

APPENDIX 2

Equality Analysis - Initial Screening on Southwark Council's Response to Brexit

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Southwark Brexit Panel and the councils response
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Equality analysis author		Stephen Douglass, Director of Communities			
Strategic Director:		Eleanor Kelly, Chief Executive			
Department		Chief Executive’s	Division		
Period analysis undertaken		January 2019			
Date of review (if applicable)		March 2019			
Sign-off		Position		Date	

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

1.1 Brief description of policy/decision/business plan

In Southwark over 72% of the residents who took part in the EU referendum voted to remain in the EU. Southwark is home to 41,000 non-Irish EU citizens, whose status in the UK following the departure from the EU is unclear. Providing certainty to those citizens and ensuring their rights are protected is a priority for the council.

Under the Equality Act 2010 the Council along with other public bodies has a statutory duty to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Southwark Council has taken a number of steps to prepare for the impact of the UK leaving the EU on the borough and our residents. The council appointed a Brexit Officer to look at how leaving the EU would impact the local community, economy and the legal status of Southwark's 41,000 non- Irish EU nationals. Following the local elections in May 2018, the Leader of the Council created a cabinet member portfolio with responsibility for Brexit (cabinet member for finance, performance and Brexit). The Cabinet Member for Finance, Performance and Brexit, Cllr Victoria Mills, established the Southwark Brexit Panel on 9 July 2018 to enable a cross party group of councillors to examine the impact of Brexit in Southwark.

The main negative impacts identified in this initial analysis are as follows:

- Depending on the perception of the Brexit deal agreed in terms of the freedom of movement, there may be an increase in community tension and a potential further rise in hate crime.
- Unless EU citizens gain settled or pre-settled status through the EU Settlement Scheme by 1 July 2021, they will lose their rights of residency, employment and recourse to public funds. There is a high representation of the EU workforce in London and in Southwark which means Brexit has the potential to impact businesses and employment in the capital more than other areas. The Government's EU Settlement Scheme will be fully operational by March 2019 but its online application system has implications for EU citizens who are digitally excluded. Those who are ill, isolated or hard to reach, have a learning disability or a physical disability such as impaired sight, or lack language skills may find it difficult to apply through the online system and are likely to require support.
- Poverty could be exacerbated, particularly among low income families and people of working age, irrespective of nationality, due to rising interest rates, inflation and unemployment, increasing vulnerability to debt and homelessness.

The main actions identified to mitigate these impacts include the following:

- Identify and assess the risks to public order associated with a no-deal Brexit and

develop contingency plans accordingly to respond and mitigate against those risks.

- Provide a clear and comprehensive communication plan looking at avenues we have to engage with residents and businesses. This will include sharing information through a range of channels, clearly communicating the message that the council wants EU citizens living in Southwark to stay in the borough
- Encouraging organisations that communicate with residents to make information available.
- Link in the work assessing economic impacts of Brexit to the council's existing work on Labour Market Intelligence and vacancies.
- Continue to develop our understanding of the impact of Brexit on the workforce and our residents and the council's role in helping them prepare for Brexit.
- Cover the costs of applying for settled status for council employees.
- Request information from contractors on their workforce impact assessments
- Cover the cost of applying for settled status for all children in local authority care.
- Create a one-off fund that will make grants to voluntary and community groups to support vulnerable people through Brexit. This would ensure difficult to reach groups are supported in applying for settled status as a result of Brexit. Southwark is one of only two London boroughs piloting a document scanning service and local libraries will be providing an Assisted Digital Service.

More detailed assessment will be undertaken as the position becomes clearer and implementation commences.

Section 4: Pre-implementation equality 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.

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

Potential negative impact on younger people who are in care and are non-UK EU citizens regarding EU Settled Status.

Potential negative impact on more vulnerable older residents who may be less able to work through the requirements for EU settled status.

Mitigating actions to be taken

Support and pay the costs of applying for settled status for all children in the council's care.

Create a one-off fund that will make grants available to voluntary and community groups to support vulnerable people through Brexit. This would ensure difficult to reach groups are supported to apply for settled status and any other difficulties emerging for EU citizens as a result of Brexit.

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.

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

Potential negative impact on more vulnerable residents with disabilities who may be less able to work through the requirements for EU settled status.

Mitigating actions to be taken

Create a one-off fund that will make grants available to voluntary and community groups to support vulnerable people through Brexit. This would ensure difficult to reach groups are supported to apply for settled status and any other difficulties emerging for EU citizens as a result of Brexit.

Gender reassignment - The process of transitioning from one gender to another.

Potential impacts (positive and negative) of proposed policy/decision/business plan
No identified impacts
Mitigating actions to be taken
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 couple. 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
No identified impacts at this stage
Mitigating actions to be taken
Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No identified impacts at this stage
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

No identified impacts at this stage
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
Unlikely to be specific issues relating to religion or belief that are discernible at this stage.
Sex - A man or a woman.
Potential impacts (positive and negative) of proposed policy/decision/business plan
No identified impacts at this stage
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
<ul style="list-style-type: none"> No identified impacts at this stage
Socio-economic disadvantage – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or family's economic and social position in relation to others, based on income, education, health, living conditions and occupation.
Potential impacts (positive and negative) of proposed policy/decision/business plan
<ul style="list-style-type: none"> Poverty could be exacerbated, particularly among low income families and people of working age, due to rising interest rates, inflation and unemployment, increasing vulnerability to debt and homelessness.
Mitigating actions to be taken

- Provide a clear and comprehensive communication plan looking at avenues we have to engage with residents and businesses. This will include sharing information through a range of channels, clearly communicating the message that the council wants EU citizens living in Southwark to stay in the borough
- Encouraging organisations that communicate with residents to make information available.
- Link in the work assessing economic impacts of Brexit to the council's existing work on Labour Market Intelligence and vacancies.
- Continue to develop our understanding of the impact of Brexit on the workforce and our residents and the council's role in helping them prepare for Brexit.
- Cover the costs of applying for settled status for council employees.
- Request information from contractors on their workforce impact assessments
- Cover the cost of applying for settled status for all children in local authority care.
- Create a one-off fund that will make grants to voluntary and community groups to support vulnerable people through Brexit. This would ensure difficult to reach groups are supported in applying for settled status as a result of Brexit. Southwark is one of only two London boroughs piloting a document scanning service and local libraries will be providing an Assisted Digital Service.
- Look to fast track work streams in the Council's skills Strategy to help support local residents to be upskill and fill potential gaps in the hospitality, health and social care and construction workforces.