

Appendix E Southwark Housing Strategy 2020 - Equality Analysis

Section 1: Equality analysis details

Proposed policy/ decision/ business plan to which this equality analysis relates	Southwark Housing Strategy 2020		
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Department	Housing Modernisation	& Division	Resident Services
Period analysis undertaken	August 2020		
Date of review (if applicable)	When the Housing Strategy is next refreshed		

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

1.1 Brief description of policy/decision/business plan

Introduction

The council's new long-term housing strategy to 2043 is a cross-tenure housing strategy covering all forms of housing in the borough, including private, housing association and council housing. It includes the provision of both new housing and existing housing, and also the housing needs of the borough. The housing strategy sets out our long-term ambitions for the future of housing in the borough. We want our strategy to be about more than just bricks and mortar; to be about demonstrating the strong connections between housing and other services which are important to improving people's day to day lives. We want housing in Southwark to contribute to delivering jobs and growth, and helping to make the borough a healthier and more Age Friendly place to live.

The strategy sets the vision, commitments and objectives and provides a long-term strategic framework. However as such a long-term strategy we are fully aware that there will be a need for further work to deliver its objectives, and to review progress on a regular basis.

The four fundamental areas covered in the Housing Strategy are affordability; quality; security and pride and responsibility. The four broad principles have been refocused on these key values, as follows:

1. Increasing the supply of genuinely affordable high quality homes that meet our residents' housing needs and aspirations
2. Demanding safer, higher quality, energy efficient homes

3. Promoting tenure security and social support in housing, and improving the health, wellbeing and economic resilience of residents.
4. Empowering residents and communities to have pride and influence over their homes and neighbourhoods.

This equality impact analysis

The Southwark housing strategy is a very high level document and covers our long term ambitions over the next few decades. The strategy brings together a diverse range of housing services being already delivered or in the pipeline by different teams and departments in the council. It also encourages exploration of innovative ways in delivering housing services. The strategy covers all stocks and tenures in Southwark. The strategy will be delivered in partnership with a wide range of organisations.

It is important to note that the strategy includes relevant areas already covered in the public documents such as the Council Plan, New Southwark Plan, Public Health Business Plan, etc. some of which already have an equality analysis carried out. Some of the key deliverables in the housing strategy such as delivery of new homes, managing homelessness, etc. will carry out service or project specific equality analysis as and when required.

This Housing Strategy Equality Analysis is desktop based and builds on analysis carried out six years ago. It serves as a guide to highlight generic impacts and areas where we do not have sufficient knowledge or evidence of the impact at this stage. The key to ensuring equality will lie in the implementation of the strategy, where equality assessments will be carried out for specific projects born out of the objectives in the housing strategy.

Nearly all the data used in the equality analysis is already available on the Southwark website. The two key documents used are the 2019 update of the Strategic Housing Market Assessment (SHMA) and the latest Southwark Joint Strategic Needs Assessment (JSNA) factsheets.

We also have an internal Housing Strategy Action Plan that sits behind the Housing Strategy. This will be monitored annually from 2020. Through the Action Plan, the services will be encouraged to carry out service or project specific equality analysis and present it to FEHRS (Forum for Equality and Human Rights Panel).

The Southwark housing strategy is required to be in conformity with the London Housing Strategy. This has its own impact assessment which is available at https://www.london.gov.uk/sites/default/files/2018_lhs_impact_assessment_fa.pdf

Evidence base

In early 2019 Southwark commissioned Cobweb Consulting to undertake an update of the Southwark section of the 2014 Strategic Housing Market Assessment (SHMA). The SHMA 2019 is available online at <https://www.southwark.gov.uk/planning-and-building-control/planning-policy-and-transport-policy/development-plan/evidence-base/housing>. The SHMA forms part of the evidence base underpinning our new housing strategy. This included the following findings:

Housing needs of particular groups

Southwark is projected to experience a 79% increase in the number of people aged 65

or more between 2019 and 2039. There is projected to be an 87% rise in the population aged 85 + during the same period. Set against this Southwark has a below average supply of elderly-focussed accommodation (relative to other local authorities in our housing sub-region). To the best of our knowledge there is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 69% between 2017 and 2035.

