

# **Southwark Council Southwark Works Equality Analysis**

**August 2018**

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of your policies and practices on people with different protected characteristics is an important part of complying with the general equality duty.

Under the PSED the Council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the EHRC recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in equality impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity It be referenced in community impact statements in Council reports.

The public will be able to view and scrutinise any equality analysis undertaken. Equality

analysis should be written in a clear and transparent way using plain English. It may be published under the Council's publishing of equality information, or if part of a business plan, requested by the public under the Council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if the affects you expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Equality Analysis will not need to go to an Equality and Diversity Panel for feedback, as under the old Equalities and Human Rights Scheme. Community engagement is recommended as part of the development of equality analysis and the Council's Community Engagement Division and FEHRS can assist with this (see section below on community engagement). [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)

**Section 1: Equality analysis details**

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>		<b>Southwark Works recommissioning - Framework and Network Coordination 2019-23</b>			
<b>Equality analysis author</b>		Liz Gardiner, Elaine Gunn			
<b>Strategic Director:</b>		Chief Executive			
<b>Department</b>		Chief Executive's Office	<b>Division</b>	Local Economy Team	
<b>Period analysis undertaken</b>		August 2018			
<b>Date of review (if applicable)</b>		2 years when call off contracts / extensions granted			
<b>Sign off</b>	Stephen Gaskell	<b>Position</b>	Head of Chief Executive's Office	<b>Date</b>	10/10/18

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

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

Supporting people into jobs is a key priority for the council. In June 2018, cabinet adopted a new council plan, which includes the commitment to make Southwark a full employment borough. The plan also sets out a number of ambitions, relating to employment and skills, that the council will deliver over the next four years to 2022; including:

- Help 5,000 more people into work and create 2,500 new apprenticeships
- Introduce a Southwark Good Work Standard
- Make sure everyone has a basic qualification in English and maths and that residents have the digital skills to get the jobs of the future
- Provide one to one support for low paid workers to help them get better paid jobs and improve access to financial support to those who need additional funding for courses
- Make Southwark the first Equal Pay Borough so all our contractors must publish their gender pay gap and plans to reduce it

Southwark Works is the council's longstanding employment support programme and is formed of a network of providers who offer a range of tailored employment support based on underlying needs, such as mental health, homelessness or disability. This model aims to ensure there is expertise available locally to deal with the range of issues that affect residents' ability to gain and sustain employment whilst providing a recruitment service for local employers.

Southwark Works has operated since 2004 and has supported thousands of residents to find work and change their lives, making a considerable contribution to the 2014-2018 council plan target to support 5,000 people into work. The programme operates through two main elements:

- directly contracted employment support for a variety of target groups and within key growth sectors in the borough (i.e. construction) from a variety of specialist providers (who make up the 'network')
- network co-ordination – including network management, assessment of customers and referral to Southwark Works providers and/or external support; operation of a hub office for customers; customer record management to track progress and outcomes, sourcing of vacancies through employer engagement activity; providing recruitment services to local employers, organising job fairs for the network, supporting the council in communicating the successes of the 5,000 lives campaign.

In 2014 the council developed an employment commissioning framework to procure the Southwark Works contracts. The initial contracts let from the framework started delivery in July 2015. Frameworks operate over a 4 year period, with call off contracts awarded every 2 years, and the current contracts end 30th June 2019. Mirroring this, the current Southwark Works Network Coordination contract was procured for a 4 year period in 2015 (2 years + 2 years) and will also end on the 30th June 2019, following an extension for a 3 month period from April-July 2019.

In order to transition to the new Framework, officers have been undertaking a commissioning exercise to evaluate needs of the service users and labour market. This exercise has informed the new specifications for the service.

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

#### 2. Service users and stakeholders

<b>Key users of the department or service</b>	<p>The service is intended to support Southwark residents, including those further from the labour market, back into work. The table below describes the target group for the current Framework and proposed changes to the lots.</p> <p>The new Framework will have more emphasis on targeting support to clients who need it most, through engagement and outreach through council services and other local provision. In addition, the 2019-2023 Framework will also target residents who are in work though would like to progress. There will also be a specific lot offering residents who are interested in becoming an apprentice, pre-apprenticeship support.</p> <p>The Network Co-ordination contract will be responsible for running the hub office, providing capacity building support on common challenges to Framework providers, engagement and outreach of target clients and employers</p>		
	Lot	The current Framework target group	The new framework
	1	Vulnerable young people, aged 16-25	<ul style="list-style-type: none"> <li>• Will consist of several contracts to support vulnerable young people through:                             <ul style="list-style-type: none"> <li>- Employment support project</li> <li>- Part time employment project</li> <li>- Wage subsidy project</li> <li>- SEND specialist support project</li> </ul> </li> <li>• The provider(s) will engage with clients through Children’s Services (Southwark Choices, Looked After Children, Youth Offending Services, Preparing for Adulthood teams) and HYP (Health and Young People – substance misuse and sexual health service)</li> </ul>
	2	Long term unemployed, including those aged 50+	<ul style="list-style-type: none"> <li>• Lot will also include carers and those with mild health conditions</li> <li>• Will work with the planned older people and disabled persons hubs</li> <li>• More focus on building IT / digital skills</li> </ul>
3	People with mental health conditions	<ul style="list-style-type: none"> <li>• Support for those who are unwell and still working to help maintain employment</li> <li>• Currently, only capacity to help those engaged with mental health</li> </ul>	

