

# Equality Impact and Needs Analysis: Southwark Economic Strategy 2023- 2030

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## 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.

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.

Similarly, it is important for the Council to consider the impact of its policies and decisions in relation to tackling the climate emergency. This includes both the potential carbon emissions of a policy or decision and its potential effect on the borough's biodiversity. You are asked to consider the impact on climate of your policy and decision under discussion by competing the Climate impact section below.

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

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|---------------------------------------------------------------------------------------|---------------|------------------------------------------------------------------------------|-----------------|---------------|---------|
| <b>Proposed policy/decision/business plan to which this equality analysis relates</b> |               | Economic Strategy 2023-2030                                                  |                 |               |         |
| <b>Equality analysis author</b>                                                       |               | Nick Wolff, Principal Strategy Officer                                       |                 |               |         |
| <b>Strategic Director:</b>                                                            |               | Caroline Bruce, Strategic Director of Environment, Neighbourhoods and Growth |                 |               |         |
| <b>Department</b>                                                                     |               | Environment, Neighbourhoods and Growth                                       | <b>Division</b> | Local Economy |         |
| <b>Period analysis undertaken</b>                                                     |               | October 2022 to April 2023                                                   |                 |               |         |
| <b>Date of review (if applicable)</b>                                                 |               |                                                                              |                 |               |         |
| <b>Sign-off</b>                                                                       | Danny Edwards | <b>Position</b>                                                              | Head of Economy | <b>Date</b>   | 12/9/23 |

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

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

Southwark's Economic Strategy will guide how the council works directly and with partners to shape Southwark's economy in coming years.

It will align with the emerging Southwark 2030 vision and plan to shape a medium-term vision for Southwark's economy and how we work towards achieving our aims. It also builds on the previous Economic Wellbeing Strategy that was last updated in 2017, bringing together learning from the delivery of that strategy with evidence of the profound and unequal economic impacts on residents and businesses of the Covid-19 pandemic, Brexit, low growth, and rising costs of living and doing business.

The strategy sets out a vision for 'A fairer, greener, more resilient economy'. This vision for Southwark's economy in 2030 is developed further under three headline outcomes:

- A high growth, low emission economy
- An economy with opportunity for all
- An economy of good work

The vision will be supported through eight delivery themes, under which sit the headline actions the council will take, working with partners to deliver these outcomes. These are:

- Investment and growth
- A greener economy
- Thriving high streets
- Inclusive neighbourhoods
- Extending local ownership
- Southwark's Youth Deal
- Good work for all
- Skills for now and the future

Following adoption by the Cabinet, a delivery plan will be developed and maintained, to track progress against each delivery theme.

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

| 2. Service users and stakeholders                                                      |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
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| <p><b>Key users of the department or service</b></p>                                   | <p>The strategy will guide the commissioning of a range of projects and services that shape and support a fairer, greener and more resilient economy in Southwark.</p> <p>Key groups of service users are likely to include:</p> <ul style="list-style-type: none"> <li>- Residents on low incomes facing barriers to employment or to increasing their income.</li> <li>- Residents in need of support with skills and learning.</li> <li>- Residents seeking to start up or grow a small business.</li> <li>- Small and medium sized enterprises in need of support to, for example grow their business, employ local people or reduce carbon emissions.</li> <li>- Voluntary and community organisations and social enterprises seeking to provide services and grow their capacity to deliver outcomes in support of the Economic Strategy.</li> </ul> <p>Other groups affected by the strategy will include:</p> <ul style="list-style-type: none"> <li>- Businesses in the borough</li> <li>- Employers</li> <li>- Families of those receiving support to find employment and grow incomes</li> <li>- Users of high streets and town centres</li> <li>- Training and learning providers including schools, colleges, universities and private sector skills providers</li> <li>- The voluntary and community sector</li> <li>- Statutory service providers</li> <li>- Other local authorities</li> <li>- Business networks including Business Improvement Districts</li> </ul> |
| <p><b>Key stakeholders were/are involved in this policy/decision/business plan</b></p> | <p>Consultation on the draft strategy was undertaken between July and November 2022 via an open online survey plus meetings with local partnerships and stakeholder groups. Groups invited to contribute to the development of the strategy include:</p> <ul style="list-style-type: none"> <li>- Southwark Anchors Network</li> <li>- Southwark Skills Partnership</li> <li>- Southwark Youth Parliament</li> <li>- Southwark Digital Inclusion Group</li> <li>- Southwark Culture Network</li> <li>- Southwark Climate Justice Coalition</li> <li>- Southwark Works Network</li> <li>- Forum for Equalities and Human Rights in Southwark</li> <li>- Community Southwark members</li> <li>- Southwark Legal Advice Network</li> <li>- Southwark Food Alliance</li> <li>- Trade Unions</li> <li>- Living Wage Foundation</li> <li>- Impact on Urban Health</li> <li>- Better Bankside BID</li> <li>- Team London Bridge BID</li> <li>- Blue Bermondsey BID</li> <li>- We Are Waterloo BID</li> <li>- South Bank BID</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                      |

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|  | <ul style="list-style-type: none"><li>- Federation of Small Businesses</li><li>- Southwark Chamber of Commerce</li><li>- British Land</li><li>- Lendlease</li><li>- The Arch Company</li><li>- SOUHAG</li><li>- Southwark businesses (via business newsletter)</li><li>- Southwark residents (via Southwark Life e-newsletter)</li><li>- Southwark youth opportunities bulletin recipients</li><li>- Southwark Stands Together networks</li><li>- Staff Climate Network</li><li>- Tenants and Residents Associations</li><li>- Greater London Authority</li><li>- Transport for London</li><li>- Metropolitan Police</li><li>- DWP</li><li>- Central London Forward</li><li>- London Councils</li><li>- London Borough of Lambeth</li><li>- London Borough of Lewisham</li><li>- London Borough of Wandsworth</li><li>- MPs and London Assembly Members</li></ul> |
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## Section 4: Pre-implementation equality impact and needs analysis

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This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based, any mitigating actions to be taken and importantly any improvement actions to promote equality and tackle inequalities. It is important to also understand impacts as including needs of different groups. **Due regard is about considering the needs of different protected characteristics in relation to each part of the duty as relevant and proportionate to the area at hand.**

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. It is important to consider any actions which can be considered to advance equality of opportunity through positive actions, for example.