The number of working age people with severe mobility impairments is projected to increase by 18% over the same period, from 15,441 to 18,276. Current unmet wheelchair housing need stands at 613 households.

Southwark has a very ethnically diverse population. According to the 2011 census, there are significant variations in ethnicity by tenure, with 38% of White households, 34% of Asian households and 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households.

In addition we reviewed relevant housing data from the 2011 census, data from our own housing register and homelessness information.

A summary of key population data for Southwark (produced in late 2017) is set out below which has also been used to inform Southwark's Joint Strategic Needs Assessment (JSNA), which itself underpins our Health and Wellbeing Strategy.

The JSNA factsheet can be accessed here:

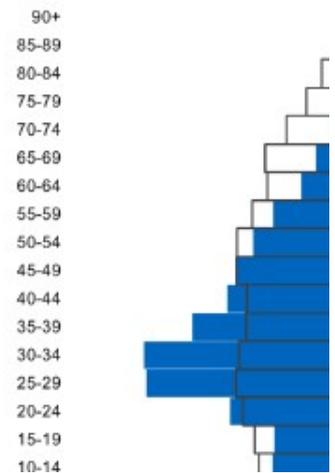
<https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

Approximately 313,300 people live in Southwark local population is much younger than the national average

AGE & SEX

The Office for National Statistics (ONS) produce resident population estimates for the London Local Authorities in England and Wales. These provide figures by age and sex. The average age in Southwark is 32.9 years almost 7 years younger than the national average.

Age group	England	London	Southwark		
			Persons	Males	Females
0-4	3,429,000	635,600	21,700	11,000	10,700
5-9	3,428,300	579,700	18,700	9,600	9,200
10-14	3,070,300	487,600	15,100	7,700	7,400
15-19	3,179,400	468,600	14,900	7,500	7,300
20-24	3,560,000	569,100	24,500	11,400	13,100
25-29	3,811,600	826,200	39,600	18,900	20,700
30-34	3,749,600	863,500	36,600	19,100	17,500
35-39	3,557,000	759,300	28,400	14,800	13,600
40-44	3,535,300	633,500	22,400	11,700	10,700
45-49	3,883,100	592,900	21,000	11,000	10,000
50-54	3,873,100	547,500	19,200	9,400	9,800
55-59	3,377,700	448,000	15,600	7,600	8,000
60-64	2,931,000	355,400	10,500	5,200	5,300

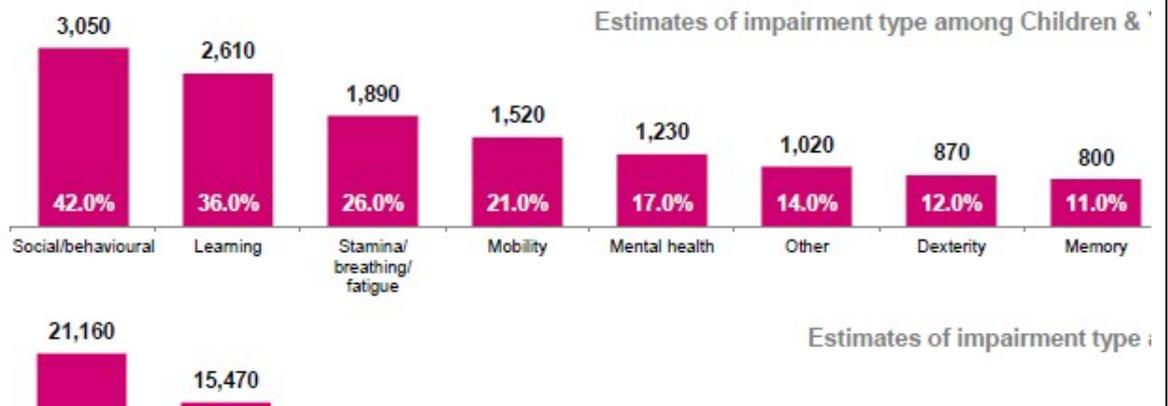


Approximately 13% of people living in inner London have a disability, equating to 40,700 people in Southwark

DISABILITY

The Family Resources Survey (FRS) collects extensive information on disability. It is the key source of information on disabled adults and children.

