

# **Equality analysis**

## **The Charter School East Dulwich development strategy and procurement strategy**

***November 2015***

## Section 1: Equality analysis details

<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	The Charter School East Dulwich development strategy and procurement strategy				
<b>Equality analysis author</b>	Ric Euteneuer, Principal Strategy Officer x 55018				
<b>Strategic Director:</b>	David Quirke-Thornton, Strategic Director of Children's and Adults' Services				
<b>Department</b>	Children's & Adults' Services	<b>Division</b>	Pupil Access		
<b>Period analysis undertaken</b>	November 2015				
<b>Date of review</b>	November 2016				
<b>Sign-off</b>		<b>Position</b>		<b>Date</b>	

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

### 1.1 Brief description of policy/decision/business plan

In March 2015, the Department for Education (DfE) approved The Charter School Educational Trust's application to open a new secondary school in East Dulwich. Cabinet are being asked to approve the Council entering into an Agreement with the Education Funding Agency (EFA) to oversee and manage the procurement and construction delivery of the new The Charter School East Dulwich (TCSED) which is to be developed on the site of the existing Dulwich Community Hospital; the plan also requests that Cabinet approve the appointment of design consultants in order to develop a master plan scheme for the whole of TCSED site, approve a procurement strategy for demolition works to enable the temporary and permanent facilities for TCSED development, and for temporary school accommodation for TCSED, and for permanent facilities for TCSED development contract for the period of September 2016 to September 2021.

## Section 3: Overview of service users and key stakeholders consulted

### 2. Service users and stakeholders

<b>Key users of the department or service</b>	Young people in Southwark Parents and carers
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Parents and carers School staff Governors Children's and Adults' Services Staff Council Members Education Funding Agency (EFA)

## 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.

**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

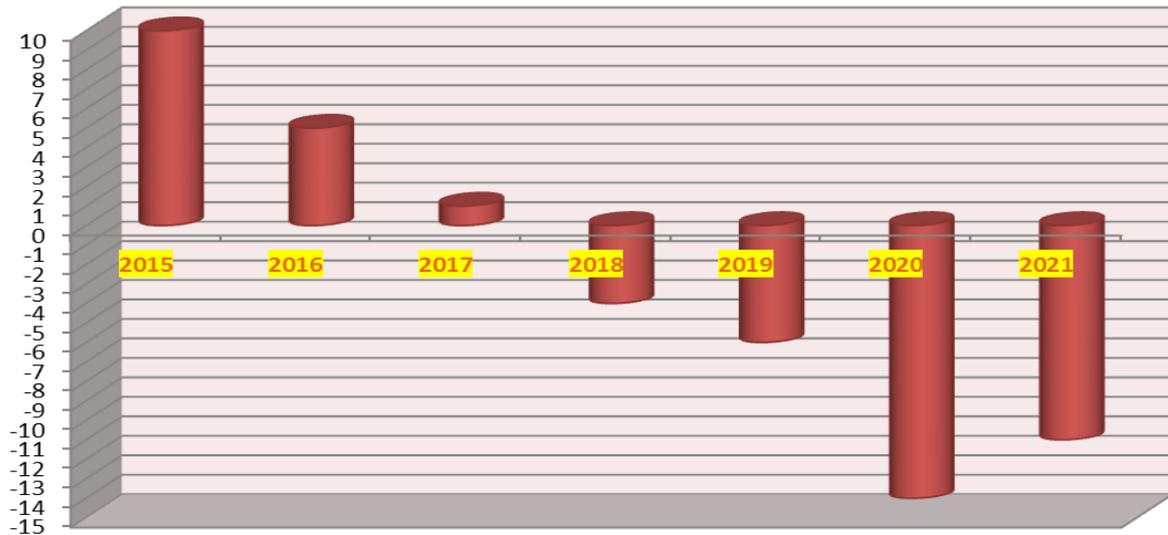
A greater amount of choice for young people (11-18), parents (18+) and carers in the area around the school, as the procurement and development of the school adds capacity to local secondary provision.

### Equality information on which above analysis is based

Schools Census 2015, pupil roll projections and existing school capacity show that there will be a shortfall of places. The table below shows that, without the Charter School East Dulwich opening, choice will be severely limited by 2017/18 and demand will exceed supply by 2018/19 if the school does not open as scheduled.

