Lambeth

Equality Commission

Interim report & recommendations 2017

CONTENTS

1. INTRODUCTION

Lambeth has undergone significant changes over the past decade. The borough's population has grown fast, as more and more people have chosen to come here to live, work and study.

We are home to world-class universities and teaching hospitals, major arts and cultural institutions, and global businesses. And the changes have been accompanied by the enormous inward investment that has helped bring wholesale improvements for communities and individuals across Lambeth.

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

The London-wide increase in house prices has had a dramatic impact on property values in Lambeth, but has also contributed to deep-rooted pressures on housing in the borough. The ratio of London house prices to median earnings rose from 5.6 in 2000 to 13.0 in 2014; in Lambeth the ratio went up from 6.4 to 13.2 over the same period. It costs over half a million pounds to buy an average house, and the average rent for a two-bed flat is £18,000 a year. The combination of high private-sector rents and a shortage of social-rent and affordable homes – with over 22,000 people on the waiting list for a council home – has meant that many residents are unable to access affordable, quality homes.

We welcome the benefits that economic changes have brought to the borough, but we also know that not all residents are benefiting from this growth to the same extent and that some feel left behind.

The council has also changed, reorganising and modernising its services and structures, more recently in the face of dramatic budget restrictions. Despite growing financial pressures, it has still managed to achieve significant improvements in services on the key measures and issues that matter most to Lambeth's residents. So, for example,

in addition to the growth in local employment opportunities, residents are guaranteed places in good-quality primary or secondary schools which produce good exams results, they have witnessed falling crime-rates, and seen improvements to social care and homelessness prevention.

The impact of these changes has been to improve life chances for Lambeth residents across the board, and to narrow persistent gaps between different groups of residents. However, even against these improvements and achievements, there are a range of outcomes that remain unacceptably poor for a range of Lambeth residents.

(a) Context for the Commission's work

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

In trying to address these inequalities, there are some aspects – relating to people's income, wealth and assets – over which we have relatively little influence, such as the national tax and benefits system, an increasingly global economy and insecure labour markets. Being a global city, London is more exposed to some of the changes and pressures that influence inequality and, as has been the case in the past, Londoners may have found themselves more upwardly or downwardly mobile for reasons outside their control. There is a limited amount local authorities and their partners can do about some of these factors and trends and, in particular, they have limited influence over income distribution amongst local residents.

What can be done is also circumscribed by the financial challenge facing local government, meaning that councils need to prioritise activity and focus on what they know to be most effective.

However, we know that public services can influence wider inequalities across different areas of people's lives. For example, we know that schools can play a significant role in influencing the start that children and young people get in life. We also know there are ways in which the council can use its investment to help create local opportunities and benefits,

for example, through the use of Section 106* monies to fund improvements including affordable housing, community facilities and apprenticeships.

While the remit of local government is more limited as a result of dramatic reductions in budget and changes to councils' local powers and statutory responsibilities, we know that there are still a range of levers available to local councils and their partners. Lambeth Council's recent Borough Plan was developed in response to this changing context. It identifies reducing inequality as one of three strategic priorities (alongside inclusive growth, and strong and sustainable neighbourhoods) and sets out a range of goals to reduce inequality and improve the life chances of Lambeth residents that the council will pursue as an organisation and through partnerships.

Tackling inequality presents perhaps the greatest challenge, and the Lambeth Equality Commission was set up to help the council to identify where it could have most influence in addressing this key issue, be it by: providing local leadership; lobbying for policy change regionally and nationally; developing the skills, capability and resilience of Lambeth residents; or, investing locally and working with council suppliers to deliver outcomes for residents.

Focus of the Commission's work

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

- households with children and young people living in poverty;

- residents in low-paid employment;

- long-term unemployed residents; and,

- residents with complex needs[1] and their carers.

Reducing inequality for these groups is a key focus of the Future Lambeth Borough Plan[2].

Community groups

The Commission is focusing on Portuguese, Black Caribbean, Somali and disabled residents, as they are identifiable groups in Lambeth who are more likely to fall into one of the categories above, and experience a range of inequalities.

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

Portuguese residents

- Lambeth has just under 10,000 Portuguese-speaking residents[3] - the community is extremely diverse culturally, with migrants from Europe, Africa, South America and Asia[4]. For the purposes of this Commission, we have focused on the experience of Portuguese nationals.

- In addition to inequalities in education, income and employment, Portuguese residents experience a range of housing inequalities including unsuitable housing, homelessness, and overcrowding.

- Portuguese residents also experience difficulties in accessing services and support, particularly when they are not fluent in English.

- Welfare and housing reform has led to the dispersal of Portuguese communities from areas such as Stockwell to areas less well-resourced with specialist support or targeted provision for the Portuguese-speaking communities such as Streatham, Norwood, Croydon, and Thornton Heath.

- In common with some other Black and minority ethnic (BAME) groups, Portuguese residents are less likely to participate in organisations, clubs and other social activities and feel less connected to their neighbours and local neighbourhoods[5].

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* Section 106 (S106) Agreements are legal agreements between Local Authorities and developers. They are drafted when it is considered that a development will have significant impacts on the local area that cannot be moderated by means of conditions attached to a planning decision.
[1] This means people with multiple social or medical issues that affect their day to day life.
[2] Future Lambeth: Our Borough Plan 2016-2021
[3] Census, 2011
[4] Europe (the Portuguese mainland and the islands Madeira and Azores); Africa (Angola, Mozambique, Cape Verde, Guinea-Bissau and the island of Sao Tome e Principe; South America (Brazil) and Asia (East Timor).
[5] CEIA 2016

Black Caribbean residents

- Black residents constitute 25% of the population in Lambeth and Lambeth has the second largest black Caribbean community (9.5% of residents compared with 11% in Lewisham)[6].

- Black Caribbeans are an established and long standing community and many have thrived in Lambeth and beyond and make a massive contribution to our cultural and economic life.

- However, inequality remains, particularly relating to education, employment and crime and justice (see section 2).

- Black Caribbean residents are more likely to feel that recent changes in the borough have not benefited them and their families.

- Black Caribbean residents, are, alongside Black African residents, more likely to seek housing advice, be homeless or be living in temporary accommodation.

Somali residents

- There is no accurate record of how many British-Somalis live in Lambeth, but there are approximately 2,500 Somali-born residents[7] in Lambeth, with a significant population concentrated in the South of the borough.

- The vast majority speak Somali as their main language and are Muslim.

