



North Peckham Streetspace

Equality Impact and Needs Analysis

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).

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

Proposed policy/decision/business plan to which this equality analysis relates	Walking and cycling improvements
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Equality analysis author	Josh Kerry – Project Manager				
Strategic Director:	Matt Clubb				
Department	Highways	Division	Environment & Leisure		
Period analysis undertaken	Autumn 2023				
Date of review (if applicable)					
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

We are proposing to install a raised table junction with footway buildouts at Fenham Road junction with Friary Road.

These changes will create:

- Slower traffic speeds
- Improved environment for walking and cycling
- Safer junction

The location has been selected as it is on key routes for young people walking, wheeling or cycling to school. The project is funded by Impact on Urban Health (part of the Guy's & St Thomas' Foundation) to help tackle childhood obesity through encouraging physical activity and play.

Residents have now been engaged and consulted on the proposed traffic calming measures and it received majority support in the consultation to be implemented.

This Equality Impact and Needs analysis (EINA) aims to assess the proposed scheme that has been designed based on impact on Protected Characteristic Groups and determine any mitigations required in the ongoing scheme development.

This EINA is an evolving document and will be updated at each engagement phase, as we gather more data and information regarding potential impacts and needs.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Residents, schools (pupils/staff/parents), businesses, visitors.
Key stakeholders were/are involved in this policy/decision/business plan	Businesses, Schools, Housing teams, Emergency Services, Transport for All, Ward Councillors, Cabinet Member.

Section 4: Pre-implementation equality impact and needs analysis

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

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

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

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

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

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

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

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

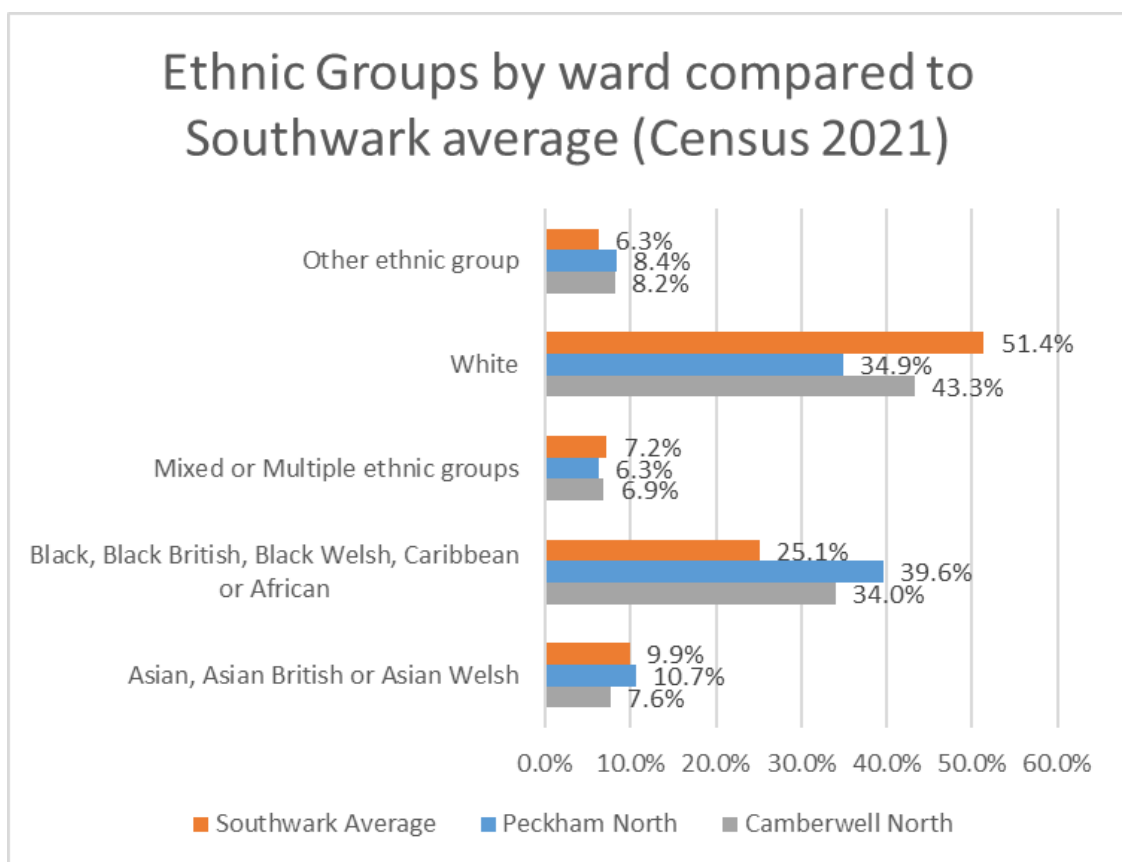
1) Demographic data for Peckham North

1.1) Age – Area profile (Census 2021)

The age profile in the Peckham North is similar to the Southwark averages, according to Census 2021 data:

	Aged 15yrs or under	Aged 16 to 64yrs	Aged 65yrs or over
Peckham North	17.3%	75.3%	7.4%
Southwark Average	16.7%	74.9%	8.3%

1.2) Ethnicity – Area Profile (Census 2021)



The ethnic profile in Peckham North shows there is a higher population of BAME groups compared to wider Southwark.

