

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

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	01.12.2017

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

1.1 Brief description of policy/decision/business plan

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 'MySouthwark' on-line accounts for residents. The focus of this work was 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, 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 on a good customer experience in a pleasant environment.
3. The current customer experience for these groups is not in line with the council's fairer future promises. The reception spaces are in need of some refurbishment and are not in a good state of repair. The fundamental design of the customer areas is dated. Examples of this are that in Bournemouth Road, the interview rooms are small booths with a glass panel between the service users and staff member that they are speaking to, which does not promote a positive experience. In Talfourd Place, there is a glass panel at the reception point which makes it hard for staff to hear what is being said, and they report having to leave reception to come around the desk to speak to service users directly, which interrupts their conversation.
4. 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 service 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 to council's desire to provide services within the community that it serves.
5. Work has therefore been carried out to assess where there could be a viable site to accommodate a fourth site near the current Queen's Road service buildings. 133-137 Queens Rd, SE15 2ND 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.

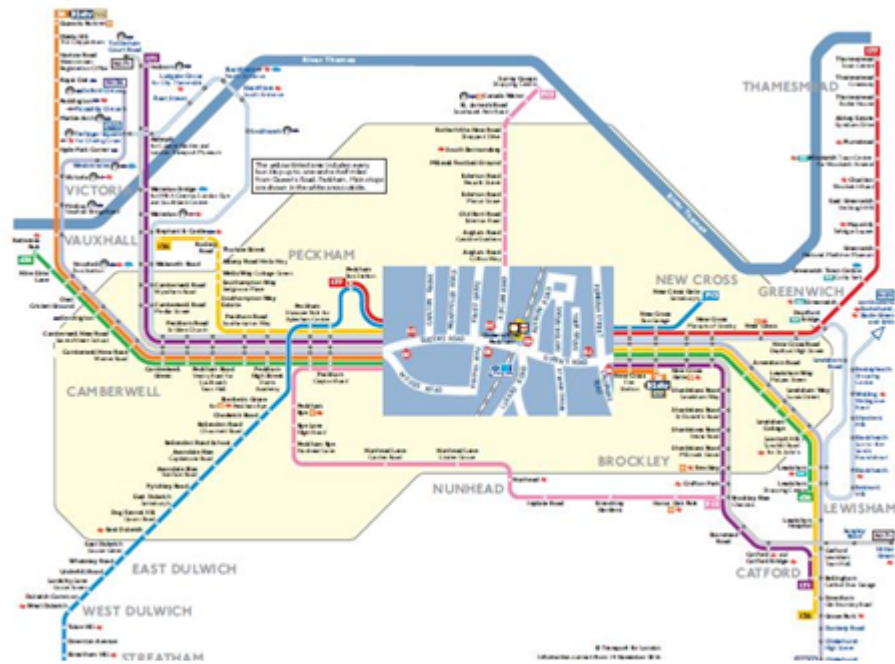
6. This is in the centre of the borough and has a direct rail link taking about 12 minutes travelling time to Tooley Street. It also provides an excellent transport hub including buses and London Overground services for use by service.
7. The services looking to relocate to Queens Road look after some of our most vulnerable residents and children, including fostering and adoption, youth offending and housing options. The 133-137 Queens Rd, SE15 2ND could be redesigned for public access and use by these services. These services receive more than 1000 visits per week to 600 staff in current buildings that are not generally fit for purpose.
8. In addition to the concerns infrastructure place on the existing services. It is clear that these services will benefit from co-location as there is evidence of shared users accessing multiple council services in scope across the borough. According to the audit commission report in July 2010 which examined NEET characteristics and the likelihood of becoming NEET. In effect you are 2.6 times more likely to become NEET if you are under supervision by the youth offending team. This demonstrates that where we have young people receiving support from the youth offending service it is likely that they could also be receiving support from our NEETs service. In addition with social workers originally based in Sumner house relocating to Bournemouth road still under the youth offending remit, it is clear that this group has overlapping service users.
9. The sources of data used in the Equality and Health Impact Analysis (EHIA) are as follows:
 - <http://researchbriefings.files.parliament.uk/documents/SN06705/SN06705.pdf>,
 - Southwark Council Housing register,
 - Capita YJ – Southwark system (based on DfE types),
 - Labour Force Survey, 2016,
 - ONS labour force survey, Audit Commission,
 - analysis of Connexions data from fieldwork areas (approximately 24,00 people), 2010,
 - Children in care and care leavers strategy 2016-2019

Travel to QR4

An assessment has been carried out of the accessibility of the proposed building location and the key hubs across the borough. The public travel routes have been reviewed and set out in the table below to ensure that the proposed building is geographically accessible.