- There are high levels of deprivation, with just under 50% of all Somali pupils in Lambeth receiving free school meals, compared with a third of the school population more widely.

- Somali residents also experience inequalities relating to housing and, in particular, overcrowding. Up to 80% of Somalis are thought to live in social housing[8] and Somali households have the highest levels of overcrowding (11% of all households with more than 1.5 persons per room)[9].

- National data shows people born in Somalia are far more likely to be unemployed or 'economically inactive', with an average of 50% of Somali men and 78% of Somali women categorised as 'workless' in 2012-2014[10].

- British-Somali households are also far more likely to be impacted by changes to welfare reform, with those in receipt of housing benefit being 10 times more likely to be impacted by the benefit cap than white British recipients, as they often have larger families[11].

Disabled residents

- About 38,000 people in Lambeth (12.7% of the population) have their day-to-day activities limited by a long-term illness or disability; about 60% of those with a limiting health condition are aged over 50[12] (Census 2011).

- The impact of disability will of course depend on the specific nature of a person's condition (including whether they have a mental or physical condition and the degree to which it limits their mobility or means they require support), but there are a range of clear inequalities associated with disability.

- As well as being more likely to live in poverty, disabled people are much more likely to be poorly qualified and be unemployed or 'economically inactive':

   - 36% of disabled working-age residents are economically inactive (compared with 12% of non-disabled residents);

   - 11% of disabled residents are unemployed (compared with 6% of non-disabled residents); and

   - 58% of disabled residents are employed (compared with 83% of non-disabled adults).

- Disabled people in Lambeth are also much more likely to say that the changes they have seen locally make things more difficult for them and their family (21%, compared with 8% overall). They are also more likely to disagree that their local area is a place where people from different backgrounds get on well together and to have strong connections to their neighbourhoods[13].

[6] Census, 2011
[7] Ibid.
[8] Britain's Immigrants – An economic profile, ippr 2007
[9] Census 2011
[10] London's Poverty Profile 2015 (Data: Labour Force Survey, ONS)
[11] A. Muman, Equality analysis of welfare reform impact, Tower Hamlets Homes, 2013
[12] Ibid.
[13] Residents' Survey 2016

Themes

Lambeth's Equality Commission has gathered evidence on:

- Education and learning
- Income and employment
- Participation, decision-making and leadership
- Crime and justice.

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

2. KEY FINDINGS

The section summarises what we have learnt from research and feedback from Equality Commission events. Contributions from expert witnesses will also inform the actions and recommendations, and will be included in an appendix of the final report.

(a) Education and learning

Education and inequality

Within a picture of good overall performance, there are groups of children and young people who do less well overall and there are a range of factors influencing under attainment. These include:

- **Poverty:** reflecting national and international trends, the impact of children's social and economic background is evident for some groups[14] from the time they start early years provision and continues to be evident (to greater or lesser extents) as they progress through school – both in terms of attainment and issues relating to participation and exclusions[15]. Children from Black Caribbean, Somali and Portuguese backgrounds are all more likely to live in poverty[16].

- **English as an Additional Language (EAL):** Relatively large numbers of pupils in Lambeth schools speak EAL. Differences in attainment between these pupils and the average are most significant at Key Stage 1 (KS1), but close over time as fluency improves. By GCSE, only 1% of pupils need considerable support and 9% need some support. However, the impact of EAL is still evident at GCSE level – only 11% of those needing considerable support, and 40% of those needing some support, achieved the expected standard of 5 GCSEs A*-C including English and Maths (compared with the Lambeth average of 57%).

For the groups that are the focus of the Commission's work, the following inequalities are evident:

Black Caribbean pupils

- Underperform from KS1 but, rather than the gap closing as they progress through school (as it does for Portuguese pupils), it widens and stands at -14% by GCSE level (2015).

- Along with mixed White/Black Caribbean pupils, are significantly more likely to be excluded from school[17].

- Are more likely than most groups of children to be diagnosed with Special Educational Needs and Disability (SEND) – nationally 21.6% of children with SEND are Black Caribbean[18].

Somali pupils

- Have in the past done less well than their peers in Lambeth, with the difference at -6% at GCSE level in 2009. But results from 2016 show this gap has closed, with pupils now achieving results just below the Lambeth average and higher than the national average.

Portuguese pupils

- As a significant sub-group of Lambeth's EAL pupils, Portuguese children and young people do significantly less well than average at KS1 and KS2.

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[14] While poverty makes little difference to attainment of some ethnic groups, it makes a huge difference to White British children on FSMs and to Black Caribbean heritage pupils, particularly boys.

[15] The gap between pupils in receipt of FSM or pupil premium in Lambeth is considerably smaller than the national average. E.g. for FSM pupils at KS2 the gap is -7 in Lambeth, compared to -17 nationally.

[16] Over a third of black Caribbean pupils are eligible for free school meals (twice the national rate). Are more likely to come from deprived backgrounds, with almost 50% entitled to free school meals (FSM).

[17] Of 41 permanent exclusions made in community schools in 2015-6: 28 pupils were Black Caribbean, 7 Mixed White/Black Caribbean, 5 Black African and 1 White British. Source: Education Scrutiny Report on Exclusions

[18] This is the third highest group, after Traveller of Irish heritage (34.5%) and Gypsy/Roma (30.8%).

- The gap becomes less significant as they progress through school (possibly as they acquire better English language skills), and this has recently closed so that at KS4, Portuguese match the Lambeth average.

Disability/ Special Educational Needs and Disability SEND[19]

- Schools do not collect data on disability, so we do not have local data on attainment by disabled children and young people, but national research identifies a number of dramatic inequalities.

- Disabled young people are less likely to have formal qualifications – at the age of 19, 28% of disabled young people do not have a qualification higher than Level 2 (GCSE or equivalent) and 53% do not have a qualification higher than Level 3 (A-Level or equivalent), compared with 17% and 42% respectively for non-disabled 19-year-olds.

- Disabled young people are twice as likely as non-disabled peers not to be in education, training or employment (NEET) and then twice as likely to stay in the NEET group for more than 12 months.

- Disabled adults are nearly three times as likely to have no formal qualifications as non-disabled adults, 30% and 11% respectively, and working age adults with impairments are twice as likely as their peers to experience barriers to education and training opportunities.

Messages from the Commission so far

Participants attributed a high degree of importance to education and learning, and saw a clear link between educational attainment and skills, and longer-term life chances, particularly in the labour market. Therefore, this area has emerged as a natural and important focus of the Commission's work, where there are issues that need to be addressed.

