

Overview & Scrutiny Committee

Monday 22 January 2024

10.30 am

Ground Floor Meeting Room G02A - 160 Tooley Street, London
SE1 2QH

Supplemental Agenda No.2

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Draft Policy and Resources Strategy Budget Equality Analysis Report 2024/2025

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1. Purpose of document and the Budget Equality Analysis Process 2024-2025

1.1 The report sets out a cross council overview of the equality analysis of the 2024/2025 budget proposals.

Departmental teams undertook initial assessments of developing budget proposals and then were asked to undertake a full equality analysis of all areas identified as of medium or high relevance to equality. The aim was for equality analysis undertaken of the developing budget proposals to inform the budget process at all stages of the budget challenge and decision making stages.

Equality Impact and Needs Analysis (EINA) is an on-going process and will be further built upon as proposals are further developed, consulted upon and implemented. It is a dynamic and pro-active process, which is part of the overall Equality, Diversity and Inclusion (EDI) work in the Council. It is not a paper exercise, but an active part of the way in which the Council builds EDI in all that is relevant to the day to day business and practices it undertakes. As such it is an integral part of the implementation of the Council's EDI policy commitments as outlined in the Southwark Equality Framework (Cabinet, July 2021).

EINAs are service improvement tools, which help us to promote equality, equal opportunity and good community relations, provide appropriate services, as well as helping to ensure we do not unlawfully discriminate or further disadvantage vulnerable groups.

1.2 The Public Sector Equality Duty (PESD) does not prevent the Council from making difficult decisions such as reorganisations and relocations, redundancies, and service reductions, nor does it stop the Council from making decisions which may affect one group more than another group.

The equality duty enables the Council to demonstrate that we are making financial decisions in a fair, transparent and accountable way, considering the needs and the rights of different members of local communities. This is achieved through assessing the impact that our policies, procedures and practices could have on the needs of people with different protected characteristics, as understood in relation to the three parts of the duty (see background and context below).

EINAs enable us to ensure we make decisions based on robust evidence and to consider what mitigating actions we could put in place to prevent further disadvantage to vulnerable groups in the budget decision making process. EINAs must also be made publically available in line with PSED commitments to publish information; transparency and accountability.

1.3 Budget proposals were divided into 4 areas for the purpose of the budget equality analysis process:

- Savings/Efficiencies in service areas identified as of medium or high relevance to equality
- Savings/Efficiencies identified as of medium or high relevance to equality with mainly staffing implications; these will be undertaken separately and made available in accordance with data protection guidelines.
- Savings/Efficiencies identified as of medium or high relevance to equality which are part of a proposed redesign and review of services/functions; a full equality analysis will be undertaken in these areas as part of the redesign and review of these service areas. These will be monitored by the EDI team and made publically available.
- Commitments, where a full equality analysis will be undertaken as part of further development and implementation of these areas.

This budget equality analysis report will also be subject to review and revision with input from key stakeholders. It will be reported to the council's Overview and Scrutiny Committee as part of the scrutiny of the 2024/2025 budget and further considered by Cabinet and Council Assembly in February alongside the budget report. The independent Equality and Human Rights Panel (EHRP) who provide critical friend scrutiny on equality issues will also discuss it at their meeting. Feedback will be incorporated into the final report presented to Cabinet and Council Assembly.

2. Background and Context

The PSED (the Equality Duty) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of underrepresented groups; ensuring that people with disabilities are not disadvantaged in comparison to people without disabilities.
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED and the council's vision of creating a more equal Southwark is now reinforced in the two additional council values: that we will:

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism.

2.1 Although not currently covered in law, the Council has also committed to consider socio-economic disadvantage and related Inequalities, alongside needs of different protected characteristics, as part of the commitment to implement the Socio-Economic Duty. The most deprived areas of the borough, for example, have the highest percentages of residents from Black, Asian and Multi-Ethnic backgrounds. The Socio-Economic Duty is a strategic duty and is also incorporated into the work of the development of the Borough Plan (e.g. Closing the Gap) and work to address health inequalities and the cost of living crisis.

2.2 The PSED (the Equality Duty) requires public bodies to consider the potential consequences of decisions for meeting the needs of people who share protected characteristics and to take these into account before a decision is finalised. The report also recognises that the duty is a proactive, on-going and positive one that requires us to advance equality of opportunity and foster good relations between people in all that we do.

The protected characteristics covered by the Equality Duty are:

- age;
- disability;
- gender reassignment; (we also include gender identity)
- marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
- pregnancy and maternity;
- race – this includes ethnic or national origins, colour or nationality;
- religion or belief
- sex;
- sexual orientation

The PSED requires equalities considerations to be factored into policy-making and key decisions about budgets, functions and services, as an integral part of business planning and management rather than an add-on or silo activity.

3. Budget Equality Analysis Process and decision making

- 3.1 The PSED (the Equality Duty) requires public bodies to ensure that the process they follow to assess the impact on equality of budget proposals is robust, and the impact that budget proposals could have on people with protected characteristics is thoroughly considered **before** any decisions are arrived at.

Assessments of the impact on equality must be carried out at a **formative stage** so that the assessment is an integral part of the development of a proposed policy, not a later justification of a policy that has already been adopted. Budget proposals which are relevant to equality, such as those likely to impact on equality in the workforce and/or for local communities, should always be subject to a thorough assessment. This includes proposals to outsource or procure any of the functions of the Council. The assessment should form part of the proposal, and it should be considered carefully **before** making the decision.

- 3.2 An adequate and full equality analysis will enable a decision maker to consider fully the proposed proposal and its likely impact on equality for local communities and staff.

It is also important to remember that the potential impact is not just about numbers. Evidence of a serious impact on a small number of individuals is just as important as something that will impact on many people.

The assessment of impact on equality should be informed by up-to-date and reliable information about the different protected groups that the proposal is likely to have an impact on. A lack of information is not a sufficient reason to conclude that there is no impact. Engagement is also crucial to assessing the impact on equality. All those directly impacted by a proposal must be consulted prior to final decision making. Consultation and engagement information is an important source of information for adequate equality analysis together with local and national demographic and research data. Some have described equality analysis as "consultation in action."

- 3.3 **Cumulative equality analysis** can be undertaken periodically over for example a 1-3 or 3-5 year time period to analyse impacts over a period of time for protected characteristics. It can also be undertaken in any one given year where budget proposals presented demonstrate cumulative disproportionate or negative impacts for any protected characteristic. It is also

undertaken to ensure that the cumulative impact of separate decisions do not disproportionately impact or disadvantage any protected characteristic.

- 3.4** It is not sufficient to state simply that a policy will impact on everyone equally; there should be a more in-depth consideration of available evidence and information to see if particular protected characteristics are more likely to be affected than others. Equal treatment does not always produce equal outcomes; sometimes authorities will have to take particular steps for certain groups to address an existing disadvantage or to meet differing needs.

3.5 Budget proposal decision making stages:

- Initial consideration of proposal area: summer-autumn period; drafting of proposals and options
- Information, data and consultation/engagement data, crucial from early stages to undertake an equality analysis as part of the drafting of proposals
- An equality analysis can be further built upon throughout the budget proposal process
- Budget challenge process: September-December
- Full equality analysis to be undertaken for all areas assessed and agreed with EDI team as medium or high relevance to equality: September-December
- EDI team to provide critical friend scrutiny and support to departments: September-December
- Cabinet Leads and Cabinet: Budget challenge process: September-December; December-January/February: further decision making stages
- Overview and Scrutiny Committee: January: scrutiny role in the budget decision making process
- Equality and Human Rights Panel: January: external critical friend scrutiny role in the council's EINA process for key areas such as budget proposals

3.6 Options in the budget equality analysis process:

- The assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality, address identified gaps and meet diverse needs have been taken in improvement action planning.

- Adjustments to remove barriers identified by the assessment or to better advance equality and meet diverse needs; promote good community relations have been considered where relevant, identified and actions proposed, including any mitigating actions.
- Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact as part of implementation. Considerations will include that on balance the duty to consider due regard has been undertaken together with other business considerations and decisions for example. Expectation is for reasonable and rational decision making and full consideration of mitigating actions where possible.
- The duty to pay due regard to all parts of the PSED as relevant and proportionate is one of adequate and robust consideration of all impacts and needs, as relevant, alongside other Council policy and business considerations, including Borough Plan commitments and EDI commitments for example. A decision maker is required to consider all information and evidence and on balance demonstrate a reasonable and rational decision making process.
- "The decision-maker must give clear consideration to precisely what the equality implications are when balancing the factors to reach a decision, and they must recognise the desirability of achieving the equality objectives (3 parts of the Duty)." Ultimately, it is for the decision-maker to decide what weight the objectives should be given in the light of all relevant factors.
- "If the decision is challenged by judicial review, then provided the court is satisfied that proper and conscientious consideration of the PSED has taken place, the court will not interfere with the decision-maker's judgment of how much weight should be given to the various factors informing the decision." (Legal advice from Pinset Masons, 2021)
- However, we are required to **stop and rethink** when an assessment shows actual or potential unlawful discrimination.
- Undertake on-going monitoring for equality impact and review as part of the implementation of decisions and equality action planning and improvements.

4. On-going monitoring for equality impact and implementation of budget proposal decisions.

- The equality duty is an on-going and pro-active duty. It does not end with the production of an EINA. The PSED is a continuing duty, so it cannot be filed away and forgotten after being considered in early decisions on a programme or project.

The PSED will need to be revisited and any assessment of the equality implications updated and built upon as necessary if circumstances change, proposals evolve, or there are further stages of decision-making on the programme or project.

- An EINA is an active document and expectation is that it is also further built upon as part of business planning and review, especially when further information, feedback or complaints for example are received. This is particularly important in cases when due to factors such as gaps in information, lack of adequate information or consultation data EINAs have been produced. The expectation is that an EINA is revisited in the context of a complaint, feedback or further information received.
- In the budget proposal decision making process it is important that a full EINA is undertaken or built upon as part of the further development of a proposal and implementation.
- The EDI team will be undertaking on-going monitoring for equality impact of the budget proposal decisions as outlined in 1.1 of this report. This will be in line with the implementation of the Southwark Equality Framework and further strengthening of the EINA process in the Council.
- EHRP (Equality and Human Rights Panel) are also able to ask to see any EINA drafted/produced as part of their external critical friend scrutiny role of the Council's implementation of the PSED and EDI work.

5. Southwark Equality Framework and Equality Impact and Needs Analysis (EINA)

The EINA process as a whole is integral to the wider Council wide EDI work, including implementation of the PSED and Council commitments to improve services to understand and meet diverse needs of local communities, advance equality of opportunity, and promote equality and good community relations. These are outlined in the Southwark Equality Framework, which was agreed by Cabinet in July 2021.

The Budget proposal decision making process is part of the above and not a stand-alone exercise. The EINA process is integral to business planning and review.

Further work will be undertaken to strengthen the EINA process as part of the implementation and communication of the Southwark Equality Framework and revised EDI Action Plan. This will also include clear linkages to the Borough Plan, Council Delivery Plan and Transformation work, where an EINA process will be built into key Council wide areas and service areas from the start and built upon.

6. Table of summary of EINAs in high and medium impact areas

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
Finance	132	Review of corporate contact centre/Exchequer customer services to promote digital first, align performance standards/look at generating economies and consistent approaches to performance management.	Negative	<p>Potential negative impact for Age, Race, and Disability – some residents may be unable to complete online forms and will be signposted to available support.</p> <p>This full EINA will be further built upon to incorporate findings from the consultation and development of the Digital strategy.</p> <p>Council Action Plan (LGA Peer Review) also highlights: “The digital strategy development will be completed by the end of the spring, and will include expert consultation support to ensure consultation is inclusive and includes people with all needs.”</p>
Environment, Neighbourhoods and Growth	302	Review of Noise Nuisance service: implementation postponed until 2025/2026.	Negative	<p>Potential negative impact for Age and for those experiencing socio-economic disadvantage - residents may not have access to SMART devices and internet. Mitigation is to continue with receiving calls/telephone service.</p> <p>Future review will introduce measures to improve access and work with communities to raise awareness.</p>

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
				<p>Further data insight by post code and protected characteristics will also be examined.</p> <p>As part of the redesign of the service a full Equality Impact Needs Analysis (EINA) will be carried out.</p>
Finance	149	Merge of Corporate Call centre and Revenues and Benefits Call Centre.	Neutral	No mitigation required. The merging of call centres will have mainly staffing implications (which will be subject to a separate EINA).
Environment, Neighbourhoods and Growth	316	Remodelling of library service - including introduction of additional services/uses. Will include a reduction in opening hours, informed by usage/demand and may include some self-service and some community management	Negative	<p>Potential negative impact identified for Age, Disability, Race, Pregnancy & Maternity and for those experiencing socio-economic disadvantage.</p> <p>Mitigation put in place includes ensuring that all areas are covered by at least one library that has staffed hours throughout the week to minimise any negative impacts identified.</p> <p>Also ensuring that any sessions for people with disabilities, parents/guardians, toddlers and babies, young or older people, are retained within the new opening times so that there is no loss of provision of activities of this nature.</p>

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
Environment, Neighbourhoods and Growth	312	Savings associated with running the current Seven Islands Leisure centre, which will close when the new Canada Water leisure centre comes on stream in 2025.	Neutral	No negative impact - no mitigation required.
Environment, Neighbourhoods and Growth	304	Grounds Maintenance contract efficiencies	Neutral	No negative impact - no mitigation required
Environment, Neighbourhoods and Growth	305	Efficiencies in tree contract and capitalisation of some costs	Neutral	No negative impact - no mitigation required
Environment, Neighbourhoods and Growth	208	Savings from Active Travel (combined savings from implementation of CPZs across the borough and review of Parking Charging Policy)	Possible negative Impact identified after an initial assessment.	EINA to be further built upon as part of the development and implementation of CPZs and review of Parking Charging Policy. On-going monitoring for equality impact.
Environment, Neighbourhoods and Growth	210	Review of PCN charges set by London Councils (Southwark currently issues approx. 190,000).	EINA to be undertaken on completion of the review	This is a London Councils led proposal, the detail of which has yet to be determined. As such, assessment is not possible due to insufficient information being available at this time. Following the receipt of the specific detail of the

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
				proposal an appropriate assessment of impact will be undertaken.
Environment, Neighbourhoods and Growth	216	Review of targeted leisure centre programmes, supported by Public Health		A full EINA will be undertaken as part of service review. There will be no immediate impact in 2024/25.
Environment, Neighbourhoods and Growth	303	Re-organise the Cleaning Service to provide a more efficient management and operational structure, making better use of technology, and enhancing flexible working arrangements for staff.	EINA to be undertaken on completion of the review	A full EINA will be undertaken as part of service re-design.
Environment, Neighbourhoods and Growth	213 & 214	Additional or uplifted charges in parks & leisure centre car parks, and across some other discretionary services – including tennis court hire and youth & adventure play, informed by benchmarking undertaken Additional Income from Increased Fees and Charges in Leisure Services.	Negative	Negative impact identified for Age, Religion and those experiencing socio-economic disadvantage. Mitigation includes: access to free tennis sessions, free junior membership for under 18s for Outdoor activity & Leisure, free pitch space to partner clubs at specific times (after school / school holiday) at Burgess Park Sports Centre to allow free or low cost activity to be run for local children.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
				Funerals & Bereavement a sliding scale of charges that provides a value for money range of affordable services is in place.
Children and Adult's Services	114	Efficiencies in delivery of sexual health service provision.	Positive	<p>The current community contraceptive offer will be reviewed to identify ways to optimise and inform re-commissioning of community contraceptive services to better meet population needs.</p> <p>No negative impact has been identified, however, there is commitment to ensuring regular monitoring of equalities data relevant to services, to deliver equitable access to appropriate services.</p>
Children and Adult's Services	116	A review of various children and young people Public Health outreach contracts (including 0-19 health visitor and school nursing, weight management, sexual health and substance misuse services) has identified efficiencies arising from backroom functions, contracting arrangements and slow referrals	Positive	Although there is no negative impact, a review of how disabled residents access these programmes, through consultations with relevant stakeholders will be undertaken.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
Children and Adult's Services	115	Efficiencies in delivery of Healthy Adults health promotion and outreach services.	Positive	Current health promotion and outreach offers will be reviewed to identify a more co-ordinated approach to health promotion and outreach across public health to support vulnerable groups. No negative impact - no mitigation required
Children and Adult's Services	123	Integration of Early Years support into Family Hubs neighbourhood delivery models.	Positive	Positive impact for families by improving access to support, information and advice in Family Hubs. Full EINA to be produced as part of the development of the service.
Children and Adult's Services	101	Efficiencies through promoting greater independence for clients linked to ongoing recovery post discharge through early and regular reviews and interventions such as bed-based reablement, support from occupational therapists, aids and adaptations as well as greater use of universal services and the transitioning of clients into more independent accommodation. Right sizing packages of care following crisis intervention. 6 week post discharge reviews of care by Hospital Social Work Team resulting in reduced care packages linked to ongoing recovery. Bed based Reablement and the use of Home Care Reablement, supporting residents to increase their independence, reducing the need for high	Neutral	No negative impact identified. All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010. On-going monitoring for equality impact as part of implementation.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
		levels of care. Double handed to single handed care, through advice and support from Occupational Therapists. Use of aids and adaptations to reduce care packages. Repatriating where possible those on high cost placements back into the borough and transitioning them into more independent accommodation. Greater use of universal services to reduce and support care arrangements. Referral for health funding where appropriate.		
Children and Adult's Services	102	Efficiencies through the maximisation of extra care, night time provision and step down accommodation.	Positive	<p>No negative impact identified. However there is insufficient data on the socio economic position of adults with care and support - the evidence base will be improved.</p> <p>Going forward, the service will also ensure the diverse needs of the local population and service users are considered and are incorporated in commissioning plans.</p>
Children and Adult's Services	219	<p>Planned use of Better Care Fund (approved by Health and Wellbeing Board) against demand pressures and the increased acuity of hospital discharges.</p> <p>The intention is to review and redesign the use of these funds to further create a more</p>	Neutral	<p>No negative impact identified.</p> <p>There is insufficient data available for those experiencing socio-economic disadvantage. The service will work to influence data capture in the NHS.</p> <p>Service will also work with NHS to ensure continuation of capture of data</p>

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
		streamlined service to resettle patients upon discharge back into the community safely. Better Care Fund provides a stable contribution to Adult Social Care Hospital Discharge Teams and other related services. Additional BCF has been approved.		on race, ethnicity and religion to help inform understanding of diverse needs in the commissioning process. On- going monitoring for equality impact will also be undertaken as part of overall EDI work in Adult Social Care.
Children and Adult's Services	105 and 203	105:Telecare transformation 203:Introducing a flat two tier fee for (1) the equipment only and (2) equipment and response service in Telecare	Neutral	No negative impact identified. However there is insufficient data on the socio economic position of adults with care and support - the evidence base will be improved.
Children and Adult's Services	201	Telecare - Income Generation from Health related services and digital health provision	Full EINA will be undertaken as part of the development of this service.	Health is developing a Virtual Wards model of supporting people to be monitored and treated outside of hospital. This offers an opportunity for Telecare services in Southwark to link with Health in the development of virtual wards and healthcare delivery to residents.
Children and Adult's Services	108	Reformed service delivery and development of an enhanced pathway to independence for Care Leavers. Reforming practice for older children in care and care leavers to promote the ability to achieve and safely sustain independent living	EINA to be undertaken on completion of the review	Full EINA to be undertaken as part of the review and development of the service. On-going monitoring for equality impact required.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
		earlier, including increasing the capacity within our contracted support provision.		
Children and Adult's Services	109	<p>Continued reduction of numbers of children in care, and in high cost placements, through ongoing investment in effective services to support children and families.</p> <p>Investment in multiple work streams, strengthening practice and development of effective services, to ensure children in care numbers continue to reduce children, and children in high cost lower quality provision, can be cared for are cared for in less costly better quality provision.</p>	EINA to be undertaken on completion of the review	Full EINA to be undertaken as part of development of service and on-going monitoring for equality impact.
Children and Adult's Services	110	Transformation of Children and Family Centres into Family Hubs, making most efficient and effective use of partnership early help resources and capacity to reduce higher end late intervention for supporting families. This efficiency also takes into account a 21% reduction in the number of 0-4 year olds in recent years.	EINA to be undertaken on completion of the review	Full EINA to be undertaken as part of the review and development of the service. On-going monitoring required.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
		<p>Reviewing Children and Family Centres to reconceived Family Hubs that will involve rationalising the current provision to be more efficient and effective at less cost.</p> <p>Additionally developing the partnership professional system to identify and intervene earlier to prevent high cost demand and maximise opportunities to create efficiencies through integration of services.</p>		
Children and Adult's Services	301	Undertake review of the Southwark Information and Advice Service (SIAS) team.	Full EINA to be undertaken as part of review of the service.	Full EINA to be undertaken as part of the review and development of the service. On-going monitoring required.
Children and Adult's Services	120	Consolidation of council work relating to information advice and guidance, work placements and post-16 provision.	Full EINA to be undertaken as part of review of the service.	Full EINA to be undertaken as part of the review and development of the service. On-going monitoring required.

