



APPENDIX C

Equality Impact and Needs Analysis for the S106 and CIL Supplementary Planning Document (SPD) November 2023

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 effect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

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

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

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.

- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

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

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

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

Whilst the equality analysis is being considered, Southwark Council recommends considering implications arising from socio-economic disadvantage, 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 policy commitment to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering impacts/needs arising from socio-economic disadvantage in all equality analyses, not forgetting to include identified potential mitigating actions. **The Council has adopted the Socio-Economic Duty as part of its overall equality, diversity and inclusion policy commitments in the Southwark Equality Framework.** This requires us to ensure we do not make any conditions worse for those experiencing socio-economic disadvantage through our policies and practices.

Section 1: Equality impact and needs analysis details

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| Proposed policy/decision/business plan to which this equality analysis relates | | S106 and CIL Supplementary Planning Document (SPD) | | | |
| Equality analysis author | | Lydia Ogden, James Holmes | | | |
| Strategic Director: | | Stephen Platts, Planning and Growth | | | |
| Department | | Planning Policy | Division | Planning | |
| Period analysis undertaken | | March 2023 to November 2023 | | | |
| Date of review (if applicable) | | | | | |
| Sign-off | Alex Philpott | Position | Team Leader | Date | November 2023 |

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

1.1 Brief description of policy/decision/business plan

The updated S106 and CIL Supplementary Planning Document (SPD) will support the implementation of the Southwark Plan policies by setting out the planning obligations required from different types of development. It will be a material consideration in planning decisions made by the Council. It replaces the previous S106 Planning Obligations and CIL SPD, adopted in 2015 and amended in November 2020.

The subject matter of the S106 and CIL Supplementary Planning Document (SPD) concerns the use of S106 planning obligations. These are used to enhance the quality of development by mitigating any negative impacts. All development has an impact on the need for infrastructure, services and amenities. Development needs to pay for some of these costs.

For example, this may be through contributions towards public transport and school places, new community space, and the provision of affordable homes and wheelchair accessible units. It can also lead to positive economic benefits through the provision of new business space, affordable workspaces and new jobs and training opportunities.

The SPD provides applicants and the public with clear guidance on the contributions which may be required for their development. It also sets out how developer contributions and CIL are used.

Key changes in this S106 and CIL SPD compared to the 2015 SPD are as follows:

- Updates to the range of planning obligations which may be required as a result of new development. This includes new policy requirements arising from the Southwark Plan 2022 and the London Plan 2021.
- Increase in financial obligations (payment in lieu) when, in exceptional circumstances, there is a shortfall in the achievement of the planning policy requirement, e.g. for play, amenity or open space, or affordable workspace. Addition of new guidance in relation to climate mitigation strategies in the Southwark Plan 2022. This includes connection to a district heating network and air quality.
- Addition of a section on Biodiversity Net Gain to reflect legal changes arising from the Environment Act 2021.
- Updated information on CIL and planning obligations which are calculated based on TfL guidance.
- Fixed administrative charges for planning applications, based on size thresholds in the four categories set out in the Development Consultation Charter (minor to major).

Section 3: Overview of service users and key stakeholders consulted

| 2. Service users and stakeholders | |
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| Key users of the department or service | <p>Developers, Members of the public; Housing Associations/ Registered Social Landlords; Councillors.</p> <p>Within Southwark Council: Environment, Neighbourhoods and Growth Department; Planning & Growth team, Flood and Drainage team; Housing and Modernisation Department; Councillors; Finance and Governance Department.</p> |
| Key stakeholders were/are involved in this policy/decision/business plan | <p>Members of the public (after consultation).</p> <p>Within Southwark Council: Housing and Modernisation Department; Councillors; Finance and Governance Department; Environment, Neighbourhoods and Growth Department, Children’s and Adult Services Department, Highways Management team, Environmental Protection Team.</p> |