Location within Southwark	Public Transport options to reach Queen's Road Peckham	Approx journey time
London Bridge/Borough	Regular train service from London Bridge	6-12 minutes
Bermondsey	<ul style="list-style-type: none"> Regular train service from South Bermondsey P12 bus from Canada Street 	11 minutes 29 minutes
Rotherhithe	<ul style="list-style-type: none"> 4 minute walk to Canada Water and Overground from Canada Water P12 bus from Canada Street 	15 minutes 30 minutes
Dulwich Village	<ul style="list-style-type: none"> Regular train service from North Dulwich 37 Bus from North Dulwich 	8 minutes 31 minutes
East Dulwich	<ul style="list-style-type: none"> Regular train service from East Dulwich P13 bus 	6 minutes 28 minutes
Camberwell	436 bus; 171 Bus; 36 Bus	15-20 minutes
Walworth	136 Bus; 171 Bus; 343 Bus	25-35 minutes
Elephant and Castle	136 Bus; 171 Bus; 53 bus	30 minutes
Bermondsey	<ul style="list-style-type: none"> Regular train service from South Bermondsey P12 Bus 	3 minutes 31 minutes
Newington	136 Bus	32 minutes
Southwark Park	<ul style="list-style-type: none"> Regular train service from South Bermondsey P12 Bus 	3 minutes 33 minutes
Peckham Rye	Regular train service from Peckham Rye Southern rail or Overground	3 minutes
Herne Hill	Regular train service from Herne Hill, change at Tulse Hill	31 minutes
Honour Oak	<ul style="list-style-type: none"> Regular train service from Honour Oak Park Overground from Honour Oak Park, change at Surrey Quays 171 Bus; P12 Bus 	22 minutes 24 minutes 21-30 minutes
Sydenham Hill	Regular train service from Sydenham change at Surrey Quays	30 minutes

Bus routes



Source: <https://tfl.gov.uk/maps/bus?Input=Queens Road Peckham Rail Station&InputGeolocation=51.473566,-0.057313>

National rail services:

Connections through major stages such as London bridge and London Victoria

Tube line: Proposed extension to the Bakerloo line to pass through Queens road Peckham

Overground:



Source:

<https://www.bing.com/images/search?view=detailV2&ccid=F27888jT&id=D3A77E807EB17274928789D59ABEE0EEBEC6E8C3&thid=OIP.F27888jTfg44DkYIJONwMgD5D5&q=overground+map&simid=608052214341568018&selectedIndex=4>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders		
Key users of the department or service	Service User	Location
	Housing solutions	Bournemouth Road
	Children in care, care leavers and looked after children	Sumner House, Talfourd Place, Curlew House
	Youth Offending Service	47b East Dulwich Road
	Not in Education, employment, training (NEETS)	St Marys Road
Key stakeholders were/are involved in this policy/decision/business plan	Heads of Service Southwark staff Directors Service users who will be consulted	

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 first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second 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. 133-137 Queens Road 215 2ND will hereafter be referred to as QR4.

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>The demographic of impact varies across the individual services provided. The age range across services users is large. From children in looked after care to the elderly in housing solutions. Despite the variance there appear to be no specific issues relating to age for the proposed development of QR4.</p> <p>Housing Solutions Close monitoring of this sector took place during the 6 September 2014 to the 31 December 2016 period to identify specific issues for different segments of the older population to be identified and addressed appropriately. The Housing Solutions service employs an officer to identify housing and employment, education and training options for different groups to improve housing and employment opportunities. As a borough wide trend, unemployment continues to reduce significantly in Southwark across all age groups; this will have a positive impact on the numbers visiting the proposed development. The proposed location will therefore have no affect on the full range of services offered by Housing solutions and will continue to support those who have specific age related housing needs.</p> <p>Children in care, care leavers and looked after children Older younger children aged 10 and above, are disproportionately represented in the care population. A consolidated service will provide access to a full service in one location. The ease in access across each service will add an additional layer of support to the young person through knowledge sharing and access to resources. The development of QR4 compliments the existing children in care and care leavers strategy which is currently looking into implementing more collaborative ways of working to greater support young families on the</p>	No current data available.

