

Policy & Resources

Strategy

Initial Cumulative

Equality

Analysis

2022/2023

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Purpose of document

The Cumulative Equality Analysis document is an analysis of all Equality Impact Assessments that have been completed for the 2022/2023 budget setting process year, assessing the overall impact that the proposed changes made by the council may have on the borough. The report summarises the data and considerations that were taken into account for each of the protected groups and looks at the cumulative impact of these changes upon each group. The report also sets the specific proposals in the context of the borough plan and wider council service delivery. It sets out a cross council overview of the equality analysis of the 2022/2023 budget proposals. The report will also help strengthen scrutiny of the decisions being made by bringing this information together into one place in a transparent and accessible way.

The purpose of the report is to outline how the totality of the council's Budget decision-making impacts on protected groups and what we are doing to meet the Public Sector Equality Duty (PSED). The PSED requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities.

The PSED 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. It does not prevent public bodies from making decisions. The report also recognises that the duty is a proactive 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:

- i. age;
- ii. disability;
- iii. gender reassignment;
- iv. marriage and civil partnership (but only in respect of eliminating unlawful discrimination);
- v. pregnancy and maternity;
- vi. race – this includes ethnic or national origins, colour or nationality;
- vii. religion or belief – this includes lack of belief;
- viii. sex; and,
- ix. sexual orientation.

The 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 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 councils vision of creating a more equal Southwark is now reinforced in the two additional borough plan values: that we will:

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

Although not covered in law, the Council has committed to consider socio-economic issues as an additional equality strand and to considering impacts on health inequalities.

This document will inform member decisions on equality considerations from the cumulative analysis based on and alongside the more detailed screening and analysis done on individual proposals and the mitigating actions where disproportionate impacts have been identified.

This initial cumulative equality analysis report will 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 2022/2023 budget and considered by cabinet on 1st February alongside the budget report. The independent Equalities and Human Rights Panel that provides scrutiny on equality issues will also discuss it at their next meeting. Any revisions will be published alongside the budget reports.

Executive Summary

This report is the second analysis that follows our new approach to equality analysis as part of strengthening the council's approach to embedding equalities in everything we do. We aim to provide information in a comprehensive and transparent way that allows better scrutiny of our decisions.

The report focuses on the council's general fund and Public Health budgets for 2022/2023 set in the context of the ongoing investment and priorities set out in the borough plan. It does not cover the council's capital programme or the Housing Revenue Account that are subject to separate scrutiny and decision-making.

Tackling inequality and injustice are a thread that run through all of the commitments in the borough plan and the eight priority themes of:

- Covid-19 Response
- Southwark Together
- A green and inclusive economy
- Climate Emergency
- Tackling Health Inequalities
- Homes for all
- A great start in life
- Thriving Neighbourhoods

The plan sets out what we are doing as a borough to advance equalities, tackle discrimination in all forms while at the same time identifying where impacts are felt and how we intend to mitigate against these. The focus on race, nationality and citizenship is also part of the healing and reconciliation work of the Southwark Stands Together programme. This will deliver on the positive duty in the public Sector Equality Duty to foster good relations not just to measure and avoid discrimination.

The budget planning process is dominated by huge financial uncertainties including the challenges of years of austerity and the impact of Covid-19 on our communities and services. These financial pressures mean that the council has to make difficult decisions and is again making savings in this year. This report forms part of a rigorous assessment of our budget proposals to look at how they impact on our communities.

While individual impacts and mitigating actions are identified in the analyses. The purpose of this preliminary cumulative impact assessment is to consider the collective effect of any proposals; and assess and ensure that those people having protected characteristics are not disproportionately disadvantaged. In developing the budget proposals screening has been carried out for each proposal. This has identified any potential impacts, both positive and negative. This is part of an ongoing process of analysis of budget proposals as individual budget proposals are further developed and implemented; they will be subject to further assessment.

66 proposals have been identified as having no or minimal impact, 14 with some positive impacts and 18 impacting on staffing at this stage in the process. In the case of those having impact mitigating actions have been identified in all cases.

Overall, no disproportionate cumulative impact on any one group has been identified but as set out in this report, we will continue to monitor the impact of these decisions through the strengthened equalities framework.

Background and Context

Given the reduced financial envelope within which all local authorities now operate, it is imperative that robust analysis of the impact of decisions on protected groups continues to be undertaken to ensure that access to our services is fair and that protected groups are getting the support that they need.

In November 2020, Southwark Council agreed a refreshed borough plan that covers the period to 2022. The borough plan is the overarching business plan for the council and describes our vision for the borough. It sets out the council's priorities and the commitments that we have made to the people of Southwark.

The borough plan was refreshed in 2020 because things have changed significantly in Southwark, particularly because of the Covid-19 pandemic. Our priority remains to bring Southwark out of the public health crisis, rebuilding our local economy and tackling the inequalities that persist in our society. As a result of Covid-19, we are also facing a huge financial challenge, which means we have to rethink how we will deliver some commitments. This refreshed Borough Plan sets out our plans to continue to improve the life chances of our residents and deliver a fairer future for all.

We have looked carefully at our available budgets and new priorities, focusing on what we have learned from Covid-19 and focusing on the areas that are most important for the borough's recovery. The borough plan reflects new priorities and sets out the action we will take between now and May 2022 to continue delivering a fairer future for all.

The plan makes a commitment that our values will continue to inform all the work we do across the council and what you can expect from us. These values are that we will:

- Treat residents as if they were a valued member of our own family;
- Be open, honest and accountable;
- Work for everyone to realise their own potential;
- Spend money as if it were from our own pocket;
- Make Southwark a place to be proud of;
- Always work to make Southwark more equal and just;
- Stand against all forms of discrimination and racism.

Tackling inequality and injustice are a thread that run through all of the commitments in the borough plan and the eight priority themes of:

- Covid-19 Response
- Southwark Together
- A green and inclusive economy
- Climate Emergency
- Tackling Health Inequalities
- Homes for all
- A great start in life
- Thriving Neighbourhoods

The vision is to build a Southwark where everyone has a home, where everyone can get a decent job, where we end our carbon emissions and where everyone is empowered to make the best of their life. The plan sets out our ambitions and commitments to build a stronger, more equal borough between now and May 2020.

The Covid-19 pandemic has shone a light on inequality and poverty and its ongoing impacts will put added pressures on our communities and on public services and rebuilding and tackling inequality at a time of increased and sustained pressure on our services and our finances are a key priority in the borough plan.

Southwark stands together is the council's commitment to tackle racial inequalities. Through the Southwark Stands Together programme the council promotes the basic rights of all people to equality, justice, inclusion and fair treatment. Recent circumstances and events have reignited the need for communities across the globe to unite and to make urgent and sustainable change to give everyone full access to these rights.

Southwark's response through Southwark Stands Together has put in place a framework that creates a programme within Southwark of actions, education and initiatives translating our firm commitments into real, sustainable outcomes. The programme will continue to evolve over time and seek ways of measuring improvements in the lives of individuals and communities. The overall aim being to improve the lives of our residents, recognising that some change may not be immediate. Whatever the speed or scale of change required; Southwark will not give up on the challenges until they have been overcome.

The recommendations that have emerged from this policy cover a broad range of themes including policing, cultural industries, public realm, health, employment, education and communities as well as our workforce in Southwark.

Prior to Covid and the Southwark Stands Together council wide programme being agreed by Cabinet, a commitment was made to review the council's approach to equality and replace the Southwark Diversity Standard. This resulted in the agreement of a new overarching Equality Framework for the council in 2021. This approach set out how the process for equality analysis relating to the council's budget will be carried out moving forward seeking to further strengthen this approach.

