

Council Plan 2018-2022: 2020 Refresh Equalities Analysis

November 2020

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Refresh of the Council Plan 2018-2022
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Equality analysis author	Aine Gallagher				
Strategic Director:	Eleanor Kelly				
Department	Chief Executive's	Division	External Affairs		
Period analysis undertaken	June to November 2020				
Date of review (if applicable)	<p>The council plan as the overarching business plan is subject to regular monitoring, including annual review. Individual commitments that make up the plan, and associated equalities analysis, are reviewed in accordance with this and other local service business planning arrangements.</p> <p>Commitments will be achieved at differing timescales and will be subject to relevant analysis at the appropriate pre-implementation stage and subsequently in line with local service planning arrangements. As such, much of the detailed equality analysis and analysis of impact will be addressed through local services plans and relevant documentation.</p>				
Sig n-off	Louise Neilan	Position	Head of External Affairs	Date	12/11/20

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

1.1 Brief description of policy/decision/business plan

The Council Plan is the council's overarching business plan. The Council Plan for 2018/19 to 2021/22 was agreed by Cabinet in October 2018, following a period of public consultation, and approved by Council Assembly in November 2018.

The Council Plan describes our vision for the borough. It sets out our priorities and our promises to the people of Southwark. It also makes a number of commitments to equality and fairness in line with our approach to equality.

As a council we are committed to taking steps to ensure that we meet our commitments under the Public sector equality duty. This means that we will pay due regard to:

- Eliminating discrimination, harassment and victimisation
- 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
- Fostering good community relations; to be a borough where all feel welcome, included, valued, safe and respected.
- Being a borough which tackles prejudice and promotes celebration and understanding of the rich diversity of its communities
- Being a borough where your background does not determine your life chances.

Since the Council Plan was adopted in 2018, the context in which the council operates and delivers has changed significantly, particularly in the last six months because of COVID-19. The crisis has had a huge impact on our borough and the council has had to change the way we operate to respond to the pandemic. Our response, as well as the wider economic effects of the pandemic, has had a significant impact on the council's finances. The pandemic has also shone a light on wider inequalities which persist in our society as a whole. The council is seeking to tackle these inequalities by identifying and implementing solutions and taking positive action to ensure equality of opportunity.

The refreshed Council Plan considers the progress we have made since 2018 and consolidates our ambitions and priorities for the next two years. It reflects the significant changes that have impacted the borough since 2018, in particular the COVID-19 pandemic, and the new and refreshed priorities the council is adopting in response.

The Council Plan impacts what every council team and member of staff does, meaning that we all work together to achieve our shared goals. We are

committed to being transparent and accountable about our progress in delivering the Council Plan and we produce an annual performance report outlining progress against the Council Plan commitments, which is published on the council website.

An equalities impact assessment was carried out for the Council Plan 2018-2022 which is [available on the council website](#). Equalities impacts have also been considered during the implementation of specific policies contained within the Council Plan, and this will continue as new policies are delivered over the next two years. As this report is a refresh of that policy, the equalities impact assessment focuses on new and amended commitments within the refreshed Council Plan.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<ul style="list-style-type: none"> • All residents • Businesses and business organisations • Partners of the council, including NHS • Faith groups • Charities and voluntary sector organisations • Community leaders and those who help look after their local areas • Visitors to the borough
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>The Council Plan 2018-2022 closely reflects the contents of the Southwark Labour manifesto which had wide public engagement during the local elections in May 2018.</p> <p>In accordance with the council’s constitution and budget and policy framework, the Council Plan and proposals within it have been subject to public consultation. The draft Council Plan was published on the council’s online consultation hub on 28 June 2018 and the consultation ran for nine weeks, closing on 31 August 2018. The draft Council Plan was also reviewed by the Forum for Equality and Human Rights (FEHRS) and Southwark’s “Equality and Human Rights Panel” (EHRP), an external panel chaired by Citizen’s Advice Bureau.</p> <p>Following the agreement of the draft Council Plan refresh by Cabinet in October 2020, a public consultation on the Plan was held, running for six weeks from 8th September to 20th October. Feedback from the consultation and engagement with the Equality and Human Rights Panel (EHRP) has also fed into the final plan, which will be agreed by Council Assembly on 25 November.</p> <p>Following the adoption of the Council Plan in 2018, the council has engaged with local people to implement the commitments set out in the Plan. We will continue to engage on the plan over the next two years.</p>

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.

