# Southwark 2030 - Equality Impact and Needs Analysis

## Section 1: Equality impact and needs analysis details

| Proposed policy/decision/business plan to which this equality analysis relates | Southwark 2030 | | |
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| Strategic Director: | Stephen Gaskell, Assistant Chief Executive, Strategy and Communities | | |
| Department | Strategy and Communities | **Division** | Strategy and Impact |
| Period analysis undertaken | April-July 2024 | | |
| Date of review (if applicable) | N/A | | |
| Sign-off | Tricia Boahene | **Position** | Head of Strategy and Impact | **Date** | 10/07/2024 |

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

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

Southwark 2030 (S2030) is our ambition for what Southwark should look and feel like by 2030. It has been co-designed with strategic partnership institutions and people who live, work, study and visit the borough, it sets our joint vision and priorities for the next 7 years.

Southwark is home to more than 300,000 people, 18,000 businesses, a thriving community and a world class cultural scene. Southwark is diverse borough, both in terms of the work that we do and the communities that we serve. The strategy must therefore respond to a wide range of issues and needs to deliver the best outcomes for all, and to reduce inequality in the borough.

This strategy sets out a vision for 2030, three principles for how it will be delivered and six goals that will help us achieve it.

Our vision for 2030:

- **Together, we will build a fair, green and safe Southwark where everyone can live a good life as part of a strong community.**

A good life is a life that is rewarding and enjoyable in which you are valued, respected and safe from harm, feel connected with people who matter to you and have purpose in your life. The foundations for a good life in Southwark are good jobs, good incomes, good health, good homes, a good education and a good environment.

The principles that will guide how we deliver it are:

- reducing inequality,
- empowering people, and
- investing in prevention.

We will realise this vision by achieving the six goals set out below.

- **Decent homes for all** – people live in safe, well-maintained homes.
- **A good start in life** - children and young people have a great childhood that builds a strong foundation for adult life.
- **A safer Southwark** – crime is low and people feel safe.
- **A strong and fair economy** - we all benefit from Southwark's economic strength and growth.
- **Staying well** - people across our whole community can have good health and wellbeing.
- **A healthy environment** - our environment is clean, green and healthy.

We anticipate that S2030 will not negatively impact those with protected characteristics and expect that it will go further than our existing work to support reductions in inequality, particularly for certain racial groups, and children and young people.

Alongside the equality activities outlined above, we are also undertaking wider programmes of work to reduce inequality in our borough. These include Southwark Ways of Working, Fairer Futures for All, the Southwark Framework for Equality and Southwark Stands Together.

S2030 goals will be delivered and monitored through an *Outcomes Framework*. Alongside the development of the Outcomes Framework, we will undertake further exploration of the available EDI data to inform our outcome ambitions. This will enable effective monitoring and evaluation of the S2030 goals. This will provide a baseline by which S2030 and the accompanying Outcomes Framework can demonstrate reductions in inequality and how they help to meet the needs of all Southwark population, identify gaps and establish mitigations.

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

| 2. Service users and stakeholders | |
|---|---|
| **Key users of the department or service** | <ul><li>Southwark residents</li><li>Southwark partners, VCS organisations and community groups</li><li>Southwark employers and businesses</li><li>People that are employed or study in Southwark</li><li>People that visit Southwark</li></ul> |
| **Key stakeholders were/are involved in this policy/decision/business plan** | We have undertaken 3-stage process to develop S2030:<br><br><ul><li>**Research, collaborate and plan.** Building on what we know and the strengths of the borough, we have convened people who live, work, study and visit Southwark to help build a collective vision and ambition.</li><li>**Engage, listen and learn.** We have engaged widely across the borough (including those whose voice is not often heard) to ask questions, listen and understand what they want the borough to look and feel like in 2030.</li><li>**Test priorities and develop plans to achieve them.** We have tested what people have told us, asked them what they would prioritise, and developed time-bound pieces of work together that will deliver S2030.</li></ul><br>Consideration of equality outcomes and our commitment to reduce inequality in the borough has been a core principle for S2030. To support this, we have ensured that S2030 has been co-designed and co-produced with our local partners.<br><br>**Key partners**<ul><li>We have engaged with key partners, including health partners, voluntary and community sector organisations, education partners, local businesses and housing providers.</li><li>These included:<ul><li>Better Bankside</li><li>Charter Schools Educational Trust</li><li>Community Southwark</li><li>Guys & St Thomas's NHS Foundation Trust</li><li>Kings College London</li><li>London College of Communication</li><li>London South Bank University</li><li>Metropolitan Police</li><li>Partnership Southwark</li><li>Peabody Housing Association</li><li>South London and Maudsley NHS Foundation Trust (SLAM)</li><li>The Tate Modern</li><li>Team London Bridge</li><li>Vodafone UK</li><li>Southwark Pensioners</li><li>South London Mission</li><li>Southwark Council</li></ul></li></ul> |

