

Appendix 1

Proposed Refresh to the Asset Management Strategy: Equality Impact Assessment

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 effect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users' changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).

- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health & wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	A Home to be Proud of: A Refreshed Asset Management Proposal and Approach
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Equality analysis author	Paul Wood				
Strategic Director:	Michael Scorer				
Department	Housing and Modernisation	Division	Asset Management		
Period analysis undertaken	August 2021				
Date of review (if applicable)	N/A				
Sign-off	Dave Hodgson	Position	Director of Asset Management	Date	13 August 2021

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

1.1 Brief description of policy/decision/business plan

The proposal is to develop a new asset management strategy, for presentation to Cabinet in June 2022, which sets out Southwark's housing investment strategy for safer, secure and greener homes and communities.

The tragedy at Grenfell and consequent legislation, the climate emergency, financial constraints and the focus on public health brought about by the coronavirus pandemic, investment in the Council's district heating network and commitments to building new council homes create a challenging and complex landscape for the Asset Management Division.

The proposal sets out the approach to meeting these challenges and the development of practical steps to reduce carbon emissions, make homes and estates safer, tackle inequality, ensure the quality of our homes is maintained and put communities at the heart of decision-making about ongoing investment in Southwark's housing stock.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	This proposal and subsequent strategy will impact tenants and homeowners across the borough, whose homes will receive investment in the form of works to improve heating provision, energy efficiency, security and to maintain the quality of their home and their surroundings. The strategy will explain how investment will be prioritised to reach those homes and estates that particularly need it.
Key stakeholders were/are involved in this policy/decision/business plan	Initial consultation was carried out with the Local Housing Forums and the Online Panel in July 2020. A further poll was conducted in June 2021 that asked residents about their investment priorities. It was subsequently decided to bring an introductory paper to September 2021 Cabinet and the full strategy to June 2022 Cabinet. This will allow the full implications of the new legislation regarding fire safety and building safety to become known and for the Asset Management Division to prepare its procurement and recruitment plans to meet these new responsibilities, alongside the delivery of its range of statutory compliance functions. Significant further consultation and engagement will be carried out over the coming months.

Section 4: Data – Southwark’s residents

Households

The Census 2011 estimated that there were 120,400 households in Southwark in 2011. This had gone up by 13.8% (approximately 14,600 households) since 2001. This was the fourth highest rise in London behind Tower Hamlets, Hackney and Westminster.

The GLA estimated that there were 134,829 household in Southwark in 2020. This is projected to continue to grow.

Ethnicity

Ethnic Group	Population	Proportion
White	156,349	54.2%
Black	77,511	26.9%
Asian	27,192	9.4%
Mixed	17,778	6.2%
Other	9,453	3.3%
Total	288,283	100.0%

Source: Census 2011

60.6% of Southwark's population was born in the UK, which is slightly above the inner London average of 57.8% but below the London average of 63.3%. The figure for England was 86%.

Southwark ranked the highest among all the local authorities for the proportion of residents born in Africa at 12.9% (37,059); especially Nigeria (13,588 people) and Ghana (4,808 people). People born in the Middle East and Asia made up 6.8% (19,591) of the population, and Southwark ranked the second highest among all the local authorities in the proportion of the population born in South America at 2.6% (7,609 people).

In 13,258 households (11%) nobody in the household had English as a first language.

Income and earnings

Household income distribution in Southwark and mean, median, and upper and lower quartiles - CACI Paycheck data 2018

Less than £5,000	2,617
£5,000 - £10,000	10,707
£10,000 - £15,000	14,332
£15,000 - £20,000	14,964
£20,000 - £25,000	13,273
£25,000 - £30,000	11,861
£30,000 - £35,000	10,773
£35,000 - £40,000	8,760
£40,000 - £45,000	8,011
£45,000 - £50,000	6,248
£50,000 - £55,000	5,914
£55,000 - £60,000	4,727
£60,000 - £65,000	4,329
£65,000 - £70,000	3,320
£70,000 - £75,000	2,599
£75,000 - £80,000	2,022
£80,000 - £85,000	2,223
£85,000 - £90,000	1,924

£90,000 - £95,000	1,462
£95,000 - £100,000	801
£100,000 - £120,000	3,866
£120,000 - £140,000	1,555
£140,000 - £160,000	904
£160,000 - £180,000	486
£180,000 - £200,000	184
£200,000 +	160
Mean Income	£38,922
Median Income	£30,583
Upper Quartile Income	£51,664
Lower Quartile Income	£17,288

Deprivation

The English Indices of Deprivation 2019 measured relative levels of deprivation in 32,844 small areas or neighbourhoods, called Lower-layer Super Output Areas, in England. It is based on 39 separate indicators, which are combined, using appropriate weights, to calculate the Index of Multiple Deprivation 2019.

