



We are setting up
a panel of 'experts
by experience' –
local people who
have experienced
Gender-Based
violence.

Gender-Based Violence Expert by Experience Panel Recruitment Report

*Safer Communities Team
Community Safety and Resilience*

Context

- In our Violence against Women and Girls (VAWG) Strategy 2021-27 Lambeth Council committed to establishing an **advisory panel** to ensure our work to tackle gender-based violence and abuse is **led by the needs and wishes of people with lived experience**
- The ultimate aim is to support us in delivering our VAWG strategy, **improving the safety and wellbeing of everyone in the borough**, including **all** victims and survivors
- These principles – of **safety** and **people having a say in decisions that matter** - are key priorities reflected in our Borough Plan, *Lambeth 2030: Our Future, Our Lambeth*



Lambeth
2030
OUR FUTURE, OUR LAMBETH



Lambeth

In February and March 2023, we ran a **consultation** to hear the views of local victims and survivors about our plans for this **new Experts by Experience panel**



We engaged **41** participants

14 focus group attendees

2 1:1 interviewees

25 survey respondents

We used the views of victims and survivors shape the **design of the panel** and an **accessible recruitment process**

Recruitment

Across August and September the opportunity to join the Experts by Experience panel was promoted widely via our **partners**, on our **website** and **across social media** to victims and survivors aged 16+ with a Lambeth connection.



24 applied
online, 2
via paper
forms

9
applicants
were
ineligible

10 panelists
selected

14 informal interviews

16 Shortlisted

26 Applications

We want to hear
from victims and
survivors of all
genders in Lambeth
who would like to
get involved.


Lambeth


Lambeth

Gender

- **Applicants**

5 of the 26 applicants (19%) were **male** and 21 were **female** (81%)

*We did not receive any applications from **trans** individuals*

- **Shortlisted**

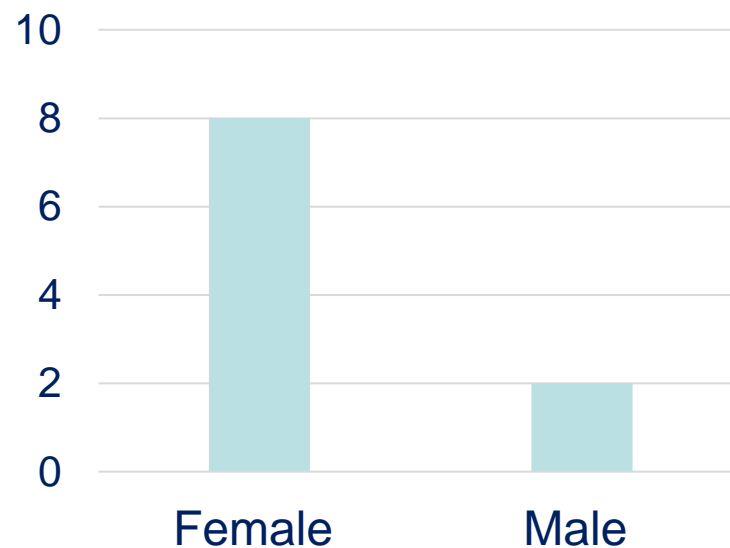
All 3 eligible male applicants were shortlisted, and 13 of the 14 eligible women were shortlisted

- **Selected**

The gender composition of the panel is 8 (80%) **women** and 2 (20%) **men**

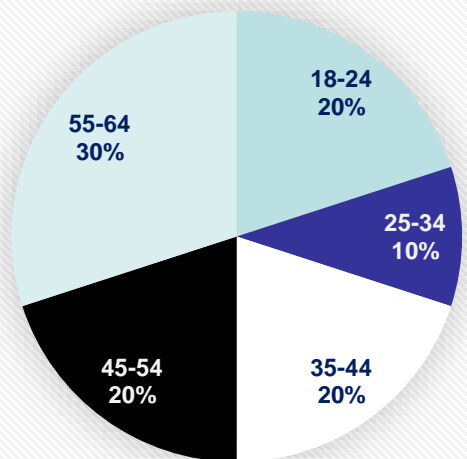


Gender of panel members



Age

Age of panel members



18-24 25-34 35-44 45-54 55-64



- **Applicants**

The most common age group of applicants was **55-64** (27%).

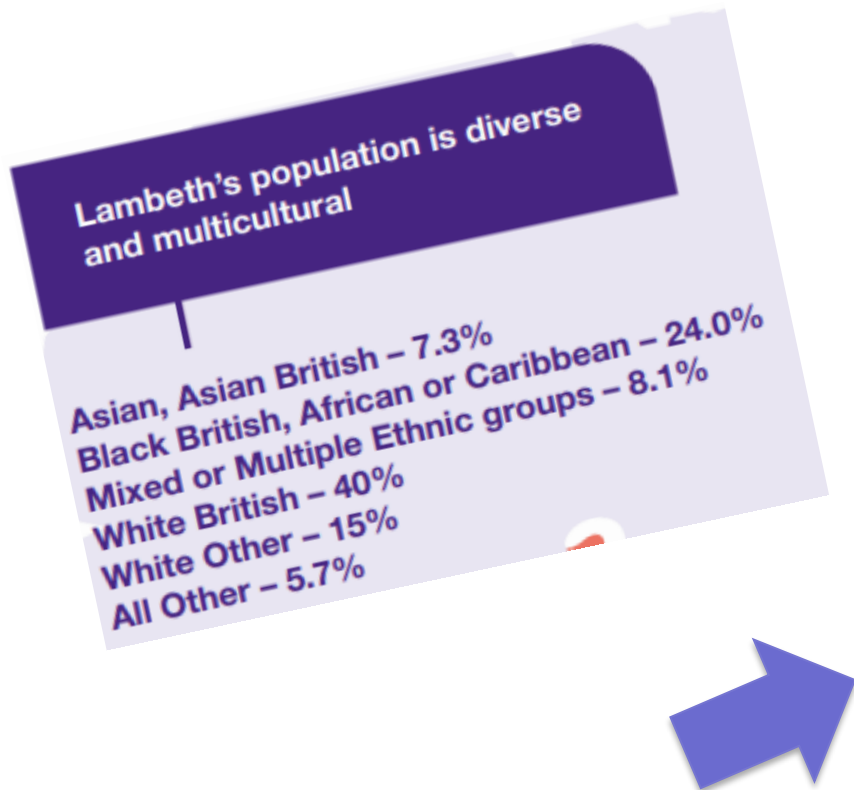
The second most common age group was **18-24** (23%).

