

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	- Youth service review cabinet paper
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Equality analysis author	Catherine Snell				
Strategic Director:	Caroline Bruce				
Department	Environment & Leisure	Division	Leisure / Culture		
Period analysis undertaken	November 2019 – August 2020				
Date of review (if applicable)					
Sign-off	Aileen Cahill	Position	Head of Culture	Date	30 th October 2020

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

1.1 Brief description of policy/decision/business plan

This equalities analysis relates to the proposed set of recommendations and action plan for the future youth offer in Southwark. The Cabinet paper includes recommendations and an action plan which details the steps that need to be taken in order to achieve the new youth offer. The decision maker is the cabinet member for Community Safety and Public Health.

Context of the review

In July 2019 the cabinet considered the findings of the Serious Youth Violence Panel and agreed to implement the recommendations made by the panel. The key recommendation for the Youth Service was that Southwark was to work with young people to redesign its youth provision to ensure that it is fit for purpose and helps give young people the best chance to thrive in life. In addition we were to review the Youth and Play Strategy to enable redesign of borough provision.

The consultancy Shared Intelligence was commissioned to design and deliver a comprehensive and innovative engagement plan with young people, professionals and other stakeholders. Desktop research was also undertaken which included reviewing budgets spent on young people across the council. The aim of this was to frame a new vision and objectives for the youth offer in Southwark which would form the basis of our set of recommendations and action plan.

The proposed vision and objectives

Based on the findings from the review, we are recommending the following as the overarching vision for our youth offer:

“We will ensure our young people live in a borough that values them, enables them to thrive into adulthood, ensures that they can enjoy themselves exploring new experiences and learning new skills. We want them to be safe, to have safe places to go, have trusted adults to turn to, and to have control over their lives, their ambitions and to realise their full potential.

We are committed to supporting their life opportunities through access to high quality guidance and advice services, opportunities to learn new skills and where needed, services to meet specific needs and challenges in their lives. We want their voices to be heard and for them to be able to influence decisions affecting their lives. We want them to experience vibrant and dynamic activities which will motivate, support and enable them to have happy, healthy and positive futures.”

The objectives

We are recommending the following as the objectives for the youth offer. We will:

- Develop a mechanism which enables greater involvement of young people in all elements of service delivery
- Use our resources to achieve the best possible outcomes for our young people
- Work with our partners from across the borough across all different sectors to unlock access to opportunities for our young people
- Ensure that information on services for young people across the borough is up to date and easily accessible
- Put in place robust processes to keep us to account and ensure we deliver our promises

Engagement methods

A number of different methods of engagement were used throughout the review. A core group of three youth representatives (two Southwark Young Advisors and one Southwark Council apprentice) were involved throughout the engagement work. Please see below engagement

activities:

Online survey

A total of 407 young people aged 10 -19 years old responded to the online survey. Information on protected characteristics that was gathered as part of this and will be detailed in the below sections.

Ethnographic fieldwork

Shared Intelligence carried out ethnographic fieldwork. Ethnography is a research method where researchers observe and interact with participants in their real-life environment which seeks to bring about more authentic data. The aim of this work was to gather an in-depth picture of the lived experience of young people in Southwark.

The fieldwork was undertaken by our core group of three youth representatives who are female and from BAME backgrounds. During the fieldwork nine young people, male and female, aged 12 – 19 were spoken to across a range of sites such as parks, eating places, shopping centres, libraries, a church, and a young person's home. Please see below sex and age breakdown of the ethnographic participants

Deliberative discussions

Two deliberative workshop discussions took place in January 2020 with a variety of young people, parents and carers, commissioned youth organisations and Southwark Council officers. Each session had between 20 – 30 participants. The sessions took place in the north and south of the borough (Brandon youth centre and Dulwich Library) to ensure a wide range of participants across the borough could participate. The aim of the sessions was to gather a range of perspectives about the needs of young people in Southwark and to test reactions to data.

In total, across both sessions, 21 young people, 5 parents, 10 voluntary organisations, 3 peer navigators from YOS, 3 youth representatives from Young Advisors and apprenticeship scheme attended along with key council staff.

Collaborative workshops

Three collaborative workshops were held between December 2019 – March 2020. The workshops brought together the three youth representatives and key council officers from Education, Children's Services, Public Health, Communities, Local Economy Team and the Youth Council. The purpose of the workshops was to gain feedback from key individuals and to use this information to inform the future engagement work.

Workshops to test out initial recommendations

Shared Intelligence produced some initial recommendations on the future youth service as a result of their engagement work. Feedback on the initial recommendations was then gathered from key stakeholders prior to finalising our recommendations and action A series of workshops, led by Shared Intelligence, were arranged with Southwark youth providers, adventure play staff, young people and parents.