A range of factors were identified as influencing attainment.

Aspirations

- **An important driver** for pupils making an effort at school and staying engaged, particularly when they're facing challenges outside school.

- **Aspirations inconsistent across Lambeth** and, while many children and young people generally have high aspirations (influenced by schools, parents and stimulated by living at the centre of a global capital), this is not always the case.

- Where participants felt pupils were limited by low aspiration, this was usually bound up with **expectations of opportunities likely to be available in the future.**

- Young participants and adults drew a **link between aspiration and expectation** – in families or communities where unemployment, difficulties in securing work and low pay were more typical, aspirations were felt to be lower as these disadvantages and lack of opportunity became the norm.

- Participants from **Black Caribbean and Portuguese backgrounds** felt their communities were particularly affected.

- Young participants at a focus group with Somali residents said having positive role models had motivated and encouraged them to have high aspirations. Many took part in after school and holiday clubs with other young people who went on to do well at school and progress to university. One participant said:

  "We need to promote success and highlight achievement – loudly, visibly and meaningfully to motivate others."

- Some black residents talked about confronting discrimination and racism (covert and overt) in the education system and when seeking employment. This shaped their expectations, and they felt it would also affect young people's aspirations and potentially, attainment. One Black Caribbean participant suggested:

  "Low esteem in the community may come from a perception that the outside world does not accept them."

- **Limited expectations from teachers or other 'authorities' has a knock-on effect** on children and young people's perceptions of themselves over time. This is seen as particularly affecting

[19] It is worth noting that there are some groups of children who are more likely to be diagnosed with SEND. Nationally, 21.6% of children with SEND are Black Caribbean – the third highest group after Traveller of Irish heritage (34.5%) and Gypsy/Roma (30.8%).

Black Caribbean children and young people, who were often felt to be subject to negative stereotypes. The same issue was raised by parents of disabled children.

Social and family issues

- Where pupils experienced significant challenges at home (related to poverty, domestic violence, crime, neglect or other social issues), this was seen as being a clear influence on aspiration (and attainment), undermining children and young people's confidence and self-esteem, and potentially causing a range of mental health issues.

- The achievement of more disadvantaged children and young people's attainment was also felt to be influenced by the home environments they lived in and the resources available to them, with lack of access to the internet and books felt to be a barrier, as well as overcrowding and consequent lack of study space.

The role of parents, carers and the wider community

- Parents, carers and the wider community were all identified as having an important role in encouraging engagement with education and supporting learning. Parents and carers from diverse backgrounds placed an extremely high degree of importance on education and achievement, and invested significant time, energy and sometimes money in advancing their children's education (in tutoring and sometimes private education). For parents from BAME backgrounds, education appeared to be viewed as an especially important asset to counter other disadvantage.

- However we did identify practical barriers limiting parents' ability to support their children's education to the extent they might like. These included confidence in their understanding of what support was needed by their children, and for immigrants to the UK, having EAL and not having a good understanding of the UK school system. For example, one young Somali participant described how:

"Mum didn't have resources to help. She got frustrated herself although she wanted the best for us."

While a Portuguese parent told us:

"If parents don't speak English, they can't support homework so more homework support at school would help."

- **For some disabled parents, a lack of adequate support** prevented them being more meaningfully involved in their children's education. A participant at a focus group with Deaf residents, who is a British Sign Language (BSL) user, said:

"I'd like to have a direct conversation with my sons' teachers but my children are asked to interpret for me. The school doesn't know how to deal with Deaf parents because I'm the only one."

- Some parents felt it was **difficult to get feedback about how their child was doing, particularly once they reached secondary school**, with communication occurring mainly when something 'went wrong'. This seemed particularly important for parents whose children had recently made the transition to secondary school and around year 11 – both felt to be critical moments where children may need extra support. A participant at a community event with Black Caribbean and African residents said:

"The transition from primary to secondary schools can be difficult. Schools need to do more to anticipate the effects of changes to their students' social setting and address it before the decline begins."

- **Key adult role models can have a negative influence on children and young people**, where their own experiences of school were poor and/or they did not afford education a high priority. This was sometimes combined with parents seeing education as something that was the preserve of schools and responsibility of teachers, and so not playing a more active role of supporting their children's education. A participant at an event for Black Caribbean residents said:

"There is the legacy issue of parents being excluded/expelled from school and not discouraging their children from following the same pattern."

The role of teachers and schools

Teachers and schools were both felt to play a powerful role in influencing pupil attainment and engagement either positively or negatively.

- **Teachers were generally seen as playing an important role**, not only based on their overall teaching skills, but also based on the tone they set, how they responded to individual pupils and what support they were able to provide.

- Participants often spontaneously praised contributions of good teachers and acknowledged the numerous and sometimes competing demands on them. However, some queried **how far the teachers in Lambeth's schools reflected the borough's ethnic diversity**, as well as the diverse languages spoken and the support needs associated with these.

- There were concerns that some teachers brought up outside London or other diverse metropolitan areas, **lack the cultural competence to respond to diversity sufficiently positively** and potentially act as positive role models to Lambeth's children and young people. One Black Caribbean participant made this point:

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

- **School culture and ethos** were felt to be important, in terms of what messages are sent out about valuing and celebrating equality and diversity, but also how children and young people are supported, treated and valued.

- Feeling that the **current school system places too much emphasis on academic attainment** at the expense of wider needs, including social development, and widening children and young people's horizons. Participants at a community event focusing on disability said:

  "We should think about what educational success looks like for pupils in Lambeth without just focusing on grades and results."

  "Teachers need to understand how to identify disability – it should be part of their training.

Parents end up leading the way – but it's an even bigger issue if parents are not [able to be] proactive."

- Parents and local stakeholders want to see **more diverse pathways for young people of all abilities and interests** in addition to traditional 'academic' pathways.

- There was a strong appetite for **better careers advice** to support young people in choosing what is right for them. Parents with young adults felt that, in the absence of careers advice elsewhere, they ended up offering their children the wrong advice on what courses to pursue and children were now struggling to find work with the qualifications they had.

  "There's a sense that some BAME (Black, Asian and Minority Ethnic) parents lack the educational experience and insights in order to guide their children well."

Early identification of additional need

- **Additional needs (SEN or other needs) to be identified early, with appropriate support made available**, so that all children have the opportunity to achieve their potential. A participant with an autistic son said:

  "Early intervention and identification of needs at the earliest stage would help, as well as interim support during the diagnosis process. My son waited for nearly two years for support."

