



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		Southwark Stands Together Programme			
Equality analysis author		Jessica Leech Jasbinder Baddhan			
Strategic Director:		Eleanor Kelly			
Department		Chief Executives	Division		Chief Executive's Office
Period analysis undertaken		June –September 2020			
Date of review (if applicable)		November 2020			
Sign-off		Position		Date	3 rd September 2020

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

1.1 Brief description of policy/decision/business plan

Southwark stands together, a commitment to tackle racial inequalities

Southwark Council promotes the basic rights of all people to equality, justice, inclusion and fair treatment. Recent circumstances and events have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.

Southwark's response through *Southwark Stands Together* will put in place a framework that creates a programme within Southwark of actions, education and initiatives translating our firm commitments into real, sustainable outcomes.

The programme will evolve and adapt over time and seek ways of measuring improvements in the lives of individuals and communities. The overall aim being to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required; Southwark will not give up on the challenges until they have been overcome.

The recommendations that have emerged from the first listening phase of our engagement on this policy cover a broad range of themes including policing, cultural industries, public realm, health, employment, education and communities as well as staffing in Southwark.

About BAME: the abbreviation BAME is utilised as an umbrella term for Black, Asian, and Minority ethnic. While the abbreviation will be used throughout the report when referring to all groups under the BAME umbrella unless pointed otherwise, it is important to acknowledge that the term may not always capture the individual experiences of all people, races and ethnicities in the group.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Local residents: young people; local businesses including large organisations, Small, Medium Enterprises and micro businesses; schools; Voluntary and Community Sector organisations; funders; South London and Maudsley Trust (SlAM); Southwark National Health Service (NHS); Patient Participation Groups (PPG); Guy's and St Thomas' Charity (GSTC); Guy's and St Thomas' Trust (GSTT); GP Federations; Public Health England (PHE); Health watch; Clinical Commission Group (CCG); cultural and arts organisations; faith groups; police, Mayor's Office for Policing and Crime (MOPAC) and Southwark Staff
Key stakeholders were/are involved in this policy/decision/business plan	Chief Officer Team, Cabinet member leads, Member/Officer working group members, and other key stakeholders

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

Many of the recommendations have a focus on addressing the experiences of younger Black, Asian and Minority Ethnic (BAME) residents. The education, employment and Interactions with the police work streams will have a positive impact for this group. People under the age of 24 form one of the boroughs significant population groups.

However further work need to be undertaken around identifying and understanding the specific issues related to children in care and care leavers.

In addition, the recommendations on employment and business work stream should have a positive impact for BAME communities of working age population.

During the discussions, older residents have shared their experiences of discrimination to illuminate what needs to change for generations coming. Less light has been shone on how our older BAME community experience discrimination. Further work is required to find out what needs to be done in order to change their experience of care, health and services and the neighbourhoods they live in. BAME older people mentioned at the listening events that they felt abandoned during the lockdown.

One of the health recommendations ‘*Commission and co-produce health services and interventions with BAME communities*’ should contribute positively to identifying and addressing the needs of older residents.

Potential health impacts (positive and negative)

Marginalisation in education was a frequent theme and nationally those from a BAME background and are more likely to be excluded than their white counterparts are. Schools exclusion is a risk factor for a number of major health issues including poor mental health and youth violence.

BAME communities are more likely to be in low-paid or insecure employment. Nationally, employees in low income households are more likely to have lost work compared to high income households. There is a strong association between income and health; in the UK, the poorest 40% are twice as likely to report poor health as the richest 20%.