GLA projections 2015	2015	2016	2017	2018	2019	2020	2021
<b>Difference in year 7 classes between supply and projected demand</b>	10	5	1	-4	-6	-14	-11

## Difference (FE) between supply and projected demand



### Mitigating actions to be taken

No negative impacts identified, so no mitigating actions required

**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 procurement and development of TCSED will have a positive impact for pupils with SEND, and, particularly for pupils and staff with a physical disability as it is planned that the new school site to be fully wheelchair and disability accessible, which a number of present alternative secondary school sites in Southwark do not possess.

### Equality information on which above analysis is based

<https://www.gov.uk/government/statistics/disability-prevalence-estimates-200203-to-201112-apr-to-mar>

This states that the Office for Disability Issues has updated Department for Work and Pensions estimates which show there are 11.6 million disabled people in Great Britain, of whom 5.7 million are adults of working age, 5.1 million are over state pension age and 0.8 million are children. 1.2 million residents of London were estimated to be disabled.

Gives the latest disability prevalence within the UK. This was not broken down below sub regional geography, but this would equate to around 14.4% of the population, of whom 6.7% would be children of school age – or around 950 secondary (11-19) aged children across the secondary estate. This does not include children being educated at special schools – totalling around 400 children in Southwark. These figures derive from the School's Census 2015.

### Mitigating actions to be taken

No negative impacts identified, so no mitigating actions required

**Gender reassignment** - The process of transitioning from one gender to another.

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

No negative impacts have been identified as regards gender reassignment as a consequence of opening the school. Transgender parents and carers will benefit from a greater choice of schools in the area when the school opens in September 2016. No negative effect on transgender staff are anticipated in opening a new school

### Equality information on which above analysis is based.

When the GRA (Gender Recognition Act - giving birth certificate change, marriage, was passed by Parliament, related government literature at the time estimated 6,000 "visible" transsexual people in the UK. These were people living fully in "opposite gender" role, pre and post-ops, who had come to statistical attention through applying for Passports in their changed status, or being referred to or having passed through gender clinics and the NHS. This was therefore estimated to be 0.01% of the population or around one in 10,000 people. This was not broken down by sub national geography, but, applying this proportion to Southwark, this would equate to around 30 "transgender" people in Southwark, across a range of ages.

### Mitigating actions to be taken

No negative impacts identified, so no mitigating actions required

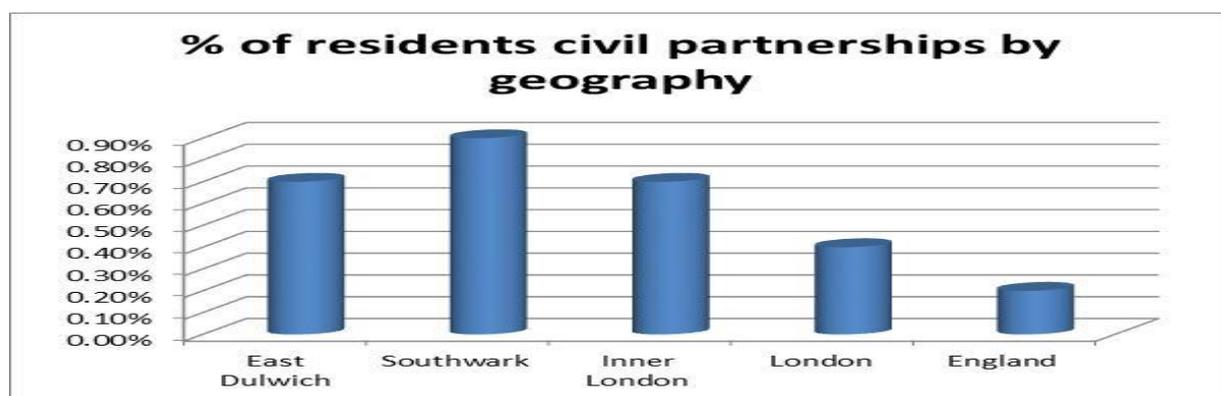
**Marriage and civil partnership** - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.**

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

Marriage and civil partnership would only affect the parents, carers, and existing or future staff of the school. Marital or civil partnership status do not form part of the admission process or recruitment process for staff. The procurement and development of TCSED will benefit all staff, parents or carers whether married or in civil partnerships and will not affect people who are in either of these statuses, or none.

**Equality information on which above analysis is based**

Data extracted from the Census 2011 shows that comparative data for East Dulwich Ward, where the school will be situated and the rest of Southwark, London and England were at Census time, as follows. East Dulwich has a slightly higher percentage of residents who are married than Southwark and Inner London, but lower than London and England. For Civil partnerships, East Dulwich is around the same as the borough and Inner London, but higher than London as a whole and England.



