

Southwark's Proposal to undertake the development of 133-137 Queens Road SE15 2ND Equality and Health Analysis Staff

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	The proposal to undertake the development of 133-137 Queens Rd, SE15 2ND
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Equality analysis author		Chigozie Okeke, Business Transformation Project Manager			
Strategic Director:		Gerri Scott, Strategic Director of Housing and Modernisation			
Department		Housing and Modernisation	Division	Modernise	
Period analysis undertaken		September and October 2017			
Date of review (if applicable)		January 2018			
Sign-off	Emma Marinos	Position	Director, Modernise	Date	30.11.2017

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

Brief description of policy/decision/business plan

A tale to show the affected staff and departmental areas

Building	Department	Number of staff in each department
47b East Dulwich Road	Children's and adults' services	Children's and adults services = 435 staff
7 Talfourd Place	Children's and adults' services	Finance and governance = 11 staff
Curlew House	Children's and adults' services	Housing and Modernisation = 91 staff
Sumner House	Children's and adults' services, Finance & Governance	Total number of affected staff 537
Bournemouth Road	Housing and Modernisation	
St Marys Road	Children's and adults' services	
Taplow	Housing and modernisation	

Going forward in comparative analysis, the affected staff refers to the 524 mentioned above.

1. Southwark Council is committed to offering the best in its service delivery to residents. In 2013, the customer service centre was brought in house from an external provider, and a new customer centre for universal services such as housing repairs, waste collection and recycling was opened in Peckham. Peckham is at the heart of Southwark's community, is also home to the primary My Southwark Customer Service Point and is convenient for residents to visit. Since then, further work has been underway to improve and develop the council's access to these universal services through the Southwark web site and the development of 'My Southwark' on-line accounts for residents. The focus of this work is to improve access to services at a time and location which is convenient to our residents.
2. This focus on a high quality location for service delivery, based at the heart of the community, has not yet been developed in the same way for users of our targeted services such as homelessness, the youth offending service and children's social care. These users are some of our most vulnerable, and are often accessing targeted services from a number of locations, based across the borough in buildings which have not been well maintained and that were not designed with a modern focus or a good customer experience in a pleasant environment.

3. The staff whose role is to support these residents are similarly spending their working time in buildings which do not promote collaborative working, are not appropriately co-located with colleagues across services and are not benefiting from a conducive working environment such as their peers who are based in Tooley Street, the Queen's Road 1, 2 and 3 buildings and the Peckham Customer Centre.
4. A move into a smaller estate for our office accommodation and service delivery buildings is in line with the council's strategic plans. On 1 November 2016, Cabinet endorsed the strategy in Southwark's Modernisation Programme which outlined how Southwark will become a transformed, forward thinking, dynamic council that effectively embraces modern ways of working in order to serve our customers.
5. The workplace strategy which was endorsed as part of this proposal included developing the council's office accommodation across a two centre model by increasing capacity at the Queens Road complex. This development could be seen as the council's 'end game' for its office based estate and a solution for the co-location, consolidation and re-engineering of our customer facing services.
6. There are a number of strategic drivers for the approach to our office accommodation:
 - An imperative to making cost savings in our office accommodation estate, to support activity to manage the financial pressures which the council faces.
 - A need to use our accommodation in a way which supports our ongoing work to improve service delivery.
 - A need to release or vacate substandard buildings which are currently being used as an access point for services for some of our most vulnerable residents, which will generate a need to accommodate 600 staff elsewhere.
 - That Tooley Street is not designed nor has the space to accommodate front-line services and customer access.
 - The need to vacate Sumner House to allow the site to be considered for housing opportunities and to support regeneration in the area.
 - A thorough review of other options for the development including the utilisation of other existing council buildings has been underway. Tooley Street is not suitable for delivery of the targeted services as described in this report, due to the building design. Work to change the layout of the ground floor to provide access to services would be expensive. The location at London Bridge is less convenient and accessible, as it is not a residential hub for these customer groups. A new office building based in the Southwark community is more accessible for service users and meets the council's desire to provide services within the community that it serves.
7. Work has therefore been carried out to assess where there could be a viable site to accommodate a fourth site near the current Queens Road service buildings. 133-137 Queens Rd, SE5 has been identified as the most suitable and affordable site due to its size and proximity. It is located within the immediate vicinity of the current Queens Road buildings.
8. This is in the centre of the borough and has a direct rail link taking about 12 minutes travelling time to Tooley Street. This enables staff to move quickly and easily between the front line services provided in Peckham and the administrative centre of the council at Tooley Street. It also provides an excellent transport hub including buses and London Overground services for use by service users as well as staff travelling to and from work from all over London