Methodology

Equality Analyses that were completed for the 2022/2023 budget setting have informed the analysis below. All teams were required to provide a screening of the budget options as the budget was being considered. These were included and discussed in the internal budget challenge sessions. Budget items were rejected in part in response to screenings, or mitigations approved. Where there were impacts identified there was a request to risk assess these looking at both significance and likelihood. Where the risk rating was identified as red or high the service was asked to provide a full analysis.

Across the budget 75 screenings or full assessments have been completed. This cumulative analysis is based on those screening and full impact assessments that have been completed. It shows what the impact on the protected groups is of the budget proposal in those services areas. It should be noted that equality analysis is ongoing and further analysis will be undertaken as implementation proceeds, more data is gathered and decisions are taken. The report summarises the data and considerations that were taken into account for each of the protected groups and looks at the cumulative impact of these changes upon each group. The report also sets the specific proposals in the context of the council plan and wider council service delivery. It sets out a cross council overview of the equality analysis of the 2022/2023 budget proposals.

While individual impacts and mitigating actions are identified in the analyses, the purpose of this preliminary cumulative impact assessment is to consider the collective effect of any proposals; and assess and ensure that those people having protected characteristics are not disproportionately disadvantaged. In developing the budget proposals screening has been carried out for each proposal. This helps identify any potential impacts, positive and negative. It also identifies where full further analysis is to be carried out. As individual budget proposals are further developed and implemented, they will be subject to further assessment.

The Southwark Equality Framework and Equality Objectives

The Southwark Equality Framework explains how the council is putting equality at the heart of everything we do. It sets out what the legislation expects of us and what the council is committed to doing to mainstream our equality, diversity and inclusion work and make it part of our day to day business. The Framework demonstrates how equality legislation and Council equality, diversity and inclusion commitments are central to all that we do as a Council.

The Framework sets out our ambitions for residents and staff, provides a description of how the council meets its obligations to equality and finally sets out an action plan of continual improvement; what we will do to strengthen the approach we take to embedding equality in everything the council does. The Framework builds on our values as a council that are set out in the borough plan. The borough plan commits us to making Southwark more just and fair, and taking positive action to tackle the inequalities which still affect too many people. It includes a specific commitment to strengthening our current approach to equalities, embedding it further in everything we do as a council.

The Public Sector Equality Duty requires us to publish one or more specific and measurable equality objectives every four years that demonstrate areas where we are tackling inequality and promoting equality. In the draft Southwark Equality Framework. We have identified eight areas of focus to reduce inequality and promote equality, which affect specific groups.

These eight objectives are to:

- Stand together against all forms of racism and discrimination.
- Tackle health inequalities so everyone can live a healthy life.
- Reduce the number of vulnerable people in our borough, including by providing targeted engagement and support to groups most affected by Covid-19.
- Provide decent homes for all.
- Give young people in our borough the best opportunities in life.
- Put communities at the heart of everything we do from services to decision-making, ensuring everyone is heard especially marginalised communities.
- Deliver a fair and green economic recovery where no-one is left behind.
- Tackle abuse, harassment, exploitation and violence.

The Framework commits us to continuing making Improvements in how the Council integrates equality impact and needs analysis in the annual budget setting process. In 2020, a member/officer Budget Advisory Panel was set up to help inform the process. This group produced a comprehensive initial cumulative equality impact analysis that looked at the impacts of the council plan and council budget decisions. We have continued to develop and improve this approach and established a member and officer groups to oversee this work.

Further developments in Council equality governance will aim to see links between internal scrutiny of Council equality work undertaken by Overview and Scrutiny and external scrutiny of Council equality work by the Equality and Human Rights Panel as part of the budget Equality Analysis process. The Framework will be reviewed and updated alongside the new borough plan in the summer of 2022.

Protected groups and impacts

Age

Borough Plan

The commitments in the refreshed borough plan will have a range of impacts on people of all ages in the borough. The Covid-19 pandemic has had a significant negative impact on many older people, not just in terms of health outcomes but also issues such as loneliness and social isolation, challenges accessing services, and reduced contact with family and friends due to shielding and social distancing restrictions. The council continues to build on the positive work of the Community Hub during the Covid-19 pandemic and work with the voluntary and community sector to continue to support vulnerable people. This includes older people, both in providing support through the hub and building on volunteering to tackle loneliness.

Covid-19 has had a particularly high impact on young people and children in our borough, and the borough plan includes commitments to support schools to close the attainment gap and ensure children can catch up on education missed during the pandemic. There is also a commitment to guarantee access to education, employment, training or volunteering for every school leaver, recognising the impact that the pandemic is likely to have on the future employment prospects for this age group.

Further commitments in the plan, which will have a positive impact on young people, include mainstreaming the Positive Futures fund, so that young people can continue to benefit from this investment, and working with young people to find local solutions to community harm and exploitation including knife crime. The refreshed plan also includes a commitment to ensuring Southwark's youth services meet the needs of young people, following a review of youth services, and ensuring that young people have a voice in decisions that affect them.

Commitments to return employment levels to where they were before Covid-19, to help 5,000 people into work and provide one-to-one support for residents who have lost their jobs because of Covid-19, will particularly help those groups who have been most negatively affected in employment by the pandemic, including young people (under the age of 25) and older people (aged 50+). The council's economic renewal plan includes a specific commitment to young people, recognising the challenges of the post pandemic labour market.

The plan also includes ongoing delivery of many of the commitments that are set out in the 2018-2022 plan which will have a positive impact on specific age groups, including safe pedestrian crossings, digital skills, the provision of GPs and parks, free school meals, nursing homes and extra care housing, and the Residential Care Charter (more detail is outlined in the 2018 Equality Impact Assessment).

In terms of health impacts, the refreshed plan includes a number of commitments related to the council's response to the Covid-19 pandemic, which particularly affects older people (alongside other demographics). This includes working with the NHS, local community and businesses to stop the spread of Covid-19, delivering an effective local test and trace programme and supporting residents and businesses to follow national guidance and restrictions. According to Public Health England data, the rate of diagnosed cases of Covid-19 increases with age and for people with a positive test,

those 80 or older were seventy times more likely to die compared with those under 40. The refreshed plan also includes a commitment to work with the NHS to ensure a high take up of flu vaccinations, which is particularly important for older people and young children.

Recognising the significant negative impact that poor mental health can have on young people and the challenges for many young people in accessing appropriate mental health services, the refreshed plan includes a new commitment to support 100% of children and young people with a diagnosable mental health need.

Commitments to create more space for walking and cycling and reduce car journeys, to campaign for improved public transport facilities, and introduce 60 ‘school streets’ will improve air quality which will have a positive impact on health for all ages, but particularly young people and children.

The continued investment in the Ageing Well contract will have a positive impact on older people in Southwark by providing improved support.

Specific Budget Changes

Overall, the proposed changes identified in the budget aim to improve services for young. Where services are increasing their use of digital interventions the negative impact for older people is mitigated by alternative and supported mechanisms for service engagement and access and there is a clear commitment in our customer access strategy to leaving no-one behind. No cumulative disproportionate impact is identified at this stage on any age group. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income generation 204	Income generation through uplift in fees and charges.	Neutral	<p>Screening carried out on those Fees and Charges that are being increased by more than inflation, where required a Full Impact assessment has been carried out as follows:</p> <ul style="list-style-type: none"> • Cemeteries and crematoria charges - the current provision would not change, fees increasing in line with RPI but future fees and charges would need to be considered in greater depth due to funeral poverty and CMA investigation results nationally. • License, parking and room hire charges – increase in line with RPI except for parking charges which remain fixed. • Libraries, Arts Events and Youth Services – above inflation increases assessed as having minimal impact on a small number of charges. • Fees charged through hire of the sports facilities and leisure centres – current provision unchanged fees increased by RPI. • South Dock Marina fees and charges - the current provision would not change, fees increasing in line with CPI +1% as agreed with council and service users in 2019.

