mental health and poorer health conditions; this combined with other forms of inequality are worsened by housing conditions and socio-economic deprivation.
37. All of the policy reports referred to in this and previous SST reports to cabinet highlight exacerbated and common health issues and impacts from racism, school exclusion and years of experiencing inequality as well as the impact of COVID-19-19. Further research continues in these areas as planned next steps, with details set out in the annual report (Appendix 1).

SUPPLEMENTARY ADVICE FROM OTHER OFFICERS

Director of Law and Governance

38. The Localism Act 2011 gives councils a general power of competence whereby they have power to do anything that individuals generally may do which includes establishing and continuing this programme. The ongoing development of the programme is an executive function and as a strategic

policy is delegated to the cabinet to consider in accordance with the council's constitution.

39. In considering this report, section 149 Equality Act 2010 requires that the decision maker must have due regard to the need to eliminate discrimination and other prohibited conduct and advance equality of opportunity and foster good relations between people who share a relevant protected characteristic and those who do not. The ongoing development of this programme in itself demonstrates the Council's commitment to meet this duty across the totality of its operations and functions in relation to race as a protected characteristic. The overall duty also needs to be considered as the programme develops, and its effect on the whole range of protected characteristics.
40. Reference is made in the report to extensive consultation that has taken place. Cabinet is required to conscientiously take into account the results of this consultation in considering this report.

Strategic Director of Finance and Governance

41. The strategic director of finance and governance notes the progress and achievements of Southwark Stands Together. There are no immediate financial implications arising directly from the recommendations within this report. As set out at paragraphs 28 and 29, programme costs and activities will be contained within existing approved resources. Any financial commitments arising from planned next steps will be considered through the council's budget setting process.

BACKGROUND DOCUMENTS

Background Papers	Held At	Contact
None		

APPENDICES

No.	Title
Appendix 1	Healing & Reconciliation, Southwark Stands Together – annual report

AUDIT TRAIL

Cabinet Member	Councillor Alice MacDonald, Equalities, Neighbourhoods and Leisure	
Lead Officer	Stephen Gaskell, Director of Strategy and Economy	
Report Author	Jas Baddhan, Equality, Diversity and Inclusion Programme Lead Stephen Gaskell, Director of Strategy and Economy	
Version	Final	
Dated	1 July 2021	
Key Decision?	No	
CONSULTATION WITH OTHER OFFICERS / DIRECTORATES / CABINET MEMBER		
Officer Title	Comments Sought	Comments Included
Director of Law and Governance	Yes	Yes
Strategic Director of Finance and Governance	Yes	Yes
Cabinet Member	Yes	Yes
Date final report sent to Constitutional Team	1 July 2021	