Areas for action

The education policy context is changing fast, including the role of Local Authorities.

Introduction of the National Funding Formula poses a range of risks to schools' offer, but particularly to their ability to support disadvantaged children and young people. This is an issue that the council is actively lobbying on.

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

[20] Lam Ojimba – Baldwin, P. and Melville, A. (2017) The Unheard Voices of African Caribbean Mothers: perceptions of achievement and success of their sons.

Potential areas for action:

- Tackling under-attainment, particularly for Black Caribbean and disabled children and young people.

- Early identification of young people at risk of disengagement, exclusion and under-attainment, and more coordinated multi-agency activity to support them.

- Exploring the potential role of wrap-around, enrichment and out-of-school activity in increasing the engagement with and attainment of young people with mainstream education, and promoting wider learning, with a potential focus on those children and young people who the Commission understands to be at greatest risk of disengagement and under-attainment.

- Encouraging and facilitating parental engagement with schools particularly for those groups at risk of under-attainment. Potential focus on helping parents to support the development and realisation of their children's work aspirations.

- Ensuring that young people in Lambeth's schools, sixth form colleges and colleges have easy access to relevant and high-quality careers advice, which reflects evolving local and wider London labour markets.

The council will be considering forthcoming research on Black Caribbean attainment, which will set out what constitutes good practice in tackling inequality in this area and a range of detailed recommendations. The council will also be looking at the findings of a very helpful piece of local research exploring the perspectives of Black Caribbean mothers on their sons education to inform the development of our recommendations.

(b) Income and employment

Employment and inequality

There are some groups of residents that we know to experience labour market disadvantage, including young adults and older people, those in social housing and long-term residents[21].

In a cumulative impact analysis of national and local policy changes undertaken in 2016, the council identified several groups of residents whose household incomes were most likely to have suffered as a result of welfare reforms (and other trends), including low income households, households with children, disabled people and women[22]. Evidence from the Lambeth Residents' Survey (2016) suggests that Black Caribbean and mixed ethnicity residents are more likely to feel their financial circumstances have got worse over the last 12 months compared with other ethnic groups (35% and 32% respectively, compared with 20% for all residents).

Ongoing welfare reforms will continue to have a disproportionate impact on particular groups. For example, single parent households with children will be significantly affected by the introduction of the lower benefit cap from November 2016, while many low-income households moving on to Universal Credit over the coming years will also face a reduction in their incomes. Disabled residents will be affected by the migration to personal independence payments (PIPs), as a result of which some are likely to lose eligibility.

For those groups that are the focus of the Commission's work, this is what we know:

Black Caribbean and Somali residents

- Whilst we do not have specific employment data for Black Caribbean and Somali residents, the data we do have is still revealing. Almost 18% of economically active BAME residents are unemployed compared to the Lambeth average for the same period (6.5%)[23]. Within this overarching group, there are different patterns of employment for specific ethnic groups. So, for example, unemployment is particularly high amongst residents from black backgrounds which, at 16.5%, is higher than the London average for this group (14.2%) and four times higher than for white residents. It is also relatively high for those of mixed ethnicities[24]. Low pay is also concentrated by ethnicity: 41% of employees of Black African origin in London were on low pay between 2011 and 2013, more than double the rate for White British employees (17%).

[21] Lambeth Council (2016) Inequality in Lambeth: Understanding the impact of national and local changes on Lambeth residents: A Cumulative Equalities Impact Assessment

[22] Ibid.

[23] This is higher than the London average rate of employment amongst BAME residents (9.2%).

[24] Census 2011 Incapacity benefits include Employment and Support Allowance (ESA) and Incapacity Benefit (IB).

Portuguese residents

- Whilst we do not have detailed employment data for Portuguese residents, they are likely to experience particular barriers to work, including English language skills, recognition of qualifications and experience and, in some cases, a gap in key skills.

- We also know that Portuguese residents in employment are more likely to be on low pay than their white counterparts (with 45% paid less than the London Living Wage, in contrast to 10% of White British residents).

Disabled residents

- The employment rate for disabled residents in Lambeth is 47.1%, which is dramatically lower than the rate for those without a disability (85.3%) and lower than the comparable rate for London (50%).

- In Lambeth, disabled residents are more likely to be older, with 60% of those with a long-term health problem or disabilities being aged 50 and over (60%), and highly likely to be claiming out-of-work benefits.

- There are 12,550 people of working age in Lambeth claiming incapacity-related benefits[25], which is well over half (61%) of all key out-of-work benefit claimants[26].

- We also know that many are likely to have mental health issues: Lambeth has 36,000 residents experiencing a common mental health disorder – one of the highest rates in London.

Messages from the Commission so far

Employment, income and equality was discussed as part of a formal Commission session, a public engagement session, and as part of a number of community sessions with specific groups and communities. As part of these discussions we spoke to a number of young adults, as well as older residents.

Young people and employment

Participants generally shared the view that acquiring good educational qualifications and/or vocational skills had a strong influence on young people's chances of getting into work and, in particular, well-paid employment. As discussed earlier, aspiration and school experience overall was felt to be important. However, participants identified a range of other important factors in helping young people into work, including:

- **access to good quality advice about post-16 education and training pathways** (including apprenticeships) and careers advice informed by a robust understanding of the London and local labour markets, and which responded to individual young people's skills and interests. A recurring theme was the patchy and uncoordinated nature of information on young people's options, with many people finding out about opportunities by chance. One young participant recalled how he found out about his apprenticeship scheme:

"I was helped into an apprenticeship by Lambeth Working. They helped me get the position within a week but I only heard about them via an old teacher when I went to her for a reference."

- **work skills:** Participants, including from organisations working with local young people, also felt that young people, particularly from families and communities with less experience of work or different types of work sometimes lacked the necessary understanding of what was likely to be expected by employers – for example in relation to conduct, time-keeping and attendance. A male participant at a workshop with Streamz said:

"There is a need for knowledge of how to successfully manoeuvre in the workplace which is currently lacking in BAME communities. Our community takes too long to figure things out, when others get there sooner."

- **work experience:** Participants, and young people in particular, also identified access to good work experience opportunities as an important influence on young people's ability to compete in the labour market and secure their first jobs. Young people who self-identified as being from more deprived background felt at a disadvantage compared with better-off school friends, who they observed as having better access to parents'

[25] August 2016, Nomis web, ONS
[26] Incapacity benefits include Employment and Support Allowance (ESA) and Incapacity Benefit (IB).
August 2016, Nomis web, ONS

social and professional networks. One young participant observed:

"I don't think I was guided well – we were told to go to university even though it hasn't led to employment. I would have liked to gain more work experience."