The definition of disability is consistent with the core definition of disability under the Equality Act 2010. A person is considered to have a disability if they have a long-standing illness, disability or condition, or any other physical or mental impairment, which causes substantial difficulty with day-to-day activities.



Over half of adults in Southwark had never been registered in a civil partnership at the time of the 2011 Census

MARRIAGE & CIVIL PARTNERSHIP

The table below provides information that classified usual residents aged 16 and over by their marital and civil partnership status, as at the time of the 2011 Census. This classification was introduced by the Civil Partnership Act which came into force on 5 December 2005, providing for the first time in census results the option of being registered in a civil partnership.

Although the term 'single' is widely used to cover people in a number of states such as single, widowed, divorced and separated, it is not a legally recognised status and was not an option on the census questionnaire. In the 2011 census results the term 'single' is used to refer only to someone who has never been registered in a civil partnership, which were options on the census questionnaire.

Marital Status	Southwark	London
Single (never married or never registered a same-sex civil partnership)	54.7%	44.1%

The fertility rate in Southwark is significantly below the London average and England, with just under 4,600 live births in 2010

PREGNANCY & MATERNITY

The Office for National Statistics publish annual files on the number of births at each local authority in England. The table below shows the number of maternities in Southwark.

Note that the number of live births is greater than the number of maternities as some result in twins, triplets etc.

Year	Maternities	Live Births	General Fertility Rate		
			Southwark	London	England
2010	5,050	5,121	65.6	67.5	64.1

Over half of Southwark residents stated their religion as Christian at the time of the 2011 Census

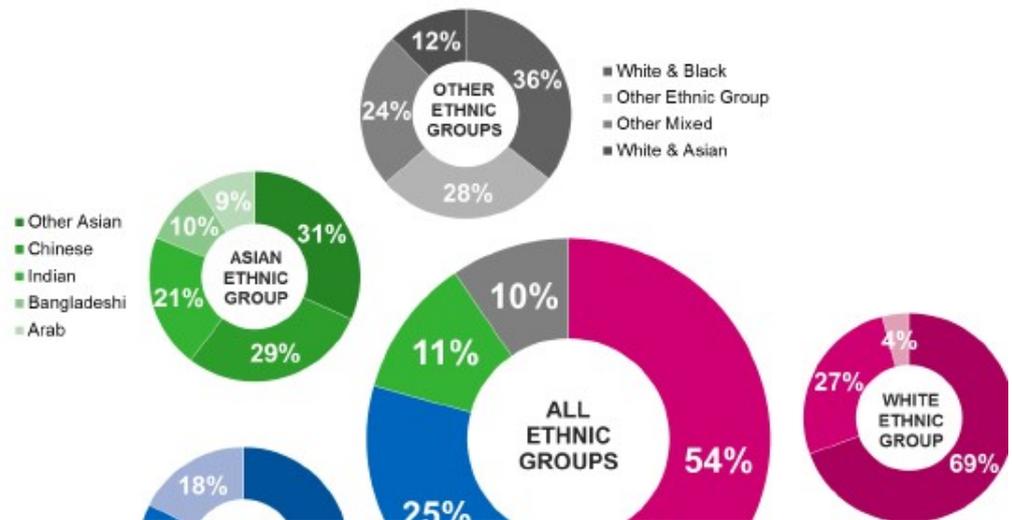
RELIGION & BELIEF

The table below shows the religious affiliation results from the 2011 Census in Southwark. The results show the person's current religion, or if the person does not have a religious affiliation a determination is made about whether a person was a practicing member of a religion.

Southwark is an ethnically diverse borough with half of the population identifying as a minority

RACE

The GLA calculate population projections for ethnic minorities in London. The projections are based on the ethnic classifications used in the 2011 Census.



Estimates indicate that Southwark has the second highest gay or lesbian population in the UK, after Lambeth

SEXUAL ORIENTATION

The Office for National Statistics has published experimental statistics on sexual orientation identify among adults in the UK. The statistics are based on results from the Annual Population Survey and provide estimates of the number of people identifying as:

- Heterosexual or straight
- Gay or lesbian
- Bisexual
- Other
- Don't know or refuse

Only estimates of the heterosexual or straight and gay or lesbian population are considered for Southwark. Estimates of those identifying as either bisexual or other are not considered for practical use.