<p>edge of care.</p> <p>Youth Offending Service</p> <p>The vast majority of our young people fall between the ages of 13-18. It is likely that there will be some overlap between some of our young people accessing either the NEETs service and or the care leavers' service within this age range. With youth offending social workers based at Bournemouth Road within housing solutions we can see the direct correlation across service users. Under these considerations it can be concluded that the proposed development through ease of access, benefits of colocation of services will have a positive impact on these service users.</p> <p>NEETS</p> <p>790,000 people aged 16-24 were Not in Education, Employment or Training (NEET) in the second quarter of 2017, 11.1% of all people in this age group. This was down 10,000 on the previous quarter and down 56,000 from the second quarter of 2016.</p> <p>Of the regions within England, in the second quarter of 2017 Yorkshire and Humberside had the highest proportion of young people who were NEET (14.7%) and London had the lowest (9.0%). In Southwark the characteristics of 16-17 year old NEETS differs from the national average. In general young people with SEND are more likely to become NEET post 18. The development of QR4 compliments the existing national initiatives and in particular the commitment Southwark Council has to Apprentices and Traineeships. Southwark are committed to ensuring that 3% of its workforce are apprentices or in entry level roles within the council and providing quality apprenticeships that improve employability. All of the services currently provided will not be affected by the location of the service and therefore will be continued at the new location.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Housing Solutions Southwark Council Housing register</p> <p>Children in care, care leavers and looked after children</p> <p><i>A table to show the age of children in care at 31 March 2015</i></p>	<p>No current data available.</p>

	England (%)		London (%)		Stat Nbs (%)		Southwark (%)		Southwark (no.)	
	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15
Under 1	6%		5%		5%		5%	4%	30	21
1 to 4	17%		12%		12%		14%	10%	80	52
5 to 9	20%		16%		17%		18%	20%	100	101
10 to 15	37%		37%		39%		34%	36%	185	181
16 and over	21%		30%		27%		28%	29%	155	148

Source: Children in care and care leavers strategy 2016-2019

Youth Offending Service

A table to show the age breakdown of our youth offending service caseload

Age	No.	%
12	4	1.9%
13	5	2.3%
14	26	12.2%
15	27	12.7%
16	51	23.9%
17	69	32.4%
18	29	13.6%
19	1	0.5%
20	1	0.5%
Total	213	100.0%

Source: Capita YJ – Southwark system (based on DfE types).

NEETS

<http://researchbriefings.files.parliament.uk/documents/SN06705/SN06705.pdf>

Mitigating actions to be taken									
The council will ensure traditional customer access services will remain available, so that everyone has access to high quality services. For customers who need help to get online for digital services that may be required we will support and refer them to one of our libraries or Digital Inclusion Hubs for free training. **Housing Solutions** Southwark employs officers in the Housing Solutions service to assist older and vulnerable customers to bid for example those with limited access to bid through the internet or limited IT skills. The council also employs officers to support all customers with specific re-housing plans for moving into									
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<p>Sheltered Housing, downsizing to smaller accommodation, mutual exchanges, and support with bidding for alternative accommodation – Services that will continue irrespective of the service location</p> <p>Children in care, care leavers and looked after children</p> <p>Continuation of consolidated approach to children's services</p> <p>NEETS</p> <p>Continued advocacy and support of the Southwark apprenticeship programme, supported internships, targeted training, development and support depending on service user with individual progress and support plans.</p>	
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<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>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>It is anticipated that there will be positive impacts to those with disabilities from the proposed development. Alongside the service user consultations, the customer access strategy and the children in care and care leavers strategy reasonable adjustments will be built into the building design whilst the implementation of improvements to online self-serve customers should increase access to services accessible from home.</p> <p>Housing Solutions</p> <p>Records indicate that that as the 31 December 2016, 195 or 1.93% of customers on the Housing Register needed properties that have had adaptations or require transferring due to related disability issues to allow them to improve the quality of life. With improved access for those with disabilities in the proposed development compared to the current service offering, this will positively impact this set of customers.</p> <p>Children in care, care leavers and looked after children</p> <p>The current roll out of the children in care and care leavers strategy recognises that more improved interagency working and health focused commissioning for children in care</p>	<p>No current data available.</p>

and care leavers will help improve outcomes for this vulnerable group. This can only be complimented by the collocated of the full children's service in 133-137 Queens road, where staff will be accessible across the full range of the service.

