



**Statement of Community Involvement  
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>	Statement of Community Involvement 2019
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<b>Equality analysis author</b>		Juliet Seymour			
<b>Strategic Director</b>		Simon Bevan			
<b>Department</b>		Planning Policy	<b>Division</b>	Place and Wellbeing	
<b>Date of analysis</b>		November- December 2019			
<b>Sign-off</b>	Juliet Seymour	<b>Position</b>	Planning Policy Manager	<b>Date</b>	13/12/2019

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

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

The SCI sets out how the council will ensure that local communities, residents, businesses and other stakeholders can be involved in local planning decisions and the preparation of regeneration and planning strategies to help to shape the places in our Borough.

## 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.

<b>Age</b> - 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>
The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their age.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Feedback from consultation events and workshops.	
<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.	

<b>Disability</b> - 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.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. The SCI ensures that consultation events will be accessible to all.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Feedback from consultation events and workshops.	
<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.	

<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their gender.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Feedback from consultation events and workshops.	
<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.	

<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>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their circumstance.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.  Feedback from consultation events and workshops.	
<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.	

<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. 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 SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their race.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.

Feedback from consultation events and workshops.

**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.

**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**

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their religion and belief.

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

There are no health impacts identified for the above protected characteristic and the SCI.

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

All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.

Feedback from consultation events and workshops.

**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.

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

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

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation

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

There are no health impacts identified for the above protected characteristic and the SCI.



more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their sex.	
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Feedback from consultation events and workshops.	
<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.	

<b>Sexual orientation</b> - 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 SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their sexual orientation.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Feedback from consultation events and workshops.	
<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>
The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their socio-economic background.	There are no health impacts identified for the above protected characteristic and the SCI.
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.  Feedback from consultation events and workshops.	
<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.	

<b>Human Rights</b> 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
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>
The Statement of Community aligns with the engagement principles as set out by the Community Engagement team and used throughout the council, considerate of the Human Rights Act.
<b>Information on which above analysis is based</b>
All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.  Feedback from consultation events and workshops.
<b>Mitigating actions to be taken</b>
We will continue to monitor and review the SCI to ensure that the likelihood of negative impacts arising is minimal.

