

Equality Impact and Needs Analysis

London Borough of Southwark

Suganya Naveenan

Equality and Inclusion Lead Officer

Ken Andrews

BAME Staff Strategic Advocacy Group

London Borough of Southwark

- Southwark is a very diverse borough, almost 46% of our population are from diverse BAME backgrounds and 12.4% of our population are from White Other Ethnic backgrounds with over 120 different languages spoken in our schools and 11% of our population do not speak English as a first language; 66% of the under 20 population are from BAME backgrounds.
- We have the second largest gay and lesbian population in London at 5% ; 13.5 % people who live here reported a long term condition that limits them and almost 18% of the working age population are disabled and economically active; our age profile is young and only 8% of the population are aged over 65;

London Borough of Southwark

- Southwark is the 40th most deprived LA in the country and 38% of our residents live in communities ranked in the 20% most deprived areas and about around 15,000 children live in low income families.
- **In a borough as diverse as Southwark, equality and diversity is part of business as usual;** it is integral to understanding and knowing about the communities we serve, in order to be able to deliver appropriate and fit for purpose services to local people. In addition having a well equipped and diverse workforce, which reflects our local communities, helps in the delivery of appropriate services and understanding the needs of local communities.

Contact Details

- suganya.naveenan@southwark.gov.uk
- ken.andrews@southwark.gov.uk
- Please contact us if you would like any further information.

Fairer Future For All

- The Council has a vision to create a fairer future for all by promoting social and economic equality in an economically vibrant borough. The [Council Plan](#) describes how we'll deliver our fairer future vision through our Fairer Future promises and commitments that we've made to the people of Southwark.
- The Council Plan vision and principles focus on tackling inequalities and promoting a social justice model.

Public Sector Equality Duty

- PSED is potentially a very powerful tool for the public sector, if adequately understood and implemented in the provision of equitable services.
- It enables communities and staff to have a voice; to hold public sector organisations to account for how they have considered the three parts of the duty in the development, review and implementation of policies, strategies, plans, services, functions, developments, daily practice etc.
- The three parts of the duty hold a lot of potential if well understood; they are a potential rich source, but this will be missed if a tick box approach is used.

PSED

- Southwark is a very diverse borough and the Public Sector Equality Duty (PSED) helps to ensure that we consider diverse needs in the borough as part of daily business. It is not just a legal requirement, but integral to the provision of adequate and appropriate services and functions in Southwark.

PSED

- As a Council we are committed to taking steps to ensure that we meet our commitments under the Public Sector Equality Duty (PSED). 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; addressing under representation**
- Fostering good community relations; to be a borough where all feel welcome, included, valued, safe and respected.
- To be a borough which tackles prejudice and promotes celebration and understanding of the rich diversity of its communities.
- To be a borough where your background does not determine your life chances.
- In Southwark we have added the socio-economic duty in our approach.

PSED

- The alignment of the PSED with the Council's Fairer Future For all approach is about understanding how people experience different barriers to equal access; to equal opportunities; experience different structural barriers; have diverse needs; experience disadvantage and discrimination arising from socio-economic backgrounds; race and ethnic backgrounds; sex and gender; gender identity; faith/belief; disability; age; sexual orientation; pregnancy and maternity; and marital and partnership status.
- Equality is about not unlawfully discriminating against someone on the basis of one or more protected characteristic; it is also about understanding and meeting diverse needs of individuals and communities; it is about treating people fairly, appropriately, adequately through finding out about and meeting diverse needs; addressing under representation; addressing barriers to equal access; addressing disadvantage; it is about enabling all to participate and have a voice.; commissioning and procuring services to meet diverse needs and not the one size fits all approach.

PSED and Fairer Future For All

- The idea was to strengthen the social justice model of Fairer Future For All and overall approach to tackling inequalities through stronger links with the PSED.
- PSED is an important legal tool for the provision of equitable public services and for preventing and tackling institutionalised discrimination.
- For example, omission and neglect contribute to institutionalised discrimination.
- Important case law which gives it strength
- Communities and staff can use it to hold public sector to account through engagement and scrutiny
- EHRP: Equality and Human Rights Panel in LBS

PSED

- Equality Impact and Needs Analysis
- Equality Monitoring information and analysis
- Consultation and engagement data
- Demographic data
- Feedback/Complaints
- Primary and secondary research
- Local and national good practice
- Annual publication of PSED implementation
- Transparency and Accountability

Equality Impact and Needs Analysis

- Knowing and understanding your communities
- Data/Information
- Evidenced based decision making
- Understanding diverse needs; barriers to equal access; addressing disadvantage and under representation
- Local impacts and diverse needs
- Giving all a voice; enabling all to participate
- An EINA process is an iterative one and an on-going one
- It informs the planning stages, including any consultation and engagement and runs throughout the development, and review stages, through to decision making and implementation. At each stage it can be built upon.