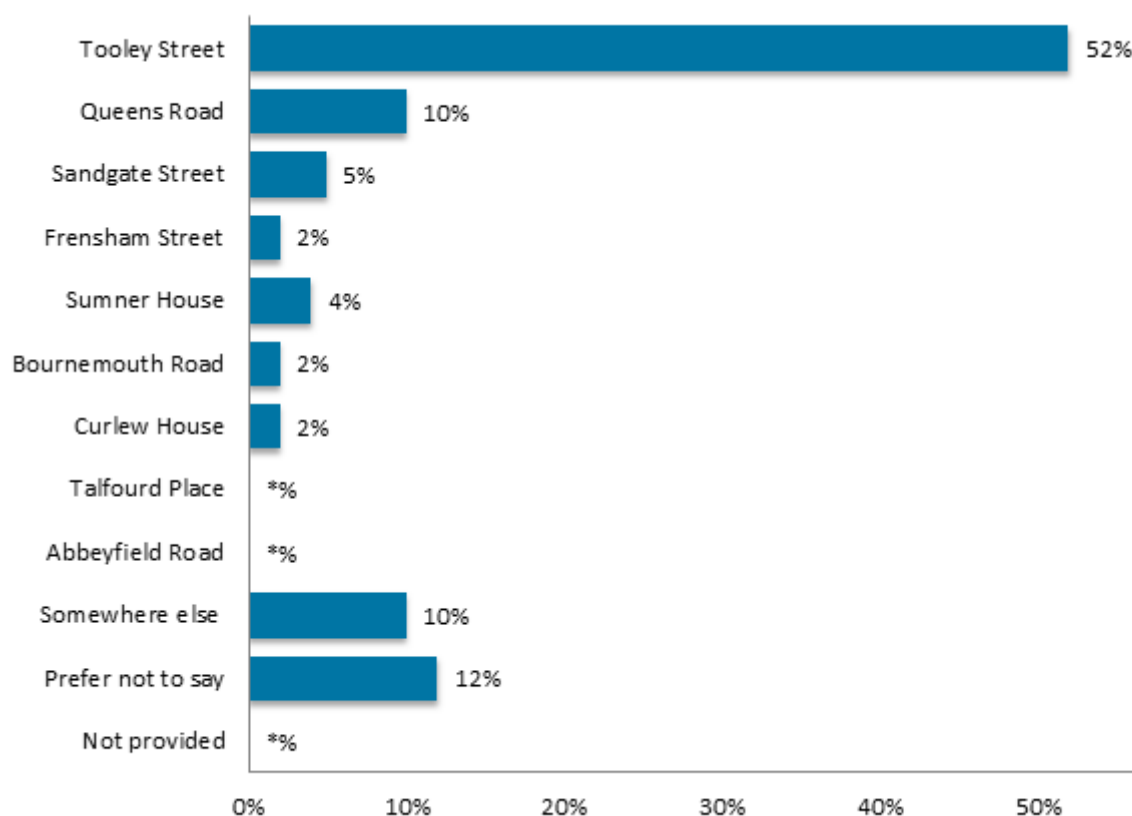
and the surrounding areas, which we know is a key issue in the recruitment and retention of staff. Contractually, Southwark staff can be asked to work anywhere in the borough. Analysis has been done to establish the transport connections across the borough and these are set out at Appendix 1.

9. This report sets out the analysis around the impact on staff, set out by each protected characteristic.
10. The sources used in the Equality and Health Impact Analysis (EHIA) are as follows: SAP 2017 data, Southwark staff survey 2017, Southwark workforce report 2016/7- data from each source was analysed at both the council level for comparative analysis and the local level in the affected buildings.