<p>Regarding our staff, our wellbeing survey (July 2020) showed that younger staff are more likely to want to talk and discuss issues round race and inequality and were more adversely affected by the recent events</p> <p>Older staff were marginally less inclined to feel like they were affected by recent events or</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Over 40% of the Southwark population consists of those aged 20 to 39, compared to 34% in the rest of London and only 8% of the population of Southwark is aged over 65.</p> <p>Data from:</p> <ul style="list-style-type: none"> • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey <p>Current experiences for young people in education: Two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared to one-fifth (21%) of White British respondents</p> <p>Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents.</p> <p>For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).</p> <p>One-third (33%) had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%)</p> <p>We know from the health data that the impact of COVID-19 that a higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents.</p>	<ul style="list-style-type: none"> • Health impact analysis

One-quarter (25%) of respondents were responsible for school-aged children over the outbreak.

An equal number of respondents found home schooling to be positive (50%) and negative (50%). People responsible for children reported a greater negative impact on their physical health, finances and workload than respondents without children. The severity was also worse for their finances and workload, with a higher proportion reporting a large negative impact

One-tenth (9%) of respondents have been a carer for elderly or vulnerable persons in their household. More carers reported a negative impact on their finances, workload and family life than respondents without caring responsibilities did.

A higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they needed them

The second Southwark Staff Wellbeing Survey was run during July with specific questions around the impact that recent events – the killing of George Floyd and the Public Health report into the impact of COVID-19 on BAME communities.

Mitigating actions to be taken

Further work needs to be undertaken to understand better the needs and experiences of older BAME residents and how we can address the discrimination (direct or indirect), unfair treatment, harassment or abuse they face because of their racial or ethnic background, colour or nationality.

Working through their trusted organisations such as faith groups may also be a positive way to engage with this group.

Further analysis of the data we now hold may also highlight needs and experiences among this group.

We must recognise that the intersection of more than one protected characteristic may generate its own unique set of experiences and require additional measures and service change.

Co production of the action plan in the next phase of engagement will need to ensure that older BAME residents are involved.

Employment, Education, Health and Interaction with the police work stream recommendations will

<p>support mitigations in this area.</p> <p>Regarding Southwark Staff, further engagement work will be undertaken following the listening circles that took place throughout August. These events will be themed around topics highlighted in the wellbeing survey and the listening circles.</p>	
<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>As with older BAME residents the data so far analysed and collated does not identify specific needs of disabled residents, and the recommendations do not yet specifically address any separate needs for this community.</p> <p>We do know that experience of racism/discrimination has impact on mental health and wellbeing and measures that reduce the levels of discrimination people face will have a positive impact.</p> <p>BAME communities are disproportionately impacted by health inequalities and the measures in place to address these in the Health work stream will over time make a difference to people who are experiencing poor health.</p> <p>A higher proportion of disabled respondents reported a negative impact from COVID -19 on their mental health, physical health, and physical fitness than non-disabled respondents.</p> <p>A similar proportion reported an overall negative impact on their family life but a higher proportion of disabled respondents reported a large negative impact on this factor.</p> <p>A lower proportion reported a negative impact on their social activities</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place</p>	<p>COVID-19 has exposed and exacerbated longstanding inequalities affecting BAME groups, which have arisen because of economic, health and social disadvantage.</p> <p>Other factors, which have affected health inequalities, include lack of accessible and effective healthcare, health promotion programmes, racism and stigma leading to stress and affecting health-seeking behaviours.</p> <p>Nationally, Black people are stopped-and-searched at a rate four times higher than the population average and BAME individuals are overrepresented in youth and adult criminal justice.</p> <p>There is evidence to suggest that police contact is associated with higher risk of trauma and anxiety and that criminal justice discrimination may contribute to the increased prevalence of Mental Health issues in BAME communities</p>