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 health impacts (positive and negative)
<p>The commitments in the refreshed Council Plan will have a range of impacts on people of all ages in the borough.</p> <p>The COVID-19 pandemic has had a significant negative impact on many older people, not just in terms of health outcomes but also issues such as loneliness and social isolation, challenges accessing services, and reduced contact with family and friends due to shielding and social distancing restrictions. The council will build on the positive work of the Community Hub during the COVID-19 pandemic and work with the voluntary and community sector to continue to support vulnerable people. This includes older people, both in providing support through the hub and building on volunteering to tackle loneliness.</p> <p>COVID-19 has had also a particularly high impact on young people and children in our borough, and the</p>	<p>The refreshed plan includes a number of commitments related to the council’s response to the COVID-19 pandemic, which particularly affects older people (alongside as other demographics). This includes working with the NHS, local community and businesses to stop the spread of COVID-19, delivering an effective local test and trace programme and supporting residents and businesses to follow national guidance and restrictions. According to PHE data, the rate of diagnosed cases of COVID-19 increases with age and for people with a positive test, those 80 or older were seventy times more likely to die compared with those under 40. The refreshed plan also includes a commitment to work with the NHS to ensure a high take up of flu vaccinations, which is particularly important for older people and young children.</p> <p>Recognising the significant negative impact that poor mental health can have</p>

refreshed Council Plan includes new commitments to support schools to close the attainment gap and ensure children can catch up on education missed during the pandemic. There is also a new commitment to guarantee access to education, employment, training or volunteering for every school leaver, recognising the impact that the pandemic is likely to have on the future employment prospects for this age group.

Further commitments in the refreshed plan which will have a positive impact on young people include mainstreaming the Positive Futures fund, so that young people can continue to benefit from this investment, and working with young people to find local solutions to community harm and exploitation including knife crime. The refreshed plan also includes a new commitment to ensure Southwark's youth services meet the needs of young people, following a review of youth services, and ensuring that young people have a voice in decisions which affect them.

Commitments to return employment levels to where they were before COVID-19, to help 5,000 people into work and provide one-to-one support for residents who have lost their jobs because of COVID-19, will particularly help those groups who have been most negatively affected in employment by the pandemic, including [young people](#) (under the age of 25) and [older people](#) (aged 50+). The council's economic renewal plan includes a specific commitment to young people, recognising the challenges of the post pandemic labour market.

The refreshed plan also includes ongoing delivery of many of the commitments that are set out in the 2018-2022 plan which will have a positive impact on specific age groups,

on young people, and the challenges for many young people in accessing appropriate mental health services, the refreshed plan includes a new commitment to support 100% of children and young people with a diagnosable mental health need.

Commitments to create more space for walking and cycling and reduce car journeys, to campaign for improved public transport facilities, and introduce 60 'school streets' will improve air quality which will have a positive impact on health for all ages, but particularly young people and children.

<p>including safe pedestrian crossings, digital skills, the provision of GPs and parks, free school meals, nursing homes and extra care housing, and the Residential Care Charter (more detail is outlined in the 2018 Equality Impact Assessment).</p> <p>One commitment outlined in the Council Plan 2018-2022 which has not been included in the refresh is free theatre visits for every primary school child, which would have a positive impact on young people of all backgrounds. Due to the impact of COVID-19 on theatres it will not be possible to deliver this commitment as planned by 2022. However, the council remains committed to ensuring children in the borough are able to access Southwark’s rich cultural offer no matter what their background, and the viability of this specific commitment will be reviewed ahead of the 2022 Council Plan.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<ul style="list-style-type: none"> - Southwark Skills Strategy - Southwark Works equality analysis - Southwark Economic Renewal Plan - Southwark Works equality analysis - Southwark Extended Learning Review 2019 - Southwark Serious Youth Violence Panel Report 2019 	<ul style="list-style-type: none"> - Southwark annual public health report - Southwark profile (JSNA) - Southwark Health Inequalities Framework 2020 - Public Health England: Disparities in the risk and outcomes of COVID-19 - Air quality JSNA - Southwark Child Health Profile 2019 - Open Access Children and Young People – CAMH Commission - Review of Child and Adolescent Mental Health and Emotional Wellbeing Services in Southwark
<p>Mitigating actions to be taken</p>	

Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.

