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**PLANNING AND CARRYING OUT AN EQUALITY IMPACT ASSESSMENT**

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**Stage 1. 'Scoping' the assessment - Getting the assessment off the ground**

Scoping is the initial planning stage of the assessment – this will ensure that it is possible to carry out a robust and meaningful assessment. Scoping includes:

- Agreeing who will lead and carry out the assessment
- Developing an initial view of the key issues for your service in terms of equality
- Agreeing what you are going to assess, how this will be done and developing a realistic timetable
- Feedback & advice – opening up your initial view to the views of stakeholders

**NB:** The size of the boxes is not indicative of the length of responses expected – all boxes will automatically expand to accommodate the length of your responses.

**1.1 AGREEING WHO WILL LEAD AND CARRY OUT THE ASSESSMENT**

Establishing ownership is a critical part of making the assessments a meaningful exercise

<b>Policy or service being assessed</b>
Peckham Programme
<b>Lead officer</b>
Russell Profitt
<b>Officer(s) responsible for carrying out the assessment</b>
Donald Forde

<b>In addition to using the Equality &amp; Diversity Panel, will you use any other approaches to get feedback and advice on your assessment?</b>
You will seek feedback at the end of Stages 1 and 2. Other options for external feedback include local umbrella organisations for community groups and Groups representing communities with a specific interest in your policy/service.
<p>We will be using the EQIA process as part of reviewing and planning what we do. We therefore intend to</p> <ul style="list-style-type: none"> <li>▪ Facilitate a special equalities session via the two community councils that cover the Peckham area</li> <li>▪ Seek views from formal structures such as Peckham Town Centre Management Groups, delivery groups for Neighbourhood Renewal and Peckham wide organisations representing the voluntary/community sector such as the Peckham Voluntary Sector Forum</li> <li>▪ Communicate interim findings and planned action to address gaps through media such as the Peckham Programme and Neighbourhood Renewal Newsletters</li> </ul>

**1.2 DEVELOPING AN INITIAL VIEW**

Before beginning the main assessment, it is important to offer an initial view of what you think are the main equality issues in relation to the policy or service being assessed. **This should only be based only on the perceptions of those conducting the assessment. More detailed information is required at a later stage.**

**What do you think are the main issues relating to equality & diversity within your policy or service area?**

**Some things to consider:**

- What is the impact of your policy/service in relation to ethnicity, gender, disability, sexual orientation, faith and age?
- How do you think that your policy or service currently meets the needs of different communities in Southwark?
- Do you think that your policy/service specifically contributes to promoting Equality, Diversity and community cohesion in Southwark? If so, in what way?
- What regular consultation do you carry out with different communities and groups regarding different aspects of your policy or service?
- Any examples of existing good practice – positive measures to increase access?
- Do you think that your policy/service presents any barriers to any community or group?

The Peckham Programme is an area-based programme that seeks to contribute to Peckham’s ongoing regeneration [economic, social, physical]. Peckham itself is characterised by its diversity but also experiences high levels of poverty and deprivation. Actively involving communities and ensuring the interests are represented in this process plays a major part in defining how priorities are delivered. Although the Peckham programme is responsible for the direct delivery of some projects its role is more about influencing the work of others [e.g it aims to maximise the way things are done to the benefit of local communities]. In this respect the work of the programme has a leadership role/responsibility around the promotion of equalities issues. Although the Peckham Programme has a major role to play and has begun to develop credibility in promoting diversity, equality and cohesion, it is important to explicitly recognise the limitations of the programme in tackling deep seated structural inequalities around race, gender disability, age and religion that exist in places such as Peckham.

The type of role that the Peckham Programme is attempting to carry out is new and one for which there are few similar examples. To develop a view of its success or otherwise means looking at and making comparisons with programmes that have got a very similar brief such as the government’s New Deal for Communities Programmes. In this respect, the Peckham Programme can demonstrate examples of effective delivery around equalities issues.

Specific Evidence, can be provided with reference to examples of good practice such as

- A solid response to maximising involvement of all local communities, particularly groups traditionally excluded in each of Peckham 4 ‘neighbourhoods’ around issues of neighbourhood management
- Employment of health workers to more effectively meet needs of refugee and traveller communities and direct organisation of ESOL
- A particular focus on developing the capacity building of BME community organisations through the Greater Alliance SRB / Peckham Social Enterprise Feasibility Project
- Taking a leadership role in partnership with a dynamic town centre management group on issues of community cohesion in Peckham Town Centre on behalf of the mainly Afghani and Pakistani business community
- New ways of working through intelligently issues of concern for local communities such as programmes produced by young people on Radio Peckham tackling homophobia
- Involving local young people in the direct development/management of local neighbourhoods such as the management of Camden Park by the Peckham Youth Forum

- The promotion of Peckham square as a means for celebrating the existence of Peckham’s cultural diverse communities

Despite a view that the programme is performing relatively well there are some issues that could potentially be looked at further in an EQIA

- There is a big picture question about who exactly form the local community in Peckham where data has yet to ‘catch up’
- The growth of the African Community in Peckham is one of the single most important trends of the last 10 years, while many organisations and individuals are taking part in the community life of Peckham, there is a knowledge gap of who makes up the African community, aspirations/service issues etc as well as a need to engage more effectively via established structures such as Community Councils
- There is a gut feeling of an older white population [as well as a growing older Caribbean population] who mainly live in local authority housing and who seem to be becoming isolated, poorer and dissatisfied as time goes by as Peckham changes
- We need to explore and be more explicit about our response around faith, for instance we need to strengthen our dialogue with the local Muslim community as well explore more fully potential conflicts/static around religion around sexuality
- There are ongoing issues about the need to engage much more positively with the Asian and Arabic business community in Peckham Town Centre
- A need, If the programme is to make its full contribution to develop a better understanding of local issues relating to equalities issues in to core mainstream services such as housing, social care and Education

### 1.3 Additional Information

<b>What further data or information do you need to carry out the assessment?</b>
Available
<b>How will the assessment link to other mainstream service planning or review processes?</b>
The programme has a role in influencing the work of others by maximising and sharing good practice to the benefit of local communities. The programme also plays a major leadership role that benefits not just the stakeholders but the Council’s leadership role is enhanced. The programme may emerge as a lead service in initiating an improved co-ordinated consultation process that cuts out consultation fatigue especially among BME communities and the income poor generally.
<b>Do you need any additional assistance to enable you to carry out the assessment?</b>
No

### GETTING SOME EXTERNAL FEEDBACK & ADVICE

Having completed your ‘initial view’, you will present this document to the Equality & Diversity Panel (EDP) and other external advisors identified above. This will help identify any gaps in your initial view. *What additional support can we offer?*