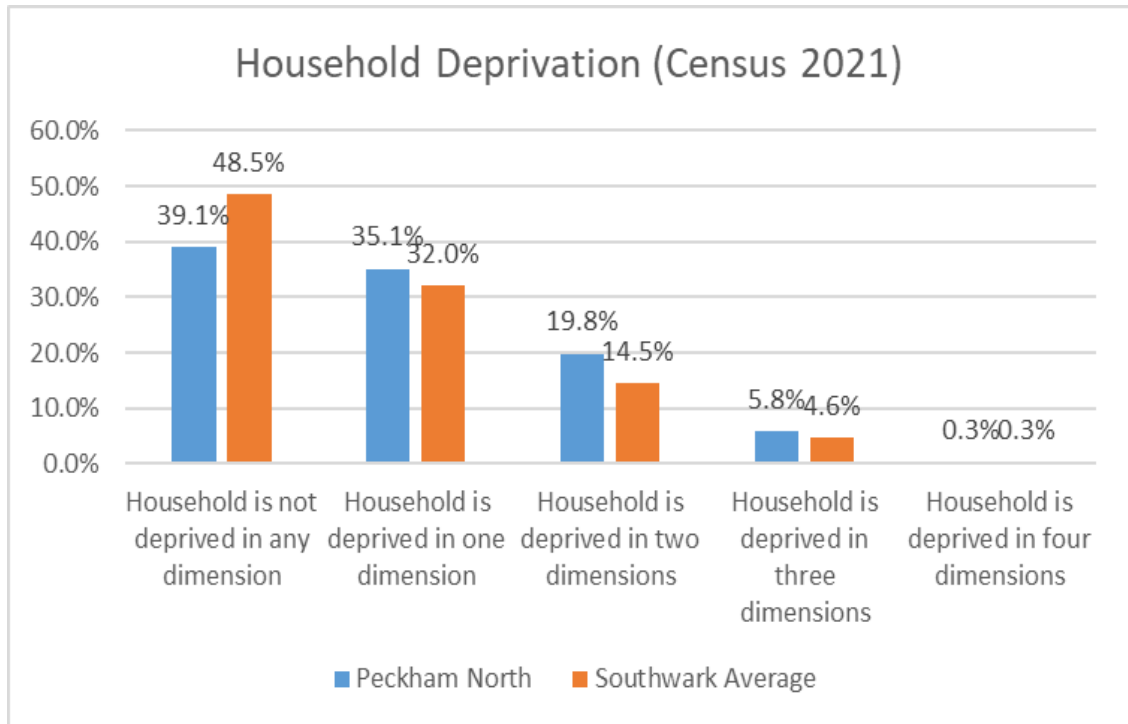
1.3) Gender – area profile (Census 2021)

According to 2021 Census the area of Peckham North is habited by 52.5% female and 47.5% male residents. Southwark average is 51.6% female and 48.4% male.

According to the census 90.69% of people aged 16 years and over in Peckham North have a gender identity the same as their sex registered at birth, with 1.45% having a different gender identity to their sex registered at birth. When this is

compared to the Southwark average of 91.43% and 1.23% it is very similar to the wider population.

1.4) Household deprivation – area profile (Census 2021)



Peckham North has higher levels of deprivation than the Southwark average.

1.5) Disability – area profile (Census 2021)

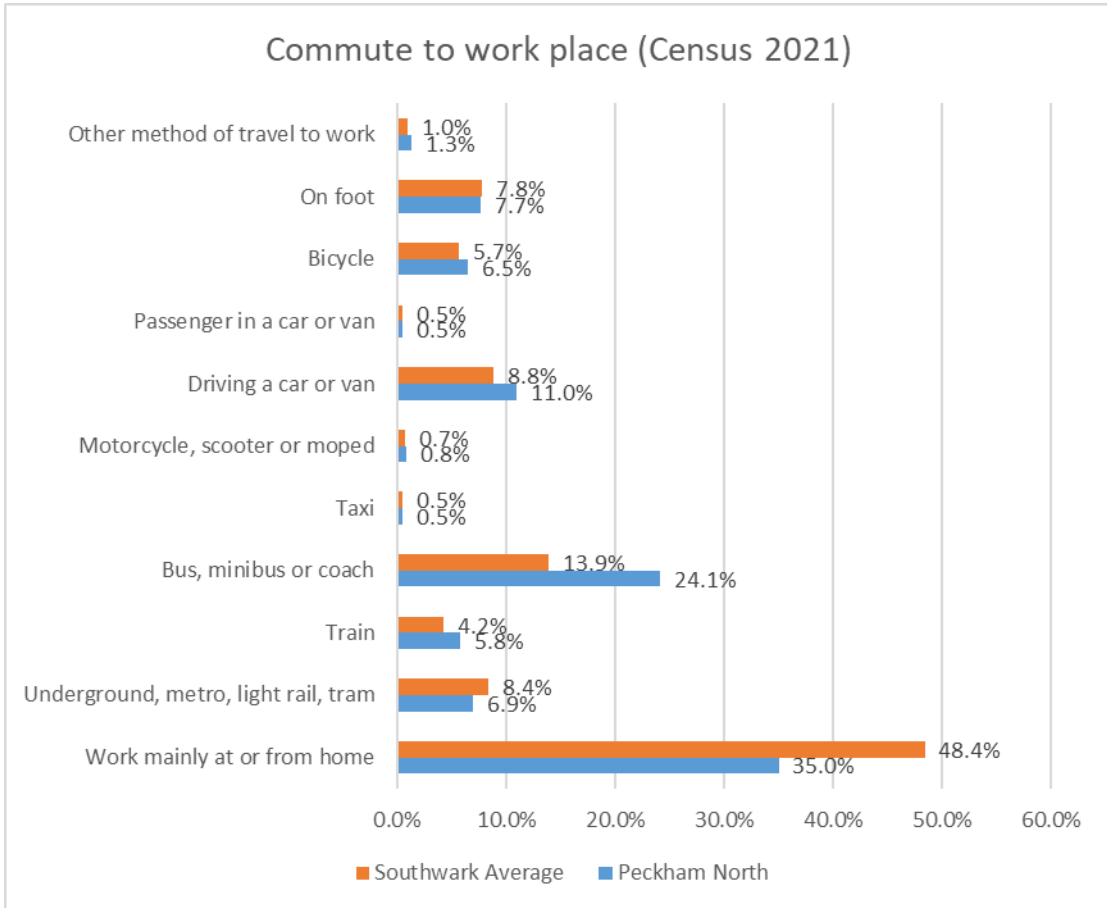
Disability as defined by the 2021 Census is “people with a long-term health problem or disability, including conditions or illnesses relating to old-age”. The data is not available at middle super output area level for Peckham North but for the whole of Southwark is:

	Southwark Average
Disabled under the Equality Act: Day-to-day activities limited a lot	8.2%
Disabled under the Equality Act: Day-to-day activities limited a little	9.4%
Not disabled under the Equality Act	82.4%

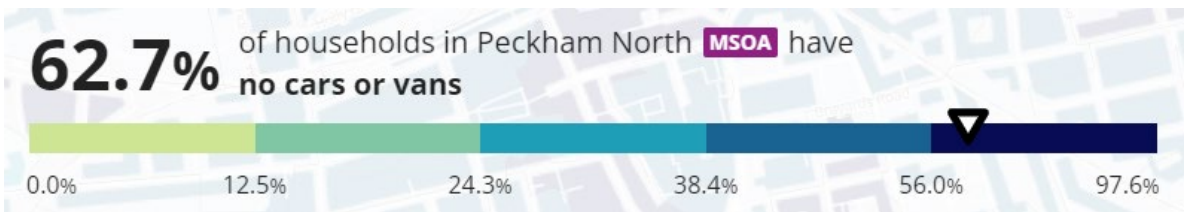
1.6) Method of Travel to Workplace (Census 2021)

The census 2021 also showed that 35% work from home in Peckham North, compared to 48.4% Southwark average.

Of those that commute to work the most popular method of travel was bus (24.1%). Walking was comparable to the Southwark average. However the percentage of commuters by bicycle was higher than Southwark average (6.5% compared to 5.7%).

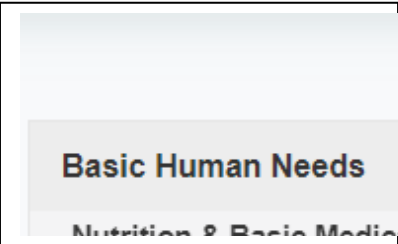
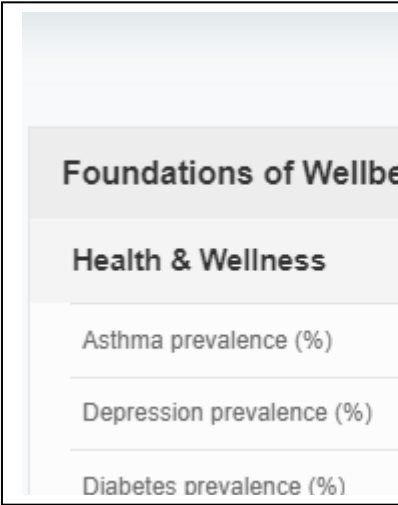


According to Census 2021 survey a high number of people in the Peckham North do not own a car or van (62.7%). This is more than the Southwark average, where 60.3% do not own a car or vehicle.



1.7) [Impact on Urban Health Index](#)

The following health inequalities exist in Peckham North:



(Taken from Urban Health Index)

1.8) Sexual Orientation – Census 2021

According to the Census 2021 survey:

	Peckham North	Southwark Average
Straight or Heterosexual	84.49%	82.71%
Lesbian, Gay, Bisexual, or Other (LGB+)	6.68%	8.08%
Not answered	8.83%	9.21%

2) [Travel in London: Understanding our diverse communities 2019](#)