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
Children and Adult's Services	122	Prioritise delivery of Education Psychology Team to delivery of statutory duties and support to the most in need pupils	Negative	<p>Potential negative impact identified for Age, Disability and Race.</p> <p>Investment in mainstream school capacity to support children reducing the need for an EHCP.</p> <p>Initially re-focusing capacity onto core statutory duties to support reductions in demand over time, supported by the Safety Valve Transformation Programme, and reintroduce wider preventative and non-statutory support offer in future.</p> <p>The equalities risks level assigned to these proposals will have mitigating actions, which will see these proposals terminated and replaced with alternative proposals if we are unable to reduce overall demand for the service successfully through the wider transformation programme.</p>
Children and Adult's Services	Fees & Charges	Adult Community Learning Charges	Negative	<p>Potential negative impact identified for some groups: Race/Ethnicity; Disability; socio-economic disadvantage.</p> <p>The cost increases are minimal but we recognise this is still within the</p>

Dept./Division	Ref	Proposal	Impact	Mitigation measures/comments
				context of significant difficulties for our communities in relation to the cost of living. Existing mitigation for those experiencing financial hardship is in place with the means tested concessionary fee remaining significantly below the standard fee, continued access to a number of free courses available universally, and retained discretionary application of fees within the service.

7. Summary of key areas and key findings

7.1 Key findings

Where potential negative impact has been identified for age, disability, race/ethnicity, socio-economic disadvantage, religion or pregnancy and maternity, mitigation actions have been considered and identified in the summary table presented.

Key importance to note is also the relationship in some budget proposal areas of socio-economic disadvantage with protected characteristics of race/ethnicity and religion/belief; disability; and age. With further data insight it will also be important to note the relationship with the protected characteristic of sex and socio-economic disadvantage as well, together with other protected characteristics such as race/ethnicity, age and disability in these areas.

As part of the Council's wider EDI work and implementation of the Southwark Equality Framework there will be on-going monitoring for equality impact of the budget proposal service areas and implementation of decisions. This is also part of the business planning and review process and council wide EDI work. It is an on-going and active process.

Cumulative equality impact will need to be kept under review for those experiencing socio-economic disadvantage and protected characteristics using further data insight and periodic reviews (e.g. 1-3 year period). It must be noted however, that mitigating actions have been put in place in all areas where negative impact has been identified and/or will be further looked at as part of implementation of proposals.

7.2 Budget proposal process and EINAs

To inform the budget proposal decision making stages through to Cabinet in February, all Cabinet leads will have been briefed and given feedback on budget proposals and the relevant equality impact and needs analysis (EINAs). Through this process, further work has been undertaken with departments of budget proposals and any associated analysis.

Full EINAs as outlined in the summary table will also be produced as part of outlined future re-design of service areas and will be monitored for on-going equality impact. In addition, key service areas will also be undertaking full EINAs of budget proposal areas as part of wider on-going monitoring for equality impact/EDI action planning, as part of business planning and review.

Full EINAs will also be undertaken as part of the implementation of those budget proposals with mainly staffing implications and will be made available subject to data protection considerations (for example, where numbers are small and staff could be identified, these will not be made publically available, but will be part of wider workforce monitoring reports produced by Human Resources).

7.3 Addressing gaps in information; and wider Council wide data insight work

Data and information, including quantitative and qualitative information, including research both local and national, lived experiences and insight are crucial for an adequate and robust EINA process. Work has begun at a Council wide level to address gaps and build our data insight work. This will further help improve the EINA process and equality action planning work. Further work to implement the Southwark Equality Framework (e.g. equality monitoring systems and analysis; consultation and engagement; equality data mapping etc.) are also key to EINAs and evidenced based equality action planning and practice. Currently as well there is much data insight work being progressed at Ward and Neighbourhoods level, which will be crucial to council wide EDI work.

7.4 Consultation and the EINA process: EINAs as consultation in action

As part of work to implement the Southwark Equality Framework, further work will be undertaken with departments to show the importance of building the EINA process at the start of project plans and action planning for consultations and engagement and project planning as a whole, in all areas which have relevance to EDI.

7.5 Further work with departments as part of the implementation of the Southwark Equality Framework; meetings, discussions and workshops on the EINA process, budget proposal process, business planning, review and equality action planning.

As part of work to implement the Southwark Equality Framework, further work will be action planned to improve the EINA process as a whole, including further detailed guidance for departments and training workshops. Specifically in relation to the Budget proposal decision making processes, further meetings will be undertaken at an early stage with DMTs and SMTs.



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Policy and Resources: Budget Setting 2024-25 – Savings – Leisure Directorate – Leisure division			
Equality analysis author	Tara Quinn				
Strategic Director:	Caroline Bruce				
Department	Leisure	Division	Environment, Neighbourhoods & Growth		
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.	Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 				
Indicative date of implementation of budget proposal if known	1 April 2024				
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>The proposal is for a saving of £1m. This relates to the savings associated with running the current Seven Islands Leisure centre, which will close when the new Canada Water leisure centre comes on stream in 2025.</p> <p>The impact of this closure on residents' protected characteristics is considered minimal for the following reasons:</p> <ul style="list-style-type: none">• Seven islands Leisure centre will not close until Canada Water leisure centre is open.• Canada Water leisure centre is a very short walk away from Seven Island Leisure centre, so will serve the same local area.• the new centre will have comparable or better facilities, in relation to disabled accessibility• the pools at Canada Water will bring more opportunities for local residents to swim / learn to swim. People should feel safer as the pool is not as deep as at Seven Islands and is at deck level; there will also be direct access from all 3 wet side changing rooms, instead of the accessible change not having direct access to poolside. Both of the pools will also be more accessible for swimming lessons.• the centre will have a similar programme to Seven Island leisure centre, so should serve the community in a comparable way.• the fees and charges schedule at Canada Water will be comparable to that at Seven Islands, (reflecting standard pricing across the borough), which includes concessions for key groups such as: disabled users, older residents, residents on benefits.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	All residents are able to access the borough's leisure centres – either as Members, as casual users (pay as you go), or through the concessions on offer.
Key stakeholders were/are involved in this policy/decision/business plan	None

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision will remain the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
Not required - the service outputs and provision will remain the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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. Please note that under the PSED due regard includes: Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision will remain the same or improved – in line with current day access requirements (DDA etc)	No impact – the service outputs and provision remains the same / better
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

Not required - the service outputs and provision remains the same / better	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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 socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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

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Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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.

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No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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
No impact – the service outputs and provision will remain the same or improve, when Seven Islands closes and the new Canada Water centre opens
Information on which above analysis is based
Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken
N/A

-

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? - No

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? - No

Have you identified any negative or positive impacts re: the promotion of good community relations ? - No

Are there any specific implications for groups experiencing socio-economic disadvantage ?
- No

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? - No

Are there any specific implications for Borough Plan priorities or commitments ?

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions				

**Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known**



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

Guidance notes

Things to remember:

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Whilst the equality analysis is being considered, Southwark Council recommends considering Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Policy and Resources: Budget Setting 2024-25 – Savings – Leisure Directorate – Parks budget			
Equality analysis author		Tara Quinn			
Strategic Director:		Caroline Bruce			
Department		Leisure	Division	Environment, Neighbourhoods & Growth	
<p>Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.</p> <p>It can be further built upon and reviewed at implementation stage.</p>		<p>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</p> <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 			
Indicative date of implementation of budget proposal if known		1 April 2024			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>Grounds Maintenance contract efficiencies – Quadron Idverde contract - Savings are from contract variations to the current Grounds Maintenance contract. The revised specifications will result in cost reduction.</p> <p>The saving has been achieved in two ways. Firstly by efficiencies in the management and maintenance of the vehicles and equipment used to service the contract and secondly by not filling a vacant supervisor's post and adjusting the line management in the existing team.</p> <p>The measures taken will not affect the service being delivered in the parks and green spaces or change the resident experience.</p> <p>The proposed saving per year is £50k</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	All residents – there are 105 parks and green spaces across the borough managed by the Parks and Natural Environment Team.
Key stakeholders were/are involved in this policy/decision/business plan	None

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

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Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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. Please note that under the PSED due regard includes: Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.	
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Equality information on which above analysis is based	Socio-economic data on which above analysis is based

Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
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Mitigating and/or improvement actions to be taken	
N/A	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating or improvement actions to be taken	
N/A	

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.

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Mitigating and/or improvement actions to be taken	
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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

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Mitigating and/or improvement actions to be taken	
N/A	

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.

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Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
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Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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
No impact – the service outputs and provision remains the same
Information on which above analysis is based
Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken
N/A

-

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? - No

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? - No

Have you identified any negative or positive impacts re: the promotion of good community relations ? - No

Are there any specific implications for groups experiencing socio-economic disadvantage ?
- No

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? - No

Are there any specific implications for Borough Plan priorities or commitments ?

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions				

**Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known**



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Policy and Resources: Budget Setting 2024-25 – Savings – Leisure Directorate – Trees budget			
Equality analysis author		Tara Quinn			
Strategic Director:		Caroline Bruce			
Department		Leisure	Division	Environment, Neighbourhoods & Growth	
<p>Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.</p> <p>It can be further built upon and reviewed at implementation stage.</p>		<p>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</p> <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 			
Indicative date of implementation of budget proposal if known		1 April 2024			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>Efficiencies in tree contract and capitalisation of some costs - This saving is achievable due to the expected early achievement of target for 100,000 trees in the borough. May include capitalisation of costs equivalent to one post attributed to tree planting.</p> <p>In recent years the budget for tree maintenance has been significantly increased in response to significant enhancements in the management of tree maintenance across the borough and in response to the commitment to plant additional trees. The new trees maintenance works contracts have now been operational for 9 months, which has provided a much clearer picture of the resources required in future years. This has enabled a small proposed budget adjustment to be identified without impacting on future works programmes.</p> <p>In addition to this, some of the officer resource costs required for the planning and provision of tree planting has been realigned for funding out of the council's capital budget for tree planting.</p> <p>The saving proposed is £50k per annum, and has no impact on the service provided.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	All residents - as the 95,000 trees currently in the council's care are located all over the borough.
Key stakeholders were/are involved in this policy/decision/business plan	None

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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. Please note that under the PSED due regard includes: Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No impact – the service outputs and provision remains the same	No impact – the service outputs and provision remains the same
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not required - the service outputs and provision remains the same	Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
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Equality information on which above analysis is based	Socio-economic data on which above analysis is based
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Mitigating and/or improvement actions to be taken	
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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
No impact – the service outputs and provision remains the same
Information on which above analysis is based
Not required - the service outputs and provision remains the same
Mitigating and/or improvement actions to be taken
N/A

-

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? - No

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? - No

Have you identified any negative or positive impacts re: the promotion of good community relations ? - No

Are there any specific implications for groups experiencing socio-economic disadvantage ?
- No

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? - No

Are there any specific implications for Borough Plan priorities or commitments ?

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions				

**Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known**

Equality Impact and Needs Analysis

Budget Equality Analysis Full Template:

Leisure Directorate – fees & charges, 2024-25

Guidance notes

Things to remember:

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- 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.
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- 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).
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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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Leisure Directorate Fees and Charges			
Equality analysis author		Tara Quinn			
Strategic Director:		Caroline Bruce			
Department		Environment, Neighbourhoods & Growth	Division		Leisure
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.		Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • `December Equality Analysis 			
Indicative date of implementation of budget proposal if known		24/25			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal

This ENIA reviews the fees and charges proposals for 2024/25 across the Leisure Directorate.

Services which fall within this area that have associated fees and charges are;

Leisure centres – 8 leisure centres

Outdoor sport – sports pitches, tennis courts, BMX track, fitness licences

South Dock Marina – Boatyard and 200 berth marina

Bereavement Services – 3 Cemeteries and a crematorium

Libraries – 12 libraries, heritage centre, home library service, local archives service

Youth and play service – youth centre and 3 outdoor adventure play staffed sites

Events – All outdoor events across the borough

Parks – 105 open spaces with car parking and fishing lakes (not including Housing Estates' green spaces)

Residents and customers currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application, land charges fees, leisure activities, care related charges etc. Some of these fees and charges are set nationally and the council is legally required to adopt these levels, whilst other fees and charges are set at levels using the council's discretion. With the cost of providing charged-for goods and services going up due to inflation and other factors, the Council need to increase its charges by an equivalent amount to ensure that it continues to recover its costs.

The council's annual fees and charges for non-statutory services are set annually in line with the council's medium term resources strategy. For the period 2024/25, fees and charges in the leisure directorate have generally been set at CPI. The CPI figure used was from the month of September 2023, which was 6.7%. On several of the fee proposals the percentage increase is slightly higher, where the fee has been rounded up to the nearest ten pence or pound.

Several new fees have been introduced across the Directorate and the reasons for these are numerous;

- Due to market demand for a particular service
- To create more flexibility in the offer for residents
- To simplify pricing of services so it is clearer for residents
- Discounts to encourage regular usage of facilities such as room bookings
- Introduction of new facilities such as a new sports pitches
- To align services with other teams that provide a similar service, e.g. free access to tennis facilities for those residents with a disability as this mirrors the offer in leisure centres, and introduction of parking charges at the 2 leisure centres which provide customer parking.
- Introduction of new services such as the ability for resident to purchase a memorial tree to plant
- To reflect increases in some of the suppliers' fees (e.g. Bereavement Services)

Where new prices have been introduced, they have been benchmarked against similar services being provided by neighbouring boroughs or the nearest comparison.

Potential impacts and possible mitigations of these proposals are explored in detail in the sections below.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Leisure Centres – Leisure centre users and members, GP referral clients, local sports clubs, local community groups</p> <p>Outdoor sport – sports clubs</p> <p>South Dock Marina – Berth holders, Thames based marina businesses, some other small businesses</p> <p>Bereavement Services – Bereaved families, Funeral Directors</p> <p>Libraries – All library members, community groups, researchers, students,</p> <p>Youth and play service – young residents, sports clubs, community clubs</p> <p>Events – All residents, event companies, community groups, cultural groups</p> <p>Parks – All residents, sports clubs, community groups, Friends of Groups, volunteers, conservation groups</p>
Key stakeholders involved in this decision	<p>To date:</p> <ul style="list-style-type: none"> • Director of Leisure • Head of Culture, Head of Leisure, Head of Parks & Natural Environment • Cabinet member

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>In the main increases in fees have been applied at the CPI rate of 6.7%. The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident</p> <p>The fees in relation to outdoor activity & leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident and many concessions are offered within the mitigation.</p> <p>The introduction of fees and charges for parking at 2 leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation to cremation/burial may affect older residents more. However, the impact is considered to be low as the fee increase is below overall inflation levels and various value for money options are offered in the scale of charges.</p> <p>Fees in relation to South Dock Marina, The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident</p>	<p>Proposed charges impact all but do not disproportionately affect people based on their age alone. Age is not a factor in setting charges</p> <p>Southwark continually strives to support health and wellbeing and has many concessions in place to provide access and support to services.</p> <p>Currently spaces are not well used by actual leisure centre users. Many users use public transport, walking or cycling to travel to leisure centres.</p> <p>Funeral Planning is a higher priority for those in higher age brackets and support towards funeral payments can be accessed.</p> <p>Fees have been applied at the CPI rate of 6.7% and concessions for some support remain in place.</p>
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
<p>Outdoor activity & Leisure Free Junior membership for under 18's that sign up that enables 30 min daily court bookings without charge (can be a family activity and include older relations playing with the children)</p> <p>We and our tennis coaching contractors are creating free weekly tennis sessions at 6 parks for people of all ages (Sat or Sun morning). 2 have started, more to expand in 2024.</p> <p>We are developing the Concession price for tennis with older people able to register and access court bookings, (65yrs+) able to get a reduced rate.</p> <p>We offer free pitch space to partner clubs at specific times (after school / school holiday) at Burgess Park</p>	<p>Currently offered</p> <p>In progress</p> <p>In progress</p> <p>Currently offered</p>

<p>Sports Centre to allow free or low cost activity to be run for local children.</p> <p>We provide access to free swim & gym at the following times:</p> <p>all day Fridays (check with your local leisure centre for any exceptions)</p> <ul style="list-style-type: none"> • Saturday and Sunday (from 2pm to closing) • adults aged over 60 years can take part in any Silver sessions free throughout the week 	<p>Currently offered</p>
<p>Funerals & Bereavement a sliding scale of charges that provides a value for money range of affordable services is in place. These provide flexibility and cost to cater for the needs. The new fees and charges provide a longer service for a more reasonable price than previously charged. Support towards government financial options remains available along with Public Health Funeral Guidance.</p> <p>It appears that there is no significant disproportionate impact on groups or individuals that share one or more protected characteristic. The Council has in place various schemes to support residents who experience financial difficulty, some of whom will fall within the protected characteristic groups and may be affected by the proposed increases, to help mitigate impact.</p> <p>The Council in addition continues to provide a wide range of support schemes across to support residents.</p>	<p>Currently offered</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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to “the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.” This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident and therefore deemed low impacts.</p> <p>However, external factors mean some disabled residents face higher costs in areas such as energy use. The mitigating factors shown later in the EQIA will</p>	<p>Research shows that in London overall, families that include a disabled person are more likely to be in poverty than families without a disabled person. The research shows that there is a clear trend between the level of deprivation in a neighbourhood and the proportion of the population that is Disabled.</p>

<p>therefore be essential to supporting this group of residents.</p> <p>The introduction of fees and charges for parking at 2 leisure centres are unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p>	<p>Providing free access to tennis courts attempts to address the possible economic barrier for disabled residents being able to access this sport.</p> <p>Whilst there are a small number of price increases over CPI in the leisure centres, Southwark offers Free Swim and Gym and other targeted concessionary leisure offers for specific programmes, which mitigates against these rises and is aimed at improving health, wellbeing and providing access to services at no cost.</p> <p>Disability is not a factor in setting charges.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
In 2021, 8.2% of Southwark residents were identified as being disabled - How life has changed in Southwark: Census 2021(ons.gov.uk)	Census 2021 deep dive: disability and deprivation in London Trust for London
Mitigating and/or improvement actions to be taken	
<p>Introduction of free access to tennis courts for disabled residents - This is being introduced in line with current concessions such as Free Swim and Gym (FSG) offer in the council's leisure centres. When registered with the FSG scheme, disabled residents can use the leisure centres for free all week. It is hoped that by introducing free access to tennis courts for disabled residents it will improve access to tennis, increase participation in tennis and potentially improve physical and mental health and wellbeing for those who participate.</p> <p>Residents currently pay specific fees and charges for a wide range of activities and services such as building control services, planning application, car parking, leisure activities, care related charges etc. An increase in fees will affect all those in, and out of the borough, who pay to use specific service(s).</p> <p>It appears that there is no significant disproportionate impact on groups or individuals that share one or more protected characteristic. The Council has in place various schemes to support residents who experience financial difficulty, some of whom will fall within the protected characteristic groups and may be affected by the proposed increases, to help mitigate impact.</p> <p>The Council in addition continues to provide a wide range of support schemes across to support residents.</p> <p>Disability users (who rely on being able to drive to either of the two effected leisure centres) will be protected by the move as disabled parking spaces will remain free of charge to blue badge holders.</p>	<p>In Progress</p> <p>No further actions</p> <p>No further actions</p> <p>No further actions</p>

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is greater than any other resident.</p> <p>The fees in relation sports may affect one gender more than another if usage varies by gender identify.</p> <p>However, sports are open to all residents and the fee increases are not considered to have a bearing on participation levels by gender identify</p>	<p>The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage different genders within the protected characteristics. Gender is not a factor in setting charges.</p>
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage differing status of relationships as recognised in this category..</p> <p>It may be worth noting for the bereavement service The Council offers different burial plots which could be purchased more by people in this protected characteristic group (e.g. double plot may be more popular with those residents that are married or in a civil partnership.)</p>	<p>None of the charges proposed for outdoor activity, leisure centres and south dock marina will disproportionately affect anyone based on their marital status</p> <p>However, the fee increase is consistent and therefore there is no impact considered for this protected characteristic. Marital status is not a factor in setting charges.</p>
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
None	None

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Changes in fees may impact on residents that are pregnant or on maternity if they are not working. However, additional benefits are provided for residents in this situation and therefore the proposed changes are expected to have minimal impact.</p>	<p>The proposed fees and charges or changes to services will not specifically have an impact which will benefit or disadvantage pregnant and mothers in the maternity category.</p> <p>Pregnancy and Maternity is not a factor in setting charges.</p>
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
None	None

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is significantly greater than any other resident.</p> <p>The change on fee for hiring of grounds and green spaces may impact residents of different ethnic groups. For example, funfairs and circuses were historically run by individuals from the Gypsy and Traveller community. However, there is no data that identifies whether funfairs or circuses are run by the Gypsy and Traveller community in Southwark. Therefore, the impact is considered to be low</p>	<p>None of the charges proposed will disproportionately affect anyone based on their race.</p> <p>The change in fee is below the rate of inflation and therefore minimal impact is anticipated.</p> <p>Race is not a factor in setting charges.</p> <p>JSNA census data analysis shows that areas with the highest deprivation in the borough have the highest percentages of people from Black, Asian and Multi-Ethnic backgrounds.</p>

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The changes in bereavement fees may impact residents based on their religion or belief. The Hindu faith, for example, believes in cremation as opposed to burial. Therefore, changes in cremation fees may impact them more.</p> <p>Christian ceremonies often incorporate the singing of hymns, and therefore the change in organist fee could be seen to impact them more than other faiths.</p> <p>However, the fee increases are below inflation and the percentage change between burial and cremation is consistent. Therefore, no impact is anticipated for this protected characteristic group.</p>	<p>None of the charges proposed will disproportionately affect anyone based on their religion or belief.</p> <p>Religion is not a factor in setting charges.</p> <p>For some people from Black, Asian and Multi-Ethnic backgrounds, religion and belief is an integral part of their ethnicity, e.g. Hindus, Muslims and Christian churches with majority worshippers from Black African and Caribbean backgrounds.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
<p>The improved offering within the bereavement service is likely to offer support to some religious or faith groups for whom a particular aspect of the service is required. This will support equality of choice and the freedom to practice religion. In general it will not disadvantage other groups and is not likely to lead to worsening tensions between communities.</p>	No further actions

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The change in fees is unlikely to have any impact on this protected characteristic group that is significantly greater than any other resident.</p>	<p>None of the charges proposed will disproportionately affect anyone based on their sex.</p> <p>In general the fees and charges or implementation of new services will not specifically have an impact which will</p>

	benefit or disadvantage different genders, nor is it likely to lead to worsening tensions between communities. Sex is not a factor in setting charges.
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	
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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
None of the proposed changes are anticipated to impact this protected characteristic group more than other residents.	None of the charges proposed will disproportionately affect anyone based on their sexual orientation. Sexual Orientation is not a factor in setting charges.
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
None	

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

None of the changes proposed will deprive residents of their human rights. The analysis undertaken in this document and proposed mitigation will ensure that there is no discrimination.