Environment and Leisure	Efficiencies 133	Grounds maintenance contract service adjustments - to reduce the contract sum current value £3,022,569 (Sept 2021) by £135k for 2022/23. This follows the same reduction being made in 2021/22.	Neutral	Due to the size and scale of the assets and proposed mitigations, assessment is that the impact on gardening and park maintenance services will not significantly impact park users.
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Environment and Leisure	Income Generation 203	Reinvest income from the introduction of Streetspace schemes to improve access around the borough including healthy streets and with the aim of tackling the climate emergency.	Assessed as overall positive across all protected characteristics with risk of some potential negative for Age, Sex and Disability subject to an improved approach to be developed through the Movement Plan Update in 2022.	The charges will apply to all people who contravene the rules equally and will not have any adverse impact on any individual group; and overall the assessment is a positive outcome for residents and the local community with significant improvements in air quality / environmental pollution. Full assessment being conducted to understand and mitigate against any perceived concerns from any protected groups.
Children's and Adults' Services	Efficiencies 106	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 118	Reduction of residential care block contract as there is greater availability of in-borough Extra Care provision.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 119	Efficiencies through better utilisation of step down to reduce long term packages of care and the need for residential care.	No negative impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 112	Efficiencies in All Age Disabilities (AAD) Looked after Children's (LAC) placements through renegotiation	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Developing the Commissioning alliance framework so stimulate and increase the quantity and quality of providers that support children and young people with disabilities.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 115	Homecare savings in All Age Disability service	No impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Assessments and placement documents have been completed as part of the transition from unsuccessful providers to new. Support hours have not been affected and this commissioning exercise serves to provide a cap and collar rate consistent with the market expectations. Client's and families not wishing to transfer across are able to request a direct payment.
Children's and Adults' Services	Efficiencies 105	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	No impact	Equalities Impact Assessment undertaken. No adverse impact identified on service users. Any reduction in provision will follow a Care Act Assessment or review. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 117	Reduction in training budget as now a greater variety of digital training options which can be utilised and provide Value for money	Some positive impact identified	Equalities Impact Assessment undertaken, positive impact for staff and workforce as a whole. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 116	Efficiency in Best Interest Assessor contracts	No negative impact	No adverse impact on Service users, regardless of the Socio-Economic situation of the person subject to a DoLS assessment. The proposed saving will not have a wider Socio-Economic impact than on those subject to the deprivation of their liberty. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Efficiencies 110	Renegotiation of spot contracts for LD supported living placements	No negative impact	Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Savings 319	Reduction in contribution towards hostel provision in line with Care Act eligibility	No impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Engagement with service users will need to be planned and facilitated conversations regarding the move on options and timescales. Adults Social Care and/or support provider working with Housing to support move on plans for service uses

Children's and Adults' Services	Savings 309	Proposal to reduce Autism Support Team Capacity with deletion of posts	Potential negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The universal training offer associated with AET partnership will redirect some resource with the focus upon whole setting practice development rather than targeted individual work for children, except those at crisis, risk of exclusion, school enforced reduced attendance. Set up the training as mandatory in order to gain access to any further specialist service offer from AST.
Children's and Adults' Services	Savings 311	Hold off renewal of recommissioning or seek alternative funding for the home education service for 0-2 years olds (Portage) service	Negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The service provider will be required to understand the profile of needs in Southwark and ensuring the service addresses inequalities and increases accessibility.
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis to be carried out.
Children's and Adults' Services	Savings 313	Scholarship team reduction	No impact	No adverse impact for scholars.
Children's and Adults' Services	Commitment 405	Investment to develop enhanced support for foster carers to reduce the need for residential care	Positive impact	Analysis completed identifies positive impacts
Children's and Adults' Services	Efficiencies 125	Increased use of better value commissioned services for children in care	Neutral to positive	Analysis completed.
Children's and Adults' Services	Efficiencies 126	Increased use of better value commissioned services for care leavers	Positive	Analysis completed identifies positive impacts
Children's and Adults' Services	Efficiencies 129	Reinvestment of funding currently spent on health services to protect family early help, mitigated by NHS growth monies	No impact	Analysis completed identifies no potential disproportionate impacts.

Disability

Borough Plan

Many of the commitments in the Borough Plan will positively impact on people with disabilities in the borough.

The commitment to support 5,000 people into work and provide one-to-one support for people who have lost their job because of Covid-19 will be primarily delivered through Southwark Works. Under the Southwark Works Framework commissioned by the council, people with disabilities are able to better access support with specific lots being designed for people with disabilities, for example a focus on mental health and physical and learning disabilities. There will also be provision for young people with SEND in the 'vulnerable young persons' lot. In addition, other providers will engage and work with employers to secure vacancies for any client and ensure recruitment policies are inclusive; specifically with the needs of potential and current employees with disabilities.

The council monitors outputs for Southwark Works based on all demographics, to ensure there is equality of outcome delivered by the service. We will also be performing an impact evaluation of the Southwark Works service early 2021 to inform new Southwark Works contracts (due to begin June 2021). The council is also working closely with the Central London Forward (CLF) commissioned Work and Health Programme (Central London Works) which has a particular focus on supporting people with health and disabilities into employment.

Children with certain disabilities and underlying health conditions are more likely to be negatively impacted by Covid-19, both in terms of health and education due to increased likelihood of missing out on school due to shielding. The refreshed Borough Plan includes a commitment to support schools to ensure children are able to catch up on education missed as a result of the pandemic.

Homelessness and rough sleeping remains a significant challenge in Southwark and national data shows that physical and mental health needs are a key vulnerability reported in homelessness cases. The refreshed plan includes a commitment to end rough sleeping in Southwark.

Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark. Covid-19 has a disproportionate negative impact on people with disabilities, as certain underlying health conditions make individuals more vulnerable to the virus. The council is addressing this disproportionate impact through commitments relating to the council's response to Covid-19, including working with NHS and partners to stop the spread of Covid-19, and to continuing to provide support for vulnerable residents building on the successful work of the community hub.

Mental health problems represent the single largest cause of disability in the UK and it is estimated that almost one in five adults in Southwark are experiencing a common mental disorder, equating to approximately 47,000 individuals. An estimated 2,550 children and young people in Southwark suffer from a mental health disorder. There has also been an increase in demand for mental health support for young people during the Covid-19 pandemic. The refreshed plan includes a commitment to continue to protect adult mental health services, and to support 100% of young people with a diagnosable mental health need, a significant ambition that puts Southwark ahead of many other boroughs.

As an employer, the council is committed to training even more mental health first aiders, and working with partners to develop an ongoing Council-wide mental health awareness and stigma programme for all staff.

Specific Budget Changes

Overall, the budget aims to positively impact people with disabilities through continued investment in employment support and protecting service areas such as protecting adult mental health services. No cumulative disproportionate impact is identified at this stage on people with disabilities. Detail of specific proposals is set out in the table below.