		<p>services though current providers report there is need for mental health support for those who do not meet mental health service threshold</p> <ul style="list-style-type: none"> <li>Working with CCG and Public Health colleagues to expand current IAPT support provided by SLaM through DoH funds</li> </ul>
4	People with physical health conditions and disabilities, people with learning disabilities, people with learning difficulties and people with autism	<ul style="list-style-type: none"> <li>The Lot will include support for those engaged with council social services</li> <li>The council will provide an outline to providers of the disabilities the council would expect to be supported through this contract; ensuring that the provider is able to work with clients with a range of disabilities</li> </ul>
5	Lone parents and disadvantaged families	<ul style="list-style-type: none"> <li>The provider will work with the council's Troubled Families and Children's Centres to engage with clients</li> <li>Focus will be on supporting lone parents (or parents who are eligible for Troubled Families support) into employment</li> <li>Employment is likely to start with part time and progressing to more hours</li> </ul>
6	People in need of ESOL provision	<ul style="list-style-type: none"> <li>No provider was appointed to this lot in the 2015-2019 framework.</li> <li>Support for service users in need of ESOL support is being considered as part of the delivery of the Southwark Skills Strategy. The new Framework will not offer specific ESOL support.</li> </ul>
7	Offenders and ex-offenders	<ul style="list-style-type: none"> <li>The provider will engage with clients through probation services</li> <li>Specific support needed to build client confidence in disclosing convictions</li> </ul>
8	People with substance misuse issues	<ul style="list-style-type: none"> <li>Outreach and engagement through the council's substance misuse service (delivered by CGL)</li> <li>Will support be able to support those with a dual diagnosis (of mental health)</li> <li>Pre employment support will be integrated into treatment, helping clients to consider longer term career aspirations and next steps beyond treatment. Clients of the substance misuse service have a high level of need, the focus on employability and getting ready for work</li> </ul>

	9	Homeless people (or those at risk of homelessness)	<ul style="list-style-type: none"> <li>• Support will be targeted to those who are homeless and at risk of homelessness</li> <li>• The provider will engage with clients through the council's Housing Solutions and Sustain Services as well as local and regional VCS provision</li> <li>• The service will need to focus on employment but also emphasise the importance of volunteering / work placements. Clients may have multiple problems such as mental health or substance misuse issues, as well as require evidence of right to work</li> </ul>
	10	People in a gang or at risk of being in a gang	It is proposed to merge this lot with lot 1, vulnerable young people.
	11	Sectors <ul style="list-style-type: none"> <li>• Construction</li> <li>• Hospitality</li> <li>• Health &amp; social care</li> <li>• ICT</li> <li>• Retail</li> <li>• Business administration</li> <li>• Marketing</li> </ul>	<ul style="list-style-type: none"> <li>• The provider(s) will focus on the following sectors: construction; health and social care; retail, tourism and hospitality, creative and digital and self employment.</li> <li>• Expected to link with the council's Adult Learning Team, Construction Skills Centre, local developers, local businesses (including BIDs), British Libraries project, the council's Innovation Fund</li> <li>• Front door for employers, providers will have a role in contributing vacancies for the Framework and to provide / access role / sector specific training</li> </ul>
	An additional 'pre-apprenticeship support' lot is being developed to support Southwark residents in applying and gaining an apprenticeship and to support businesses to create them.		
<b>Key stakeholders were/are involved in this policy /decision/ business plan</b>	<p>Extensive consultation with service users was carried out as part of the 2017 Southwark Works evaluation, which also included feedback from current providers, employers and partners such as Jobcentre Plus. Results for this and more recent consultation with colleagues in council departments including Social Care, Public Health, Education, Culture, Housing and Modernise, the Clinical Commissioning Group, and existing Southwark Works providers have helped shape the recommissioning of the Southwark Works service and determine the target Lots within the wider Southwark Works Framework.</p> <p>Officers will also be engaging with the council's Commissioning Board as part of the procurement process, to ensure that the local</p>		

	VCS are aware of the opportunity. Two market engagement meet the buyer events are being organised during the SQ period, officers will seek to involve small, local and voluntary businesses in this.
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## Section 4: Pre-implementation equality analysis

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

**Age** - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

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

The Southwark Works service has a potential positive impact on all age groups. However, qualitative and quantitative data analysis has suggested the age groups more disadvantaged in the labour market and who could benefit more from employment support services. Specific areas of focus are young people (16-25) and older people (over 50's)

Currently, Southwark Works providers are asked to record information on clients' age at point of registering with the service. Performance monitoring information looks at clients who are 16-24 or over 50. Current providers were asked at point of tendering and contract extension / call off contract award the demographic breakdown of their clients. Evaluation of the current service users has shown that 22.5% of those registering with Southwark Works are 16-24 years old and 21.3% of clients registering are over 50.

Information on current service / Universal Credit / colleague feedback demonstrates:

- Younger people need specific support to gain employment, in particular those with SEND, looked after children, young people with experience of the Youth Offending Service
- Older people, in particular, need support with digital skills and confidence in the workplace
- Proportionally, UC claimants who are 16-24 and 55-64 are more likely to not be in employment and claiming Universal Credit (Chart 1).
- The most prevalent age range for those claiming Universal Credit and not in employment is 25-34 (Chart 1).

### Equality information on which above analysis is based

Current service user demographics  
DWP Universal Credit information  
Officer feedback on current contracts

### Mitigating actions to be taken

There will be two age specific lots on the Framework to ensure that the service meets the needs of those further from the labour market. The 'vulnerable young persons' and 'long term unemployed, including those aged 50+' lots will provide specific support for residents based on their age. Residents of all ages will be able to access the service through other Framework lots.

When registering with the service, clients will be asked to complete a demographic monitoring form. This will include a question on date of birth so in the implementation of the contracts council officers can monitor if the correct age groups are accessing the service (based on local / regional unemployment information) and if there are any disparity in age groups gaining employment and other outcomes through the support they receive.

The council will be asking providers to complete satisfaction surveys with their clients and a wider evaluation of outcomes every two years. This service user survey will ask questions on

demographics of clients, officers will be able to use this to determine if there is disparity of wider outcomes achieved through the service.

At selection questionnaire (SQ stage), providers will be asked to provide their 'Equalities Policy' and answer questions on any previous legal challenges. Providers will also be asked at point of tendering which age groups they consider to be most relevant to their service. Officers will be able to consider this in the evaluation of tenders. This will ensure that providers have an understanding of the client groups and needs they will be working with.