The provision of existing services and introduction of new services are offered with equality and remain a choice for residents supports Article 9: Freedom of thought, conscience and religion. Human Rights Act (1998)

Information on which above analysis is based

As above

Mitigating and/or improvement actions to be taken

As above

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

- Have any potential significant concerns amongst service users or the wider community been identified? No such consultation has taken place yet.
- Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? Yes
- Have you identified any negative or positive impacts re: the promotion of good community relations? No
- Are there any specific implications for groups experiencing socio-economic disadvantage? Yes
- Are there any specific implications for Borough Plan priorities or commitments? None identified.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Age - Low level negative impacts as result of increases in the fees and charges within the protected age groups.	Are already reduced through concessions that are available for the services and additional support is offered by the Council.	Completed
2	Disability - Low level negative impacts as result of increases in the fees and charges within the protected disability groups.	Are already reduced through concessions that are available for the services and additional support is offered by the Council. Further concessions are being developed.	Completed April 2024
3	Religion and Belief: Low level negative impacts as result of increases in the fees and charges within the protected Religious & Belief groups.	A number of service concessions are available to provide a reduced rate for cremation and burial services to ensure access to services.	Completed
4	Race: Low level negative impacts as result of increases in the fees and charges within the protected characteristic race groups.	While there is a low rating it is evident that an ethnicity pay gap exists in London and the UK, Southwark as a council need to continue driving	Ongoing

		the data for wider support for those in London to ensure equality for all.	
5	Gender Reassignment/Identity: Neutral	NONE	N/A
6	Marriage and Civil Partnership: Neutral	NONE	N/A
7	Pregnancy and Maternity: Neutral	NONE	N/A
8	Sexual Orientation: Neutral	NONE	N/A
9	Sex: Neutral	NONE	N/A
10	Negative impact for Socio Economics as residents on low incomes maybe disproportionately affected by the fees and charges increase.	The council has a statutory duty to protect those on low or, or no income, and supports with claims for Council Tax support, Housing Benefit, universal Credit. • Adult Social Care users are subject to a means tested financial assessment which will assess affordability to contribute to, or not, to service provision required (as defined by the Care Act 2014).	Continue to monitor and benchmark fees.

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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
Continue to monitor and fees and benchmark				

6. Review of implementation of the equality objectives and actions

**Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known**



Equality Impact and Needs Analysis

**Budget Equality Analysis Full
Template: 2023, Library and heritage
service saving proposals**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Budget challenge - libraries and heritage service proposed savings			
Equality analysis author		Eva Gomez, Head of Culture			
Strategic Director:		Caroline Bruce			
Department		Environment, Neighbourhoods & Growth	Division		Culture
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.		Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> Budget Challenge and date December Equality Analysis 			
Indicative date of implementation of budget proposal if known		24/25, 25/26 and 26/27			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving

Southwark has a network of 12 libraries located across the borough, one of them being a library and a heritage centre, another one including the local archive, the service also includes a home library service. Our libraries are places where the public goes for information, access to council services, study, employment search, reading, digital access, learning and cultural enrichment. Events and activities in all our libraries such as children's story times, reading and writing groups, literary talks, crafts and local history workshops also play a crucial role in contributing to quality of life. Libraries inspire reading and lifelong learning, aid educational attainment, help people live healthy and happy lives and strengthen our communities. As a physical entity the library also acts as a meeting place for the local community to share interests, ideas, and aspirations and for some they also offer a physical refuge, a safe space and increasingly somewhere to seek shelter from extreme weather temperatures. The service also contributes to the delivery of a number of other council wide strategic priorities, such as economic development, cost of living crisis support, climate emergency, the national skills agenda, and health and well-being initiatives to name a few.

The Council has continued to support and invest in libraries, at a time when most councils have substantially reduced the offer. This is demonstrated by the strength of the library offer, including ongoing investment in assets – such as the redevelopment of Kingswood Library and the opening of Una Marson library during 2023. Despite this, it is necessary to ensure that the library service provides best value, by ensuring that residents have high quality library provision, but also ensuring a proportionate balance of cost and benefit.

The need for a best value approach, alongside the ongoing financial pressures faced by local government has guided the proposed savings within the service as part of the annual budget review process. The proposal is for £300k libraries and heritage service annual savings between 2024/5 and 2026/7. This represents 3.8% of the libraries' annual revenue budget. It is proposed that these savings will be found through changes to service delivery arrangements.

Service design options to enable the delivery of these savings will be explored in the context of the upcoming Libraries Strategy development work over the coming months. The process will include consultation with customers, staff, councillors, trade unions and other key stakeholders. This will ensure our local communities views and feedback help us shape how the changes are implemented.

Potential impacts and possible mitigations are explored in detail in the sections below.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Library members Residents over all
Key stakeholders involved in this decision	<p>To date:</p> <ul style="list-style-type: none"> • Director of Leisure • Head of Culture • Libraries service manager • Cabinet member <p>Prior to implementation, consultation will take place with key stakeholders.</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Our data shows that the age spread of our membership is in the main representative of the Southwark population with a slightly larger representation of younger age group, 28% of our library members being under the age of 18 compared to 21% in the census data and 6% of our library members being over 65 compared to 8.4% in the census data.</p> <p>Changes in service delivery could potentially impact differently on service users depending on their age. The extent of the impact will depend on the changes to the service as different age groups tend to use libraries at different times and in different ways.</p> <p>The service also offers a home library service where the client based is largely older people - there will likely be no changes to this service.</p>	<p>Data shown in the Statista website (global data and business intelligence platform) shows that in England libraries are used equally across the socio-economic spectrum. In 2019, the share of individuals that reported visiting a public library in England varied according to the level of deprivation. As of that year, nearly 27 percent of respondents from the most deprived category claimed to have visited a public library at least once in the year previous to the survey. On the other hand, 33 percent of interviewees from the least deprived category stated the same as of 2019.</p> <p>Research from comparable inner London borough Lewisham also shows that for the most part, the type of postcode library users come from in terms of socio-economic need and deprivation, does not influence what services they use, especially for the most commonly used services. The only exceptions to this are archives, health information, and help applying for services (more likely to be used by the more affluent) and help setting up a business (more likely to be used by those from more deprived postcodes).</p> <p>However, people across all ages from more privileged socio-economic backgrounds are likely to have the resources to mitigate any negative impacts created by changes in service delivery. People from the most deprived backgrounds on the other hand are least likely to have access to computers, printers and quiet warm places to do homework, research and general studying.</p> <p>Data from the census shows that half (51%) of all households in Southwark are disadvantaged in any one or more of the following dimensions: employment, education, health and disability, and housing.</p> <p>So overall it is possible that some changes in service delivery might disproportionately affect people from more disadvantaged socio-economic backgrounds (irrespective of age), although the impact will depend, to some extent on the exact changes implemented. Mitigations will be developed to address this, as appropriate, when following consultation, the detailed proposals are shaped.</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Southwark library membership statistics</p> <p>How life has changed in Southwark: Census 2021 (ons.gov.uk)</p>	<p>Public library usage in England 2019, by deprivation level</p> <p>The Lewisham Library and Information Service – update 2019 – 2021</p>

	How life has changed in Southwark: Census 2021 (ons.gov.uk)
Mitigating and/or improvement actions to be taken	
Final decisions on what changes are introduced to achieve these savings will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's age demographic profile. Careful consideration will also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	As per column to the left.

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Our data shows that 99% of our library members have chosen not to disclose whether they have a disability and therefore it is not possible to establish whether our membership is or isn't representative of the Southwark population as a whole. However given that our membership is representative of our population in relation to age, gender and ethnicity it is highly likely that it also is in relation to disability. In 2021, 8.2% of Southwark residents were identified as being disabled and limited a lot.</p> <p>There are a number of sessions delivered from libraries that focus on children in the autistic spectrum, it is not anticipated that these sessions will be affected by changes.</p> <p>No changes to the home library service which caters for housebound customers, are anticipated.</p>	<p>Research shows that in London overall, families that include a disabled person are more likely to be in poverty than families without a disabled person. The research shows that there is a clear trend between the level of deprivation in a neighbourhood and the proportion of the population that is Disabled.</p> <p>Among London's 10% most deprived neighbourhoods, the average proportion of the population who are Disabled is 15.5%. By contrast, in the 10% least deprived neighbourhoods in London, Disabled people make up an average of 11.7% of the population.</p> <p>Data from the census shows that half (51%) of all households in Southwark are disadvantaged in any one or more of the following dimensions: employment, education, health and disability, and housing.</p> <p>Given the above correlation, there is a possibility that a higher percentage of people in circumstances of deprivation to have a disability, therefore this group of people will be less likely to be able to</p>

	mitigate any possible impact of changes to service delivery and therefore they might be more disproportionately affected. Mitigations will be developed to address this, as appropriate, when following consultation, the detailed proposals are shaped.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Southwark library membership statistics How life has changed in Southwark: Census 2021 (ons.gov.uk)	Census 2021 deep dive: disability and deprivation in London Trust for London
Mitigating and/or improvement actions to be taken	
Final decisions on what changes are introduced to achieve these savings will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's disability demographic profile. Careful consideration will be also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	As per column to the left.

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
None of the changes proposed will disproportionately affect people based on their gender identity.	None of the changes proposed will disproportionately affect people based on their gender identity.
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
None of the changes proposed will disproportionately affect people based on their gender identity.	N/A

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating or improvement actions to be taken	
N/A	N/A

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
Some libraries offer baby rhyme time and toddlers groups, loss of these activities could disproportionately impact parents and guardians of babies and young children.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
We will ensure that any sessions for parents/guardians, toddlers and babies are retained so that there is no loss of provision of activities of this nature.	N/A

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Of the 62,000 active borrowers only 18,400 chose to disclose their ethnicity. Of those about half are from Black and Asian minority ethnic backgrounds which is representative of Southwark's population (in 2021, 51.4% of people in Southwark identified their ethnic group within the "White" category).</p> <p>Research shows no differences in patterns of library use according to ethnicity and therefore in principle there are no anticipated disproportionate negative impacts of changes in service delivery linked to this protected characteristic. However possible impacts have been found linked to social economic factors and research shows that people from Black, Asian and minority ethnic backgrounds are more likely to live in deprived neighbourhoods so this is explored in the adjacent socio-economic section.</p>	<p>The English Indices of Deprivation 2019 show that:</p> <ul style="list-style-type: none"> Asian people as a whole (15.7%) were the most likely out of all ethnic groups to live in the 10% most deprived neighbourhoods, followed by Black people (15.2%) White people were the least likely to live in them (9.0%) Out of the 18 individual ethnic groups, people from the Pakistani (31.1%) and Bangladeshi (19.3%) groups were the most likely to live in them People from the Indian (7.6%), White Irish (8.1%) and White Other (8.2%)

	<p>ethnic groups were the least likely to live in them</p> <p>Data from the census shows that half (51%) of all households in Southwark are disadvantaged in any one or more of the following dimensions: employment, education, health and disability, and housing.</p> <p>Given the above correlation and the Southwark context, there is a possibility that a higher percentage of people in circumstances of deprivation, and therefore less likely to be able to mitigate the possible impact of service delivery changes, to be from some Black and Asian ethnicity backgrounds. Mitigations will be developed to address this, as appropriate, when following consultation, the detailed proposals are shaped.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<ul style="list-style-type: none"> • Southwark library membership statistics • How life has changed in Southwark: Census 2021 (ons.gov.uk) • Libraries for Living, and for Living Better research by libraries connected 	<ul style="list-style-type: none"> • People Living in Deprived Neighbourhoods • How life has changed in Southwark: Census 2021 (ons.gov.uk)
Mitigating and/or improvement actions to be taken	
Final decisions on what changes are introduced to achieve these savings will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's ethnicity demographic profile. Careful consideration will be also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	As per column to the left.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
It is not anticipated that service delivery changes would disproportionately affect people based on their religion or belief.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
Of the 62,000 active borrowers over 51,000 chose to disclose their gender. Of those about 58% are women and 41% are men which is in most part representative of Southwark's population (52% female vs 48% male). It is not anticipated that service delivery changes would disproportionately affect people based on their sex.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
It is not anticipated that service delivery changes would disproportionately affect people based on their sexual orientation.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	

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
It is not anticipated changes in service delivery will deprive library users of their human rights. The analysis undertaken in this document and proposed mitigation will ensure that there is no discrimination
Information on which above analysis is based
As above
Mitigating and/or improvement actions to be taken
As above

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Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

-
- Have any potential significant concerns amongst service users or the wider community been identified? No such consultation has taken place yet.
 - Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? Yes
 - Have you identified any negative or positive impacts re: the promotion of good community relations? No
 - Are there any specific implications for groups experiencing socio-economic disadvantage? Yes

-
- Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? Yes disability and ethnicity

-
- Are there any specific implications for Borough Plan priorities or commitments ? No
-

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Whether future changes in service delivery could disproportionately affect	Final decisions on what changes are introduced to achieve these savings will	

	younger people or older people .	be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's age demographic profile. Careful consideration will be also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	
	Whether future changes in service delivery could disproportionately affect people with disabilities	Final decisions on what changes are introduced to achieve these savings will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's disability demographic profile. Careful consideration will be also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	
	Whether future changes in service delivery could disproportionately affect people with from Black, Asian and ethnic minorities	Final decisions on what changes are introduced to achieve these savings will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation responses are representative of the borough's ethnicity demographic profile. Careful consideration will be also be given to service use data and a further ENIA on the final proposals will be completed once these are identified after consultation.	
4	Given correlations between disability, ethnicity and socio-economic disadvantage, there is a possibility that people with these protected characteristics may be less likely to be able to mitigate possible impacts of changes in service delivery	Final decisions on what changes are introduced to achieve these changes, will be made in the context of the upcoming Libraries Strategy development work over the coming months. We will ensure that consultation	

	and therefore could be more disproportionately affected.	responses are representative of the borough's protected characteristics' demographic profile.	
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5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Noise and Nuisance Service			
Equality analysis author		Anju Sidhu			
Strategic Director:		Caroline Bruce			
Department		Environment	Division	Regulatory Services	
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.		Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • December Equality Analysis • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 			
Indicative date of implementation of budget proposal if known		April 2024			
Sign-off	Anju Sidhu	Position	Head of Service	Date	19 December 2024

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving

£90k savings from Regulatory Services Noise and Nuisance Service (to be confirmed)

The Noise and Nuisance Service is a statutory-led service, dealing with approximately 10,000 service requests a year and it plays a crucial role in ensuring the well-being of residents and business compliance. The Council has a duty act where a noise nuisance exists, likely to exist or reoccur. The overall objective of the service is to mitigate noise or put in controls to manage it at an appropriate level.

To improve the service's sustainability and efficiency, a review was carried out, as the current system is outdated and unsustainable, given the Council's 2030 ambitions.

Our proposed model considers local needs, council priorities, and will integrate intelligence-led proactive interventions to provide a comprehensive approach to problem-solving. The aim is to encourage residents and businesses to behave in a responsible and considerate manner, so that the service is used less reactively. This will allow the Council to focus on high-risk cases and community engagement.

The review followed industry guidance from the Chartered Institute of Environmental Health, "Neighbourhood noise policies and practice for local authorities," to determine the level of service required. This included a needs assessment to provide the basis for selecting a suitable model with appropriate resourcing.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<ul style="list-style-type: none"> Residents from all tenures this includes Council tenants, leaseholders, private tenants, owner occupiers, Housing association tenants Local Businesses Property Developers Event Organisers (land and water) Police (joint working and Night Time Economy) Southwarks Anti-Social Behaviour Unit Environmental Protection Team Housing Department Planning Housing Providers Police
Key stakeholders were/are involved in this policy/decision/business plan	<ul style="list-style-type: none"> Regulatory Officers Finance Lead Member Strategic Director of Environment, Neighbourhood and Growth Director of Environment

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally.</p> <p>Older residents may experience adverse impacts through digital solutions being considered to modernise the service. However, we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision <p>As part of the redesign of the service a full EINA will need to be carried out. Important as part of this to find out re: views and experiences of older people and young people.</p> <p>Is there any equality monitoring information re: users of this service ?</p>	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes 	<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes
Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision <p>As part of the redesign of the service a full EINA will need to be carried out. Important as part of this to find out re: views and experiences of disabled groups.</p> <p>Is there any equality monitoring information re: users of this service ?</p>	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes 	<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes

Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on any individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision 	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes 	<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes

Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision 	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward 	<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests

<ul style="list-style-type: none"> • action taken • outcomes 	<ul style="list-style-type: none"> • no of requests by ward • action taken • outcomes
Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision 	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based

<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken • outcomes 	<p>Review of Service needs based on analysis of :</p> <ul style="list-style-type: none"> • service request received, • time/ day/ month received • source of requests • no of requests by ward • action taken <p>outcomes</p>
<p>Mitigating and/or improvement actions to be taken</p>	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

<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>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision <p>As part of the redesign of the service a full EINA will need to be carried out. Important as part of this to find out re: views and experiences of diverse groups.</p> <p>Is there any equality monitoring information re: users of this service ?</p>	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision.
<p>Equality information on which above analysis is based</p>	<p>Socio-Economic data on which above analysis is based</p>

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<p>Mitigating and/or improvement actions to be taken</p>	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

<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; this also includes needs in relation to each part of the duty.</p>	<p>Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision 	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision

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Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision <p>As part of the redesign of the service a full EINA will need to be carried out. Important as part of this to find out re: views and experiences of men and women.</p> <p>Is there any equality monitoring information re: users of this service ?</p>	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision

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Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The re-design of the service will apply to all service users equally and will not have any adverse impact on this individual group; and we expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> • Service will meet local needs and be accessible. • Focused intelligence-led investigations and better community engagement. • Aligned to Council neighbourhood working vision 	<p>The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.</p> <p>The re-design of the service will apply to all service users equally. However we do recognise that some residents may not be able to afford smart devices and/or have access to the internet.</p> <p>We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents</p> <ul style="list-style-type: none"> •Service will meet local needs and be accessible. •Focused intelligence-led investigations and better community engagement. •Aligned to Council neighbourhood working vision

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<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone 	<ul style="list-style-type: none"> • Re-designing service as discussed above • Continue to receive service requests via the telephone

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 re-design of the service will apply to all service users as discussed above. We expect a positive outcome for service users i.e. providing a high quality service to meet needs of residents

- Service will meet local needs and be accessible.
- Focused intelligence-led investigations and better community engagement.
- Aligned to Council neighbourhood working vision

Information on which above analysis is based

Analysis of internal data including

- service requests over a 5 year period
- source of service requests (type of tenure)
- % of service requests recorded as rapid response (1 hr response)
- % of service requests received between at different times of the day and night
- % (of service requests received in summer /winter
- ward data
- anecdotal data ie work needed with communities in the Borough

Mitigating and/or improvement actions to be taken

Approach considers local needs, council priorities, and will integrate intelligence-led proactive interventions to provide a comprehensive approach to problem-solving. The aim is to encourage residents and businesses to behave in a responsible and considerate manner, so that the service is used less reactively. This will allow the Council to focus on high-risk cases and community engagement.

