

# EQUALITIES IMPACT ASSESSMENT TEMPLATE





## How to Fill in Your EQIA

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the duty when making decisions and setting policies. As set out in the Development Consultation Charter (DCC), the Public Sector Equalities Duty (PSED) does not apply to developers. However, to be compliant with the DCC, we require developers to support the council in meeting and discharging this important duty. For you, this means producing a proportionate Equalities Impact Assessment of the impacts of the development. It must illustrate how the proposal will remove or minimise disadvantages suffered by people due to their protected characteristics, and what steps have been taken to meet the needs of people from protected groups where these are different from the needs of other people. It should also detail positive equalities impacts.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies (and therefore, you as developers in Southwark):

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

Good evidence can include (but is not limited to):

- [Southwark Council Joint Strategic Needs Assessment \(JSNA\)](#) – produced by Southwark Council, we review a wide range of data and information, as well as views from those who live in the borough, to identify the key issues affecting the health and well-being of people in Southwark.
- [Office for National Statistics Census 2021 Population and Household Estimates](#) – most useful for understanding age and sex of the population of Southwark. Future publications of the Census will also include demography and migration, sexual orientation and gender identity and health, disability and unpaid care from early 2023.
- [The Office for National Statistics Mid-Year Population Estimates](#) – for gaps in data from the 2021 Census, consider using the ONS Mid-Year Estimates that are produced annually.
- [The Greater London Authority London Datastore](#) – the datastore contains a number of databases on specific topics such as demographics, employment and skills and the environment.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Engagement with the community is recommended as part of the development of equality analysis.

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

**Brief description of development proposal**

**Section 1 – Users and Stakeholders in the Decision Making Process**

**Who are the key stakeholders and users of your site?**

Please use information gathered from your stakeholder analysis submitted with your Early Engagement Strategy and Engagement Summary.

**Who are the key stakeholders involved in the decision-making process for the proposed scheme?**

## Section 2 – Equality Impact and Needs Analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve development to meet diverse needs, promote equality, tackle inequalities and promote good community relations. It is not just about addressing negative impacts.

<b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
<b>Mitigating actions and/or improvements to be taken</b>	<b>Mitigating actions and/or improvements to be taken</b>

<b>Disability</b> - A person has a disability if s/he has a physical or mental impairment that has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>

<b>Mitigating actions and/or improvements to be taken</b>	<b>Mitigating actions and/or improvements to be taken</b>

<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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<b>Pregnancy and maternity</b> - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>

<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
<b>Mitigating actions and/or improvements to be taken</b>	<b>Mitigating actions and/or improvements to be taken</b>

<b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
<b>Mitigating actions and/or improvements to be taken</b>	<b>Mitigating actions and/or improvements to be taken</b>

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

<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
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<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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<b>Mitigating actions and/or improvements to be taken</b>	<b>Mitigating actions and/or improvements to be taken</b>
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**Sex** - A man or a woman.

<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
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<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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Mitigating actions and/or improvements to be taken	Mitigating actions and/or improvements to be taken

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>
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<b>Human Rights</b> - there are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol	
<b>Potential impacts (positive and negative) of proposed scheme including the impact on current users</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative) including the impact on current users</b>

<b>Equality information on which the above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
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### Section 3 - Conclusions

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

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**Summarise any benefits and mitigation required**

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