



Equality Analysis

Positive Future For Young People Fund (PFYPF)

November 2021

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Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates		Positive Future For Young People			
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Department		Environment Leisure	&	Division	Leisure / Culture
Period analysis undertaken		November 2021			
Date of review (if applicable)					
Sign-off	Eva Gomez	Position	Head of Culture	Date	November 2021

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

1.1 Brief description of policy/decision/business plan

This Equalities Analysis relates to the Positive Future For Young People Fund (PFYPF) grants programme for 2022-2024. The decision maker is the Deputy Leader and Cabinet Member for Children, Young People and Education.

The Positive Future For Young People Fund (PFYPF) is a 2-year grant programme and will be launched 1 April 2022 to 31 March 2024 in line with the Youth New Deal agreed by Council Assembly in February 2021 and the Youth Service Review agreed by Cabinet in December 2020.

The council agreed a new vision to ensure that young people have positive lives now and in the future – by placing young people at the heart of future service design to ensure that young people influence decisions affecting their lives. The council is ensuring that facilities are young people friendly, that services meet their needs and enable them to fulfil their potential.

This commitment was further enhanced in February 2021 when Council Assembly launched a Youth New Deal to support young people, which was enhanced by bringing together of the Youth and Play grants scheme with the Positive Future Fund, re-named 'Positive Future for Young People Fund'

A new approach - the 'Positive Future for Young People Fund' (PFYPF)

As noted above, the Youth Review recommended the merger of the previous youth and play grant funding with the Positive Futures (Community Safety) grant funding, with at least 10% of the total funding allocation set aside for direct distribution by young people.

The Youth Review also made a firm commitment to reviewing the youth programme offer, to ensure that providers are offering activities that are informed and shaped by what young people want. In order to deliver this commitment, Young people were consulted on what programmes they would like the opportunity to participate in, both through the original youth review consultation and via an online survey, which was circulated to secondary school pupils in Southwark in March 2021.

374 young people responded to the survey. Young people were asked which physical activities, personal development activities, wellbeing activities and workshops/courses they would like to take part in the most.

1: Which of these physical activities would you most like to do? Please select all activities you are interested in.

Physical

There were 361 responses to this part of the question.

Option	Total	Percent
Football	184	49.20%
Swimming	165	44.12%
Basketball	144	38.50%
Gym	131	35.03%

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Boxing	128	34.22%
Tennis	108	28.88%
Dance	105	28.07%
Anything else:	92	24.60%
Gymnastics	84	22.46%
BMX	81	21.66%
Exercise classes	77	20.59%
Circuit training	40	10.70%
Not Answered	13	3.48%

Anything else - please tell us

There were 124 responses to this part of the question.

2: Which of these personal development activities would you most like to do? Please select all activities you are interested in.

Personal development

There were 353 responses to this part of the question.

Option	Total	Percent
Life skills	206	55.08%
Careers advice	159	42.51%
Budgeting skills	136	36.36%
CV writing	109	29.14%
Sports mentoring	106	28.34%
Support with college applications	103	27.54%
Coaching	93	24.87%
Education support e.g. homework club	88	23.53%
Anything else:	29	7.75%
Not Answered	21	5.61%

Anything else - please tell us

There were 35 responses to this part of the question.

3: Which of these wellbeing activities would you most like to do? Please select all activities you are interested in.

Wellbeing

There were 349 responses to this part of the question.

Option	Total	Percent
Social space chill out area	222	59.36%
Art therapy	124	33.16%
Mentoring	108	28.88%
Meditation	101	27.01%
Counselling	84	22.46%
Yoga	81	21.66%
Anything else:	31	8.29%
Pilates	29	7.75%
Not Answered	25	6.68%

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Anything else - please tell us

There were 28 responses to this part of the question.

4: Which of these workshop/courses would you most like to do? Please select all activities you are interested in.

Workshop/courses

There were 363 responses to this part of the question.