Equality information on which above analysis is based	Health data on which above analysis is based
<p>It is estimated that almost 47,600 adults in Southwark experience a common mental disorder (CMD), which comprises different types of depression and anxiety, and this is expected to rise to approximately 52,000 individuals over the next decade as our population grows.</p> <p>Severe mental illness refers to psychotic conditions such as schizophrenia and bipolar affective disorder, which affects 1.2% of Southwark residents (4,000 people), compared to 1.1% in London. The prevalence of SMI increases with age among both men and women, peaking among those in their fifties. In contrast to the estimated prevalence of common mental disorders, the number of men diagnosed with SMI in Southwark is greater than women across each age group up to 70.</p> <p>In Southwark, approximately 1% of the GP registered population have three or more chronic conditions, equivalent to over 3,500 patients. The large majority of people with multiple long term conditions in Southwark are aged over 50 and more than half of people with multiple LTCs are aged 70 and over.</p> <p>In the 2011 census about 13.5% of residents reported a long term condition that limited them this includes those with physical and mental disability as well as illness.</p> <p>Data from:</p> <ul style="list-style-type: none"> • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey <p>Respondents from all ethnic minority groups were more likely to experience occasional racial discrimination in health and care services than White British respondents and a higher proportion of Black and Other ethnicity respondents reported experiencing racial discrimination</p>	<ul style="list-style-type: none"> • Health impact analysis • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey <p>Factors that influence BAME communities' mental health are social and economic inequalities and the criminal justice system. This includes poor experiences and a lack of trust of mental health services. Poor engagement with BAME communities.</p> <p>Fear of over-medication and limited access to mental health services. For example, increased mental health issues and correlations of other areas such as social and economic inequalities and the criminal justice system. A lack of trust and poor engagement from public bodies with BAME communities can increase the impact on both physical and mental health.</p>

<p>regularly in this setting.</p> <p>Half of respondents who had experienced racial discrimination in health and care services felt they did not receive the support they needed (55%), experienced loss of trust (53%) and were angry or frustrated (51%).</p> <p>Two-fifths (41%) had their health impact and one-third (31%) said it affected their mental health.</p> <p>A higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents as a consequence of COVID-19 and lockdown</p> <p>A similar proportion reported an overall negative impact on their mental health and family life but a higher proportion of respondents from an ethnic minority reported a large negative impact on these factors.</p>	
<p>Mitigating actions to be taken</p>	
<p>Further work needs to be undertaken to understand better the needs and experiences of disabled BAME residents and how we can address the racism they face.</p> <p>Working through their trusted organisations may also be a positive way to engage with this group.</p> <p>Further analysis of the data we now hold may also highlight needs and experiences among this group.</p> <p>We must recognise that the intersection of more than one protected characteristic may generate its own unique set of experiences and require additional measures and service change.</p> <p>Co production of the action plan in the next phase of engagement will need to ensure that disabled BAME residents are involved. Ongoing engagement of disabled BAME residents' in-service design will also be critical to ensure that the needs of BAME users are included; an example of how this has been delivered in the past is the citizens jury.</p>	

The Communities and Health work stream recommendations will support mitigations in this area.	
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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)
<p>It is unclear what impacts this will have on this group of people as only 1 % of the respondents to the survey said their gender is not the same as the one they were assigned at birth.</p> <p>Fewer individuals responded no to this question in the impact of COVID 19 survey.</p> <p>None of the respondents to the attendance at the listening events responded no to this question</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place.</p>	
Equality information on which above analysis is based.	Health data on which above analysis is based
ONS estimates that Southwark has the second largest gay or lesbian population in London at 5%. Lambeth has the highest.	
Mitigating actions to be taken	

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 couples. 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.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)

No impact identified either positive or negative	
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 has been no impact identified as part of the engagement so far, however it should be noted that BAME women do have poorer outcomes during pregnancy and childbirth than white women.</p> <p>Work on improving health inequalities, working with BAME communities to co- design services and improving the targeting of health promotional materials and prevention work should have a positive impact on BAME women who are pregnant.</p> <p>The work that the council is doing to improve experiences of BAME staff should also look at experiences during pregnancy and maternity, co-producing appropriate interventions and services with BAME residents.</p> <p>The wellbeing survey and listening circles have not highlighted any specific need however further analysis will be undertaken as more engagement activities take place</p>	<p>BAME babies have the highest infant mortality rates. BAME communities are more likely to live in deprived areas and are more likely to have parents in a less advantaged socio-economic position.</p>
Equality information on which above analysis is based	Health data on which above analysis is based

	Office for National Statistics
Mitigating actions to be taken	
During the next phase of engagement with staff, experiences and impacts on pregnancy and maternity should also be explored.	
Communities and Health work stream recommendations will support mitigations in this area.	