1. Workshop with young people

This workshop was attended by 15 young people. The three youth representatives attended along with young people from our youth centres, YOS Peer Navigators, Latin American's women's youth group and Bede House (one of our commissioned organisations).

2. Workshop with parents

A session took place with 24 parents who were identified via council services they were engaging with e.g. Southwark Independent Voice, Early Help, parents of young people who attend council youth clubs etc.

3. Workshop with youth providers

A youth provider event was scheduled for March at Southwark Council's Head Office. Unfortunately, due to Covid-19, this had to be cancelled. The event, led by Councillor Akoto, took place virtually which 35 organisations attended.

Task and Finish Group

After the Southwark youth providers' event it was apparent that there was a need for further input from the youth providers who work with young people in our borough. The council therefore asked Shared Intelligence to facilitate a Task and Finish Group to enable youth providers to test, challenge, and contribute to the findings and recommendations in more depth.

The decision was taken that this could be most effectively carried out with a small group of youth providers who could meet on a number of occasions to look in greater detail at the emerging recommendation from the research. The membership of the group was decided through discussion between the council's project team and Shared Intelligence who had engaged with youth providers during the various workshops in the review process.

Membership:

Name	Organisation
Rotimi Adeeko	Coach, Southwark Legends Basketball Team
Sam Adofo	Salmon Youth Centre
Saskia Agyemang	Southwark Young Advisor
Charlotte Benstead	Chief Executive, Creation Trust
Tamya Bustamante	Youth Coordinator, Sin Fronteras - Latin American Women's Rights Service (LAWRS)
Niamh de Valera	Executive and Co-Artistic Director, Blue Elephant Theatre
Jack James	Residents' Programme Manager, South London Gallery
Elisha Osei	Southwark Young Advisor
Oliur Rahman	Executive Director, Active Communities Network
Gabin Sinclair-Constance	Programme Manager, Leap Confronting Conflict

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Users of the service will primarily be children and young people who live in Southwark. However the youth offer is also open to children and young people who live outside of the borough.
Key stakeholders were/are involved in this policy/decision/business plan	Young people, council officers across departments, voluntary sector organisations, parents/carers, Shared Intelligence (consultancy)

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

Positive impact

- Southwark Council's youth service is open to young people aged 11 – 19, or up to 25 if they have special educational needs or disabilities. The two Adventure Playgrounds which are commissioned through the youth service are open to those across the age ranges of 5 – 16.
- The new youth offer proposes that regular engagement should take place with a wide range of young people, across different age ranges, to ensure many different voices and perspectives are heard.
- We are proposing to recruit and develop an ongoing youth advisory group from a wide range of ages.
- The proposed recommendations and action plan has been informed by the engagement and consultation work undertaken as part of the youth review. As part of the engagement process young people from a wide range of ages were consulted with. Please see below statistics in the equality information section.

Equality information on which above analysis is based

JSNA 2017

The JSNA 2017 states that there are approximately 21,000 children aged 5-10 years and approximately 27,000 children aged 11-19 years living in Southwark.

Online survey

A total of 407 young people aged 10 -19 years old responded to the online survey. The respondents were primarily from the lower age ranges (10 – 11).

Age	Total	%
11	175	43
10	141	35
12	19	5
14	16	4
15	9	2

13	8	2
17	1	0
Not answered	38	9

Ethnographic fieldwork

The in-depth ethnographic interviews primarily gathered information from the older age ranges (15 – 17).

Sex	Age
Female	17
Female	17
Male	12
Male	15
Male	19
Male	19
Female	15
Male	16
Male	17

Mitigating actions to be taken

- We will ensure that the digital tools we use are attractive to young people and that information is accessible to all. We will be engaging with young people from a wide range of ages on various issues as we implement the recommendations and action plan e.g. new digital solution
- The needs of older people will also be taken into account to ensure that parents/carers and professionals are able to access information on the youth offer easily. This will be achieved through engagement with parents/carers and professionals

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

Positive

- The new youth offer will be open to children and young people with special needs / disabilities up to the age of 25.
- We recognise that everyone's needs are not the same. Information on the new youth offer will be in plain English and will be provided in a variety of formats.
- One of the actions in the action plan is, 'Recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure.' These inequalities may include young people with disabilities.

Equality information on which above analysis is based

JSNA 2017

- There has been a long-term reduction in the prevalence of SEND in Southwark, from 24.5% to 17.0%. Figures for 2017 show that 8,145 children in the borough were identified as having SEND
- While the proportion of children with EHCPs has remained stable in recent years, the number of these complex children has increased due to a rising population. This places significant demand on services across the system, including education, health and social care.
- The remaining children with lower-level SEND (83%) receive special educational needs (SEN) support from the local authority through notional SEN funding. In terms of health, the needs of this cohort are not vastly different from other children in Southwark and should be met as part of the Healthy Child Programme. However, some children with SEND may be at higher risk of mental health problems and may suffer from long term conditions.

