



Equality and health analysis guidance and template

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 the council's 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 Equality and Human Rights Commission 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 community 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.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were 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.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	- Faith Strategy
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Equality analysis author	Jessica Leech				
Strategic Director:	Kevin Fenton Strategic Director Place and Well being				
Department	Community and Voluntary Sector Engagement	Division	Consultation and Involvement		
Period analysis undertaken	January to February 2019				
Date of review (if applicable)	February 2021				
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

The council is adopting a new way of working with our faith organisations in the borough with the aim of:

- improving the lives of Southwark residents,
- supporting the council in delivery of key pieces of work,
- improving the way in which the council is able to reach significant numbers of its residents,
- ensuring that the council is aware of the challenges that their worshippers face
- supporting social integration and community cohesion in our neighbourhoods.

Southwark is a unique environment in London with a high density of different faith organisations based in the Borough. These organisations vary significantly in size and connectedness with institutions such as NHS and the Council, wider community and voluntary sector, and other faith organisations. Many play a role in their local communities delivering services that go beyond the practice of their faith and range from the informal help and support to individual members of their congregations, to delivery of major social infrastructure projects such as Pecan Food Bank and Robes project providing winter shelter for the homeless.

The reasoning for developing this strategy is

- to integrate this social action purpose with other work delivered by the council and community and voluntary sector to improve the lives of people living in the borough,
- improve the quality of the interventions that faith leaders provide to their communities by connecting more closely with council services,
- Ensure that the council is able to better reach a wider audience and the seldom heard when we are designing and consulting on service and policy change
- Create opportunities for dialogue and cross faith working, and collaboration that will contribute to better understanding and improve social integration.

Over the next few months we will develop an action plan in partnership with participating faith organisations and the voluntary sector that will identify areas where we can improve:

1. Access to and understanding of council services
2. Communication for all
3. Work on improving health
4. Work on addressing serious youth violence
5. Work to improve safeguarding within the faith sector

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	There is no particular service under consideration. 97 different faith leaders representing 90 faith organisations responded to our survey, about 22% of the faith organisations in the borough. 22 Faith organisations were represented at the workshops.
Key stakeholders were/are involved in this policy/decision/business plan	Stakeholders are faith organisations in the borough, a range of services across the Council, including in the first instance public health, community partnerships, adult social care, children's services, youth services, property planning parking and Community engagement

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.

<p>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).</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p><u>Positive</u> Young people are both members of faith organisations congregations and participate in their projects that attract young people such as after school clubs, toddler groups and services for young people. Working more closely with the council for training and information will improve the safeguarding of young people in their care.</p> <p>One of the hoped for consequences of working more closely is a better sharing of information and strategies for parents which again should lead to improved outcomes for families.</p> <p>For some young people and for some older people faith is an integral part of their identity and this is important to recognise in services provided and policies we develop.</p> <p>Faith is thus also important to consider in wider strategies such as strategies to combat loneliness for older people. Faith is integral to health, social care and well being policies and practices for some older people and young people.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Work in the workshops which identified safeguarding as an area for joint action.</p>	
<p>Mitigating actions to be taken</p>	

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Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>As above services provided for vulnerable adults who are attending activity at places of worship should benefit from improved understanding, awareness and processes around safeguarding of vulnerable adults.</p> <p>Faith is important in mental health strategies and practices for some older people, young people, women and men.</p> <p>Working together on mental health was identified as a work stream in the work shops.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	

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)
Neither positive nor negative impact	
Equality information on which above analysis is based.	Health data on which above analysis is based

Mitigating actions to be taken	

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
Faith is an important consideration for some men, women and different ethnic groups. It is thus an important consideration for policies and practices in council policy making, functions and services, as relevant to each service user.	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)

<p>There are specific instances where lobby groups who have some connections to specific faiths have impacted on women attending abortion clinics, for example. This has implications for the work of Community Safety, for example. This also impacts on the promotion of good relations in the community.</p> <p>There are also implications for health, mental health and well being and the specific support some faith groups provide for new mothers and babies.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Mitigating actions to be taken</p>	

<p>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</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p><u>Positive</u> By creating an infrastructure where we are better able to reach a variety of faith organisations through the issues that matter to them, and through developing more consistent engagement with our faith organisations we will better reach our BAME communities who are using their services.</p> <p>For some people from Black, Asian and Minority Ethnic backgrounds, religion is integral to their ethnicity and not separate from it. This has important implications for services developed and provided. This also has important implications for promoting good relations.</p>	<p>This may support some of our targeted public health campaigns where there is either low take up or poor response rates among some of our BAME communities, or provides us with ways of delivering key messages in ways that will better resonate with the audience.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>

<p>Feed back from the participating faith organisations, demonstrated that the congregation membership is very diverse in all parts of the borough. However for newer and some faith organisations such as the Sikh temple they are mainly meeting the spiritual needs of particular BAME communities. This is because for some from BAME backgrounds, religion is integral to their ethnicity and not separate from it. However, places of worship are open to all who respect the faith of the organisation and for example, a basic meal is available and shared on a daily basis in temples.</p> <p>BAME communities were well represented at the workshops we ran from the Autumn onwards.</p>	
<p>Mitigating actions to be taken</p>	

<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>Working with faith organisations in the ways outlined in the report will greatly improve the connectivity of people of faith in shaping the services provided by the council.</p> <p>Working more closely with faith organisations will improve the variety of mechanisms of delivery improving take up and support for people of faith who live in the borough.</p> <p>Bringing faith organisations together to discuss areas of common concern and encouraging collaborative working with the wider community and voluntary sector and other faith organisations will strengthen social integration and community resilience.</p> <p>Many of the faith organisations social action programmes are open to everyone irrespective of faith and better integration, knowledge and support of these activities will be of benefit to everyone who takes part.</p> <p>Not all faith organisations in the borough responded to the survey or took part in the workshops organised that have contributed to the shaping of the strategy. In particular the Hindu community or particular denominations of other faiths that have a presence in</p>	