- **expectations of pay and reward:** participants sometimes felt that one of the barriers to young people securing work was that they had unrealistic expectations of what they would be paid for an entry-level jobs, and that work was needed to shift these expectations and focus young people on progression and longer-term outcomes. Young adults who self-identified as being from some of the borough's more deprived estates identified that either for themselves or their peers, the potential longer-term rewards of sustained work and progression compared unfavourably with the greater and more immediate rewards offered by criminal activity, for example:

"There's a sense that Black boys can't get the right jobs or jobs that don't pay much."

"They are not inspired to work as they see their parents and grandparents struggling on low wages."

"How do you convince people to stop selling drugs when they will earn more doing it than working?"

Wider barriers to work

When discussing wider labour market disadvantage and barriers to work, participants identified a range of well-evidenced barriers to securing work, including personal circumstances (such as caring responsibilities for children or adults); a lack of functional and EAL skills; travel-to-work horizons; and local labour market opportunities. These are well documented elsewhere and will not be covered in detail here.

However, there were a number of additional messages that speak specifically to the focus of the Commission and issues that are potentially more specific to Lambeth's residents:

- **Immigrants to Lambeth from other parts of the world**, including our Portuguese and Somali communities, described experiencing a number of practical barriers to work including, in addition to English fluency/proficiency issues:

  - A lack of recognition of professional qualifications acquired elsewhere (including the EU), and

  - issues around providing proof of residence in support of job applications.

A Somali resident has described how:

"There are not enough intellectually stimulating jobs and not having language skills doesn't mean people are not intelligent or have ambition – there's a lot of disenchantment with the system."

- Experiences of black residents in seeking work – some participants from Black African and Caribbean backgrounds felt they faced particular difficulties in securing work because of their race and skin colour and said that they felt that unconscious bias, discrimination or racism played a role in recruitment.

  - One mother spoke powerfully about her frustration at seeing her son repeatedly secure interviews on the basis of his strong CV, but not getting the different roles he was applying for. She felt he got through the screening stage because he did not have a name that might signify he was from BAME background, but was discounted once recruiting employers met him, because 'he has a white name but not a white face'.

  - Another young black woman described her frustration at applying for a role as a hotel receptionist only to be given guidance about dress, and advised that her hair should be worn loose and shoulder length; a 'standard' that she felt was racially determined and that she was unable to meet.

Low pay

- **The challenges of living on and trying to escape low pay** was a prominent theme and many of the issues related to this topic are well described and evidenced[27].

[27] For example, Resolution Foundation, JRF

"The impact of the low wage is people feel obliged to do more hours and spend less time with their family. Their children are then not adequately supported which develops a vicious cycle linked to children who underachieve at school and in later life."

- **The existence of an unofficial cash economy in the borough**, was mentioned by many Portuguese residents, with a feeling that some Portuguese 'employers' exploit fellow Portuguese speakers who were more newly arrived and/or did not speak good English. Work to raise awareness of employment rights and advice within the Portuguese community was seen as something that would have a positive impact.

Tailored support and bespoke opportunities

- Disabled residents and representatives from organisations working with disabled people said tailored support would result in many more people taking up meaningful employment.

- Lots of participants felt that **disabled people were sometimes exploited or not paid properly**, and instead offered 'work experience'.

- Many participants felt that **tailored support or an employment brokerage working just with disabled residents would help** tackle underemployment amongst disabled residents:

   "A particular scheme for disabled apprenticeships would really help."

"A one-stop shop for care jobs for disabled people would have a double positive impact of helping a disabled person find work and the person needing care."

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

   "The Jobcentre is useless – there are no [BSL] interpreters and they ask you to bring your own interpreter. It's an immediate barrier just going to the Jobcentre."

Areas for action

The employment policy context is changing fast, with a range of new approaches to delivering employment support due to be rolled out, including the Work and Health programme[28], and a number of policy initiatives that will influence service provision (including Area-Based Reviews of Further Education provision and Adult Community Learning – please see appendix A for more detail). The coming years will also see the continued rollout of Universal Credit (UC)[29].

What the council and its partners do to support those with the highest level of employment disadvantage will be influenced by the evolving policy context. The council has a significant role to play in this area, but needs the support of its partners to make any significant impact on inequality. This includes support from the VCS and health partners, to ensure people are directed to the wide range of support available that can meet their needs and enable them to enter and progress in work. The council also needs support from other local employers in reducing precarious and low-paid employment.

There are a number of areas we think that it would be beneficial to think about going forward.

Potential areas for action:

- The further development of clear and varied routes into work for Lambeth's young people, with targeted support to disadvantaged young people to help level the playing field. This may include the use of work experience or in-work mentoring opportunities, apprenticeships or supported employment and supported work environments.

- Tackling low pay locally and supporting our residents to progress out of low-paid employment.

- Raising awareness and promoting payment of the London Living Wage (LLW)

- Further work to secure ring-fenced employment opportunities for local residents.

- Leadership from the council and other local partners in the employment of groups of residents experiencing employment disadvantage.

[28] Focusing on helping people with long-term health conditions, mental health problems and disabilities into employment
[29] Universal Credit is currently applied to all new claims from single jobseekers. It is being introduced for other claimants in stages, and full service is in place in Southwark, but not yet in any of the Lambeth Jobcentres.

(c) Participation, Representation and Leadership

Participation, representation, leadership and equality

For the purposes of the Commission's work, we have focused on understanding inequalities relating to participation in local decision-making and in civil organisations, because we think these are areas where there is potentially more to be done: both in terms of making sure that as a local authority, the council hears the voices of all its residents, and that the civil organisations locally reflect the diverse voices of Lambeth residents. For representation and leadership, we have looked at diversity across a wide range of leadership positions in the private and public sector, particularly in the council.

- Diverse representation of groups with protected characteristics (including by gender, ethnicity and disability) is an issue across all sectors (private sector companies, key institutions, public sector organisations and the voluntary and community sector), particularly at leadership levels.

- In the private sector, more than half of FTSE100 companies have no non-white leaders at board level, whether executive or non-executive; and two-thirds have no full-time minority executives at board level[30].

- Public institutions across the board are under-representative; in 2012, only 6% of judges who declared their ethnicity were from an ethnic minority[31].

