

# **Southwark Works - Equality Impact and Needs Analysis 2022**

---

## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

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

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

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

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify

more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

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

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

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

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

**Section 1: Equality impact and needs analysis details**

<b>Proposed policy/decision/business plan to which this equality analysis relates</b>		Southwark Works			
<b>Equality analysis author</b>		Nils Bendle, Strategy Officer Liz Gardiner, Senior Strategy Officer			
<b>Strategic Director:</b>		Stephen Gaskell, Director of Strategy and Economy			
<b>Department</b>		Chief Executive Department	<b>Division</b>	Local Economy	
<b>Period analysis undertaken</b>		December 2022			
<b>Date of review (if applicable)</b>		2024, in line with contract renewal / extension			
<b>Sign-off</b>	Stephen Gaskell	<b>Position</b>	Director of Strategy and Economy	<b>Date</b>	

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

---

### 1.1 Brief description of policy/decision/business plan

This equalities analysis relates to the recommissioning of the Southwark Works (SW) Employment Support Programme and the expected award of contracts for the delivery of community advice and employment services for the period 2023 to 2027.

The service has operated since 2004 and has supported thousands of residents to find work and change their lives; it has made a considerable contribution to successive council plan targets (2014-2018 and 2018-2022) to support 5,000 people into work. The programme operates through two main elements:

- Directly contracted employment support (through a framework agreement) for a variety of target cohorts from a variety of specialist providers (who make up the 'network').
- network co-ordination – including network management; assessment of customers and referral to Southwark Works providers and/or external support; operation of a hub office for customers; customer record management to track progress and outcomes; organising job fairs for the network, managing the Southwark Works website and social media. (Network coordination service contract is subject to a separate Gateway 1, though his EIA is for the service as a whole).

Support provided through Southwark Works will include:

- Employability skills
- Training
- Job search and application support
- Practical support to access work, such as childcare deposits, travel subsidy, support to find work clothes
- In work support; providing advice and “soft touch” support for those in lower paid or insecure work to promote sustainable employment
- Support to access other local provision to aide a service users journey to employment

It is proposed that the programme 2023-27 will consist of a similar commissioning framework and delivery model to that of 2019-23, with contracts awarded from “lots” focused on specific groups and a network coordination service.

The council commissioned an independent evaluation of the Southwark Works model and service in the summer 2022 (the “Southwark Works Evaluation”). The learning from this evaluation has been key to developing proposals for the new Southwark Works service.

The Southwark Works Evaluation analysed the performance of the programme over the last four years, assessing its effectiveness in the context of other employment support programmes operating across other London boroughs. It also undertook qualitative research to examine the views of Southwark Works service users, providers and key partners, including employers. It considered the impact the service has on improving the employment outcomes for residents and identified key strengths and areas for

development.

Based on the findings from the evaluation, the proposed key changes in service are:

- Increased provision for people over 50
- A renewed emphasis on outreach and engagement for the network coordinator, the council and providers
- A renewed focus on supporting residents with multiple barriers to employment and a move away from providing lighter touch support. Since the last Framework was commissioned, this is now provided by DWP commissioned support and the council is duplicating spend
- Incorporating an employer engagement offer into Southwark Works; this function will focus not just on job brokerage but building relationships with local employers to improve the quality of opportunities Southwark residents can access; such as London Living Wage, Disability Confident, apprenticeships, flexible working policies
- Focus on quality assurance and measuring wider impact
- Integration with other Council services and wrap around support

The service aims to support residents holistically, working with service users to overcome multiple barriers in order to gain employment. Service users will be Southwark residents who want to gain or improve their employability and gain work.

### Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<b>Key users of the department or service</b>	<p>Users of the service will be residents of Southwark, who are unemployed or employed Southwark residents in low pay or insecure work who are looking for job progression.</p> <p>The service will also work with employers to not only support the creation of quality vacancies for local residents but supply job ready candidates.</p>
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	<p>The key stakeholders, including current providers, council departments and community partners are:</p> <ul style="list-style-type: none"> <li>• Southwark Council's: <ul style="list-style-type: none"> <li>- Local Economy Team</li> <li>- Housing Solutions</li> <li>- Public Health</li> <li>- Education; Special Educational Needs and Disabilities (SEND)</li> <li>- Education; Education Access</li> <li>- Adult Learning</li> <li>- Family Early Help</li> <li>- Youth Offending Service</li> <li>- Community Safety</li> <li>- All age disabilities</li> <li>- Culture (incl. Libraries)</li> </ul> </li> <li>• Jayne Couchman Consultancy Services (JCCS)</li> <li>• South London &amp; Maudsley (SLaM)</li> <li>• Renaisi</li> <li>• Twin Employment</li> <li>• Unity Works</li> <li>• St Giles Trust</li> <li>• Thamesreach</li> <li>• Get Set</li> <li>• Step Ahead</li> <li>• Hanlon</li> <li>• Job Centre Plus and Department for Work and Pensions</li> </ul> <p>The key clients being supported by Southwark Works are currently:</p> <ul style="list-style-type: none"> <li>• Vulnerable young people, aged 16-25 (i.e young people involved with the criminal justice system, with learning difficulties or disabilities and who are (or at risk of becoming) not in employment, education or training (NEET)</li> <li>• Long term unemployed, including those aged 50+</li> <li>• People with mental health conditions</li> <li>• People with physical health conditions and disabilities,</li> <li>• People with learning disabilities, people with learning difficulties and people with autism</li> <li>• Lone parents and disadvantaged families</li> </ul>

	<ul style="list-style-type: none"><li>• Offenders and ex-offenders</li><li>• People with substance misuse issues</li><li>• Homeless people (or those at risk of homelessness)</li><li>• People in low paid or insecure work and at risk of experiencing in-work poverty</li></ul>
--	---





## Section 4: Pre-implementation equality impact and needs analysis

---

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

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough. Key is also the link between protected characteristics and socio-economic disadvantage, including experiences of multiple disadvantage.

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

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

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

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

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

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

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

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

**Potential Socio-Economic impacts/ needs/issues arising from socio-economic**

the duty.	disadvantage (positive and negative)
<p>The Southwark Works service has a potential positive impact on all age groups. However, qualitative and quantitative data analysis has suggested the age groups more disadvantaged in the labour market and who could benefit more from employment support services, young people aged 16-25 and the over 50s.</p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• Access made available to specialist employability support tailored to the particular needs of specific age groups. Namely: <ul style="list-style-type: none"> <li>○ Increase of access to employability services for 16-25 year olds with multiple disadvantages, including those who are NEET and those with experience of the criminal justice system</li> <li>○ Increase in access to employability services for residents who are over 50 years old and at increased risk of long-term unemployment</li> </ul> </li> <li>• Feedback from current service providers demonstrates that younger and older workers' employment has been negatively affected by the Covid-19 pandemic and the shift to a high skill economy.</li> <li>• The new employer engagement function will be a champion and advocate for these specific age groups, helping to shift employer perceptions.</li> </ul> <p><b>Negative:</b> There are not considered to be any negative impacts on residents on the basis of age. Support will be available for all residents regardless of age through the framework of provision; though support will be targeted specifically to younger (aged 16-25) and older (over 50) residents.</p>	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• It is hoped that accessing the employability support will have a long term impact on the career pathway of young people, supporting them into 'good' work that is sustainable and impacting their long term socio-economic prospects.</li> <li>• Similarly, the focus on older people age group will have socio economic impacts by enabling residents to stay in work longer and help save for retirement.</li> </ul> <p><b>Negative:</b></p> <ul style="list-style-type: none"> <li>• There are not thought to be any negative impacts on the basis of age.</li> </ul>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Socio-Economic data on which above analysis is based</b></p>
<p>Residents of all ages will be able to access the service, though the independent evaluation of the current service and local data on Universal Credit claimants demonstrates that younger residents (aged 16-25) and those 50+ are more likely to be struggling to find employment. For this reason the new commissioning Framework will focus on these age groups.</p>	<p>See equality information analysis.</p>

The Southwark Works Evaluation states that supporting over 50s into work is still nationally recognised as needing addressing (pg12).