Section 4: Pre-implementation equality impact and needs analysis

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

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

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

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

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

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

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

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

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

| Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty. | Potential Socio-Economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative) |
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| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community, including people of all ages.</p> <p>Specifically, the SPD will help to provide accessible homes and spaces for community uses. This would particularly benefit older people, who are more likely to have mobility impairments and suffer from social isolation.</p> <p>The SPD will help to provide open space, play space, and spaces for community uses. These would provide more spaces for children to play and be active.</p> <p>The SPD will help deliver planning obligations relating to air quality. This may particularly benefit older people and children. This is because these groups are more likely to suffer from health problems linked to poor air quality.</p> | <p>The SPD will help deliver affordable housing. This will help tackle child poverty. The child poverty rate in Southwark is higher than that of London as a whole. Child poverty rates are particularly high in Opportunity Areas, where development is likely to be concentrated. The SPD will help deliver a large number of affordable homes in these areas.</p> <p>The SPD will help deliver affordable workspace. It will also help deliver jobs and training opportunities for local residents. This may particularly benefit young people who are not in education, employment, or training. Unemployment levels are particularly high in the Old Kent Road Opportunity Area, where a particularly large amount of development is expected. The SPD will help deliver a large amount of affordable workspace and a large number of jobs and training opportunities for young people in this area.</p> |
| Equality information on which above analysis is based | Socio-Economic data on which above analysis is based |
| <p>The median age in Southwark is 33, which is below that of London as a whole (35). (Census 2021)</p> <p>Southwark has an ageing population. Between 2011 and 2021, the proportion of Southwark residents aged 0-9 fell from 12.6% to 10.5%, while the proportion aged 50 and over rose from 20.4% to 24.7%. (Census 2021)</p> <p>A 79% increase in the population of Southwark aged 65 or more is forecast by 2039. This incorporates a 92% increase in those over 75 and 87% growth in those over 85. (Strategic Housing Market Assessment Update 2019)</p> <p>The areas with the highest proportions of elderly residents are in the south of the borough. Areas with the highest proportion of children are in the centre and south of the borough. (Census 2021)</p> <p>Older people are especially vulnerable to loneliness and social isolation. According to Age UK, more than 2 million people in England over the age of 75 live alone, and more than a million older people say they go over a month without speaking to a friend, neighbour or family member. (https://www.nhs.uk/mental-health/feelings-</p> | <p>In 2021/22 approximately 23,000 children aged 0-15 in Southwark were living in poverty, after housing costs were factored in, equating to 36% of children in the borough. This is higher than the London average of 33%. (JSNA Annual Report 2023)</p> <p>Council wards with the highest proportions of child poverty (22-28%) include Old Kent Road, Faraday, North Walworth, Chaucer, and Borough and Bankside. Faraday ranks as the most deprived ward in Southwark. These areas overlap with the Old Kent Road, Elephant and Castle, and London Bridge/Bankside Opportunity Areas. (JSNA Annual Report 2023; JSNA Multi-ward Profiles 2023: West Central Southwark)</p> <p>In the last census, 5.6% of Southwark's economically active population were unemployed. The two areas (medium super output areas) with the highest</p> |

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| <p>symptoms-behaviours/feelings-and-symptoms/loneliness-in-older-people/</p> <p>Research by Imperial College has found that children living in London are particularly at risk of developing lifelong, chronic conditions due to air pollution. In addition, the health impacts of air pollution exposure continue well into old age, increasing the risk of various long-term health conditions and early death. (https://www.imperial.ac.uk/news/244355/review-highlights-lifelong-health-impacts-pollution/)</p> | <p>levels of unemployment among the economically active population are Burgess Park (9.2%) and Peckham Park Road (7.4%). Unemployment is also high in South Bermondsey West (6.8%). All of these areas overlap with the Old Kent Road Opportunity Area. (Census 2021)</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> |