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 the duty.**

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

### **Southwark's age profile**

Southwark is a relatively young borough. Its median age in 2021 was 32.4, compared to 34.9 across London and 39.4 across England. However, Southwark's comparatively young population is mainly due to large numbers of young adults in their 20s and 30s, rather than to children and teenagers.<sup>1</sup>

The relatively low numbers of children in Southwark and high housing costs are related, with adults in their 30s and 40s and young children leaving the borough in greater numbers than they move in<sup>2</sup>. The high cost of housing also contributes to relatively high levels of child poverty, with 43% of the borough's children living in households in poverty after housing costs are accounted for—the sixth highest in London.<sup>3</sup>

### **Age and socio-economic outcomes: how the strategy aims to make positive impacts**

The Economic Strategy seeks to address a wide range of socio-economic challenges that relate to age.

#### Employment and pay

Overall, young people in Southwark aged 18-24 are less likely to be in employment than the average person of working age (58% vs 77% employment rate<sup>4</sup>). While in part this can be accounted to young people in full time education, the youth employment gap widened to 30 percentage points during the pandemic with young people disproportionately working in the sectors worst affected by job losses. The strategy therefore sets out to increase the overall employment rate for young people and to ensure that younger people who have had their early careers disrupted by the pandemic will be supported to re-enter and progress in employment.

The employment prospects for young people vary across the borough. Young people from low-income families in the most disadvantaged areas of Southwark are more at risk of unemployment and less likely to have exposure to good quality career opportunities compared to young people in more prosperous parts of the borough<sup>5</sup>. The strategy sets out to ensure additional support is provided to those

<sup>1</sup> Census 2021

<sup>2</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>3</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>4</sup> NOMIS Labour Market Statistics

<sup>5</sup> Southwark Economic Evidence Base, PRD (2022)

most in need, to reduce the employment gap for young people from low-income families in the most disadvantaged parts of the borough.

Young people in Southwark from Black and Mixed or Multiple ethnic groups are more likely to face disadvantage in the labour market than young people from Asian or White ethnic groups with employment and pay inequalities set out in further detail in the Race section of this analysis.

For those in the workforce, younger people are disproportionately represented in lower paid, less secure sectors such as hospitality and retail<sup>6</sup>. The strategy sets out to increase payment of the London Living Wage and improve employment conditions across such lower paid sectors, which will have a positive impact on younger age workers.

Inequality can be maintained by the barriers preventing young people from lower-income families in Southwark securing good quality, high skilled jobs in growth sectors and Southwark's largest employers with potential for advancement and secure pay. The strategy sets out to increased access to quality apprenticeships, traineeships, paid internship and work experience opportunities for young people. Young people will also be supported to acquire the skills needed for new roles in growth sectors of the local economy such as the green economy, life sciences and digital.

People in older age groups are more likely to experience age-related physical and mental health conditions that act as barriers to accessing good jobs. Many people aged over 50 have left the workforce following the pandemic, some will have done so voluntarily but many have done so for health reasons.<sup>7</sup> The strategy sets out to measures to support those over 50 to re-enter the workforce where they wish to do so, including support to address health barriers.

### Environmental impacts and the economy

In Southwark, children and older people disproportionately live in areas affected by poor air quality (2.6% and 2.1% respectively, compared to all borough figure of 1.9%<sup>8</sup>).with potential impacts on health and economic wellbeing. The strategy sets out measures to make Southwark's economy greener including promoting low-carbon commercial transport options, especially in town centres and areas with poor air quality, which should lead to a positive impact on longer term outcomes.

The strategy addresses the need to decarbonise Southwark's economy to support the transition to net-zero. However evidence suggests that people who are mid-career in some high-carbon sectors such as construction and transport will be more likely to see changes in their roles<sup>9</sup>. The strategy therefore anticipates the

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<sup>6</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>7</sup> London Datastore, Economic inactivity trends in London: Are Londoners aged 50 and over leaving the London labour market? An update (2022) [\[WEB\]](#)

<sup>8</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>9</sup> Southwark Economic Evidence Base, PRD (2022)

need to support people who are mid-career as well as new entrants to re-skill for the transition to a low-carbon economy.

### Connection and wellbeing

The impact of disruption to employment early in a career can extend into significant wider social harms. These including concerns among residents during the pandemic that lack of opportunities were leading young people to becoming victims of knife crime, grooming, and gang activity<sup>10</sup>, and evidence of a substantial increase in homelessness applications from young people of during the pandemic compared to the previous year<sup>11</sup>. The mental health impacts on young people are high, and the strategy sets out approaches to integrate mental health support with employment services, along with person-centred support for young people facing multiple barriers to securing good quality employment.

Digital exclusion is linked to both age and socio-economic disadvantage. Digital exclusion increases with age<sup>12</sup> but the effect is more pronounced in lower income groups. Young people from lower income families can also experience digital exclusion. A July 2020 survey of Southwark residents found that one in five children lacked sufficient access to technology for home schooling, especially children of Black and Asian respondents (29% and 30% respectively, vs 12% of white respondents)<sup>13</sup>. The strategy sets out measures through which digitally excluded people will have greater access to digital devices, connection, motivation and skills.