It also states that the unemployment rates for 16 – 25 year olds in Southwark has risen from 6% to 8% (pg13). This is in direct contrast to the national unemployment rate of 3.5% but roughly in line with the national unemployment rate (the proportion of the economically active population who are unemployed) for 16–24 year olds which is 9.0% (as per House of Commons Library Report - Sept 2022). This is down from 10.4% in the previous quarter and down from 12.1% from the year before.

Opportunities for young people in Southwark is a key strategic priority for the council, through the New Deal for Young People. The Southwark Works service aligns to this.

### **Mitigating and/or improvement actions to be taken**

No negative impacts have been identified. In order to understand the impact of the service on different age groups, demographic data will be collected when a resident registers with the service. This will allow officers to analyse the impact of the service by protected characteristic to ensure that all sections of the community are able to access the service and are benefitting from it.

Throughout the commissioning cycle, officers will continue to work with colleagues in the DWP and with appointed providers to understand any significant changes to the target service user demographic. Should any further age groups be identified to be at risk of unemployment or underemployment officers will work with appointed providers to ensure the service meets their needs.

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of age. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

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

Please note that under the PSED due regard includes:

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

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p><b><u>Positive:</u></b></p> <ul style="list-style-type: none"> <li>• Provides specialist support for those with disabilities to find work</li> <li>• A new employer engagement service will work with local employers to explain how different disabilities might affect a person’s ability to carry out various tasks and what adjustments can be made to a role to ensure a person with disabilities can access the role</li> <li>• Empowers people with disabilities to work independently</li> <li>• Empowers people with disabilities to be able to job search through specialist support with writing CVs and upskilling workshops</li> <li>• Improves the potential for relatives and unpaid carers of residents to be able to find paid employment</li> </ul> <p><b><u>Negative:</u></b></p> <ul style="list-style-type: none"> <li>• Employment might trigger or exacerbate existing health conditions contributing to residents being out of work for longer periods of time. In order to mitigate this risk, contracts will focus on providing support for at least 26 weeks after a job has been attained to ensure the resident is settled in their new role and receiving the support they need from their employer.</li> </ul>	<p><b><u>Positive:</u></b></p> <ul style="list-style-type: none"> <li>• Reduction in exclusion for disabled residents</li> </ul> <p><b><u>Negative:</u></b></p> <ul style="list-style-type: none"> <li>• No know negative socio economic impacts</li> </ul>
<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
<p>The Southwark Works Evaluation report states that “just over a quarter of people registered have a disability or health condition. In the UK as a whole, 21% of the working age population have a disability.” (pg 24). 16% of Southwark Works clients have secured employment.</p> <p>No information is available about disability and unemployment. According to the Office of National Statistics, 53.5% of disabled people aged 16 to 64 years in the UK were employed compared with 81.6% of non-disabled people.</p>	<p>See equality information analysis.</p>

**Mitigating and/or improvement actions to be taken**

Due to the relatively high percentage of people with disabilities not in employment, the council will continue to commission extra provision to support this demographic with employment support.

It is proposed that there will be two contracts supporting residents with learning difficulties and disabilities (one focusing on 16-25 year olds, and a second on adults) and physical health conditions / disabilities will be included as a key demographic for the over 50s provision, in addition a lot to support residents with undiagnosed mental health conditions will be commissioned.

In order to understand the impact of the service on people with disabilities, demographic data will be collected when a resident registers with the service. This will allow officers to analyse the impact of the service by protected characteristic to ensure that all sections of the community are able to access the service and are benefitting from it.

Throughout the commissioning cycle, officers will continue to work with colleagues in the DWP and with appointed providers to understand any significant changes to the target service user demographic. The regional Work and Health Programme is currently supporting people with a disability, as long as this programme remains active, it is expected that the needs of those with physical disabilities are met by this programme. Should any there be a change in externally commissioned support, officers will work with appointed providers to ensure the service meets their needs.

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of disability. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

**Gender reassignment:**

- The process of transitioning from one gender to another.