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)
<p>The focus of Southwark Stands Together is the experiences of people in the borough due to their racial or ethnic background, colour or nationality. The recommendations are all concerned with how we can address the inequality discrimination and injustice that people have experienced.</p> <p>The recommendations across all of the work streams Education, Employment and Business, Health, Interactions with the police, Culture and Community and Reinventing and Renewing the Public Realm should have a positive impact on people.</p> <p>There have also been a number of studies and reports over a considerable period of time, which also shed a light on the experiences of BAME communities and the inequality they face. As part of Southwark Stands Together further review of this literature will also inform further actions.</p> <p>During discussions about how people from different communities get on in the neighbourhoods across Southwark, it was</p>	<p>The main report contains a summary of the health impacts of discrimination on the grounds of race that the data is based on. It reflects the view that the recommendations will have a positive impact on people.</p> <p>There is strong evidence to show that discrimination is associated with mental health issues such as depression and anxiety. It is also associated with poorer physical health; research shows that people who report discrimination experiences are more likely to have the outcomes and risk factors of Cardiovascular Disease².</p> <p>The engagement has highlighted the inequalities that Southwark BAME communities face in the areas of communities, culture, employment, education, health and</p>

² Williams, DR, Lawrence, JA, Davis, BA, Vu, C. Understanding how discrimination can affect health. Health Serv Res. 2019; 54: 1374– 1388. <https://doi.org/10.1111/1475-6773.13222>

<p>suggested that activities to learn about each other and the sharing of culture could be tools to support building community cohesion.</p> <p>The council will also need to improve its reach into BAME communities' as well stronger partnership working with key stakeholders to ensure that BAME voices and needs are addressed.</p> <p>The Southwark Stands Together survey results suggest that 70% of those from an ethnic minority in Southwark have experienced racial discrimination in the last 12 months¹</p>	<p>the criminal justice system. All of these areas have impacts on health and wellbeing.</p> <p>Evidence shows that people from BAME communities in the UK are more likely to suffer from social isolation, which is associated with poorer mental health³.</p> <p>Arts and culture have a positive impact on health and wellbeing but national evidence suggests that those from an ethnic minority are less likely to have access to arts growing up and that these industries do not represent the diversity of the UK population.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>Census 2011 Information: 54.2%: White Ethnic backgrounds, which includes 39.7% from White British backgrounds and 12.4% from White Other Ethnic backgrounds.</p> <p>45.8%: BAME backgrounds, which includes 26.9% from Black African and Caribbean backgrounds; 9.4% from Asian backgrounds; 6.2% from Mixed ethnic backgrounds and 3.3% from Other Ethnic backgrounds.</p> <p>Ward profile data also demonstrates where many communities are located and the wide ranging diversity of the borough.</p> <p>Data from:</p> <ul style="list-style-type: none"> • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey <p>Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, 3 times more than White British respondents</p> <p>One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.</p> <p>For people who said that they had experienced</p>	<ul style="list-style-type: none"> • Health impact analysis

¹ Southwark Stands Together- Preliminary Quantitative Results. Southwark Council: London. 2020.

³ GLA, Survey for Londoners, 2019

discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).

Two-thirds (67%) of ethnic minority respondents reported experiencing racial discrimination in education, compared to one-fifth (21%) of White British respondents

Half (53%) of respondents of Mixed ethnicity had experienced racial discrimination in education, followed by 48% of Black, 40% of Other, 38% of Asian and 17% of White Other ethnicity respondents.