Option	Total	Percent
Healthy eating and cooking	181	48.40%
Money management	143	38.24%
Film making	132	35.29%
Arts and crafts	126	33.69%
Drama / acting	116	31.02%
Hair and beauty	116	31.02%
Fashion design	109	29.14%
Music production	103	27.54%
Entrepreneurship	103	27.54%
Computer programming	95	25.40%
Jewellery making	93	24.87%
Musical instruments	90	24.06%
Music video production	87	23.26%
Bike and scooter mechanics	72	19.25%
Learning a trade (taster sessions)	68	18.18%
Easter / summer residential	60	16.04%
DJing	55	14.71%
Radio presenting	55	14.71%
Sexual health	52	13.90%
Drug and alcohol	48	12.83%
Anything else:	28	7.49%
Not Answered	11	2.94%

Commissioning approach for the new PFYPF

In July 2021 the Deputy Leader and Cabinet Member for Children, Young People and Education agreed the Positive Future for Young People Fund. This is a Grant Programme of £1,085,994 to commission activities for young people for the period 2022/23 and 2023/24 with Grant Programme 1 (GP1): £1,085,994 to commission activities for young people for the period 2022/23 and 2023/24 with a requirement for young people to be directly involved in deciding which providers to allocate this funding to.

The minimum award is £10,000 per annum (i.e. a minimum of £20,000 over 24 months of this programme) and the maximum award is £30,000 per annum (i.e. a maximum of £60,000 over 24 months of the programme). Existing providers currently in receipt of grants are eligible to apply for funding.

Positive Future for Young People Fund (PFYPF) – Operational Set-up

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In 2019, prior to the agreement of the Youth New Deal, the council piloted the implementation of the original Positive Futures Fund. The new Positive Future for Young People Fund builds on the learning from this programme and merges it with the previous Youth and Play grants. The aim is to streamline youth related services grant funding and to put young people at the core of the process by involving them in shaping the grants criteria and outcomes and taking part in the evaluation of the applications.

The grants allocation process was overseen by an assessment panel consisting of three young people who are members of Southwark Youth Parliament and three senior officers from Southwark Youth Services, Youth Offending Service and Children's and Adults Services.

PFYPF - Grant Application Process

A three stage application process was developed with the aim of reducing the administrative burden on applicants:

- Stage 1 – Expression of Interest (EOI)
- Stage 2 – Dragons Den-style presentation
- Stage 3 – Online application on Grant Management Software

Stage 1 - Expression of Interest (EOI) gave applicants the opportunity to submit a brief project description of the programme they sought funding for and to explain how it met the grants criteria and outcomes. Applicants completed an Expression of Interest form. If successful at this stage, applicants were invited to Stage 2.

Stage 2 - Dragons Den-style presentation this was an opportunity for the shortlisted applicants to make a 10-minute presentation to the Assessment Panel. Applicants were strongly encouraged to be accompanied by young people when making their presentations at the Dragons Den stage. If successful at this stage, applicants would be invited to Stage 3.

Stage 3 – Online application form, at this stage applicants were invited to complete the full application via Southwark's Grant Management Software portal.

103 Stage 1 Expression of Interest (EOIs) applications received, 33 organisations were shortlisted and invited to make a presentation at the face-to-face Dragons Den (Stage 2). 21 youth organisations are to be funded under the Positive Future For Young People Fund (PFYPF) during 2022-23 and 2023-24.

Organisations recommended for PFYPF funding

Of the 21 organisations recommended for two-year PFYPF grant funding, four organisations are new to Southwark council funding, nine organisations are currently in receipt of Youth and Play and positive Futures Fund (PFF P2) grants and one organisation is in receipt of both Y&P and PFF funding. Eight organisations are in receipt of other Southwark council funding.

The recommended 21 proposals include 12 registered charities, two Charitable Incorporated Organisations (CIO), two Community Interest Companies (CICs), four Companies Limited by Guarantee, and one Unincorporated Association /Tenants Residents Association (TRA), that all demonstrated the involvement of young people in their submissions and presentations.

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The organisations recommended for PFYFP funding propose to deliver a variety of activities based on the outcomes identified from young people who responded to the 'shaping of the new youth service' survey – the range of activities as listed below:

Project
TRA estate based youth service provision; personal development; sports, arts & crafts, drama, healthy eating and cooking
Creative sessions in photography, film making, painting, drawing, sine making and performance; career, mentoring, personal development workshops
Film making, Mentoring, money management, arts & crafts, drama, acting, life skills, careers advice, CV writing
After school, holiday 'safe space' youth provision; sports, physical activities; career, mentoring, personal development, workshops - money management, arts & crafts, healthy eating and cooking
Weekend sports, gym, physical activities; workshops on mentoring, money management, careers advice, CV writing, social safe chill out area
Detached youth provision, estate based; sports; physical activities, careers, mentoring, personal development
Preventative youth provision, drama, acting, mentoring, life skills, personal development, confidence building, emotional development
Personal development, creative skills, co-design and build garden, food growing, cooking and other creative skills; improve wellbeing, confidence; build life skills, relationships
Daily youth club provision, safe space, sports, physical activities, residential, mentoring, life skills, health eating & cooking, arts and crafts, drama
Code Hub - entrepreneurial skills, design, arts, film making; life skills, careers advice, budgeting skills, CV writing, mentoring, health eating & cooking, money management
Comprehensive and inclusive junior and senior activity programme, sports football, drama, life skills, social chill out area, healthy eating, arts and crafts, drama, acting
Football activities, coaching, mentoring, physical wellbeing careers, personal development
Girls only youth provision, life skills, careers advice, budgeting skills, social chill out area, mentoring, counselling, art therapy, health eating and cooking, money management, arts and crafts
Film making, life skills, careers advice, budgeting skills, mentoring via storytelling, journalism, filmmaking
Fun, safe space to develop new relationships, physical activities, personal development sessions, CV, personal development workshops and courses, money management, mentoring
Themed session , mental wellbeing, physical activities, life skills, budgeting & money management, food and healthy eating, promote positive mental health

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Fun, outdoor, physical activities working on the farm; personal development, CV writing, careers and confidence building; money management & budgeting skills, personal development workshops; self-esteem & confidence building
Special Education Needs and Disability (SEND) - life skills, careers advice, budgeting skills, social chill out area, mentoring, money management, arts and crafts
Safe and secure space for sports, healthy choices workshops; group work facilitation, educational and employability advice, CV writing, physical activities and sports, social chill out area, mentoring, money management, arts & crafts, drama, acting
Youth club provision, sports, healthy eating and cooking, drama, acting arts & crafts, mediation, social chill out area, life skills, careers advice, budgeting skills, CV writing
Estate based youth provision, sports, life skills, careers & budgeting skills, CV writing, sports mentoring, social chill out area, mentoring, health eating and cooking, money management, film making, arts & crafts, drama, acting

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Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Users of the service will primarily be young people who live in Southwark, aged 11 – 19, or up to 25 if they have special education needs or disabilities Young people of the services provided through the grants programme are Southwark residents.
Key stakeholders were/ are involved in this policy/ decision/business plan	Young people, council officers across departments, voluntary sector organisations

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Section 4: Pre-implementation equality analysis

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

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

Positive impact

The PFYPF will fund activities for young people aged 11 – 19, or up to 25 if they have special educational needs or disabilities. This is in response to rising challenges that young people face including unemployment, mental health issues, and crime – all of which have been exacerbated by Covid- with those under 25 in the UK over twice as likely to have lost their job due to the pandemic as those over 25s.

This PFYPF also recognises that young people have been hit with a growing mental health crisis, with one in four in the UK currently feeling ‘unable to cope’, according to the Prince’s Trust. Hundreds of young people have accessed Southwark’s new free mental health drop-in service for children and young people, The Nest, since it opened online in April and physically opened the doors in August.

Throughout the grants monitoring process officers will ensure regular engagement with a wide range of young people, across different age ranges, to ensure many different voices and perspectives are heard.

The organisations recommended for PFYPF grant funding have devised their project ideas based on consultation with young people as part of the ‘Shaping of the New Youth Service’ survey and the youth review. . Please see below statistics in the equality information section.

Equality information on which above analysis is based

JSNA 2017

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

266 young people responded to this question

Age

Option	Total	Percent
11	42	11.23%
12	52	13.90%
13	42	11.23%
14	52	13.90%
15	29	7.75%
16	20	5.35%
17	18	4.81%
18	0	0.00%

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19	0	0.00%
20	1	0.27%
21	0	0.00%
22	1	0.27%
23	0	0.00%
24	0	0.00%
25	9	2.41%
Not Answered	108	28.88%

Mitigating actions to be taken

We will ensure that the funded organisations monitoring framework asks for information on all protected characteristics to identify if we are reaching a wide range of young people

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

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

The Positive Future For Young People Fund will be open to young people with special needs / disabilities up to the age of 25

We recognise that everyone's needs are not the same. Information on the funded programmes will be in plain English and will be provided in a variety of formats

One organisation recommended for PFYPF grant funding will provide special education needs and disability (SEND) provision to 30 young people aged 19-25 in Southwark per year.

Equality information on which above analysis is based

JSNA 2017

There has been a long-term reduction in the prevalence of SEND in Southwark, from 24.5% to 17.0%. Figures for 2017 show that 8,145 children in the borough were identified as having SEND

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While the proportion of children with EHCPs has remained stable in recent years, the number of these complex children has increased due to a rising population. This places significant demand on services across the system, including education, health and social care.