2.1) Ethnicity – Travel Behaviour statistics

- Walking at least once a week is almost universal across all ethnic groups.
- BAME Londoners are more likely than white Londoners to use the bus, DLR or to travel as a car passenger at least once a week.
- The use of buses is particularly high among black Londoners, with 73 per cent using this type of transport at least once a week, compared with 65 per cent of all BAME Londoners and 56 per cent of white Londoners.
- BAME Londoners are more likely than white Londoners to walk (at least once a week) to get to/from work, school or college (60 per cent compared with 44 per cent), to visit friends and relatives (60 per cent compared with 49 per cent) and to take a child to school (41 per cent compared with 27 per cent).
- BAME Londoners are less likely to hold a driving licence than white Londoners (54 per cent BAME aged 17 years or over compared with 71 per cent white). Asian Londoners and Mixed Londoners are slightly more likely than other BAME groups to hold a driving licence (57 per cent).
- Cycling levels among BAME Londoners and white Londoners remain very similar. Seventeen per cent of BAME Londoners cycle in the Capital at least sometimes, compared with 18 per cent of white Londoners.
- Even though BAME Londoners are less likely to be able to ride a bicycle, they are also more likely to be contemplating increasing their cycling frequency (13 per cent compared with nine per cent of white Londoners).
- BAME Londoners are again more likely than white Londoners to say they will definitely/probably use the Cycleways in the future: 30 per cent compared with 26 per cent (compared with 28 per cent and 21 per cent in November 2014).
- BAME Londoners are less likely than white Londoners to say that they feel safe from accidents when walking around London during the day.
- BAME Londoners are slightly less likely than white Londoners to say that they feel safe from accidents when cycling either during the day or at night. Sixteen per cent of white Londoners compared to 11 per cent of BAME Londoners consider themselves very safe from accidents when cycling during the day.

2.2) Gender – Travel Behaviour statistics

- The three most common transport types used by women at least once a week are walking (95%), bus (63%) and car as a passenger (51%).

- Women are more likely than men to use the bus at least once a week (63% compared with 56%) and are less likely to travel by Tube at least once a week (38% compared with 43%). Women are also less likely than men to cycle in London (13% compared with 22%).
- Women are less likely than men to drive at least once a week (33% compared with 42%).
- Women aged 17 or over who are living in London are less likely than men to have a full driving licence (58% compared with 72%) or have access to a car (63% of all women compared with 66% of all men).
- Women are more likely than men to be travelling with buggies and/or shopping, and this can affect transport choices.

2.3) Age – Travel Behaviour statistics

Older People

- Walking is the most frequently used type of transport by older Londoners aged 65 and over (87% walk at least once a week).
- Buses are the next most common type of transport used by older Londoners; 65% of Londoners aged 65 or over take the bus at least once a week.
- Among Londoners aged 65-69, 54% drive a car at least once a week, which is higher than Londoners overall (38%). Londoners aged 80 or over are considerably less likely to drive a car, and only 25% drive every week.
- Older Londoners are less likely to walk at least once a week than all Londoners (87% of Londoners aged 65 or over walk once a week compared with 95% of all Londoners).
- Bus use at least once a week among Londoners aged 65 and over is 65%, higher than the proportion for all Londoners (59%).
- Household access to a car reduces with age; 61 per cent of Londoners aged 65 and over have a car in their household compared with 65 per cent across all Londoners.

Younger People

- Walking is the most commonly used type of transport for younger Londoners, with 97 per cent aged 24 and under walking at least once a week.
- The bus is the next most commonly used transport type for younger Londoners. Among Londoners aged 11-15, 75% use the bus at least once a week, compared with 59 per cent of all Londoners.
- 47% of journeys made by Londoners under the age of 25 are for education compared with 20% for Londoners overall.
- Travelling by car as a passenger continues to decrease as younger Londoners achieve greater independence. Around three-quarters of under-16s (74%) travel by car as a passenger each week compared with 48% of those aged 16 to 24.
- Younger Londoners are more likely to walk almost every day (five or more days a week) with 90% of Londoners aged under 25 stating this compared with 84% of all Londoners.
- Regular bus use is common among younger Londoners. 76% of Londoners under 25 years old use the bus at least once a week and 42% use the bus almost every day (five or more times a week).
- The same proportion of younger Londoners (aged 16-24) as all Londoners sometimes cycle in London: 17 per cent of 16 to 24-year-olds sometimes use a bicycle to get around London. 13% of younger Londoners cycle regularly (at least once a week).

- A key barrier to younger Londoners cycling, particularly younger children, is the perceived safety of the cycling environment by parents. This remains a strong barrier, even when the parent perceives their child to be a skilful cyclist.
- The most common form of transport to and from school among Londoners aged under 16 continues to be walking. 45% of school journeys are made on foot.