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| <p>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.</p> <p>Please note that under the PSED due regard includes:</p> <p>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.</p> | |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p> | <p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p> |
| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community, including people of all abilities.</p> <p>Specifically, the SPD will help provide wheelchair-accessible homes. There are over six-hundred households with unmet wheelchair accessible housing needs in Southwark. These needs exist across all tenures. In addition, development in Southwark is increasingly car-free in design. This is in line with London Plan policies. This can impact disabled people who may</p> | <p>Disabled people are more likely than average to live in poverty. This means they could particularly benefit from the affordable housing that the SPD would help provide.</p> |

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| <p>rely on a private vehicle for transportation. The SPD will help to deliver accessible homes and car parking spaces. This will benefit disabled people.</p> <p>The SPD may help provide paces for community uses. These can promote social interaction among residents. This could particularly benefit disabled people, who are likely to experience social isolation.</p> | |
| <p>Equality information on which above analysis is based</p> | <p>Socio-economic data on which above analysis is based</p> |
| <p>In 2021, 8.2% of Southwark residents identified as being disabled and limited a lot. This was a decrease from 11.1% in 2011. Almost a quarter of households (33,000) had at least one resident with a disability. (Census 2021)</p> <p>The neighbourhoods with higher proportions of disability are Old Kent Road, South Bermondsey and Nunhead & Queen's Road. (Census 2021, quoted in JSNA Annual Report 2023)</p> <p>In 2019 there were 613 households in Southwark with unmet wheelchair accessible accommodation needs. (Strategic Housing Market Assessment Update 2019)</p> <p>Research conducted by the charity Sense has found that 61% of disabled people are chronically lonely. This figure rises to 70% for young disabled people. (https://www.sense.org.uk/media/latest-press-releases/loneliness-rises-dramatically-among-disabled-people/)</p> | <p>The Joseph Rowntree Foundation has found that poverty rates for households with a disabled person or informal carer are much higher than average. (Joseph Rowntree Foundation, 'UK Poverty 2023' (available at: https://www.jrf.org.uk/report/uk-poverty-2023))</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> |

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| <p>Gender reassignment: - The process of transitioning from one gender to another.</p> <p>Gender Identity: Gender identity is the personal sense of one's own gender. Gender identity can correlate with a person's assigned sex or can differ from it.</p> | |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p> | <p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p> |

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| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community. This includes people of all gender identities.</p> <p>Specifically, the SPD will help to provide safe public realm and community spaces. The SPD may be help secure safety-oriented design. For example, good lighting and passive surveillance. This could especially benefit trans people. This is because they are particularly vulnerable to violence in public spaces.</p> | <p>The SPD will help to provide affordable housing. Trans people are more likely than average to become homeless. Thus, this group could particularly benefit from affordable housing secured through legal agreements.</p> |
| <p>Equality information on which above analysis is based.</p> | <p>Socio-economic data on which above analysis is based</p> |
| <p>1.23% of people aged 16 years and over in Southwark have a gender identity different from their sex registered at birth. (Census 2021)</p> <p>8.1% of people in the Burgess Park area have reported a gender identity different from their sex registered at birth. This is the highest figure of any area (medium super output area) in England and Wales. (Census 2021)</p> <p>Nationwide, 41% of trans people and 31% of non-binary people have experienced a hate crime or incident because of their gender identity in the last 12 months. (Stonewall, 'LGBT in Britain: Trans Report 2018 (available at: https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf))</p> | <p>One in four trans people have experienced homelessness at some point in their lives. (Stonewall, 'LGBT in Britain: Trans Report 2018 (available at: https://www.stonewall.org.uk/system/files/lgbt_in_britain_-_trans_report_final.pdf))</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> |