Department	Ref No.	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income generation 204	Income generation through uplift in fees and charges	Neutral	<p>Screening carried out on those Fees and Charges that are being increased by more than inflation, where required a Full Impact assessment has been carried out as follows:</p> <ul style="list-style-type: none"> • Cemeteries and crematoria charges - the current provision would not change, fees increasing in line with RPI but future fees and charges would need to be considered in greater depth due to funeral poverty and CMA investigation results nationally. • License, parking and room hire charges – increase in line with RPI except for parking charges which remain fixed. • Libraries, Arts Events and Youth Services – above inflation increases assessed as having minimal impact on a small number of charges. • Fees charged through hire of the sports facilities and leisure centres – current provision unchanged fees increased by RPI. • South Dock Marina fees and charges - the current provision would not change, fees increasing in line with CPI +1% as agreed with council and service users in 2019.
Environment and Leisure	Efficiencies 133	Grounds maintenance contract service adjustments - to reduce the contract sum current value £3,022,569 (Sept 2021) by £135k for 2022/23. This follows the same reduction being made in 2021/22.	Neutral	Due to the size and scale of the assets and proposed mitigations, we feel the impact on gardening and park keeping services will not significantly impact park users.
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.

		to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.		
Environment and Leisure	Income Generation 203	Reinvest income from the introduction of Streetspace schemes to improve access around the borough including healthy streets and with the aim of tackling the climate emergency.	Assessed as overall positive across all protected characteristics with risk of some potential negative for Age, Sex and Disability subject to an improved approach to be developed through the Movement Plan Update in 2022.	The charges will apply to all people who contravene the rules equally and will not have any adverse impact on any individual group; and overall the assessment is a positive outcome for residents and the local community with significant improvements in air quality / environmental pollution. Full assessment being conducted to understand and mitigate against any perceived concerns from any protected groups.
Children's and Adults' Services	Efficiencies 106	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 118	Reduction of residential care block contract as there is greater availability of in-borough Extra Care provision.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 119	Efficiencies through better utilisation of step down to reduce long term packages of care and the need for residential care.	No negative impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 112	Efficiencies in All Age Disabilities (AAD) Looked after Children's (LAC) placements through renegotiation	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Developing the Commissioning alliance framework so stimulate and increase the quantity and quality of providers that support children and young people with disabilities.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 115	Homecare savings in All Age Disability service	No impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Assessments and placement documents have been completed as part of the transition from unsuccessful providers to new. Support hours have not been affected and this commissioning exercise serves to provide a cap and collar rate consistent with the market expectations. Client's and families not wishing to transfer across are able to request a direct payment.
Children's and Adults' Services	Efficiencies 105	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	No impact	Equalities Impact Assessment undertaken. No adverse impact identified on service users. Any reduction in provision will follow a Care Act Assessment or review. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 116	Efficiency in Best Interest Assessor contracts	No negative impact	No adverse impact on Service users, regardless of the Socio-Economic situation of the person subject to a DoLS assessment. The proposed saving will not have a wider Socio-Economic impact than on those subject to the deprivation of their liberty. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Efficiencies 110	Renegotiation of spot contracts for LD supported living placements	No negative impact	Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	319	Reduction in contribution towards hostel provision in line with Care Act eligibility	No impact	Service users will be supported to assess their current needs and capabilities for living independently or with support and the best option for sustaining their new living arrangements.
Children's and Adults' Services	Savings 309	Proposal to reduce Autism Support Team Capacity with deletion of posts	Potential negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The universal training offer associated with AET partnership will redirect some resource with the focus upon whole setting practice development rather than targeted individual work for children, except those at crisis, risk of exclusion, school enforced reduced attendance. Set up the training as mandatory in order to gain access to any further specialist service offer from AST.
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis to be carried out.

Housing and Modernisation	Commitment 422	Southwark contribution to the call monitoring platform for the Southwark Monitoring and Alarm Response Team (SMART).	Positive impact	Enhanced service provision
Housing and Modernisation	Commitment 423	Re-basing of the budget for the Contact Centre based on new structure	Positive	There will be an improved service provided to customers as a new model will ensure the capacity to answer calls and respond to requests.

Sexual Orientation and Gender Reassignment

Borough Plan

The Borough Plan includes an ongoing commitment to tackling hate crime in all forms, celebrating and promoting the diversity of the borough and embedding equality further in everything we do as a council. This work includes the delivery of the new Southwark Equality Framework.

The borough plan includes a commitment to work with the LGBTQ+ community to secure a new LGBTQ+ cultural space and ensure it meets the community's needs. Other commitments to tackle radicalisation, extremism, and hate-crime, and to celebrate and promote the rich diversity of the borough, are also likely to have positive impact on LGBTQ+ residents.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage in any of the budget proposals.

Ethnicity/Race

Borough Plan

Recognising that racial inequalities continue to be a significant challenge in our society, the refreshed Borough Plan includes a number of specific commitments to tackle racial inequality and injustice. This builds on the work of Southwark Stands Together, the council's response to a number of global issues including the murder of George Floyd and the resulting Black Lives Matter protests, and the disproportionate impact of Covid-19 on Black, Asian and Minority Ethnic individuals.

Southwark Stands Together is a cross council, wide reaching programme of work which seeks to root out and tackle racial inequalities and injustice. The refreshed plan includes a number of commitments based on recommendations from Southwark Stands Together, which was agreed by Cabinet in September 2020 following a period of significant engagement and consultation, with the action plan and next steps being agreed by Cabinet in October 2020. This includes:

- Supporting Black, Asian and minority ethnic artists to create and showcase new work, including drawing up plans with the community for a Black cultural centre
- Working with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards and in other community leadership positions
- Increasing the quality and effectiveness of the council's engagement with Black, Asian and minority ethnic communities
- Reviewing the council's grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups
- Working with the police and our Black, Asian and minority ethnic communities to strengthen trust in policing
- Supporting Black, Asian and minority ethnic-led businesses in Southwark to secure contracts with public sector anchor institutions
- Encouraging all Southwark businesses with more than 50 employees to publish their Black, Asian and minority ethnic pay gaps

Education, employment and business and health inequalities were some of the greatest area of concern from the listening exercises conducted as part of Southwark Stands Together which is why the council is prioritising:

- Supporting residents from diverse backgrounds to access quality employment opportunities including apprenticeships, internships and careers information, advice and guidance.
- Aspiring to end all school exclusions by asking schools to share their data around external, temporary and internal exclusions including information on off rolling. This will enable us to build an evidence base that helps understand the experience of Black Asian and Minority Ethnic students and develop a strategy that can help eliminate school exclusions for all.
- Improving the experience of young people with respect to meaningful work experience; develop networks within and beyond school that provide advice and guidance and exposure to opportunities that helps them develop their aspirations and confidence and understanding linked to the world of work.

- Developing a strong partnership approach across the whole health sector to address the wider health inequalities that disproportionately impact Black Asian and Minority Ethnic communities and their physical, mental and emotional wellbeing.
- Recognising that discrimination can occur in many different ways from front line to backroom functions and adopt and embed organisation wide approaches to improve the experiences of Black Asian and Minority Ethnic patients in health and care

The Borough Plan also recognises and seeks to tackle inequalities based on race, nationality and citizenship. This includes campaigning for an end to the ‘no recourse to public funds’ laws that trap people on the street; campaigning to ensure the Windrush generation are compensated by the national government for past injustices; and making Southwark a Borough of Sanctuary, working with community groups and partners to help and support refugee, migrant and asylum seekers in Southwark, and campaigning to end the Hostile Environment. As part of Southwark Stands Together and in our response to the covid pandemic, we intend to understand our undocumented migrant community more as part of responding to the needs of a community that are less visible and at high risk from Covid-19, hate crime and hostility.

As an employer, the council is committed to modelling best practice and the refreshed plan includes a commitment to strive to ensure the council’s workforce reflects the local community it represents at every level of the organisation. The refreshed plan includes a commitment to ensuring the top of the council’s workforce is proportionately representative of Southwark’s Black, Asian and minority ethnic population by 2030.

The disproportionate impact of Covid-19 on Black, Asian and minority ethnic individuals has shone a light on health inequalities in our society, many of which are linked to wider determinants such as deprivation, occupation and housing. The refreshed Borough Plan includes a commitment to close the gap in health inequalities that affect our Black, Asian and minority ethnic communities, and the council will work closely with the NHS and health partners to deliver this commitment.

Southwark has the second highest HIV prevalence in England: there are currently just over 2,600 people living in the borough who have been diagnosed with HIV. However, the number of new cases of HIV in the borough continues to fall, with levels falling by more than half between 2011 and 2018. The refreshed plan includes a commitment to increase HIV testing to reduce late diagnosis, particularly in Black, Asian and minority ethnic communities.