Specialist teams focussing on children with disabilities, transition and special educational needs will continue to be supported to ensure children and young people with disabilities are not disadvantaged.

Youth Offending Service

No data recorded

NEETS

The ONS labour force survey found that participants with certain characteristics were more likely to be NEET. During the time of the study it was evidenced that disabled people were twice as likely to have been NEET than those without a disability. Although we do not have any specific data to map the proportion in Southwark, Southwark does take service user requirements based on equalities characteristics very seriously and therefore these will be considered throughout the development.

Equality information on which above analysis is based

Housing Solutions

Source: Labour Force Survey, 2016.
Southwark Housing register

Children in care, care leavers and looked after children

A tale to show the Category of need of those children whose episode was open at the 31 March 2015

Category of need	Number
Absent parenting	40
Abuse or neglect	308
Child's disability	7
Family dysfunction	68
Family in acute stress	32
Low income	6

Health data on which above analysis is based

Emotional and behavioural health of children looked after continuously for 12 months at 31 March for whom a Strengths and Difficulties Questionnaire (SDQ) was completed (CiC aged over 4 and under 17)

	England (% & ave.)		London (% & ave.)		Stat Nbs (% & ave.)		Southwark (% & ave.)		Southwark (no.)	
	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15
CiC for whom an SDQ score was submitted	68%		78%		78%		32%	67%	85	179
Average score per child	14		13		14		14	15		
SDQ Score NORMAL	50%		53%		51%		51%	49%	45	87
SDQ Score BORDERLINE	13%		13%		14%		14%	15%	10	26
SDQ Score CONCERN	37%		34%		35%		36%	37%	30	66

Source: Children in care and care leavers strategy 2016-2019

Parental illness or disability	32
Socially unacceptable behaviour	10
Grand Total	503

Source: Children in care and care leavers strategy 2016-2019

At the 31 March 2015 there were 7 children and young people in care who were identified in the child's disability. This equates to 1% of the care population at the time. This does not mean that this is the total number of children in care with a disability. The Children with Disabilities and Transitions Team currently (January 2016) have approximately 20 on their case load.

Youth Offending Service

NEETS

ONS Labour Force Survey microdata and House of Commons Library calculations

% of 16-24 year olds who are NEET
Q2 2016 to Q1 2017 (four quarter average)

Category	Percentage
Equality Act Disabled	30%
Not Equality Act Disabled	9%
No qualification	25%
GCSE and above	10%
Pakistani/ Bangladeshi	16%
Mixed/Multiple ethnic groups/ Other	14%
White	12%
Black/African/ Caribbean/ Black British	10%
Indian/ Chinese/Other Asian	7%
Overall	12%

Source: ONS labour force survey

Actions to be taken

Service user requirement based on equalities characteristics will be considered throughout the development as outlined.	None at this point. Will be reviewed as appropriate.
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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)
There appears to be incomplete data when it comes to our service users and the characteristic of gender reassignment, as a result services with	

the data available will be considered by exception. Despite specific breakdowns not being known, service user requirements based on equalities characteristics will be considered throughout the development of QR4 Adjustments where appropriate such as the use of facilities will also be assessed.	
Equality information on which above analysis is based.	Health data on which above analysis is based
<p>Housing Solutions</p> <p>Unfortunately there is no equality data in this area collected by the service to analyse, as the customers have decided not to record this information onto the customers housing application or change of circumstances form.</p> <p>Children in care, care leavers and looked after children</p> <p>No specific data</p> <p>Youth Offending Service</p> <p>No specific data</p> <p>NEETS</p> <p>No specific data</p>	No current data available.
Actions to be taken	
<p>All services</p> <ul style="list-style-type: none"> • Input into specific requirements detailed in co-design workshops with Tilt where appropriate • The provision of gender neutral toilets, changing and shower facilities • Review and education of appropriate language when referring to this protected group. <p>Housing Solutions</p> <p>Southwark Council is in a position to collect this data, and is promoting this equality work with customers of the service. This is a significant improvement from the previous equality analysis.</p>	None at this point. Will be reviewed as appropriate.