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 health impacts (positive and negative)

Many of the commitments in the Council Plan will positively impact on disabled people in the borough.

The commitment to support 5,000 people into work and provide one-to-one support for people who have lost their job because of COVID-19 will be primarily delivered through Southwark Works. Under the Southwark Works Framework commissioned by the council, people with disabilities are able to better access support with specific lots being designed for people with disabilities, for example a focus on mental health and physical and learning disabilities. There will also be provision for young people with SEND in the 'vulnerable young persons' lot. In addition, other providers will engage and work with employers to secure vacancies for any client and ensure recruitment policies are inclusive; specifically with the needs of potential and current employees with disabilities.

The council monitors outputs for Southwark Works based on all demographics, to ensure there is equality of outcome delivered by the service. We will also be performing an impact evaluation of the Southwark Works service early 2021 to inform new Southwark Works contracts (due to

Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark. COVID-19 has a disproportionate negative impact on people with disabilities, as certain underlying health conditions make individuals more vulnerable to the virus. The council is addressing this disproportionate impact through commitments relating to the council's response to COVID, including working with NHS and partners to stop the spread of COVID-19, and to continuing to provide support for vulnerable residents building on the successful work of the community hub.

Mental health problems represent the single largest cause of disability in the UK and it is estimated that almost one in five adults in Southwark are experiencing a common mental disorder, equating to approximately 47,000 individuals. An estimated 2,550 children and young people in Southwark suffer from a mental health disorder. There has also been an increase in demand for mental health support for young people during the COVID-19 pandemic. The refreshed plan includes a commitment to continue to protect adult mental health services, and to support 100% of

<p>begin June 2021). The council is also working closely with the Central London Forward (CLF) commissioned Work and Health Programme (Central London Works) which has a particular focus on supporting people with health and disabilities into employment.</p> <p>Children with certain disabilities and underlying health conditions are more likely to be negatively impacted by COVID-19, both in terms of health and education due to increased likelihood of missing out on school due to shielding. The refreshed Council Plan includes a commitment to support schools to ensure children are able to catch up on education missed as a result of the pandemic.</p> <p>Homelessness and rough sleeping remains a significant challenge in Southwark and national data shows that physical and mental health needs are a key vulnerability reported in homelessness cases. The refreshed plan includes a commitment to end rough sleeping in Southwark.</p>	<p>young people with a diagnosable mental health need, a significant ambition which puts Southwark ahead of many other boroughs.</p> <p>As an employer, the council is committed to training even more mental health first aiders, and working with partners to develop an ongoing Council-wide mental health awareness and stigma programme for all staff.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<ul style="list-style-type: none"> - Southwark Works equality analysis - Southwark Economic Renewal Plan - ONS: UK homelessness 	<ul style="list-style-type: none"> - Southwark annual public health report - Southwark profile (JSNA) - Southwark Health Inequalities Framework 2020 - Public Health England: Disparities in the risk and outcomes of COVID-19 - Open Access Children and Young People – CAMH Commission - Review of Child and Adolescent Mental Health and Emotional Wellbeing Services in Southwark

Mitigating actions to be taken	
Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.	

Gender reassignment - The process of transitioning from one gender to another.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>The Council Plan includes an ongoing commitment to tackling hate crime in all forms, celebrating and promoting the diversity of the borough and embedding equality further in everything we do as a council. This work will include the review of the council's diversity standard and equality framework.</p> <p>The council has specific commitments in the Workforce Strategy in relation to development of guidance for managers regarding gender identity.</p>	
Equality information on which above analysis is based.	Health data on which above analysis is based
The Council has reviewed current equality monitoring analysis information collected, including revision of current equality monitoring categories to include gender identity. We will continue to monitor any recommendations arising from central government's consultation on the Gender Recognition Act 2004.	
Mitigating actions to be taken	
Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.	