We did not receive any applications from **16-17** year olds or from survivors aged **over 64**.

- **Selected**

Roughly proportional to the applications the largest age group was **55-64** - making up 30% of panel members.

The smallest group was **25-34** making up 10%.



Applicants

- **Black British, African or Caribbean** – 38%
- **White British** – 31%
- **Other White backgrounds** – 15%
- **Asian or Asian British** survivors were under-represented, making up only 4%
- The only other ethnicities disclosed by applicants were **Latin American** - 7%

Ethnicity

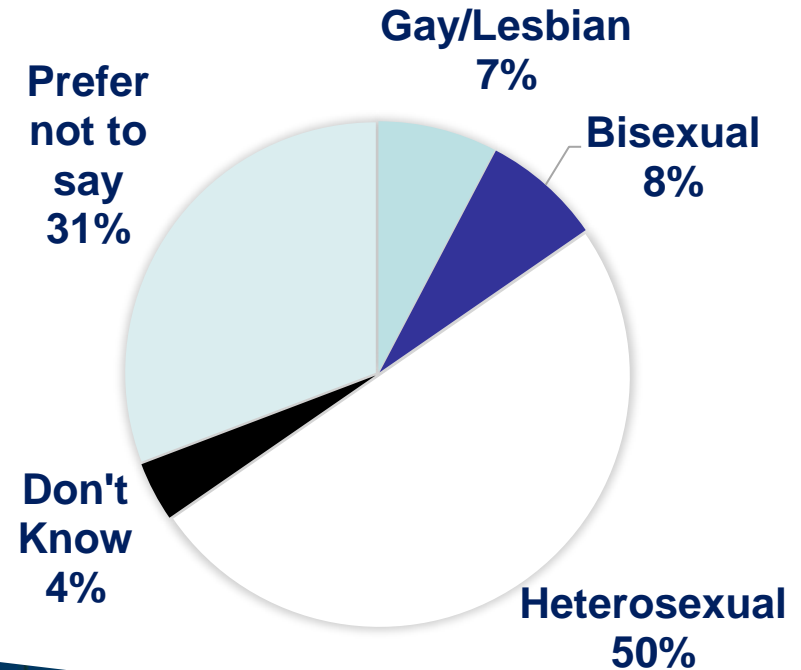
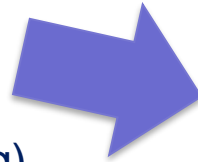


Selected

Ethnicity of panel members	Number	%
Black or Black British African	2	20%
Black or Black British Caribbean	2	20%
Latin American	1	10%
White British	2	20%
White Irish	1	10%
White Portuguese	1	10%
Any other White background	1	10%
Total	10	

Sexuality

- **50%** of applicants were **heterosexual** and **19%** were **LGBTQ+** (including questioning)
- 31% did not know or preferred not to tell us their sexuality.
- The finalised panel membership is **20% LGBTQ+**, **60% heterosexual** and 20% of members indicated that they prefer not to say.



In the 2021 Census 8.3% of Lambeth respondents identified as a sexuality other than heterosexual



Disability

- **8 out of 26** applicants – **31%** - told us that they have a disability or long term health condition, compared with 17% of Lambeth's population as a whole. The most common disability was mental health issues.
- Of the 10 final panel members, **2 (20%)** told us that they have a disability.



Religion

- **Religious people made up 69% of our applications**, compared to the 55% of the Lambeth population who are religious.
- 15% of applicants were Atheist or had no religion compared to 38% of the Lambeth population.
- The final panel is made up of **2 (20%) Muslims, 7 (70%) Christians** and **1 (10%) Atheist**.

Recommendations

We were pleased with the diversity of applicants, however there are some clear gaps where members of the local community are un / under-represented:

- Asian and Asian British people
- LGBTQ+ groups, in particular lesbian, bisexual and trans people
- People with physical disabilities
- Young people and people aged 65+



We will look to **address these gaps** in future panel recruitment rounds and other survivor engagement activities via:

- **Greater engagement with voluntary sector organisations**, including faith groups, working with survivors underrepresented here i.e. Asian residents
- **Greater engagement with LGBT+ organisations**
- **Increased reach to young people and residents aged 65+** via services that target these age groups

Next Steps

- Oct-Nov: we held **two induction sessions** with the panel covering:
 - *Introductions and background to our VAWG strategy*
 - *Group safety, safeguarding and support*
 - *Member strengths and interests*



December: our first Panel meeting to agree Terms of Reference and Forward Plan.

The **panel's priorities** for the next 6 months are:

Survivors Forum

Champions Network

Service and Strategy Development

If you are a survivor and would like to be contacted about future opportunities to get involved please contact:

**Amy Masson - VAWG
Workstream Lead,
Community response**
amasson@lambeth.gov.uk
020 7926 7686



<https://www.lambeth.gov.uk/community-safety-anti-social-behaviour/violence-against-women-girls-vawg/get-involved>