

**APPENDIX 4**

**St Thomas Street Social Regeneration Charter  
Equalities Impact Assessment  
December 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](http://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**

<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	St Thomas Street Social Regeneration Charter		
<b>Equality analysis author</b>	Dan Taylor		
<b>Strategic Director</b>			
<b>Department</b>	Regeneration	<b>Division</b>	Place and Wellbeing
<b>Date of analysis</b>	December 2019		

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

The St Thomas Street Social Regeneration Charter sets out the Vision, ambitions and objectives for the 'Regeneration for All' taking place across the London Bridge opportunity area. The charter sets out a number of indicators which will be used to monitor the progress of the council in achieving 'Regeneration for All'. The charter will be referred to on an ongoing basis to ensure that the council is making progress in achieving the stated ambitions and objectives. An annual monitoring report will be produced to ensure that the objectives within the charter are still being met.

### Section 3: Service users and stakeholders

<b>Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Members of the public; Developers; Local Authorities; Housing Associations; Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Members of the public; Housing Associations; Local Authorities Environment and Leisure Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department.

#### 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).

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social benefits for people of all ages living and working in London Bridge.</p> <p>Promise 1 and 2 relate to creating new facilities and opportunities for young people, such as new youth facilities and enrichment programmes. The indicators related to this promise are:</p> <ul style="list-style-type: none"> <li>• School performance</li> <li>• Satisfaction with facilities for children and young people</li> <li>• Level of investment in existing and new facilities</li> <li>• Local school visits to London Bridge cultural attractions</li> <li>• Apprenticeships</li> </ul> <p>Goal 2 seeks to bring people of all ages together through shared amenities and affordable housing. The indicators relating to this promise are:</p> <ul style="list-style-type: none"> <li>• Investment in community spaces</li> <li>• Attendance at community events</li> <li>• Delivery of new homes</li> <li>• Investment in council estates</li> <li>• Satisfaction with condition of estates</li> </ul>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their age.</p> <p>Promise 8 seeks to the environment and air quality across the area – this will benefit all ages, especially the vulnerable young and old. The indicators relating to this promise are:</p> <ul style="list-style-type: none"> <li>• Perceptions of impact of air pollution</li> <li>• Perceptions of impact of construction</li> <li>• Air quality</li> <li>• Tree planting</li> </ul>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	2016 London Atmospheric Emission Inventory
<b>Mitigating actions to be taken</b>	

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

**Disability** - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

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

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have a disability.

**Potential health impacts (positive and negative)**

The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have a disability.

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

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

**Health data on which above analysis is based**

n/a

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

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

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

The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have undergone gender reassignment.

**Potential health impacts (positive and negative)**

The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have undergone gender reassignment.

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

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

**Health data on which above analysis is based**

n/a

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

**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)**

**Potential health impacts (positive and**

<b>of proposed policy/decision/business plan</b>	<b>negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have are pregnant or have recently given birth.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people who have are pregnant or have recently given birth.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people of differing races.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people of differing races.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to any faith group.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to any faith group.

<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal. The baseline research highlights the fact that 91% of respondents feel the local area is a place where people from different backgrounds get on well together. Tracking this will enable us to understand how the changes in area are impacting cohesion in the area and enable us to plan mitigation if cohesion is worsening.	

**Sex - A man or a woman.**

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people based on their gender.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their gender.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes**

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people which is based on their sexual orientation.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people which is based on their sexual orientation.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

Social & economic benchmark of the residential areas most affected by the St Thomas St developments	n/a
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<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**Socio-economic disadvantage** – although the Equality Act 2010 does not include socioeconomic 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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
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<p>The charter is anticipated to have positive social benefits for people regardless of their socio-economic status who are living and working in the area.</p> <p>Promise 4 seeks to build more council homes and invest in estate improvement plans. Indicators include:</p> <ul style="list-style-type: none"> <li>• Delivery of new homes</li> <li>• Investment in council estates</li> <li>• Satisfaction with condition of estates</li> </ul> <p>Promise 5 and 6 seek to ensure that residents can more readily access employment opportunities locally, and that the quality of local work improves. Indicators include:</p> <ul style="list-style-type: none"> <li>• London Living Wage opportunities created</li> <li>• Delivery of workspaces</li> <li>• Employer standards</li> <li>• Living Wage</li> <li>• employers</li> </ul> <p>There are no foreseen negative social impacts to people based on their socio-economic status. These policies should have a positive impact in reducing socio-economic inequalities in the area through increasing the number of well paid employment opportunities, increasing affordable housing provision and improving housing standards.</p>	<p>The charter is anticipated to have positive health benefits for people regardless of their socio-economic status who are living and working in the area. There are no foreseen negative health impacts to people based on their socio-economic status.</p>
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<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
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Social & economic benchmark of the residential areas most affected by the St Thomas St developments n/a

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

**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 charter is anticipated to have a range of positive impacts on people living and working in the area. The proposals presented in the charter do not in any way threaten the human rights of anyone living or working in the area.

**Information on which above analysis is based**

Social & economic benchmark of the residential areas most affected by the St Thomas St developments

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.