Every Lower layer Super Output Area (LSOA), or neighbourhood, in England is ranked according to its level of deprivation relative to that of other areas.

Southwark is ranked in the bottom quartile of local authorities in England for both the average rank and average score measures.

Using the average score method, Southwark was the 72nd most deprived district (compared to 40th in 2015). It was the 8th most deprived in London (8th in 2015).

Using the average rank, Southwark was the 43rd most deprived district (compared to 23rd in 2015) and 9th most deprived in London (9th in 2015).

On the rank of proportion of LSOAs in the most deprived 10% nationally, Southwark was 147th most deprived nationally compared to 135th in 2015 and 8th in London.

5 LSOAs in Southwark fell within the 10% most deprived in England in 2019 compared with 8 LSOAs in 2015. These were in Elephant and Castle, Aylesbury Estate, South Bermondsey, and Queens Road Peckham.

Section 5: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated, it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The proposal is deemed to have an overall positive impact on the protected characteristic of age in relation to economic issues due to the improved control and efficiency of the heat networks which should have the knock-on effect of lower heating bills. The same is true of the introduction of energy efficiency measures such as improved insulation and roof/window renewals. The implementation of some low carbon technologies could lead to higher heating bills if this effect is not offset in some way. These issues will be dealt with on a case by case basis to minimise any negative effects. Age here is identified as a characteristic that would lead to unequal impact due to older people needing, in general, more warmth in their homes to remain comfortable. Any change in the cost of heating (both positive and negative) would have an accentuated effect on older people.</p>	<p>The proposal and subsequent strategy will have positive health impacts on the protected characteristic of age through improving the reliability and effectiveness of the Council's heat networks and the introduction of energy efficiency measures. Both young children and older people are susceptible to cold related illnesses, so making heat supply and retention as affordable and reliable as possible will reduce health inequality.</p> <p>The introduction of a specific strategy to tackle damp and work to improve ventilation will also positively impact on the health of our residents, particularly the youngest and oldest members of the community who are more susceptible to respiratory illness.</p>

Disability - A person has a disability if s/he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)

<p>The proposal is deemed to have an overall positive impact on the protected characteristic of disability in a similar way to that highlighted above regarding the protected characteristic of age. Disability here is identified as a characteristic that would lead to unequal impact due to people with disabilities sometimes needing more warmth in their homes to remain comfortable, though of course this depends greatly on the specific disability. Any change in the cost of heating (both positive and negative) and the energy efficiency of the property would have an accentuated effect on people with disabilities that increased their need for warmth. In addition, the proposal's commitment to using a range of methods of engagement (e.g. virtual meetings and online panels as well as more traditional forms of consultation) to ensure as wide a range of views as possible is accounted for will benefit residents with disabilities (e.g. those with physical impairments/hearing impairments who find in person meetings challenging).</p>	<p>The proposal will have positive health impacts on the protected characteristic of disability through improving the reliability and effectiveness of the Council's heating provision and energy efficiency of our properties. Some disabilities, particularly those related to mobility, leave people more susceptible to cold related impacts and illnesses. Making heat supply and retention as affordable and reliable as possible will reduce health inequality.</p> <p>In addition, ensuring that Southwark's homes are safer than ever through meeting the obligations and responsibilities of the new fire safety and building safety legislation will also positively impact on people with disabilities who would be more vulnerable in the event of a major building failure.</p> <p>Having a flexible and modern resident involvement framework, to ensure every resident who wants to can contribute to decision making about their home and estate will potentially have a positive impact on residents' mental health and wellbeing.</p>
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<p>Gender reassignment – The process of transitioning from one gender to another</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The proposal is deemed to have a neutral impact on the protected characteristic of gender reassignment in relation to societal and economic issues.</p>	<p>The proposal is deemed to have a neutral impact on the protected characteristic of gender reassignment in relation to health issues.</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 same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less

favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The proposal is deemed to have a neutral impact on the protected characteristic of marriage and civil partnership in relation to societal and economic issues.	The proposal is deemed to have a neutral impact on the protected characteristic of marriage and civil partnership in relation to health issues.

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	Potential health impacts (positive and negative)
The proposal is deemed to have a neutral impact on the protected characteristic of pregnancy and maternity in relation to societal and economic issues.	The proposal is deemed to have a neutral impact on the protected characteristic of pregnancy and maternity in relation to health issues.