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<p>Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex 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.)</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
None identified at this stage	
Equality information on which above analysis is based	Health data on which above analysis is based
Mitigating actions to be taken	
Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.	

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
The continued commitment to create a network of accessible toilets and baby changing facilities will positively impact those with caring responsibilities for babies and	

<p>toddlers who will have greater access to toilet and changing facilities.</p> <p>As identified in the 2018 Council Plan EIA, although outside of the 'maternity' definition, it is recognised that the period away from work owing to pregnancy and childcare are a contributory factor to the gender pay gap. We are committed to promoting family-friendly employment policies through our own commissioning. More widely, the council is ensuring all contractors publish their gender pay gap and plans to reduce it, and has committed to encouraging all Southwark businesses with over 50 employees to publish their gender pay gaps.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<ul style="list-style-type: none"> - Southwark Works equality analysis - Southwark Economic Renewal Plan - Southwark profile (JSNA) 	
<p>Mitigating actions to be taken</p>	
<p>Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.</p>	

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>Recognising that racial inequalities continue to be a significant challenge in our society, the refreshed Council Plan includes a number of specific commitments to tackle racial inequality and injustice. This builds on the</p>	<p>The disproportionate impact of COVID-19 on Black, Asian and minority ethnic individuals has shone a light on health inequalities in our society, many</p>

work of Southwark Stands Together, the council's response to a number of global issues including the murder of George Floyd and the resulting Black Lives Matter protests, and the disproportionate impact of COVID-19 on Black, Asian and minority ethnic (BAME) individuals.

Southwark Stands Together is a cross council, wide reaching programme of work which seeks to root out and tackle racial inequalities and injustice. The refreshed plan includes a number of commitments based on recommendations from Southwark Stands Together, which was agreed by Cabinet in September 2020 following a period of significant engagement and consultation, with the action plan and next steps being agreed by Cabinet in October 2020. This includes:

- Supporting Black, Asian and minority ethnic artists to create and showcase new work, including drawing up plans with the community for a Black cultural centre
- Working with partners to increase representation of Black, Asian and minority ethnic communities on Southwark boards and in other community leadership positions
- Increasing the quality and effectiveness of the council's engagement with Black, Asian and minority ethnic communities
- Reviewing the council's grants to make sure they develop the best value for communities and remove barriers to equal access to funding, particularly for Black, Asian and minority ethnic groups
- Working with the police and our Black, Asian and minority ethnic communities to strengthen trust in policing
- Supporting Black, Asian and minority ethnic-led businesses in Southwark to secure contracts with public sector anchor institutions
- Encouraging all Southwark businesses with more than 50 employees to publish their Black, Asian and minority ethnic pay gaps

The Council Plan also recognises and seeks

of which are linked to wider determinants such as deprivation, occupation and housing. The refreshed Council Plan includes a commitment to close the gap in health inequalities which affect our Black, Asian and minority ethnic communities, and the council will work closely with the NHS and health partners to deliver this commitment.

Southwark has the second highest HIV prevalence in England: there are currently just over 2,600 people living in the borough who have been diagnosed with HIV. However, the number of new cases of HIV in the borough continues to fall, with levels falling by more than half between 2011 and 2018. The refreshed plan includes a commitment to increase HIV testing to reduce late diagnosis, particularly in Black, Asian and minority ethnic communities.