**Gender Identity:** Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.

<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b></p>	<p><b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b></p>
<p>This group is not specifically represented in the commissioning framework through a specific framework "lot".</p> <p>Providers will offer support to individual residents who are undergoing gender reassignment if they are eligible for support through the framework of provision.</p> <p>In supporting those who are going through gender</p>	<p>This is not a focus on the project and not specifically represented. Although, some providers supporting individual residents who are facing discrimination in the workplace might support them with finding employment and in work support. Further to this, supporting those going through gender reassignment might accomplish the</p>

<p>reassignment, Southwark Works will have the following impact.</p> <p><b><u>Positive:</u></b></p> <ul style="list-style-type: none"> <li>• Provides specialist employment support and understanding for those going through gender reassignment to find work</li> <li>• Services can liaise with local employers to explain how by hiring those going through gender reassignment can benefit their organisation</li> <li>• Empowers people going through gender reassignment to work independently</li> </ul> <p><b><u>Negative:</u></b></p> <ul style="list-style-type: none"> <li>• Those going through gender reassignment or who have transitioned from one gender to another may face discrimination in the workplace and as a result push them further away from the labour market; providers will be required to working closely with employers to ensure that opportunities are beneficial to service users</li> </ul>	<p>following:</p> <p><b><u>Positive:</u></b></p> <ul style="list-style-type: none"> <li>• Residents being more financially independent</li> <li>• Employers can benefit by showing that they are conscious of those going through gender reassignment</li> <li>• The public will see those going through gender reassignment being more visible, and ideally will respond by being more accepting understanding of people going through gender reassignment</li> </ul> <p><b><u>Negative:</u></b></p> <p>There are not thought to be any negative socio economic impacts for those transitioning gender</p>
<p><b>Equality information on which above analysis is based.</b></p>	<p><b>Socio-economic data on which above analysis is based</b></p>
<p>Officers are not aware of specific research to identify unemployment trends for those in the trans community, this is not a question that the DWP asks as part of the Universal Credit application process. However, in the 2021 Census a new format of question was used regarding people’s gender, and we can expect more accurate research to come out in the near future.</p> <p>Southwark Works providers do ask about gender reassignment as a client registers with the service, though the number of residents who have identified as having their gender reassigned are too few to do any analysis.</p>	<p>See equality information analysis.</p>
<p><b>Mitigating and/or improvement actions to be taken</b></p>	
<p>There is a lack of information and research regarding those going through gender reassignment and unemployment, including the discrimination in the workplace that people might face.</p> <p>Officers will continue to work with providers and the DWP to ensure that we have the most up to date knowledge on the research carried out in this area. The service will continue to collect information on this demographic.</p> <p>It is likely that appointed providers will have little experience of working with people who are or have transitioned; should a need be identified training for caseworkers will be organised so that caseworkers are aware of and feel confident and empowered to work with individuals from this community.</p>	

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of gender reassignment. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

**Marriage and civil partnership** – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.)**

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)
<p>Not known – no data available in respect of this protected characteristic in existing labour market and current service users. There are not thought to be any specific positive or negative impacts to implementing the Southwark Works service for those either in a civil partnership or marriage.</p> <p>Through implementation of the Southwark Works service the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.</p>	<p>Not known – no data available in respect of this protected characteristic in existing labour market and current service user. There are not thought to be any specific positive or negative impacts to implementing the Southwark Works service for those either in a civil partnership or marriage.</p> <p>Through implementation of the Southwark Works service the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>No data available from the DWP or on current service users, this is not thought to be a relevant area to capture data</p>	<p>No data available from the DWP or on current service users, this is not thought to be a relevant area to capture data</p>
Mitigating or improvement actions to be taken	
<p>There is a lack of information and research regarding employment and marital status, however, a person's marital or civil partnership status is not thought to impact their employment status.</p>	

Officers will continue to work with providers and the DWP to ensure that we have the most up to date knowledge on any research carried out in this area. Should any information of employment disparity become apparent, officers will work with providers to ensure the service meets the needs of those with different marital / civil partnership status.

Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

**Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

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

**Positive:**

- It is proposed that officers will recommission the support available for lone parents, or families that are entitled to ‘troubled families’ support
- In work support will also be available for lone parents or parents eligible for ‘troubled families’ support
- Caseworkers will be able to support women to access support networks to help understand their rights in the workplace and also being able to feel less isolated
- Representing expecting mothers while liaising with JCP will help them to feel supported. Expectant mothers are expected to look for work by the job centre, even though when starting a new role there is a period of time in most contracts that needs to pass before they are entitled to maternity leave. By liaising with the job centre on their behalf, expectant mothers are more likely to return later to look for work
- The employer engagement service will work with employers to ensure that roles are a good quality and flexible to resident needs
- Funding is available to support parents with childcare deposits should this be a barrier to accepting employment.

**Negative:**

There are not thought to be any negative impacts for those who are pregnant, on maternity leave, or returning from maternity leave. Caseworkers will support individuals into the right opportunity that

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

**Positive:**

- Increased stability in parents being able to return to work confidently after maternity leave
- Representation for women when facing discrimination at work on the basis of being pregnant or maternity leave
- Women being empowered in how to look for employment effectively when they are ready to return to work will have a positive impact for if they want work during their maternity period or returning to work afterwards
- In work benefit advice supports lone parents in sustaining employment by helping them understand how many hours they can feasibly work and at what cost, to find out if it is financially viable to return to work

**Negative:**

There are not thought to be any negative socio economic impacts for those who are pregnant, on maternity leave, or returning from maternity leave. Caseworkers will support individuals into the right opportunity that benefits them both



benefits them both financially and mentally.	financially and mentally.
<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
Not known. No historical data on this protected characteristic exists in current labour market or current service users. Through implementation of the contracts the aim is to promote the elimination of any discrimination.	See equality information analysis.

<b>Mitigating and/or improvement actions to be taken</b>
<p>Outside of the ‘maternity’ definition, we recognise that periods away from work owing to pregnancy and childcare are a contributory factor to the gender pay gap. We will ensure that the employer engagement service promotes family-friendly employment policies.</p> <p>The council will be re-commissioning the ‘lone parents and families’ lot; offering specific support to lone parents and residents eligible for ‘Troubled Families’ support.</p> <p>Throughout the commissioning cycle, officers will continue to work with colleagues in the DWP and with appointed providers to understand any significant changes to the target service user demographic.</p> <p>As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of pregnancy and / or maternity. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.</p>

<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 policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p><b>Positive:</b> The Southwark Works service has a potential positive impact on all ethnicity groups.</p> <p><b>Negative:</b> Although information on the current service users has demonstrated equality of outcome, the council’s Southwark Stands Together listening events</p>	<p><b>Positive:</b> The Southwark Works service has a potential positive impact on all ethnicity groups.</p> <p><b>Negative:</b> Although information on the current service users has demonstrated</p>

<p>showed that residents feel that their employment experience is different depending on their ethnicity.</p>	<p>equality of outcome, the council's Southwark Stands Together listening events showed that residents feel that their employment experience is different depending on their ethnicity.</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Socio-economic data on which above analysis is based</b></p>
<p>There is no information available on Universal Credit recipients and ethnicity. The current Southwark Works service does collect information on ethnicity.</p> <p>The largest group to sign up to Southwark Works are those of black ethnicity (49%, or 2,603 people), followed by white (27%, or 1,415 people). This does not reflect the overall population of Southwark, which is 27% black and 54% white (as of the 2011 census). This imbalance may be due to a number of reasons, such as differing unemployment rates between ethnicities (black unemployment in the UK is six percentage points higher than white), demographics in providers' target areas, or marketing strategies attracting certain ethnic groups more than others.</p> <p>Further ethnicities Southwark Works serves are Latin American (6%), White European (2.7%), White Irish (0.9%), Asian (4.9%) and other (3.6%)</p> <p>As part of the Southwark Stands Together programme, officers analysed outcomes by ethnicity and found there was no significant difference between the ethnicity of clients registered and the outcomes achieved (in terms of employment, sustained employment or training). However, intelligence from the Southwark Stands Together listening events demonstrated to the council that there is a disparity in resident experiences of work.</p>	<p>See equality information analysis.</p>
<p><b>Mitigating and/or improvement actions to be taken</b></p>	
<p>People from any background will be able to access support through any Framework lot.</p> <p>When registering with the service, clients will be asked to complete a demographic monitoring form. This will include a question on ethnicity, in the implementation of contracts council officers will monitor if people from different backgrounds are accessing the service and if there are any disparity in groups gaining employment and other outcomes through the support they receive. Furthermore, officers will continue to work with the Southwark Stands Together Team to ensure that people from different ethnicities are achieving a similar employment experience.</p> <p>As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to</p>	

tackling discrimination, including against staff members or clients on the grounds of ethnicity. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

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

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

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

Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of contracts the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.