The remaining children with lower-level SEND (83%) receive special educational needs (SEN) support from the local authority through notional SEN funding. In terms of health, the needs of this cohort are not vastly different from other children in Southwark and should be met as part of the Healthy Child Programme. However, some children with SEND may be at higher risk of mental health problems and may suffer from long term conditions.

288 young people responded to the question

Disability and Health

Option	Total	Percent
No	261	69.79%
Not Answered	86	22.99%
Prefer not to say	14	3.74%
Yes	13	3.48%

Type of Disability

Option	Total	Percent
Not Answered	322	86.10%
Prefer not to say	20	5.35%
Mental health (lasting more than a year. e.g. severe depression, schizophrenia etc.)	11	2.94%
Learning disability (e.g. dyslexia, dyspraxia etc.)	9	2.41%
Other	6	1.60%
Hearing / Vision (e.g. deaf, partially deaf or hard of hearing; blind or partial sight)	5	1.34%
Long-term illness or health condition (e.g. Cancer, HIV, Diabetes, Chronic Heart disease, Rheumatoid Arthrities, Chronic Asthma)	5	1.34%
Physical / Mobility (e.g. wheelchair user, arthritis, multiple sclerosis etc.)	4	1.07%

Mitigating actions to be taken

We will ensure that our commissioned organisations make their services accessible to all young people with disabilities and that they report on how many service users with disabilities use their services

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Gender reassignment - The process of transitioning from one gender to another.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No specific impacts have been identified or raised in relation to this characteristic. The majority of currently funded organisations do not monitor this protected characteristic.
Equality information on which above analysis is based.
N/A
Mitigating actions to be taken
We will ensure our services include activities on promoting a better understanding of gender identity

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)
Potential impacts (positive and negative) of proposed policy/decision/ business plan
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based
N/A
Mitigating actions to be taken

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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
No specific impacts have been identified or raised in relation to this characteristic
Equality information on which above analysis is based
N/A
Mitigating 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
<p>Positive impact</p> <p><u>Diversity of funded organisations</u> The PFYPF fund attracted 103 applications from across Southwark. There were 23 applications from the Black, Asian and minority ethnic communities, 53 applications from 'white and other white ethnicities, seven applications 'preferred not to say, seven applications stated 'not known; five applications were 'incomplete' and eight were not returned. Completion of the Equalities Form was separate from the organisation's Expression of Interest, and did not affect the outcome of their application.</p> <p>Of the 23 applications recommended for funding, eleven were from the Black, Asian and minority ethnic communities. As to the equalities information on beneficiaries, we will collate as part of the monitoring process.</p>

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One of the commitments of Southwark Stands Together (SST) in addressing racism, discrimination and inequality, is specifically focussed on the imbalance of Black, Asian and minority ethnic led organisations accessing funding opportunities. The inclusive approach taken in the PFYPF grant process has resulted in almost 50% of recommended organisations being from Black, Asian and minority ethnic communities contributing to the delivery of this important commitment.

Diversity of young people consulted

Young people from a wide range of backgrounds have been engaged with as part of the review.

Two of the three members from Southwark's youth parliament who were involved in the shortlisting, assessment and decision making of PFYPF grant applications were from Black, Asian and minority ethnic backgrounds.

263 young people responded to this part of the 'shaping the new youth service' survey. Please see below survey statistics. Of the 152 young people who answered this question only 41% reported to be from "White" categories, which means 59% of young people who took part were from Black, Asian and Minority Ethnic backgrounds.

Equality information on which above analysis is based

JSNA 2017

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

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

Ethnic background

Option	Total	Percent
Not Answered	111	29.68%
Black British	70	18.72%
White British	29	7.75%
Nigerian	22	5.88%
Other European	17	4.55%
White English	14	3.74%
Ghanaian	14	3.74%
Latin American	13	3.48%
Other White (please specify if you wish)	10	2.67%
Other African	10	2.67%
Other ethnic background (please specify if you wish)	9	2.41%
White Irish	8	2.14%
Filipino	8	2.14%
Other Mixed background (please specify if you wish)	8	2.14%

