

Bermondsey Business Improvement District: Equalities Analysis

July 2014

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Bermondsey Business Improvement District
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Equality analysis author	Nazmin Yeahia				
Strategic Director:	Graeme Gordon, Director of Corporate Strategy				
Department	Chief Executives	Division	Corporate Strategy		
Period analysis undertaken	July 2014				
Date of review (if applicable)					
Sign-off	Graeme Gordon	Position	Director of Corporate Strategy	Date	10.07.14

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The equalities analysis relates to the Cabinet decision to note the outcome of the ballot for a Business Improvement District (BID) in Bermondsey, endorse the formation of the Blue Bermondsey BID Company, and note the BID proposers request to invite a Council representative to its board.

The report sets out the legislative process for developing a BID, the background to the BID proposers, and the consultation that has taken place with businesses affected by the BID and Southwark Council. The report confirms that the BID ballot approved the formation of the Blue Bermondsey BID, and that the proposed Blue Bermondsey BID arrangements do not conflict with Southwark's policies or strategies. The report will be taken to Cabinet on 22 July 2014.

The equalities assessment draws on information provided in the Bermondsey BIDs Proposal Documents, which outlines the BIDs vision for the next five years, how it will operate, the additional service it will provide in the BID area and consultation undertaken with the community and businesses. The BID will primarily work with its member organisations (businesses) to deliver the above, and as such the formation of the Blue Bermondsey BID Company and its activity is unlikely to impact groups with protected characteristics.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders																									
<p>Key users of the department or service</p>	<p>The key users of the Bermondsey BID will be business within the defined BID area, which centres around the Blue Market and Biscuit Factory. There are approximately 270 businesses that are liable to pay the 1.5% levy on business rates that the BID will charge during its term. Any properties with a rateable value of less than £6000 will be exempt from the levy and charities with a rateable value above £6000 will be levied at a lower rate. In most instances, all businesses in the BID area will benefit from the services provided by the BID, irrespective of whether they are a liable for the levy or not.</p> <p>Residents and footfall passing through the BID area are indirect users of the BID's services; the BID may use its income from the levy to make improvements to the street scene, respond to crime, and improve the overall quality of the town centre, therefore bringing benefits to the range of customers that the area attracts.</p> <p>There is no specific information on the composition and characteristics of the businesses and footfall within the BID area, though it can be assumed that many customers using the town centre will be residents of the South Bermondsey and Riverside area and will reflect the demographics of these wards.</p> <p>South Bermondsey and Riverside's demographics are broadly consistent with London averages as noted in the table below. Of notable difference is the higher population density in both wards compared to the London average. The proportion of BME residents in South Bermondsey is 5 percentage points higher than the London average, whereas the proportion of BME residents in Riverside is 9 percentage points lower than the London average.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">Indicator</th> <th style="text-align: center;">South Bermondsey</th> <th style="text-align: center;">Riverside</th> <th style="text-align: center;">London</th> </tr> </thead> <tbody> <tr> <td>Average age</td> <td style="text-align: center;">33</td> <td style="text-align: center;">34</td> <td style="text-align: center;">36</td> </tr> <tr> <td>Male</td> <td style="text-align: center;">49%</td> <td style="text-align: center;">52.5%</td> <td style="text-align: center;">49%</td> </tr> <tr> <td>Female</td> <td style="text-align: center;">51%</td> <td style="text-align: center;">47.5%</td> <td style="text-align: center;">51%</td> </tr> <tr> <td>Ethnicity: BME</td> <td style="text-align: center;">45%</td> <td style="text-align: center;">31%</td> <td style="text-align: center;">40%</td> </tr> <tr> <td>Population density</td> <td style="text-align: center;">142 (persons per hectare)</td> <td style="text-align: center;">137 (persons per hectare)</td> <td style="text-align: center;">52 (persons per hectare)</td> </tr> </tbody> </table> <p style="text-align: right;"><i>Source: ONS 2011 Census</i></p>	Indicator	South Bermondsey	Riverside	London	Average age	33	34	36	Male	49%	52.5%	49%	Female	51%	47.5%	51%	Ethnicity: BME	45%	31%	40%	Population density	142 (persons per hectare)	137 (persons per hectare)	52 (persons per hectare)
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<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>BIDs are a business led initiative which are developed through significant engagement with businesses. To ensure the feasibility and demand for a BID, BID proposers undertake engagement activity, surveys, and consultations to assess whether businesses would be interested in participating in a BID. BID proposers also engage with the local authority in its capacity as the Billing Authority, Ballot Holder and custodian of the areas public realm, planning policy, and community safety services.</p> <p>The Bermondsey BID was proposed by the Blue Bermondsey Business Association (BBBA). The BBBA are a group of businesses who</p>																								