**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 Southwark Works service has a potential positive impact on people with disabilities and health conditions. However, qualitative and quantitative data analysis has suggested more could be done to support people with disabilities into employment.

Currently, Southwark Works providers are asked to record information on clients' disability status at point of registering with the service. Clients determine if this applies to them. Current providers were asked at point of tendering and contract extension / call off contract award the demographic breakdown of their clients. Evaluation of the current service users has shown that 22.4% of clients registering with the Southwark Works service disclose that they have a disability.

Information on current service / Universal Credit / colleague feedback demonstrates:

- Current Framework providers have reported an increase in the number of clients with mental health needs, whether diagnosed or undiagnosed
- Current providers supporting people with learning disabilities have struggled to find clients full time employment, this is not always the best option for many clients and often volunteering is a good outcome for people
- Work and Health Programme – the DWP's WHP is now being implemented in the sub-region, the programme supports people with health conditions and disabilities into employment. The programme is voluntary though those who have been unemployed for 24 months or more are mandated to the programme. Early assessment of the programme has suggested that clients are facing multiple barriers to employment
- In Southwark, ESA has been phased out since the introduction of Universal Credit. Previously this was the benefit that unemployed people with health needs would claim. ESA is split into two groups – support group (who are not expected to actively seek work) and work related activity group (these people are expected to seek work).
- 77.8% of ESA claimants were in the 'support' group, whilst 14.4% were in the WRAG group. This equates to 1,368 residents in the WRAG (Chart 2).
- Of those 1,368, 93% (1,285) were claiming ESA, and therefore out of work, for over a year, with 40% (531) claiming for 5 years or over. Anecdotally, the longer claimants are out of work the harder it is to support them back to work (Chart 3).

This information demonstrates that disabled people, in particular, struggle to achieve a job outcome and are often unemployed for long periods of time. Although the Southwark Works service includes specialist provision to support clients with disabilities, more can be done to ensure opportunities meet their needs.

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

Current service user demographics  
DWP ESA information  
Officer feedback on current contracts

**Mitigating actions to be taken**

People with disabilities will be able to access support through any Framework lot, specific lots being designed for people with disabilities focus on mental health and physical and learning disabilities, there will also be provision for young people with SEND in the 'vulnerable young persons' lot.

In addition, the Framework will include three 'sectors' contracts and a Network Coordination contract. Amongst other responsibilities, these providers will be the front door to the service for employers; they will engage with employers to secure vacancies for any client and work with employers to ensure recruitment policies are inclusive and are inclusive; specifically with the needs of potential and current employees with disabilities.

When registering with the service, clients will be asked to complete a demographic monitoring form. This will include a question on disability; this is a self declaration, in the implementation of contracts council officers can monitor if people with disabilities are accessing the service and if there are any disparity in groups gaining employment and other outcomes through the support they receive. Previously, clients only disclosed if they had a disability – for new contracts the question will be expanded upon so the council can learn more about the type of disability.

The council will be asking providers to complete satisfaction surveys with their clients and a wider evaluation of outcomes every two years. This service user survey will ask questions on demographics of clients, officers will be able to use this to determine if there is disparity of wider outcomes achieved through the service.

At selection questionnaire (SQ stage), providers will be asked to provide their 'Equalities Policy' and answer questions on any previous legal challenges. Providers will also be asked at point of tendering which disability groups they consider to be most relevant to their service. Officers will be specific in the requirement of the physical and learning disability lot provider to be able to support a range of disabilities. Officers will be able to consider this in the evaluation of tenders. This will ensure that providers have an understanding of the client groups and needs they will be working with.

New contracts will be required to do more outreach and engagement than has been expected in the past. In implementing the service, providers will need to ensure the service is provided from an accessible venue.

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

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

Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of the Southwark Works service the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.

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

None currently available
<b>Mitigating actions to be taken</b>
Use of standard Council equalities monitoring categories will be considered as part of the contract implementation.

<b>Marriage and civil partnership</b> - Civil partners must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination).</b>
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of the Southwark Works service the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.
<b>Equality information on which above analysis is based</b>
None currently available
<b>Mitigating actions to be taken</b>
Use of standard Council equalities monitoring categories will be considered as part of contract implementation.

<b>Pregnancy and maternity</b> - 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.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
Not known. No historical data on this protected characteristic exists in current labour market or current service users. Through implementation of the contracts the aim is to promote the elimination of any discrimination.
Though outside of the ‘maternity’ definition, we recognise that periods away from work owing to pregnancy and childcare are a contributory factor to the gender pay gap. We are committed to promoting family-friendly employment policies through our own commissioning, and more widely through partnerships such as the Southwark Business Forum.
The current Southwark Works Framework has a lot dedicated to lone parents or those who are eligible for Troubled Families support. <ul style="list-style-type: none"> <li>• Access to flexible and affordable childcare is a particular barrier to clients returning to work</li> </ul>

<p>after looking after children. The current service has been able to offer childcare deposits in order for returning parents to afford childcare in the early stages of their return to work.</p> <ul style="list-style-type: none"> <li>• Evaluation of the current service users has shown that 13.1% of clients registering with Southwark Works are lone parents.</li> <li>• There has been a decline in the number of lone parents claiming out of work benefits from 4,750 in 2011 to 2,710 in 2016 (Chart 8).</li> </ul>
<p><b>Equality information on which above analysis is based</b></p>
<p>Current service user demographics</p>
<p><b>Mitigating actions to be taken</b></p>
<p>Use of standard Council equalities monitoring categories will be considered as part of the implementation of contracts. The council will be re-procuring the 'lone parents and families' lot; offering specific support to lone parents.</p> <p>The council's Economic Wellbeing Strategy sets out the council's ambition that 'jobs are sustainable, with work that is fairly paid, reflecting our commitment to the London Living Wage and pay equality. Actions are being developed to tackle the gender pay gap, and these will consider the part skills and periods away from the workplace can take.</p> <p>At selection questionnaire (SQ stage), providers will be asked to provide their 'Equalities Policy' and answer questions on any previous legal challenges. Providers will also be asked at point of tendering what proportion of their client group will be lone parents. Officers will be able to consider this in the evaluation of tenders. This will ensure that providers have an understanding of the client groups and needs they will be working with.</p>