People in younger and older age groups, especially those with lower incomes are more likely to rely on local goods and services.<sup>14</sup> The strategy sets out objectives for protection and support for the foundational economy and healthier town centres, with the intended aim that those who rely on them are able to access healthy, affordable and accessible goods and services.

### **Potential negative impacts related to age to consider in the implementation of the strategy:**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- If resources available for employment programmes are constrained, continuing to prioritise support for younger and older cohorts may lead to less support available for those outside these age cohorts.

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<sup>10</sup> Social Life, Understanding Southwark, 2021

<sup>11</sup> Southwark Public Health Division

<sup>12</sup> UK Consumer Digital Index 2022 ([WEB](#))

<sup>13</sup> Southwark Public Health Division, Covid-19 inequalities impact assessment, Mar 2021 ([PDF](#))

<sup>14</sup> GLA, High Streets for All ([WEB](#))

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                             |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>• Very young children may experience developmental disadvantage if parents are encouraged into employment without access to good quality affordable childcare support.</li> <li>• Older people reliant on unpaid care from working-age family may face a reduced quality of life if their carers are encouraged into employment without availability of and access to replacement affordable quality care.</li> </ul> <p>All the potential negative impacts related to Age will have a disproportionately greater impact on those experiencing greater socio-economic disadvantage.</p> |                                                             |
| <b>Equality information on which above analysis is based</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   | <b>Socio-Economic data on which above analysis is based</b> |
| See footnotes.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                             |
| Included within text above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                                                             |

**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.**

**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)**

**Southwark's population and disability**

Almost 1 in 6 (14%) Southwark residents identify as disabled (based on 2010 Equality Act definitions), a similar proportion to London and England.

The number of disabled residents increased by 3,000 (8%) between 2011 and 2021. In addition to these numbers, 18,000 Southwark residents reported having long-term health conditions that did not affect their day to day activities.<sup>15</sup>

Around 1 in 4 Southwark households contain one person with a disability. However, Southwark's disabled population is unevenly spread geographically. Neighbourhood areas with the highest proportions of disabled residents were in Newington, Nunhead & Queen's Road, Old Kent Road and North Bermondsey/Rotherhithe.<sup>16</sup> These areas had disability levels over 3 times higher than the areas with lowest levels of disability and tend to overlap with higher numbers of older residents and higher levels of income deprivation.

### **Disability and socio-economic outcomes**

Socio-economic disadvantage and disability are strongly correlated. On average, people with disabilities have lower incomes, are less likely to be employed, have fewer and lower level qualifications<sup>17</sup> and are more likely to experience other forms of exclusion such as loneliness<sup>18</sup> and digital exclusion<sup>19</sup>.

These dimensions of socio-economic disadvantage, damaging as they are on their own, are maintained over the long term by the effect of disability to further reduce opportunities available to individuals to improve their economic conditions. As a result, people with disabilities are more likely to be in positions of socio-economic disadvantage and to face greater barriers to changing their circumstances than people without disabilities.<sup>20</sup>

Furthermore, children and young people with disabilities in families with low incomes face additional disadvantage in their chances of securing good employment when they enter the labour market compared to those with disabilities in higher income families.<sup>21</sup>

The reciprocal links between disability and socio economic disadvantaged are also felt by working age adults on low incomes caring for family members with disabilities, who are more likely to have interrupted earnings due to their care responsibilities than higher income households or carers of non-working age.<sup>22</sup>

The relationship between disability and socio-economic disadvantage will be compounded for people with more than one protected characteristic by the intersection of several dimensions of inequality. For example, ethnicity and gender pay and employment gaps will intersect with disability to present multiple labour-market disadvantages to Black women with disabilities beyond those experienced by White men with disabilities.

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<sup>15</sup> Census 2021

<sup>16</sup> Census 2021

<sup>17</sup> How is the cost of living crisis affecting disabled people in the UK?, Economic Observatory, 2022 ([WEB](#))

<sup>18</sup> Southwark Loneliness Strategy 2020-2024 ([PDF](#))

<sup>19</sup> UK Consumer Digital Index 2022 ([WEB](#))

<sup>20</sup> How is the cost of living crisis affecting disabled people in the UK?, Economic Observatory, 2022 ([WEB](#))

<sup>21</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>22</sup> Informal carers & poverty in the UK, New Policy Institute, 2016 ([PDF](#))

The economic strategy, through its themes of fairness and resilience, sets out to weaken the links between disability and socio-economic disadvantage for people with disabilities in Southwark.

### **How the strategy aims to make positive impacts related to disability**

The Economic Strategy aims to drive improved outcomes for people with disabilities in Southwark across the following measures:

- Increased overall employment rate for people with disabilities and long-term health conditions.
- Increased access to good quality jobs with pay at the London Living Wage and above and flexible, disability-friendly employment terms for people with disabilities and long-term health conditions.
- People who have left the labour market due to physical and mental health conditions that act as barriers to accessing good jobs are supported to re-enter the workforce.
- Increased access to quality apprenticeships, traineeships, paid internship and work experience opportunities for young people with special educational needs and disabilities.
- People with disabilities who are under-represented as entrepreneurs in specialist and growth sectors supported to start and grow businesses.
- People with disabilities and health conditions have more straightforward access to support with seeking employment and/or dealing with financial difficulties and other forms of poverty through the 'no wrong door' principle.
- People with physical and mental health conditions representing barriers to employment receive effective, specialist support person-centred support to access good jobs.
- People with disabilities, who are more likely to benefit from assistive technologies but are also more likely to be digitally excluded, have greater access to digital devices, connection, motivation and skills.
- People with disabilities that limit mobility who are more likely to rely on local goods and services are able to access healthy, affordable and accessible goods and services through protection and support for the foundational economy and healthier town centres.

### **Potential negative impacts related to disability to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- People with disabilities reliant on unpaid care from working-age family may face a reduced quality of life if their carers are encouraged into employment without availability of and access to replacement affordable quality care.