Not known – no data available in respect of this protected characteristic in existing labour market and current service user. Through implementation of contracts the aim is to mitigate any inequalities, and ensure equality of access and outcome through the achievements of the service.

In order to understand client employment requirements and the impact of the service on different religious groups, this information will be captured by the new contracts.

In order to understand client employment requirements and the impact of the service on different religious groups, this information will be captured by the new contracts.

**Equality information on which above analysis is based**

**Socio-economic data on which above analysis is based**

No data is published by the DWP on Universal Claimant's religion / belief. The current service also does not currently collect this information.

See equality information analysis.

**Mitigating and/or improvement actions to be taken**

Data is not currently captured on a client's religion / belief. Officers will work with providers in order to start capturing this information during the contract mobilisation period.

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of religion / belief. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

<b>Sex</b> - A man or a woman.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
<p>The Southwark Works service has a potential positive impact on all genders.</p> <p>The Southwark Works Evaluation found that 55% of service users are women. Lot 5 of the Southwark Works framework is for support targeted at families and lone parents.</p> <p>National information demonstrates that single mothers have an unemployment rate of 33% compared and single fathers have a 20% unemployment rate<sup>1</sup>. The national unemployment rate is currently 3.5% meaning that single mothers are almost ten times more likely to be unemployed. There continues to be a need to support lone parents into employment.</p> <p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• A specific framework lot will focus on supporting lone parents and people eligible for ‘Troubled Families; support</li> <li>• “In work support” to support lone parents and people eligible for ‘Troubled Families; support</li> <li>• Ability to liaise with JCP and manage their expectations when speaking with lone parents who have young children and are therefore feeling pressure to find meaningful employment</li> </ul> <p><b>Negative:</b></p> <p>There are not thought to be any negative impacts on residents on the basis of their gender. Support will be available for all residents regardless of gender through the framework of provision; the lone parent / families lot is likely to support more women than men.</p>	<p><b>Positive:</b></p> <ul style="list-style-type: none"> <li>• Increased ability in mothers being able to return to work</li> <li>• Women being empowered in how to look for employment effectively when they are ready to return to work after maternity</li> </ul> <p><b>Negative:</b></p> <p>There are not thought to be any negative impacts on residents on the basis of their gender. Support will be available for all residents regardless of gender through the framework of provision; the lone parent / families lot is likely to support more women than men.</p>
<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
Information has been taken from Southwark Works Evaluation, DWP data on Universal Credit claimants.	See equality information analysis.

<sup>1</sup> ONS, Labour Market Statistics

**Mitigating and/or improvement actions to be taken**

No negative impacts have been identified. In order to understand the impact of the service on different genders, demographic data will continue to be collected when a resident registers with the service. This will allow officers to analyse the impact of the service by protected characteristic to ensure that all sections of the community are able to access the service and are benefitting from it.

Throughout the commissioning cycle, officers will continue to work with colleagues in the DWP and with appointed providers to understand any significant changes to the target service user demographic. Should any changes in the labour market linked to gender be identified to be at risk of unemployment or underemployment officers will work with appointed providers to ensure the service meets changing need.

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of age. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

<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 policy/decision/business plan; this also includes needs in relation to each part of the duty.</b>	<b>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</b>
This is not a focus on the project and not specifically represented. Although, some providers supporting individual residents who are facing discrimination in the workplace might support them with finding employment and in work support.	
<b>Equality information on which above analysis is based</b>	<b>Socio-economic data on which above analysis is based</b>
There is no specific information being recorded about sexual orientation in relation to employment on the Office of National Statistics, DWP or in any of the Southwark Works reports.	See equality information
<b>Mitigating and/or improvement actions to be taken</b>	

Data is not currently captured on a client's sexual orientation. Officers will work with providers in order to start capturing this information during the contract mobilisation period.

