

## **APPENDIX 4**

**Bermondsey & The Blue Draft Social Regeneration Charter  
Equalities Impact Assessment  
March 2020**

## **Guidance Notes**

### **The requirement for a Equalities Impact Assessment**

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- We 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.
- We 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.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We 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.
- We 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 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 who 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 within divisional/departamental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments. Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health and wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Bermondsey & The Blue Social Regeneration Charter
Equality analysis author	Tizzy Keller
Strategic Director	Kevin Fenton
Department	Public Health, Place & Wellbeing
Date on analysis	February 2020

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

The Bermondsey & The Blue Social Regeneration Charter sets out the vision, goals and promises that seek to deliver against Southwark Council's objectives for the 'Regeneration for All' taking place across in this area. The charter sets out a number of indicators which will be used to monitor the progress of the council in achieving 'Regeneration for All'. The charter will be referred to on an ongoing basis to ensure that the council is making progress in achieving the stated ambitions and objectives. An annual monitoring report will be produced to ensure that the objectives within the charter are still being met.

### Section 3: Service users and stakeholders

<b>Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Residents in the charter area; Businesses in the charter area; VCS groups in charter area, Local healthcare services; local schools; Developers; Housing Associations; Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Metropolitan Police; Chief Executive's Department.
<b>Key stakeholders who are involved in this policy/decision/business plan</b>	VCS, health, business, housing stakeholders and residents in the local area, a range of departments within the council, Councillors

## 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.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. 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 health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<b>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).</b>	
<b>Potential impacts (positive and negative) of proposed policy/ decisions / business plan.</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social benefits for people of all ages living and working in Bermondsey and the Blue. There is no foreseen negative impacts on people based on their age.</p> <p>Local data from multi-ward profiles for wards covered by the charter tells us that child poverty in this area is higher than the Southwark average, indicating that this is an age group who we need to focus on to improve their circumstances. This charter sets out plans to tackle the causes of poverty, which will have a positive impact on all ages especially children and young people, through increasing the number of and improving conditions of housing in the area (Goal 1) and by strengthening the local economy, increasing employment and providing support for those experiencing poverty (Goal 2). Promise 3 related to improving the education, employment and training offer, with a focus on parents with young families. This will have a positive impact on young people in education and children and young people whose parents are currently unemployed.</p> <p>The indicators that track the impact of this charter on specific age groups are:</p> <ul style="list-style-type: none"> <li>- Child poverty rates</li> <li>- School Ofsted rating</li> <li>- Parent friendly employment initiatives</li> </ul>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their age.</p> <p>Local data from multi-ward profiles shows that childhood obesity in this area is higher than the London average and levels of A&amp;E attendance for under 5s is higher than the borough average in North Bermondsey and South Bermondsey. Goal 3 aims to improve the health and wellbeing of all age groups in the area. Promise 6 seeks to make healthy living easier by improving the environment including air quality, this will benefit all ages and especially groups who are particularly vulnerable - the young and old. Promise 7 seeks to improve utilisation and access to healthcare services; this will benefit all age groups. The indicators relating to these promises that monitor impact on specific age groups:</p> <ul style="list-style-type: none"> <li>• Air quality</li> <li>• Childhood obesity</li> <li>• A&amp;E attendances (under 5s)</li> </ul>
<b>Equality Information on which the above analysis is based</b>	

Multi-Ward Profiles 2019: North West & North East Southwark. Southwark's JSNA. Southwark Council: London. 2019	Multi-Ward Profiles 2019: North West & North East Southwark. Southwark's JSNA. Southwark Council: London. 2019
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Disability</b> - 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.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have a disability.</p> <p>There is not disability data available at a local level but data shows that approximately 13% of residents in inner-London have disability, equating to 40,700 people in Southwark.</p> <p>National data shows that disabled people are more likely to be unemployed than people without disabilities. 53.2% of people with disabilities were in employment, compared to an unemployment rate for people without disabilities was 81.8%, up from 81.4%. Promise 3 aims to improve the education, employment and training offer for local people, this should have a greater positive impact on people with disabilities as they are more likely to be unemployed.</p> <p>Indicators used to measure this include:</p> <ul style="list-style-type: none"> <li>- Support to find work</li> </ul> <p>We will ensure that all projects delivered as part of this charter, including improvements to the physical infrastructure and community events and initiatives are accessible for people with a disability.</p>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have a disability.</p> <p>People with learning disabilities have much poorer health than the general population, which is partly due to challenges in accessing services. Promise 7 aims to increase access to and utilisation of healthcare services which will have a positive impact with people with disabilities.</p>
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.</p> <p>House of Commons Research Briefing, People with disabilities in employment, 2020</p>	<p>Learning Disabilities in Southwark. Southwark Council: London, 2018.</p>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal. We will collect disability information on the people taking part in training	

and being supported into employment in the local area to ensure this group are benefitting from this charter.