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| <ul style="list-style-type: none"> <li>• People with disabilities in receipt of some benefits may risk losing income if encouraged into employment with inconsistent earnings due to delays in adjustment of Universal Credit payments.</li> </ul> |                                                             |
| <b>Equality information on which above analysis is based</b>                                                                                                                                                                                       | <b>Socio-economic data on which above analysis is based</b> |
| See footnotes.                                                                                                                                                                                                                                     |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>                                                                                                                                                                                           |                                                             |
| Included within text above.                                                                                                                                                                                                                        |                                                             |

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| <p><b>Gender reassignment:</b><br/>- The process of transitioning from one gender to another.</p> <p><b>Gender Identity:</b> Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's recorded 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>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | <b>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</b> |
| <p><b>Southwark's population and gender reassignment</b></p> <p>Southwark has a higher percentage of residents identifying as trans or non-binary (1.2%) than London (0.9%) and England (0.5%). Southwark ranked 5<sup>th</sup> highest in England and 4<sup>th</sup> highest in London for levels of trans/non-binary identity. Southwark's trans and non-binary population has a distinct concentration in the Burgess Park neighbourhood area with 8% of residents identifying as trans or non-binary, the highest individual prevalence for an area in England.<sup>23</sup></p> <p><b>Gender reassignment and socio-economic outcomes</b></p> <p>Significant proportions of trans people report experiencing discrimination in the workplace and the labour market.<sup>24</sup></p> <p>Evidence indicates that trans residents are more likely to experience mental health issues - such as depression, anxiety and suicidal thoughts – than the general population, which are well known to hinder the earning and managing of</p> |                                                                                                                       |

<sup>23</sup> Census 2021

<sup>24</sup> LGBT in Britain – Work Report, Stonewall, 2018 ([PDF](#))

money. Therefore, it is fair to assume that Southwark's trans population may be less financially resilient than the general population.

Further, it should be assumed that many of the challenges faced by those who have transitioned from male to female will overlap with those faced by residents whose gender and gender identity has been female since birth. These challenges are set out in detail in the 'Sex' section of the EINA but in brief these may include:

- Women are more likely to be unpaid carers, single parents, and are therefore more likely to face the financial pressures associated with caring and single parenting.
- Women are underrepresented in more highly paid sectors and overrepresented in less well-paid sectors, both as employees and entrepreneurs.
- Women, who are less likely to start businesses overall
- Mid-career interruptions and caring responsibilities may have a cumulative impact on women's earnings.

### **How the strategy aims to make positive impacts related to gender reassignment**

The Economic Strategy aims to drive improved outcomes for identifying as trans or non-binary in Southwark across the following measures:

- Through the council's work with employers and trade unions, particularly those in the foundational economy to raise standards, pay and conditions, residents are less likely to face discrimination when applying for work and in the workplace due to their gender identify or reassignment (or any other protected characteristic).
- People with mental health conditions representing barriers to employment receive effective, person-centred support to access good jobs.

The following positive impacts also relate to sex, and further detail can be found in the 'Sex' section of the EINA.

- Through actions such as supporting more flexible employment policies and increasing the payment of London Living Wage in sectors where women are over-represented, the strategy aims to support the closure of the gender pay gap.
- Women will have greater access to entrepreneurship support to help remove barriers to entry and growth.
- To effect longer term change in the gendered structure of the economy, younger women will have access to good quality careers advice, skills opportunities and employment support to help remove barriers to opportunities in higher-paid sectors and roles where women are under-represented.
- Initiatives such as the Women's Night Safety Charter will support women to feel safer in Southwark's town centres at night



**Potential negative impacts related to gender reassignment to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- Potential negative impacts may occur if programmes or projects are implemented without consideration and mitigation of the potential unequal impacts on gender assignment and identity including taking into account the widespread discrimination and abuse experienced by non-binary and trans people in the labour market and the workplace,
- If the mental health issues faced by this group of residents are not properly considered when employment support interventions are designed, there is also a risk that residents within this group do not receive effective, person-centred support and continue to face barriers to employment related to mental health.

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

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

See footnotes.

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

Included within text above.

**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)**

**Southwark's population and marriage and civil partnership**

Southwark is a relatively young borough, with an average age of 32.4 years, more than two years younger than the average for London and seven years younger than the average for England. With the average age at marriage for same-sex couples in 2019 being 38.1 for men and 33.8 for women, and for opposite-sex couples 34.3, unsurprisingly most of Southwark's residents aged 16 and over (60%) have never married or been in a civil partnership. This has increased since the 2011 Census.<sup>25</sup>

Nationally, among those identifying as lesbian, gay or bisexual in 2019, more than two-thirds (68.8%) had never married or been in a civil partnership. Local data isn't available, but it can be safely assumed that the percentage is higher in Southwark given the size of Southwark's LGBTQI+ community (see sexual orientation section) and the borough's low average age.

### **Marriage and civil partnership and socio-economic outcomes**

As noted above, same-sex couples can also have their relationships legally recognised as 'civil partnerships', and those who have must not be treated less favourably than those who have entered into marriage. This form of discrimination is most likely to occur during recruitment and/or within the workplace, if employers do not adhere to employment law.

It may also occur when a resident applies for accommodation, particularly within the unregulated private sector, for example where a landlord or letting agent's preference is a married couple, rather than a couple in a civil partnership. Likewise, single residents may be discriminated against when seeking to rent or purchase a property.