<p>to tackle inequalities based on race, nationality and citizenship. This includes campaigning for an end to the ‘no recourse to public funds’ laws that trap people on the street; campaigning to ensure the Windrush generation are compensated by the national government for past injustices; and making Southwark a Borough of Sanctuary, working with community groups and partners to help and support refugee, migrant and asylum seekers in Southwark, and campaigning to end the Hostile Environment.</p> <p>As an employer, the council is committed to modelling best practice and the refreshed plan includes a commitment to strive to ensure the council’s workforce reflects the local community it represents at every level of the organisation. The refreshed plan includes a commitment to ensuring the top of the council’s workforce is proportionately representative of Southwark’s Black, Asian and minority ethnic population by 2030.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<ul style="list-style-type: none"> - Southwark Economic Renewal Plan - Southwark Stands Together Joint Health and Equality Analysis - Southwark Stands Together HIA summary - Southwark Stands Together Engagement Analysis 	<ul style="list-style-type: none"> - Public Health England: Beyond the data: Understanding the impact of COVID-19 on BAME groups - Southwark Annual Public Health Report 2019: Statistical Appendix - Lambeth, Southwark and Lewisham sexual and reproductive health strategy 2019-24
<p>Mitigating actions to be taken</p>	
<p>Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage. This will include secondary research and engagement with local community and voluntary organisations to find out about needs to help inform services.</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.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>As outlined in the 2018 Council Plan EIA, a number of council plan commitments will have a positive impact on fostering good community relations, including working together with local communities to tackle radicalisation, extremism, and hate-crime; and celebrating and promoting the rich diversity of the borough.</p> <p>Faith groups have played an important role in the implementation of a number of areas of work outlined in the Council Plan refresh, including supporting vulnerable residents through the community hub, tackling inequalities through the Southwark Stands Together work, and finding local solutions to tackle knife crime.</p>	
Equality information on which above analysis is based	Health data on which above analysis is based
<ul style="list-style-type: none"> - Protected characteristics JSNA 2017-18 - Census 2011 data on Faith and Religion 	
Mitigating actions to be taken	
<p>Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.</p>	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>We are committed to promoting equal opportunities employment policies through our own commissioning, and more widely the council has implemented the Council Plan commitment to ensure all our contractors must publish their gender pay gap and plans to reduce it, through the Fairer Future procurement framework. The refreshed plan includes a commitment to go further than this, to encourage all Southwark businesses with more than 50 employees to publish their Black, Asian and minority ethnic and gender pay gaps, and to support Southwark Black, Asian and minority ethnic-led and women-led businesses to secure contracts with public sector anchor institutions. Evidence has shown that women have been disproportionately impacted by COVID-19 in employment. We will monitor the implementation and delivery of the commitments to support 5,000 residents into work and provide one-to-one support for residents who have lost their jobs because of COVID-19, to ensure that women are supported.</p> <p>Through the Council Plan and Economic Wellbeing Strategy there is an ambition that there is genuine pay equality in Southwark and for Southwark residents, and we continue to embed the principles of equal pay and family friendly work practices across all our services and promote, influence strategically, and lobby nationally for fair wages and the elimination of the gender pay gap.</p> <p>Women are disproportionately impacted by domestic abuse. The refreshed Council Plan continues to prioritise domestic abuse survivors over abusers to ensure they do not</p>	

<p>end up without a home, and commits to ensuring survivors can access high quality services, and a zero-tolerance policy on domestic abuse.</p> <p>The Council Plan 2018-2022 included a commitment to develop a Violence Against Women and Girls strategy to tackle all forms of gender based violence, which has now been delivered.</p>	
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<ul style="list-style-type: none"> - Southwark Economic Renewal Plan - Southwark Domestic Abuse Strategic 2015-2020 - Southwark Violence Against Women and Girls Strategy 2019-2024 	
<p>Mitigating actions to be taken</p>	
<p>Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.</p>	

<p>Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>Research from the Office for National Statistics suggests that Southwark has one of the largest gay and lesbian populations in the country, where 5% (12,000 people) of the population of Southwark identify as being gay or lesbian, compared to only 2% of the entire London population and 1% in England. Estimates of those identifying as either bisexual, transgender are not considered reliable enough for practical use.</p>	<p>Rates of HIV and STIs in south east London (Southwark, Lambeth and Lewisham) are the highest in England. There are persistent inequalities in sexual and reproductive health and men who have sex with men (MSM) are one of the groups which suffer the greatest burden. Effective testing, especially of at risk groups, is recognised as a key component of prevention</p>