- Continuous improvement embedded into service ;
- Data Collection, input and recording
- Outputs and Outcomes measured
- Review of processes and policies
- Continuous professional development for officers
- Listening Events with local communities
- Working with Comms to ensure appropriate messaging

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? **Issues are emerging and will explore further as part of service-redesign.**

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? **Issues are emerging and will explore further as part of service-redesign.**

Have you identified any negative or positive impacts re: the promotion of good community relations ?

Issues are emerging and will explore further as part of service-redesign.

Are there any specific implications for groups experiencing socio-economic disadvantage ?

Issues are emerging and will explore further as part of service-redesign.

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

Issues are emerging and will explore further as part of service-redesign.

"The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents."

Are there any specific implications for Borough Plan priorities or commitments ?

NO

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Officers are seeing an increase in cases of individuals suffering with complex mental health and housing needs. This is resulting in investigations taking longer.	Service Redesign as described above	April 2024 (subject to approval)
		Continue to work with SABU, Mental Health Services	Ongoing
		Continue with multi-agency approach - 'one contact counts'	Ongoing
		Training of staff	Ongoing
2	The Council's indices of deprivation, urban health index, indicators of child poverty, life expectancy, and food security statistics align to areas where noise complaints are generated from. SE15, the highest service user area, is among the most deprived wards, with lowest life expectancy of SE1 and SE15 residents.	Service Redesign as described above	April 2024 (subject to approval)
		Continue with multi-agency approach	Ongoing
3	As the largest Housing landlord in London with an ambitious commitment to build 11,000 new council homes by 2043 (LBS, 2017), multiple construction projects are expected in the Borough and on occupation of completed buildings, the likelihood of neighbourhood and domestic noise complaints is also expected as majority of the developments are multiple-occupied building structures.	Service Redesign as described above Continue to work with SASBU, Planning, Private Sector Housing Services, Housing Providers	April 2024 (subject to approval) Ongoing

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
Raising awareness of Mental Health and appropriate sign posting	Nick Stabler	To review	Set Baseline, plan and targets Training for officers in place	Training for officers in place Consider joint training with Police and SASBU
Potential negative impact - residents may not have access to SMART devices and internet. Continue with receiving calls/ telephone service	Nick Stabler	To review	Identify baseline and increase uptake of online services	Review and increase online uptake
Review of processes and policies to ensure equal access to residents. Consultation with focus groups and listening events with local communities	Nick Stabler	To improve existing processes and policies	<ul style="list-style-type: none"> Review investigation policy Map customer journey 	Implement recommendations
Working with Comms to ensure appropriate messaging	Nick Stabler	To improve existing processes.	<ul style="list-style-type: none"> Identify key messages Have Comms Plan in place Deliver 	Review and deliver
Collection of Equality Data	Nick Stabler	Unknown	Review existing data Review collection of data	Implement recommendations

6. Review of implementation of the equality objectives and actions
<ul style="list-style-type: none"> Embed into Regulatory Services performance monitoring framework . Provide quarterly update to Head of Service

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known:

April 2024



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Review of corporate contact centre/Exchequer customer services to promote digital first.			
Equality analysis author		Fiona Ives			
Strategic Director:		Clive Palfreyman			
Department		Finance	Division		Customer & Exchequer
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.		Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> January Cabinet Equality Analysis January Overview and Scrutiny Committee 			
Indicative date of implementation of budget proposal if known		April 2024			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving

The budget proposal is a reduction of 2 FTE's within the call centre total savings of £80k. The reduction in staff will be achieved by linking a structure review with digital development. This savings is achievable and supports the Council's digital strategy to move towards more on line transactions while providing separate support for those digitally excluded. Customer and Exchequers Local Support team will provide the additional support required by our vulnerable customers who may struggle with on line documents/forms. Digital savings will be delivered through reduced demand from customers.

The reduction of 2 staff will be achieved by following the council's redundancy/redeployment policy via consultation process of all affected staff. As part of the process an EINA will be carried out.

EINA work to inform the Digital strategy will further inform the implementation of budget proposal 132.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	All Southwark residents
Key stakeholders were/are involved in this policy/decision/business plan	Voluntary sector

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Digital on line forms will align to the councils green policy and paperless strategy. Improved turnaround times for forms.</p> <p>Potential risk of increase use of Local Support. Vulnerable residents not digitally knowledgeable may need assistance however Local Support will advise.</p> <p>What equality monitoring information is collected by age on residents requiring local support with online forms ?</p>	<p>Local information e.g those in social housing and do not have access to internet etc. information existed in past Customer Access strategy work. Is there current information as part of current Digital strategy work ?</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Service used by all Southwark residents therefore affects all</p> <p>However, feedback and research suggests residents who do not access online resources and/or lack the knowledge or skills to do so for some older residents; important to incorporate that information here as part of this EINA to understand extent of local support which will be required. What feedback has been received from older people re: Council's Digital strategy work ?</p>	
Mitigating and/or improvement actions to be taken	
<p>Signpost vulnerable to Local Support and voluntary sector. Support from service points</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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Positive The ability to complete on line will eliminate the need for F2F contact or over the phone and therefore complete applications independently. Faster turnaround times. Negative. Extra support maybe required</p> <p>What information currently exists in the current Digital strategy work about the needs of disabled people and online access ?</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>Service used by all Southwark residents therefore affects all</p> <p>Important to know if any local monitoring information exists about disabled residents who have accessed local support and feedback from local disabled people.</p>	
Mitigating and/or improvement actions to be taken	
<p>Additional support provided by Local Support and Voluntary sector. Clear communication/advice on website and self-serve portal Support from service points</p>	

<p>Gender reassignment: - The process of transitioning from one gender to another.</p> <p>Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No recognised impacts on gender reassignment or identity	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based

Service used by all Southwark residents therefore affects all	
Mitigating and/or improvement actions to be taken	
N/A	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
No recognised impacts on marriage/civil partnerships	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Service used by all Southwark residents therefore affects all	
Mitigating or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

Digital on line forms post birth will provide flexibly for new mothers.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Service used by all Southwark residents therefore affects all	
Mitigating and/or improvement actions to be taken	
Clear communication/advice on website and self-service portal will be provided. Support from service points	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Faster turnaround times Forms may not be in first language</p> <p>This requires more information and analysis. Is there any local equality monitoring information users of the local support services by race and ethnic background ? What information currently exists in the Digital strategy work ? What feedback has there been from local people from Black, Asian and Multi-Ethnic backgrounds ?</p>	<p>Local information e.g those in social housing and do not have access to internet etc. information existed in past Customer Access strategy work. Is there current information as part of current Digital strategy work ?</p> <p>Local housing data indicates that the majority of those in local social housing are from Black, Asian and Multi-Ethnic backgrounds. Census 2021 data and JSNA annual report indicates that the majority of those in the most deprived areas in LBS are from Black, Asian and Multi-Ethnic backgrounds.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

Service used by all Southwark residents therefore affects all See above.	
Mitigating and/or improvement actions to be taken	
Full translation provided on all on-line forms and signposted to support including service points.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>It is not envisaged that religion and beliefs will impact ability to complete on line forms.</p> <p>Religion and Belief are integral to ethnicity for some groups, e.g Muslim and Hindu etc faiths. Churches also for many from Black African and Caribbean backgrounds who are Christians in LBS. Places of worship for these groups, for example, would enable communication/publicity and obtain feedback about the Council's Digital strategy work and local support available for those unable to access online methods.</p>	<p>As above.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>Service used by all Southwark residents therefore affects all</p> <p>See above.</p>	
Mitigating and/or improvement actions to be taken	
<p>Albeit no impact anticipated clear communication/advice on website and self-service portal will be provided.</p> <p>See above.</p>	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>It is not envisaged sex will have an impact on ability to complete on line forms.</p> <p>Do we have equality monitoring information and analysis by sex for those service users who have accessed local support ? Information re: sex by ethnicity; sex by age ?</p> <p>What information exists or informs current Digital strategy work ?</p>	As previously outlined above.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>Service used by all Southwark residents therefore affects all</p> <p>As above.</p>	
Mitigating and/or improvement actions to be taken	
<p>Albeit no impact anticipated clear communication/advice on website and self-service portal will be provided.</p> <p>Analysis by sex; sex by ethnicity; sex by age may indicate specific impacts.</p> <p>What information exists or informs current Digital strategy work ?</p>	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>It is not anticipated sexual orientation will have an impact on ability to complete on line forms</p>	

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Service used by all Southwark residents therefore affects all	
Mitigating and/or improvement actions to be taken	
Albeit no impact anticipated clear communication/advice on website and self-service portal will be provided.	

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
It is not anticipated there will be an impact on Human Rights act on ability to complete on line forms There could be some impacts for those unable to access digital technologies for some older people and those experiencing socio-economic disadvantage and for some in social housing. We need to be clear about our mitigating actions re: local support offer.
Information on which above analysis is based
Service used by all Southwark residents therefore affects all See comments outlined in previous sections.
Mitigating and/or improvement actions to be taken
Albeit no impact anticipated clear communication/advice on website and self-service portal will be provided.

See Above.

-	

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? No

What consultation has been undertaken to date re: Digital strategy work and analysis from this by equality groups ? It is important to include information from that work to inform this EINA.

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? No

As above and national and local research.

Have you identified any negative or positive impacts re: the promotion of good community relations ? No

As above and also see comments in the EINA re: vulnerable residents and those in social housing.

Are there any specific implications for groups experiencing socio-economic disadvantage ?
No

As above and also see comments in the EINA re: vulnerable residents and those in social housing.

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? No As above and also see comments in the EINA re: vulnerable residents and those in social housing.

Are there any specific implications for Borough Plan priorities or commitments ? No

“One of the most significant ways in which digital technologies impact social and economic inequalities is through the "digital divide," which refers to the unequal distribution of access to and use of digital technologies.”

We need to be clear about local implications and our mitigating actions re: local support. What feedback has been obtained through the Council's Digital Strategy work ?

EINA work to inform the Digital strategy will further inform the implementation of budget proposal 132.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Vulnerable unable to complete on line forms	Sign post to local support/ Voluntary sector and website	April 2024
2	Elderly unable to complete on line forms	Sign post to local support/ Voluntary sector and website	April 2024
3	Protected race unable to complete on line forms	Sign post to local support/ Voluntary sector and website. Provide translation on all online forms	April 2024
4			
5			

6			
7			

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		149-Merge of Corporate Call centre and Revenues and Benefits Call Centre			
Equality analysis author		Fiona Ives			
Strategic Director:		Clive Palfreyman			
Department		Finance	Division	Customer & Exchequer	
<p>Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.</p> <p>It can be further built upon and reviewed at implementation stage.</p>		<p>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</p> <ul style="list-style-type: none"> • Budget Challenge and date • December Equality Analysis • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 			
Indicative date of implementation of budget proposal if known		July 2024			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>Second tier Restructure planned for 23-24 would create efficiencies leading to reduction of circa 3-5 contact handling agents from 24-25. This will involve consolidation and multi-skilling of CSOs from different work streams iteratively. Budget savings of £220k.</p> <p>The savings will be achieved via a proposed restructure which will follow the council's redundancy/redeployment process providing full consultation to all affected staff. As part of the process and Equalities impact assessment will be carried out.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	All Southwark residents
Key stakeholders were/are involved in this policy/decision/business plan	Internal service areas

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

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. Please note that under the PSED due regard includes: Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	

Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
All Southwark Residents	
Mitigating and/or improvement actions to be taken	
N/A	

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
This will be a seamless process of merging two call centres ultimately resulting in synergies and savings there will be no effect of provision of service to any of our residents.
Information on which above analysis is based

All Southwark Residents
Mitigating and/or improvement actions to be taken
N/A

-

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified? No

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified? No

Have you identified any negative or positive impacts re: the promotion of good community relations ? No

Are there any specific implications for groups experiencing socio-economic disadvantage ? No

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ? No

Are there any specific implications for Borough Plan priorities or commitments ? No

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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

6. Review of implementation of the equality objectives and actions				

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known



Budget Equality Impact and Needs Analysis Full Template: 2023

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates	101:Review care for service users and carers to meet statutory requirements for their care and support needs.		
Equality analysis author	Karen Crane		
Strategic Director:	David Quirke- Thornton		
Department	Children and Adult's Services	Division	Adult Social Care
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.	Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 		

Indicative date of implementation of budget proposal if known		TBC			
Sign-off	Pauline O'Hare	Position	Director of Adult Social Care	Date	17/01/24

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>This proposal represents adult social care's response to economic pressures whilst maintaining favourable person centred outcomes. Adult social care provides care and support to vulnerable adults 18+ who are Southwark residents, and deemed eligible under the Care Act 2014.</p> <p>The item forming this budget challenge is the review of care, covering a range of services, of service users and carers to meet statutory requirements for their care and support needs.</p> <p>This will cover:-</p> <ol style="list-style-type: none"> 1. Review of all Packages of Care, both 6 weeks and annual with a focus on improving outcomes, and improved VFM, using universal services where possible 2. Utilise opportunities for use supported accommodation locally and the new Flexi care housing to help support those with care and support needs to return to Borough 3. Create further efficiencies from Reablement and the new Avon unit 4. Scrutinize Continuing Health Care, Section 117, and joint funding panel agreements with ICB <p>As part of this we will ensure service users have a current financial assessment and benefits are fully maximised for recipients.</p> <p>Predicted Saving: £2,000,000</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Southwark's Adult Social Care (ASC) division is comprised of specialist services working across a variety of settings, and is responsible for discharging Southwark Council's legal duties in regards to the provision of statutory assessments, reviews and services to meet the eligible needs in relation to the Care Act 2014 in respect adults and their carers who are residents of Southwark.</p> <p>Key users of this service fall into the category noted. The information was taken from the services as a snapshot 02/01/2024 and used as evidence in the categories below where we were providing support to 5139 people.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>The Senior Management Team has developed a savings plan that will meet the divisional savings target that are required within the portfolio.</p> <p>Local NHS stakeholders are a key party to these services and some equalities data is stored with them.</p> <p>Residents of the borough</p> <p>VCS</p> <p>Members</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.		Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)	
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on age due to the assessment requirement.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>		<p>These services (except NHS provision) are subject to fair access to care principles prescribed in law which means a financial assessment for contribution is delineated according to ability to pay.</p>	
Equality information on which above analysis is based		Socio-Economic data on which above analysis is based	
		Not captured from Mosaic Case Management System, or NHS systems	
Age bands	Service users	Proportion %	
18-64	2022	39%	
65-84	1988	39%	
85+	1129	22%	

Grand Total	5139	100%	
Mitigating and/or improvement actions to be taken			
None required			

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.

This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.

No potential impact anticipated for residents based on disability due to the assessment requirement.

All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.

Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

All adult groups affected equally regardless of disability. To be eligible for support all must have a care and support need in respect of the Care Act 2014. Eligibility may be as a result of frailty rather than disability.

Equality information on which above analysis is based -

Socio-economic data on which above analysis is based

Not captured from Mosaic Case Management System and NHS systems.

Disability	Service users	Proportion %
N	3429	67%
Y	1710	33%

Grand Total	5139	100%	
Mitigating and/or improvement actions to be taken			
None required			

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on gender assignment due to the assessment requirement.</p> <p>In adult services this year was the first year to collect data on gender reassignment.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
All data returned a nil for this characteristic.	
Mitigating and/or improvement actions to be taken	

None required	
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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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on marital status due to the assessment requirement.</p>		
Equality information on which above analysis is based		Socio-economic data on which above analysis is based
Marital status	Service users	Proportion %
Not Recorded	2332	45%
Single	1330	26%
Widowed	560	11%
Married	504	10%
Divorced	223	4.34%
Separated	90	1.75%
Too Young to Apply	46	0.90%
Cohabiting	40	0.78%
Civil Partnership	14	0.27%
Grand Total	5139	100%
Mitigating or improvement actions to be taken		
None required		

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on pregnancy and maternity due to the assessment requirement.</p> <p>Some adults within our services will require additional support from community health services should they become pregnant.</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
None captured for the data of this snapshot.	NA
Mitigating and/or improvement actions to be taken	
None required	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/

	needs/issues arising from socio-economic disadvantage (positive and negative)																								
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on ethnicity due to the assessment requirement.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>	<p>Any improvements in health and social care provision will have a positive impact upon the intersectionality of multiple disadvantage and protected characteristics.</p>																								
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None required																									

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on religion due to the assessment requirement.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>																																																																								
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Mitigating and/or improvement actions to be taken	
None required	

Sex - A man or a woman.			
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.		Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)	
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on sex assignment due to the assessment requirement.</p> <p>Normally there tends to be more females in receipt of care and support than males.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>			
Equality information on which above analysis is based		Socio-economic data on which above analysis is based	
Gender	Service users	Proportion %	Not captured from Mosaic Case Management System or NHS systems
Female	2905	57%	
Male	2232	43%	
Non-binary	1	0%	
Intersex	1	0%	
Grand Total	5139	100%	

Mitigating and/or improvement actions to be taken	
None required	

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; this also includes needs in relation to each part of the duty.		Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)	
<p>This plan will have no impact upon provision to those in need of care and support as it will be subject to a person centred needs based Care Act assessment with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipated for residents based on sexual orientation due to the assessment requirement.</p> <p>All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.</p>			
Equality information on which above analysis is based		Socio-economic data on which above analysis is based	
Sexual orientation	Service users	Proportion %	Not captured from Mosaic Case Management System or NHS systems
Not known	2563	50%	
Heterosexual / Straight	2135	42%	
Does not know or is unsure	268	5.2%	
Person asked but declined to respond	107	2.1%	
Prefer not to say	26	0.5%	
Gay or Lesbian	25	0.5%	
Other sexual orientation not listed	9	0.2%	
Bisexual	6	0.1%	
Grand Total	5139	100%	

Mitigating and/or improvement actions to be taken
None required

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 Adult social care practice follows the principles of human rights legislation and all 16 articles are key to the work of the department. Anti-discriminatory practice is fundamental to the ethical basis of care provision and critical to the protection of people's dignity.
Information on which above analysis is based Adult social care employ professionally qualified staff and this is a key fundamental for practitioners to gain and retain their registration is adherence to the principles of Human rights legislation. Both for those staff, and non-qualified staff, training courses are mandatory with the principles of Human Rights Legislation at its core – details of the department's learning and development plan is available.
Mitigating and/or improvement actions to be taken None

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

All assessments will take into account specific and diverse needs in accordance with the Care Act 2014 and our responsibilities under the Equality Act 2010.

Anti-discriminatory practice is fundamental to the ethical basis of care provision and critical to the protection of people's dignity.

Have any potential significant concerns amongst service users or the wider community been identified?

None identified

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

None identified

Have you identified any negative or positive impacts re: the promotion of good community relations ?

This analysis shows that this approach forms part of the initiative of 'right care at the right time'.

Are there any specific implications for groups experiencing socio-economic disadvantage?

None identified

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

None identified

Are there any specific implications for Borough Plan priorities or commitments ?

None identified

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Not enough data on socio economic position of adults with care and support	Not enough data on socio economic position of adults with care and support – the case management system has limits around this	A long term plan is needed
2			
3			
4			

5			
6			
7			

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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
NA				

6. Review of implementation of the equality objectives and actions

Ongoing through department returns to the department of health.