Finally, the financial pressures faced by single residents living in an expensive borough such as Southwark requires consideration. For example, a single income household relying solely on a full time London Living Wage could not comfortably afford their own privately rented one bedroom flat anywhere in the borough.<sup>26</sup>

### **How the strategy aims to make positive impacts related to marriage and civil partnership**

The Economic Strategy aims to drive improved outcomes related to marriage and civil partnership in Southwark across the following measures:

- Through the council's work with employers and trade unions, particularly those in the foundational economy to raise standards, pay and conditions, residents are less likely to face discrimination when applying for work and in the workplace due to their relationship status (or any other protected characteristic).
- Single residents facing financial difficulties (which may or may not be as a result of discrimination within an area of the economy such as housing) are better able to access well paid employment opportunities as a result of the council's work with the foundational economy and through its promotion of the London Living Wage.

<sup>25</sup> Census 2021

<sup>26</sup> Southwark Economic Evidence Base, PRD (2022)

- Residents, particularly those on low incomes, such as those in single-income households, have greater access to affordable housing within the borough as the council increases its output of affordable housing stock.

**Potential negative impacts related to marriage and civil partnership to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- Projects and programmes fail to target change in areas of the economy where standards of employment are lower and breaches of employment law are more likely to occur, such as the foundational economy.
- Employment support programmes do not sufficiently account for the high housing costs for single people and residents reliant on a single income continue to struggle to find affordable accommodation within the borough.

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

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

See footnotes.

**Mitigating actions to be taken**

Included within the text above.

**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.**

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

**Southwark's population and pregnancy and maternity**

There were just over 3,500 live births in Southwark in 2021, and the average age of mothers giving birth is just over 33 years.<sup>27</sup>

### **Pregnancy and maternity and socio-economic outcomes**

Expectant and new parents often have costs to bear that cannot be delayed, such as equipment and clothing for new-borns, as well as groceries and toiletries, reducing their financial flexibility and, therefore, their financial resilience.

For medical reasons, expectant mothers may also need to take unpaid leave during pregnancy, further impacting their financial flexibility and resilience.

When on maternity leave, new parents can be expected to spend more time at home, incurring additional energy costs - particularly during the colder months – linked to keeping the house adequately heated for babies, as well as for themselves, adding to the financial pressures associated with the purchasing of equipment, groceries, etc

Becoming a new parent can be a trigger point for loneliness, as parents spend less time – or for periods spend no time at all – socialising with family members, friends and colleagues.<sup>28</sup>

During both pregnancy and maternity, financial difficulties can limit a parent's access to a healthy and nutritious diet, which is of particular importance for pregnant and breastfeeding women.

All of the above impacts will be more acute for single parents, particularly those unable to access emotional or financial support from friends, family or the community.

Women may face maternity discrimination in sectors of the economy where standards of employment are lower and breaches of employment law are more likely to occur. The foundational economy, where standards, pay and conditions are generally lower is an area of concern.

Even without overt discrimination, pregnancy and maternity can contribute negatively to employment and pay outcomes, with women substantially more likely to take time out from earning to care for young children than men.<sup>29</sup>

The impacts on work can include a reduction in hours, turning down potential job opportunities, and leaving the workforce entirely.

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<sup>27</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<sup>28</sup>

<https://moderngov.southwark.gov.uk/documents/s88179/Appendix%20%20loneliness%20strategy.pdf>

<sup>29</sup> Centre for Progressive Policy, 2021 [[WEB](#)]

### **How the strategy aims to make positive impacts related to pregnancy and maternity**

The Economic Strategy aims to drive improved outcomes for expectant and new parents in Southwark across the following measures:

- The council will encourage and support access to neighbourhood-level support for residents including expectant and new parents, with basic needs, and advice and support to increase incomes and financial security.
- The council will work with employers and trade unions to raise standards, pay and conditions, reducing the likelihood of maternity discrimination whilst increasing rates of pay.
- Working towards healthier street principles to ensure healthy, affordable and accessible goods and services are available in all our high streets and town centres.

### **Potential negative impacts related to pregnancy and maternity to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- Projects and programmes fail to target change in areas of the economy where standards of employment are lower and breaches of employment law are more likely to occur, such as the foundational economy.
- Employment support programmes do not sufficiently account for the high costs of childcare so parents of young children struggle to afford to work and live in Southwark.

| <b>Equality information on which above analysis is based</b> | <b>Socio-economic data on which above analysis is based</b> |
|--------------------------------------------------------------|-------------------------------------------------------------|
| See footnotes                                                |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>     |                                                             |
| Included within the text above.                              |                                                             |

**Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

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

### **Southwark's population and race**

Southwark is a diverse borough with residents from a wide range of ethnicities and backgrounds. Census 2021 shows that 51% of Southwark's population are from a White ethnic background, 25% are from Black, Black British, Caribbean or African ethnic background; 7% from a Mixed or multiple ethnic background and 10% from an Asian or Asian British ethnic background.<sup>30</sup>

### **Race and socio-economic outcomes**

The relationship between socio-economic disadvantage and ethnicity is well established. Ethnicity employment and pay gaps reflect structural disadvantage and discrimination in employment and the workplace for Black, Asian and minority ethnic people compared to White people.<sup>31</sup> Inequalities related to ethnicity will also intersect significantly with other protected characteristics to create variations in outcomes for wider groups detailed elsewhere in this EINA.

This high-level picture of inequality is replicated through multiple dimensions within the economy.