<p>Children in care, care leavers and looked after children, Youth Offending Service' NEETs</p> <p>Service users will be encouraged to record their transgender status/gender identity as appropriate to the age group, to improve reporting and to give appropriate support where required. This will involve engagement activities and training where appropriate</p>	
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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 couples. 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>	
<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 marriage and civil partnerships in the proposed development of QR4 as the majority of the forthcoming services concern children or young people.</p> <p>Despite the predominant demographic not being married or in a civil partnership, service user 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>Housing Solutions</p> <p>There are gaps in this information for customers when customers complete the housing application forms to join the housing register or to submit a change of circumstances form. Customers have chosen not to complete this information.</p> <p>Children in care, care leavers and looked after children</p> <p>No data identified, due to the target audience</p> <p>Youth Offending Service</p> <p>No data identified, due to the target audience</p>	<p>No current data available.</p>

NEETs No data identified, due to the target audience	
Mitigating actions to be taken	
Housing Solutions Greater transparency over the housing allocation process to encourage self- declaration in this protected characteristic	None at this point. Will be reviewed as appropriate.

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)
<p>It is anticipated that there will be no impact or if any a slightly positive impact through the proposed development. Those users who are pregnant and require an additional service will be able to access the appropriate facilities in for example housing solutions and care leavers. When considering each service in greater detail the initiatives in place to serve the current user will still remain, and so this will have no impact on the service due to location. Improvements to building design and accessibility of location will help current and future service users.</p> <p>Housing Solutions</p> <p>Children in care, care leavers and looked after children</p> <p>Sexual health is an important issue for children in care, with increased risks of sexual exploitation, early sexual activity, and early parenthood. The teenage conception rate has fallen in Southwark as nationally. However, higher proportions of care leavers become pregnant or are young parents and a number of them have had their children removed. Through the delivery of the Strategy, and innovative projects like Pause, Southwark Council is continuing to work with young people to promote sexual health and wellbeing through services that are accessible and free from stigma. Projects such as these will continue in the new development.</p> <p>Youth Offending Service</p>	

<p>No data given</p> <p>NEETS</p> <p>Although specific data is not available on the proportion of Southwark NEETs who fall into this protected characteristic we can see that pregnancy and parenthood increases the chance of being NEET for six months or more, making an individual 2.8 times more likely to be NEET. Southwark is committed to addressing sexual health and well being as stated in response to children in care, care leavers and looked after children. These initiatives are in place for our NEET population, especially in the event of overlap. Moving to the proposed location will not affect the continuation of such strategies and will therefore not adversely affect any of the NEET population.</p>															
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>														
<p>Housing Solutions</p> <p>Children in care, care leavers and looked after children</p> <p>Southwark had 8 looked after children who were mothers in the 2013/2014 reporting period. There are 4 looked after young people who were mothers aged 15-17 on the 31 March 2014 (there were 4 other young mothers looked after during the year but not on the 31 March). In total, there were 86 young women aged 15-17 looked after on the 31 March 2014.</p> <p>Source: Children in care and care leavers strategy 2016-2019</p> <p>Youth Offending Service</p> <p>NEETs</p> <p>Increased chances of being NEET</p> <table border="1" data-bbox="220 1480 1070 1753"> <thead> <tr> <th>Factor</th><th>Increase in chance of being NEET for six months or more</th></tr> </thead> <tbody> <tr> <td>Being NEET at least once before</td><td>7.9 times more likely</td></tr> <tr> <td>Pregnancy or parenthood</td><td>2.8 times more likely</td></tr> <tr> <td>Supervision by youth offending team</td><td>2.6 times more likely</td></tr> <tr> <td>Fewer than three months post-16 education</td><td>2.3 times more likely</td></tr> <tr> <td>Disclosed substance abuse</td><td>2.1 times more likely</td></tr> <tr> <td>Responsibilities as a carer</td><td>2.0 times more likely</td></tr> </tbody> </table> <p><i>Source: Audit Commission, analysis of Connexions data from fieldwork areas (approximately 24,00 people), 2010</i></p>	Factor	Increase in chance of being NEET for six months or more	Being NEET at least once before	7.9 times more likely	Pregnancy or parenthood	2.8 times more likely	Supervision by youth offending team	2.6 times more likely	Fewer than three months post-16 education	2.3 times more likely	Disclosed substance abuse	2.1 times more likely	Responsibilities as a carer	2.0 times more likely	<p>No current data available.</p>
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Being NEET at least once before	7.9 times more likely														
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Supervision by youth offending team	2.6 times more likely														
Fewer than three months post-16 education	2.3 times more likely														
Disclosed substance abuse	2.1 times more likely														
Responsibilities as a carer	2.0 times more likely														
<p>Actions to be taken</p>															
<p>Promotion of awareness of continued services being offered within the proposed development, in addition to accessibility criteria.</p>	<p>None at this point. Will be reviewed as appropriate.</p>														