Identity	Number of adults age 16+	Prevalence	
		Southwark	London
Heterosexual or straight	215,000	88.0%	90.2%

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders

Key users of the department or service	Internal departments of the council, strategic partners such as housing associations and developers.
Key stakeholders were/are involved in this policy/decision/business plan	<p>Internal and external stakeholders including tenants, leaseholders and other residents; cabinet members and councillors; London Local Authorities, housing associations (HAs) and developers; Greater London Authority (GLA); Ministry of Housing and Communities Local Government (MHCLG); private landlords; advice agencies such as the Citizens Advice Bureau (CAB), Shelter, etc., resident groups such as the Future Steering Board (FSB), Southwark homelessness forum, SGTO, etc., and key members from Tenant Council (TC), Homeowner Council (HOC), Tenant & Resident Associations (TRAs) and Tenant & Management Organisations (TMOs).</p> <p>Some examples of major stakeholder engagement as follows:</p> <ul style="list-style-type: none">• Held a big stakeholder event in June 2019 attended by a mix of over 70 of the stakeholders and feedback invited from a further 60.• Residents were consulted through the online Southwark Consultation Hub between 22 January and 31 May 2020.• Another final round of consultation with key internal and external stakeholders took place in August 2020.



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

This is our second housing strategy to state that it is Age Friendly. We will be seeking to increase the range of housing, housing options and support for older people to enable them to stay in their own homes for as long as possible, and as an alternative to residential care. This will include increasing the supply of extra care sheltered housing-specialist sheltered housing which provides support and care in the same premises, while enabling older people to retain their independence. We will also develop more cross-tenure housing options where there is evidence of demand.

We will also provide high quality homes and tailored support to enable downsizers to move, many of whom will be older people. This will free up much needed larger homes for younger families, many of whom are experiencing overcrowding.

Many of the benefits of an Age Friendly housing strategy, such as more integrated communities, better designed homes and neighbourhoods, benefit everyone, whatever their age group, and not just older people. There is, however, a slight risk that focusing on age-friendly housing if solely looking at the needs of older people, may overlook some specific needs of younger populations, likely to be young families with children, or vulnerable groups. The strategy acknowledges the needs of families specifically in principle 2 (quality), through encouraging private landlords to offer greater security, certainty and stability for their tenants, especially families with children), and we believe that our strategy overall will help people across all age bands.

Equality information on which above analysis is based

Southwark is forecast to experience a 16% increase in population over the period 2019 to 2039, with population growth of 52,852. But a 79% increase is expected for those aged 65 or more (21,091) between 2019 and 2039; this incorporates a 92% increase in those over 75s (10,639) and 87% growth in those over 85 (3,001). The number of those aged over 65 is projected to reach nearly 48,000 over the period, comprising 13% of the Southwark population. Set against this Southwark has a below average supply of elderly-focussed accommodation (relative to other local authorities in our housing sub-region). To the best of our knowledge there is no leasehold, shared ownership or owner-occupied sheltered or extra care sheltered housing in the borough. According to 2011 census, 61% of the 65+ age group live in the social/affordable rented sector.

The number of older people with mobility difficulties is projected to increase by 69% between 2017 and 2035.

There are currently around 1,927 units of specialist elderly accommodation in Southwark. An additional 780 units will be required to meet need by 2029; of these some 559 (72%) should be sheltered and 116 (14%) extra care.

As can be seen from chart 3, Southwark also has a relatively young population compared to London and nationally.

Mitigating actions to be taken

We will monitor the implementation of key actions in our housing strategy through the yearly update of the new Housing Strategy Action Plan.

During implementation, it will be key to balance the needs of the ageing population against the demographic churn and continued population growth across all age bands, and to assess how younger groups and children will be impacted by the individual new housing developments and housing projects that will derive from this strategy.

Specific work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include equality assessments.

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.