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

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have undergone gender reassignment.  We do not have reliable data on the number of people who have undergone gender reassignment in Southwark.	The charter is anticipated to have positive health impacts for all different groups in the area. There is not foreseen negative health impact on the health of people who have undergone gender reassignment.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.	
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential negative impacts of proposals</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people who have are pregnant or have recently given birth.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people who have are pregnant or have recently given birth.  Promise 6 of the charter aims to improve access to healthy affordable food, this will have a positive impact by reducing the risk of unhealthy weight for mother and babies.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

**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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>All three of the wards included in the charter area are less ethnically diverse than Southwark as a whole. In Southwark 46% of residents are non-white, in London Bridge &amp; West Bermondsey 39.7% of residents are non-white, in North Bermondsey 31% are non-white and In South Bermondsey 41.2% are non-white. However CAB data for Bermondsey for these three wards shows that 55% of people who seek help from them are BAME. The fact that BAME are over represented in a support service in this area indicates that BAME groups are more likely to face issues that relate to poverty (benefits, debt, housing and employment issues being the most common)</p> <p>Therefore Goal 2 of the charter which aims to strengthen the local economy, increase good quality local employment for local people and provide support for those experiencing poverty, which should have a positive impact on BAME communities.</p> <p>The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people of differing races.</p> <p>Goal 4 aims to improve community cohesion between people of different backgrounds in Bermondsey, which should improve relations between people of different races. We will monitor this.</p>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people of differing races.</p>

<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Multi-Ward Profiles 2019: North West &amp; North East Southwark. Southwark's JSNA. Southwark Council: London. 2019.</p> <p>CAB Bermondsey data</p>	

<b>Mitigating actions to be taken</b>
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal. Organisations involved in delivering this charter will continue to collect information on the race of people they work with.</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.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to any faith group.	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative social impacts to any faith group.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Sex - A man or a woman.</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people based on their gender.</p> <p>The gender pay gap means that women are likely to be on lower incomes than men. Women are also more likely to be the heads of single parent families. Both of these economic factors can increase a woman's risk of food insecurity. However, single men are the group most at risk of destitution in the UK, making this demographic vulnerable, too.</p> <p>Therefore of both genders will benefit from Goal 2 of the charter which aims to strengthen the local economy, improve the quality of local jobs and tackle the causes of poverty.</p>	The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people based on their gender.
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
Destitution In The UK 2018 – Joseph Rowntree Foundation – 2018	
<b>Mitigating actions to be taken</b>	
We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.	

<b>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</b>	
<b>Potential impacts (positive and negative) of proposed policy/decision/business</b>	<b>Potential health impacts (positive and negative)</b>

<b>plan</b>	
<p>The charter is anticipated to have positive social impacts for all different groups in the area. There are no foreseen negative social impacts to people which is based on their sexual orientation.</p> <p>We do not have local data, sub-borough level data on sexual orientation but estimates for the borough indicate that Southwark has the second largest gay or lesbian population of any London borough.</p> <p>Evidence suggestions that the LGBTQ population, in particular gay men, are more likely to experience poverty than their heterosexual counterparts. Therefore Goal 2 of the charter should have a have a positive impact on LGBTQ people.</p>	<p>The charter is anticipated to have positive health impacts for all different groups in the area. There are no foreseen negative health impacts to people which is based on their sexual orientation.</p> <p>Evidence suggests that people identifying as LGBTQ are also at higher risk than the heterosexual population of experiencing poor mental health. Therefore Goal 3 to improve the health and wellbeing of Bermondsey's communities should have a positive impact on LGBTQ people.</p>
<b>Equality Information on which the above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.</p> <p><a href="http://www.poverty.ac.uk/editorial/poverty-and-sexual-orientation">http://www.poverty.ac.uk/editorial/poverty-and-sexual-orientation</a></p>	<p><a href="http://www.poverty.ac.uk/editorial/poverty-and-sexual-orientation">http://www.poverty.ac.uk/editorial/poverty-and-sexual-orientation</a></p>
<b>Mitigating actions to be taken</b>	
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal. Reaching out to LGBTQ organisations in the borough to make them aware of the charter and work with them to increase uptake of the charter projects by the LGBTQ community.</p>	

<b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socioeconomic 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 families economic and social position in relation to others, based on income, education, health, living conditions and occupation.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>The charter is anticipated to have positive social benefits for people regardless of their who are living and working in the area.</p> <p>Almost all the charter area is within the 2nd most deprived quintile nationally and parts of it are within the 10% most deprived quintile. This indicates that the charter will have a positive impact on those who face income, housing and education deprivation. In particular goal 1 and 2 aims to positively impact those facing</p>	<p>The charter is anticipated to have positive health benefits for people regardless of their socio-economic status who are living and working in the area. There are no foreseen negative health impacts to people based on their socio-economic status.</p> <p>Deprivation, including housing and income deprivation, has a negative impact on health and wellbeing and therefore goals 1 and 2 of this charter should have a positive impact on the health</p>

<p>deprivation.</p> <p>Goal 1 seeks to build more council homes, invest in estate improvement and improve the conditions of the private rented sector where some of the most deprived residents live.</p> <p>Goal 2 of the charter aims to strengthen the local economy, improve the quality of local jobs and tackle the causes of poverty.</p> <p>Both these goals will have positive impacts for the people</p> <p>Indicators to monitor these goals include:</p> <ul style="list-style-type: none"> <li>• Delivery of new homes</li> <li>• Investment in council estates</li> <li>• Satisfaction with condition of estates</li> <li>• PRS housing conditions</li> <li>• Employment support</li> <li>• Child poverty</li> <li>• LLW employers</li> </ul>	<p>of groups facing socio-economic disadvantage and should help reduce health inequalities.</p>
<p><b>Equality Information on which the above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p><b>Mitigating actions to be taken</b></p>	
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.</p>	

<p><b>Human Rights</b></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><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>The charter is anticipated to have a range of positive impacts on people living and working in the area. The proposals presented in the charter do not threaten the human rights of anyone living or working in the area.</p>
<p><b>Information on which above analysis is based</b></p>
<p><b>Mitigating actions to be taken</b></p>
<p>We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.</p>