- Looking at professionals working in the borough:

  - more BAME police officers make up 13% of the Metropolitan Police force (compared with around 6% in England) however this is still not reflective of London's diverse population. At leadership levels, the proportion shrinks to around 6%;

  - In London community schools where data is available, 34% of employees whose ethnicity is known are black, compared with 40% of the population. Unison reports that across London schools, white staff are 4% more likely than black staff to be in an upper pay scale (defined as £29,558 and above).

- We suspect the representation of disabled people is also an issue, even though statistics about disability are poor for a range of reasons, including people's reluctance to declare disability because of fears of discrimination.

- Looking at representation and diversity in the council's workforce, we see a mixed picture:

  - Lambeth has the second highest percentage of BAME staff of any London Borough (60% of staff, compared with 44% of the resident population) and the highest percentage of Black employees in London (44% of staff, compared with 30% of the Lambeth population).

  - White employees make up 40% of the workforce, compared with 55% of the resident population. Lambeth has by far the highest proportion of black staff, and the lowest proportion of white staff, across all London boroughs[32].

- Despite good representation of BAME staff overall, this is less evident in leadership roles. Of the top 5% of earners at Lambeth Council, only 23% were BAME, which contributes to a significant overall pay gap by ethnicity. Whilst representation of BAME staff in the most senior roles is in the top quarter of London Councils and significantly above average, the council has recognised this position is unacceptable.

- A similar trend is apparent when it comes to disabled staff. Lambeth holds data on disability for about three quarters of its staff. Of the 31 London boroughs for whom data is available, Lambeth has the 7th highest proportion of disabled staff (7%). When it comes to the higher earners, however, only 2% are disabled, the 9th-lowest proportion in London[33].

- Political parties and policies have an important role to play in advancing representation and diversity. At the last General Election (2015), there was a significant increase in the proportion of MPs from BAME backgrounds, and an increase in the number of women MPs by a third[34]. At local level, the picture is probably better: approximately 31% of Lambeth's Labour party councillors are from a BAME background, the highest in the party's

[30] Green Park research
[31] 'Race report: Healing a divided Britain' EHRC, 2016
[32] Lambeth Council, (2016) Human Capital Metrics Survey.
[33] Ibid.
[34] http://www.bbc.co.uk/news/uk-politics-32601280

history. The latest intake from the last election was the most diverse in terms of the ethnic communities represented and included the election of the UK's second councillor from the Portuguese community. Almost half of Lambeth councillors are women[35].

Messages from the Commission so far

We have received positive feedback about opportunities to discuss the issue as part of the Equality Commission's work, and in some cases people referred to other positive examples of participating in council-run engagement or co-production activity or specific projects.

- More could be done to **engage local residents to draw on their capacity and expertise**, but also to **link them into local activity and opportunities** – this was particularly true for Portuguese and Somali residents who felt their communities were not as well integrated and therefore missed out on information and opportunities (e.g. in relation to jobs or local enterprise):

"Not investing in leadership within the community means roles are appropriated by other, perhaps more established communities, especially where there are opportunities to secure funding."

"Lack of representation on organisations like the council makes it seem like the Portuguese aren't needed, that Portuguese aren't part of the system. No feeling of relevant leadership means it's not for us to be part of the system."

- **Support for ambition to see more diverse and representative public sector organisations**, and a range of potential approaches proposed including:

  - more intensive and targeted advertising of job opportunities in local communities;

  - greater recognition and weight to community membership and local knowledge in recruitment and progression;

  - activity to tackle unconscious bias and the setting of targets and monitoring; and

  - more opportunities for community groups and people with different needs to be celebrated.

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

"Promoting networking events would help, sharing job adverts more widely."

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

Areas for action

The council recently completed a piece of research to better understand the experiences of BAME staff, exploring perceptions on the effectiveness of Lambeth's recruitment, retention and progress of staff from BAME backgrounds and the reasons for the lack of BAME staff across senior and leadership roles within the council. This work needs to continue and be developed to include a focus on a wider set of groups with protected characteristics, including disability.

We expect to develop a fuller set of recommendations by the time of the formal report but, at present, there are three significant areas where we might commit to actions or make recommendations.

Potential areas for action:

- Promotion of political participation in the borough, particularly amongst the borough's young people, building on existing local good practice, but with a focus on those currently underrepresented in local decision-making and politics.

- Driving better representation of Lambeth's diverse communities across public sector partners, and in large private sector employers, particularly at leadership level, with the council leading by example.

- For the council, further development of its organisational equalities practice so that it continues to provide local leadership in this area, with policies, strategy, processes and delivery reflecting best practice.

- Actively encouraging voter registration amongst black Caribbean, Somali, Portuguese and Disabled residents and making it easier for these voters to get to polling booths.

[35] Lambeth Council's Internal HR data

(d) Crime and Justice

Crime and justice, and inequality

- There is a range of pronounced inequalities in both who is affected by crime and also who is represented in the criminal justice system[36]. Key inequalities relate to:

  - **Arrest rates:** The arrest rate for people from BAME background is much higher than for those from white backgrounds, with some groups especially affected. Black boys were just under three times more likely than white boys to be arrested, while black men were more than three times more likely to be arrested than white men.

  - **Sentencing:** Looking at all those defendants at Crown Court, black men and women were more likely to receive custodial sentences than white men and women. This was not the case for every offence type, but was particularly the case for drugs offences, which are high in volume.

  - **Custodial population:** over-representation of BAME people and, in particular, Black residents, Muslims and gypsies and travellers, in prisons and young offender institutions. BAME men were over 16% more likely than white men to be remanded in custody. For every 100 white women handed custodial sentences at Crown Courts for drug offences, 227 black women were sentenced to custody. For black men, this figure is 141 for every 100 white men.

  - **Type of custody:** black men were more likely than white men to be placed in high-security prisons for some offence groups.

  - **Access to opportunities in custody and rehabilitation:** men in prison, from ethnic minority backgrounds, are also less likely than white prisoners to report having a prison job or access to offending behaviour programmes.

- Unsurprisingly in this context, **BAME people have a much lower degree of trust in the criminal system**, with a majority (51%) from BAME backgrounds born in the UK believing that 'the Criminal Justice System discriminates against particular groups or individuals'. This compares with 35% of the White population born in the UK.

- In Lambeth, there are inequalities and disproportionality in terms of which residents are most likely to be affected by crime, either as a perpetrator or as a victim of crime (and in many cases, being both victims and perpetrators). The clearest patterns relate to gender, ethnicity and age, with residents with multiple characteristics in some cases even more disproportionately affected as either victims or perpetrators. The disproportionate impact on particular ethnic groups relates to deprivation as well as ethnicity, and indeed BAME residents are more likely to live in deprived parts of the borough[37]. Data for disability and other protected characteristics is less good, as in other areas.