<p><b>Race</b> - 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.</p>
<p><b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>The Southwark Works service has a potential positive impact on all ethnicity groups. However, qualitative and quantitative data analysis has suggested the ethnicity groups who could benefit more from employment support services and where the implementation of the service should focus.</p> <p>Currently, Southwark Works providers are asked to record information on clients' ethnicity at point of registering with the service. Current providers were asked at point of tendering and contract extension / call off contract award the demographic breakdown of their clients. Evaluation of the current service users has shown that 70.8% of clients registering with the Southwark Works service identify as from a BAME background.</p> <p>Information on current service / Universal Credit / colleague feedback demonstrates:</p> <ul style="list-style-type: none"> <li>• Historically, people from BAME backgrounds have been over-represented in unemployment data. We cannot know if this is still the case as this information is no longer publicly available through Universal Credit information.</li> </ul>
<p><b>Equality information on which above analysis is based</b></p>
<p>Service user information</p>

<b>Mitigating actions to be taken</b>
<p>People from any background will be able to access support through any Framework lot.</p> <p>When registering with the service, clients will be asked to complete a demographic monitoring form. This will include a question on ethnicity, in the implementation of contracts council officers can monitor if people from different backgrounds are accessing the service and if there are any disparity in groups gaining employment and other outcomes through the support they receive.</p> <p>The council will be asking providers to complete satisfaction surveys with their clients and a wider evaluation of outcomes every two years. This service user survey will ask questions on demographics of clients, officers will be able to use this to determine if there is disparity of wider outcomes achieved through the service.</p> <p>At selection questionnaire (SQ stage), providers will be asked to provide their 'Equalities Policy' and answer questions on any previous legal challenges. Providers will also be asked at point of tendering the breakdown of demographic groups the service will support. Officers will be able to consider this in the evaluation of tenders. This will ensure that providers have an understanding of the client groups and needs they will be working with.</p>

<b>Religion and belief</b> - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of religion (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of contracts the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.
<b>Equality information on which above analysis is based</b>
None available
<b>Mitigating actions to be taken</b>
Use of standard Council equalities monitoring categories will be considered as part of contract implementation.

<b>Sex</b> - A man or a woman.
<b>Possible impacts (positive and negative) of proposed policy/decision/business plan</b>
<p>The Southwark Works service has a potential positive impact on all genders.</p> <p>Currently, Southwark Works providers are asked to record information on clients' gender at point of registering with the service. Current providers were asked at point of tendering and contract</p>

extension / call off contract award the demographic breakdown of their clients. Evaluation of the current service users has shown that 42.1% of clients registering with the Southwark Works service are women.

Information on current service / Universal Credit / colleague feedback demonstrates:

- 85.4% (102,200 men) of Southwark males are in employment, compared to 80.2% of London males. 70.5% (83,800 men) of males are directly employed and 14.9% (18,400 men) are self employed. (Chart 4)
- 72.6% (86,700 women) of females are in employment, compared to 67.7 of London females. 58.5% (70,100 women) of females are directly employed and 12.9% (15,100 women) are self employed. (Chart 4)
- 4.9% (5,200 men) of Southwark males are unemployed, compared to 4.9% of London males. (Chart 5)
- 8.3% (7,900 women) of Southwark females are unemployed, compared to 5.8% of London females. (Chart 5)
- 9,047 females and 6,790 males claimed Universal Credit in May 2018. (Chart 6)
- As a proportion, 40.1% of female claimants were unemployed and 30.1% of male claimants were unemployed. (Chart 6)
- Although more women are claiming Universal Credit (Chart 6), there is a higher number of males who are required to 'search for work'. Although we know from unemployment data that more females are unemployed, this data suggests that women are more likely to have caring responsibilities, low incomes and health conditions which prevent them from working but allow them to claim Universal Credit. (Chart 7)
- The availability of flexible employment is a concern for those with caring responsibilities, employment support in previous contracts has needed to consider childcare options for clients and in some instances, support clients financially to be able to access these.

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

Current service user demographics  
DWP ESA information  
Officer feedback on current contracts

#### **Mitigating actions to be taken**

People from any background will be able to access support through any Framework lot.

Although the lot is designed for lone parents, irrespective of gender, the majority of clients supported through the 'Lone parents and disadvantaged families' have been female. We can expect that this will still be the case.

Southwark Council is committed through Council Plan and Economic Wellbeing Strategy ambition that there is genuine pay equality in Southwark and for Southwark residents, and we continue to embed the principles of equal pay and family friendly work practices across all our services and promote, influence strategically, and lobby nationally for fair wages and the elimination of the gender pay gap. As such, the new Framework will have a new focus on supporting people into better work. Anecdotal evidence suggests that there are more women in need of this support than men and engagement and outreach of clients will target women.

When registering with the service, clients will be asked to complete a demographic monitoring form. This will include a question on gender, in the implementation of contracts council officers can monitor if people from different backgrounds are accessing the service and if there are any disparity in groups gaining employment and other outcomes through the support they receive.

The council will be asking providers to complete satisfaction surveys with their clients and a wider evaluation of outcomes every two years. This service user survey will ask questions on demographics of clients; officers will be able to use this to determine if there is disparity of wider outcomes achieved through the service.

At selection questionnaire (SQ stage), providers will be asked to provide their 'Equalities Policy' and answer questions on any previous legal challenges. Providers will also be asked at point of tendering the breakdown of demographic groups the service will support. Officers will be able to consider this in the evaluation of tenders. This will ensure that providers have an understanding of the client groups and needs they will be working with.

**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**

Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of contracts the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.

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

None currently available

**Mitigating actions to be taken**

Use of standard Council equalities monitoring categories will be considered as part of the development of implementation plans.

**Human Rights**

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

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

While the programme will support residents to improve their quality of life and future life chances through gaining employment, consultations have not highlighted any direct impact on human rights as legally defined.