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Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known : not known



Budget Equality Analysis Full Template: 2023

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates	- Planned use of Better Care Fund (approved by Health and Wellbeing Board) against demand pressures and the increased acuity of hospital discharges.		
Equality analysis author	Karen Crane/Kathryn Simpson/Alex Irvine		
Strategic Director:	David Quirke- Thornton		
Department	Children and Adult's Services	Division	Adult Social Care
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.	Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none">• Budget Challenge and date• <u>December Equality Analysis</u>• January Cabinet Equality Analysis		

It can be further built upon and reviewed at implementation stage.		<ul style="list-style-type: none"> January Overview and Scrutiny Committee February Council Assembly 			
Indicative date of implementation of budget proposal if known		TBC			
Sign-off	Pauline O'Hare	Position	Director of Adult Social Care	Date	28/11/2023

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving	
<p>Central government funding to sustain Adult Social Care is passported to the service under the framework of Better Care Fund. This funding is often ring fenced for specific services, some of which are already delivered by the council allowing, current funding to be redistributed to statutory care provision.</p> <p>The intention is to review and redesign the use of these funds to further create a more streamlined service to resettle patients upon discharge back into the community safely.</p> <p>Predicted savings:- £ 1350,000</p>	

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Southwark's Adult Social Care (ASC) division is comprised of specialist services working across a variety of settings, and is responsible for discharging Southwark Council's legal duties in regards to the provision of statutory assessments, reviews and services to meet the eligible needs in relation to the Care Act 2014 in respect adults and their carers who are residents of Southwark.</p> <p>Key users of this service fall into the category noted. The information was taken from the services as a snapshot October 2023 and used as evidence in the categories below. Please note that this analysis has been completed based on NHS data.</p>

Key stakeholders were/are involved in this policy/decision/business plan	<p>The Senior Management Team has developed a savings plan that will meet the divisional savings target that are required within the portfolio.</p> <p>Local NHS stakeholders are a key party to these services and some equalities data is stored with them.</p> <p>Residents of the borough</p> <p>VCS</p> <p>Members</p>
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Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)										
This review and redesign will enhance the hospital discharge services ability to resettle patients back into the community safely. It supports patients 18+ regardless of age.											
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based										
<table border="1"> <thead> <tr> <th>Age band</th><th>Users</th></tr> </thead> <tbody> <tr> <td>18-64</td><td>39</td></tr> <tr> <td>65-84</td><td>102</td></tr> <tr> <td>85+</td><td>61</td></tr> <tr> <td>Grand Total</td><td>202</td></tr> </tbody> </table> <p>1st October 2023 to 31st October 2023</p>	Age band	Users	18-64	39	65-84	102	85+	61	Grand Total	202	Not captured NHS systems
Age band	Users										
18-64	39										
65-84	102										
85+	61										
Grand Total	202										
Mitigating and/or improvement actions to be taken											
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</p>											

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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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)								
<p>This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipate for residents with a disability based on the nature of the service.</p>									
Equality information on which above analysis is based	Socio-economic data on which above analysis is based								
<table border="1"> <thead> <tr> <th>Disability</th><th>Users</th></tr> </thead> <tbody> <tr> <td>N</td><td>165</td></tr> <tr> <td>Y</td><td>37</td></tr> <tr> <td>Grand Total</td><td>202</td></tr> </tbody> </table>	Disability	Users	N	165	Y	37	Grand Total	202	<p>Not captured NHS systems</p>
Disability	Users								
N	165								
Y	37								
Grand Total	202								
Mitigating and/or improvement actions to be taken									
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</p>									

Gender reassignment: - The process of transitioning from one gender to another.	
Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.</p> <p>No potential impact anticipate for residents based on gender identity due to the nature of the service.</p>	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Nil captured in this snapshot	Not captured NHS systems
Mitigating and/or improvement actions to be taken	
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</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 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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Not captured in this snapshot	Not captured NHS systems
Mitigating or improvement actions to be taken	
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Nil captured in this snap shot	Not captured NHS systems

Mitigating and/or improvement actions to be taken	
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</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																									
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																								
<p>The review and redesign will not impact on any specific racial or ethnic group. However in addressing health needs of the population those on low incomes or who have health needs related to their ethnicity will benefit from improvements in health and social care provision.</p>	<p>Any improvements in health and social care provision will have a positive impact upon the intersectionality of multiple disadvantage and protected characteristics.</p>																								
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																								
	Not captured NHS systems																								
<table> <tr> <th>Ethnicity</th><th>Users</th></tr> <tr> <td>African</td><td>19</td></tr> <tr> <td>Any other Asian background</td><td>2</td></tr> <tr> <td>Any other Black/ African/ Caribbean background</td><td>2</td></tr> <tr> <td>Any other ethnic group</td><td>5</td></tr> <tr> <td>Any other mixed/ multiple ethnic background</td><td>2</td></tr> <tr> <td>Any other White background</td><td>9</td></tr> <tr> <td>Bangladeshi</td><td>2</td></tr> <tr> <td>Caribbean</td><td>29</td></tr> <tr> <td>English / Welsh / Scottish / Northern Irish / British</td><td>93</td></tr> <tr> <td>Indian</td><td>1</td></tr> <tr> <td>Irish</td><td>8</td></tr> </table>	Ethnicity	Users	African	19	Any other Asian background	2	Any other Black/ African/ Caribbean background	2	Any other ethnic group	5	Any other mixed/ multiple ethnic background	2	Any other White background	9	Bangladeshi	2	Caribbean	29	English / Welsh / Scottish / Northern Irish / British	93	Indian	1	Irish	8	
Ethnicity	Users																								
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Bangladeshi	2																								
Caribbean	29																								
English / Welsh / Scottish / Northern Irish / British	93																								
Indian	1																								
Irish	8																								

Not Recorded	24	
Pakistani	2	
Undeclared / Not known	4	
Grand Total	202	
Mitigating and/or improvement actions to be taken		
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</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.		
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.		Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
The review and redesign will not impact on any specific racial, ethnic group or religious affiliation. However in addressing health needs of the population those on low incomes or who have health needs related to the above will benefit from improvements in health and social care provision.		
Equality information on which above analysis is based		Socio-economic data on which above analysis is based
		Not captured NHS systems
Religion	Users	
Baptist	1	
Christian	24	
Church of England	20	
Declined to say	3	
Greek Orthodox	2	
Hindu	1	

Jehovah's witness	1	
Muslim	8	
No Religion	15	
Not Recorded	85	
Not Stated	12	
Other Religion	3	
Pentecostal	3	
Protestant	1	
Rastafarian	1	
Roman Catholic	22	
Grand Total	202	
Mitigating and/or improvement actions to be taken		
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</p>		

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.</p> <p>Adult social care provides care and support irrespective of sex, and will make adjustments as required according to that identification.</p> <p>Normally there tends to be more females in receipt of care and support than males.</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

<table><tr><th>Gender</th><th>Users</th></tr><tr><td>Female</td><td>112</td></tr><tr><td>Intersex</td><td>1</td></tr><tr><td>Male</td><td>86</td></tr><tr><td>Unknown</td><td>3</td></tr><tr><td>Grand Total</td><td>202</td></tr></table>		Gender	Users	Female	112	Intersex	1	Male	86	Unknown	3	Grand Total	202	Not captured NHS systems
Gender	Users													
Female	112													
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Grand Total	202													
Mitigating and/or improvement actions to be taken														
<p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</p>														

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This review and redesign will have no impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.</p> <p>Adult social care have this year begun to keep records of this characteristic.</p>	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

<table> <tr> <th data-bbox="199 219 683 264">Sexual Orientations</th><th data-bbox="683 219 804 264">Users</th></tr> <tr> <td data-bbox="199 264 683 297">Blank</td><td data-bbox="683 264 804 297">95</td></tr> <tr> <td data-bbox="199 297 683 331">Does not know or is unsure</td><td data-bbox="683 297 804 331">1</td></tr> <tr> <td data-bbox="199 331 683 365">Gay or Lesbian</td><td data-bbox="683 331 804 365">2</td></tr> <tr> <td data-bbox="199 365 683 398">Heterosexual / Straight</td><td data-bbox="683 365 804 398">96</td></tr> <tr> <td data-bbox="199 398 683 432">Not known</td><td data-bbox="683 398 804 432">4</td></tr> <tr> <td data-bbox="199 432 683 465">Person asked but declined to respond</td><td data-bbox="683 432 804 465">4</td></tr> <tr> <td data-bbox="199 465 683 499">Grand Total</td><td data-bbox="683 465 804 499">202</td></tr> </table>	Sexual Orientations	Users	Blank	95	Does not know or is unsure	1	Gay or Lesbian	2	Heterosexual / Straight	96	Not known	4	Person asked but declined to respond	4	Grand Total	202	Not captured NHS systems
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<p>Mitigating and/or improvement actions to be taken</p> <p>Patients being discharged is a constant flow based on need at any one time on the ward.</p> <p>This is a national objective</p> <p>Joint commissioning of health and social care should reflect this characteristic.</p>																	

<p>Human Rights</p> <p>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</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p> <p>. Adult social care practice follows the principles of human rights legislation and all 16 articles are key to the work of the department.</p>
<p>Information on which above analysis is based</p> <p>Adult social care employ professionally qualified staff and this is a key fundamental for practitioners to gain and retain their registration is adherence to the principles of Human rights legislation.</p> <p>Both for those staff, and non-qualified staff training courses are mandatory with the principles of Human Rights Legislation at its core – details of the department’s learning and development plan is available.</p>

Mitigating and/or improvement actions to be taken
None

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified?

This analysis shows that this approach is proportionate to the economic pressure in adult social care.

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

None identified

Have you identified any negative or positive impacts re: the promotion of good community relations ?

This analysis shows that this approach is proportionate to the economic pressure in adult social care.

Are there any specific implications for groups experiencing socio-economic disadvantage?

None identified

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

None identified

Are there any specific implications for Borough Plan priorities or commitments ?

None identified

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Not enough data on socio economic position of adults with care and support on NHS system	To work to influence data capture in the NHS	A long term plan is needed – external system
2	Ensure data is captured on race ,ethnicity and religion to help inform understanding of diverse needs in the commissioning process.	To work to influence data capture in the NHS	A long term plan is needed – external system
3	On going monitoring for equality impact as part of overall EDI work in Adult Social Care.	As part of equality audit implementation work in the Council.	
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
NA				

6. Review of implementation of the equality objectives and actions

Ongoing through department returns to the Department of Health				

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known Not known



Budget Equality Impact and Needs Analysis Full Template: 2023

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates	Efficiencies through the maximisation of extra care, night time provision and step down accommodation.		
Equality analysis author	Karen Crane/Kathryn Simpson/Alex Irvine		
Strategic Director:	David Quirke- Thornton		
Department	Children and Adult's Services	Division	Adult Social Care
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.	Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 		

Indicative date of implementation of budget proposal if known		TBC			
Sign-off	Pauline O'Hare	Position	Director of Adult Social Care	Date	28/11/2023

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>This proposal represents adult social care's response to economic pressures whilst maintaining favourable person centred outcomes. Adult social care provides care and support to vulnerable adults 18+ who are Southwark residents, and deemed eligible under the Care Act 2014.</p> <p>It intends to reduce the use of residential care and supported accommodation, through maximising the use of the Flexi care housing model of care delivery and community services. It enables people needing care and support to remain living in the community with support to help independence and is considered to be a positive outcome.</p> <p>As part of this proposal there will be a review of the night owl nursing provision and consider if it can be amalgamated with other provision to reduce duplication and expenditure, alongside the use of step down accommodation. These last two services are used by people leaving the Boroughs hospitals.</p> <p>Predicted Saving: £1,000,000</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders

Key users of the department or service	<p>Southwark's Adult Social Care (ASC) division is comprised of specialist services working across a variety of settings, and is responsible for discharging Southwark Council's legal duties in regards to the provision of statutory assessments, reviews and services to meet the eligible needs in relation to the Care Act 2014 in respect adults and their carers who are residents of Southwark.</p> <p>Key users of this service fall into the category noted. The information was taken from the services as a snapshot 30/11/2023 and used as evidence in the categories below.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>The Senior Management Team has developed a savings plan that will meet the divisional savings target that are required within the portfolio.</p> <p>Local NHS stakeholders are a key party to these services and some equalities data is stored with them.</p> <p>Residents of the borough</p> <p>VCS</p> <p>Members</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation

2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>This review and redesign will enhance the availability of community living options, and measures such as night owl provision and step down accommodation upon discharge to gives the best possible chance of returning to independence at home and to avoid 24 hour care options.</p> <p>The focus for extra care is for those from 55 upwards, and from 40 with agreement. Whereas the night owl, and the step down facility can be any adult 18+ post hospital discharge.</p> <p>This approach is in line with right care at the right time initiatives.</p>	<p>All adult groups affected, with greatest impact on older adults for extra care as would be expected due to increased infirmity linked to the lifecycle.</p> <p>The step down facility supports younger adults have the greatest opportunity to have 24 hour rehabilitation.</p> <p>The night owl nursing is equal across the age groups.</p> <p>These services (except NHS provision) are subject to fair access to care principles prescribed in law</p>

						which means a financial assessment for contribution is delineated according to ability to pay.	
Equality information on which above analysis is based						Socio-Economic data on which above analysis is based	
						Not captured from Mosaic Case Management System, or NHS systems	
	Extra Care		Night Owl		Step down		
Age	Age Band	Users	Age band	Users	Age band		Users
	18-64	23	18-64	2	18-64		4
	65-84	62	65-84	1	65-84		2
	85+	23	85+	2	85+		1
	Grand Total	108	Grand Total	5	Grand Total		7
Mitigating and/or improvement actions to be taken							
None required as this breakdown for care and support is anticipated.							
Ensure that commissioning plans fully reflect this characteristic.							

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.

Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

This review and redesign will have a direct positive impact upon provision to those in need of care and support with reference to eligibility in the Care Act 2014.				All adult groups affected equally regardless of disability. To be eligible for support all must have a care and support need in respect of the Care Act 2014. Eligibility may be as a result of frailty rather than disability.	
Equality information on which above analysis is based -				Socio-economic data on which above analysis is based	
Extra/flexi care housing		Night Owl	Step down		Not captured from Mosaic Case Management System and NHS systems.
Users		Not recorded NHS	Disability Users		
N	79		N	6	
Y	29		Y	1	
Grand Total	108		Grand Total	7	
Mitigating and/or improvement actions to be taken					
This breakdown is as anticipated. Commissioning plans should reflect this characteristic.					

Gender reassignment: - The process of transitioning from one gender to another.	
Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
In adult services this year was the first year to collect data on gender reassignment- so the data is not a full year.	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
All data returned a nil for this characteristic.	
Mitigating and/or improvement actions to be taken	

NA	
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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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																																								
This plan has no positive or negative impacts on this protected characteristic. For a married person wanting extra care where appropriate it is accommodated.																																											
Equality information on which above analysis is based			Socio-economic data on which above analysis is based																																								
Extra/flexi Care		Night owl	Step down																																								
<table><tr><th>Marital Status</th><th>Users</th></tr><tr><td>Divorced</td><td>12</td></tr><tr><td>Married</td><td>10</td></tr><tr><td>Not Recorded</td><td>27</td></tr><tr><td>Separated</td><td>4</td></tr><tr><td>Single</td><td>37</td></tr><tr><td>Widowed</td><td>18</td></tr><tr><td>Grand Total</td><td>108</td></tr></table>	Marital Status	Users	Divorced	12	Married	10	Not Recorded	27	Separated	4	Single	37	Widowed	18	Grand Total	108	<table><tr><th>Marital Status</th><th>Users</th></tr><tr><td>Married</td><td>1</td></tr><tr><td>Separated</td><td>2</td></tr><tr><td>Single</td><td>1</td></tr><tr><td>Widowed</td><td>1</td></tr><tr><td>Grand Total</td><td>5</td></tr></table>	Marital Status	Users	Married	1	Separated	2	Single	1	Widowed	1	Grand Total	5	<table><tr><th>Marital Status</th><th>Users</th></tr><tr><td>Divorced</td><td>1</td></tr><tr><td>Not Recorded</td><td>1</td></tr><tr><td>Single</td><td>4</td></tr><tr><td>Widowed</td><td>1</td></tr><tr><td>Grand Total</td><td>7</td></tr></table>	Marital Status	Users	Divorced	1	Not Recorded	1	Single	4	Widowed	1	Grand Total	7	Not captured from Mosaic Case Management System or NHS system
Marital Status	Users																																										
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Grand Total	5																																										
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Single	4																																										
Widowed	1																																										
Grand Total	7																																										
Mitigating or improvement actions to be taken																																											

These results are anticipated. It is likely that where the characteristic was not recorded that there was some difficulty in identifying the nature of a relationship. Commissioning plans should reflect this characteristic.	
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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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This review and redesign will not have an impact on those adults in need of care and support who are pregnant. Some adults within our services will require additional support from community health services should they become pregnant.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
None captured for the data of this snapshot.	NA
Mitigating and/or improvement actions to be taken	
NA	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts / needs/issues arising from socio-

		economic disadvantage (positive and negative)																									
<p>The review and redesign will not impact on any specific racial or ethnic group. However in addressing health needs of the population those on low incomes or who have health needs related to their ethnicity will benefit from improvements in health and social care provision.</p>		<p>. Any improvements in health and social care provision will have a positive impact upon the intersectionality of multiple disadvantage and protected characteristics.</p>																									
Equality information on which above analysis is based		Socio-economic data on which above analysis is based																									
Extra/Flexi care housing		Not captured from Mosaic Case Management System or NHS system																									
<table><tr><th>Users</th></tr><tr><td>African</td><td>24</td></tr><tr><td>Any other Asian background</td><td>1</td></tr><tr><td>Any other Black/ African/ Caribbean background</td><td>7</td></tr><tr><td>Any other ethnic group</td><td>1</td></tr><tr><td>Any other mixed/ multiple ethnic background</td><td>2</td></tr><tr><td>Any other White background</td><td>10</td></tr><tr><td>Caribbean</td><td>18</td></tr><tr><td>Chinese</td><td>1</td></tr><tr><td>English / Welsh / Scottish / Northern Irish / British</td><td>36</td></tr><tr><td>Irish</td><td>7</td></tr><tr><td>White and Black African</td><td>1</td></tr><tr><td>Grand Total</td><td>108</td></tr></table>			Users	African	24	Any other Asian background	1	Any other Black/ African/ Caribbean background	7	Any other ethnic group	1	Any other mixed/ multiple ethnic background	2	Any other White background	10	Caribbean	18	Chinese	1	English / Welsh / Scottish / Northern Irish / British	36	Irish	7	White and Black African	1	Grand Total	108
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Night Owl																											
Step down																											
<table><tr><th>Ethnicity</th><th>Users</th></tr><tr><td>African</td><td>2</td></tr><tr><td>Caribbean</td><td>1</td></tr><tr><td>English / Welsh / Scottish / Northern Irish / British</td><td>2</td></tr><tr><td>Grand Total</td><td>5</td></tr></table>	Ethnicity	Users	African	2	Caribbean	1	English / Welsh / Scottish / Northern Irish / British	2	Grand Total	5	<table><tr><th>Ethnicity</th><th>Users</th></tr><tr><td>African</td><td>2</td></tr><tr><td>Any other White background</td><td>1</td></tr><tr><td>Caribbean</td><td>2</td></tr><tr><td>English / Welsh / Scottish / Northern Irish / British</td><td>1</td></tr><tr><td>Irish</td><td>1</td></tr><tr><td>Grand Total</td><td>7</td></tr></table>	Ethnicity	Users	African	2	Any other White background	1	Caribbean	2	English / Welsh / Scottish / Northern Irish / British	1	Irish	1	Grand Total	7		
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Irish	1																										
Grand Total	7																										
Mitigating and/or improvement actions to be taken																											

<p>The breakdown of support seems to almost match the census data for the Borough and is what would be expected.</p> <p>Important to also analyse age by race/ethnic background for Adult Care Users. 18-65 population: 54% are from White backgrounds and 46% are from Black, Asian and Multi-Ethnic backgrounds.</p> <p>66+ borough population is made up of 66% from White backgrounds and 35% from Black, Asian and multi-ethnic backgrounds.</p> <p>For example, 55 (51%) of the users of the Extra/Flexi Care Housing are from Black, Asian and Multi-Ethnic backgrounds while 53 (49%) are from White backgrounds.</p> <p>Hence important to ensure that commissioning plans reflect the diverse needs of the local population.</p>	
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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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																												
<p>Adult social care provides care and support irrespective of religious belief, and will make adjustments when religion is declared.</p>																													
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																												
<p>Extra/flexi Care Housing</p> <table border="1"> <thead> <tr> <th colspan="2">Users</th></tr> </thead> <tbody> <tr><td>Baptist</td><td>3</td></tr> <tr><td>Buddhist</td><td>1</td></tr> <tr><td>Christian</td><td>22</td></tr> <tr><td>Church of England</td><td>11</td></tr> <tr><td>Greek Orthodox</td><td>1</td></tr> <tr><td>Jehovah's witness</td><td>1</td></tr> <tr><td>Methodist</td><td>2</td></tr> <tr><td>Muslim</td><td>3</td></tr> <tr><td>No Religion</td><td>15</td></tr> <tr><td>Not Recorded</td><td>9</td></tr> <tr><td>Not Stated</td><td>11</td></tr> <tr><td>Other Religion</td><td>2</td></tr> <tr><td>Pentecostal</td><td>1</td></tr> </tbody> </table>	Users		Baptist	3	Buddhist	1	Christian	22	Church of England	11	Greek Orthodox	1	Jehovah's witness	1	Methodist	2	Muslim	3	No Religion	15	Not Recorded	9	Not Stated	11	Other Religion	2	Pentecostal	1	<p>Not captured from Mosaic Case Management System or NHS systems</p>
Users																													
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Pentecostal	1																												

Roman Catholic25		
Seventh Day Adventist1		
Grand Total108		
Night OwlStep down		
ReligionUsers		ReligionUsers
Christian4		Baptist1
Roman Catholic1		Christian2
Grand Total5		Muslim1
		Not Recorded2
		Roman Catholic1
		Grand Total7
Mitigating and/or improvement actions to be taken		
Ensure that commissioning plans reflect the diverse needs of the local population.		