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) |
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| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community. This includes people of all marriage statuses.</p> <p>The Council expects that the SPD will have no particular positive or negative impacts on this group.</p> | <p>The Council expects that the SPD will have no particular positive or negative socio-economic impacts on this group.</p> |
| Equality information on which above analysis is based | Socio-economic data on which above analysis is based |
| <p>The latest census found that 26.9% of Southwark residents were married or in a civil partnership. This was a fall from 29.4% in 2011. Southwark had the fourth-highest percentage of adults who had never been married or in a civil partnership of all English local authorities. The proportion of residents who are married or in a civil partnership is significantly higher in the south of the borough than the north. (Census 2021)</p> | <p>None</p> |
| Mitigating or improvement actions to be taken | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> |

| 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. | |
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| 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) |
| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will</p> | <p>There is a need for homes with three and four bedrooms across all tenures in Southwark. This need is particularly acute in the social rented sector. The</p> |

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| <p>benefit all sections of the community, including people of all sexual orientations.</p> <p>Specifically, the SPD will help provide high-quality public realm, play space, and community spaces. These may particularly benefit new parents as they serve as meeting places during maternity. This can help reduce social isolation among new parents. In addition, play spaces are an important amenity for parents.</p> <p>During pregnancy and maternity, people need to visit healthcare providers. The SPD may help to extend healthcare services, or provide new facilities as a part of new development if there is demand. It may also help provide new education facilities. This will help ensure that there are schools and nurseries near where new parents live.</p> <p>There is a need for homes with three and four bedrooms across all tenures in Southwark. In addition, the need for larger homes is higher in Southwark than the London average. The SPD will help to deliver new family-sized housing, which will benefit new parents.</p> | <p>Council will use legal agreements to secure affordable family-sized homes in new developments. This will benefit new parents on low incomes.</p> <p>There is an established link between deprivation and health. This is reflected in maternal health outcomes. The SPD will help reduce deprivation by helping to deliver affordable housing and employment and training opportunities. This may indirectly result in better maternal health outcomes.</p> |
| <p>Equality information on which above analysis is based</p> | <p>Socio-economic data on which above analysis is based</p> |
| <p>The total number of babies born in Southwark has been decreasing year on year over the past 10 years. The decline in the fertility rate in Southwark is seen across all age groups, but particularly among younger women. The average age of mothers giving birth in Southwark in 2022 was around 33 years. Across the borough there is substantial variation in the number of births each year, with rates highest in Dulwich and Peckham Rye. The general fertility rate is lowest in Nunhead & Queen's Road, at 27 births per 1,000. This ward has also seen the greatest decline over the decade (59%). (JSNA Annual Report 2023; JSNA Multi-ward Profiles 2023: East Central Southwark)</p> | <p>There is an annual shortfall of 1,086 homes with three or more bedrooms for Southwark residents who cannot afford the full lower quartile market rent. (Strategic Housing Market Assessment Update 2019)</p> <p>MBRRACE-UK's 2022 report found that women living in the most deprived areas have the highest maternal mortality rates and are two and a half times more likely to die than their counterparts living in the least deprived areas. (M-BRRACE-UK, 2022, 'Saving Lives, Improving Mothers' Care: Lessons learned to inform maternity care from the UK and Ireland Confidential Enquiries into Maternal Deaths and Morbidity 2018–20' (available at: https://www.npeu.ox.ac.uk/mbrance-uk/reports)</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate</p> |