Staff satisfaction – Southwark staff survey 2017

11. A question was included in the survey which asked respondents to provide their main work location. As shown by the figure below employees based at Tooley Street made up just over half (52%) of the sample. Both Tooley Street and Queens Road have been included as a point of reference, but the focus will remain on the staff working in the affected locations

Figure 1: Distribution of survey sample by work location (All responses)



Unweighted sample base: 2133 * denotes less than 0.5%

12. Using work location as a means to analyse responses shows that:
 - a) Employees working in Bournemouth Road (76%) and Tooley Street are most commonly classed as engaged (endorsing at least 8 of the 12 key statements)

around engagement).

- b) Employees working in Curlew House (78%) and Tooley Street (74%) most commonly express satisfaction with their present job. The lowest level of job satisfaction is recorded among those working in Sumner House (63%).
- c) Seven in ten (70%) of council staff agree that their working environment is safe, clean and pleasant with 14% disagreeing this is the case. Disagreement on this issue peaks significantly Bournemouth Road 36% and Sumner House 38%.
- d) When considering whether they have the technology and equipment they need to do their job effectively there is notable and significant disagreement among staff at two locations – Sumner House (41% disagree) and Curlew House (50%). The council average disagreement in response to this question is 24%.

Section 3: Overview of service users and key stakeholders consulted

Service users and stakeholders	
Key users of the department or service	All internal staff in the affected sites (officers and councillors)
Key stakeholders were/are involved in this policy/decision/business plan	The Leader, Chief Executive, Strategic Director of Housing and Modernisation, Cabinet Member for Finance, Modernisation and Performance, Cabinet, Overview and Scrutiny Committee, over 600 staff based across the affected sites.

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.

The column on the left is for societal and economic issues (discrimination, higher poverty levels) and the column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

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	Potential health impacts (positive and negative)
<p>There appear to be no specific issues relating to age for the proposed development of 133-137 Queens Road.</p> <p>In general terms, our younger employees may find it easier to adapt to the new ways of working. With the adoption of more collaborative working methods, tailored support programmes will be put in place, such as coaching, blended learning, online training and on-the-job support, to make sure that all staff are supported in their work and the changes in their working style.</p>	No current data available.
Equality information on which above analysis is based	Health data on which above analysis is based
<p>SAP data 2017</p> <p>Predominately employees in the affected sites are in the 40-55 years banding. When compared to the average ages across the council we can see that there is a higher proportion of 55+ staff in the affected sites.</p> <p>Although slightly higher, this does fit in the trend of ages across all London boroughs which is 45.6 years</p>	No current data available.

A table to show the age distribution in the council as a whole compared to the profile of the affected staff

Age Group	% (council wide)	% (affected staff)	Grand total (affected staff)
16 to 24	4%	2%	13
25 to 39	30%	32%	169
40 to 55	45%	42%	226
55+	20%	24%	129
Grand Total		100%	537

Source: Southwark workforce report 2016/7, SAP 2017 data

Mitigating actions to be taken

- Staff surveys to understand the current ways of working
- Engagement with staff to understand their specific needs and how this needs to be incorporated into the building through co-design workshops with Tilt
- Focus groups with change champions established in each of the affected buildings
- Careful monitoring of equalities data
- Tailored learning and development programmes assessing any digital gap and ongoing needs.
- The building will have full accessibility for any mobility related issues related to age.

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.

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

The number of staff who have declared they have a disability is lower at the affected sites than the average across the council with the exception of Finance and Governance as explained below. It must be noted that Southwark as a council has a real issue when it comes to self declaration. This can be seen in the Southwark staff survey citing 10% of staff as having a disability whilst HR records show that only 5% of staff have a known disability. HR is currently addressing this discrepancy and the mitigation steps to improving self declaration across the council.

Potential health impacts (positive and negative)

Please see comments to the left.

