

Great Estates – Estates Improvement Pilots Equalities Impact Assessment

October 2019

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.
- We 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.
- We 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.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We 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.
- We 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 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 who 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 within 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 and 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		Great Estates – Estates Improvement Pilots			
Equality analysis author		Robert Weallans, Housing Strategy Manager			
Strategic Director:		Paul Langford, Director of Resident Services			
Department		Housing and Modernisation	Division	Strategy and Business Support	
Period analysis undertaken		October 2019			
Date of review (if applicable)		October 2020			
Sign-off	Perry Singh	Position	Strategy and Business Support Manager	Date	TBC

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

1.1 Brief description of policy/decision/business plan

The Council Plan 2018-2022 includes the following commitments:

- To launch a Great Estates guarantee so that every estate is clean, safe and cared for'
- To give residents the tools to garden and improve their estate - In this commitment tools refers not just to physical tools, but also the Estate Improvement Plans framework for agreeing the improvements needed.

In December 2018 Cabinet agreed the overall Great Estates Programme. This included new Estate Improvement Plans. The report stated that these will form part of the tools to enable residents to make improvements to their estates . The report set out that the approach to estate improvement plans would be tested through a number of pilots, which is the subject of this report.

At the Cabinet meeting of the 12 March 2019, authority was delegated to the cabinet member for social regeneration, great estates and new council homes in consultation with the strategic director of housing and modernisation to agree the final selection of pilot estates. The report stated that the following types of estate would be prioritised for Estate Improvement Pilots:

- Estates on which new council homes are being built – This will ensure local residents benefit from the changes to their estate.
- Estates adjacent to wider regeneration and development opportunities – This will ensure both existing estate residents and new residents to the wider area benefit from the changes (working with the developers).
- Estates where residents have identified improvements related to anti social behaviour – In response to recent serious and sometimes fatal incidents in and around our estate the council has a stronger focus on tackling antisocial behaviours, gang violence and establishing more credible and attractive 'diversionary' activities for young people. Estate Improvement Plan pilot funding will support proposals with an estate focus from the Positive Futures.

The council has consulted with residents on the Great Estates Programme through an online survey which was on the Council's consultation hub under "Call for Ideas". The consultation went live on 20th May 2019 for a period of six weeks and closed on 1st July 2019. Details of the consultation were also included in the Southwark Housing News, schools, handed out to TRA's. Sent out via an email mailing list and included on various social media (Facebook pages, twitter etc.). We received a response of 388 ideas from residents borough wide.

The Cabinet Member for Social Regeneration, Great Estates and New Council Homes is now being asked to approve the selection of the pilot areas through the Individual Decision Making Process. Seven estate improvement pilots have been selected to test the new ways of working.

The information gathered as part of the Great Estates consultation exercise is being retained as a resource to inform future estate improvement work beyond the initial pilot estates. This resource will be developed into a repository that can be added to from a range of resources and searched thematically or by location.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	The Estate Improvement Plans will allow all residents on an estate to come together and decide on what improvements are required to their estate. So this should include council tenants, council homeowners and private renters living on the estate.
Key stakeholders were/are involved in this policy/decision/business plan	All residents through the call for ideas consultation exercise. Discussions were also held at the Futures Steering Board and these were discussed at the Great Estates Advisory Panel (which includes resident representation). Great Estates has been discussed more broadly at Tenant Council and Homeowner Council.

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.

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>At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to age.</p> <p>It is possible that an agreed improvement could potentially benefit one age group more than another one, for example a new play park, or gardens. However the intention is that the proposals help create Great Estates for the benefit of all estate residents. For example all residents should benefit from any reduction in anti social behaviour or improvements to the general feel and make up of the estate.</p> <p>Any actual proposal would need to consider any impact on the council's commitment to being an age friendly and dementia friendly borough.</p> <p>It will be important to ensure that all residents have the opportunity to input in to the plans for the estate improvement plans as they develop. The pilots form a key part of testing the best way to achieve this.</p>	<p>There should only be positive health impacts with residents having a more active role in their estates, and better health and wellbeing.</p>
Equality information on which above analysis is based	Health data on which above analysis is based

None
Mitigating actions to be taken
Further consideration as individual Estate Improvement Plans are developed.

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)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to disability. The council would not agree to any change which would affect any access routes into buildings and any accessibility will be considered in any proposed estate improvement. It will be important to ensure that all residents have the opportunity to input in to the plans for the estate improvement plans (accessible consultation venues, multiple ways to input comments etc) as they develop. The pilots form a key part of testing the best way to achieve this.	There should only be positive health impacts with residents having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
Further consideration as individual Estate Improvement Plans are developed.	

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)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to gender reassignment.	The council is not aware of any evidence which suggests there would be any particular health impact in relation to gender reassignment.
Equality information on which above analysis is based.	Health data on which above analysis is based
None	
Mitigating actions to be taken	
No mitigating actions are required at this stage.	

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 favorably 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.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The council is not aware of any evidence which suggests there would be any particular impact in relation to marriage and civil partnership.	The council is not aware of any evidence which suggests there would be any particular health impact in relation to marriage and civil

	partnership.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
No mitigating actions are required.	

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The council is not aware of any evidence which suggests there would be any particular impact in relation to pregnancy and maternity.	The council is not aware of any evidence which suggests there would be any particular health impact in relation to pregnancy and maternity.
Equality information on which above analysis is based	Health data on which above analysis is based
<ul style="list-style-type: none"> • None 	
Mitigating actions to be taken	
No mitigating actions are required at this stage.	

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)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to race but this will need to be considered as the estate improvements are agreed. There may be areas where people from different ethnic groups have different views on for example how a garden should look, or for another possible example the type of statue or mural that could be appropriate. This will need careful consideration as individual estate improvements are planned and agreed. So there will be a need to ensure all residents are given the opportunity to have their say on these proposals, and any potential issues are handled sensitively as required.	There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
Further consideration as individual Estate Improvement Plans are developed.	

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.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to race but this will need to be considered as the individual estate improvements are agreed. There may be areas where people who hold different religious views and beliefs have different views on for example how a garden should look, or for another possible example the type of statue or mural that could be appropriate. This will need careful consideration as individual estate improvements are planned and agreed so there will be a need to ensure all residents are given the opportunity to have their say on these proposals, and handled sensitively as required.	There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
Further consideration as individual Estate Improvement Plans are developed.	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to gender but this will need to be considered as the estate improvements are agreed. It is possible that an estate may wish to make an estate improvement that would be more likely to benefit a particular gender. This needs careful consideration to ensure both genders can sufficiently benefit unless this can be specifically justified to address a particular issue such as a specific gap in provision.	There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
Further consideration as individual Estate Improvement Plans are developed.	

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)

At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. The council is not aware of any evidence which suggests there would be any particular impact in relation to sexual orientation .	There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.	

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 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)
At this stage, the decision is only to confirm funding for the pilots for the seven estates listed. This is an area where it is hoped the Estate Improvement Plans can have a very positive impact. Our estates have become increasingly more diverse as many properties have been bought through right to buy, many of which are now let to private renters. Some residents have expressed a view that this has led to a decline in a sense of community ownership of their estate. Therefore the Estate Improvement Plans should provide an opportunity for all residents on the estate to come together and agree the improvements required.	There should only be positive health impacts with residents coming together and having a more active role in their estates, and better health and wellbeing.
Equality information on which above analysis is based	Health data on which above analysis is based
None	
Mitigating actions to be taken	
No mitigating actions are required at this stage.	

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
The council does not believe there are any impacts in relation to human rights.
Mitigating actions to be taken
No mitigating actions are required at this stage.