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

Through the new Housing Strategy and the New Southwark Plan we will increase the supply of wheelchair housing and other specialist and adapted housing for those with disabilities. We will also ensure that all new housing is easily adaptable as households' needs change over time.

Poor quality housing is known to affect both physical and mental health. As well as building new homes to high quality standards we also have a programme of improvement works to our own housing stock. While we will consistently aim to ensure that at least 95% homes are Decent every year the housing strategy is more ambitious for the quality standards to be achieved for our housing in future, such as improvements in energy efficiency measures which will in turn help to combat fuel poverty. This will have positive health benefits for those with disabilities and chronic illnesses.

Additionally through the new housing strategy we will develop our housing services to be 'more than a landlord'. That will include 'going the extra mile' for our residents including providing more individualised advice and support to our vulnerable tenants and residents. However it is our belief that for most residents, the best route to health and wellbeing is through employment, and the strategy is designed to strengthen links between housing and relevant services that can assist in this goal.

There is a small risk that focus on age-friendly developments may overlook the needs of particular groups, such as those with learning disabilities. Principle 3 (security) gives scope to also include housing support for people with learning disabilities and other

vulnerable groups by connecting them to relevant services and contribute to helping them to live independent lives.

Equality information on which above analysis is based

The Census 2011 indicates that around 13% of the Southwark population is estimated to have some form of limiting long term health problem or disability (LLHPD), and 22% of households have one member with a LLHPD. These figures are similar to neighbouring authorities, and marginally worse than London averages.

A gradual increase in the number of older people in Southwark with mobility-related impairments is projected, with the numbers of those aged 85 or over projected to increase by greater numbers and at a greater rate than other cohorts aged over 65. In total, numbers of older people with mobility disabilities are forecast to increase from 4,544 in 2017 to 7,690 in 2035 i.e. 69% increase. As regards working age people with severe physical disabilities again the oldest cohort will increase by the greatest numbers, though the 45-55 age group cohort is increasing at the fastest rate. In total numbers of working age people with severe mobility impairments is forecast to increase from 15,441 in 2017 to 18,276 in 2035 i.e. 18% increase.

613 households have unmet wheelchair accessible accommodation requirements and require it across all tenures. A proportion of those will be owner-occupiers, able to make their own arrangements.

As regard care homes and dementia provision, the number of people over 65 with dementia is forecast to reach 2,369 by 2030. Southwark has seen an overall reduction of 46% of care home and dementia places since 2011 - an additional or improved 867 care beds are required by 2029.

Mitigating actions to be taken

LB Southwark subscribes to the criteria for new accessible housing development laid out in the London Plan which in summary states that 90% of new housing should meet Building Regulation requirement M4 (2) 'accessible and adaptable dwellings' and that 10% should meet Building Regulation requirement M4 (3) 'wheelchair user dwellings', i.e. is designed to be wheelchair accessible, or easily adaptable for residents who are wheelchair users.

At this stage, we do not know how many disabled people (physically, with learning disabilities, or both) and people with chronic illnesses will be affected by housing developments. Implementation of the strategy will need to ensure a consistent approach for these groups. However, we will be monitoring the number of homes with provision for those with other specialist needs such as other physical disabilities, mental health issues, learning disabilities, vulnerable young people, older people, etc. We will also carry out an assessment on the local care needs to understand the burden of dementia and homes needed to become an age friendly

We will monitor the implementation of key actions in our new housing strategy action plan. Work streams, such as the development of 11,000 new homes, are subject to detailed programmes of resident engagement and reports to Cabinet, which will include

equality assessments.

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

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

People in the process of gender reassignment can face discrimination in local communities. Providing more, better quality housing will benefit all communities in Southwark, irrespective of their gender, which will be positive for this group. Again under principle 3 (security), the strategy can work towards linking with community organisations that seek to support people undergoing gender reassignment, and towards reducing prejudice and stigma in the community.

There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.

Equality information on which above analysis is based.

Currently there are no standard national sources of transgender statistics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.

Mitigating actions to be taken

The impact of the housing strategy on transgender people is likely to be low, and under principle 3 (security), the strategy encourages linked services, helping the affected group to access services. Therefore, we do not expect mitigating action to be required at this stage of research, however, the needs of an ageing LGBT population will need to be considered.