Half (50%) of respondents who had experienced racial discrimination in education reported it made them angry or frustrated and made them lose confidence. Almost two-fifths (38%) felt their educational opportunities were restricted.

One-third (33%) of ethnic minority respondents had experienced racial discrimination in health and care services, compared to 9% of white British respondents

The ethnic groups who report the highest proportion of racial discrimination in health and care services were Black respondents (41%)

Over two-fifths (44%) of ethnic minority respondents had experienced racial discrimination in the out and about, one-third (32%) had in social spaces and one-seventh (15%) in cultural spaces.

When asked about services during the lockdown a higher proportion of ethnic minority, parent and carer respondents disagreed that services were there for people when they need them.

Half (50%) of Black and two-fifths (40%) of Mixed ethnicity respondents had experienced racial discrimination by the police.

Black and Muslim men are more likely to experience stop and search by the police.

Black and Other ethnicity respondents were more likely to experience discrimination when accessing council services than White British respondents were. A higher proportion of Black ethnicity respondents reported being discriminated against occasionally (25%) and all the time (11%) and a

<p>higher proportion of Asian ethnicity respondents reported being discriminated against occasionally (15%).</p>	
<p>Mitigating actions to be taken</p>	
<p>Currently we are working to develop the capacity of the Latin American community and supporting their better integration with the work of the council. Our work with faith organisations should also support our reach with BAME communities.</p> <p>As part of Southwark Stands Together further review of the literature on various aspects of inequality, injustice and discrimination will also inform further actions.</p> <p>Further engagement on developing the action plan and further analysis of the qualitative data we have collated will also build a fuller picture of what needs to change and develop plans for how we will make this change happen.</p> <p>The pledges of the Southwark Stands Together programme to work to address tackle discrimination racial inequalities and the recommendations in each work stream to achieve this are anticipated to have a positive impact on the mental and physical health of Southwark's BAME population.</p> <p>All of the work stream recommendations will support mitigations in this area.</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>Faith organisation membership is very diverse in all parts of the borough. For some people from BAME backgrounds, religion is integral to their ethnicity and not separate from it. This has important implications for services developed and provided as well as promoting good relations.</p> <p>Faith leaders were active participants in the listening events and their thoughts and experiences have continued to shape the recommendations and will the future discussions and development of plans.</p>	

All of the work stream recommendations should have a positive impact for our faith communities.	
Equality information on which above analysis is based	Health data on which above analysis is based
<p>Census data 2011 This identified the following belief makeup of the borough:</p> <p>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 Faith Strategy in addition to the work on Southwark Stands Together and understanding the impact of COVID 19.</p>	
Mitigating actions to be taken	
Culture, Communities and Health work stream recommendations will support mitigations in this area.	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>One of the comments made during the discussions was be aware of the impact of intersectionality (people have multiple identities and they overlap) on career progression.</p> <p>Employment (including job security and job quality) can have positive and negative impacts on an individual's physical and mental wellbeing.</p> <p>A higher proportion of women reported a negative impact on their mental health from COVID 19 and the lockdown.</p> <p>Parents and Carers reported greater negative impacts from COVID than those without children or caring responsibilities.</p> <p>During the discussions at the round tables it was clear that women as often the main carers feel very strongly the discrimination faced by their children and in particular their sons. This discrimination, which was prevalent in both school</p>	

environments and through the current nature of community policing, adding to their own poor well-being. Measures that improve these experiences alongside improvements in work and business settings and addressing health inequalities should all have a positive impact.	
Equality information on which above analysis is based	Health data on which above analysis is based
Census 2011 data: Female: 50.5% Male: 49.5% Data from: <ul style="list-style-type: none"> • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey 	<ul style="list-style-type: none"> • Health impact analysis
Mitigating actions to be taken	
All of the work stream recommendations will support mitigations in this area.	