It is anticipated that there will be positive impacts to those with disabilities in the affected buildings cited for the move. Through the co-design workshops and the implementation of flexible and modern ways of working, reasonable adjustments will be included in the building design where detailed consideration to facilities on site, car parking and building access will be evaluated.																		
Equality information on which above analysis is based		Health data on which above analysis is based																
<p>There are some significant differences between departments when looking at disability. Since the introduction of the Disability Discrimination Act when the use of strict externally set criteria to determine “disability” ceased; self declaration is appropriate.</p> <p>A table to show staff with disabilities as a percentage of departmental numbers across the council and in the affected sites</p> <table><tr><th>Department</th><th>% (council wide)</th><th>% (affected staff)</th><th>Grand total (affected staff)</th></tr><tr><td>Children's and Adults' Services</td><td>3.7%</td><td>3%</td><td>435</td></tr><tr><td>Finance & Governance</td><td>4.0%</td><td>9%</td><td>11</td></tr><tr><td>Housing and Modernisation</td><td>4.2%</td><td>3%</td><td>91</td></tr></table> <p>Please note the figure for finance and governance appears significantly higher than other departments. In the affected sites 11 members of staff work in finance and governance, 1 of which has self selected as having a disability. This has a disproportionate affect on the percentage.</p> <p>Source: SAP data 2017, Southwark workforce report 2016/7</p>		Department	% (council wide)	% (affected staff)	Grand total (affected staff)	Children's and Adults' Services	3.7%	3%	435	Finance & Governance	4.0%	9%	11	Housing and Modernisation	4.2%	3%	91	No current data available.
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Mitigating actions to be taken																		
<ul style="list-style-type: none">Engagement with staff to understand their specific needs and how this can be incorporated into the building through co-design workshopsFocus groups with change champions established in each of the affected buildings and if appropriate to represent a specific equality groupCareful monitoring of equalities data		None at this point. Will be reviewed as appropriate.																

<ul style="list-style-type: none"> Tailored learning and development programmes HR review, combined with staff engagement activities and programme to encourage self declaration 	
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Gender reassignment - The process of transitioning from one gender to another.											
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)										
<p>We currently do not have data relating to gender reassignment for each specific affected site. In this instance the Southwark staff survey is used as a representative sample. Staff requirements based on equalities characteristics will be considered throughout the development of 133-137 Queens Road. Where appropriate, adjustments such as the use of facilities will be assessed in detail.</p> <p>Whilst our employee monitoring data does not currently include gender reassignment, religion or sexual orientation, for the first time, our 2017 Southwark staff survey asked staff to respond to questions relating to these protected characteristics. Less than 0.5% of staff indicated that their gender identity does not match the gender assigned at birth.</p>	Please see comments to the left.										
Equality information on which above analysis is based.	Health data on which above analysis is based										
<p>A table to show gender identity within Southwark council</p> <table border="1"> <tr> <th>Gender identity match the sex assigned at birth</th><th>%</th></tr> <tr> <td>Yes</td><td>90%</td></tr> <tr> <td>No</td><td>1%</td></tr> <tr> <td>Prefer not to say</td><td>9%</td></tr> <tr> <td>Not provided</td><td><0.5%</td></tr> </table> <p><i>Source: Southwark staff survey 2017</i></p>	Gender identity match the sex assigned at birth	%	Yes	90%	No	1%	Prefer not to say	9%	Not provided	<0.5%	No current data available.
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Mitigating actions to be taken											
<ul style="list-style-type: none"> Staff will be encouraged to record their transgender status to improve reporting and appropriate support where required. 	None at this point. Will be reviewed as appropriate.										

<p>This will involve engagement activities and training where appropriate</p> <ul style="list-style-type: none"> • Input into specific requirements detailed in co-design workshops with Tilt • The provision of gender neutral toilet, changing and shower facilities • Review and education of appropriate language when referring to this protected group. 	
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<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and 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).</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>There appear to be no specific issues relating to marriage and civil partnerships in the proposed development of 133-137 Queens Road. Staff requirements based on equalities characteristics will be considered throughout the development.</p>	<p>Please see comments to the left.</p>
Equality information on which above analysis is based	Health data on which above analysis is based
<p>We currently do not track the marital status of our employees through official means. This will be reviewed as appropriate to see if this requires amendment going forward.</p>	<p>No current data available.</p>
Mitigating actions to be taken	
<p>None at this point. Will be reviewed as appropriate.</p>	<p>None at this point. Will be reviewed as appropriate.</p>