Sex - A man or a woman.									
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)								
<p>Adult social care provides care and support irrespective of sex, and will make adjustments as required according to that identification.</p> <p>Normally there tends to be more females in receipt of care and support than males.</p>									
Equality information on which above analysis is based	Socio-economic data on which above analysis is based								
<p>Extra/flexi Care Housing</p> <table> <tr> <th></th><th>Users</th></tr> <tr> <td>Female</td><td>48</td></tr> <tr> <td>Male</td><td>60</td></tr> <tr> <td>Grand Total</td><td>108</td></tr> </table>		Users	Female	48	Male	60	Grand Total	108	Not captured from Mosaic Case Management System or NHS systems
	Users								
Female	48								
Male	60								
Grand Total	108								
Night owl	Step down								
<table> <tr> <th>Gender</th><th>Users</th></tr> </table>	Gender	Users	<table> <tr> <th>Gender</th><th>Users</th></tr> </table>	Gender	Users				
Gender	Users								
Gender	Users								

Female	5	Female	4	
Grand Total	5	Male	3	
		Grand Total	7	
Mitigating and/or improvement actions to be taken				
Ensure that commissioning plans reflect this split.				

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; this also includes needs in relation to each part of the duty.		Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																			
Adult social care have this year begun to keep records of this characteristic.																					
Equality information on which above analysis is based		Socio-economic data on which above analysis is based																			
<table><tr><td colspan="2">Extra/flexi Care Housing</td></tr><tr><td></td><td>Users</td></tr><tr><td>Gay or Lesbian</td><td>1</td></tr><tr><td>Heterosexual / Straight</td><td>63</td></tr><tr><td>Not known</td><td>41</td></tr><tr><td>Other sexual orientation not listed</td><td>1</td></tr><tr><td>Person asked but declined to respond</td><td>2</td></tr><tr><td>Grand Total</td><td>108</td></tr></table>		Extra/flexi Care Housing			Users	Gay or Lesbian	1	Heterosexual / Straight	63	Not known	41	Other sexual orientation not listed	1	Person asked but declined to respond	2	Grand Total	108	Not captured from Mosaic Case Management System or NHS systems			
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Night owl		Step down																			
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Mitigating and/or improvement actions to be taken																					
Ensure that commissioning plans reflect this characterisitic.																					

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
Adult social care practice follows the principles of human rights legislation and all 16 articles are key to the work of the department.
Information on which above analysis is based
Adult social care employ professionally qualified staff and this is a key fundamental for practitioners to gain and retain their registration is adherence to the principles of Human rights legislation. Both for those staff, and non-qualified staff training courses are mandatory with the principles of Human Rights Legislation at its core – details of the department's learning and development plan is available.
Mitigating and/or improvement actions to be taken
None

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified?

This analysis shows that this approach forms part of the initiative of 'right care at the right time'.

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

None identified

Have you identified any negative or positive impacts re: the promotion of good community relations ?

This analysis shows that this approach forms part of the initiative of 'right care at the right time'.

Are there any specific implications for groups experiencing socio-economic disadvantage?

None identified

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

None identified

Are there any specific implications for Borough Plan priorities or commitments ?

None identified**Section 5: Further equality actions and objectives****5. Further actions**

Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.

Number	Description of issue	Action	Timeframe
1	Not enough data on socio economic position of adults with care and support	Not enough data on socio economic position of adults with care and support – the case management system has limits around this	A long term plan is needed
2	Ensure diverse needs of the local population and service users are incorporated in commissioning plans.		
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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.

	Lead officer		Targets
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Objective and measure		Current performance (baseline)	Year 1	Year 2
NA				

6. Review of implementation of the equality objectives and actions

Ongoing through department returns to the department of health.

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Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known : not known



Budget Equality Analysis Full Template: 2023

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates	- Telecare transformation		
Equality analysis author	Karen Crane/Kathryn Simpson/Alex Irvine		
Strategic Director:	David Quirke- Thornton		
Department	Children and Adult's Services	Division	Adult Social Care
<p>Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages.</p> <p>It can be further built upon and reviewed at implementation stage.</p>	<p>Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing:</p> <ul style="list-style-type: none"> • Budget Challenge and date • <u>December Equality Analysis</u> • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 		

Indicative date of implementation of budget proposal if known		TBC			
Sign-off	Pauline O'Hare	Position	Director of Adult Social Care	Date	28/11/2023

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving
<p>The Southwark Monitoring and Alarm Response Team (SMART) provides a 24/7 emergency home alarm service to vulnerable Southwark residents living in the community. SMART monitors pendant alarms, as well as Telecare sensors that link into the pendant alarm.</p> <p>Due to the imminent switchover from analogue to digital phone lines, SMART and Telecare services are currently being reviewed. Given the current ways of working are being reviewed there is an opportunity to review how the service is delivered and savings achieved. The aim of the service is to support the national programme of switching from analogue to digital telecommunications ready for 2025.</p> <p>Predicted efficiency and improved use of resources of £500,000 over 2 years for Adult Social Care will be achieved through cross organisational working to review current income generation.</p>

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Southwark's Adult Social Care (ASC) division is comprised of specialist services working across a variety of settings, and is responsible for discharging Southwark Council's legal duties in regards to the provision of statutory assessments, reviews and services to meet the eligible needs in relation to the Care Act 2014 in respect adults and their carers who are residents of Southwark.</p> <p>Key users of this service fall into the category noted. The information was taken from the services as a snapshot 30/11/2023 and used as evidence in the categories below.</p>

<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>The Senior Management Team has developed a savings plan that will meet the divisional savings target that are required within the portfolio.</p> <p>The SMART team is based within Exchequer Services, with close cooperation of adult social care for those alarms in the homes of the most vulnerable adults 18+.</p> <p>National telecommunications suppliers who operate the digital programmes.</p> <p>Local NHS stakeholders are a key party to these services and some equalities data is stored with them.</p> <p>Residents of the borough</p> <p>VCS</p> <p>Members</p>
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Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)												
<p>This review will enable more streamlined cost effective provision of the service.</p> <p>No potential impact is expected for older population, as you can see they are the main users of the service.</p>													
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based												
<ul style="list-style-type: none"> • Age <table> <tr> <th>Age band</th><th>Users</th></tr> <tr> <td>18-64</td><td>457</td></tr> <tr> <td>65-84</td><td>1116</td></tr> <tr> <td>85+</td><td>702</td></tr> <tr> <td>Age Missing</td><td>2</td></tr> <tr> <td>Grand Total</td><td>2277</td></tr> </table>	Age band	Users	18-64	457	65-84	1116	85+	702	Age Missing	2	Grand Total	2277	Not captured on Mosaic Case Management system.
Age band	Users												
18-64	457												
65-84	1116												
85+	702												
Age Missing	2												
Grand Total	2277												
Mitigating and/or improvement actions to be taken													
This age characteristic should be reflected in commissioning plans.													

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.

Please note that under the PSED due regard includes: Giving due consideration in all relevant areas to “the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.” This also includes the need to understand and focus on different needs/impacts arising from different disabilities.									
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)								
This review will enable more streamlined cost effective provision of the service. No potential impact anticipated for residents with a disability based on the nature of the service.									
Equality information on which above analysis is based	Socio-economic data on which above analysis is based Not captured on Mosaic Case management								
<ul style="list-style-type: none"> Disability <table> <thead> <tr> <th>Disability</th><th>Users</th></tr> </thead> <tbody> <tr> <td>N</td><td>1654</td></tr> <tr> <td>Y</td><td>623</td></tr> <tr> <td>Grand Total</td><td>2277</td></tr> </tbody> </table>	Disability	Users	N	1654	Y	623	Grand Total	2277	
Disability	Users								
N	1654								
Y	623								
Grand Total	2277								
Mitigating and/or improvement actions to be taken									
The disability demographic should be captured in commissioning plans.									

Gender reassignment: - The process of transitioning from one gender to another.	
Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
No potential impact anticipate for residents with gender reassignment based on the nature of the service.	

Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Nil return captured	Not captured on Mosaic Case management
Mitigating and/or improvement actions to be taken	
Data should be monitored to ensure that this characteristic is reflected.	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																				
<p>This review will enable more streamlined cost effective provision of the service.</p> <p>No potential impact anticipate for residents based on marriage and civil with a disability based on the nature of the service.</p>																					
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																				
<ul style="list-style-type: none"> Marital status <table> <thead> <tr> <th>Marital Status</th><th>Users</th></tr> </thead> <tbody> <tr> <td>Civil Partnership</td><td>6</td></tr> <tr> <td>Cohabiting</td><td>12</td></tr> <tr> <td>Divorced</td><td>107</td></tr> <tr> <td>Married</td><td>234</td></tr> <tr> <td>Not Recorded</td><td>1195</td></tr> <tr> <td>Separated</td><td>39</td></tr> <tr> <td>Single</td><td>374</td></tr> <tr> <td>Too Young to Apply</td><td>1</td></tr> <tr> <td>Widowed</td><td>309</td></tr> </tbody> </table>	Marital Status	Users	Civil Partnership	6	Cohabiting	12	Divorced	107	Married	234	Not Recorded	1195	Separated	39	Single	374	Too Young to Apply	1	Widowed	309	Not captured on Mosaic Case management
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Separated	39																				
Single	374																				
Too Young to Apply	1																				
Widowed	309																				

Grand Total	2277	
Mitigating or improvement actions to be taken		
To be reflected in commissioning plans		

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
It is rare for those who are pregnant to become service users of adult social care. This can happen for short term services.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
No data captured in the timeframe	
Mitigating and/or improvement actions to be taken	
Data should be monitored by commissioning for this demographic.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)																																										
<p>No specific impact anticipated for residents based on ethnicity due to the broad nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population</p>	<p>Any improvements in health and social care provision will have a positive impact upon the intersectionality of multiple disadvantage and protected characteristics.</p>																																										
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																																										
<p>• Ethnicity</p> <table> <thead> <tr> <th data-bbox="205 790 831 824">Ethnicity</th><th data-bbox="831 790 987 824">Users</th></tr> </thead> <tbody> <tr><td>African</td><td>336</td></tr> <tr><td>Any other Asian background</td><td>22</td></tr> <tr><td>Any other Black/ African/ Caribbean background</td><td>105</td></tr> <tr><td>Any other ethnic group</td><td>64</td></tr> <tr><td>Any other mixed/ multiple ethnic background</td><td>11</td></tr> <tr><td>Any other White background</td><td>96</td></tr> <tr><td>Bangladeshi</td><td>14</td></tr> <tr><td>Caribbean</td><td>333</td></tr> <tr><td>Chinese</td><td>7</td></tr> <tr><td>English / Welsh / Scottish / Northern Irish / British</td><td>863</td></tr> <tr><td>Indian</td><td>19</td></tr> <tr><td>Irish</td><td>96</td></tr> <tr><td>Not Recorded</td><td>206</td></tr> <tr><td>Pakistani</td><td>3</td></tr> <tr><td>Refused</td><td>2</td></tr> <tr><td>Undeclared / Not known</td><td>81</td></tr> <tr><td>White and Asian</td><td>4</td></tr> <tr><td>White and Black African</td><td>6</td></tr> <tr><td>White and Black Caribbean</td><td>9</td></tr> <tr> <td>Grand Total</td><td>2277</td></tr> </tbody> </table>	Ethnicity	Users	African	336	Any other Asian background	22	Any other Black/ African/ Caribbean background	105	Any other ethnic group	64	Any other mixed/ multiple ethnic background	11	Any other White background	96	Bangladeshi	14	Caribbean	333	Chinese	7	English / Welsh / Scottish / Northern Irish / British	863	Indian	19	Irish	96	Not Recorded	206	Pakistani	3	Refused	2	Undeclared / Not known	81	White and Asian	4	White and Black African	6	White and Black Caribbean	9	Grand Total	2277	<p>Not captured from Mosaic Case Management System</p>
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Mitigating and/or improvement actions to be taken																																											
<p>42% of the users are from White backgrounds and 58% are from Black, Asian and Multi Ethnic backgrounds, which demonstrates a larger percentage of users from diverse backgrounds than the borough population figures and age by ethnic background 18-65 and 66+population figures.</p>																																											

Ensure that commissioning plans reflect the diverse needs of the local population.	
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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.																																							
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<p>Adult social care provides care and support irrespective of religious belief, and will make adjustments when religion is declared.</p> <p>No potential impact anticipated for residents based on religion and belief based on the nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population.</p>																																							
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																																						
<ul style="list-style-type: none"> Religion <table> <thead> <tr> <th>Religion</th><th>Users</th></tr> </thead> <tbody> <tr><td>Baptist</td><td>22</td></tr> <tr><td>Buddhist</td><td>5</td></tr> <tr><td>Christian</td><td>388</td></tr> <tr><td>Church of England</td><td>249</td></tr> <tr><td>Declined to say</td><td>15</td></tr> <tr><td>Greek Orthodox</td><td>14</td></tr> <tr><td>Hindu</td><td>13</td></tr> <tr><td>Jehovah's witness</td><td>20</td></tr> <tr><td>Jewish</td><td>3</td></tr> <tr><td>Methodist</td><td>15</td></tr> <tr><td>Muslim</td><td>83</td></tr> <tr><td>No Religion</td><td>126</td></tr> <tr><td>Not Recorded</td><td>835</td></tr> <tr><td>Not Stated</td><td>243</td></tr> <tr><td>Other Religion</td><td>22</td></tr> <tr><td>Pentecostal</td><td>32</td></tr> <tr><td>Protestant</td><td>6</td></tr> <tr><td>Roman Catholic</td><td>179</td></tr> </tbody> </table>	Religion	Users	Baptist	22	Buddhist	5	Christian	388	Church of England	249	Declined to say	15	Greek Orthodox	14	Hindu	13	Jehovah's witness	20	Jewish	3	Methodist	15	Muslim	83	No Religion	126	Not Recorded	835	Not Stated	243	Other Religion	22	Pentecostal	32	Protestant	6	Roman Catholic	179	<p>Not captured from Mosaic Case Management System</p>
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Seventh Day Adventist	6	
Sikh	1	
Grand Total	2277	
Mitigating and/or improvement actions to be taken		
Ensure that commissioning/transformation plans reflect the needs of the local population.		

Sex - A man or a woman.													
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)												
<p>Adult social care provides care and support irrespective of sex, and will make adjustments as required according to that identification.</p> <p>Normally there tends to be more females in receipt of care and support than males.</p> <p>No potential impact anticipate for residents based on sex due to the nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population.</p>													
Equality information on which above analysis is based	Socio-economic data on which above analysis is based												
<ul style="list-style-type: none"> Gender/Sex <table> <tr> <th>Gender</th><th>Users</th></tr> <tr> <td>Female</td><td>1509</td></tr> <tr> <td>Intersex</td><td>1</td></tr> <tr> <td>Male</td><td>754</td></tr> <tr> <td>Unknown</td><td>13</td></tr> <tr> <td>Grand Total</td><td>2277</td></tr> </table>	Gender	Users	Female	1509	Intersex	1	Male	754	Unknown	13	Grand Total	2277	Not captured from Mosaic Case Management System
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Mitigating and/or improvement actions to be taken	
Ensure that commissioning/transformation plans reflect the needs of the local population.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)																								
<p>Adult social care have this year begun to keep records of this characteristic.</p> <p>No potential impact anticipate for residents due to sexual orientation based on the nature of the service.</p> <p>Ensure that commissioning plans reflect the diverse needs of the local population</p>																									
Equality information on which above analysis is based	Socio-economic data on which above analysis is based																								
<ul style="list-style-type: none"> Sexual orientation <table> <tr> <th>Sexual Orientations</th><th>Users</th></tr> <tr> <td>Bisexual</td><td>3</td></tr> <tr> <td>Blank</td><td>1242</td></tr> <tr> <td>Does not know or is unsure</td><td>15</td></tr> <tr> <td>Gay / Lesbian</td><td>5</td></tr> <tr> <td>Gay or Lesbian</td><td>6</td></tr> <tr> <td>Heterosexual / Straight</td><td>881</td></tr> <tr> <td>Not known</td><td>67</td></tr> <tr> <td>Other sexual orientation not listed</td><td>3</td></tr> <tr> <td>Person asked but declined to respond</td><td>40</td></tr> <tr> <td>Prefer not to say</td><td>15</td></tr> <tr> <td>Grand Total</td><td>2277</td></tr> </table>	Sexual Orientations	Users	Bisexual	3	Blank	1242	Does not know or is unsure	15	Gay / Lesbian	5	Gay or Lesbian	6	Heterosexual / Straight	881	Not known	67	Other sexual orientation not listed	3	Person asked but declined to respond	40	Prefer not to say	15	Grand Total	2277	Not captured from Mosaic Case Management System
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Mitigating and/or improvement actions to be taken
Ensure that commissioning/transformation plans reflect this characteristic.

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 Adult social care practice follows the principles of human rights legislation and all 16 articles are key to the work of the department. .
Information on which above analysis is based Adult social care employ professionally qualified staff and this is a key fundamental for practitioners to gain and retain their registration is adherence to the principles of Human rights legislation. Both for those staff, and non-qualified staff training courses are mandatory with the principles of Human Rights Legislation at its core – details of the department's learning and development plan is available.
Mitigating and/or improvement actions to be taken None

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Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified?

This analysis shows that no-one will suffer the loss of a service in the transformation.

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

None identified

Have you identified any negative or positive impacts re: the promotion of good community relations ?

This analysis shows that no-one will suffer the loss of a service in the transformation.

Are there any specific implications for groups experiencing socio-economic disadvantage ?

None identified

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics ?

None identified

Are there any specific implications for Borough Plan priorities or commitments ?

None identified

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Not enough data on socio economic position of adults with care and support	Not enough data on socio economic position of adults with care and support – the case management system has limits around this	A long term plan is needed and for external suppliers.

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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
NA				

6. Review of implementation of the equality objectives and actions – returns submitted quarterly to the Department of Health

Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known not known



Equality Impact and Needs Analysis Guidance and Template : 2021

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/departamental/service business plans. These will be placed on the website for public view under the council's Publications Scheme. All Cabinet reports will also publish related

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 implications arising from socio-economic disadvantage, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Budget challenge – 114: Efficiencies in provision of Sexual Health services
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Equality analysis author		Arrthi Pangayatselvan Consultant in Public Health			
Strategic Director:		David Quirke-Thornton			
Department		Children and Adults	Division		Public Health
Period analysis undertaken		December 2023			
Date of review (if applicable)					
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

114: Efficiencies in delivery of sexual health service provision

The current community contraceptive offer is being reviewed with a view to optimise the offer across the borough to better serve the contraceptive needs of Southwark's population. This includes:

- reviewing and updating the specification as part of the re-commissioning of pharmacy contraceptive services
- reviewing and updating GP LARC (Long-acting reversible contraception) service arrangements to optimise and increase service provision.

Good sexual and reproductive health is unequally distributed across the population. From 2020-22, over half of the individuals who accessed Emergency Hormonal Contraception (EHC) in Southwark had used EHC on a previous occasion within the last year¹, which is an indicator of unmet reproductive health need.

