

Item No: 1	Classification: OPEN	Date: 17 April 2007	Meeting Name: Regeneration & Resources Scrutiny Sub-Committee
Report Title:		Application of Equalities Impact Assessment to major regeneration programmes in Southwark	
Ward(s) or Group affected:		All wards	
From:		Regeneration & Resources Scrutiny Sub-Committee	

1. PURPOSE OF ITEM

2. At this session, the sub-committee will:

- Receive an introduction to the current development and application of Equalities Impact Assessments [EqIAs] within Southwark, the process and objectives and supporting legislation;
- Consider how EqIAs are applied to major regeneration programmes in Southwark, with particular reference to their application to Peckham Partnership/Peckham Programme and current Heygate regeneration;
- Explore issues around use of EqIA information during ongoing regeneration activity to monitor equalities impacts, and consider whether opportunities exist for organisational learning from this process to inform future regeneration programmes;
- Make comments/recommendations to the Executive in respect of the above.

3. BACKGROUND TO SCRUTINY

4. This item of scrutiny was added to the 2006/07 work programme following a theme of member discussion emerging through the year in relation to the extent to which major regeneration programmes have impacted on different sections of the local community. In light of the borough's diversity and the range of regeneration being undertaken, members agreed to explore the extent to which Equalities Impact Assessments enable inequality to be addressed in this context.

5. Key questions for the review include:

- How EqIAs assist evaluation of major regeneration programmes;
- How equality impact assessment tools have been developed over time and how EqIAs are currently applied to Southwark regeneration;
- How ongoing monitoring is built into larger regeneration programme work;
- What lessons have been learned from previous programmes and what lessons might yet be learned from current programmes ?

6. EQUALITIES IMPACT ASSESSMENTS [EqIAs] – KEY ISSUES [COMMENTS OF THE HEAD OF POLICY, PLANNING & PERFORMANCE]

7. Legislative background

8. The Race Relations (Amendment) Act 2000 places a general duty on all public authorities, including local authorities, to:
 - a. Promote equality of opportunity;
 - b. Eliminate discrimination; and
 - c. Promote good race relations
9. Public authorities are required to produce and review on a three yearly basis a race equality scheme setting out how they will meet the general duty (as set out above) and a number of specific duties. Schemes should set out how a public body will determine the relevance of policies and functions to the general duty and how these will be assessed and monitored. Equality Impact Assessments originated as a means of meeting this requirement to assess policies and functions for their impact on race equality.
10. Subsequently the Disability Discrimination Act (2005) has placed a positive duty on public authorities to promote equality for disabled people. The Equality Act (2006) which comes into force from April 2007 places a similar duty on public authorities in relation to gender.

11. Southwark's approach to equality impact assessments

12. Southwark's first race equality scheme spanned the period 2002 – 2005. In accordance with this, Southwark first started carrying out race equality impact assessments in 2002.
13. In 2005, when the Council's race equality scheme was being reviewed, the decision was taken to produce a generic equality scheme that would meet the requirements of the race duty but that would also demonstrate the Council's commitment to all six equality strands (age, disability, faith/belief, gender, race and ethnicity and sexual orientation). The Council's 2005 – 2008 equality scheme is publicly available and sets out in annex three the programme of equality impact assessments of the Council's functions that is taking place over the life time of this scheme. These impact assessments cover all six equality strands.
14. There is also a commitment to carry out EqIAs on all new policies and all policies up for renewal.
15. The guide for officers on carrying out EqIAs in Southwark has been provided separately. Essentially, the EqIA process involves three stages:
 - (1) Understanding the policy or function to be assessed and scoping out the likely equality issues to be involved;
 - (2) A full assessment drawing on relevant research and monitoring information. This stage may also involve consultation with stakeholders;
 - (3) The development and implementation of an action plan to address any areas for improvement identified through the assessment process

16. The Council has set up an Equality and Diversity Panel (EDP) comprising members of local voluntary organisations and community groups with an interest and an expertise in equality. The panel includes representatives from the following:

- Southwark Race and Equalities Council
- Southwark Disabilities Forum
- Southwark Disablement Association
- Southwark Refugees Community Forum
- Southwark LGBT Network
- Southwark Travellers' Action Group
- Southwark Pensioners' Forum
- Southwark Multi Faith Forum

17. The majority of EqIA reports prepared by officers are presented to the EDP for review and comment.

18. Equality Impact Assessments of area based regeneration programmes

19. In recognition of the importance of the borough's area based physical regeneration programmes, the Council made a commitment in the 2005 – 2008 Equality Scheme to go over and above our normal EqIA process and to carry out more extensive EqIAs on these.

20. To date three reports have been produced and presented to the EDP (copies of these reports have been provided separately):

- Elephant & Castle Stage 1 EqIA
- Bermondsey Spa Stage 1 EqIA
- Canada Water Stage 1 EqIA

21. A programme of work on the components of these EqIAs at stage two has been planned and is underway.

22. The scoping stage of the Aylesbury in respect of development is currently underway.

List of Appendices:

Appendix A: Southwark Equalities Impact Assessment [EqIA]: Assessment Guidance

Appendix B: Peckham Programme Stage 1 EqIA

Appendix C: Elephant and Castle Stage 1 EqIA

Appendix D: Mole, V. Equality Impact Assessment of the Business Continuity Programme for Elephant & Castle Shopping Centre Independent Retailers. Dr Veronica Mole, Housing and Regeneration Research Group [HARRG] London South Bank University [12 October 2006]

Appendix E: Mole, V. Reid, B & Verster, B. [Extracts from] Area-based regeneration: Local economy part 1, 2 & 3: Retail, Enterprise and Employment and Social Groups. Housing and Regeneration Research Group [HARRG] London South Bank University [June 2006]

Appendix F: Canada Water Stage 1 EqIA

Appendix G: Bermondsey Spa Stage 1 EqIA

BACKGROUND DOCUMENTS

<u>Background Papers</u>	<u>Held At</u>	<u>Contact</u>
Regeneration & Resources Scrutiny Sub-Committee agendas and minutes http://www.southwark.gov.uk/YourCouncil/AgendasMinutes/RegenerationResourcesMeetings/	Scrutiny Team Rm 3.09, Town Hall, Peckham Road, London SE5 8UB	Lucas Lundgren Scrutiny Project Manager T: 0207 525 7224

AUDIT TRAIL

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CONSULTATION WITH OFFICERS / DIRECTORATES / EXECUTIVE MEMBER		
Officer Title	Comments Sought	Comments included
Director of Legal & Democratic Services	Yes	No
Director of Regeneration & Neighbourhoods	No	No
Chief Finance Officer	No	No
Head of Social Inclusion	Yes	Yes