represent the interests of businesses in Bermondsey. Since 2011 the BBBA have been pursuing the development of a BID locally and have consulted and engaged the relevant stakeholders to progress this. Stakeholders include:

- Business rate payers within the BID area
- Southwark Council

In 2013, the BBBA commissioned a survey of 100 Bermondsey businesses, responses to the survey provided the following information:

- Types of business in Bermondsey;
- Percentage of businesses that are independent, family run, franchises etc;
- Age of businesses;
- Number of employees per business;
- Customer information;
- How businesses felt about the future;
- Businesses future investment and recruitment plans;
- The extent to which businesses are concerned about the local environment, community safety, transport and relationship with partners;
- Improvements that might benefit businesses;
- The extent to which businesses are aware of the BBBA and their campaign to form a BID; and
- Overall support for a BID in Bermondsey.

Of those businesses surveyed, 92% answered 'Yes' when asked 'Do you think it is good for businesses to have a unified voice through a local business association such as the BBBA?'. 88% of businesses were supportive for the BID. The survey indicated that this key group of stakeholders were supportive of the BID in Bermondsey.

The BBBA have also held events and informal engagements with businesses to inform them of the BID proposal and the implication that a BID may have on their business and the surrounding area.

Southwark Council's involvement in the development of the Bermondsey BID has taken various forms, as the Council has responsibility for delivering different aspects related to the BID development process. Since 2011, the BBBA have consulted and informed the council of progress as stipulated in regulations. The council has engaged in the development of BID proposal documents, ballot arrangements, and the organisation of the BID revenue account.

Once the Blue Bermondsey BID Company formally begins operating it will continue to consult with the Council to implement the final baseline agreement, operating agreement and BID arrangements.

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

<p>Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The Bermondsey BID intends to deliver employment initiatives for young people (age not specified), by engaging businesses in the BID area and encouraging them to employ or train local young people. These projects will target a specific age group, and should improve the skills and employment prospects of participants.</p>
<p>Equality information on which above analysis is based</p>
<p>Bermondsey BID Proposal Documents</p>
<p>Mitigating actions to be taken</p>
<p>Not applicable</p>

<p>Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>No possible impact identified</p>
<p>Equality information on which above analysis is based</p>
<p>Bermondsey BID Proposal Documents</p>

Mitigating actions to be taken
Not applicable

Gender reassignment - The process of transitioning from one gender to another.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No potential impact
Equality information on which above analysis is based.
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents

Mitigating actions to be taken
Not applicable

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Sex - A man or a woman.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Equality information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Human Rights There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol
Possible impacts (positive and negative) of proposed policy/decision/business plan
No possible impact identified
Information on which above analysis is based
Bermondsey BID Proposal Documents
Mitigating actions to be taken
Not applicable

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	There are no specific equalities concerns regarding the development of a BID in Bermondsey. However the Council intends to encourage the BID Company to adopt good practice with regards to the Equalities Act 2011	Explore the possibility of working with the BID proposer to integrate equalities commitments into their Business Plan.	October 2014

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15
N/A				