SRH (Sexual and reproductive health) pharmacy services can offer a comprehensive service, utilising EHC appointments as an opportunity to engage residents with the wider reproductive healthcare available to them. The re-commissioning of contraceptive services aims to strengthen our contraceptive offer in Southwark and increase the accessibility of the services.

This proposal therefore is not expected to have a negative impact and is expected to have a positive impact on our communities to support them to have better access to contraception locally.

¹ Southwark Community Pharmacy Sexual and Reproductive Health Services. Southwark Council: London. 2023.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Residents of London Borough of Southwark with reproductive health needs relating to contraception (including EHC)
Key stakeholders were/are involved in this policy/decision/business plan	Southwark Council Public Health team; Public Health commissioners across LSL; Southeast London ICB; the Primary Care Network (PCN); pharmacies in Southwark (including the Local Pharmaceutical Committee (LPC); GP Federations (IHL and QHS); GP Practice leads and LARC fitters / providers .

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under-represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)

<p>This is likely to have an overall positive impact on those of reproductive age. Increasing the number of pharmacies and GPs offering provision will expand access to a larger number of residents, meeting unmet need.</p>	<p>In particular, those in the most deprived areas of the borough are likely to be positively impacted. Priority will be given in the commissioning process to pharmacies located in areas of higher deprivation, thus increasing accessibility and availability.</p> <p>Improving accessibility for LARC via GPs is expected to have a positive impact through increasing accessibility to contraceptive services locally.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-Economic data on which above analysis is based</p>
<p>Data from the existing pharmacy service² indicates that the 20-24 age group constitutes the highest number of service users accessing EHC.</p>	<p>High-level postcode data from the pharmacy SRH service indicates that 75% of all appointments delivered were to those living in SE5, SE15, SE16 and SE17 postcodes³. These postcodes map onto the areas of highest deprivation in Southwark, as per the 2019 indices of deprivation data⁴.</p>
<p>Mitigating and/or improvement actions to be taken</p>	
<p>No actions identified which relate to this protected characteristic.</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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p>
<p>There is no data to suggest that this protected group will be negatively impacted by this decision. Increasing</p>	<p>Increased availability and accessibility of the service will increase opportunities to access the SRH service free of</p>

² Southwark Community Pharmacy Sexual and Reproductive Health Services. Southwark Council: London. 2023.

³ Southwark Community Pharmacy Sexual and Reproductive Health Services. Southwark Council: London. 2023.

⁴ Indices of Deprivation 2019 JSNA Factsheet. Southwark Council: London. 2019.

the availability and accessibility of the service across Southwark is likely to have a positive impact on disabled residents, reducing travel distance.	charge to residents. This may have a positive socioeconomic impact on disabled residents.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
While disability should not be treated as a homogenous category, national-level data suggest that people with disabilities travel less frequently and shorter distances than able-bodied people ⁵ . London-level data also demonstrate an inverse relationship between travel distance and sexual health service use ⁶ .	The 2021 Census ⁷ found that 3.9% of Southwark residents are economically inactive due to long-term sickness or disability. Increasing the availability of these services is likely to have a positive impact on disabled residents, particularly those who are economically inactive.
Mitigating and/or improvement actions to be taken	
Mitigating and/or improvement actions to be taken	
It will be a requirement of any provider that physical consultation spaces are accessible, with requirements laid out in the service specification. For example, pharmacies must be wheelchair accessible, and pharmacies must follow the Accessible Information Standard ⁸ (as defined by the General Pharmaceutical Council). As a healthcare provider, GPs must make reasonable adjustments for people with disabilities, with guidance on this provided by the Care Quality Commission (CQC) and Healthwatch England.	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There is no data to suggest that this protected group is will be negatively impacted by this proposal.	

⁵ Disabled people's travel behaviour and attitudes to travel. Department for Transport: London. 2017.

⁶ City and Hackney Sexual Health Needs Assessment 2023. City of London and Hackney Councils: London. 2023.

⁷ Census of England and Wales 2021. The Office for National Statistics: London. 2022.

⁸ Standards for Registered Pharmacies. General Pharmaceutical Council: London. 2018.

Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	
Mitigating and/or improvement actions to be taken	
Training delivered to pharmacists will include guidance on gender-inclusive service provision, as per national recommendations ⁹ endorsed by the Faculty of Sexual and Reproductive Health.	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There is no data to suggest that this protected group will be negatively impacted by this proposal.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	
Mitigating or improvement actions to be taken	
No actions identified which relate to this protected characteristic.	

⁹ Women's Lives, Women's Rights: Strengthening Access to Contraception Beyond the Pandemic. All Party Parliamentary Group on Sexual and Reproductive Health in the UK: London. 2020.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This proposal may have a positive impact on those in the postpartum stage.	There is no data to suggest any socioeconomic impacts in relation to this protected group.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Shorter intervals between pregnancies increase the risk of low birth weight and preterm birth ¹⁰ , meaning increasing the availability of contraceptive services postpartum may lead to fewer short inter-pregnancy intervals thus reducing negative maternal health impacts.	N/A
Mitigating and/or improvement actions to be taken	
No actions identified which relate to this protected characteristic.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This decision may have a positive impact upon service users of Black ethnic backgrounds in particular.	Increased availability and accessibility of the service will increase opportunities to access contraceptive services free of charge to residents. This may have a positive socioeconomic impact on residents of Black ethnic backgrounds in particular.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

¹⁰ Health matters: reproductive health and pregnancy planning. Public Health England: London. 2018.

Black women in Southwark experience some of the poorest sexual and reproductive health outcomes in the borough, including higher rates of abortion and overrepresentation among EHC service users ¹¹ , indicating unmet contraceptive need. The new service will increase the accessibility and availability of SRH pharmacy services within the borough, which will likely particularly positively impact on Black residents by responding to this need.	The Southwark 2019 Health Inequalities ¹² report identified that the most deprived areas have the highest populations of residents from Black ethnic backgrounds.
Mitigating and/or improvement actions to be taken	
Training delivered to pharmacists will include guidance on anti-racist practices within service provision, as per national recommendations supported by the NHS and the Royal Pharmaceutical Society ¹³ . Southwark anti-racist practices will also be shared with GP federations and practices as part of the wider work with SEL ICB partners. Annual audits of the service will monitor levels of service use according to ethnicity; actions to increase uptake of long-term contraception will be developed across the wider sexual health portfolio based on findings.	Priority will be given in the commissioning process to pharmacies located in areas of highest deprivation, which corresponds to higher populations of residents from Black ethnic backgrounds.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There is no data known to suggest that this protected group will be negatively impacted by this proposal.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	
Mitigating and/or improvement actions to be taken	

¹¹ Lambeth, Southwark and Lewisham Sexual and Reproductive Health Strategy 2019-24. Lambeth, Southwark and Lewisham Public Health Departments: London. 2018.

¹² Health Inequalities in Southwark. Southwark Council: London. 2019.

¹³ Joint National Plan for Inclusive Pharmacy Practice in England. NHS England, the Royal Pharmaceutical Society and the Association of Pharmacy Technicians UK: London. 2021.

N/A	
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Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
This decision will likely have a positive impact on service users whose biological sex is female.	Reducing unwanted pregnancies will result in positive impacts through cost savings to people whose biological sex is female.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Good reproductive health is an essential part of good health across the life course. Consequences of poor reproductive health exacerbate inequalities in health, education, and socio-economic status (and conversely, these factors impact on reproductive health) ¹⁴ .	The average cost of an unintended pregnancy in England is £1,663 in direct healthcare costs, rising to £2,922 with the inclusion of social costs (including loss of earnings) ¹⁵ .
Mitigating and/or improvement actions to be taken	
The service will be available to all Southwark residents with reproductive health needs. No action identified related to this protected characteristic.	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There are no data to suggest that this protected group will be negatively impacted by this proposal.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

¹⁴ Lambeth, Southwark and Lewisham Sexual and Reproductive Health Strategy 2019-24. Lambeth, Southwark and Lewisham Public Health Departments: London. 2018.

¹⁵ Can we reduce costs and prevent more unintended pregnancies? A cost of illness and cost-effectiveness study comparing two methods of EHC. Thomas, C. and Cameron, S. BMJ Open. 2013.

N/A	
Mitigating and/or improvement actions to be taken	
No action identified related to this protected characteristic.	

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
There are no identified impacts of the proposed decision on the Human Rights articles.
Information on which above analysis is based
N/A
Mitigating and/or improvement actions to be taken
No action identified related to this protected characteristic.

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

This proposal is expected to have a positive impact on the community through increasing local accessibility to contraceptive services in Southwark.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Ensuring equitable access to services	Ensuring regular monitoring of equalities data relevant to services	Annual monitoring

5. Equality and socio-economic objectives (for business plans)					
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
Objective and measure	Lead officer	Current performance (baseline)	Targets		
			Year 1	Year 2	
No further actions beyond that identified above					

6. Review of implementation of the equality objectives and actions				

Implementation Equality Impact and Needs Analysis



Equality Impact and Needs Analysis Guidance and Template : 2021

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. All Cabinet reports will also publish related

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 implications arising from socio-economic disadvantage, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates		116 Children & Families: School based prevention (Superzones) and family support (Alexander Rose)			
Equality analysis author		Liz Brutus – Public Health Consultant			
Strategic Director:		David Quirke-Thornton			
Department		Children and Adults	Division	Public Health	
Period analysis undertaken		December 2023			
Date of review (if applicable)		NA			
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

A review of various children and young people Public Health outreach contracts (including 0-19 health visitor and school nursing, weight management, sexual health and substance misuse services) has identified efficiencies arising from backroom functions, contracting arrangements and slow referrals. Action taken over the last 24 months has enabled efficiencies to be amalgamated which now enable a refocussing of prevention and support offer to children, young people and families.

This refocused prevention offer will be delivered through holistic Family Hub interventions, particularly supporting parenting to achieve improved whole family outcomes in wellbeing and emotional and mental health. The interventions will be delivered in partnership with early years settings, children and family centres, voluntary organisations and other statutory partners as part of a transformed approach to whole family hub support.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<ul style="list-style-type: none"> - Children and families - Vulnerable families on low income or in receipt of benefits. - Family Hubs; Early Years; Children's Services.
Key stakeholders were/are involved in this policy/decision/business plan	<ul style="list-style-type: none"> - Family Hubs; Early Years; Children's Services.

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)

<p><u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all children and young people age groups.</p> <p>They involve engagement with parents and will create healthier environments for families as a whole to live in.</p> <p>The interventions are targeted towards improving children and families' emotional and mental health and wellbeing.</p> <p><u>Negative:</u> There are no expected negative impacts on the basis of age.</p>	<p><u>Positive</u> Family Hub-delivered parenting interventions will be particularly targeted at low-income households who are most vulnerable to additional socio-economic stressors which directly and indirectly impact family life.</p> <p><u>Negative</u> There are no expected negative impacts on the basis of age.</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
https://www.southwark.gov.uk/assets/attach/117224/JSNA-Annual-Report-2022.pdf	NA
Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p><u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents, including disabled persons.</p> <p><u>Negative</u> There are no expected negative impacts on the basis of disability, but more can be done to understand the specific needs of disabled persons in relation to these</p>	<p><u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents, including disabled persons.</p> <p><u>Negative</u> There are no expected negative impacts on the basis of disability, but more can be done to understand the</p>

programmes.	specific needs of disabled persons in relation to these programmes.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	
Further need to understand the needs of disabled persons with respect to parenting support needs.	Further need to understand the needs of disabled persons with respect to parenting support needs.

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents, including residents with gender reassignment.	<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents, including residents with gender reassignment.
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further 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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p><u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents, including civil partners.</p> <p><u>Negative</u> There is no expected negative impact on the basis of marriage or civil partnership.</p>	<p><u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents., including civil partners.</p> <p><u>Negative</u> There is no expected negative impact on the basis of marriage or civil partnership.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p><u>Positive</u> Family Hub-delivered parenting interventions will support early years settings, and promote healthier behaviours between parents and families.</p> <p><u>Negative</u> There are no expected negative impacts on the basis of</p>	<p><u>Positive</u> Family Hub-delivered parenting interventions will support early years settings, and promote healthier behaviours between parents and families.</p>

pregnancy and maternity.	<u>Negative</u> There are no expected negative impacts on the basis of pregnancy and maternity.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<u>Positive</u> Family Hub-delivered parenting interventions will be particularly targeted at families experiencing the most stress in their households from a variety of socio-economic reasons including systemic and inter-personal racism which have disproportionately affected those from Black, Asian and minority ethnic communities.	<u>Positive</u> Family Hub-delivered parenting interventions will be particularly targeted at families experiencing the most stress in their households from a variety of socio-economic reasons which have disproportionately affected those from Black, Asian and minority ethnic communities.
<u>Negative</u> There are no expected negative impacts on the basis of race.	<u>Negative</u> There are no expected negative impacts on the basis of race.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
https://www.southwark.gov.uk/assets/attach/117224/JSNA-Annual-Report-2022.pdf	https://www.southwark.gov.uk/assets/attach/117224/JSNA-Annual-Report-2022.pdf

Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents.	<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents.
<u>Negative</u> There are no expected negative impacts on the basis of religion or belief.	<u>Negative</u> There are no expected negative impacts on the basis of religion or belief.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents	<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents

<u>Negative</u> There are no expected negative impacts on the basis of sex.	<u>Negative</u> There are no expected negative impacts on the basis of sex.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	
There are no further actions to be taken.	There are no further actions to be taken.

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents.	<u>Positive</u> Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents
<u>Negative</u> There are no expected negative impacts on the basis of sexual orientation.	<u>Negative</u> There are no expected negative impacts on the basis of sexual orientation.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
NA	NA
Mitigating and/or improvement actions to be taken	

There are no further actions to be taken.

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

Family Hub-delivered parenting interventions have a potential positive impact on all Southwark residents. The work will support children and families to have a happier, healthier and safer environment. Parenting interventions are also co-produced by families, allowing residents to have a direct say in changes to their individual family environments and wider community resilience.

Information on which above analysis is based

NA

Mitigating and/or improvement actions to be taken

There are no further actions to be taken.

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Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

The proposed programmes are expected to have a positive impact on Southwark residents, through creating healthier family environments and improving access to parenting skills and knowledge, as detailed above. One further action to be taken is to review how disabled residents access these programmes, through consultations with relevant stakeholders.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Action to understand the needs of disabled persons.	A consultation with key stakeholders including voluntary sector partners, to influence the way in which we engage with disabled residents through these programmes.	2024
2			
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)			
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
No further actions identified beyond what is outlined above.			

6. Review of implementation of the equality objectives and actions
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Implementation Equality Impact and Needs Analysis



Equality Impact and Needs Analysis Guidance and Template : 2021

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. All Cabinet reports will also publish related

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 implications arising from socio-economic disadvantage, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates		Budget challenge – 115 Efficiencies in delivery of Healthy Adults health promotion and outreach services.			
Equality analysis author		Rebecca Harkes, Head of Programme for Long Term Conditions and Health Inclusion Arrthi Pangayatselvan Consultant in Public Health			
Strategic Director:		David Quirke-Thornton, Strategic Director of Children and Adults Services			
Department		Children and Adults	Division	Public Health	
Period analysis undertaken		December 2023			
Date of review (if applicable)					
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

A review of the Public Health Team's outreach and health promotion activity has identified efficiencies arising from backroom functions and contracting arrangements. Action taken over previous years has enabled efficiencies to be amalgamated which now allow for the development of an outreach service for inclusion health groups in Southwark and to contribute funding to supported housing.

The aim of the proposed outreach work is to co-ordinate an outreach offer to better meet the needs of vulnerable groups, focusing on inclusion health groups. 'Inclusion health groups' refer to people who are often socially excluded and experience multiple and overlapping risk factors for poor health. For example, these may include people who are homeless, people who have contact with the criminal justice system, sex workers, vulnerable migrants, people with learning disabilities, Gypsy, Roma and Traveller communities and other groups who experience multiple overlapping health needs. People belonging to inclusion health groups tend to have poor health outcomes, which are often much worse than the general population. Those within inclusion health groups can often experience structural barriers to maintaining good health and accessing health and care services. This contributes considerably to increasing health inequalities across our communities.

A newly developed offer will aim to better support several vulnerable and inclusion health groups. This aims to decrease barriers for these groups to seek and obtain support for their health and wellbeing needs. The service proposed will not replace existing health and care services, but will work with them to improve service access, outcomes and experiences for groups where additional support is required. The impact of the service is expected to be a positive one, as it aims to better support the needs of particularly vulnerable groups.

Funding will also be provided to supported housing which, through addressing the wider determinants of health, can consequently improve the health of vulnerable groups.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>To shape the development of this outreach service, engagement will take place with the following groups:</p> <ul style="list-style-type: none"> - People experiencing homelessness (including those living in temporary accommodation and those sleeping on the streets) - People who sell sex - People seeking asylum, refugees and vulnerable migrants - Gypsies, Roma and Travellers - People with learning disabilities - People in contact with the justice system - People with substance use disorders. <p>Work is being planned to reach out to those groups in Southwark, via peer research models where possible, to ensure their priorities for their health and care are built into the service.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>Key stakeholders that will shape this service include:</p> <ul style="list-style-type: none"> - South East London Integrated Care Board (ICB) - Voluntary and community sector providers including faith groups - Southwark's Find and Treat Team - Southwark's Health Inclusion Team - Southwark Council colleagues (including the Homelessness Team, No Recourse to Public Funds Team, Adult Social Care Team).

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.

Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and

	negative)
<p><u>Positive</u> The development of an outreach service is expected to have a positive benefit across all age groups.</p> <p>The service will predominantly be targeted at adults, by virtue of the demographics of many inclusion health groups. People belonging to inclusion health groups can often have lower life expectancy than the general population and thus, services may not have historically accounted for the needs of these groups as they grow older. Any service will be commissioned to have due regard to people's varying needs across their lifespan, particularly ensuring that needs commonly associated with ageing are not overshadowed.</p> <p><u>Negative</u> There are no expected negative impacts based on age.</p>	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on age.</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>The needs of inclusion health groups in Southwark are understood through the following analysis work:</p> <ul style="list-style-type: none"> - Southwark's Joint Strategic Needs Assessment Annual Report 2023, available here: https://www.southwark.gov.uk/assets/attach/206524/J_SNA-Annual-Report-2023.pdf - Rough sleepers JSNA, available here: https://www.southwark.gov.uk/assets/attach/8443/Rough-Sleeper-JSNA.pdf - People with learning disabilities JSNA, available here: https://www.southwark.gov.uk/assets/attach/8359/JSNA-2018-Learning-Disabilities.pdf - Asylum Seeker and Refugee JSNA, available here: https://www.southwark.gov.uk/assets/attach/230579/The-Southwark-Asylum-Seeker-and-Refugee-JSNA-June-2023.pdf <p>Gaps in data is a common challenge in understanding the needs of inclusion health groups. Health needs can be unclear if an inclusion health group is 'invisible' in a dataset due to inconsistent recording or systems not designed to capture their specific needs as a group. To mitigate this, engagement will take place with inclusion health groups to capture further insight into their health and wellbeing priorities, ensuring these priorities shape service design.</p>	See equality information.
Mitigating and/or improvement actions to be taken	
N/a	

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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p><u>Positive</u> The development of an outreach service is expected to have a positive impact for disabled people in Southwark.</p> <p>Disabled people are over-represented in some inclusion health groups to whom the service will provide targeted support (for example, people experiencing homelessness). The service will also provide targeted support to people with learning disabilities. Through this targeted approach, the service will work to reduce barriers to good health for these groups.</p> <p>The needs of individuals that the service works with will vary. The service will be commissioned and monitored to ensure that it is accessible to all and supports other services to make reasonable adjustments where required.</p> <p><u>Negative</u> There are no expected negative impacts based on disability.</p>	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on disability.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>As above (Equality information – age), in particular:</p> <ul style="list-style-type: none"> - People with learning disabilities JSNA, available here: https://www.southwark.gov.uk/assets/attach/8359/JSNA-2018-Learning-Disabilities.pdf 	<p>As above (Equality information – age).</p>
Mitigating and/or improvement actions to be taken	
N/a	

Gender reassignment:

- The process of transitioning from one gender to another.