**Engagement with residents and people that visit the borough**

We proactively sought input to this strategy from people that live, work and visit Southwark.

We engaged with our residents through:
- 8 in-depth conversation events with over 2000 residents.
- Listening events with over 750 residents, delivered in different places and at different times to maximise inclusion.
- An online survey with over 1000 responses made widely accessible through different formats.
- Testing what we had captured with three workshops, online surveys, and post boxes in public spaces to test what we heard and the themes and ambitions from the engagement activity.
- Three partner workshops (with more planned to consider implementation of the strategy).
- 10 detailed research groups with 70 randomly selected residents who were representative of the Southwark community.

We acknowledge that there are often imbalances in the voices that are heard through processes such as this. We made a particular effort to ensure the process was accessible and representative of Southwark's demographics. To achieve this, we proactively targeted certain groups that do not normally engage, for example by engaging with groups through listening events with existing forums or offering alternative times and methods for engagement.

Throughout the process, we collected data on who was taking part and their backgrounds to ensure we reached as many people as possible through the engagement activity. This led us to also arrange additional events that targeted certain groups who may have otherwise been underrepresented. For example, we became aware that the Latin American community were not as represented as we had hoped. To address this, we worked with local organisations such as the Latin American Women's Rights Service (LAWRS) and Indo-American Refugee and Migrant Organisation (IRMO) to encourage their networks to attend the Conversations, to run drop-ins at pre-existing groups and in one instance run a dedicated Southwark 2030 focus group. This enabled us to ensure the voice and ideas of this community were reflected. In addition, pop-up stands were set up at specific locations where it was important to reach audiences that were less represented in the engagement.

A summary of who has engaged in the development of Southwark 2030 is below:

**Sex**
Females were slightly overrepresented in Southwark 2030 Conversations making up 63% of attendees compared to being 51.5% of the borough's population. Recognising the need to hear from more males we reached out to several organisations who targeted men and had mixed success, although we were able to hear from a considerable

number of young males through the Latin American football teams as well as via our youth clubs. A higher percentage of males engaged with the survey than the conversations/listening events.

**Disability**
13.3% of attendees at the Southwark 2030 Conversations declared themselves to have a disability which is similar to the borough's population, of which 14% are disabled. To note, there were a significant number (19.8%) of attendees who did not answer the question about whether or not they had a disability.

**Ethnicity**
Attendance at Southwark 2030 conversation events was broadly representative of the borough's different ethnic backgrounds. There was a slight over representation of the Latin American community as these were a group from whom the council particularly wanted to hear from due to historically low levels of engagement.

**Age**
Compared to the Census 2021 data fewer younger people (under 34) attended the conversations and this was particularly prevalent for those under 18. We were aware this may be an issue and developed a work stream specifically looking at reaching out to young people. This included, youth clubs, schools, colleges and other groups that engage with young people (for example several Latin American football teams) to ensure their ideas were heard through the process.