Status	East Dulwich	Southwark	Inner London	London	England
Married	34.9%	28.5%	31.0%	39.8%	46.6%
Civil Partnership	0.7%	0.9%	0.7%	0.4%	0.2%

**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

**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**

More appropriate and up to date provision will be provided to staff, parents and carers for children in the area with both the improvement of the existing provision, by the procurement and development of TCSED

**Equality information on which above analysis is based**

Southwark's birth rate has declined in 2013 and 2014, but the last comparative statistics published by ONS for London and England showed that Southwark has a slightly lower level of births per 1000 women, and less births per woman than England and London.

2012 - ONS	Southwark	London	England
Live births	5,030	134,186	694,241
General Fertility Rate (GFR)*	62.7	67.0	64.9
Total Fertility Rate (TFR)**	1.72	1.84	1.94

\* number of live births per 1,000 women aged 15-44

\*\* number of live children that a group of women would bear if they experienced the age-specific fertility rates of the calendar year in question throughout their childbearing lifespan

**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

**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.

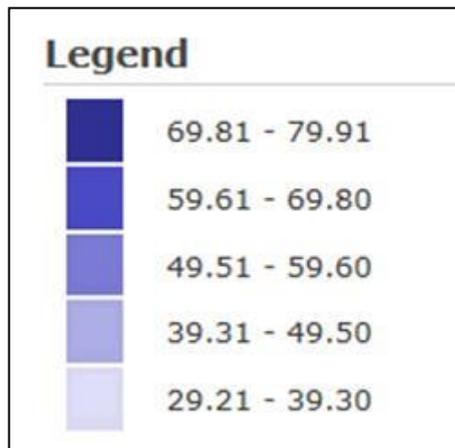
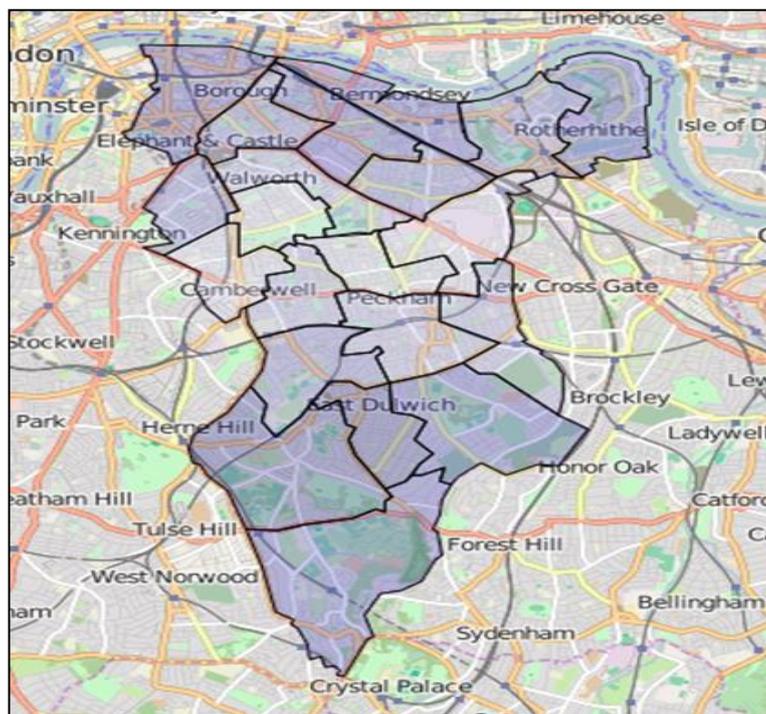
**Possible impacts (positive and negative) of proposed policy/decision/business plan**

The brand new school building will have a positive impact by advancing equality of opportunity and fostering good relations for children, parents and carers, school staff, and residents of all races and ethnic groups in the local community. The new school's catchment area will cover a wider area than just the local ward and will benefit all ethnic groups of the local community equally.