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| | against any unforeseen issues that arise. |
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| <p>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</p> | |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p> | <p>Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)</p> |
| <p>The SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community, including people of all ethnicities.</p> <p>The SPD may help provide spaces for community uses. These can promote social interaction among residents. This could especially benefit ethnic minority community members. This is because this group may be at particular risk of loneliness and social isolation. Their risk is particularly high in old age.</p> <p>Non-native English speakers may find it hard to understand the SPD.</p> | <p>Development will be concentrated in Opportunity Areas and the centre of the borough. Many of these areas have large black and minority ethnic communities. Development will provide new affordable housing in these areas. This will benefit black and minority ethnic communities.</p> |
| <p>Equality information on which above analysis is based</p> | <p>Socio-economic data on which above analysis is based</p> |
| <p>Southwark is a very ethnically diverse borough. In 2021, 51.4% of residents identified as white (a decrease from 54.2% in 2011). 25.1% identified as 'Black, Black British, Black Welsh, Caribbean or African'. 9.9% identified as 'Asian, Asian British or Asian Welsh'. 6.3% identified as 'Arab of any other ethnic group'. (Census 2021)</p> <p>Areas with the highest concentrations of white residents are mostly in the south of the borough and the Rotherhithe peninsula. Areas with the highest proportions of Black residents are mostly in the centre of the borough. The areas with the highest proportion of Asian residents are Borough and Elephant and Castle. (Census 2021)</p> <p>National research by UCL has found that Black and Asian adults over the age of 65 years are almost twice as likely to report having no close friends (9% and 7%</p> | <p>29% of Black residents live in the borough's most deprived neighbourhoods, while only 17% of the borough's white residents live in these neighbourhoods. (JSNA Annual Report 2023)</p> <p>Areas (medium super output areas) in Southwark with the highest proportions of Black residents include Peckham Park Road (48.8%), Burgess Park (38.7%) and South Bermondsey West (31.7%). In addition, the area with the highest proportion of residents identifying as 'other ethnic group' is Burgess Park (15.6%). These areas overlap with the Old Kent Road Opportunity Area. The Areas with the highest proportions of Asian residents are Elephant and Castle (21%) and</p> |

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| <p>respectively) compared to White and mixed or 'other' ethnicity adults of the same age (both 4%). https://www.ucl.ac.uk/ioe/news/2020/jan/older-ethnic-minority-adults-have-fewer-close-friends</p> | <p>Borough and Southwark Street (19%). These areas overlap with the Elephant and Castle and London Bridge/Bankside Opportunity Areas. (Census 2021)</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>Non-native English speakers may find it hard to understand the SPD. Upon request the Council can translate the documents into other languages. The document also adheres to Hemmingway plain English guidelines.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> |

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| <p>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.</p> | |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p> | <p>Potential socio-economic impacts/needs/issues arising from socio-economic disadvantage (positive and negative)</p> |
| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community. This includes people of all religions and beliefs.</p> <p>Specifically, the SPD will help conserve particular buildings or sites with religious value. Planning obligations can also protect these sites through re-provision as part of any redevelopment.</p> | <p>The Council expects that the SPD will have no particular positive or negative socio-economic impacts on this group.</p> |
| <p>Equality information on which above analysis is based</p> | <p>Socio-economic data on which above analysis is based</p> |
| <p>The latest census found that 43.3% of Southwark residents identify as Christian and 9.6% identify as Muslim. 36.4% identify as having no religion. (Census 2021)</p> | <p>None</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |

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| As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise. | As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise. |
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| 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. | Potential socio-economic impacts/ needs/issues arising from socio-economic (positive and negative) |
| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community, including both men and women.</p> <p>The SPD will help secure safety-oriented design. It will also help secure safety-oriented interventions in the public realm. For example, through the design of lighting and passive surveillance. This could especially benefit women. This is because women are more likely to experience threat of harm and violence in public spaces compared to men.</p> | <p>The SPD will help provide affordable housing. Housing affordability in London is particularly pronounced for women because of the gender pay gap. This issue is particularly pronounced for women with lower incomes could particularly benefit from affordable housing secured through the SPD.</p> |
| Equality information on which above analysis is based | Socio-economic data on which above analysis is based |
| <p>The Census 2021 found that 51.6% of Southwark's residents are women and 48.4% are men. (Census 2021)</p> <p>According to Plan International UK, 66% of girls in the UK have experienced sexual attention or sexual or physical contact in a public place. (Plan International, 'Street Harassment: It's Not OK', 2018 (available at: https://plan-uk.org/street-harassment/its-not-ok))</p> | <p>The GLA reports that women earning the women's median wage need to spend 51% of their earnings on housing, compared to 49% for men. (GLA, 'Gender Pay Gap Continues to Impact Women's Housing: a gap in the market', 2023 (available at: https://www.london.gov.uk/press-releases/major/gender-pay-gap-continues-impact-women-housing#:~:text=Women%20earning%20the%20women%27s%20median,s))</p> |