**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)** |
| <ul><li>It is anticipated that S2030 will have a positive impact across age groups, though the extent to which it will impact groups will differ.</li><li>In particular:<ul><li>ensuring decent homes for will impact those in housing that is rented from the council, where over 65s are over-represented.</li><li>ensuring that children and young people have a good start in life will disproportionately benefit those under 25.</li><li>ensuring that there is greater support in early years will help children get the best start in life.</li><li>ensuring a safer Southwark also includes a focus on benefits for children and young people and work to increase trust and confidence in local policing may better support those from Black backgrounds where confidence in policing is often lower.</li><li>ensuring a strong and fair economy will benefit those of working age to access more good jobs, apprenticeships and additional support out of poverty and low pay.</li><li>Ensuring staying well is accessed earlier through preventative services is particularly important for our ageing population which has increased by 15% since 2011, and which will help to keep our ageing population well, mobile and independent longer.</li><li>The delivery of 1240 'green jobs' by 2030 will support working opportunities for the working age population.</li></ul></li></ul> | <ul><li>Ensuring that children and young people have a good start in life also includes a commitment to improve outcomes for children who face disadvantage. We are also taking an intersectional approach with a particular focus on providing additional support for children and young people and their families from socio-economically disadvantaged backgrounds.</li><li>S2030 will ensure that all children and young people to have access to out of school opportunities to be active, take part in culture and have experiences that enrich their lives. These costs of these activities can often be prohibitive to families facing socio-economic disadvantage.</li><li>S2030's commitment to support people out of poverty and low pay will particularly benefit those of working age who also face socio-economic barriers.</li><li>Support for housing may support young people who are more likely to live in overcrowded accommodation and is particularly relevant as Southwark has higher youth homelessness than London or England average.</li><li>Reduction of number of people that are digitally excluded is more likely to remove barriers in to work and will provide improved access to services, information and opportunities especially for people aged 55 and over.</li></ul> |
| **Equality information on which above analysis is based** | **Socio-Economic data on which analysis is based** |
| <ul><li>The average age (32.4 years) in Southwark is more than two years younger than London, and almost seven years younger than England.</li><li>There were almost 20,000 children under 5 in the most recent census, just over 6% of the population.</li><li>While Southwark's population is comparatively young compared to London and England, this is not driven by a large number of children and young</li></ul> | <ul><li>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.</li><li>JSNA Annual Report (southwark.gov.uk)</li><li>Individuals under 44 are more likely to live in overcrowded housing.</li></ul> |

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| people. It is primarily the result of the large number of young adults in their 20s and 30s.<br>• 71% of the population in Southwark aged 16+ were economically active and 65% were in employment in the 2021 Census.<br>• 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.<br>• In the year ending March 2020, 74% of people aged 16 and over in England and Wales said they had confidence in their local police.<br>• In every year shown, a lower percentage of Black Caribbean people had confidence in their local police than White British people.<br><br>Appendix D – Southwark Key Housing Stats 2020<br>Southwark Demographics - Southwark Council<br>Confidence in the local police - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk) | Overcrowded households - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)<br>• In 2021, in Southwark there were 469 households owed a prevention or relief duty under the Homelessness Reduction Act where the main applicant is 16-24. This represents a rate of 3.5 people per 1,000, which is higher than both the rates for England (2.4 per 1,000) and London (2.5 per 1,000).<br>• Child and Maternal Health - Data - OHID (phe.org.uk) |

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

We will continue to monitor the performance of Southwark's programme and goals, including their impact on different age groups, to ensure that particular groups are not disadvantaged.

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**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) |
|---|---|
| • It is expected that S2030 will have a positive impact on those with disabilities.<br>• Areas of particular relevance are:<br>  ○ Ensuring decent homes for all will improve standards of council housing and ensure greater accessibility.<br>  ○ Ensuring that children and young people have a good start in life will include consideration of support for the 19% of Southwark children with SEND.<br>  ○ Helping people to stay well will help to improve the wellbeing of people with long- | • Research shows that in London overall, families that include a disabled person are more likely to be in poverty than families without a disabled person. The research shows that there is a clear trend between the level of deprivation in a neighbourhood and the proportion of the population that is disabled.<br>• There is a correlation between the affluence of an area and the amount of green space available to residents – this can exacerbate existing physical |

term conditions and disabilities and their carers'.

o Reducing violence against women and girls will also support those living with disabilities where prevalence may be higher. In the year ending March 2019, disabled women were more than twice as likely to have experienced domestic abuse (17.3%) than non-disabled women (7.0%).

o Ensuring every child and adult are able to access the mental health support they need will ensure that all people regardless of age, ethnicity, gender and background have the services they need to support more independent and fulfilling lives.

o We will also ensure that all children and young people with special education needs (SEN) will receive the support they need and have access to the space they need to grow and learn.

o Ensuring improved green spaces across the borough that accessible for everyone will support and improve all residents' mental and physical well-being.

o Disability and crime, UK - Office for National Statistics (ons.gov.uk)

and mental health inequalities - especially as poorer residents are less likely to have access to private gardens (Cordis Bright).