As part of the tendering procedures all providers bidding for contracts are required to demonstrate that they have an equality and diversity policy and that they are committed to tackling discrimination, including against staff members or clients on the grounds of sexual orientation. Questions are designed at point of tender so that providers can demonstrate that they understand the needs of different demographics and how they will work with all sections of the community to secure the best outcomes.

## Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

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

#### Potential Impacts:

The Human Rights Act has 16 articles that cover 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

The existing and future Southwark Works framework does not directly address the articles as a point of focus, but the service has safeguarding processes in place, carries out risk assessments and DBS checks staff working with vulnerable people. By having up to date safeguarding policies, Southwark Works and the providers that work alongside them can reduce the potential risk of service users experiencing any kind of abuse, ill treatment and discrimination from staff, employers and other people/institutions they interact with. By using the DBS system to check if any staff have a criminal record, they can reduce risk to service users from people who might have sexual or violent charges brought against them in the past.

Regarding "The right to life", "Freedom from torture", "inhuman and degrading treatment", "Right to Liberty", "Marriage and family", "Freedom from discrimination" and "Freedom of expression" Articles, the existing working practices at Southwark Works encourage treating people fairly and equally when accessing the service. Further to this, specific services represent and work with various demographics in the community who are underrepresented. These include the 16-25 year old group, those over 50 years of age, BAME, ex-offenders, those with drug/substance abuse issues, homelessness, people with disabilities including mental health and women.

Regarding the above Articles and including the "Privacy" Article, Southwark Works and their subsidiaries operates according to current GDPR practices and take the necessary precautions to keep participant information confidential

### Information on which above analysis is based

The information is based on the Southwark Works Framework.
<b>Mitigating and/or improvement actions to be taken</b>
The existing Southwark Works model works effectively to make sure that participants are treated fairly, given the right support depending on their needs and feel supported either in work, or in their search for employment. Concerning the Human Rights Act, there are no further improvements to be suggested.

## **Conclusions**

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

Southwark Works supports a combination of groups that are overrepresented in unemployment measures, including some of the most marginalised groups in the labour market. It seeks to bridge gaps in mainstream service provision provided largely by Jobcentre Plus and DWP programme providers. The Southwark Works service focuses on building self-efficacy and self-esteem for all service users at all times. By delivering the service the council is advancing equality for protected characteristics

By focusing attention on these groups this service specifically aims to meet the needs of protected characteristics groups, in line with the council's published Equalities Approach. Key changes that the EINA have identified are:

- a) Training for caseworkers where there is a need for additional support to meet the needs of specific demographic groups
- b) Tender documents will reflect EINA and ask potential suppliers to describe how the support they provide will meet the needs of different demographics
- c) CRM system – the CRM system is currently used by the majority of Southwark Works providers. Going forward it will be a requirement, allowing officers to access more robust information on the demographic breakdown of Southwark Works clients
- d) Work with providers to extend the demographic data that is collected.
- e) The council will ask successful suppliers to complete satisfaction surveys with their clients and a wider evaluation of outcomes every two years. This service user survey will ask questions on demographics of clients; officers will be able to use this to determine if there is disparity of wider outcomes achieved through the service.

## Section 5: Further equality actions and objectives

<b>5. Further actions</b>			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
<b>Number</b>	<b>Description of issue</b>	<b>Action</b>	<b>Timeframe</b>
1	The council is able to measure impact of the Southwark Works service on different demographic groups	Work with providers during contract mobilisation to extend the protected characteristics that are collected	June 2023
2	Ensuring support meets the needs of all demographic groups	Tender documents will reflect EINA and ask potential suppliers to describe how the support they provide will meet the needs of different demographics  Close monitoring of outcomes for different demographic groups  Client satisfaction surveys	January 2023  Throughout contract delivery  Throughout the delivery of the contract
3	Caseworkers are confident to work with clients from different demographics and have an understanding of specific barriers to employment	The council will work with the Network Coordinator to identify common issues	Throughout contract delivery