Online survey

- Information on disability was collected as part of the online survey. 4% of respondents stated they had a disability.

Disability	Total	%
No	330	81
Yes	16	4
Not answered	31	8
Prefer not to say	30	7

Mitigating actions to be taken

- We will ensure that our commissioned organisations make their services accessible to all young people with disabilities; this will be included as a requirement in our commissioning plan.
- We will actively engage with young people with disabilities using appropriate methods to ensure that services are designed to meet their needs.
- When creating our digital solution we will ensure information on organisations offering support to children and young people with disabilities in Southwark and neighbouring boroughs is included.

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

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

- No specific impacts have been identified or raised in relation to this characteristic.

Equality information on which above analysis is based.
Mitigating actions to be taken
<ul style="list-style-type: none"> • We will provide information on how to access services / support on the new digital solution (e.g. website) • We will ensure our services include activities on promoting a better understanding of gender identity

<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	
<ul style="list-style-type: none"> • No specific impacts have been identified or raised in relation to this characteristic 	
<p>Equality information on which above analysis is based</p>	
<p>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.

Potential impacts (positive and negative) of proposed policy/decision/business plan	
<ul style="list-style-type: none"> No specific impacts have been identified or raised in relation to this characteristic 	
Equality information on which above analysis is based	
Mitigating actions to be taken	

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	
Positive impact	
<ul style="list-style-type: none"> Young people from a wide range of backgrounds have been engaged with as part of the review. Please see below online survey statistics. Our three youth representatives who were involved throughout the engagement work are from BAME backgrounds. The proposed action plan will have a positive impact on race, as a key component of the new youth offer is to ensure that a wide range of young people are engaged with on a regular basis from a variety of backgrounds. It is important that the youth service collaborates with those leading on Southwark Stands Together (SST) workstreams with young people. There will be a number of opportunities for joined up working; as an example, one of the recommendations in the SST cabinet paper is to ensure there is effective engagement with young people in the whole process of designing and creating good public spaces. This is also proposed in our action plan in the recommendation to: <i>‘Conduct a youth-focused audit of spaces to understand how to create venues which meet the needs of young people.’</i> An action under this recommendation is to ‘Link with Southwark Stands Together work on the public realm to ensure this work is taken into account’. The new youth offer will increase participation of young people from diverse backgrounds. Please see below actions that are proposed in the action plan: <ul style="list-style-type: none"> Recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure Work with young people to understand barriers to participation across these areas 	

- Develop a programme of participation in partnership with arts, sports and leisure providers
- Support arts, sports and leisure providers in bringing their activities to young people in areas of the community that may not typically access these activities.
- Link with Southwark Stands Together work on the public realm to ensure this work is taken into account
- Develop a marketing / comms plan to promote the youth council roles. Inclusivity / accessibility to the youth council roles is key. An engagement exercise will be undertaken with young people through schools, pupil referral units and alternative provisions to ensure they are aware of the opportunity to apply

Equality information on which above analysis is based

JSNA 2017

According to data from Public Health the population of CYP in Southwark is diverse, with over 60% from Black or other ethnic minority group:

- 31% are from Black ethnic group
- 13% are from a mixed ethnic group
- 12% are from Asian ethnic group
- 8% are from other ethnic group

Online survey

Young people from a wide range of ethnicities responded with Black British and Black African being the most common, followed by White British

Ethnicity	Total	%
Black British	77	19
Black African	76	19
White British	56	14
Black Caribbean	19	5
Other Mixed	17	4
Any other ethnicity	15	4
Mixed white/Black Caribbean	13	3
Other White	13	3
Any other Asian	11	3
Mixed White Black African	11	3
Latin American	9	2
White Irish	9	2
Bengali	6	1
Mixed White/Asian	6	1
Chinese	5	1
Eastern European	5	1
Other Black	3	1
Indian	1	0
Not answered	55	14

Mitigating actions to be taken

- Continuous participation in the Southwark Stands Together programme

- Recording ethnicity as part of our monitoring framework to ensure that young people from a wide range of backgrounds are accessing the youth offer. If they are not, targeted action would be taken to address this.
- The youth service will continue to record ethnicity when registering new users.

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

- No specific impacts have been identified or raised in relation to this characteristic

Equality information on which above analysis is based

Online survey

Young people from different religions were engaged with as part of the online survey:

Religion	Total	%
Christian	246	60
No religion	45	11
Muslim	38	9
Other	17	4
Buddhist	3	1
Sikh	2	0
Hindu	1	0
Jewish	1	0
Not answered	54	13

Census data 2011

This identified the following belief make up of the borough:

- 52.54%-Christian;
- 8.52% Muslim;
- 1.35% Buddhist;
- 1.27% Hindu
- 0.35%Jewish;
- 0.23% Sikh;
- 0.47% other religion;
- 26.74% no religion;
- 8.54% did not say

Mitigating actions to be taken

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Sex - A man or a woman.