- The prevalence of youth violence, gang violence and criminality in parts of Lambeth has a significantly disproportionate impact on young adults, particularly the young men and boys growing up in particular neighbourhoods.

- It is not possible to offer data for the specific ethnic communities that are the focus of the Commission's work because data is not broken down into the relevant subgroups and data is not collected either for Portuguese nationals or Portuguese speakers. However, there is data that outlines patterns for BAME and disabled residents and this is outlined below.

Suspects and perpetrators of crime

Ethnicity

- African, Caribbean, Black and Mixed Race residents are disproportionately represented as suspects for a range of crimes, including:

  - all violence against the person (52%);

  - assault with injury (52% of suspects and 49% of those charged);

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[36] Including from: Mayor's draft Crime and Policing Plan and David Lammy's recent review of racial bias and discrimination in the criminal justice system 'The Lammy Review'. Mr Lammy MP also plans to look more closely at a number of vulnerable groups, including children in care, and individuals with learning difficulties or mental health problems. We already know that these groups are at risk of entering the justice system, but initial evidence suggests that ethnic minorities may also be over-represented within these vulnerable groups

[37] 3 of the 4 wards comprising over 50% BAME ethnicities feature within the 4 most deprived wards overall in Lambeth: Coldharbour, Vassall and Tulse Hill. Coldharbour is the only ward with over 60% BAME population and it is the most deprived ward in Lambeth.

- serious wounding (47% of suspects and 55% of those charged);

- the most serious youth violence (56% of suspects, 72% of those charged);

- knife crime (74% of suspects, 75% of those charged);

- gun offences (73% of suspects, 87% of those charged); and, personal robbery (67% of suspects, 80% of those charged)[38].

Disability

- Strong association between poor mental health and offending, and in particular, violent crime. This is reflected in our youth offending population, with a recent study using Youth Offending Service (YOS) screening tools showing 60% reported suffering from mental health problems, with an even larger proportion (78%) identified as having psychological issues. We also know that we have very high rates of mental health issues amongst gang members in particular.

- The Black Mental Health Commission examined the experience and treatment of black residents with mental health issues and identified a number of ways in which they were discriminated against within the existing criminal justice system. It made recommendations which seek to address these issues, which are currently being implemented[39].

Victims of crime

Ethnicity

- African, Caribbean, Black and Mixed Race people make up about 34% of Lambeth's population, but account for 39% of victims of all violence against the person; 69% of victims of the most serious youth violence; 50% of victims of youth knife crime; 43% of victims of gun offences and 73% of victims of gang-related violence against the person[40].

- Significant disproportionality with respect to Black African and Caribbean people as victims of violent crime in particular.

- Analysis of crime data and patterns in Lambeth suggests most victims of serious youth violence are male, African or Caribbean, and aged between 17 and 19 (which coincides with the peak age for victims of knife crime) and perpetrators tend to have a similar profile[41].

Disability

Poor quality of monitoring data on disability means we have relatively poor information on whether disabled people, or indeed people with specific types of disability, are disproportionately represented as victims of crime. However, there is national data that suggests disabled people are disproportionately affected as victims of crime:

- In 2012-14, disabled people were more likely to have experienced crime (15.5%) compared with non-disabled people (12.0%), with large gaps for those with behavioural impairments (27.0%) or impairments relating to learning or intellectual impairments (25.1%), mental health conditions (24.4%), and memory impairments (19.3%)[42].

- In 2014/15, disabled people in England were more likely to report feeling very worried or worried about physical attack and acquisitive crime (43.4%) compared with non-disabled people (33.7%)[43].

- Wider evidence suggests disabled people are more vulnerable to violent crimes because of dependence, exclusion, and other factors[44].

- Disabled people are also vulnerable to neglect or abuse within institutional settings. Children and adults with mental health problems or intellectual disability are more likely to be at risk of violence. Disabled children are three times more likely to suffer physical/sexual violence than non-disabled children.

- Increasing recognition that disabled people are specifically affected by disability hate crimes (including harassment, violence and murder), and that this is an issue that has hitherto been neglected, including when compared with racially motivated crimes.

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[38] Lambeth Violence Needs Assessment 2015
[39] Lambeth Black Health and Wellbeing Commission: FROM SURVIVING TO THRIVING, 2014
[40] Ibid.
[41] Lambeth Violence Needs Assessment 2015 (LVNA)
[42] Being Disabled in Britain: A journey less equal, EHRC 2016
[43] Ibid
[44] VS Insight Report: An Easy Target? – Victim Support, April 2016

Messages from the Commission's work so far

As well as being the subject of discussion at a public engagement event and a formal Commission session, crime and justice was also a core issue at a focus group conducted with clients of Lambeth's Youth Offending Service and of the engagement work conducted with the specific communities which are the focus of the Commission's work (in particular with black residents).

A range of factors contribute to the disproportionate representation of particular groups, as victims and perpetrators. These included:

- the influence of deprivation on aspiration, resources and life circumstances;

- the quality and availability of housing in residents' life circumstances and needs;

- the impact of social issues like drug and alcohol use, domestic violence and gambling;

- the impact of parental involvement and quality of parenting (both influenced by some of the pressures on parents themselves);

- the impact of perceived lack of employment opportunities; and

- the role of peer influence, and in particular gangs, particularly on more 'vulnerable' children and young people:

  "It's difficult to leave the community you're from to take a different path."

  "There's a kudos associated with prison – some boys start up a front that becomes a reality. The mind-set of being the biggest, the baddest, it's something we can be respected for."

  "Parents are under pressure, they may be single parents, or working too many hours so kids are more influenced by their peers."

- **Discrimination and racism** were also seen as having an important influence on BAME people's expectations and aspirations, but also of their treatment as part of the criminal justice system:

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

Policing and community relations featured prominently in discussions, with participants expressing concern and often anger about the perceived disproportionate targeting of BAME residents, and particularly young black men, as part of stop and search activity. Some said police conduct had improved over the past decade, while others still had an overwhelmingly negative perception of policing, with concerns raised about low-level harassment of young people in public spaces, and use of disproportionate force as part of stop and search and arrests:

"The police are stopping boys as young as 8 years old."

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

- **Negative knock-on impacts**, particularly on self-image, engagement with authorities (including education), and mental health for those groups of residents experiencing ongoing and overwhelming negative contact with the police (particularly young black men):

  "I would love to believe that the police are here to help us."