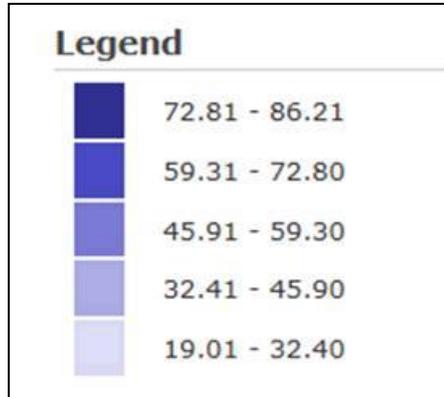
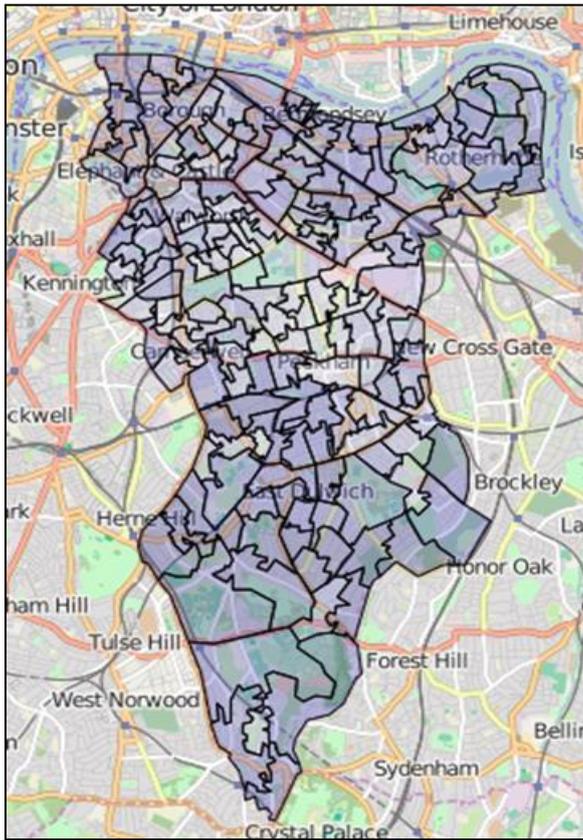
**Equality information on which above analysis is based – Census 2011**

Ethnic Group - All Age Groups	East Dulwich	Southwark	Inner London	London	England
All categories: Ethnic group	100.0%	100.0%	100.0%	100.0%	100.0%
White: Total	71.8%	54.2%	57.3%	59.8%	85.4%
White: English/Welsh/Scottish/Northern Irish/British	58.9%	39.7%	38.4%	44.9%	79.8%
White: Irish	3.0%	2.2%	2.3%	2.2%	1.0%
White: Gypsy or Irish Traveller	0.1%	0.1%	0.1%	0.1%	0.1%
White: Other White	9.9%	12.3%	16.5%	12.6%	4.6%
Mixed/multiple ethnic group: Total	6.1%	6.2%	5.9%	5.0%	2.3%
Mixed/multiple ethnic group: White and Black Caribbean	1.9%	2.0%	1.8%	1.5%	0.8%
Mixed/multiple ethnic group: White and Black African	0.9%	1.3%	1.0%	0.8%	0.3%
Mixed/multiple ethnic group: White and Asian	1.6%	1.0%	1.3%	1.2%	0.6%
Mixed/multiple ethnic group: Other Mixed	1.7%	1.9%	1.8%	1.5%	0.5%
Asian/Asian British: Total	5.5%	9.4%	15.9%	18.5%	7.8%
Asian/Asian British: Indian	1.8%	2.0%	3.4%	6.6%	2.6%
Asian/Asian British: Pakistani	0.6%	0.6%	1.9%	2.7%	2.1%
Asian/Asian British: Bangladeshi	0.5%	1.4%	5.1%	2.7%	0.8%
Asian/Asian British: Chinese	0.9%	2.8%	2.0%	1.5%	0.7%
Asian/Asian British: Other Asian	1.6%	2.7%	3.6%	4.9%	1.5%
Black/African/Caribbean/Black British: Total	15.0%	26.9%	16.7%	13.3%	3.5%
Black/African/Caribbean/Black British: African	5.0%	16.4%	8.6%	7.0%	1.8%
Black/African/Caribbean/Black British: Caribbean	7.4%	6.2%	5.4%	4.2%	1.1%
Black/African/Caribbean/Black British: Other Black	2.6%	4.2%	2.8%	2.1%	0.5%
Other ethnic group: Total	1.6%	3.3%	4.1%	3.4%	1.0%
Other ethnic group: Arab	0.5%	0.8%	1.6%	1.3%	0.4%
Other ethnic group: Any other ethnic group	1.1%	2.4%	2.6%	2.1%	0.6%

East Dulwich has a less diverse population than the rest of the borough and London, but a higher non-White population than England. The younger age population in East Dulwich (and indeed in Southwark) varies from the overall population in being more diverse still, and closer to the Southwark average. The map below shows the percentage of the population by ward who are "White". The darker the shading, the higher the percentage of "White residents". It can be seen that the non-White population is more prevalent in the centre of the borough



This hides a greater level of diversity at a lower level of geography. At Lower Super Output Area (LSOA), the spread of diversity becomes more apparent.



