

Equality Analysis

Environment and Leisure Department

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Cabinet Report Women's Safety Charter
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Equality analysis author	Eva Gomez, Safer communities team manager				
Strategic Director:	Deborah Collins				
Department	Environment and Leisure	Division	Community Safety and Enforcement		
Period analysis undertaken	None				
Date of review (if applicable)	None				
Sign-off	Stuart Robinson-Marshall	Position	Head of Service Development	Date	16/10/2014

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

1.1 Brief description of policy / decision / business plan
<p>The council recognised the importance of improving the safety of women in the borough through its commitment to establish a Women's Safety Charter as part of the fairer future promises (promise number 7).</p> <p>There is anecdotal evidence that suggests that female sexual harassment at bars and night clubs is seen as normalised behaviour and goes unchallenged and unreported. Harassment can frequently be trivialised and women and men can feel that it is not worth confronting.</p> <p>The council takes this type of harassment seriously and believes it to be an issue that reduces women's quality of life.</p> <p>The WSC is recognised as an important step to both challenge these perceptions and behaviour, building on the learning from a pilot programme in Lambeth.</p> <p>Southwark's proposed WSC is a voluntary code of conduct which licensed premises agree to sign up to, committing themselves to follow a number of principles when dealing with reports of female harassment in their premises or</p>

which are reported by their patrons in the vicinity of their venue.

- The proposed WSC will send a clear message that female harassment in those premises will not be tolerated and that anyone reporting it to their staff will be taken seriously and supported appropriately.
- The council has adopted three alcohol saturation zones in Borough Bankside, Camberwell and Peckham, comprising just under 500 licensed premises. It was agreed to initially focus on premises in these three areas.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>The key users of the service will initially be those visiting licensed premises in either of the three alcohol saturation zones, Borough Bankside, Camberwell and Peckham.</p> <p>As part of the development of the WSC, officers have carried out extensive consultation with members of the public, council and partner officers, elected members and licensees.</p> <p>The consultation was multifaceted consisting of a questionnaire available online and in hard copy and leaflets. The consultation was promoted through a press release, article in Southwark Life, social media, e-mails to key forums and partner organisations (both statutory and non statutory) presentations at community councils, outreach stalls at street markets and Tooley Street lobby. The consultation also included outreach activity and focus groups. The Young Advisors carried out outreach activity in the night time economy and some of the borough’s educational institutions.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<ul style="list-style-type: none"> • Community Safety Partnership Service (CSPS) • Licensing • Southwark Police • Southwark VAWG Forum

Section 4: Pre-implementation equality analysis

This section considers the potential impact (positive and negative) of proposals on the key ‘protected characteristics’ in the Equality Act 2010 and Human Rights, the equality information on which above analysis is based and mitigating actions to be taken.

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).

Potential impacts (positive and negative) of proposed policy/decision/business plan

The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. From our consultation this is of particular concern for those aged 18-59. These cohorts contain the majority of Southwark's resident population. This will have a positive impact on those of all ages who visit licensed premises.

The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.

Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.

Equality information on which above analysis is based

Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.

Mitigating actions to be taken

None

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. This will have a positive impact for all those visiting licensed premises including those with mental or physical impairments.

The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.

<p>Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.</p>
<p>Equality information on which above analysis is based</p>
<p>Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.</p>
<p>Mitigating actions to be taken</p>
<p>None</p>

<p>Gender reassignment - The process of transitioning from one gender to another.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. This will have a positive impact for all those visiting licensed premises including those in the process of transitioning from one gender to another.</p> <p>The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.</p> <p>Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.</p>
<p>Equality information on which above analysis is based.</p>
<p>Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.</p>
<p>Mitigating actions to be taken</p>
<p>None</p>

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

The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. This will have a positive impact for all those visiting licensed premises whether or not they are married or within a civil partnership

The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.

Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.

Equality information on which above analysis is based

Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.

Mitigating actions to be taken

None

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

The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. This will have a positive impact for all those visiting licensed premises including those who are pregnant.

The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.

Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.

Equality information on which above analysis is based

Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.

Mitigating actions to be taken

None

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

The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. Our consultation indicated that women of all races, colours and nationalities had a similar experience of sexual harassment and the proposals will have a positive impact for all those visiting licensed premises.

The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.

Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.

Equality information on which above analysis is based

Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.
Mitigating actions to be taken
None

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. <input type="checkbox"/>
Possible impacts (positive and negative) of proposed policy/decision/business plan
<p>The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. The Women's Safety Charter will have a positive impact on all those visiting licensed premises irrespective of their religion or belief.</p> <p>The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.</p> <p>Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.</p>
Equality information on which above analysis is based
Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.
Mitigating actions to be taken
None

Sex - A man or a woman.

Possible impacts (positive and negative) of proposed policy/decision/business plan
<p>The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. Whilst the Women's Safety Charter is focused primarily on Women, this will have a positive impact on all those visiting licensed premises including men and women.</p> <p>The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.</p> <p>Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.</p>
Equality information on which above analysis is based
Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.
Mitigating actions to be taken
None

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
<p>The Women's Safety Charter aims to ensure that Southwark is a safe place to live, work and visit for all by working with licensees to address sexual harassment within their premises. Our consultation exercise indicated that women had a similar experience of harassment irrespective of their sexual orientation. The Women's Safety Charter will have a positive impact on all those visiting licensed premises inclusive of all sexual orientations.</p> <p>The progress of the charter will be monitored by the Community Safety Partnership Services Team and ratified by the Safer Southwark Partnership Violence Against Women and Girls performance delivery group and senior representatives from key partners.</p> <p>Due to the nature of these proposals, the extensive consultation, and the involvement of partners in this process, the implementation of the Women's</p>

Safety Charter set out in the Cabinet report is likely to create only positive impacts in relation to this characteristic.
Equality information on which above analysis is based
Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.
Mitigating actions to be taken
None

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
The provision of this service should have positive impacts in relation in terms of protecting human rights within the borough and for residents.
Information on which above analysis is based
The Human Rights Act, Southwark's Equalities and Human Rights Scheme
Mitigating actions to be taken
None

Other considerations / community impacts
Possible impacts (positive and negative) of proposed policy/decision/business plan
The implementation of the Women's Safety Charter will have a positive impact on all the communities that is implemented in. Starting with the pilot areas of Borough and Bankside, Camberwell and Peckham.

Information on which above analysis is based
Outcome of the public consultation, consultation with licensees and the Safer Southwark Partnership.
Mitigating actions to be taken
None

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
Number	Description of Issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)					
Based on the initial analysis above, please detail any equality objectives that you will set for your department/service.					
			Targets		
Objective	Lead officer	Current performance (baseline)	2012/13	2013/14	2014/15