• It is envisaged that improving our green spaces particularly in deprived areas will improve pollution levels across the borough, promote mobility, more exercise and will generally improve the overall well-being of residents, particularly those from disadvantaged backgrounds.

• Improving access for those people who are digitally excluded is expected to provide greater support and opportunities for people with certain disabilities that may find it harder to engage with digital content.

• The increase in free provision for activities such swimming, gym membership, healthy living programmes is expected to provide a reduction in socio economic and ethnic inequalities in the prevalence of severe mental illness.

| Equality information on which above analysis is based | Socio-economic data on which analysis is based |
|---|---|
| • In 2021, 8.2% of Southwark residents were identified as being disabled and limited a lot.<br>• 14% had a disability at the time of the 2021 Census. This rises slightly to 18% when using age-standardised proportions, suggesting that Southwark has a slightly higher than expected number of disabled residents, despite having a comparatively young population.<br>• 25% of households in the borough had a least one person with a disability, as defined in the Equality Act 2010.<br>• Southwark Demographics - Southwark Council<br>• Disability and crime, UK - Office for National Statistics (ons.gov.uk) | • Census 2021 deep dive: disability and deprivation in London \| Trust for London<br>• Cordis Bright, Southwark Council - Population Needs Assessment, September 2023, p.63. Accessed January 2024. |

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

We will continue to monitor the performance of Southwark's programme and goals, including their impact on those living with a disability, to ensure that particular groups are not disadvantaged.

| Gender reassignment: | |
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| **Gender reassignment:** <br> **-** The process of transitioning from one gender to another. <br> **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.** | **Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)** |
| <ul><li>It is expected that S2030 will have a neutral/ positive impact on people who have reassigned their gender.</li><li>There may be some positive impact as part of Goal 5, reducing inequalities in health. There is increasing academic evidence that key public health challenges disproportionately impact the LGBTQI+ population group, with higher levels of smoking, alcohol use, incidence of some cancers and mental ill-health. LGBTQI+ individuals also experience discrimination and homophobia when accessing health, care and other services. Therefore, we hope that a reduction in health inequality will support better health outcomes for this group.</li><li>It is envisaged young people and adults who identify as LGBTQ benefit from services such as the NEST drop-in service and Mental Health and Resilience in Schools programme to positively tackle the impact of those who have experienced homophobia and discrimination enabling this group to participate and engage in activities that yield positive lifelong outcomes.</li><li>JSNA Annual Report (southwark.gov.uk)</li><li>It is anticipated that the goal in the strategy focusing on increasing levels of trust with the Police will apply to those in the LGBTQI+ community, whereby the recent Casey Review (2023) found that over half of LGBTQ+ Londoners do not have confidence in the Met to treat people equally and fairly and found the Met to be institutionally homophobic. <br> BARONESS CASEY REVIEW Final Report (met.police.uk)</li></ul> | <ul><li>Southwark has the 4th largest LGBTQI+ population in England, with 8% of residents identifying as non-heterosexual.</li></ul> |
| **Equality information on which above analysis is based.** | **Socio-economic data on which analysis is based** |
| <ul><li>1.2% of residents had a gender identity different from their sex registered at birth.</li><li>Half this group used no specific gender identity term; the rest generally used 'trans woman', 'trans man' or 'non-binary'.</li><li>These are probably substantial under-estimates. 7.3% of Southwark residents did not answer.</li><li>As at March 2021, Southwark had 500 trans man, 450 trans woman and 400 non-binary identified residents.</li><li>Southwark Demographics - Southwark Council</li></ul> | <ul><li>N/A</li></ul> |
| **Mitigating and/or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals, including their impact on different gender identities, to ensure that particular groups are not disadvantaged. | |