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Black Caribbean	6	1.60%
Other Black (please specify if you wish)	4	1.07%
Asian British	4	1.07%
Mixed white/Black Caribbean	4	1.07%
Sierra Leonean	3	0.80%
Vietnamese	3	0.80%
White Scottish	2	0.53%
Any other Asian (please specify if you wish)	2	0.53%
Mixed White Black African	2	0.53%
Gypsy, Roma or Irish Traveller	1	0.27%
White Welsh	0	0.00%
White Northern Irish	0	0.00%
Somali	0	0.00%
Indian	0	0.00%
Bengali	0	0.00%
Chinese	0	0.00%
Pakistani	0	0.00%
Mixed White/Asian	0	0.00%

Mitigating actions to be taken

Officers ensured there was diversity on the assessment panel of young people involved in the review, assessment and recommendation for PFYPF grant funding

Diversity of organisations - In line with the Southwark Stands Together programme, monitoring of submitted application forms and successful organisations captured the equalities information from Black and Minorities communities.

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

Commissioned organisations will continue to record ethnicity when registering new users.

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

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

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

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One organisation recommended for PFYPF grant funding is a church which will provide universal after school, holiday 'safe space' youth provision; sports, physical activities; career, mentoring, personal development, workshops - money management, arts & crafts, healthy eating and cooking

262 young people responded to this part of the 'shaping the new youth service' survey. Please see below survey statistics.

Equality information on which above analysis is based

Religion or belief

Option	Total	Percent
Christian	214	57.22%
Not Answered	112	29.95%
No religion	28	7.49%
Muslim	10	2.67%
Other	8	2.14%
Buddhist	2	0.53%
Sikh	0	0.00%
Hindu	0	0.00%
Jewish	0	0.00%

Mitigating actions to be taken

N/A

Sex - A man or a woman.

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

Both male and female young people have been engaged with as part of the youth review. Please see below survey statistics, the survey in March did not included statistics for this category.

The youth parliament was made up of both young males and females

Equality information on which above analysis is based

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

Mitigating actions to be taken

It is proposed to fund one 'new' organisation which provides specific services for 'girls' only youth provision

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

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

Equality information on which above analysis is based

N/A

Mitigating actions to be taken

Commissioned organisations need to consider whether to proactively commission services that work with children and young people from the LGBTQ+ community

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

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Potential impacts (positive and negative) of proposed policy/decision/business plan
<p>The recommendations to fund 21 organisations to deliver PFYPF activities will have a positive impact on socio-economic disadvantaged children and young people because all the services offered will be free, or low cost.</p> <p>The recommendations to fund 21 organisations to deliver PFYPF activities will have a positive impact as it will recognise and address the inequalities that some young people face in accessing a range of activities including arts, sports, leisure.</p> <p>The recommendations to fund 21 organisations to deliver PFYPF activities will have a positive impact on socio-economic disadvantaged children through the recommendations which will:</p> <ul style="list-style-type: none">○ Support young people to take part in activities in the borough and make sure that these activities and spaces are affordable and accessible for all○ Create clearer pathways for young people to access information around careers advice, emotional wellbeing and personal development, and ensure this is easily accessible.
Equality information on which above analysis is based
<p><u>JSNA 2017</u></p> <p>Southwark's population of children and young people is more deprived than the London regional average:</p> <ul style="list-style-type: none">○ 23% of pupils attending a state funded primary, secondary or a special school are eligible for and claiming free school meals○ Southwark is ranked in the 2nd highest quintile in England for deprivation, for both primary and secondary school aged children.○ Around 15,000 children (28%) in Southwark aged under 16 live in low income families <p>In Southwark, it is estimated that 37% of our children were living in poverty after housing costs in 2015, which equates to approximately 21,000 children</p> <p>From the survey 'shaping the new youth service, 222 young people responded by providing their postcode</p>
Mitigating actions to be taken
<p>Record postcodes as part of the monitoring framework to ensure that young people from a wide range of backgrounds are accessing the youth offer. If they are not, targeted action will be taken to address this.</p>

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<p>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</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/ business plan</p>
<p>There will have no impacts on the Articles that are set out in the Human Rights Act.</p>
<p>Information on which above analysis is based</p>
<p>N/A</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

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Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	A change to the organisations currently funded with new organisations coming into the programme and other groups falling out	Require newly funded organisations to sign up to the council's Equality Diversity and Cohesion commitments.	2022-2023
		Invite organisations to sign up to Southwark Stands Together pledges?	
		Ensure that organisations are networked into infrastructure that provides equalities support and contributes to the achievement of the broader equality objectives in Southwark	2022-2023
2	Ensure that all organisations are aware of service activities and beneficiaries within the programme	Broker relationships between organisations to facilitate collaboration and to reduce duplication	2022-2023
3			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			Year 1	Year 2