Gender Identity: Gender identity is the personal sense of one's own gender. Gender

identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There are no expected impacts (positive or negative) of the development of the outreach service on residents based on gender reassignment.	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on gender reassignment.</p>
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
As above (Equality information – age).	As above (Equality information – age).
Mitigating and/or improvement actions to be taken	
N/a	

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 socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There are no expected impacts (positive or negative) of the development of the outreach service on residents based on marriage or civil partnership.	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health</p>

	inequalities. <u>Negative</u> There are no expected negative impacts based on marriage and civil partnership.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
As above (Equality information – age).	As above (Equality information – age).
Mitigating or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There are no expected impacts (positive or negative) of the development of the outreach service on residents based on pregnancy and maternity.	<u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities. <u>Negative</u> There are no expected negative impacts based on pregnancy and maternity.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
As above (Equality information – age).	As above (Equality information – age).

Mitigating and/or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p><u>Positive</u> The service will aim to provide support to Gypsy, Roma, and Traveller communities, who report poorer health than the general population. This targeted approach aims to reduce health inequalities and reduce barriers to care for this group.</p> <p><u>Negative</u> There are no expected impacts of the development of the outreach service on residents based on race.</p>	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on race.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>As above (Equality information – age).</p> <p>Gypsy or Irish Traveller Populations, England and Wales, Census 2021, available here: Gypsy or Irish Traveller populations, England and Wales - Office for National Statistics </p>	<p>As above (Equality information – age).</p>
Mitigating and/or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>There are no expected impacts (positive or negative) of the development of the outreach service on residents based on religion or belief.</p>	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on religion and belief.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>As above (Equality information – age).</p>	<p>As above (Equality information – age).</p>
Mitigating and/or improvement actions to be taken	
<p>N/a</p>	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
<p>There are no expected impacts (positive or negative) of the development of the outreach service on residents based on sex.</p>	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p>

	<u>Negative</u> There are no expected negative impacts based on sex.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
As above (Equality information – age).	As above (Equality information – age).
Mitigating and/or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
There are no expected impacts (positive or negative) of the development of the outreach service on residents based on sexual orientation.	<p><u>Positive</u> Many people within inclusion health groups are impacted by deprivation and have health needs related to socio-economic disadvantage. The service will be targeted towards inclusion health groups and therefore should help to meet these needs and reduce health inequalities.</p> <p><u>Negative</u> There are no expected negative impacts based on sexual orientation.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
As above (Equality information – age).	As above (Equality information – age).
Mitigating and/or improvement actions to be taken	

N/a

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

Inclusion health groups can experience stigma and discrimination in health and care services which can often be a barrier to maintaining good health. The aim of the outreach service is to decrease barriers to services and improving access, outcomes, and experiences for health inclusion groups. The service will have a key role in promoting the rights of inclusion groups in service access, in particular the Freedom from Discrimination.

Information on which above analysis is based

N/a

Mitigating and/or improvement actions to be taken

N/a

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

This service aims to support inclusion health groups, which is expected to have a positive impact on groups with protected characteristics.

The Equality Impact and Needs Analysis is being completed at an early stage of the development of the service. Further work will take place to engage with people from the relevant communities in Southwark to ensure that they shape the design of the service. Engagement will also take place with key stakeholders that provide outreach, wider health and care services or other regular support to inclusion

health groups. The analysis should be revisited when emerging findings from this engagement work are available.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
No further actions identified.			

5. Equality and socio-economic objectives (for business plans)			
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
No further actions identified.			

6. Review of implementation of the equality objectives and actions
Engagement work with inclusion health groups will shape the service and may identify further actions required to promote equality and tackle inequalities. This equality impact and needs analysis should be revisited when emerging findings from the engagement work are available (suggested above as June 2024).

Implementation Equality Impact and Needs Analysis



Equality Impact and Needs Analysis Guidance and Template : 2021

Guidance notes

Things to remember:

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- 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.
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- 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.

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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 implications arising from socio-economic disadvantage, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates		Adult Community Learning Charges			
Equality analysis author		Richard Hunter			
Strategic Director:		David Quirke-Thornton			
Department		Children's and Adults'	Division	Children's and Adults' Services	
Period analysis undertaken		December 2023			
Date of review (if applicable)					
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

Access to the Adult Learning Service is based on a simple fee structure (See below). The cost of running Adult Learning courses is largely funded by Government with a percentage covered by course fees.

The Council has taken a position for 2024-25 of uprating all discretionary fees and charges in line with September CPI rounded to the nearest 5p.

The change in the Adult Learning Service Fee Structure will be as follows:

Fee	Current Fee	Proposed Fee	Actual Increase	Percentage Increase
Childcare fees per week per hour	£264.00 £6.60	£281.70 £7.05	£17.70 £0.45	6.70% 6.82%
Adult Learning Standard Fee per hour	£5.50	£5.85	£0.35	6.36%
Adult Learning Standard Fee per hour - arts and creative sessions	£6.60	£7.05	£0.45	6.82%
Adult Learning Concessionary fee per hour	£2.75	£2.95	£0.20	7.27%

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Southwark residents aged 19 years+</p> <ul style="list-style-type: none"> • Parents, carers and families of those learners • Service staff (teaching or non-teaching) • Governors of the provision • Local Authority users (Children's Social Care, Education)
Key stakeholders were/are involved in this policy/decision/business plan	<p>Service interim lead and Principal Advisor, Southwark Learning and Achievement.</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The Adult Learning Service works with specific age group of over 19s. Therefore any increase in the fees would adversely impact this protected characteristic, by reducing the accessibility of courses due to affordability</p>	<p>Southwark Adult-Learners from disadvantaged socio-economic backgrounds are well supported by the service, means tested fees are in place to ensure that those on a broad range of benefits automatically qualify for significantly reduced fees, additionally a large number of free courses are available universally to support individuals who specifically facing unemployment and difficulty accessing education and training due to socio-economic disadvantage. In addition the service retains discretion to address fees on a means test.</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>Nature of service</p>	<p>Current fee structure</p>
Mitigating and/or improvement actions to be taken	
<p>The cost increases are minimal but we recognise this is still within the context of significant difficulties for our communities in relation to the cost of living. Existing mitigation for those experiencing financial hardship is in place with the means tested concessionary fee remaining significantly below the standard fee, continued access to a number of free courses available universally, and retained discretionary application of fees within the service.</p>	<p>As above</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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
Adult Learning services are disproportionately accessed by those with learning disabilities nationally. Increased fees could impact on the accessibility of services to those groups	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Service user data	
Mitigating and/or improvement actions to be taken	
Service users with a disabilities are eligible for the concessionary fees rate, the percentage increase in the cost of concessionary fees is being increased at the same rate as the increase in Disability Living Allowance.	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
We do not collect data on gender reassignment of service users currently in this area.	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
Mitigating and/or improvement 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 socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
We do not collect data on the marital status of service users	
Mitigating or improvement actions to be taken	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
The service will aim to meet needs of adult learners with any specific needs and requirements relating to pregnancy and maternity.	Concessionary rates and free courses are available to meet needs arising from socio-economic disadvantage, sex; pregnancy and maternity.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
We do not collect data on pregnancy or maternity for service users	
Mitigating and/or improvement actions to be taken	
Concessionary rates and free courses are available to meet needs arising from socio-economic disadvantage, sex; pregnancy and maternity	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
A potential impact of the proposed charges increases could be that the learners from an ethnic minority background could be disproportionately affected. Presently, the service users are majority Black and Minority Ethnic (BME) (i.e. non-White UK) but also non-BAME. Adult learners from Black, Asian and Multi-Ethnic backgrounds could be impacted by a rise in charges.	Concessionary rates and free courses are available to meet needs arising from socio-economic disadvantage and race/ethnicity.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Analysis of current users and also historic applications to courses at the service.	
Mitigating and/or improvement actions to be taken	
Monitor the profile of users which is a requirement of some grant funding conditions.	

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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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
We do not collect data on the religion or belief of service users.	
Mitigating and/or improvement actions to be taken	

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
The service is accessed by balance of males and females which is proportionate to the borough population, any increases in fees will not disproportionately impact this protected characteristic.	Concessionary rates and free courses are available to meet needs arising from socio-economic disadvantage and sex.
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Mitigating and/or improvement actions to be taken	

Monitor the uptake of courses and who is engaging with offers.	
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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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
8.07% of the service user base identify as non-heterosexual, this is against 8.1% of the borough population, as such the service is proportionately accessed by the borough population and the increase in fees will not disproportionately impact this group.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Analysis of current users and also historic applications to courses at	
Mitigating and/or improvement actions to be taken	

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
In respect of the 16 rights listed, the proposal to increase charges will not affect any of those listed. This said, the "First Protocol", this states " <i>The first sentence of Article 2 of Protocol No. 1 guarantees an individual right to education.</i> " This proposal will also not affect the rights of learners or staff members as long as mitigating actions are taken to ensure access to courses where needed.
Information on which above analysis is based
Analysis of current users and also historic applications to courses at the service.

Mitigating and/or improvement actions to be taken

Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

The cost increases are minimal but we recognise this is still within the context of significant difficulties for our communities in relation to the cost of living. Existing mitigation for those experiencing financial hardship is in place with the means tested concessionary fee remaining significantly below the standard fee, continued access to a number of free courses available universally, and retained discretionary application of fees within the service.

Adult Learning services are disproportionately accessed by those with learning disabilities nationally. Increased fees could impact on the accessibility of services to those groups. Concessionary charges are available for disabled adult learners.

There are also large percentages of service users from Black, Asian and Minority Ethnic Backgrounds.

The increases to be implemented are low (<£0.50) and add to rather than create a cost for learners.

The increased rates bring the Adult Learning Services charges in line with other Council charges. Increases have not been implemented for more than four years, i.e. before COVID 19.

There is no particular group that will be significantly impacted due to the relatively small increases and the actual amount they equate to.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Ensure those most in need of financial support are signposted to it.	Centre staff to monitor	From start of new term or implementation of charges.
2	Ensure appropriate monitoring and evaluation is in place to gather quality	Head of Service monitoring program	Quarterly.

	data to measure impact of charges.		
3			
4			
5			
6			
7			

5. Equality and socio-economic objectives (for business plans)

Based on the initial analysis above, please detail any of the equality objectives outlined above 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
Learner profile established	Head of Service	Monitor current courses on offer	Profile is accurate and courses targeted.	
Secure support to enable full participation of any potential learner	Head of Service	Monitor current applications	Courses are fully accessible	

6. Review of implementation of the equality objectives and actions

Implementation Equality Impact and Needs Analysis



Equality Impact and Needs Analysis Guidance and Template : 2021

**Budget Equality Analysis Full
Template: 2023**

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. All Cabinet reports will also publish related

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 Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan area to which this equality analysis relates		Prioritise delivery of Education Psychology Team to delivery of statutory duties and support to the most in need pupils			
Equality analysis author		Michael Crowe, Strategic Programme Lead			
Strategic Director:		David Quirke-Thornton, Strategic Director			
Department		Children & Adults Services	Division	Education	
Period analysis undertaken Please note that the equality analysis informs all stages of the budget setting process up to final decision making. It can be built upon at all stages. It can be further built upon and reviewed at implementation stage.		Please Indicate which stage of the Budget Proposal decision making process this equality analysis is informing: <ul style="list-style-type: none"> • Budget Challenge and date • December Equality Analysis • January Cabinet Equality Analysis • January Overview and Scrutiny Committee • February Council Assembly 			
Indicative date of implementation of budget proposal if known		April 2025 – to March 2027			
Sign-off		Position		Date	

Section 2: Description of budget proposal

Please provide full details of the budget proposal and the predicted saving

These proposals are directly linked to the delivery of our Safety Valve Special Educational Needs and Disability (SEND) Programme.

Our plans are to deliver wholesale reform in the SEND system to increase the capacity of our mainstream schools to support children with additional needs, and reduce the need for children to have Education, Health and Care Needs Assessments (EHCNAs) and Plans (EHCPs). We have already and will continue to invest in capacity to reduce the need for these assessments and plans.

We are investing in school support workers and transformation capacity to increase skills and knowledge within our schools to be able to support children with additional needs earlier and better.

This will over time reduce the need for formal needs assessments (EHCNAs) to take place and we will be in a position to reduce the existing capacity to undertake those assessments.

If delivered successfully this will reduce the need for our Educational Psychology resources which are a part of formal EHCNAs.

Educational Psychology capacity to undertake assessments is a statutory duty. If we are unable to successfully reduce the need for assessments we will be statutorily unable to reduce our capacity, making the deliverability of this savings target high risk.

Projected saving of £0.280m

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Children with additional needs</p> <p>Parents of children with additional needs</p> <p>Schools leaders and staff</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>Children's Services Leaders and staff</p> <p>Health Service leaders and staff</p> <p>Adults social care leaders and staff</p> <p>School leaders and staff</p> <p>Children, parents and carers</p> <p>As these proposals are mitigated by a wider transformation programme and may or may not be progressed pending the successful delivery of that programme it is felt that it would be disproportionate and could cause undue alarm or concern to consult, particularly with service users and parents, on the draft proposal at this stage. Full consultation including with children and families will be undertaken if the proposals are to be progressed before any final implementation decision is taken.</p>

Section 4: Pre-implementation equality impact and needs 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, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). 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 socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

Socio-economic disadvantage may arise from a range of factors, including:

- poverty
- health
- education
- limited social mobility
- housing
- a lack of expectations
- discrimination
- multiple disadvantage

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

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; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>The reduction in capacity without mitigation could lead to delays in children receiving an assessment of their additional needs and a subsequent delay in appropriate support being provided to them to secure an effective education and be provided with the environment they need to achieve positive life outcomes.</p>	<p>Children with an EHCP in Southwark are disproportionately from disadvantaged families, reduction in the capacity to deliver timely support to those children could exacerbate the existing disadvantage faced by those from deprived socio-economic backgrounds</p>
Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
<p>By their nature education, health and care needs assessments are age restricted to children and young people 0-25. Therefore any reduction in the capacity to deliver the assessments would disproportionately impact the protected characteristic of age.</p>	<p>50.2% of children currently with an EHCP plan also being eligible for free school meals against 30% of the overall pupil population</p>
Mitigating and/or improvement actions to be taken	
<p>These proposals are based on the successful delivery of the wider SEND Transformation programme which plans to reduce the demand on the service to undertake statutory EHCNAs, thus realising capacity in parallel need to undertake these assessments.</p> <p>The mitigating action will be to terminate these and identify alternative proposals if the expected success in reducing demand is not realised.</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.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
The reduction in capacity without mitigation could lead to delays in children receiving an assessment of their additional needs and a subsequent delay in appropriate support being provided to them to secure an effective education and be provided with the environment they need to achieve positive life outcomes.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
On average national and in Southwark the conversion rate from EHC Needs Assessment to EHC Plan is over 90%. This indicates that almost all children who do receive an assessment either already do have a diagnosis of additional need/disability or will go on to a confirmed diagnosis of special educational need and/or disability. Therefore any reduction in capacity to deliver assessments will disproportionately impact the protected characteristic of disability.	
Mitigating and/or improvement actions to be taken	
<p>These proposals are based on the successful delivery of the wider SEND Transformation programme which plans to reduce the demand on the service to undertake statutory EHC Needs Assessments, thus realising capacity in parallel need to undertake these assessments.</p> <p>The mitigating action will be to terminate these and identify alternative proposals if the expected success in reducing demand is not realised.</p>	

Gender reassignment: - The process of transitioning from one gender to another. Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
None	
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
No data is available which suggests any disproportionate impact on gender reassignment	
Mitigating and/or improvement actions to be taken	
N/a	

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 socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
None	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
No data is available which suggests any disproportionate impact on marriage or civil partnership	

Mitigating or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
None	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
No data is available which suggests any disproportionate impact on pregnancy or maternity	
Mitigating and/or improvement actions to be taken	
N/a	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
The reduction in capacity without mitigation could lead to delays in children receiving an assessment of their additional needs and a subsequent delay in appropriate support being provided to them to secure an effective education and be provided with the environment they need to achieve positive life outcomes.	

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>74.8% of children with an EHCP in Southwark are from a non-white background compared to 48.6% of the overall population.* Therefore any reduction in capacity to undertake timely assessments would disproportionately impact on the protected characteristic of race.</p> <p>*And also compared to 65% of the 0-17 population from Black, Asian and multi ethnic backgrounds.</p>	
Mitigating and/or improvement actions to be taken	
<p>These proposals are based on the successful delivery of the wider SEND Transformation programme which plans to reduce the demand on the service to undertake statutory EHC Needs Assessments, thus realising capacity in parallel need to undertake these assessments.</p> <p>The mitigating action will be to terminate these and identify alternative proposals if the expected success in reducing demand is not realised.</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.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)
None	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
No data is available which suggests any disproportionate impact on religion	
Mitigating and/or improvement actions to be taken	

N/a	
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Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
The reduction in capacity without mitigation could lead to delays in children receiving an assessment of their additional needs and a subsequent delay in appropriate support being provided to them to secure an effective education and be provided with the environment they need to achieve positive life outcomes.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Historically our data tells us that males are more likely to require the additional support provided through and EHCNA and EHCP – in 2023 72% of children with and EHCP were male and 28% were female.	
Mitigating and/or improvement actions to be taken	
<p>These proposals are based on the successful delivery of the wider SEND Transformation programme which plans to reduce the demand on the service to undertake statutory EHC Needs Assessments, thus realising capacity in parallel need to undertake these assessments.</p> <p>The mitigating action will be to terminate these and identify alternative proposals if the expected success in reducing demand is not realised.</p>	

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; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
None	

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
No data is available which suggests any disproportionate impact on sexual orientation	
Mitigating and/or improvement actions to be taken	
N/a	

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
None
Information on which above analysis is based
No data is available which suggests any disproportionate impact on human rights
Mitigating and/or improvement actions to be taken

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Conclusions

Summarise main findings and conclusions of the overall equality impact and needs analysis for this area:

Have any potential significant concerns amongst service users or the wider community been identified?

Yes, there is continuing concern from service users on the capacity of services to deliver timely and high quality education, health and care needs assessments.

As these proposals are mitigated by a wider transformation programme and may or may not be progressed pending the successful delivery of that programme it is felt that it would be disproportionate and could cause undue alarm or concern to consult, particularly with service users and parents, on the draft proposal at this stage. Full consultation including with children and families will be undertaken if the proposals are to be progressed before any final implementation decision is taken.

Have any potential negative, disproportionate or adverse impacts on particular protected characteristics been identified?

Yes, by the nature of the service under consideration there would be a significantly disproportionate impact of reduced capacity on those aged 0-25 and disabled children and young people.

In addition to the target groups the service works with our local data tells us that the service is disproportionately used by males, those from a non-white background and those families whose children are eligible for free schools meals thus from socio-economically disadvantaged backgrounds.

However, the equalities risks level assigned to these proposals is low due to the mitigating action which will see these proposals terminated and replaced with alternative proposals if we are unable to reduce overall demand for the service successfully through our wider transformation programme.

Have you identified any negative or positive impacts re: the promotion of good community relations ?

No

Are there any specific implications for groups experiencing socio-economic disadvantage ?

Yes, half of all children subject to an EHCP are eligible for free school meals, compared to just a third of all pupils in the borough.

Are there any specific implications for groups experiencing socio-economic disadvantage and protected characteristics?

Yes, as stated above there is a significant interrelationship between the target groups of the service (0-25 year olds and disabled children) and those being from deprived socio-economic backgrounds.

Are there any specific implications for Borough Plan priorities or commitments ?

Whilst there is no specific reference in the Borough Plan to children with special educational needs and disabilities the commitment support children and young people to thrive, could be negatively impact by reductions in the capacity to ensure children with special educational needs and disabilities are properly assessed and supported.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Reduction in EHC Needs assessment capacity leads to delays in children receiving support commensurate with their identified needs	Investment in mainstream school capacity to support children without the need for an EHCP	March 2025
2		Investment in early years support provision to deliver intervention early to young children and reduce levels of complex need in later life, reducing the need for EHCPs	March 2025
3		Investment in early intervention support for older children to address issues as they arise and reduce the need for EHCPs	March 2025

5. Equality and socio-economic objectives (for business plans)				
Based on the initial analysis above, please detail any of the equality objectives outlined above 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
Increase the capacity of mainstream schools to support children with additional needs (Existing)	Anna Chiva	EHCPs 3277	Reduction in EHCPs to 3200	Reduction in EHCPs to 3107
Improve the early years identification and response to children with developmental issues (existing)	Anna Chiva	EHCPs 3277	Reduction in EHCPs to 3200	Reduction in EHCPs to 3107
Investment in early intervention support for older children to address issues as they arise and reduce the need for EHCPs	Jenny Brennan	EHCPs 3277	Reduction in EHCPs to 3200	Reduction in EHCPs to 3107

6. Review of implementation of the equality objectives and actions

**Implementation Equality Impact and Needs Analysis of budget proposal:
proposed date if known**

OVERVIEW & SCRUTINY COMMITTEE

MUNICIPAL YEAR 23-24

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