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.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
It is anticipated that there will be a positive impact to those who are pregnant or taking maternity/paternity leave. Through the co-design workshops and the implementation of flexible and modern ways of working, the cultural shift and implementation of more adaptable working methods will more likely support these groups both during pregnancy and those returning to work.	Please see comments to the left.
Equality information on which above analysis is based	Health data on which above analysis is based
Pregnancy and maternity status are not reported as part of the workforce reports and although documented in our SAP data the figures reflect a proportion of <4%. Southwark Council takes its responsibility to pregnant women and those on maternity, paternity and adoption leave very seriously. Their needs and the need to communicate with them while they are absent from the workplace is part of our core business practices and will continue to be so.	No current data available.
Mitigating actions to be taken	
None at this point. Will be reviewed as appropriate.	None at this point. Will be reviewed as appropriate.

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. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
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	negative)																																																																							
<p>Staff working across the affected sites reflects a differing race profile to those working in the council as a whole. The modernisation programme already in place continues to focus on equality of access and opportunity for all staff and the workforce strategy in particular offers opportunities to promote development for BME staff.</p> <p>There appear to be no specific issues relating to race in the proposed development of 133-137 Queens Road where the strategies already in place to address such imbalances will continue. Staff requirements based on equalities characteristics will be considered throughout the development.</p>																																																																								
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>																																																																							
<p>Tables to show the comparative race profile of a) the affected sites and b) the council wide profile</p> <p>a) Race profile across the affected sites</p> <table><tr><th>Ethnicity</th><th>Asian</th><th>Black</th><th>Mixed</th><th>Not Stated</th><th>Other</th><th>BME</th><th>White</th><th>Grand Total</th></tr><tr><td>Children's and Adults' Services</td><td>4%</td><td>35%</td><td>4%</td><td>9%</td><td>3%</td><td>47%</td><td>44%</td><td>435</td></tr><tr><td>Finance & Governance</td><td>0%</td><td>55%</td><td>0%</td><td>0%</td><td>9%</td><td>64%</td><td>36%</td><td>11</td></tr><tr><td>Housing and Modernisation</td><td>9%</td><td>71%</td><td>4%</td><td>0%</td><td>1%</td><td>85%</td><td>15%</td><td>91</td></tr></table> <p>Source: SAP data 2017</p> <p>b) council wide profile</p> <table><tr><th></th><th>Asian</th><th>Black</th><th>Mixed</th><th>Other</th><th>BME employees</th><th>White</th></tr><tr><td>Children's & Adults' Services</td><td>6%</td><td>38%</td><td>4%</td><td>2%</td><td>50%</td><td>50%</td></tr><tr><td>Finance & Governance</td><td>7%</td><td>34%</td><td>3%</td><td>3%</td><td>48%</td><td>52%</td></tr><tr><td>Housing & Modernisation</td><td>6%</td><td>44%</td><td>5%</td><td>3%</td><td>59%</td><td>41%</td></tr><tr><td>Total across the council</td><td>5%</td><td>36%</td><td>4%</td><td>3%</td><td>48%</td><td>52%</td></tr></table> <p>Source: Southwark workforce report 2016/7</p> <p>When looking at the council as a whole, the percentages of employees from White and from BME communities are very similar to the percentages in the Southwark community. Where 54% of the population classify themselves as White</p>	Ethnicity	Asian	Black	Mixed	Not Stated	Other	BME	White	Grand Total	Children's and Adults' Services	4%	35%	4%	9%	3%	47%	44%	435	Finance & Governance	0%	55%	0%	0%	9%	64%	36%	11	Housing and Modernisation	9%	71%	4%	0%	1%	85%	15%	91		Asian	Black	Mixed	Other	BME employees	White	Children's & Adults' Services	6%	38%	4%	2%	50%	50%	Finance & Governance	7%	34%	3%	3%	48%	52%	Housing & Modernisation	6%	44%	5%	3%	59%	41%	Total across the council	5%	36%	4%	3%	48%	52%	<p>No current data available.</p>
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<p>The percentages of White employees compared to BME employees change significantly through the grades. Putting aside those in Building Worker grades; up to grade 9 there are higher percentages of BME staff than percentages of White staff. This changes at grades 10-12 and the percentages of BME employees are low in grades 14 and above.</p>	
<p>Mitigating actions to be taken</p>	
<ul style="list-style-type: none"> • Engagement with staff to understand their specific needs • Focus groups with change champions • Careful monitoring of equalities data • Tailored learning and development programmes 	<p>None at this point. Will be reviewed as appropriate.</p>