<p>The refreshed plan includes a commitment to work with the LGBTQ+ community to secure a new LGBTQ+ cultural space and ensure it meets the community's needs. Other commitments to tackle radicalisation, extremism, and hate-crime, and to celebrate and promote the rich diversity of the borough, are also likely to have positive impact on LGBTQ+ residents.</p>	<p>strategy. The plan includes a commitment in the plan to increase HIV testing to reduce late diagnosis, which should have a positive impact on MSM as well as other demographics.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>- Southwark Annual Public Health Report 2019: Statistical Appendix</p>	<p>- Lambeth, Southwark and Lewisham sexual and reproductive health strategy 2019 to 24</p>
<p>Mitigating actions to be taken</p>	
<p>Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.</p>	

<p>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.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The council recognises that socio-economic disadvantage can have a significant impact on the ability of individuals to live healthy lives, to access employment opportunities and to fulfil their potential. We are committed to ensuring that every resident in Southwark has access to opportunities, and that life chances are not determined by background. Specific commitments which seek to address</p>	<p>Socio-economic background has a significant impact on health outcomes, including life expectancy. The refreshed Council Plan includes a number of commitments which seek to tackle health inequalities and improve public health, including mental health support, free school meals and tackling</p>

socio-economic disadvantage include providing one-to-one support for residents who have lost their jobs because of COVID-19, and making adult learning accessible to all, including basic qualifications in English, maths and digital skills.

Young people from socio-economic disadvantaged families are more likely to be disproportionately impacted in education as a result of COVID-19 and the closure of schools during the pandemic. Recognising this, the refreshed Council Plan includes a commitment to support schools to close the attainment gap.

The proportion of people in the social housing sector who are from lower socio-economic backgrounds is greater than their representation in the borough as a whole. Residents who are on lower incomes are also disproportionately likely to suffer from poor housing conditions and overcrowding, including in the private rented sector. The council has sought to tackle this through a number of Council Plan commitments, including building new council homes, guaranteeing council estates are clean, safe and cared for, delivering a Gold Standard for private rented homes

Specific new commitments related to housing in the refreshed council plan which are likely to have a positive impact on socio-economic disadvantage include:

- Ending rough sleeping in Southwark, including campaigning for an end to '*no recourse to public funds*' laws that trap people on the street
- Lobbying the government to fix the broken housing system
- Tacking action to reduce the number of empty homes
- Improving and expanding council estates with more council homes, including the Tustin, Maydew and the Aylesbury
- Introducing a new quality standard for temporary accommodation that guarantees it is good quality and families have self-

holiday hunger, promoting physical activity in schools, and working with the CCG to develop new health hubs.

Poor air quality has a disproportionate negative impact on the health of residents from lower socio-economic groups. We will seek to tackle this by improving air quality across the borough, by creating more space for walking and cycling and reducing car journeys, and introducing more 'school streets' to improve air quality around schools.

contained accommodation	
Equality information on which above analysis is based	Health data on which above analysis is based
- Southwark Housing Strategy 2020	<ul style="list-style-type: none"> - Public Health England: Disparities in the risk and outcomes of COVID-19 - Southwark annual public health report - Southwark profile (JSNA) - Air quality JSNA
Mitigating actions to be taken	
Council Plan commitments will have equality analysis undertaken at the relevant pre-implementation stage.	

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

Our commitment to equality and justice runs throughout this plan, both in the commitments we make to the people of Southwark, and the way we deliver services every day. As a council we are committed to taking all necessary steps to meet our commitments to equalities under the Public Sector Equality Duty, including regularly reporting back to the public so they can hold us to account.

As a Council we are fully committed to implementation of the Human Rights Act as relevant to Council services and functions. Implementation of Council Plan commitments at service level will be fully informed by an equality analysis process, which will include areas of the Human Rights Act as relevant.

No specific Human Rights impacts have been identified.

Information on which above analysis is based
Mitigating actions to be taken

Section 5: Further actions and objectives

The Council Plan is the council’s overall business plan made up of a series of individual commitments that are delivered over the four year period. This refresh updates the Council Plan and sets out the priorities and objectives which will be delivered to May 2022. Commitments will be achieved at differing timescales and will be subject to relevant analysis at the appropriate pre-implementation stage and subsequently in line with local service planning arrangements. As such, the detail of this section will be set out through local business plans and other such supporting material.