Ethnic Group - 0 to 24	East Dulwich	Southwark	Inner London	London	England
All categories: Ethnic group	100.0%	100.0%	100.0%	100.0%	100.0%
White: Total	64.8%	40.8%	43.8%	48.8%	79.2%
White: English/Welsh/Scottish/Northern Irish/British	56.6%	32.1%	30.7%	38.0%	74.6%
White: Irish	1.7%	0.8%	0.8%	0.8%	0.4%
White: Gypsy or Irish Traveller	0.0%	0.1%	0.1%	0.2%	0.2%
White: Other White	6.4%	7.7%	12.2%	9.8%	4.1%
Mixed/multiple ethnic group: Total	13.2%	11.0%	10.4%	9.2%	4.6%
Mixed/multiple ethnic group: White and Black Caribbean	4.5%	3.9%	3.4%	2.9%	1.7%
Mixed/multiple ethnic group: White and Black African	1.8%	2.4%	1.8%	1.5%	0.6%
Mixed/multiple ethnic group: White and Asian	3.1%	1.7%	2.2%	2.3%	1.3%
Mixed/multiple ethnic group: Other Mixed	3.8%	3.0%	2.9%	2.5%	1.0%
Asian/Asian British: Total	4.8%	10.6%	19.6%	20.7%	10.2%
Asian/Asian British: Indian	1.6%	2.0%	3.2%	5.9%	2.8%
Asian/Asian British: Pakistani	0.6%	0.7%	2.5%	3.7%	3.3%
Asian/Asian British: Bangladeshi	1.0%	2.0%	8.2%	4.2%	1.4%
Asian/Asian British: Chinese	0.6%	3.2%	2.3%	1.5%	0.9%
Asian/Asian British: Other Asian	1.1%	2.7%	3.5%	5.4%	1.8%
Black/African/Caribbean/Black British: Total	15.7%	34.3%	21.6%	17.3%	4.6%
Black/African/Caribbean/Black British: African	5.7%	20.7%	11.6%	9.7%	2.7%
Black/African/Caribbean/Black British: Caribbean	5.6%	6.0%	5.3%	4.2%	1.1%
Black/African/Caribbean/Black British: Other Black	4.4%	7.6%	4.6%	3.5%	0.9%
Other ethnic group: Total	1.5%	3.3%	4.7%	4.0%	1.3%
Other ethnic group: Arab	0.6%	0.9%	2.0%	1.7%	0.6%
Other ethnic group: Any other ethnic group	0.9%	2.3%	2.7%	2.3%	0.7%

**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

**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.

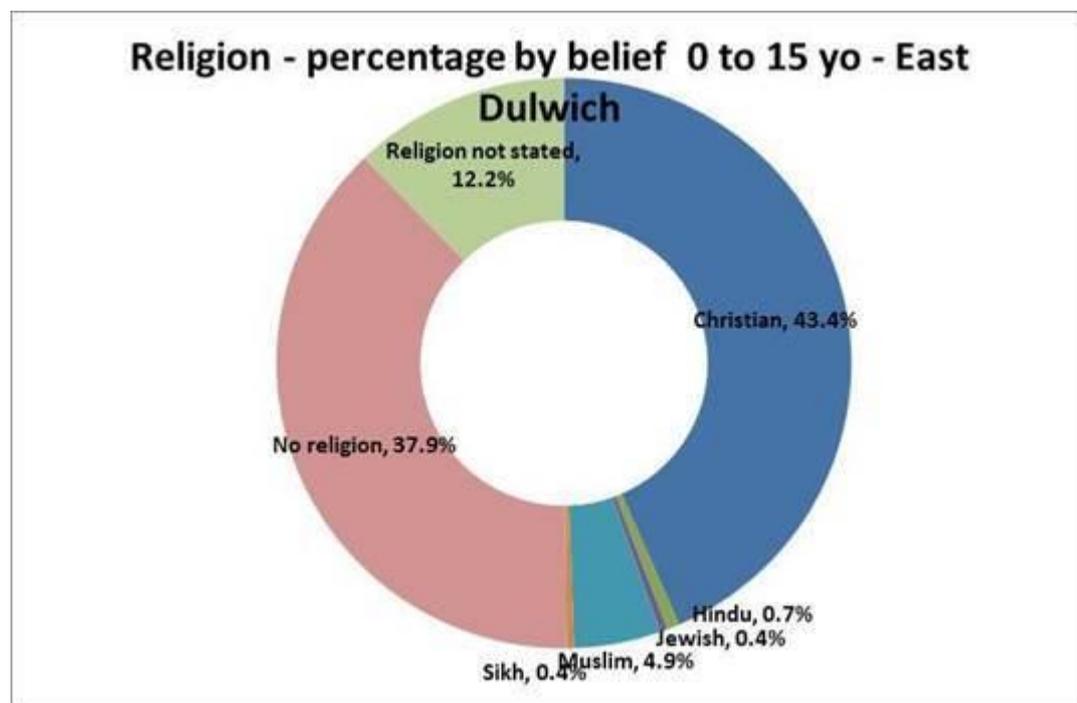
**Possible impacts (positive and negative) of proposed policy/decision/business plan**