<p>the Borough e.g. the Greek Orthodox Church did not participate. It is important to bear in mind that different religions and faith groups have different ways of organising. For example, priests in Hindu temples perform a spiritual role only and it will be the temple trustees who perform the public role of taking part in consultation and engagement exercises and participate on muliti-faith forums etc. Thus in order to engage with those who attend the Hindu temple, it is the trustees who would need to be contacted and not the temple priests.</p> <p>Some faiths or branches of faith followed by individuals in the borough are not represented by active local organisations that we are aware of and so were not able to participate in this study or work to develop the strategy e.g. Jewish faith.</p> <p>People of no belief were not included in the development of this strategy which focuses on how we work with faith organisations.</p> <p>Faith is an important consideration for some men, women and different ethnic groups. It is thus an important consideration for policies and practices in council policy making, functions and services, as relevant to each service user.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Census data 2011 This identified the following belief make up of the borough: 52.54% Christian; 1.35% Buddhist; 1.27% Hindu;0.35% Jewish; 8.52% Muslim;0.23% Sikh;0.47% other religion; 26.74% no religion;8.54% did not say.</p> <p>The LGA report into working with faith organisations 2012 supports the approaches we have taken and the ways forward we propose.</p> <p>This work builds on the work we commissioned in 2013 with the Anglican diocese. This focused on the needs of Black majority churches and the challenges posed by the volume of faith groups in Southwark. The current work builds on this through taking the next steps looking at the needs of the wider faith community and how we can work together on shared outcomes as well as addressing the needs and relationship with the new faith communities in the borough.</p>	
<p>Mitigating actions to be taken</p>	

<p>For those denominations and faiths we have not yet reached or have been unable or unwilling to participate at this stage in our work, we will continue to outreach and work with key partners such as Community Southwark, the Anglican diocese and networks such as Southwark for Jesus to draw in new groups and faith organisations, as they become aware of the work or as they emerge within the borough.</p> <p>The approach of focus on different themes and work streams facilitates groups get involved in those areas that matter most to them creating a web of potential points for interaction with others which will make it easier to become involved and support relationship building that takes into account the relative difference in resources for groups. The approach will also diversify the relationships across the council.</p> <p>The purpose of this strategy is to create an additional part to our existing architecture of engagement that broadens our connectivity with people in the borough, and enables us to reach people who may not be engaged.</p> <p>For those of no belief and of faiths that are not supported through a local faith establishment, there already exists mechanisms for engagement and we work with a number of structures to improve community based social action and the well being of people of all faiths and none. The ways we work with community organisations are supported by the VCS strategy Common Purpose, Common Cause. In addition we commission Community Southwark to support the work on engagement with communities.</p> <p>For people living in council homes there are a team of officers supporting our housing engagement structures and involvement of local based groups. We are also in the process of reviewing our approach to community engagement which will look at ways of reaching more in the community including people of no belief and those of faith that are not involved in locally based faith communities.</p>	
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<p>Sex - A man or a woman.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>At our workshops both men and women were represented and played an active role in shaping the next steps following our initial survey. As we were asking people to complete the survey as an organisation we did not seek to identify the gender of</p>	

<p>the respondent to the survey.</p> <p>It is also important to note and further explore the relationship between gender and religion; and also gender, ethnicity and religion, especially in terms of specific work to reach hard to hear voices in local communities.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>There is national evidence and cases where sometimes faith/belief can negatively impact on LGBT groups. As a Council it is important to be sensitive to this in our work with organisations and how it can impact on the promotion of good relations in the community. As a Council we are clear that we provide a professional service at all times in accordance with the Council's equality and diversity policy. As a Council we also play an important community leadership role and our commitments are clear in Council policies and practices.</p> <p>There are also implications for health, social care and mental health and well being work. For example, the sometimes complex relationship between religion and sexual orientation for some faith groups.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based

Mitigating actions to be taken	
<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.</p> <p>Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>Based on the testimonies of those that responded to the survey and those who attended the workshops and the sessions on health and serious youth violence that have been taking place since the Autumn 2018. It is clear that some of the most vulnerable in our communities are seeking the support of their faith organisations. Housing, debt and poverty were some of the most strongly identified issues facing congregation members.</p> <p>Any work we do to support faith groups improve the health and well being of their worshippers or better equip those working or volunteering in their faith groups to provide advice and support and to signpost to services will have positive impact on the lives of these vulnerable members of their congregations.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	

<p>Human Rights</p> <p>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</p>
Potential impacts (positive and negative) of proposed policy/decision/business plan

The strategy has a potential impact on Article 9 of the European Convention on Human Rights- namely that everyone has the right to freedom of thought, conscience and religion. The strategy recognises the contribution that communities of faith can make to the overall sense of civic society and cohesion and provides a context in which individuals are able to maintain this particular human right.

Information on which above analysis is based

The Cabinet report and background material.

Mitigating actions to be taken

<p>The strategy has a potential impact on Article 9 of the European Convention on Human Rights- namely that everyone has the right to freedom of thought, conscience and religion. The strategy recognises the contribution that communities of faith can make to the overall sense of civic society and cohesion and provides a context in which individuals are able to maintain this particular human right.</p>
<p>Information on which above analysis is based</p>
<p>The Cabinet report and background material.</p>
<p>Mitigating actions to be taken</p>

Section 5: Further actions and objectives

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

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your 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

5. Health objectives (for business plans)				
Based on the initial analysis above, please detail any health objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2