**Information on which above analysis is based**

None available

**Mitigating actions to be taken**

To be considered, as appropriate, when developing implementation plans.

## Section 5: Further actions and objectives

This section will be completed through the development of implementation / delivery plans

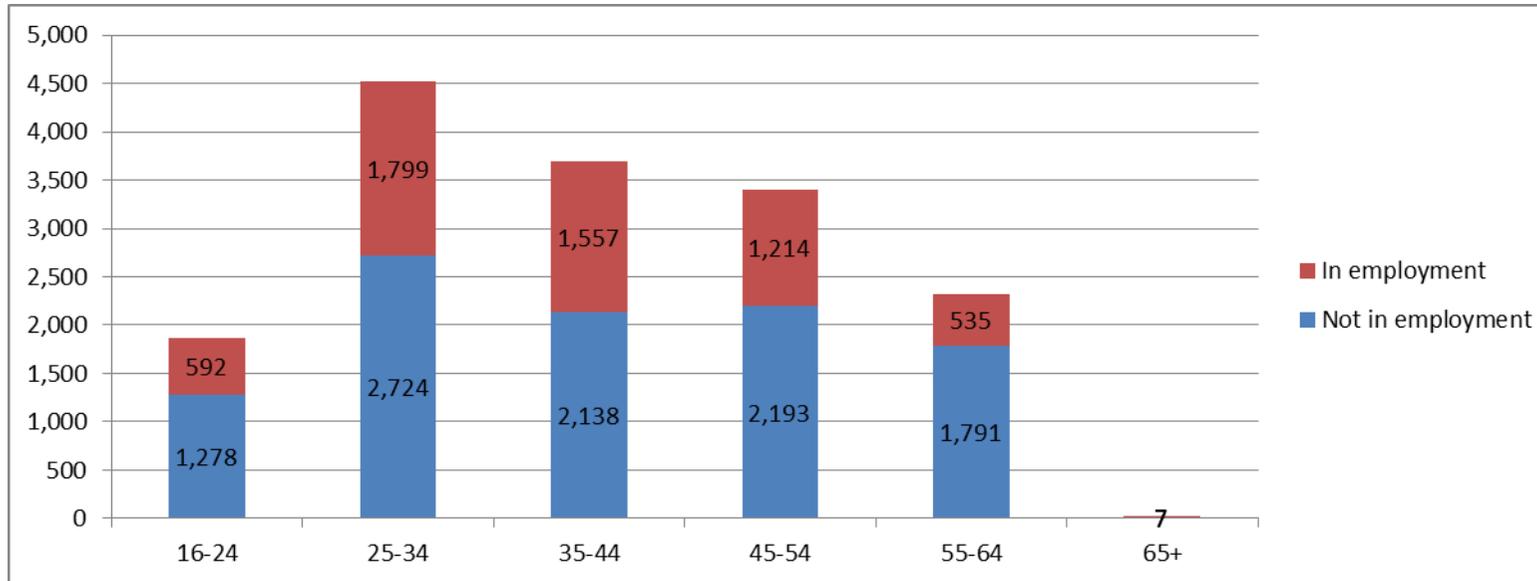
5. Further actions			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
Number	Description of issue	Action	Timeframe
1	Southwark Works service is able to target cohort groups	Ensure tender documents reflect EIA analysis and ask potential suppliers to describe the demographic breakdown of the clients they will support Tenderers to describe their approach to outreach and engagement to ensure key demographic groups are targeted	During procurement process
2	The council is able to measure impact of the Southwark Works service on different demographic groups	CRM system – the CRM system is used by the majority of Southwark Works providers. Going forward it will be a requirement, allowing officers to access more robust information on the demographic breakdown of Southwark Works clients	During procurement and contract mobilisation / implementation

Objective	Current performance (baseline)	Targets		
		2018/19	2019/20	2020/21
Southwark Works service provides equality of access and outcome to those who need employment support.	TBC	TBC	TBC	TBC
People are able to progress in work				

## Appendix 1 – Data analysis

### 1. Age

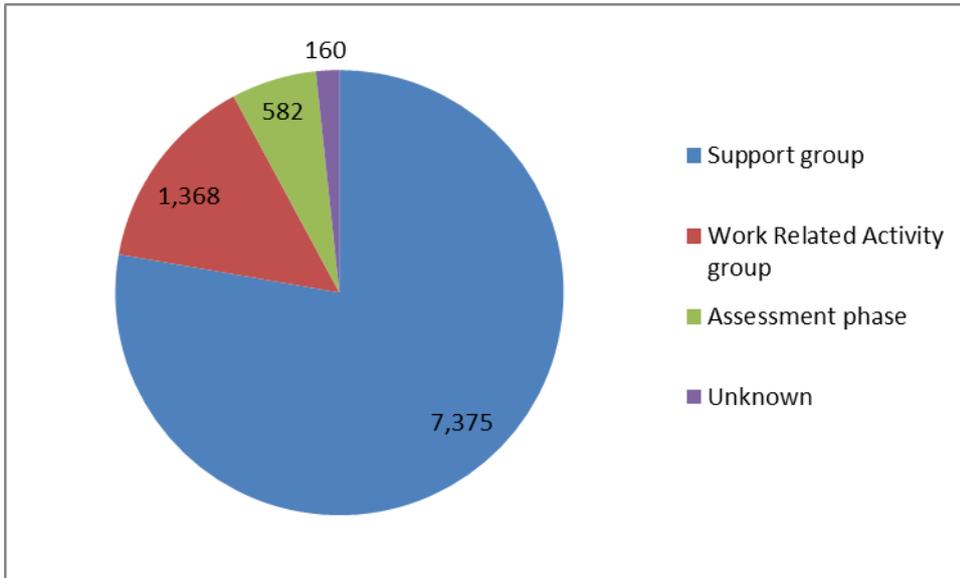
Chart 1 – Southwark Universal Credit claimants and age (DWP data, May 2018)