2.4) Disabled – Travel Behaviour Statistics

- 9% of Londoners consider themselves to have a disability. 84% of these disabilities effect how people travel.
- The most commonly used types of transport by disabled Londoners are walking (81% of disabled Londoners walk at least once a week), the bus (58%) and car as the passenger (42%).
- Disabled Londoners use transport less frequently than non-disabled Londoners. For each type of transport (with the exception of private hire vehicles) a lower proportion of disabled Londoners use each type of transport at least once a week compared with non-disabled Londoners.
- Public transport generally is less commonly used by disabled Londoners than non-disabled Londoners.
- While a considerably lower proportion of disabled Londoners have driven a car to get around London in the past year than non-disabled Londoners (28% compared with 45%), the proportion who have used a car as a passenger in the last year is the same for both groups (81%).
- Disabled Londoners are less likely to have household access to a car than non-disabled Londoners. Just over half (52%) of disabled Londoners do not have household access to a car compared with 34% of non-disabled Londoners.
- 17% of disabled Londoners sometimes use a bike to get around London, which is a smaller proportion than among non-disabled Londoners (where 18% sometimes use a bike).
- Disabled Londoners are almost as likely as non-disabled Londoners to say that they probably or definitely expect to use Cycleways in the future (27% compared with 28%).
- Disabled Londoners are slightly less likely to have used a private hire/minicab in the past year than non-disabled Londoners (49% compared with 58%). Disabled Londoners are slightly more likely to use minicabs frequently though when compared with non-disabled Londoners; 8% of disabled Londoners use a minicab at least once a week compared with 6% of non-disabled Londoners.
- Sixty-five per cent of disabled Londoners consider the condition of pavements to be a barrier to walking, and 43 per cent report that obstacles on pavements are a barrier to walking more

2.5) Lower-incomes (socio-economic status) – Travel Behaviour statistics

- Women, disabled people, BAME Londoners and older people are more likely to live in low income households than other Londoners.
- The most common type of transport used by Londoners on lower incomes is walking (93% walk at least once a week) in line with all Londoners (95%)
- The bus is the next most common type of transport used by Londoners on lower incomes (69% use the bus at least once a week, compared to 59% of Londoners)
- Londoners with lower household incomes are less likely to use a car (both as a driver and passenger), train and Tube than all Londoners. This is most pronounced

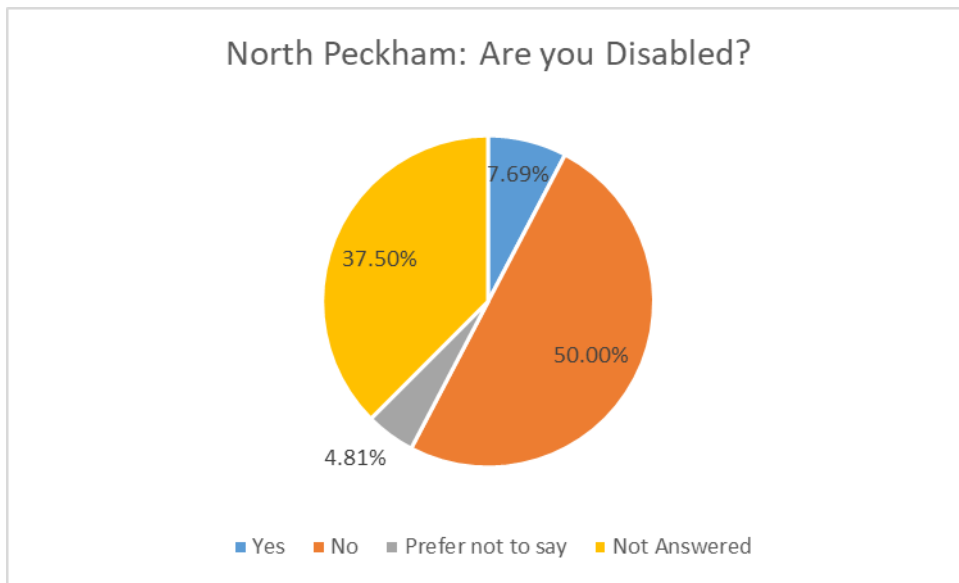
with driving a car (23% compared with 38% overall) and using the Tube at least once a week (32% compared with 41% overall)

- The proportion of Londoners with access to at least one car falls with decreasing household income
- Londoners in lower-income households are less likely to cycle. 8% sometimes used a bike to get around London in the past year compared with 17% of all Londoners

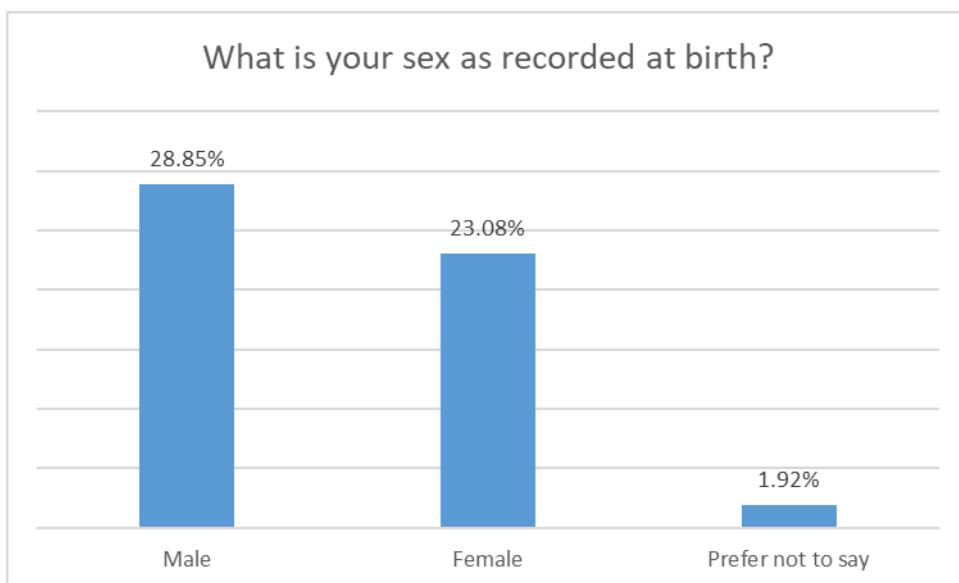
3) North Peckham Streetspace Consultation results