The procurement and development of new school buildings at TCSED will have a positive impact by advancing equality of opportunity and fostering good relations for children, parents and carers and residents of all religious beliefs in the local community. The school will have an admissions policy based on siblings, medical need and location, and not on ability, belief or gender: it will accept children irrespective of all faiths and none, and recruitment to staff of the school will not be conditional on faith (or lack of it)

**Equality information on which above analysis is based – Census 2011**

Religion All Age	East Dulwich	Southwark	Inner London	London	England
All categories: Religion	100.0%	100.0%	100.0%	100.0%	100.0%
Christian	46.7%	52.5%	45.4%	48.4%	59.4%
Buddhist	0.8%	1.3%	1.1%	1.0%	0.5%
Hindu	0.9%	1.3%	2.2%	5.0%	1.5%
Jewish	0.4%	0.3%	1.6%	1.8%	0.5%
Muslim	3.7%	8.5%	14.4%	12.4%	5.0%
Sikh	0.4%	0.2%	0.5%	1.5%	0.8%
Other religion	0.4%	0.5%	0.5%	0.6%	0.4%
No religion	37.1%	26.7%	23.9%	20.7%	24.7%
Religion not stated	9.8%	8.5%	10.4%	8.5%	7.2%

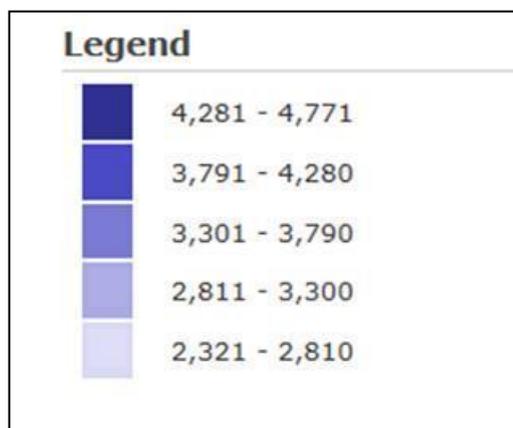
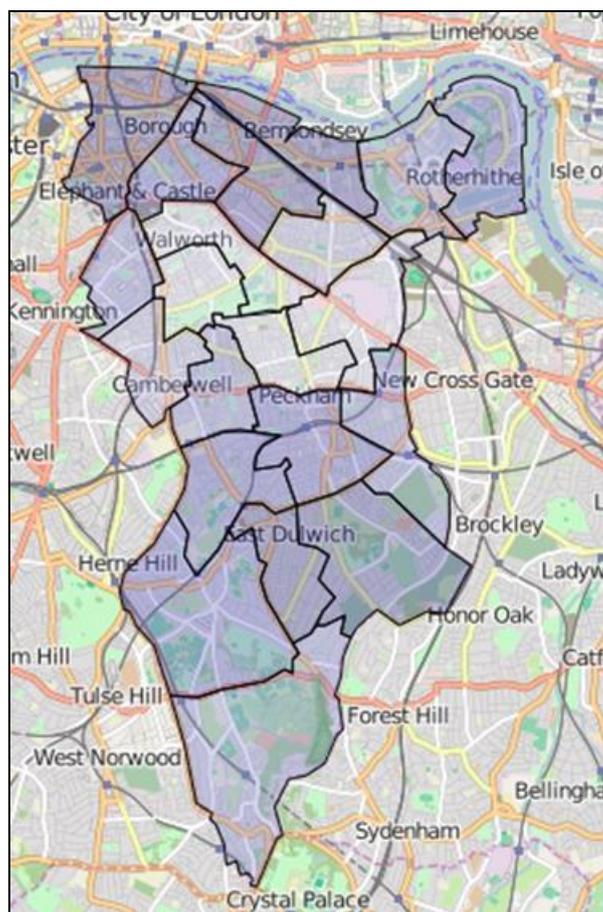
Religion 0 to 15	East Dulwich	Southwark	Inner London	London	England
All categories	100.0%	100.0%	100.0%	100.0%	100.0%
Christian	43.4%	53.7%	42.0%	43.6%	50.5%
Buddhist	0.0%	0.8%	0.6%	0.6%	0.3%
Hindu	0.7%	0.7%	1.6%	4.6%	1.5%
Jewish	0.4%	0.2%	2.2%	2.0%	0.5%
Muslim	4.9%	13.7%	24.6%	19.8%	8.8%
Sikh	0.4%	0.1%	0.4%	1.5%	0.9%
Other religion	0.0%	0.2%	0.2%	0.3%	0.2%
No religion	37.9%	20.2%	16.7%	18.2%	29.5%
Religion not stated	12.2%	10.4%	11.7%	9.5%	7.9%