- Proportionally, UC claimants who are 16-24 and 55-64 are more likely to not be in employment and claiming Universal Credit
- The most prevalent age range for those claiming Universal Credit and not in employment is 25-34

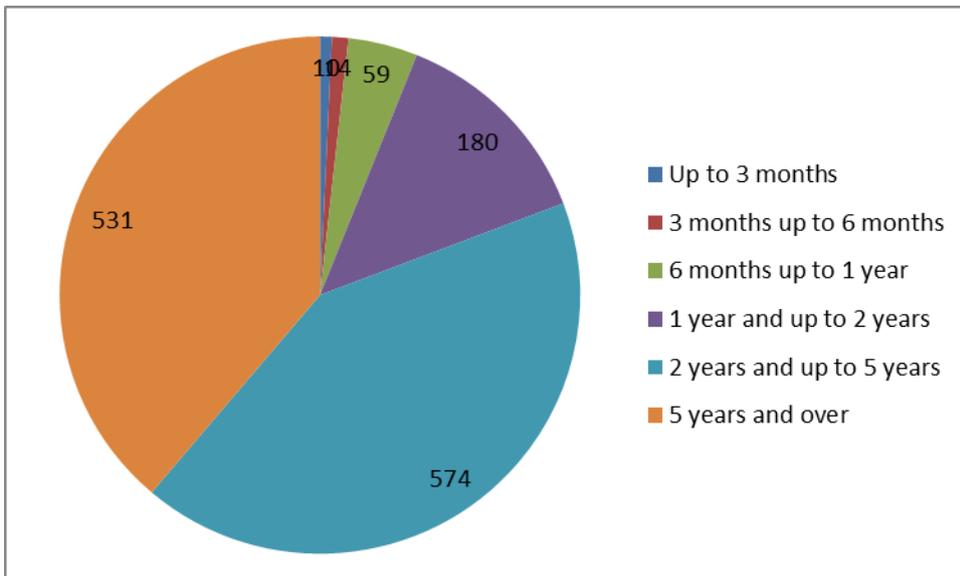
## 2. Disability

**Chart 2 – Employment Support Allowance (ESA) claimants (November 2017)**



- In Southwark, ESA has been phased out since the introduction of Universal Credit. Previously this was the benefit that unemployed people with health needs would claim. ESA is split into two groups – support group (who are not expected to actively seek work) and work related activity group (these people are expected to seek work).
- 77.8% of ESA claimants were in the ‘support’ group, whilst 14.4% were in the WRAG group. This equates to 1,368 residents in the WRAG.

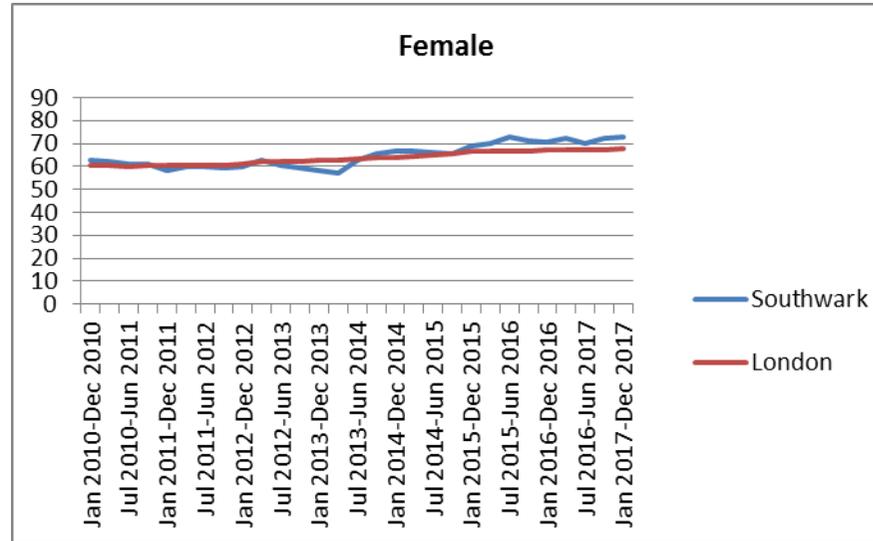
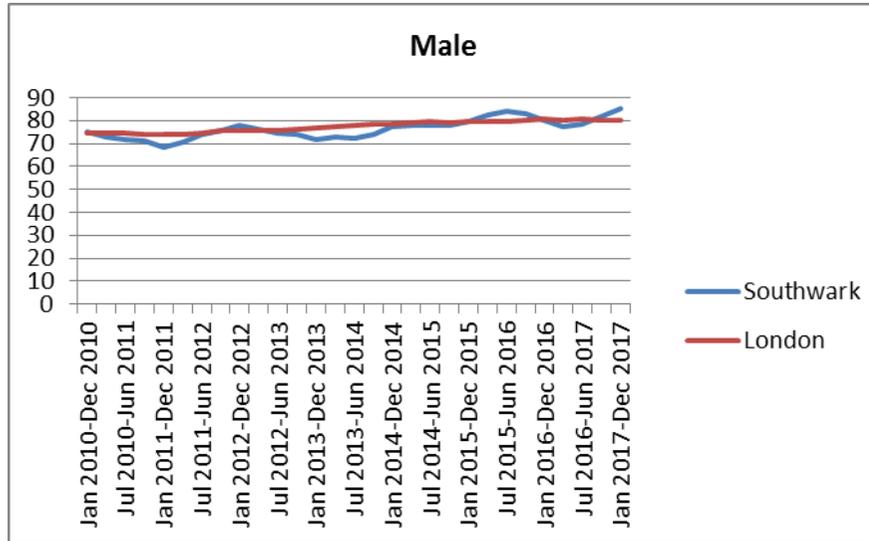
**Chart 3 – ESA WRAG and duration of claim (November 2017)**



- Of those 1,368, 93% (1,285) were claiming ESA, and therefore out of work, for over a year. With 40% (531 people) claiming for 5 years or over.

