

**Southwark Council
Economic Wellbeing Strategy
Equality Analysis**

October 2012

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 your 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 EHRC 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 equality 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 It be referenced in community impact statements in Council reports.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should be written in a clear and transparent way using plain English. It may be

published under the Council's publishing of equality information, or if part of a business plan, requested by the public under the Council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if the affects you 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.

Equality Analysis will not need to go to an Equality and Diversity Panel for feedback, as under the old Equalities and Human Rights Scheme. Community engagement is recommended as part of the development of equality analysis and the Council's Community Engagement Division and FEHRS can assist with this (see section below on community engagement). www.southwarkadvice.org.uk

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Economic Wellbeing Strategy 2012-2020
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Equality analysis author	Graham Sutton		
Strategic Director:	Chief Executive/ Director of Corporate Strategy		
Department	CE	Division	Corporate Strategy
Period analysis undertaken	(see strategy period)		
Date of review (if applicable)	Through any reviews of the strategy and taken forward through the analysis undertaken for the development of delivery plans etc		
Sign-off		Position	Date

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

1.1 Brief description of policy/decision/business plan

The strategy proposes what the Council will do to achieve economic wellbeing for individuals and businesses, creating working communities and recognising how our regeneration plans will support this. Four ambitions set out what we aim to achieve

- Employment – narrowing the gap with the London employment rate
- Southwark – the place of choice to start and grow a business
- Thriving town centres and high streets
- Promoting financial wellbeing and independence

The strategy sets high level and long term ambitions for the Council (up to 2020), proposing what we aim to do through influence and community leadership as well as directly through our own actions.

No specific implementation plans are set out at this stage. Implementation will be measured through a set of targets and measures to be agreed and reported each year in the Council Plan. As such section 5 of this report will be completed as implementation plans are developed – also enabling a review/updated of the initial analysis contained within this report.

See the strategy for the high level actions that will be taken – these have not been repeated under each protected characteristic section.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	Targeted groups of residents, including school students, and working age underemployed/unemployed/workless/economically inactive residents Businesses and potential business start-ups Employers Developers
Key stakeholders were/are involved in this policy/decision/business plan	Business representative organisations and networks, mainstream employment support agencies (including government agencies and contractors – JCP and the Work Programme); schools, providers of further education, training and employment support Voluntary sector organisations providing employment and enterprise support Employers and developers Sub-regional partners (eg other central London local authorities)

Section 4: Pre-implementation equality analysis

This section considers the potential impact (positive and negative) of proposals on the key 'protected characteristics' in the Equality Act 2010 and Human Rights, the equality information on which above analysis is based and mitigating actions to be taken.

<p>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).</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>18-24 year olds and over 50s are disproportionately represented in unemployment data; through implementation of the strategy the aim is to mitigate these inequalities.</p>
<p>Equality information on which above analysis is based</p>
<p>NOMIS Claimant Count & DWP benefits data Annual Population Survey JCP labour market bulletins Census</p>
<p>Mitigating actions to be taken</p>
<p>For projects where applicable: Target-setting and monitoring to demonstrate impact of interventions on target age groups Interventions to provide training and employment or enterprise support targeted at particular age groups to be determined through the development of implementation plans, within budget constraints and the actions of partners</p>

<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>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>Disabled people are disproportionately represented in unemployment data, or in inactive benefit claimants. Our support to unemployed Southwark residents will actively include support for people with disabilities. Through implementation of the strategy the aim is to mitigate these inequalities.</p>
<p>Equality information on which above analysis is based</p>

NOMIS DWP benefits data Annual Population Survey JCP labour market bulletins Census
Mitigating actions to be taken
Targeting of appropriate employment support for unemployed disabled people designed in consultation with employers and users. To be determined through the development of implementation plans, within budget constraints and the actions of partners

Gender reassignment - The process of transitioning from one gender to another.
Possible impacts (positive and negative) of proposed policy/decision/business plan
Not known – no data available in respect of this protected characteristic in existing labour market and business formation data. Through implementation of the strategy the aim is to mitigate any inequalities.
Equality information on which above analysis is based.
None currently available
Mitigating actions to be taken
Use of standard Council monitoring categories applied to subsequent actions to support employment and enterprise in order to capture data through self-declaration by beneficiaries. Engage with FEHRS – aiming to improve our understanding of any issues within Southwark and possible actions

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners 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.)
Possible impacts (positive and negative) of proposed policy/decision/business plan
Not known. No historical data on this protected characteristic exists in current labour market or business formation data. Through implementation of the strategy the aim is to promote the elimination of any discrimination.