Religion 16 to 24	East Dulwich	Southwark	Inner London	London	England
All categories	100.0%	100.0%	100.0%	100.0%	100.0%
Christian	40.8%	45.5%	38.3%	41.2%	47.7%
Buddhist	0.8%	1.6%	1.2%	1.1%	0.5%
Hindu	0.6%	2.2%	2.6%	5.1%	1.7%
Jewish	0.8%	0.3%	1.2%	1.3%	0.4%
Muslim	6.4%	8.9%	17.3%	15.3%	6.5%
Sikh	0.9%	0.5%	0.6%	1.8%	0.9%
Other religion	0.3%	0.4%	0.4%	0.5%	0.4%
No religion	40.7%	32.7%	27.9%	25.5%	34.9%
Religion not stated	8.7%	7.9%	10.4%	8.4%	7.0%

The figures show that East Dulwich has considerably more people with no religion or religion not stated than the borough as a whole. London, and England, across all age groups. There is a slightly higher percentage of respondents stating "No religion" in 0-15 year olds and 16-24 year olds than the general prevalence in the population, and the percentage of Christians in both categories are lower than the Southwark and national whole. This would therefore seem to support the decision to site a non-denominational school at this location.

At a lower level of geography a map of the borough, showing frequency by ward for those identifying as "no religion" show that the area around the school shows a higher prevalence in this area.



**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

**Sex - A man or a woman.**

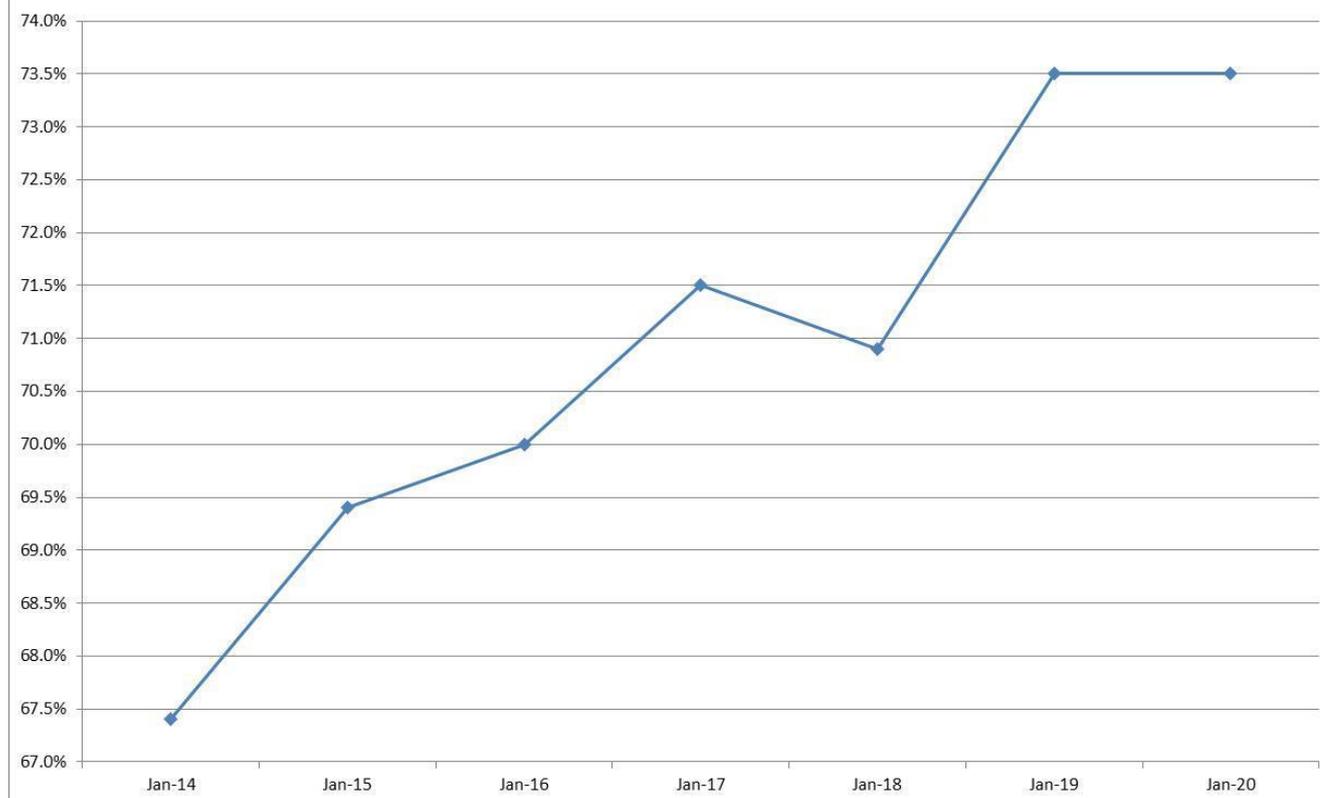
**Possible impacts (positive and negative) of proposed policy/decision/business plan**