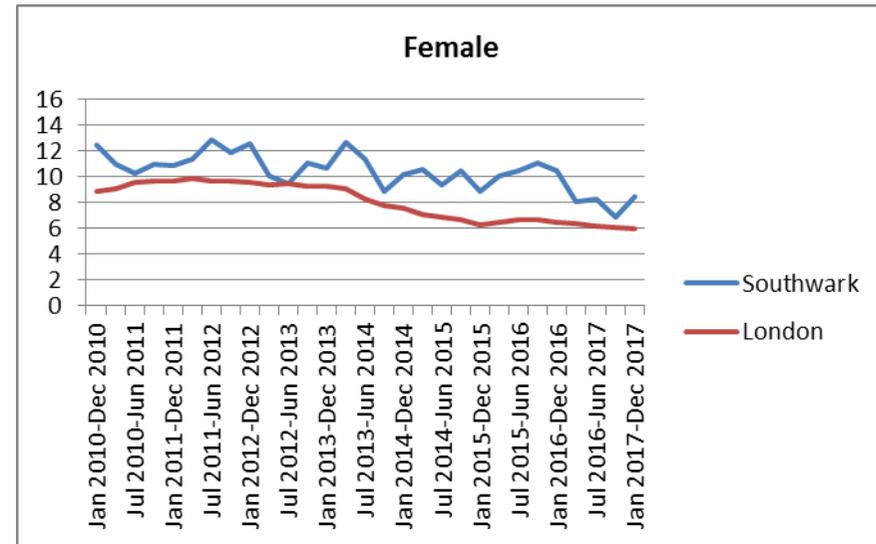
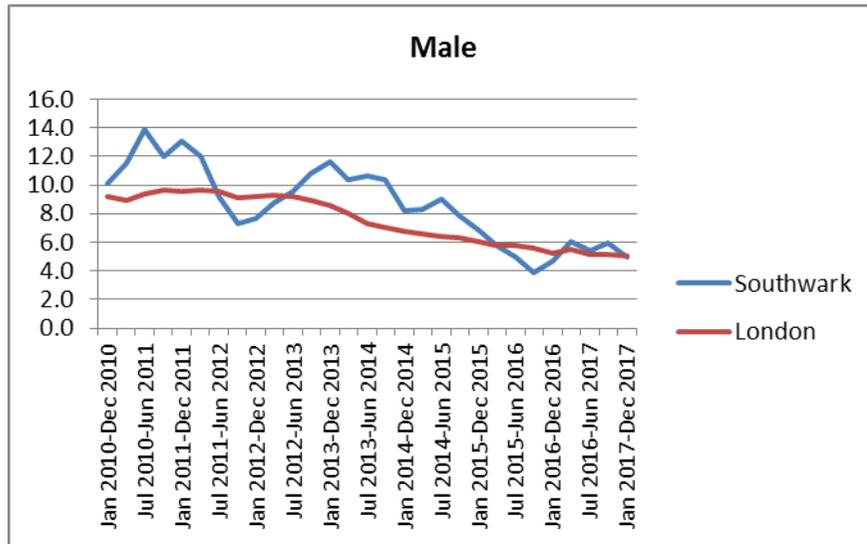
### 3. Sex

Chart 4 – Male and female employment rate



- 85.4% (102,200 men) of Southwark males are in employment, compared to 80.2% of London males. 70.5% (83,800 men) of males are directly employed and 14.9% (18,400 men) are self employed.
- 72.6% (86,700 women) of females are in employment, compared to 67.7 of London females. 58.5% (70,100 women) of females are directly employed and 12.9% (15,100 women) are self employed.

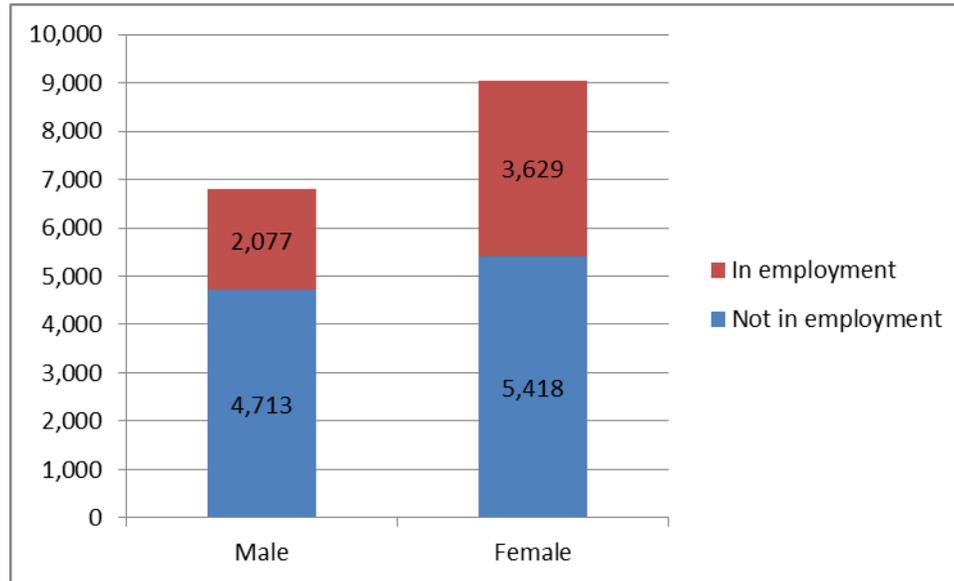
**Chart 5 – Male and female unemployment rate**



- 4.9% (5,200 men) of Southwark males are unemployed, compared to 4.9% of London males.
- 8.3% (7,900 women) of Southwark females are unemployed, compared to 5.8% of London females.