**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 |
|---|---|
| • It is expected that S2030 will have a neutral impact on people based on their marital status. | • N/A |
| **Equality information on which above analysis is based** | **Socio-economic data on which analysis is based** |
| • Most residents were single (never married and never in a civil partnership), making up 60% of the population aged 16 and over. This has increased since the 2011 Census. <br> • Southwark Demographics - Southwark Council | • N/A |
| **Mitigating or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals, including their impact on different marital statuses to ensure that particular groups are not disadvantaged. | |

**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 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 |
|---|---|
| • It is expected that S2030 will have a positive impact on pregnancy and maternity. <br> • There may some be positive impact as part of our goal to reduce inequalities in health that may disproportionately affect pregnancy and maternity care but this is not judged to be significant. <br> • Reducing violence against women will also better support women in pregnancy, as pregnancy can be a trigger for domestic abuse. Domestic abuse in pregnancy - NHS | • N/A |
| **Equality information on which above analysis is based** | **Socio-economic data on which analysis is based** |
| • New mothers in Southwark come from a diverse range of backgrounds, with 55% being from outside the UK. The most common non-UK countries of birth of mothers are Nigeria, Sierra Leone, Ghana, Poland and Somalia. <br> • JSNA Annual Report - Southwark Council | • N/A |
| **Mitigating and/or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals, including their impact on those that are pregnant and new mothers. | |

| 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)** |
| <ul><li>It is anticipated that S2030 will improve outcomes for those from certain racial backgrounds.</li><li>While the goals will apply equally to all racial groups, we recognise that there are inequalities that exist in the borough and we will seek to address these through our commitment to reducing inequality and work as a result of Southwark Stands Together.</li><li>As well as this, decent homes for all may benefit those from Black / African / Caribbean / Black British backgrounds and other ethnic groups where 52% and 36% respectively identified as living in housing rented from the council in the 2011 Census (higher than the level for all ethnic groups). As well as this, the main ethnic groups of people sleeping rough in Southwark are White (59%, including 36% White-British) and Black (23%). Nationally, the highest rates of people living in overcrowded housing were in Bangladeshi (22.5%), Arab (17.1%), black African (16.3%), and Pakistani (13.5%) households, who may therefore benefit disproportionately from increased housing options.</li><li>In addition, commitments to improve trust and confidence in local policing may disproportionately impact those from Black Caribbean backgrounds where confidence is found to be the lowest. [Confidence in the local police - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)](#)</li><li>The commitment in Southwark 2030 to provide initiatives to support into employment will become more easily available with personalised support to remove barriers into good employment such as language skills and childcare.</li><li>It is anticipated that the goal in the strategy focusing on increasing levels of trust with the Police will support better outcomes . Southwark Stands Together will remain key to improving relationships with groups and communities, putting people at the heart of change.</li></ul> | <ul><li>The English Indices of Deprivation 2019 show that:<ul><li>Asian people as a whole (15.7%) were the most likely out of all ethnic groups to live in the 10% most deprived neighbourhoods, followed by Black people (15.2%)</li><li>White people were the least likely to live in them (9.0%)</li><li>Out of the 18 individual ethnic groups, people from the Pakistani (31.1%) and Bangladeshi (19.3%) groups were the most likely to live in them</li><li>People from the Indian (7.6%), White Irish (8.1%) and White Other (8.2%) ethnic groups were the least likely to live in them.</li><li>The most recent demographic information about LAC is from 2021. In that year, most of the LAC in Southwark were male (59%). The most common ethnic group was Black/Black British (45%), followed by White (20%), Mixed/Multiple ethnic groups (20%), Asian/Asian British (5%) and Other ethnic groups (4%), which presents 74% of all LAC children in Southwark being from a BAME background.</li><li>It is hoped that focus on closing the gap in attainment for children from BAME and disadvantaged backgrounds will go further in tackling the attainment gap for this group</li><li>S2030 will improve access to EET, apprenticeships and scholarships for Southwark residents as well reducing those that are digitally excluded. We would expect digital exclusion to have some intersectional impacts which are more likely to be experienced by those from poorer backgrounds, who are also more likely to be from BAME backgrounds and to face language barriers.</li><li>[People living in deprived neighbourhoods - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)](#)</li></ul></li></ul> |