The new school will be co-educational and will therefore increase the number and overall proportion of mixed gender schools in the borough. Presently there are 70% of children educated in a mixed gender environment, and this is scheduled to rise to 73.5% by January 2019, when TCSED is full open. Parents have stated frequently their wish is for more mixed gender schools and this strategy will provide that, whilst not reducing the absolute numbers of single gender places offered across the borough, which will remain the same.

**Equality information on which above analysis is based**

	Mixed	Boys	Girls
<b>Jan-14</b>	<b>67.4%</b>	<b>12.6%</b>	<b>20.0%</b>
<b>Jan-15</b>	<b>69.4%</b>	<b>11.7%</b>	<b>18.9%</b>
<b>Jan-16</b>	<b>70.0%</b>	<b>11.4%</b>	<b>18.5%</b>
<b>Jan-17</b>	<b>71.5%</b>	<b>10.8%</b>	<b>17.7%</b>
<b>Jan-18</b>	<b>70.9%</b>	<b>11.1%</b>	<b>18.0%</b>
<b>Jan-19</b>	<b>73.5%</b>	<b>10.0%</b>	<b>16.5%</b>
<b>Jan-20</b>	<b>73.5%</b>	<b>10.0%</b>	<b>16.5%</b>

**% Mixed places in Southwark Secondaries**



**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

**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 negative impacts have been identified as regards sexual orientation as a consequence of opening the school. LGBTQ parents and carers will benefit from a greater choice of schools in the area when the school opens in September 2016. We would expect the school to have robust policies in place to deal with homophobic/transphobic bullying by staff or pupils and for this to be monitored by the school authorities.

**Equality information on which above analysis is based**

The Integrated Household Survey undertaken in 2010 revealed that almost three-quarters of a million UK adults say they are gay, lesbian or bisexual - equivalent to 1.5% of the population. This was not broken down by sub national geography, but applying this proportion to the number of residents in Southwark, this would equate to around 4,000 LGBTQ inhabitants in the borough.

**Mitigating actions to be taken**

No negative impacts identified, so no mitigating actions required

## 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 Right to life, Freedom from torture and inhuman or degrading treatment; Right to liberty and security; Freedom from slavery and forced labour; Right to a fair trial; No punishment without law; Respect for your private and family life, home and correspondence; Freedom of thought, belief and religion; Freedom of expression; Freedom of assembly and association; Right to marry and start a family ; Protection from discrimination in respect of these rights and freedoms; Right to peaceful enjoyment of your property; Right to education; and a Right to participate in free elections

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

The opening of a school would benefit the "Respect for your private and family life", "right to an education" for a greater number of pupils in the borough, and could potentially contribute to the "Right to marry and start a family".

### Information on which above analysis is based

The website below gives guidance to the 16 articles and individual details for each

<http://www.equalityhumanrights.com/your-rights/human-rights/what-are-human-rights/human-rights-act>

### Mitigating actions to be taken

No negative impacts identified, so no mitigating actions required

## Section 5: Further actions and objectives

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### 5. Further actions

Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.

**No negative impacts were identified, so no mitigating actions are required**

Number	Description of issue	Action	Timeframe
N/A	N/A	N/A	N/A

### 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.

**No negative impacts were identified, so no mitigating actions are required**

Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15
N/A	N/A	N/A	N/A	N/A