<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>There appear to be no specific issues relating to religion and beliefs in the proposed development of 133-137 Queens Road. Staff requirements based on equalities characteristics will be considered throughout the development.</p>	<p>Please see comments to the left.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>The following profiles the make up of Southwark council staff as a whole. As we do not collect religion and belief data per affected building, the information declared in the staff survey will serve as a representative sample.</p>	

A table to show the religion and belief breakdown across Southwark council																							
<table border="1"> <thead> <tr> <th>Religion</th><th>%</th></tr> </thead> <tbody> <tr> <td>Christian</td><td>44%</td></tr> <tr> <td>Buddhist</td><td>1%</td></tr> <tr> <td>Hindu</td><td>1%</td></tr> <tr> <td>Jewish</td><td>*%</td></tr> <tr> <td>Muslim</td><td>3%</td></tr> <tr> <td>Sikh</td><td>*%</td></tr> <tr> <td>No religion</td><td>27%</td></tr> <tr> <td>Other faith/religion/belief</td><td>4%</td></tr> <tr> <td>Prefer not to say</td><td>20%</td></tr> <tr> <td>Not provided</td><td><0.5%</td></tr> </tbody> </table> <p><i>Source: Southwark staff survey 2017</i></p>	Religion	%	Christian	44%	Buddhist	1%	Hindu	1%	Jewish	*%	Muslim	3%	Sikh	*%	No religion	27%	Other faith/religion/belief	4%	Prefer not to say	20%	Not provided	<0.5%	
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Mitigating actions to be taken																							
<ul style="list-style-type: none"> A faith room to be provided with access for all, with appropriate facilities where required. 	None at this point. Will be reviewed as appropriate.																						

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>There is a larger proportion of females in the affected buildings than the Southwark council average, however there appear to be no specific issues relating to sex in the proposed development of 133-137 Queens Road.</p> <p>Staff requirements based on equalities characteristics will be considered throughout the development. The proposal aims to deliver the strategic priorities for all staff irrespective of their gender.</p>	Please see comments to the left
Equality information on which above analysis is based	Health data on which above analysis is based

<p>When looking at council wide data across the departments, on average the percentages of female and male employees are similar; 51% of employees are female; 49% are male. The gender breakdown in council employment is similar to the female population in Southwark (50.5%) and is lower than the average across London boroughs (60.04%). There are significant differences in the gender breakdown when looking at a departmental level.</p> <p>A table to show the Gender breakdown per department as percentages</p> <table><tr><th>Department</th><th>Female (Council wide)</th><th>Male (Council wide)</th><th>Female (affected sites)</th><th>Male (affected sites)</th></tr><tr><td>Children's & Adults' Services</td><td>74%</td><td>26%</td><td>79%</td><td>21%</td></tr><tr><td>Finance & Governance</td><td>59%</td><td>41%</td><td>45%</td><td>55%</td></tr><tr><td>Housing & Modernisation</td><td>54%</td><td>46%</td><td>66%</td><td>34%</td></tr><tr><td></td><td></td><td></td><td>409</td><td>128</td></tr></table> <p>Source: SAP 2017 data, Southwark workforce report 2016/7</p> <p>There is a significant variance between the gender balances of male to female staff in the affected buildings at a ratio of 76:24 this is significantly higher than both the council and borough average.</p>	Department	Female (Council wide)	Male (Council wide)	Female (affected sites)	Male (affected sites)	Children's & Adults' Services	74%	26%	79%	21%	Finance & Governance	59%	41%	45%	55%	Housing & Modernisation	54%	46%	66%	34%				409	128	<p>No data available currently.</p>
Department	Female (Council wide)	Male (Council wide)	Female (affected sites)	Male (affected sites)																						
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<p>Mitigating actions to be taken</p> <ul style="list-style-type: none">• Monitoring where required• The provision of gender neutral toilet, changing and shower facilities		<p>None at this point. Will be reviewed as appropriate.</p>																								