Rates of HIV and STIs in south east London (Southwark, Lambeth and Lewisham) are the highest in England. There are persistent inequalities in sexual and reproductive health and men who have sex with men (MSM) are one of the groups that suffer the greatest burden. Effective testing, especially of at risk groups, is recognised as a key component of prevention strategy. The plan includes a commitment increase HIV testing to reduce late diagnosis, which should have a positive impact on MSM as well as other demographics.

Specific Budget Changes

Overall the proposed changes identified in the budget aim to tackle racial inequality and injustice through for example the Southwark Stands Together programme. No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income generation 204	Income generation through uplift in fees and charges	Neutral	<p>Screening carried out on those Fees and Charges that are being increased by more than inflation, where required a Full Impact assessment has been carried out as follows:</p> <ul style="list-style-type: none"> • Cemeteries and crematoria charges - the current provision would not change, fees increasing in line with RPI but future fees and charges would need to be considered in greater depth due to funeral poverty and CMA investigation results nationally. • License, parking and room hire charges – increase in line with RPI except for parking charges which remain fixed. • Libraries, Arts Events and Youth Services – above inflation increases assessed as having minimal impact on a small number of charges. • Fees charged through hire of the sports facilities and leisure centres – current provision unchanged fees increased by RPI. • South Dock Marina fees and charges - the current provision would not change, fees increasing in line with CPI +1% as agreed with council and service users in 2019.
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Environment and Leisure	Savings 332	Reduction of NRPF budget which should have no impact on the ability to accept new cases and provide support	Neutral	Savings achieved by review and speedier resolution of cases
Children's and Adults' Services	Efficiencies 106	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 118	Reduction of residential care block contract as there is greater availability of in-borough Extra Care provision.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 119	Efficiencies through better utilisation of step down to reduce long term packages of care and the need for residential care.	No negative impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 105	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	No impact	Equalities Impact Assessment undertaken. No adverse impact identified on service users. Any reduction in provision will follow a Care Act Assessment or review. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 117	Reduction in training budget as now a greater variety of digital training options which can be utilised and provide Value for money	Some positive impact identified	Equalities Impact Assessment undertaken, positive impact for staff and workforce as a whole. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.

Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Efficiencies 110	Renegotiation of spot contracts for LD supported living placements	No negative impact	Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Savings 319	Reduction in contribution towards hostel provision in line with Care Act eligibility	No impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Engagement with service users will need to be planned and facilitated conversations regarding the move on options and timescales. Adults Social Care and/or support provider working with Housing to support move on plans for service users
Children's and Adults' Services	Savings 311	Hold off renewal of recommissioning or seek alternative funding for the home education service for 0-2 years olds (Portage) service	Negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The service provider will be required to understand the profile of needs in Southwark and ensuring the service addresses inequalities and increases accessibility.
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis being carried out.

Children's and
Adults' Services

Savings 313

Scholarship team reduction

No impact

No adverse impact for scholars.

Chief Executive	Income Generation 201	Medium Term Resources Strategy / Budget Challenge 2022 / 23 – Commercial Property Income	Neutral	On initial analysis, increasing income is contractually and market linked, rather than differentially impacting people with this protected characteristics.
Housing and Modernisation	Commitment 422	Southwark contribution to the call monitoring platform for the Southwark Monitoring and Alarm Response Team (SMART).	Positive impact	Enhanced service provision
Housing and Modernisation	Commitment 423	Re-basing of the budget for the Contact Centre based on new structure	Positive	There will be an improved service provided to customers as a new model will ensure the capacity to answer calls and respond to requests.

Maternity and pregnancy

Borough Plan

No differential impacts were identified in the borough plan.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 115	Homecare savings in All Age Disability service	No impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Assessments and placement documents have been completed as part of the transition from unsuccessful providers to new. Support hours have not been affected and this commissioning exercise serves to provide a cap and

collar rate consistent with the market expectations. Client's and families not wishing to transfer across are able to request a direct payment.

Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Efficiencies 110	Renegotiation of spot contracts for LD supported living placements	No negative impact	Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Savings 311	Hold off renewal of recommissioning or seek alternative funding for the home education service for 0-2 years olds (Portage) service	Negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The service provider will be required to understand the profile of needs in Southwark and ensuring the service addresses inequalities and increases accessibility.
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis being carried out.
Children's and Adults' Services	Efficiencies 129	Reinvestment of funding currently spent on health services to protect family early help, mitigated by NHS growth monies	No impact	Analysis completed identifies no potential disproportionate impacts.

Sex

Borough Plan

We are committed to promoting equal opportunities employment policies through our own commissioning, and more widely, the council has implemented the Borough Plan commitment to ensure all our contractors must publish their gender pay gap and plans to reduce it, through the Fairer Future procurement framework. The refreshed plan includes a commitment to go further than this, to encourage all Southwark businesses with more than 50 employees to publish their Black, Asian, minority ethnic, and gender pay gaps, and to support Southwark Black, Asian and minority ethnic-led and women-led businesses to secure contracts with public sector anchor institutions.

Evidence has shown that women have been disproportionately impacted by Covid-19 in employment. We will monitor the implementation and delivery of the commitments to support 5,000 residents into work and provide one-to-one support for residents who have lost their jobs because of Covid-19, to ensure that women are supported.

Through the Borough Plan and Economic Wellbeing Strategy there is an ambition that there is genuine pay equality in Southwark and for Southwark residents, and we continue to embed the principles of equal pay and family friendly work practices across all our services and promote, influence strategically, and lobby nationally for fair wages and the elimination of the gender pay gap.

Women are disproportionately impacted by domestic abuse. The refreshed Borough Plan continues to prioritise domestic abuse survivors over abusers to ensure they do not end up without a home, and commits to ensuring survivors can access high quality services, and a zero-tolerance policy on domestic abuse.

The Borough Plan 2018-2022 included a commitment to develop a Violence Against Women and Girls strategy to tackle all forms of gender based violence, which has now been delivered.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income generation 204	Income generation through uplift in fees and charges.	Neutral	Screening carried out on those Fees and Charges that are being increased by more than inflation, where required a Full Impact assessment has been carried out as follows: <ul style="list-style-type: none">Cemeteries and crematoria charges - the current provision would not change, fees increasing in line with RPI but future fees and charges would need to be considered in greater depth due to funeral poverty and CMA investigation results nationally.

				<ul style="list-style-type: none"> • License, parking and room hire charges – increase in line with RPI except for parking charges which remain fixed. • Libraries, Arts Events and Youth Services – above inflation increases assessed as having minimal impact on a small number of charges. • Fees charged through hire of the sports facilities and leisure centres – current provision unchanged fees increased by RPI. • South Dock Marina fees and charges - the current provision would not change, fees increasing in line with CPI +1% as agreed with council and service users in 2019.
Environment and Leisure	Income Generation 203	Reinvest income from the introduction of Streetspace schemes to improve access around the borough including healthy streets and with the aim of tackling the climate emergency.	Assessed as overall positive across all protected characteristics with risk of some potential negative for Age, Sex and Disability subject to an improved approach to be developed through the Movement Plan Update in 2022.	The charges will apply to all people who contravene the rules equally and will not have any adverse impact on any individual group; and overall the assessment is a positive outcome for residents and the local community with significant improvements in air quality / environmental pollution. Full assessment being conducted to understand and mitigate against any perceived concerns from any protected groups.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.

Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Savings 309	Proposal to reduce Autism Support Team Capacity with deletion of posts	Potential negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The universal training offer associated with AET partnership will redirect some resource with the focus upon whole setting practice development rather than targeted individual work for children, except those at crisis, risk of exclusion, school enforced reduced attendance. Set up the training as mandatory in order to gain access to any further specialist service offer from AST.
Children's and Adults' Services	Savings 311	Hold off renewal of recommissioning or seek alternative funding for the home education service for 0-2 years olds (Portage) service	Negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The service provider will be required to understand the profile of needs in Southwark and ensuring the service addresses inequalities and increases accessibility.
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis to be carried out.

Marriage/civil partnership

Borough Plan

No differential impacts were identified in the borough plan.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will

provided a standardised rate and an emphasis on core (shared) and flex (individual hours).

Children's and Adults' Services	Savings 311	Hold off renewal of recommissioning or seek alternative funding for the home education service for 0-2 years olds (Portage) service	Negative impact if no alternative funding secured	Potential impact on children and young people with protected characteristics and their families. The service provider will be required to understand the profile of needs in Southwark and ensuring the service addresses inequalities and increases accessibility.
Children's and Adults' Services	Efficiencies 129	Reinvestment of funding currently spent on health services to protect family early help, mitigated by NHS growth monies	No impact	Analysis completed identifies no potential disproportionate impacts.

Religion or belief

Borough Plan

As outlined in the 2018 Borough Plan EIA, a number of borough plan commitments will have a positive impact on fostering good community relations, including working together with local communities to tackle radicalisation, extremism, and hate-crime; and celebrating and promoting the rich diversity of the borough.

Faith groups have played an important role in the implementation of a number of areas of work outlined in the Borough Plan refresh, including supporting vulnerable residents through the community hub, tackling inequalities through the Southwark Stands Together work, and finding local solutions to tackle knife crime.

In September 2020 the council's cabinet agreed a faith strategy action plan. The Strategy and the action plan were co-produced with faith organisations and overseen by a steering group that included faith leaders, Community Southwark and the council. The work has developed using collaborative approaches, both building on existing links and relationships and using outreach to address gaps in faith community participation. This has resulted in a wider range of faith communities getting involved. The faith strategy equality analysis completed in the period January to February 2019 is still relevant and was reviewed in February 2021. It is envisaged that we will then be able to see the impact of the strategy and whether it has succeeded in its ambition of drawing a wider range of faith communities in improving the lives of local residents. It is likely that wider economic impacts that are currently being felt as a result of the covid pandemic will also impact on faith groups and we need to ensure more broadly that we monitor this given their role alongside other voluntary and community groups in meeting the needs of residents not least in their contribution to tackling food insecurity.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage in any of the budget proposals.

Socio-economic disadvantage

Borough Plan

The council recognises that socio-economic disadvantage can have a significant impact on the ability of individuals to live healthy lives, to access employment opportunities and to fulfil their potential. We are committed to ensuring that every resident in Southwark has access to opportunities, and that life chances are not determined by background.

Specific commitments that seek to address socio-economic disadvantage include providing one-to-one support for residents who have lost their jobs because of Covid-19, and making adult learning accessible to all, including basic qualifications in English, maths and digital skills.

Young people from socio-economic disadvantaged families are more likely to be disproportionately impacted in education as a result of Covid-19 and the closure of schools during the pandemic. Recognising this, the refreshed Borough Plan includes a commitment to support schools to close the attainment gap.

The proportion of people in the social housing sector who are from lower socio-economic backgrounds is greater than their representation in the borough as a whole. Residents who are on lower incomes are also disproportionately likely to suffer from poor housing conditions and overcrowding, including in the private rented sector. The council has sought to tackle this through a number of Borough Plan commitments, including building new council homes, guaranteeing council estates are clean, safe and cared for, delivering a Gold Standard for private rented homes

Specific new commitments related to housing in the refreshed borough plan that are likely to have a positive impact on socio-economic disadvantage include:

- Ending rough sleeping in Southwark, including campaigning for an end to ‘*no recourse to public funds*’ laws that trap people on the street.
- Lobbying the government to fix the broken housing system.
- Tacking action to reduce the number of empty homes.
- Improving and expanding council estates with more council homes, including the Tustin, Maydew and the Aylesbury.
- Introducing a new quality standard for temporary accommodation that guarantees it is good quality and families have self-contained accommodation

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income generation 204	Income generation through uplift in fees and charges.	Neutral	<p>Screening carried out on those Fees and Charges that are being increased by more than inflation, where required a Full Impact assessment has been carried out as follows:</p> <ul style="list-style-type: none"> • Cemeteries and crematoria charges - the current provision would not change, fees increasing in line with RPI but future fees and charges would need to be considered in greater depth due to funeral poverty and CMA investigation results nationally. • License, parking and room hire charges – increase in line with RPI except for parking charges which remain fixed. • Libraries, Arts Events and Youth Services – above inflation increases assessed as having minimal impact on a small number of charges. • Fees charged through hire of the sports facilities and leisure centres – current provision unchanged fees increased by RPI. • South Dock Marina fees and charges - the current provision would not change, fees increasing in line with CPI +1% as agreed with council and service users in 2019.
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Environment and Leisure	Income Generation 203	Reinvest income from the introduction of Streetspace schemes to improve access around the borough including healthy streets and with the aim of tackling the climate emergency.	Assessed as overall positive across all protected characteristics with risk of some potential negative for Age, Sex	The charges will apply to all people who contravene the rules equally and will not have any adverse impact on any individual group; and overall the assessment is a positive outcome for residents and the local community with significant improvements in air quality / environmental pollution. Full assessment being conducted to understand and mitigate against any perceived concerns from any protected groups.

			and Disability subject to an improved approach to be developed through the Movement Plan Update in 2022.	
Children's and Adults' Services	Efficiencies 106	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 118	Reduction of residential care block contract as there is greater availability of in-borough Extra Care provision.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 119	Efficiencies through better utilisation of step down to reduce long term packages of care and the need for residential care.	No negative impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 112	Efficiencies in All Age Disabilities (AAD) Looked after Children's (LAC) placements through renegotiation	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Developing the Commissioning alliance framework so stimulate and increase the quantity and quality of providers that support children and young people with disabilities.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible

				needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 115	Homecare savings in All Age Disability service	No impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. Assessments and placement documents have been completed as part of the transition from unsuccessful providers to new. Support hours have not been affected and this commissioning exercise serves to provide a cap and collar rate consistent with the market expectations. Client's and families not wishing to transfer across are able to request a direct payment.
Children's and Adults' Services	Efficiencies 105	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	No impact	Equalities Impact Assessment undertaken. No adverse impact identified on service users. Any reduction in provision will follow a Care Act Assessment or review. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 111	Day care provision review	Neutral impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The Council is also working with providers of supported living to ensure that individuals who have traditionally accessed day services are supported within the supported living schemes through shared hours and pooled budgets.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements
Children's and Adults' Services	Efficiencies 109	Remodelling of support provision with a focus on shared hours and outcomes, as part of a new supported living model.	No negative impact	Equalities Impact Assessment undertaken. No adverse impact on any service users. Long term benefits for service users Implementation of a tendering exercise that will update the supported living service model, provider increased efficiencies through the parcelling of schemes up into lots. The model will provided a standardised rate and an emphasis on core (shared) and flex (individual hours).
Children's and Adults' Services	Savings 319	Reduction in contribution towards hostel provision in line with Care Act eligibility	No impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Engagement with service users will need to be planned and facilitated conversations regarding the move on options and

				timescales. Adults Social Care and/or support provider working with Housing to support move on plans for service uses
Children's and Adults' Services	Savings 312	Restructuring of the Early Years improvement team	Possible adverse impact	Potential impact on children and young people with protected characteristics and their families. Full analysis to be carried out.
Children's and Adults' Services	Savings 313	Scholarship team reduction	No impact	No adverse impact for scholars.
Children's and Adults' Services	Income generation 202	Increased income generation as a result of improvements in processes and timely financial assessment in line with the Fairer Contribution Policy	No impact	Analysis undertaken identifies no negative impact on any service users
Chief Executive's	Income Generation 201	Medium Term Resources Strategy / Budget Challenge 2022 / 23 – Commercial Property Income	Neutral	On initial analysis, increasing income is contractually and market linked, rather than differentially impacting people with protected characteristics. EQIA to be completed as part of planned report to Cabinet/IDM on the state of the commercial estate post Covid.
Finance and Governance	135	Further automation of Financial Control and Processing processes leading to efficiencies	No impact on service user	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
Finance and Governance	333	Net reduction in benefits establishment resulting from automation of the Council Tax Reduction scheme.	No impact on service user	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
Finance and Governance	134	Removal of posts as a result of extra capacity in the team due to introduction of digital processes	No impact on service users	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures

Human Rights Impacts

Borough Plan

Our commitment to equality and justice runs throughout the borough plan, both in the commitments we make to the people of Southwark, and the way we deliver services every day. As a council, we are committed to taking all necessary steps to meet our commitments to equalities under the Public Sector Equality Duty, including regularly reporting back to the public so they can hold us to account.