- In the 2021 Census, 7% of residents age 16+ from Black ethnic groups and 6% from Mixed or Multiple ethnic groups identified as unemployed against 3% from Asian and White ethnic groups.<sup>32</sup>
- Black residents in Southwark were more likely to struggle financially during the pandemic, when already disadvantaged groups were more likely to lose income and suffer job insecurity.<sup>33</sup>
- Asian (25% and Black (23% Londoners were more likely to report that they were financially struggling in November 2022 than average Londoners (19%).<sup>34</sup>
- Southwark's ethnicity pay gap also extends to job insecurity, linked to the racial imbalance of employment across low, medium and high job security sectors. Jobs more prone to be on zero-hours contracts are occupied by higher proportions of Black residents than other groups.<sup>35</sup>

<sup>30</sup> Census 2021

<sup>31</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>32</sup> Census 2021 taken from Nomis

<sup>33</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>34</sup> GLA cost of living polling, 2022 ([WEB](#))

<sup>35</sup> Southwark Economic Evidence Base, PRD (2022)

- Black, Asian and minority ethnic groups are underrepresented in some high growth, high value sectors and overrepresented in the foundational economy, which is likely to contribute to continued income inequalities between ethnic groups over the longer term.<sup>36</sup> Small businesses within the foundational economy are also at risk of displacement from rent increases and redevelopment adding to potential income insecurity.<sup>37</sup>
- Looking to the green economy, the sectors requiring the greatest level of reskilling for the green transition have higher proportions of Black, Asian and minority ethnic workers than average.<sup>38</sup>
- As the strategy seeks to encourage a greener economy in Southwark, it is significant to note that Black people disproportionately live in the parts of the borough with poor air quality and high climate risks, with potential long-term impacts on health and economic wellbeing.<sup>39</sup>
- Similarly, Black, Asian and minority ethnic residents, are more likely to live in areas of Southwark with fewer supermarkets and more convenience stores, linked to less access to affordable food and other goods and services.<sup>40</sup>

### **How the strategy aims to make positive impacts related to race**

The Economic Strategy aims to drive improved outcomes related to race in Southwark across the following measures:

- Reduced ethnicity employment and pay gaps in Southwark, with people from Black, Asian and minority ethnic groups having greater access to higher skilled, good quality jobs in larger employers with higher pay and secure employment conditions.
- Support for young people in Southwark from Black and Mixed or Multiple ethnic groups who are more likely to face disadvantage in the labour market than young people from Asian or White ethnic groups leading to reduced lifetime employment and pay inequalities.
- Black residents who are more likely to have been employed in sectors where employment and income fell during the pandemic supported to re-enter employment in jobs paying London Living Wage and above.
- People from Black, Asian and minority ethnic groups, who are less likely to be employed in high skilled roles in fast growing high value sectors have access to good quality careers advice, skills opportunities and employment support to help remove barriers to these opportunities.
- People from Black, Asian and minority ethnic groups who are more likely to be employed and operate businesses within the foundational economy under less threat of their jobs or small businesses leaving the borough due to displacement, and more likely to receive pay at London Living Wage and above and more secure employment conditions.

<sup>36</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>37</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>38</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>39</sup> Southwark Economic Evidence Base, PRD (2022)

<sup>40</sup> Southwark Economic Evidence Base, PRD (2022)

- People from Black, Asian and minority ethnic groups who are more likely to be employed in transport and constructions sectors experiencing the greatest change during the green transition supported to re-skill for lower-carbon roles of the future.
- People from Black, Asian and minority ethnic groups, who are less likely to start businesses in fast growing high value sectors have access to entrepreneurship support to help remove barriers to entry and growth.
- Communities, including communities of common regional or ethnic background, supported to form co-operatives and social enterprises that extend community stewardship of the local economy and share benefits locally.
- Asian and Black residents, who are more likely to report that they are financially struggling during 2022 and who are more likely to live in the parts of Southwark where socio-economic disadvantage is concentrated, have access to services within communities providing support with basic needs, and advice and support to increase skills, incomes and financial security.
- Black residents, who are more likely to live in the parts of Southwark with poor air quality, benefit from improved air quality from growth in low-carbon commercial transport, especially around town centres.
- Black, Asian and minority ethnic residents, who are more likely to live in areas of Southwark with fewer supermarkets and more convenience stores, are able to access healthy, affordable and accessible goods and services through protection and support for the foundational economy and healthier town centres.

### **Potential negative impacts related to race to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

Potential negative impacts related to Race may occur if some actions in the strategy related to developing the local economy are pursued without consideration and mitigation of the potential unequal impacts on different ethnic groups.

For example, if the council follows a strategy of promoting high growth, high value sectors, such as life sciences, the low carbon economy and tech, without addressing the underrepresentation of some ethnic groups within these sectors, then existing inequalities may be maintained and disadvantaged communities unable to benefit from these opportunities.

Similarly, if the council supports a lower-carbon economy without addressing the impact on existing roles in transport and construction and supporting employers and workers with re-skilling for lower-carbon roles in those sectors, then there is a risk of negative economic impacts being disproportionately experienced by people from ethnic groups over-represented in these sectors.



|                                                                                                                                                                            |                                                             |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| The strategy explicitly acknowledges these risks and sets out objectives to work against them actively, to be carried through in the design and delivery of interventions. |                                                             |
| <b>Equality information on which above analysis is based</b>                                                                                                               | <b>Socio-economic data on which above analysis is based</b> |
| See footnotes.                                                                                                                                                             |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>                                                                                                                   |                                                             |
| Included within the text above.                                                                                                                                            |                                                             |

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|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------|
| <b>Religion and belief</b> - 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 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>Southwark’s population and religion and belief</b></p> <p>Over 43% of Southwark residents identify as Christian, 10% as Muslim and 36% do not identify with any religion.<sup>41</sup></p> <p>Recent census data mapping reveals that a higher-than-average percentage of Christians reside in some of the more deprived parts of the borough, namely Peckham, Camberwell and parts of Walworth and Bermondsey. There is no observable clustering when the distribution of Muslim residents and residents of other faiths are mapped.<sup>42</sup></p> <p><b>Religion and belief and socio-economic outcomes</b></p> <p>There is little evidence that religious belief and socio-economic outcomes are directly linked. However, the intersection between religious belief and race protected characteristics can contribute to differences in socio-economic outcomes for members of some religious communities. Cultural beliefs associated</p> |                                                                                                                        |

<sup>41</sup> Census 2021

<sup>42</sup> Census 2021

with some religions may also intersect with sex, pregnancy and maternity, sexual orientation and gender reassignment to affect socio-economic outcomes for people sharing these protected characteristics.