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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)
<p>There appear to be no specific issues relating to race in the proposed development of QR4. However it must be recognised that in each of the service user groups there is an over representation of at least one ethnic group when compared the Southwark average.</p> <p>As a result service user requirements based on this equality characteristic will be considered throughout the development.</p> <p>Housing Solutions</p> <p>No adverse consequences</p> <p>Children in care, care leavers and looked after children</p> <p>Using the available data Black or Black British ethnic groups appear overrepresented in the care population, and Asian and Asian British appear underrepresented when comparing 2011 Census data to the latest ethnicity data on children in care. Southwark has a higher proportion of Black or Black British and a lower proportion of Asian and Asian British children in care than London and statistical neighbours</p> <p>Youth Offending Service</p> <p>Within the youth offending service the highest proportion of offenders come from a Black ethnic background. However when looking at the granularity of individual ethnic classifications the highest proportion is Black Caribbean at 28% followed by White British at 18%.</p> <p>NEETs</p> <p>Nationally, by ethnicity, the proportion of 16-24 year olds who were NEET is highest for those from</p>	

Pakistani/Bangladeshi backgrounds (16%) and lowest for those from Indian/Chinese/Other Asian backgrounds (7%). However this picture differs to the Southwark average. Departmental data indicates that the ethnicity profile in Southwark tends to be white British.

Despite the discrepancy in the ethnic profile the analysis remains that there is no specific effect on race by the proposed development of QR4 Southwark will continue to monitor this protected characteristic for each of our service users

Equality information on which above analysis is based

Health data on which above analysis is based

Housing Solutions

Analysis of the 10,092 households on the housing register, and customers re-housed during the 6th September 2014 to the 31st December 2016 period

Children in care, care leavers and looked after children

A table to show the ethnic origin of children looked after at 31 March 2015

	England (%)		London (%)		Stat Nbs (%)		Southwark (%)		Southwark (no.)	
	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15
White	78%		41%		38%		35%	34%	190	169
Mixed	9%		17%		19%		17%	15%	90	76
Asian or Asian British	4%		8%		5%		x	2%	x	12
Black or Black British	7%		28%		35%		43%	44%	235	222
Other ethnic groups	2%		5%		7%		3%	4%	20	21
Other (including not yet obtained/ refused)	1%		1%		0%		x	1%	x	3

Source: 2011 census data

From the 2011 Census ethnic group 0-24 it can be seen that the younger age population in Southwark is more diverse still, with under half the percentage of white young people from the UK than the national average, and over 8 times the Black African/Caribbean population than the national average

Youth Offending Service

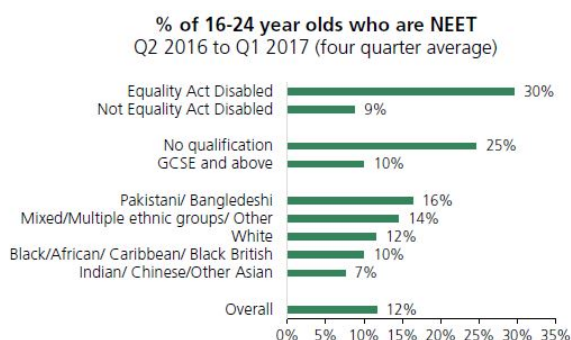
A table to show the ethnic breakdown of our youth offending service users

No current data available.

Ethnicity	Total	%
Asian	7	3%
Black	113	53%
Mixed	21	10%
Other	15	7%
White	57	27%
Total	213	100%

Source: Capita YJ – Southwark system (based on DfE types).

NEETs



Source: ONS Labour Force Survey microdata and House of Commons Library calculations

Mitigating actions to be taken

The ongoing customer access strategy requires service areas in developing projects to identify any potential negative impacts on the community due to an individual's race, and implement measures to minimise this. This will be undertaken during the proposed development of QR4.