3.1) Disability

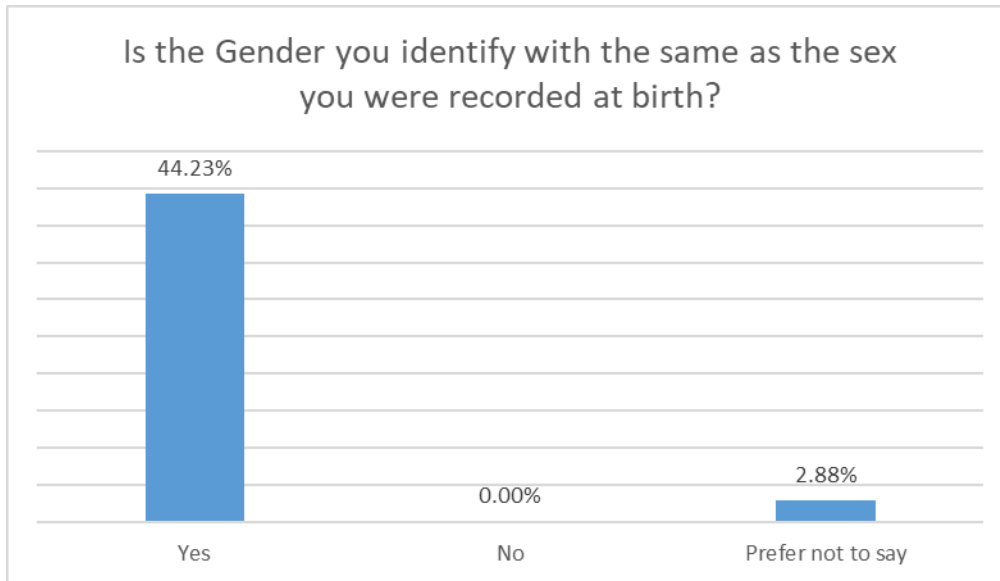
There were 65 responses to this question (from a total of 104 respondents).



3.2) Gender



Out of 104 respondents only 56 responded to this part of the question. Blank responses have not been included in the graphs.

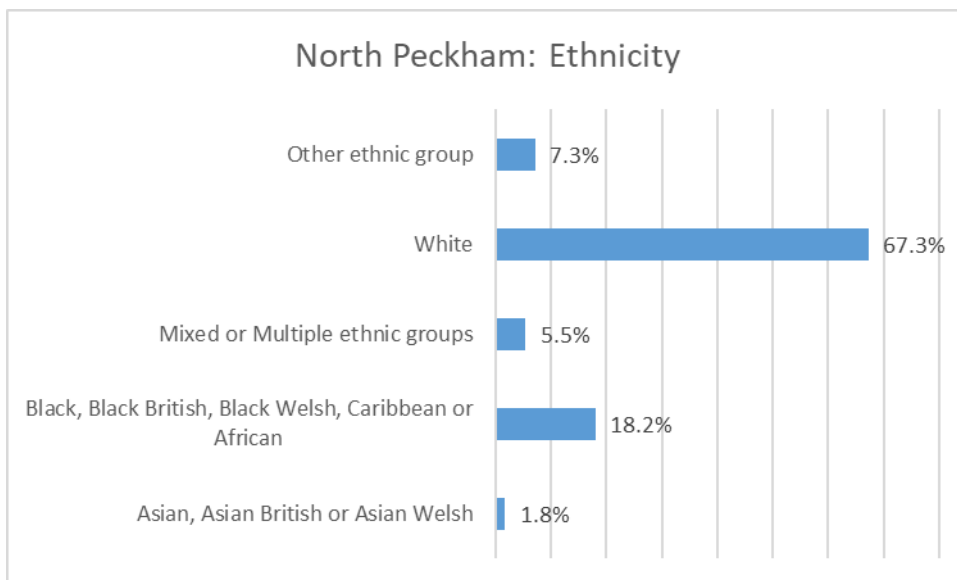


49 people responded to this part of the question (out of 104 total respondents).

3.3) Age (65+ residents)

In our survey there were no responses from under 16 years old. Of those that responded 89.1% were from those in the 16 to 65 age bracket, and 6.73% were 65+.