Equality information on which above analysis is based
None available
Mitigating actions to be taken
Use of standard Council equalities monitoring categories applied to subsequent actions in order to capture data through self-declaration by beneficiaries. Will be considered as part of the development of implementation plans Also part of wider Council role with regard to the need to eliminate discrimination

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.
Possible impacts (positive and negative) of proposed policy/decision/business plan
No specific impact is intended. Implementation of the strategy will recognise and seek to mitigate availability and affordability of childcare as a barrier to employment for many.
Equality information on which above analysis is based
None available in relation to this characteristic in respect of schemes to support access to employment and training or business formation.
Mitigating actions to be taken
Use of standard Council monitoring categories applied to subsequent actions in order to capture data through self-declaration by beneficiaries. Through the development of implementation plans, within budget constraints and the actions of partners

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.

Possible impacts (positive and negative) of proposed policy/decision/business plan
<p>Labour market data shows ethnic minority and black groups to be over-represented in unemployment data compared to their proportion of the population in Southwark and in London.</p> <p>There is a significant ethnic imbalance in certain employment sectors (eg construction) due to historical discrimination and employment practices as well as lack of access to training and qualifications required to enter.</p> <p>Black and BME groups constitute a higher proportion of the younger age cohorts in Southwark's population, and are therefore likely to suffer disproportionately from unemployment compared with the overall population.</p> <p>Through implementation of the strategy the aim is to mitigate these inequalities.</p>
Equality information on which above analysis is based
<p>NOMIS local labour market data Annual Population Survey JCP labour market bulletins Census</p>
Mitigating actions to be taken
<p>Through the development of implementation plans, within budget constraints and the actions of partners</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. <input type="checkbox"/>
Possible impacts (positive and negative) of proposed policy/decision/business plan
<p>Not known – no historical data on this protected characteristic in existing labour market data</p>
Equality information on which above analysis is based
<p>This is a universal strategy supporting economic wellbeing. It is not differentiated in delivery in respect of this characteristic, due to a lack of labour market and business formation data.</p>
Mitigating actions to be taken

Use of standard Council monitoring categories applied to subsequent actions in order to capture data through self-declaration by beneficiaries.

Sex - A man or a woman.

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

Women have a lower employment rate than men and are more likely to be economically inactive and therefore outside the scope of interventions targeted at job seekers linked to benefit claims.

There is a significant gender imbalance in certain employment sectors (eg construction) due to historical discrimination and employment practices

On the other hand, in the 18-24 age band, males are over-represented in unemployment figures

Equality information on which above analysis is based

NOMIS local labour market data (Claimant Count/ DWP benefits)
 Annual Population Survey
 JCP labour market bulletins
 Census

Mitigating actions to be taken

Through the development of implementation plans, within budget constraints and the actions of partners – for example project design that corrects historical discrimination such as the Southwark construction employment programme’s workplace co-ordinator model, where construction sites & offices are made more female-friendly.
 Target-setting and monitoring of subsequent actions implemented

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

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

Not known – no historical data on this protected characteristic in existing labour market data
Equality information on which above analysis is based.
This is a universal strategy supporting economic wellbeing. It is not differentiated in delivery in respect of this characteristic, due to a lack of labour market and business formation data.
Mitigating actions to be taken
Use of standard Council monitoring categories will applied to subsequent implementation in order to capture data about this characteristic through self-declaration by beneficiaries.

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
Possible impacts (positive and negative) of proposed policy/decision/business plan
There are no negative human rights impacts arising from the adoption of this strategy.
Information on which above analysis is based
The Human Rights Act; Southwark’s Equalities & Human Rights Scheme
Mitigating actions to be taken
To be considered when developing implementation plans

Section 5: Further actions and objectives

This section will be completed through the development of implementation plans

5. Further actions			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
Number	Description of Issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)					
Based on the initial analysis above, please detail any equality objectives that you will set for your department/service.					
Objective	Lead officer	Current performance (baseline)	Targets		
			2012/13	2013/14	2014/15