Housing Solutions

Continuation of the working star priority and the community contribution priority. The continuing need to encourage all applicants to complete the ethnic monitoring data to allow the Council to be better informed about the applicants it is providing services for. This may be made a compulsory field following the introduction of the new Housing Allocations scheme in 2017, and customers will have to complete this information to register on the housing register.

'We will continue to improve equality monitoring

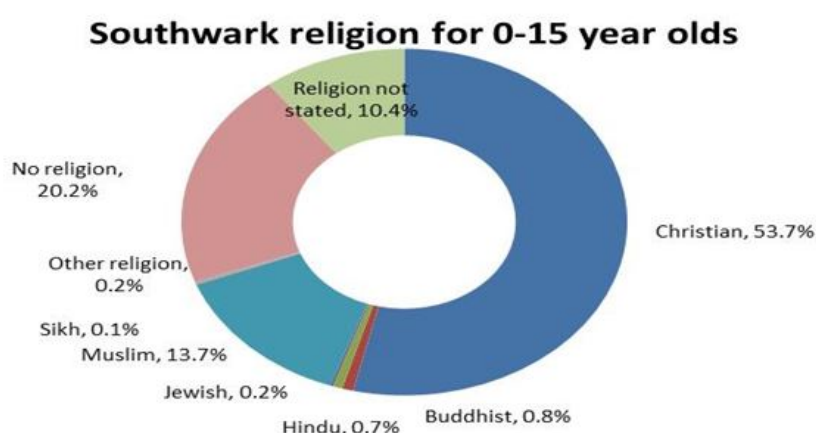
None at this point. Will be reviewed as appropriate.

<p>data collection and analysis in Housing Allocations to help ensure fairness in all our procedures and practices.'</p> <p>Children in care, care leavers and looked after children</p> <p>Continued monitoring</p> <p>Youth Offending Service</p> <p>Continued monitoring</p> <p>NEETs</p> <p>Further research into the differing characteristics between the national average and the Southwark average and how these differences if at all impact the service.</p>	
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<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 QR4.</p> <p>Service user requirements based on equalities characteristics will be considered throughout the development through use of local and national research and data. This will also include improvements to the collection of service user data in relation to religion and belief in our equality monitoring and data collection and analysis.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Children in care, care leavers and looked after children, Youth Offending Service, NEETs</p> <p>The proportions are largely similar to that of the general population</p>	<p>No data sets record religion or</p>

Tables and graph to show the religious breakdown of young people across Southwark compared to the national average.

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



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

Source: Census 2011- general population data

belief.

Actions to be taken

Service user requirements based on equalities characteristics will be considered throughout the development through use of local and national research and data. This will also include improvements to the collection of service user data in relation to religion and belief in our equality monitoring and data collection and analysis