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

- Both male and female young people have been engaged with as part of the review. Please see below online survey and ethnographic research statistics.
- The activities proposed as part of the action plan are open to both sexes.
- The proposed youth council / youth advisory board will be made up of both young males and females
- If a particular activity is dominated by a certain group then targeted work will take place to address this.

Equality information on which above analysis is based

Online survey

52% of the respondents were female, 35% were male. The remaining chose not to answer.

Sex	Total	%
Female	213	52
Male	142	35
Prefer not to say	31	8
Not answered	21	5

Ethnographic research

3 of the participants were female and 6 were male.

Sex	Age
Female	17
Female	17
Male	12
Male	15
Male	19
Male	19
Female	15
Male	16
Male	17

Youth representatives

Our core group of youth representations were made up of three females

Young people's workshop

12 girls and 4 boys attended the workshop

Mitigating actions to be taken

- We will make a particular effort to identify and address any barriers to participation that either sex faces in attending certain sessions.
- Work will be undertaken through the marketing/comms plan to ensure sessions are attractive to both sexes.
- Hear from other youth providers that have succeeded in engaging young women in sessions that are traditionally male dominated.

<p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>
<ul style="list-style-type: none"> • No specific impacts have been identified or raised in relation to this characteristic
<p>Equality information on which above analysis is based</p>
<p>Mitigating actions to be taken</p>
<ul style="list-style-type: none"> • When creating our live portal we will ensure that information on organisations offering support to the LGBTQ+ community in Southwark and neighbouring boroughs is included. • When we commission organisations we need to consider whether to proactively commission services that work with children and young people from the LGBTQ+ community.
<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>
<ul style="list-style-type: none"> • The recommendations and action plan will have a positive impact on socio-economic disadvantaged children and young people because the majority of services offered will be free, or low cost. • The recommendations and action plan will have a positive impact as it aims to recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure. Work with young people will be undertaken to understand barriers to participation across these areas and a programme of participation in partnership with arts, sports and leisure providers will be developed. Arts, sports and

leisure providers will also be supported in bringing their activities to young people in areas of the community that may not typically access these activities.

- The recommendations and action plan includes the introduction of youth advisory roles and inclusivity / accessibility to the youth roles is highlighted in the action plan. An engagement exercise will be undertaken with young people through schools, pupil referral units and alternative provisions to ensure they are aware of the opportunity to apply.
- The recommendations and action plan will have a positive impact on socio-economic disadvantaged children through the recommendations which will:
 - Support young people to create, discover and take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all
 - Create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.

Equality information on which above analysis is based

JSNA 2017

- Southwark's population of children and young people is more deprived than the London regional average:
 - 23% of pupils attending a state funded primary, secondary or a special school are eligible for and claiming free school meals
 - Southwark is ranked in the 2nd highest quintile in England for deprivation, for both primary and secondary school aged children.
 - Around 15,000 children (28%) in Southwark aged under 16 live in low income families
- In Southwark, it is estimated that 37% of our children were living in poverty after housing costs in 2015, which equates to approximately 21,000 children

Online survey

- Of the total number of respondents, roughly 230 postcodes were given. Of these, 193 were valid postcodes within Southwark. When mapped to the Indices of Multiple Deprivations it shows that the respondents were generally in line with the 2019 figures for Southwark with an overrepresentation of Deciles 3 and 6 and an underrepresentation of Decile 2.

Mitigating actions to be taken

- Continuous engagement with young people from a wide range of backgrounds
- Record postcodes as part of the monitoring framework to ensure that young people from a wide range of backgrounds are accessing the youth offer. If they are not, targeted action will be taken to address this.

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 implementation of the new youth offer will have no impacts on the Articles that are set out in the Human Rights Act.

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	Ensure live information portal / digital tool is accessible to all age groups	Engage with young people, parents and carers on best methods of information sharing	Jan – Feb 2021
2	Ensure non-digital means are identified to ensure accessibility to all age groups	Involve young people, parents/carers and professionals to identify which non-digital methods to use	Jan – Feb 2021
3	Ensure the live portal includes a list of organisations in Southwark and neighbouring boroughs that work with children and young people with disabilities and those from the LGBTQ+ communities.	Update the portal with the latest information on an ongoing basis Work with youth providers to establish the process by which the council can capture their youth offer in real time	Ongoing
4	Continuous participation in the Southwark Stands Together programme	Regularly engage with Southwark Stands Together work on work streams related to young people	Ongoing
5	Ensure the monitoring framework asks for information on all protected characteristics to identify if we are reaching a wide range of young people.	Update the monitoring framework with information on protected characteristics that we currently do not collect e.g. religion	TBC

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