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)
No impact identified either positive or negative.	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	
By working with the Southwark LBGTQI + network and the Southwark LBGTQ+ Staff Network in the next phase of the engagement on Southwark stands together to understand any additional issues faced by their BAME membership.	

<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. 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>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>Positive impact, especially on BAME communities living areas of the borough of higher deprivation</p> <p>Measures that seek to improve educational experiences and employment opportunities for BAME communities will have a positive impact on socio economic disadvantage.</p> <p>Workforce was also identified as one of the 6 broad themes and the key issue was around workplace inequalities with potential action around Advocate and support inclusive cultures</p> <p>Every organisation in Southwark should have a workforce that reflects the diversity of the communities in which they operate, at every level. There should also be an awareness of the impact of intersectionality (people have multiple identities and they overlap) on career progression.</p> <p>Employment (including job security and job quality) can have positive and negative impacts on an individual's physical and mental wellbeing.</p> <p>The listening exercise identified barriers to recruitment and informed action to ensure equal access to work. For example, perception of a glass ceiling, understanding cultural difference and disparities around employment opportunities. In addition, black women experienced both racism and sexism (intersectionality) within the workplace. BAME employees said that they feel their background or identity can have an effect on the opportunities they are given compared to those from a white British background.</p> <p>We know from the health data that the impact of COVID-19 that a higher proportion of ethnic minority respondent reported a negative impact on their physical health, finances, employment and workload than white respondents.</p>	<p>Although the average income in Southwark is in line with national levels, there are significant geographical inequalities within the borough. The neighbourhoods in these geographical areas have a much larger BAME population.</p> <p>BAME communities are more likely to be in low-paid or insecure employment. Nationally, employees in low income households are more likely to have lost work compared to high income households.</p> <p>There is a strong association between income and health; in the UK, the poorest 40% are twice more likely to report poor health than the richest 20%.</p> <p>BAME communities in the UK face a number of structural and systematic disadvantages, including socio-economic deprivation, poor housing conditions and barriers to accessing services. These disadvantages result a higher prevalence of a number of long-term conditions and poorer health outcomes for ethnic minority populations.</p> <p>The engagement has highlighted the inequalities that Southwark BAME communities face in the areas of communities, culture, employment, education, health and the criminal justice system. All of these areas have impacts on health and wellbeing.</p> <p>The economic, social and health inequalities have contributed to an</p>

	increased risk of COVID-19 related death in these communities, which has highlighted the need to tackle these issues to improve health of BAME populations and reduce inequalities.
Equality information on which above analysis is based	Health data on which above analysis is based
<ul style="list-style-type: none"> • Southwark COVID-19 Impact Survey • Southwark Standing Together Listening Exercise • Southwark Standing Together Survey <p>Two-thirds (66%) of ethnic minority respondents had experienced racial discrimination within their employment, 3 times more than White British respondents</p> <p>One in seven (14%) of Black respondents reported experiencing discrimination all the time within the employment setting.</p> <p>The survey highlighted that employment and education were the two main areas that people experienced the most discrimination.</p> <p>For people who said that they had experienced discrimination in employment, nearly two-thirds thought their career was restricted (62%) and others described feelings of anger and frustration (61%). Over half of the respondents had lost confidence (59%), lost trust (54%) and were sad or depressed (54%).</p> <p>One-third (33%) had lost earnings as a result, with fewer respondents reporting no access to start up support (7%), unable to pursue business ideas (6%) or no access to loans (5%)</p>	<ul style="list-style-type: none"> • Health impact analysis
Mitigating actions to be taken	
<p>The pledges of the Southwark Stands Together programme to work to address tackle discrimination racial inequalities and the recommendations in each work stream to achieve this are anticipated to have a positive impact on the mental and physical health of Southwark's BAME population.</p> <p>All of the work stream recommendations will support mitigations in this area.</p>	

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

Positive impact on Human rights

Information on which above analysis is based**Mitigating actions to be taken**

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