None at this point. Will be reviewed as appropriate

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Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Within specific user groupings the ratio between males and females varies. The imbalance created presents each service with its own challenge and corrective programmes. With full consideration being undertaken within each service it is evident that sex has no impact on the proposed development at QR4.</p> <p>Housing solutions</p> <p>No data</p> <p>Children in care, care leavers and looked after children</p> <p>There are marginally more male children who are looked after than female</p> <p>Youth Offending Services</p> <p>Of the 213 young people Southwark have on its caseload 10% are female. With the significant proportion of males in the service particular care is given to support the needs of this gender imbalance within the service. This will continue irrespective of location.</p> <p>NEETs</p> <p>Historically more women than men have been NEET. Over the last year the number of men and women aged 16-24 who were NEET have been at similar levels, and in the last quarter of 2016 slightly more men were NEET than women for the first time since comparable records began. As the chart below shows, the gap between the number of men and women who were NEET has rapidly narrowed over recent years. Within Southwark the NEET population is 59% male and 41% female.</p> <p>The proposal aims to deliver the strategic priorities for all service users Service user 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																																													
<h3>Housing Solutions</h3> <p>No data</p> <h3>Children in care, care leavers and looked after children</h3> <p>The higher proportion of male to female looked after children correspond with the higher number of male NEETS to female NEETS in the borough.</p> <h3>Gender of children looked after at 31 March 2015</h3> <p>A table to show the gender break down of children looked after from March 2015</p> <table><tr><th></th><th colspan="2">England (%)</th><th colspan="2">London (%)</th><th colspan="2">Stat Nbs (%)</th><th colspan="2">Southwark (%)</th><th colspan="2">Southwark (no.)</th></tr><tr><th></th><th>13-14</th><th>14-15</th><th>13-14</th><th>14-15</th><th>13-14</th><th>14-15</th><th>13-14</th><th>14-15</th><th>13-14</th><th>14-15</th></tr><tr><td>Male</td><td>55%</td><td></td><td>57%</td><td></td><td>55%</td><td></td><td>56%</td><td>57%</td><td>310</td><td>287</td></tr><tr><td>Female</td><td>45%</td><td></td><td>43%</td><td></td><td>45%</td><td></td><td>44%</td><td>43%</td><td>240</td><td>216</td></tr></table> <p>The majority of Unaccompanied Asylum Seeking children who come into care are young males aged 16, which contributes to the age distribution in the care population.</p> <p>Source: Children in care and care leavers strategy 2016-2019</p> <h3>Youth Offending Service</h3> <h3>NEETS</h3> <p>NEETs by gender 2002-2017 Seasonally adjusted: Thousands</p> <p>Source: http://researchbriefings.files.parliament.uk/documents/SN06705/SN06705.pdf</p>		England (%)		London (%)		Stat Nbs (%)		Southwark (%)		Southwark (no.)			13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	Male	55%		57%		55%		56%	57%	310	287	Female	45%		43%		45%		44%	43%	240	216	No data available currently.	
	England (%)		London (%)		Stat Nbs (%)		Southwark (%)		Southwark (no.)																																					
	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15	13-14	14-15																																				
Male	55%		57%		55%		56%	57%	310	287																																				
Female	45%		43%		45%		44%	43%	240	216																																				

Actions to be taken	
<p>NEETS</p> <p>Women who are NEET are more likely to be economically inactive than men. In the second quarter of 2017, 69% of the women who were NEET were economically inactive. This compares to 49% of the men. The gap has narrowed because the number of economically inactive women who were NEET has been falling whereas the number of economically inactive men who were NEET has been rising. Mitigating actions will therefore include Southwark programmes already engineered to encourage young people to continue education or training, working with the national government on the technical education reforms and the governments Post-16 skills plan specifically the Southwark commitment to apprenticeships.</p>	<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>It is acknowledged that data on service users' sexual orientation is unlikely to be accurate and on-going efforts should be made to encourage such information being given at the point of application where appropriate and required.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>No data sets record sexual orientation.</p>	<p>No data sets record sexual orientation.</p>

<p>Actions to be taken</p> <p>Continued improvements to equality monitoring data collection and analysis in relation to our service users.</p>
<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 families economic</p>

and social position in relation to others, based on income, education, health, living conditions and occupation.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
	No data available currently.
Equality information on which above analysis is based	Health data on which above analysis is based
	No data available currently.
Mitigating actions to be taken	
	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
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 actions (including mitigating actions) or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Improvements to equality monitoring data collection and analysis to ensure accessible and appropriate services for all.	Commence data collation within each project	
2	On-going equality monitoring analysis of information to identify future equality impacts for protected groups.	As part of implementation equality information, including user feedback, will be analysed for any equality impacts.	
3	Over time the capability and access to services may change for different protected characteristic groups. These require monitoring.	Detailed trend analysis with the resident survey and will need to take place on an individual project level also	
4	Not all of our users will be able to access the full range of services due to lack of access or capability when it comes to digital technologies	<p>The council will ensure traditional customer access services will remain available, so that everyone has access to high quality services.</p> <p>For customers who need help to get online for digital services that may be required we will support and refer them to one of our libraries or Digital Inclusion Hubs for free training.</p> <p>Southwark employs officers in the Housing Solutions service to assist older and vulnerable customers to bid for example those with limited</p>	

		access to bid through the internet or limited IT skills. The council also employs officers to support all customers with specific re-housing plans for moving into Sheltered Housing, downsizing to smaller accommodation, mutual exchanges, and support with bidding for alternative accommodation – Services that will continue irrespective of the service location	
5	Increase in the number of NEETs nationally.	Continued advocacy and support of the Southwark apprenticeship programme, supported internships, targeted training, development and support depending on service user with individual progress and support plans.	

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
Equality objectives will be set in each service area as appropriate.	None at this point	None at this point	None at this point	None at this point

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	Targets
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		(baseline)	Year 1	Year 2