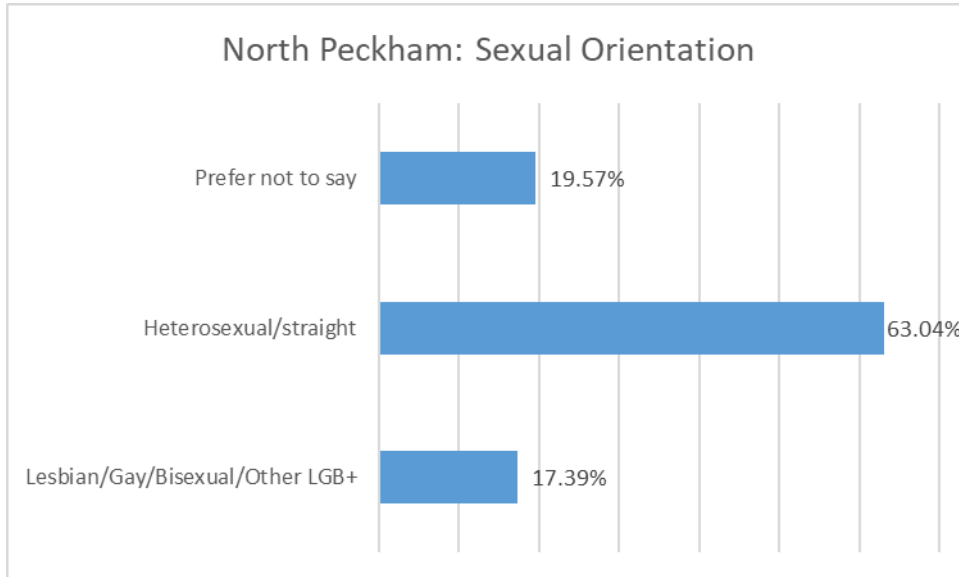
3.4) Ethnicity



55 out of 104 respondents answered this question.

3.5) Sexual Orientation

There were 46 responses to this question out of 104 total respondents.

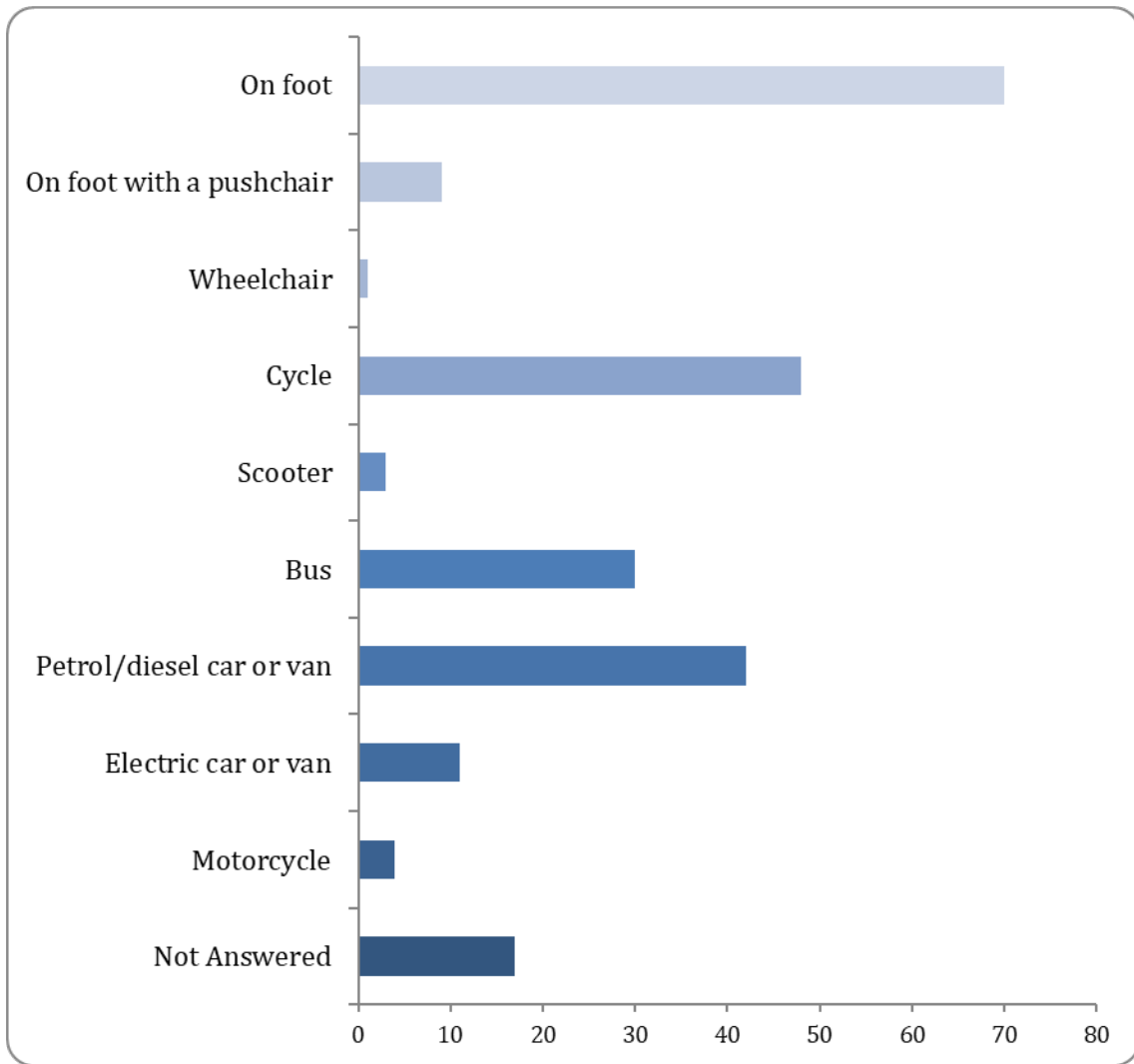


3.6) Household income

There were 37 responses to this question.