<p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>We currently do not have data relating to sexual orientation in each specific affected site, in this</p>	<p>Please see comments to the left.</p>

<p>instance the Southwark staff survey is used as a representative sample.</p> <p>There appear to be no specific issues relating to sexual orientation in the proposed development of 133-137 Queens Road.</p> <p>Staff requirements based on equalities characteristics will be considered throughout the development.</p>															
Equality information on which above analysis is based	Health data on which above analysis is based														
<p>A table to show sexual orientation across the council</p> <table border="1"> <thead> <tr> <th>Sexual Orientation</th><th>%</th></tr> </thead> <tbody> <tr> <td>Bisexual</td><td>1%</td></tr> <tr> <td>Heterosexual/Straight</td><td>77%</td></tr> <tr> <td>Gay</td><td>3%</td></tr> <tr> <td>Lesbian</td><td>1%</td></tr> <tr> <td>Prefer not to say</td><td>17%</td></tr> <tr> <td>Not provided</td><td><0.5%</td></tr> </tbody> </table> <p><i>Source: Southwark staff survey 2017</i></p>	Sexual Orientation	%	Bisexual	1%	Heterosexual/Straight	77%	Gay	3%	Lesbian	1%	Prefer not to say	17%	Not provided	<0.5%	
Sexual Orientation	%														
Bisexual	1%														
Heterosexual/Straight	77%														
Gay	3%														
Lesbian	1%														
Prefer not to say	17%														
Not provided	<0.5%														

<p>Mitigating actions to be taken</p> <ul style="list-style-type: none"> Awareness raising activities to facilitate an open environment where staff feels comfortable to disclose their sexual orientation. 	
<p>Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio-economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is no anticipated negative impact based on socio-economic status.	No data available currently.
Equality information on which above analysis is based	Health data on which above analysis is based
No data currently available although the general workforce profile is captured through the Southwark workforce report 2016-7 and all staff and contractors are paid the London Living Wage.	No data available currently.

Mitigating actions to be taken	
None at this point. Will be reviewed as appropriate.	None at this point. Will be reviewed as appropriate.

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.
Potential impacts (positive and negative) of proposed policy/decision/business plan
There are no anticipated negative impacts on Human Rights as a result of the proposed development of 133-137 Queens Road.
Information on which above analysis is based
No current data available.
Mitigating actions to be taken
None at this point. Will be reviewed as appropriate.

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	Incomplete data on the workforce protected characteristics	A programme to encourage staff to provide their data to improve reporting and the council's ability to support staff	From October 2017-onwards
2	Impacts/needs analysis for each protected characteristic	Project development team will need to carry out an impact analysis and take action to mitigate any potential negative impacts	From October 2017-onwards
3	Detailed trend analysis for all affected sites		
4.	Provision of a space for multi-faith/quiet room for all staff	A multi-faith/quiet room to be provided with access for all, with appropriate facilities where required	

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	
			Year 1	Year 2
Each work stream will give a detailed consideration of all the protected characteristics and equalities in their milestones, targets and sub project plans	Work stream leads in the following work streams: <ul style="list-style-type: none"> IT Building delivery HR Workplace OD Finance Comms 	Southwark staff Survey Equalities workforce report SAP data used in this report		

5. Health objectives (for business plans)

Based on the initial analysis above, please detail any health 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	
			Year 1	Year 2
The detailed action plans which will underpin the strategies will contain objectives specifying a need to consider the wellbeing of all staff to the work emerging from the strategies, including work/life balance, office accommodation, work patterns and a baseline of digital ability.	Work stream leads in the following work streams: <ul style="list-style-type: none"> • IT • Building delivery • HR • Workplace • OD • Finance • Comms 	Southwark staff Survey Equalities workforce report SAP data used in this report		