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| <p>71% of women of all ages in the UK have experienced some form of sexual harassment in a public space. This number rises to 86% among 18-24-year-olds. (APPG for UN Women, 'Prevalence and reporting of sexual harassment in UK public spaces', 2021 (available at: https://www.unwomenuk.org/site/wp-content/uploads/2021/03/APPG-UN-Women-Sexual-Harassment-Report_Updated.pdf))</p> | |
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Mitigating and/or improvement actions to be taken

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| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.</p> | <p>As there are no negative impacts, no mitigating actions are required. The Council will mitigate against any unforeseen issues that arise.</p> |
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Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both

| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p> | <p>Potential socio-economic impacts/ needs/ disadvantage (positive and negative)</p> |
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| <p>The S106 and CIL SPD will provide clearer guidance on how the Council will secure contributions on new development. These contributions will help to deliver a range of social and community infrastructure. This will benefit all sections of the community. This includes people of all sexual orientations.</p> <p>The SPD will help provide safe public realm and community spaces. For example, good lighting and passive surveillance. This could especially benefit LGB people. This is because they are particularly vulnerable to violence in public spaces.</p> | <p>The SPD will help provide affordable housing to reduce homelessness. Thus, this group could benefit through legal agreements.</p> |
| <p>Equality information on which above analysis is based</p> | <p>Socio-economic data on which above analysis is based</p> |

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| <p>In the latest census 8.08% of Southwark’s residents identified as LGB+. This is the fourth highest figure of any local authority district in England and Wales. The areas with the highest proportion of LGB+ residents are in the north-west of the borough. (Census 2021)</p> <p>According to research by Yougov, over a third of LGBT people say they don’t feel comfortable walking down the street holding their partner’s hand. This rises to three in five for gay men. One in five LGBT people have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months. (Stonewall and Yougov, ‘LGBT in Britain: Hate Crime and Discrimination’, 2017 (available at: https://www.stonewall.org.uk/system/files/lgbt_in_britain_hate_crime.pdf))</p> | <p>One in six LGB people have experienced a hate crime or incident due to their sexual orientation and/or gender identity in the last 12 months. (Stonewall and Yougov, ‘LGBT in Britain: Hate Crime and Discrimination’, 2017 (available at: https://www.stonewall.org.uk/sites/default/files/lgbt_in_britain_hate_crime.pdf))</p> |
| <p>Mitigating and/or improvement actions to be taken</p> | |
| <p>As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts of the development and any unforeseen issues that arise.</p> | |

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| <p>Human Rights</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> |
| <p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p> |
| <p>The S106 and CIL SPD aims to provide applicants and members of the public with clearer guidance on how the Council will secure financial and non-financial contributions on new development. This will ensure that any negative impacts associated with new development is mitigated.</p> |
| <p>Information on which above analysis is based</p> |
| <p>None</p> |
| <p>Mitigating and/or improvement actions to be taken</p> |

As there are no negative impacts, no mitigating actions are required. The Council will continue to monitor impacts on this group. The Council will mitigate against any unforeseen issues that arise.

Conclusions

The SPD will have no negative impacts on equalities in Southwark. The planning obligations will secure benefits for all groups. The SPD will provide indirect benefits for some groups. It will do this through providing certain types of infrastructure where development occurs. The guidance will also ensure consistent S106 and CIL application. This will make the process more efficient for developers and council staff. In conclusion, the Council should publish the SPD.