Approximately, what is your household income (the combined income of all the people in your home)?	Total	Percent
Under £15,000 per year	1	0.96%
£15-29,999 per year	5	4.81%
£30-44,999 per year	4	3.85%
£45-59,999 per year	3	2.88%
£60-74,999 per year	5	4.81%
£75-89,999 per year	7	6.73%
£90,000 or above	12	11.54%
Not Answered	67	64.42%

3.7) How do you typically travel in the area?



How do you typically travel in the area?	Total	Percent
On foot	70	67.31%
On foot with a pushchair	9	8.65%
Wheelchair	1	0.96%
Cycle	48	46.15%
Scooter	3	2.88%
Bus	30	28.85%
Petrol/diesel car or van	42	40.38%
Electric car or van	11	10.58%
Motorcycle	4	3.85%
Not Answered	17	16.35%

There were 87 responses to this question. Respondents were able to select all modes of transport that applied.

4) North Peckham Streetspace proposals – Impact on Protected Characteristic Groups

It should be noted that the impact assessment below focuses specifically on the public realm features that are proposed as part of the streetspace measures and traffic calming. The traffic restrictions are permanent and have already been assessed for impact on protected characteristic groups as part of the decision in 2021.

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.
<p><u>Positive impacts:</u></p> <ul style="list-style-type: none"> • Young People: Locations of traffic calming is near to local primary school, and therefore makes route to schools safer for walking and cycling. • Young People: Proposals help to encourage walking and cycling which improves mental and physical wellbeing. • Young People: installation of traffic calming slows down vehicles speeds making for a safer street environment. • Older people: Improved crossings will assist older residents to provide safer, convenient and level routes to cross the roads. • Older People: installation of raised junctions for traffic calming will slow down vehicle speeds making for a safer street environment. <p><u>Negative impacts:</u></p> <ul style="list-style-type: none"> • None
Equality information on which above analysis is based
See paragraphs 1 – 2.
Mitigating and/or improvement actions to be taken
None required

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.

Positive Impacts:

- Disabled groups: The wider, better quality pavements proposed provide more space for those with physical mobility issues or who rely on a wheelchair.
- Disabled groups: Improved crossings will assist those with mobility impairment by providing safer, convenient and level routes to cross the roads.
- Disabled groups: The traffic calming and streetspace proposals slow traffic speeds and so make it safer for walking and cycling; disabled users can often be most vulnerable when taking part in active travel.

Negative impacts:

- None

Equality information on which above analysis is based

See paragraphs 1 – 2.

Mitigating and/or improvement actions to be taken

None required

Gender reassignment:

- The process of transitioning from one gender to another.

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

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

There are no adverse effects which relate specifically to gender reassignment.

Equality information on which above analysis is based.

See paragraphs 1 – 2.

Mitigating and/or improvement actions to be taken

None required

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

There are no adverse effects with regards to marriage or civil partnership.

Equality information on which above analysis is based

N/A

Mitigating actions to be taken

None required

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

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

Positive impacts

- Wider and better quality pavements make it easier for those using pushchairs to use streets.
- Improved crossings at each of the streetspace locations will assist pregnant women or those with pushchairs by providing safer, convenient and level routes to cross the roads.
- Proposals are near to primary school, improving walking and cycling conditions for parents and children.

Equality information on which above analysis is based

N/A

Mitigating and/or improvement actions to be taken

None required

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.

Positive impacts

- Minority ethnic groups are more likely to rely on public transport than any other mode. The proposals support access to public transport links by creating safer walking routes to transport links.

Equality information on which above analysis is based

Paragraph 2.1

Mitigating and/or improvement actions to be taken
None required

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.
N/A
Equality information on which above analysis is based
Mitigating and/or improvement actions to be taken
None required

Sex - A man or a woman.
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.
<p><u>Positive impacts</u></p> <ul style="list-style-type: none"> • Women are more likely to rely on buses than men. These proposals help to support access to local public transport links by improving walking and cycling. • Women are more likely to undertake childcare and domestic responsibilities, improved junction safety will allow women with pushchair / buggy to walk safely and easily. • Women are less likely to cycle due to safety concerns, these proposals help to make women feel safer when cycling by slowing vehicle speeds at the junction.
Equality information on which above analysis is based

Paragraph 2.2.
Mitigating and/or improvement actions to be taken
N/A

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.
N/A
Equality information on which above analysis is based
Mitigating and/or improvement actions to be taken
None required

Conclusions

Raised table at the junction of Fenham Road and Friary Road with buildouts for wider footways will improve pedestrian crossing facilities and slow down vehicles for safer walking and cycling.

Overall, the proposals have been assessed in the Equality Impact and Needs Analysis and findings show that they will have a positive impact on protected characteristic groups, particularly younger people, older people and those with mobility issues.

There were no negative impacts identified.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	None		
2			
3			
4			
5			
6			
7			