Membership of a religious or faith group can offer residents positive community support with health and wellbeing, including access to support with basic needs for residents facing financial difficulties.

However, these organisations tend to lack financial resilience – as do voluntary and community sector organisations more broadly – and so are more exposed to economic crises. During such times, these organisations will not only face increased demand for the support from vulnerable residents they provide, but also financial pressures to continue to provide the existing level of support. As such, residents reliant on such organisations may struggle to access support in times of greater need.

### **How the strategy aims to make positive impacts related to religion and belief**

The Economic Strategy aims to drive improved outcomes related to religion and belief in Southwark across the following measures:

- The council will continue to fund and support Southwark's voluntary and community sector, enabling it to provide much needed support to vulnerable residents, particularly during times of high demand.
- In addition, the economic strategy will support access to neighbourhood-level support for residents, with basic needs, and advice and support to increase incomes and financial security. This will build on and link into existing support, such as that provided by religious and faith organisations, increasing the range of support available to residents and increasing the capacity of the community to support its residents.

### **Potential negative impacts related to religion and belief to consider in the implementation of the strategy**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

- The risk that delivery of neighbourhood-level support is inconsistent across the borough – or it is simply not possible to provide and/or sustain this support in certain areas – creating inequalities of access and exacerbating existing geographic inequalities.
- The risk that needs of different faiths are not properly considered during the design and implementation of policy responses. Consequently, what is implemented (e.g. an employment support programme) receives lower than expected take-up and the community is under-served.

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| <b>Equality information on which above analysis is based</b> | <b>Socio-economic data on which above analysis is based</b> |
| See footnotes.                                               |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>     |                                                             |
| Included within the text above.                              |                                                             |

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|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <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><b>Southwark’s population and sex</b></p> <p>Southwark’s population has 6% more women than men in the total all-age population with the disparities predominately in the population above the age of 15. This greatest difference in the working age population is seen in the 20–25 age group, with 22% more women than men.<sup>43</sup></p> <p><b>Sex and socio-economic outcomes: how the strategy aims to make positive impacts</b></p> <p>With women more likely to be unpaid carers, single parents (and therefore more likely to require flexible or part-time employment) and more likely to take breaks from paid employment to raise children the gender pay gap is persistent. Women earned on average 16 percent less per hour than men in London in 2021<sup>44</sup>.</p> <p>The distribution of women’s employment across sectors also contributes to the gender pay gap. Women are underrepresented in more highly paid sectors and overrepresented in less well paid sectors of the foundational economy, both as employees and entrepreneurs.<sup>45</sup></p> |                                                                                                                       |

<sup>43</sup> Census 2021

<sup>44</sup> GLA Intelligence, Economic Fairness – Gender Pay Gap ([WEB](#))

<sup>45</sup> Women and the UK Economy, House of Commons Library, 2022 ([PDF](#))

Through actions such as supporting more flexible employment policies and increasing the payment of London Living Wage in sectors where women are over-represented such as health and social care and retail<sup>46</sup> the strategy aims to support the closure of the gender pay gap.

Women, who are less likely to start businesses overall<sup>47</sup>, will also have greater access to entrepreneurship support to help remove barriers to entry and growth.

To effect longer term change in the gendered structure of the economy, younger women will have access to good quality careers advice, skills opportunities and employment support to help remove barriers to opportunities in higher-paid sectors and roles where women are under-represented.

However, with the gender pay gap increasing with age, it is likely that mid-career interruptions and caring responsibilities may have a cumulative impact on women's earnings<sup>48</sup>, meaning substantial change will be required in the availability of childcare and social care to effect significant change.

Single parents, who are significantly more likely to be women and spend a greater proportion of disposable income on groceries, as well as energy bills and housing,<sup>49</sup> will be able to access healthy, affordable and accessible goods and services through protection and support for the foundational economy and healthier town centres.

Initiatives such as the Women's Night Safety Charter will support women to feel safer in Southwark's town centres at night.

Young men, especially those from families experiencing socio-economic disadvantage are more likely to be unemployed than young women<sup>50</sup> and to face additional barriers to developing high-skilled, well paid careers. Greater targeted support with careers advice and guidance, skills and employment support will help to reduce the long-term employment and pay gaps experienced by this group.

**Potential negative impacts related to sex to consider in the implementation of the strategy:**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

Potential negative impacts related to Sex may occur if some actions in the strategy related to developing the local economy are pursued without consideration and mitigation of the potential unequal impacts on men and women.

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<sup>46</sup> Women and the UK Economy, House of Commons Library, 2022 ([PDF](#))

<sup>47</sup> Women and the UK Economy, House of Commons Library, 2022 ([PDF](#))

<sup>48</sup> Women and the UK Economy, House of Commons Library, 2022 ([PDF](#))

<sup>49</sup> Southwark Public Health Division, Cost of Living Crisis – Impacts across protected characteristics, 2022

<sup>50</sup> NOMIS Labour Market Statistics, 2022

For example, if the council follows a strategy of promoting high growth, high value sectors such as life sciences, the low carbon economy and tech without addressing the underrepresentation of women within these sectors, then existing inequalities may be maintained and women less able to benefit from these opportunities.

Similarly, if the council supports entrepreneurship without addressing the underrepresentation of women in leading start-ups, then there is a risk of perpetuating exclusion and benefits of the council's economic interventions disproportionately supporting men.