| Equality information on which above analysis is based | Socio-economic data on which analysis is based |
|---|---|
| <ul><li>In the 2021 Census, 282 different ethnicities were recorded by Southwark residents.<ul><li>51% identified as being from a White ethnical background.</li><li>25% identified as Black, Black British, Caribbean or African.</li><li>10% identified as Asian.</li><li>7% identified as Mixed or multiple ethnicities.</li></ul></li><li>70% recorded their national identity as English, British or both. The most common non-UK identity was Spanish.</li><li>Findings of the Casey Review (2023), which found there to be institutional racism in the Metropolitan Police.</li><li>Southwark Demographics - Southwark Council</li><li>Overcrowded households - GOV.UK Ethnicity facts and figures (ethnicity-facts-figures.service.gov.uk)</li><li>JSNA Annual Report - Southwark Council</li><li>BARONESS CASEY REVIEW Final Report (met.police.uk)</li></ul> | <ul><li>The most recent demographic information about LAC is from 2021. In that year, most of the LAC in Southwark were male (59%). The most common ethnic group was Black/Black British (45%), followed by White (20%), Mixed/Multiple ethnic groups (20%), Asian/Asian British (5%) and Other ethnic groups (4%), which presents 74% of all LAC children in Southwark being from a BAME background.</li></ul> |

| Mitigating and/or improvement actions to be taken |
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| We will continue to monitor the performance of Southwark's programme and goals, including their impact on different racial groups, to ensure that particular groups are not disadvantaged. |

| **Religion and belief -** Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition. | |
|---|---|
| **Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.** | **Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage** |
| <ul><li>It is expected that S2030 will have a neutral impact on people based on their religion or beliefs.</li></ul> | <ul><li>N/A</li></ul> |
| **Equality information on which analysis is based** | **Socio-economic data on which above analysis is based** |
| <ul><li>There were over 40 distinct religions identified among Southwark residents.<ul><li>43% identified as Christian.</li><li>36% reported no religion.</li><li>10% identified as Muslim.</li></ul></li><li>Southwark Demographics - Southwark Council</li></ul> | <ul><li>N/A</li></ul> |
| **Mitigating and/or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals, including their impact on those with different religious views and beliefs, to ensure that particular groups are not disadvantaged. | |

| 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 disadvantage (positive and negative)** |
| • It is expected that S2030 will have a positive impact on both men and women, in improving outcomes for Southwark residents across health, employment, housing, safety and environmental outcomes.<br>• Particular beneficial impacts may apply to women because a safer Southwark will have a particular focus on reducing violence against women and where the Casey Review (2023) found there to be particular issues with the police response to crimes against women. We will continue working with women in our community to prevent violence against women and domestic abuse and build confidence in the police.<br>• In terms of improving and increasing social housing goal found within the Strategy, this may impact positively more on women within the borough as data from February 2024 indicate that three times more women are on the housing register in comparison to men. Housing Register and Allocation's Data 2018-2024<br>• Improving access to all residents to mental health services will positively impact men in particular as over the last 10 years (2012 to 2021), Southwark suicide rates were three times higher in males than females (19), mirroring the national picture (20). Nationally since 2010, men aged 45 to 64 years have had the highest age-specific suicide rate (20). Preventing Suicides in Southwark Strategy | • Full-time female employees working in the private sector must also contend with a bigger pay gap than those in the public sector (12.8% vs 9.6%).<br>• For all workers (full- and part-time), the UK's median gender pay gap in 2023 is 14.3% in favour of men (down 0.1% from 14.4% in 2022). So, women in the UK only earn 86 pence, on average, for every pound earned by men.<br>• It is expected the strategy will have a positive effect on women in particular with a commitment to ensure more people than ever are supported into work, apprenticeships, training and scholarships and that there is a sustained reduction in the number of people who are digitally excluded in particular, therefore opening up more opportunities to access better employment opportunities, including for women.<br><br>CIPHR  gender pay statistics 2023 |
| **Equality information on which above analysis is based** | **Socio-economic data on which analysis is based** |
| • On Census Day 2021, the usual resident population of Southwark was 307,600.<br>• Of which, 48% (149,000) identified as male and 52% (158,600) as female.<br>• Southwark Demographics - Southwark Council BARONESS CASEY REVIEW Final Report (met.police.uk) | • Across all occupations, the average median gender pay gap for full-time workers in the UK in 2023 is 7.7% in favour of men. This means that the gender pay gap has stayed relatively unchanged for full-time workers over the last year (it was 7.6% in 2022), with women's hourly pay still lagging men's hourly pay in many occupations. The UK's mean gender pay gap for full-time employees is 10.7% in favour of men<br>CIPHR – based on ONS data |
| **Mitigating and/or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals to ensure that particular groups are not disadvantaged. | |