As a Council, we are fully committed to implementation of the Human Rights Act as relevant to Council services and functions. Implementation of Borough Plan commitments at service level will be fully informed by an equality analysis process, which will include areas of the Human Rights Act as relevant.

Specific Budget Changes

No cumulative disproportionate impact is identified at this stage. Detail of specific proposals is set out in the table below.

Department	Ref. No	Proposal	Impact	Mitigation measures/ comments
Environment and Leisure	Income Generation 205	Private Rented Sector Licensing - Develop a detailed operational plan including delivery model for administration and enforcement and the profiled short and medium term licensing income. All subject to Secretary of State approval and requisite growth in staffing to deliver increased administrative and enforcement requirements.	Neutral to positive	The charges will apply to all landlords equally and will not have any adverse impact on any individual group. We expect a positive outcome for service users or tenants i.e. improving our regulatory services to maintain high housing standards.
Children's and Adults' Services	Efficiencies 106	Reduction in placement costs due to reduced need for residential care placements, and reablement beds being open.	Neutral	Equalities Impact Assessment undertaken assesses no adverse impact on service users at this stage. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.

Children's and Adults' Services	Efficiencies 119	Efficiencies through better utilisation of step down to reduce long term packages of care and the need for residential care.	No negative impact	Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 114	Short breaks review including Family Link	Neutral impact	The efficiencies will be found as part of the amalgamation of the two services into one overnight short break offer. Alignment will improve equity of access and transparency of provision. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 113	Direct Payments review for under 25 provision	No negative impact	The council will continue to employ a strength based approach to supporting children, young people and adults within the service. All cases will be reviewed at least once a year and will signed off by a resource panel which will ensure that the direct payments continue to promote positive outcomes and deliver against eligible needs. Equalities Impact Assessment undertaken identifies no adverse impact on any service users and some long term benefits.
Children's and Adults' Services	Efficiencies 105	Carry forward of actual cost of on-going care and support packages, post-reviews and assurance in line with the Care Act.	No impact	Equalities Impact Assessment undertaken. No adverse impact identified on service users. Any reduction in provision will follow a Care Act Assessment or review. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Efficiencies 116	Efficiency in Best Interest Assessor contracts	No negative impact	No adverse impact on Service users, regardless of the situation of the person subject to a DoLS assessment. The proposed saving will not have a wider Socio-Economic impact than on those subject to the deprivation of their liberty. The council will continue to monitor the position and if any issues in respect of this protected characteristic are identified, action will be taken to ensure fairness and equality.
Children's and Adults' Services	Savings 318	Insourcing commissioned Hostel Provision	No negative impact	Equalities Impact Assessment undertaken, No adverse impact on service users. A new mental health supported accommodation and outreach service will come on line from July 2022. Service users will be assessed to see if they have the capabilities to live independently or with support and the best option for sustaining their new living arrangements

Staff impacts

Borough Plan

Both the borough plan and the Southwark Stands Together programme commit to the creation of an inclusive, fair and representative workplace at all levels. The borough plan includes a specific commitment to ensuring that the top of the council workforce is proportionally representative of Southwark's Black Asian and Minority Ethnic population by 2030.

Specific commitments as part of the workforce work stream of Southwark Stands Together include:

- Renew workforce statistics and work the creation of targets and measures to build a more, inclusive workforce at all levels.
- Look at our corporate learning and development offer and review our workforce development schemes including career progression, coaching, mentoring and reverse mentoring.
- Use the outcomes from the focus groups to inform the review and, where appropriate revision of the council's employment policy and procedures.
- Use the outcomes of our listening circles, upcoming focus groups and ongoing engagement activities to inform a work plan, which will include measurable objectives and outcomes.
- Renew our commitment to equality and anti-racism with refreshed and on-going internal communications, and engagement activities. Themes will include but are not limited ally-ship, white privilege, gas lighting, micro-aggressions and incivilities.
- Embark upon an on-going retraining and re-education programme of our leaders and managers so that they understand the critical roles they play in addressing racism, structural racism and injustice in the workforce. We want to ensure our leaders are actively anti-racist.
- Review our engagement strategy with all staff with a view to create more dynamic two-way communication channels between staff, trade unions and workforce leads on highlighting opportunities and also areas of concern to ensure our support is appropriate and targeted.
- Ensure there is always a safe space in which staff feel they can share their lived experiences of working at Southwark free from any repercussions.
- Work with equality, diversity and inclusion (EDI) partner in the next phase of staff engagement.

Specific Budget Changes

A list of the proposals that have a potential impact on staff is set out below. As specific proposals come forward to deliver the required saving and at each stage of implementation thereafter the different impacts will be assessed in accordance with the council's relevant procedures. Consultation will also take place with staff and Unions as proposals come forward and throughout implementation in line with council policies and procedures.

Department	Division	Proposal	Staff Impact
Chief Executive's	Regeneration	Staff savings in the management structure from the reorganisation of the regeneration sections.	Detailed analysis to be carried out as part of a wider changes in the service.
Environment & Leisure	Parks & Leisure	Grounds maintenance contract service adjustments	There are no Southwark direct staff employed on the contract. This is a contractual arrangement with an external provider.
Children's and Adult's	Adult Social Care	Reduction in training budget	The proposed cost saving is a reduction in the Adult Social Care training budget. This will be supported by a greater variety of digital and virtual training options which can be utilised and provide value for money.
Children's and Adult's	Education	Reduction in Autism Team Capacity	Proposal to reduce Autism Support Team Capacity.
Children's and Adult's	Education	Reduction the in Southwark's Early Years advisory and consultancy team	Equates to potential 1 post from the current 4.5 FTE posts in the Early Years team.
Children's and Adult's	Education	Reduction in Autism Support Team	Decision to reduce core funding owing to budget pressures, in current Autism Support Team:
Children's and Adult's	Education	SENDIP Services	Decision to review the number of posts due to core budget pressures/to make savings to core budget.
Children's and Adult's	Education	Reduce the administrative support to the Southwark Scholarships.	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on posts will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures
Children's and Adult's	Commissioning	Review of contracts team	Initial analysis undertaken identifies no adverse impacts
Children's and Adult's	Children and Families	Review of Access to Resources Team	Initial analysis completed identifies some impacts.