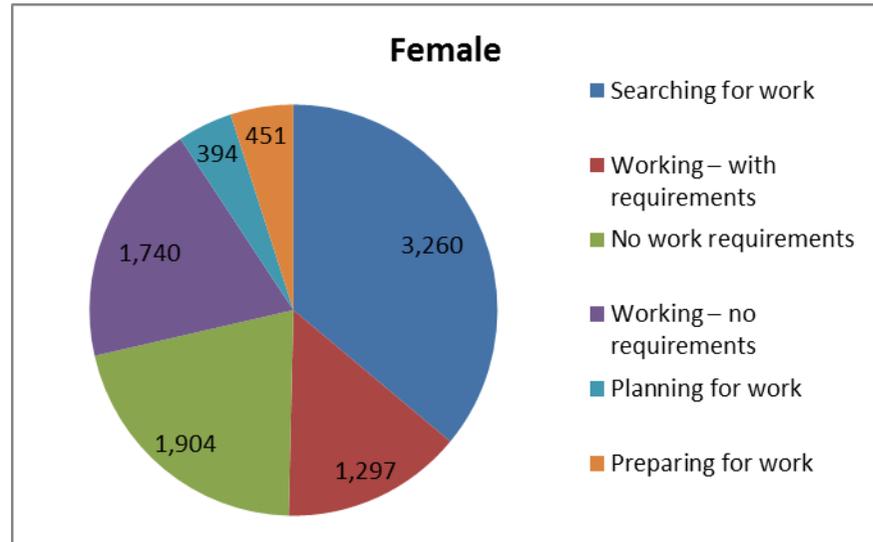
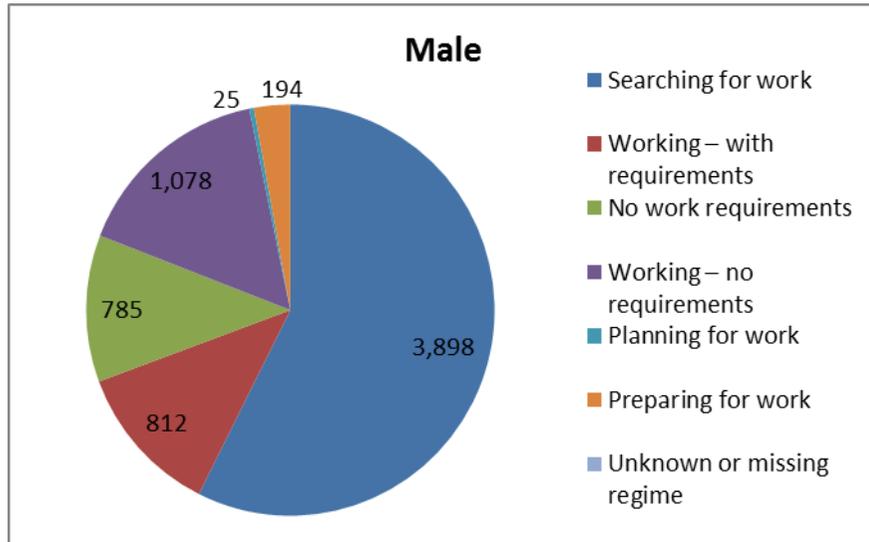
As Annual Population Survey estimates are based on samples, they are subject to sampling variability. This means that if another sample for the same period were drawn, a different estimate might be produced. In general, the larger the number of people in a sample, the smaller the variation between estimates. Estimates for smaller areas such as local authorities are therefore less reliable than those for larger areas such as regions, although the data is still useful, particularly for discerning trends over time.

**Chart 6 – Universal Credit claimants by gender (May 2018)**



- 9,047 females and 6,790 males claimed Universal Credit in May 2018.
- As a proportion, 40.1% of female claimants were unemployed and 30.1% of male claimants were unemployed.

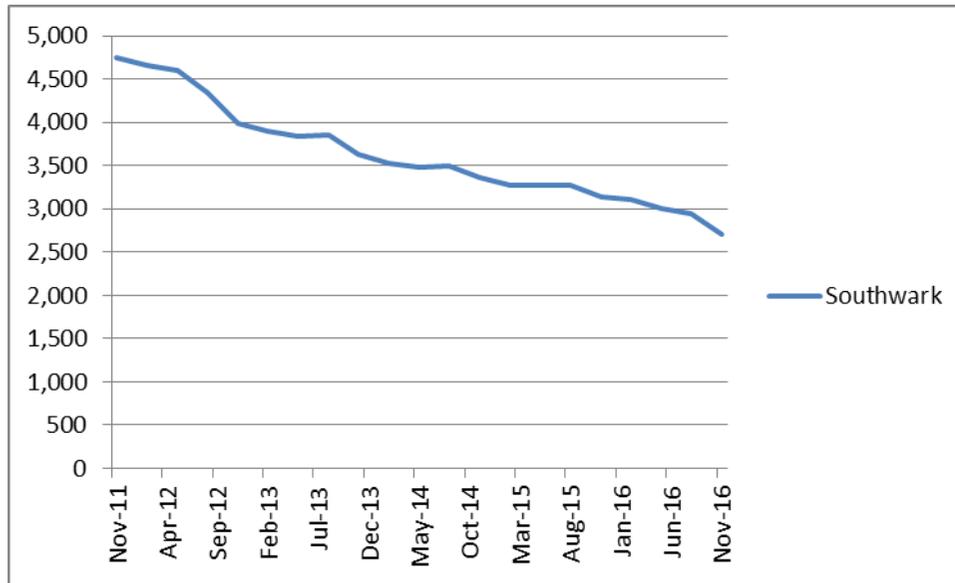
**Chart 7 – Universal Credit and conditionality by gender**



- Although more women are claiming Universal Credit (Chart 6), the number of males who are required to ‘search for work’ is higher. The number with ‘no work requirements’ is higher. Although we know from unemployment data that more females are unemployed, this data suggests that women are more likely to have caring responsibilities, low incomes and health conditions which prevent them from working.

#### 4. Pregnancy and maternity

Chart 8 – Lone parents claiming out of work benefits in Southwark



- There has been a decline in the number of lone parents claiming out of work benefits from 4,750 in 2011 to 2,710 in 2016.
- The claim rate for Southwark for the most recent data available was 1.2% of the working age population, compared to 1% of the London population. The drop off in 2016 is likely to be as a result of people moving onto Universal Credit.