| **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.** | **Potential socio-economic impacts/ needs/issues arising from socio-economic disadvantage (positive and negative)** |
| • It is expected that S2030 will have a positive impact on people with different sexual orientations. There may be some positive impact as part of reducing inequalities in health.<br>• There is increasing academic evidence that that key public health challenges disproportionately impact the LGBTQI+ population group, with higher levels of smoking, alcohol use, incidence of some cancers and mental ill-health. LGBTQI+ individuals also experience discrimination and homophobia when accessing health, care and other services. Therefore we expect that a reduction in health inequality will support better health outcomes for this group.<br>• It is envisaged young people and adults who identify as LGBTQ+ benefit from services such as the NEST drop-in service and Mental Health and Resilience in Schools programme to positively tackle the impact of those who have experienced homophobia and discrimination enabling this group to participate and engage in activities that yield positive lifelong outcomes. JSNA Annual Report (southwark.gov.uk)<br>• It is anticipated that the goal in the strategy focusing on increasing levels of trust with the Police will apply to those in the LGBTQI+ community, whereby the recent Casey Review found that over half of LGBTQ+ Londoners do not have confidence in the Met to treat people equally and fairly and found the Met to be institutionally homophobic. | • Southwark has the 4th largest LGBTQI+ population in England, with 8% of residents identifying as non-heterosexual. |
| **Equality information on which above analysis is based** | **Socio-economic data** |
| • 8.1% of residents (nearly 21,000 people) aged 16+ identifying as non-heterosexual.<br>• 4.5% were lesbian or gay and 3.2% were bisexual or pansexual.<br>   o LGB+ prevalence peaked in 16–24 year olds for women and 35–44 year olds for men.<br>   o 6.2% of Southwark women identify as LGB+.<br>   o 10.1% of Southwark men identify as LGB+.<br>• Southwark Demographics - Southwark Council | • N/A |
| **Mitigating and/or improvement actions to be taken** | |
| We will continue to monitor the performance of Southwark's programme and goals, including their impact on those with different sexual orientations, to ensure that particular groups are not disadvantaged. | |

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

| **Potential impacts (positive and negative) of proposed policy/decision/business plan** |
|---|
| It is not anticipated that changes as a result of S2030 will impact individuals' human rights. The analysis undertaken in this document and proposed mitigations will ensure that there is no discrimination. |
| **Information on which above analysis is based** |
| As above |
| **Mitigating and/or improvement actions to be taken** |
| • S2030 goals will be delivered and monitored through an *Outcomes Framework*. The evidence base to the Outcomes Framework will be underpinned by detailed EDI data and analysis. This will enable effective monitoring and evaluation of the S2030 goals. This will provide a baseline by which S2030 and the accompanying Outcomes Framework can demonstrate how it reduces inequality and is meeting the needs of all Southwark population, identify gaps and establish mitigations. |

## **Conclusions**

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

We anticipate that S2030 will not negatively impact those with protected characteristics and expect that it will go further than our existing work to support reductions in inequality, particularly for certain racial groups, women and children and young people.

## **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 | New policies developed to support Southwark 2030 will need to be designed and implemented in a way that delivers improved outcomes for those with protected characteristics. | All major programmes and projects arising as a result of this strategy will go through the EINA process. | Ongoing |
| 2 | Progress against these equalities aims must be measured. | We will monitor the impact of our programmes on those living with protected characteristics and track outcomes for these groups to measure our success. | Ongoing |
| 3 | More information is needed to comprehensively understand the equalities position in Southwark. We suggest undertaking further analysis to investigate current inequalities in Southwark and provide a baseline for future comparative data going forward.

Local and national sources of information to be included.

Comprehensive account of all existing data to ensure cross cutting to all areas are included. | To undertake further analysis to ensure Southwark is working from a comprehensive evidence base. | By end of March 2025 |