  "I don't feel safe because of the higher people – the police control things and could kill me and say it was a lawful killing. I felt at one point I wanted to be a police officer. There are a lot of police who are black, they are disgusted by what the officers are doing but they just do their job."

- **Disability hate crime** identified an area where the profile and availability of support for victims of hate crime in the borough needs attention:

  "The police only care about shootings and stabbings."

  "Police need to have training…they should go to college to learn about deaf and disability issues."

  "It's worse for disabled people, in terms of getting support when they are victims of crime. They need more help and support in court and in

reporting crime to police, we need better publicity of Reporting Centres and to increase the awareness of disability and situations disabled people face."

Areas for action

Many of the inequalities related to crime and justice are linked – for example, Black Caribbean residents, over-represented both as victims and perpetrators, are also more likely to live in areas of deprivation than other groups and suffer higher levels of unmet mental health needs. It is impossible to isolate one key factor that influences these inequalities – they are intrinsically linked.

There is a need for longer-term and wide-reaching solutions to reducing inequality in the crime and justice system and, ultimately, the causes of violence are often linked to early years experiences and other factors.

The inequality in terms of victims and offenders is a reflection and end-product of the inequality present in society. The Lambeth Violence Needs Assessment clearly identified the need for early intervention and a public health-based approach if we are to successfully prevent violence occurring in the first place, and in terms of the Commission themes, points to the importance of a focus on investment in education.

Based on early feedback from the Commission, we would suggest that the following are areas where we might expect to see actions and recommendations relating to crime and justice:

Potential areas for action:

• Stop and search: whilst some participants felt that they had seen improvements in the application of Stop and Search, others had ongoing concerns about the use and impact of this policy, particularly on young black men in the borough.

• Monitoring of disability hate crime: at present, monitoring and reporting of disability hate crime by police is patchy and regarded as being insufficient. It is therefore difficult to understand the nature and true impact of this issue and ensure that victims are appropriately supported. The Commission will make a recommendation to the Home Office/Metropolitan Police on this issue.

3. NEXT STEPS

As we indicated earlier, this report is intended to provide an update on the Lambeth Equality Commission's work approximately halfway through its recommendation development phase. It is intended to provide the basis on which internal colleagues and local stakeholders can feed into the process of developing the actions and recommendations that will result from the Commission's work.

Any feedback, queries or comments should be sent to:

Lambeth Equality Commission
3rd Floor
Olive Morris House
18 Brixton Hill
London
SW2 1RD

equalitycommission@lambeth.gov.uk

The Commission will run until June of this year, with a final report, including detailed actions and recommendations due in mid-June.

For ongoing updates on the work of the Commission, please visit:
http://future.lambeth.gov.uk/equality_commission

APPENDIX

Equality Commission resident engagement sessions

Event	Venue	Date
Education session	Lambeth College	01.11.16
Employments & Income session	336	29.11.16
Young people from YOS	Olive Morris House	06.12.16
Leadership & Representation session	Streatham library	05.01.17
Crime & Justice session	Waterloo Action Centre	28.01.17
Streamz session	Streamz, St Marks Church, Kennington	10.02.17
Black residents session	Black Cultural Archives	20.02.17
Portuguese residents session	Portuguese Community Centre	15.02.17
Disability event @ 336	336	21.03.17
Blind / partially sighted support group	TSL	27.03.17
Deaf users group @ 336	336	12.04.17
Learning Disability Assembly	Norwood Leisure Centre	21.03.17
Somali resident's session	The Bright Education Centre, Kennington	30.03.17
		Total

Equality Commission visits

Institution/organisation	Date
Tree Sheperd	18.01.17
Dunraven Secondary School	02.01.17
Wyvil Primary School	01.02.17
Brixton Prison	15.03.17

Expert witnesses

Education & learning – 3 November @ BCA

- Cathy Twist (Director of Education and Learning), Annie Hudson (Strategic Director, Children's Services) and Feyisa Demi (Head of Research, Schools Research and Statistics Unit)
- Jan Bennett (Effra Nursery and Children's Centre)
- Edison David (Vauxall Primary School)
- Sharon Carnegie (Lambeth College)
- Richard Parkes (Young Lambeth Coop)
- Margaret Pierre (High Trees)

APPENDIX (continued)

Expert witnesses

Income & employment – 29 November @ We Are 336

- Kevin Taylor (Green Man Skills Zone)
- Helen Smith (The Camden Society)
- Samuel Martin (Streamz)
- Teresa Priest (The Walcott Foundation)

Participation, representation & leadership – 18 January @ Mosaic Clubhouse

- Jonathan Evans and Niesha Porter (HR, Lambeth)
- Sandra Kerr (Business in the Community)
- Amelia Viney (The Advocacy Academy)
- Cllr Paul Gadsby (Lambeth Labour party)
- Cllr Jacqui Dyer MBE (Vice-chair Mental Health NHS Taskforce)

Crime & justice – 1 February @ Mosaic Clubhouse

- Kate Paradine (Women in Prison)
- Catherine Alborough (Beth Centre)
- Cheryl Lewis (DASL)
- Chief Inspector Neil Paton, on behalf of Ch Supt Richard Wood (Lambeth Borough Police)
- Chief Superintendent Victor Olisa (Metropolitan Police Service)
- Nick Mason OBE (Chair Lambeth Safer Neighbourhood Board and Lambeth Police IAG)
- Heather Coates and Ben Kernigham (Leap Confronting Conflict)
- Richard Parkes (Young Lambeth Coop) and Ira Campbell (Marcus Lipton Centre)

Disability – 8 March @ Mosaic Clubhouse

- Richard Keegan-Bull (Co-chair Learning Disability Assembly) and Jane Abraham (Voiceability)
- Aisling Duffy and Marianne Selby-Boothroyd (Certitude)
- David Strong (DASL)
- Ellen Clifford (Inclusion London)
- Ronnie Wilson (First Step Trust)
- Anna Roads (National Autistic Society – Lambeth branch)

APPENDIX (continued)

Formal submissions to the Commission

Peace Ojimba and Abigail Melville

BAME Labour councillors submission

Guys and St Thomas Charity

Libraries – defend the ten

Chairs of Overview and Scrutiny Committee

Child Poverty Action Group

London Fire Brigade

Metropolitan Police Service (MPS)

South London and Maudsley (SLaM) NHS Trust

Vassal and Coldharbour Forum

London Councils

Jobcentre Plus