The strategy acknowledges these risks and sets out objectives to work against them actively, to be carried through in the design and delivery of interventions.

|                                                              |                                                             |
|--------------------------------------------------------------|-------------------------------------------------------------|
| <b>Equality information on which above analysis is based</b> | <b>Socio-economic data on which above analysis is based</b> |
| See footnotes.                                               |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>     |                                                             |
| Included within the text above.                              |                                                             |

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|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------|
| <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> |
| <p>In Southwark, 8.1% of the adult population identify as being gay, lesbian or bisexual (LGB), meaning it has one of the largest LGB communities in the country. Less than half identify as LGB across London (4%) and only 3% identify as LGB nationally.<sup>51</sup></p> <p>In the wealthier north west of the borough, residents identifying as LGB exceeds 10% in most areas.<sup>52</sup></p> |                                                                                                                       |

<sup>51</sup> Census 2021

<sup>52</sup> Census 2021

National data from 2019 shows that of all age groups, younger people (aged 16 to 24) were most likely to identify as LGB (6.6%, an increase from 4.4% in 2018). People aged 16 to 24 years who identify as LGB continue to be more likely to identify as bisexual than as lesbian or gay. For other age groups it is more common to identify as lesbian or gay than bisexual.

### **Sexual orientation and socio-economic outcomes**

Available national data on sexual identity shows that across the three high-level socio-economic classifications – Managerial and Professional, Intermediate and Routine and Manual – less than 10% of workers identify as anything other than heterosexual or straight.

Evidence of economic impacts related specifically to sexual orientation is very limited at the national level, and no local evidence exists. However, significant proportions of LGB people report experiencing discrimination in the workplace and the labour market.<sup>53</sup> Residents in the wider LGBTQI+ community in Southwark, particularly those from minority ethnic communities, are also thought to be at high risk of loneliness and social isolation, which can be driven by – and drive – financial worries, as well mental health issues that are well known barriers to economic participation.

### **How the strategy aims to make positive impacts related to sexual orientation:**

By encouraging new peer to peer support models and neighbourhood-level support with basic needs, advice and support to increase incomes and financial security, in areas of the borough where the LGBTQI+ community is well represented but perhaps underserved, those requiring support will have improved access to a greater range of community support and services.

More inclusive, person-centred support to those outside of the labour market facing multiple barriers to accessing good jobs will be better able to address the specific needs and/or sensitivities of members of the LGBTQI+ community seeking employment support.

Working with employers and trade unions in the foundational economy to raise standards, pay and conditions will reduce the likelihood of discrimination against employees/job applicants from the LGBTQI+ community.

### **Potential negative impacts related to sexual orientation to consider in the implementation of the strategy:**

There are some potential negative impacts to the proposed strategy, to be mitigated during implementation through the EINA process for specific projects and programmes within the delivery plan.

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<sup>53</sup> LGBT in Britain – Work Report, Stonewall, 2018 ([PDF](#))

|                                                                                                                                                                                                                                                                                    |                                                             |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------|
| <ul style="list-style-type: none"> <li>If policy responses are developed and delivered without proper consideration of the needs of the specific needs and/or sensitivities of the LGBTQI+ community, this may lead to low uptake and the community being under-served.</li> </ul> |                                                             |
| <b>Equality information on which above analysis is based</b>                                                                                                                                                                                                                       | <b>Socio-economic data on which above analysis is based</b> |
| See footnotes.                                                                                                                                                                                                                                                                     |                                                             |
| <b>Mitigating and/or improvement actions to be taken</b>                                                                                                                                                                                                                           |                                                             |
| Included within text above.                                                                                                                                                                                                                                                        |                                                             |

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|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p><b>Human Rights</b></p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p> |
| <b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>                                                                                                                                                                                                                                                                                                                                                                                                                        |
| <p>The Economic Strategy is anticipated to have a minor positive impact on the right to freedom from forced labour, the right to freedom of assembly and the right to freedom from discrimination.</p> <p>The impact is anticipated to be generated through increased work with trade unions and employers to improve pay and working conditions in the borough.</p> <p>The strategy is not anticipated to have a direct impact on the other 13 rights in the Human Rights Act.</p>                               |
| <b>Information on which above analysis is based</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                               |
| <p>The draft strategy includes the ambition to create ‘a stronger foundational economy’. The foundational economy is a way of describing day-to-day economic activity that delivers essential goods and services to individuals and other businesses.</p>                                                                                                                                                                                                                                                         |

Jobs in the foundational economy tend to be lower paid and less likely to be secure, permanent positions.

Southwark has already taken the lead in areas such as the care sector where the council uses its purchasing powers in homecare and residential care to drive up standards for care workers, leading to better working conditions and better quality of care. The strategy sets out a role for us to go further, working alongside partners such as trade unions, the Living Wage Foundation, the Mayor of London and other partners to improve pay and standards across the economy to the benefit of employees and employers alike.

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

N/A

**Conclusions**

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

The draft Economic Strategy 2023-2030 sets out the high-level roadmap towards a fairer, greener and more resilient economy in Southwark. It sets out a series of challenges that stand in the way of that outcome and a corresponding vision for change, aligned to a set of themes that will guide delivery over the period 2023 to 2030.

The principle of fairness is one of the foundations for the strategy. With equalities issues central to economic fairness, equalities issues have been at the forefront during the development the evidence base, the focus on feedback from affected communities and the subsequent drafting of the strategy.

This equality impact and needs analysis highlights the areas where the strategy sets out to achieve positive impacts on groups where negative socio-economic outcomes related to shared protected characteristics exist.

It also highlights some areas where there is the potential for negative impacts if the principles set out in the strategy are not consistently followed through into implementation.

The implementation of the strategy will be articulated through a regularly updated delivery plan. It will therefore be important that all major programmes and projects arising as a result of this strategy go through the EINA process and that equalities outcomes are monitored at both the programme and borough level across the lifetime of the strategy.

**Section 5: Further equality actions and objectives**

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**5. Further actions**