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others Potential impacts (positive and negative) of proposed policy/decision/business plan Potential health impacts (positive and negative)

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The proposal is deemed to have a positive impact on the protected characteristic of race in relation to eliminating discrimination, harassment and victimisation. The proposal recognises the disproportional impact of CV19 on Black, Asian and Minority Ethnic groups, linked to poor housing.	See left column. The disproportional impact of the CV19 pandemic on people from Black, Asian and Minority Ethnic backgrounds in terms of poorer health outcomes compared to other groups has been

The proposal highlights our commitment to continue to meaningfully engage with people in all ethnic groups and that we will take steps to improve empowerment in the borough so that all residents have the tools and abilities to make positive changes and be part of the decisions taken regarding investment in our housing stock.

Southwark is proud of its diverse community and significant Black, Asian and Minority Ethnic population.

According to the 2011 census (the latest detailed figures available), 16.4% of the borough is Black African, 6.2% Black Caribbean and almost 3% Chinese.

The proposal includes consideration of the formation of a Project Group to look at specific aspects of the development of the final strategy. This Group will be racially representative of the borough, and the Asset Management Division will ensure racial groups are meaningfully involved throughout the consultation and engagement process.

Globally, the effects of climate change are felt unevenly around the world. It is well documented that the global south is disproportionately affected by climate change. The risk and impact of rising sea levels, floods, droughts, failed crops and other climate impacts is much higher in the global south, and this has been exacerbated by man-made climate change. The impact of these disasters can sometimes significantly impact societies and economies and with economic impact often follows adverse health impacts such as from malnutrition.

The proposal by laying out a pathway to decarbonise the council's heat networks and housing stock will have a positive, if small in global terms, impact on the extent of man-made climate change.

linked to poorly ventilated and crowded accommodation.

The proposal commits to rooting investment decisions in a scheme-by-scheme equalities analysis and assessment to ensure the right choices are made for each home and estate.

The development of a specific Damp Strategy will positively impact one of Southwark's perennial housing challenges and lead to health benefits for residents.

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

Potential health impacts (positive and negative)

The proposal is deemed to have a neutral impact on the protected characteristic of religion and belief in relation to societal and economic issues.

The proposal is deemed to have a neutral impact on the protected characteristic of religion and belief in relation to health issues.

Sex - A man or a woman.

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

Potential health impacts (positive and negative)

The proposal is deemed to have a neutral impact on the protected characteristic of sex in relation to societal and economic issues.

The proposal is deemed to have a neutral impact on the protected characteristic of sex in relation to health issues.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

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

Potential health impacts (positive and negative)

The proposal is deemed to have a neutral impact on the protected characteristic of sexual orientation in relation to societal and economic issues.

The proposal is deemed to have a neutral impact on the protected characteristic of sexual orientation in relation to health issues.

Socio-economic disadvantage – although the Equality Act 2010 does not include socioeconomic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The proposal is deemed to have a positive impact on the characteristic of socio-economic status in relation to quality of life and economic factors. Improving the quality of someone's home, its surroundings and its security (both in terms of crime and anti-social behaviour and in terms of its structural and fire safety) can increase a resident's quality of life in numerous ways – the ability to study and concentrate, mental health, reduced stress and better sleep. While these things are true across the whole spectrum of socio-economic background, those who are disadvantaged may experience these effects more acutely and have fewer resources available to help them overcome such impacts. Any improvements in the affordability of heating and hot water within the home will have the obvious effect of reducing financial hardships experienced by economically disadvantaged persons.</p>	<p>See left and above regarding the link between better health outcomes linked to residing in a poor standard of accommodation.</p>

Human Rights
<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>
Potential impacts (positive and negative) of proposed policy/decision/business plan
<p>Not tackling climate change locally and globally and not taking steps to ensure that people live in good quality, safe, well-ventilated accommodation can ultimately impact the Right to Life enshrined in the Humans Rights Act. The proposal lays out a pathway to decarbonise the council's heat networks, thus reducing the borough's contribution to man-made climate change and therefore the reducing the negative impacts of climate change felt globally, including</p>

potential loss of life, as well as detailing how key investment decisions will be made to ensure residents live in secure, safer and high quality modern homes.

Information on which above analysis is based

The analysis of the need to tackle climate change is set out in the Council's climate change strategy published in July 2021. The recently updated EQIA for the New Southwark Plan and most recent census data sets have been consulted.

Mitigating actions to be taken

The detailed Plan will be presented to Southwark's Cabinet in June 2022.