Children's and Adult's	Children and families	Review of business support for Social Work teams	Analysis completed no impacts identified on equalities.
Children's and Adult's	Children and families	Review of Youth Offending Service	Analysis completed potential impacts identified to be assessed further as proposals come forward
Children's and Adult's	Children and families	Review of Care Leavers Service	Analysis completed potential impacts identified to be assessed further as proposals come forward
Housing and Modernisation	Customer Services	Re-basing of the budget for the Contact Centre based on new structure	The new approach to working will ensure staff have an effective work life balance.
Finance & Governance	Exchequer Services	Further automation of Financial Control and Processing processes leading to efficiencies	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on posts will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures
Finance & Governance	Exchequer Services	Potential removal of posts as a result of extra capacity in the team due to introduction of digital processes	Removal of posts as a result of extra capacity in the team due to introduction of digital processes.
Finance & Governance	Law & Governance	Review and rationalisation of staff structure in Procurement with greater reliance on departmental teams	Potential impacts on staff likely to be mitigated by removal of vacant posts.
Finance & Governance	Law & Governance	Review and rationalisation of staffing structure across Law & Governance	Potential impacts on staff likely to be mitigated by removal of vacant posts

Additional proposals assessed as having no or positive equality impact across protected characteristics

The following proposals have been assessed as having no or minimal disproportionate impact on any group.

Department	Ref No.	Proposal	Impact	Mitigation measures/ comments
Chief Executive's	Income Generation 201	Medium Term Resources Strategy / Budget Challenge 2022 / 23 – Commercial Property Income	Neutral	On initial analysis, increasing income is contractually and market linked, rather than differentially impacting people with protected characteristics. EQIA to be completed as part of planned report to Cabinet/IDM on the state of the commercial estate post Covid.
Chief Executive's	Commitment 401	Impact of Building Safety Bill in Planning	Neutral to positive	
Finance and Governance	135	Further automation of Financial Control and Processing processes leading to efficiencies	No impact on service user	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
Finance and Governance	136	Increased savings through a review and alignment of support costs across Finance & Governance.	No impact	Small reduction in support costs.
Finance and Governance	333	Net reduction in benefits establishment resulting from automation of the Council Tax Reduction scheme.	No impact on service user	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and redundancy procedures.
Finance and Governance	137	Efficiencies created through Business Partner relationships within Professional Financial Services.	No impact	Potential impacts on staff. As specific proposals come forward and at each stage of implementation thereafter the different impacts on different categories of staff will be assessed in accordance with the council's reorganisation, redeployment and

redundancy procedures. Likely to be managed through natural turnover.

Finance and Governance	206	Savings created through a review of trading fees for internal legal services in line with inflation in order to support increased demand costs	No impact	
Housing and Modernisation	140	Removal of pension expenses contingencies budget	No impact	
Housing and Modernisation	207	Rental income from desk space at Queens Road	No impact	
Housing and Modernisation	338	Closure of operational buildings following a review, resulting in savings to facilities management	No/minimal impact on staff or service users	
Housing and Modernisation	419	Temporary accommodation – further commitment to address budget shortfall arising from rising demand and accommodation costs	Positive impact	Enhanced service provision
Housing and Modernisation	421	Increase in fee to provide the coroners service	No impact	Commitment
Housing and Modernisation	425	Additional staffing requirements to provide facilities management support -	No impact on service users	Commitment
Childrens and Adult's Services	107 and 130	Retention and recruitment scheme (temporary to permanent)	Positive impact	Equalities impact assessment undertaken – impact likely to be positive on staff and service users.
Childrens and Adult's Services	314	Net inflationary uplift in better Care Fund	No adverse impact for service users	Commitment
Childrens and Adult's Services	404	Transport Demand Pressure	Positive impact on service users	Commitment
Childrens and Adult's Services	428	Social Care National Insurance – gross impact of additional levy on employers to fund Social Care Reform	No impact on staff or service users	Commitment
Childrens and Adult's Services	429	Annual cost of April 2022 pay award for Adult Social Care Staff	No impact on service users /	Commitment

			Positive impact on staff	
Childrens and Adult's Services	430	Adult Social Care demand pressures, contractual inflation and market sustainability	No impact on service users	
Corporate	142	Subject to review, budget reduction in operating costs through rationalisation of office accommodation and ancillary building estate		Full analysis to be conducted as part of any site specific proposal brought forward
Corporate	431	Debt Financing Interest payments	No impact	
Corporate	432	Debt Financing Minimum Revenue Position	No impact	
Public Health	435	Spending in line with increased public health grant estimated at 1%	Positive impact	Commitment
Childrens and Adult's Services	436	Additional Ring-fenced adult social care funding	Positive impact	Commitment
Childrens and Adult's Services	433	Initial assessment of new burdens arising from social care reform	Positive impact	Commitment
Environment and Leisure	412	Additional resources to reshape the tree service in line with council priorities	Positive impact	Commitment
Environment and Leisure	415	Base budget requirement for the establishment of the Climate Emergency Team	Positive impact	Commitment
Environment and Leisure	416	Additional resources required in the Equality and Diversity Team to deliver the approved framework and Southwark Stands Together	Positive impact	Enhanced service provision
Environment and Leisure	434	Additional resources to keep the boroughs libraries open, accessible and providing a good quality service, including additional funding for the new Una Marson Library on the Aylesbury Estate	Positive impact	Commitment

Appendix A: Summary of Demographics in Southwark

Population

Southwark is one of the most densely populated and diverse boroughs in the country, with a young, growing and mobile population. Just over 314,200 people live in Southwark, up from 256,700 in 2001. This represents an increase of more than a fifth over that period. Southwark has one of the fastest growing populations in South East London. Our population is projected to grow by almost 20% by 2030; equating to an extra 60,000 residents.

The growth in our population is being driven by both natural change i.e.: more births than deaths, and international migration into the borough. Southwark has one of the highest population turnover rates in the country, with the equivalent of 10% of our population moving in, and 10% of our population moving out each year. Migration flows peak among those in their late teens and 20s, declining thereafter. The majority of our population turnover is within London, with 60% of our population inflow coming from other parts of the capital, along with 64% of our population outflow.

Age

Southwark has a much younger population than the London or national average. The median age of Southwark residents in 2017 was 33.1 years; two years younger than the London average and almost seven years younger than the national average. While our population is comparatively young, this is not driven by a large number of children and young people. It is primarily a result of the large number of young adults in their 20s and 30s.

Ethnicity

Southwark is a diverse borough with people from a wide range of ethnicities and backgrounds. Over 120 languages are spoken here, and 11% of households have no members who speak English as a first language.

Just over half (54%) of Southwark's population is of white ethnicity, a quarter (25%) black and a third of Asian (11%) or other (10%) ethnicities. This differs from the rest of London where a considerably smaller proportion (13%) identify as black and a considerably larger proportion identify as Asian (21%).

The ethnic diversity of the borough varies markedly across age groups and the population under 20 is much more diverse than other age groups, with a similar proportion of young people from white and black ethnic backgrounds.

The 2011 Census shows that ethnic minority groups in Southwark are not evenly spread across the borough

- The highest concentration of people identifying themselves as white is in the south of the borough
- The highest concentration of people identifying themselves as from a black minority group is in and around the centre of the borough
- The highest concentration of people identifying themselves as from an asian minority group is in the north of the borough

Pregnancy & Maternity

The fertility rate in Southwark is significantly below London and England, with just under 4,600 live births in 2015

Disability

Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark

Sexual Orientation

Estimates indicate that Southwark has the second largest gay or lesbian population in the UK, after Lambeth. 88% of the population identify as heterosexual or straight, 5% as gay or lesbian, 0.8% bisexual, 0.9% other and 5.2% refusing to say.

Religion or belief

Over half (52.5%) of Southwark residents stated their religion as Christian at the time of the Census. 26.7% say they have no religion and 8.5% state they are Muslim with a wide range of religions and beliefs represented in the borough.

Marriage & Civil Partnership

Over half (54.7%) of adults in Southwark had never been married or registered in a civil partnership at the time of the Census. 28.5% are married and 0.9% in a same sex civil partnership.

Gender Reassignment

Currently there are no standard or robust sources of statistics regarding gender reassignment, nor is there standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.