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 favorably 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.)**

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

Providing more, better quality housing will benefit all communities in Southwark, irrespective of their relationship status. Same-sex couples may be discriminated against in the private rented sector and in some local communities. Once more, principle 3 (security) of the housing strategy will work towards supporting all residents regardless of their marital status to access support and services, which can help to reduce discrimination in the community.

Equality information on which above analysis is based

Again, the extent of discrimination against same-sex couples in the private rented sector is unknown; however, there are still incidents of homophobia in some parts of the community. Southwark has a higher share of LGBT population than other boroughs, which means that potentially more people may be affected.

Mitigating actions to be taken

None at this stage.

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

The housing strategy seeks to support families, and this includes support during paternity and maternity. Principle 3 (security) can serve to build services close to where people are during implementation phase. Principle 2 (quality), also supports this group by giving children the best start in life. We therefore expect there to be a positive impact on this group.

Equality information on which above analysis is based

There is evidence that housing quality, including overcrowding, can have detrimental impact on maternal and child health during pregnancy and the newborn.

Mitigating actions to be taken

None 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

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

Policies to increase the supply of family sized homes and encourage downsizing by under-occupiers will benefit overcrowded households, amongst whom black and minority ethnic households (BME) are over-represented. Southwark has the 6th highest number of overcrowded households in England and Wales (2011 census).

The proportion of people in the social housing sector who are BME is greater than their representation in the borough as a whole. This population group may be disproportionately affected by any regeneration that targets areas with higher concentrations of social housing. The Council is therefore mindful of the impact of any such schemes on communities and it has listened to the feedback from residents who have been affected by regeneration and renewal programmes in the past to help inform future delivery.

As one of the most diverse boroughs in the country, the council is intent on joining the support for BAME residents to tackle racism and achieve equality. It has therefore launched "Southwark Stands Together". The process started with a series of listening events over the course of summer 2020. The outputs from these events fed into a report and recommendations adopted by Cabinet will help to inform targeted actions, any housing related actions will be picked up in the Housing Strategy Action Plan.

When the Housing Strategy was discussed with the Equalities and Human Rights Panel on the 13th October 2020 they mentioned a Southwark Legal Advice Network report on disrepair in rented accommodation in Southwark produced in February 2020. This had raised issues about the proportion of tenants with disrepair issues who do not fall into the White and White other categories increasing across all three sectors (council, housing association and private rented). The commitments in the housing strategy should have a positive impact in relation to improving disrepair in all sectors, but the information has been shared with the relevant service leads so this can be explored in more detail.

As part of the consultation on the housing strategy, the Southwark Traveller Action Group (STAG) submitted a very detailed response. It stated that

"Romani Gypsies and Irish Travellers are recognised as separate ethnic groups who are protected minorities under the Equality Act 2010. As a result, in its actions towards them local authorities must ensure that they comply with their responsibilities under this legislation, including: the public sector equality duty under section 149; the prohibition against direct discrimination under section 13; and the prohibition against indirect discrimination under section 19."

"Communities Minister, Lord Bourne recently stated that: "Gypsy, Roma and Traveller communities continue to face some of the steepest challenges in society." 1 The recent ten-year update of the Marmot Review of Health Inequalities in England reports that

¹ <https://www.gov.uk/government/news/new-national-strategy-to-tackle-gypsy-roma-and-traveller-inequalities> [accessed 4th March 2020]

“some groups, notably individuals identifying as Gypsy or Irish Traveller,.....stand out as having poor health across a range of indicators”.² The Equality & Human Rights Commission also provide evidence that “the lack of suitable, secure accommodation underpins many of the inequalities that Gypsy and Traveller communities experience.”³ This provides evidence that the health outcomes of Gypsy, Roma and Traveller communities are already disproportionately poor and that this is often related to their accommodation.”

The STAG response highlighted many issues in relation to gypsies and travellers, including protecting existing gypsy and traveller pitches, planning for the need for new pitches, issues where gypsies and travellers are living in bricks and mortar against their will, and issues with the supply of transit pitches.

The housing strategy has been updated to include commitments around gypsy and traveller sites and pitches as follows:

- The New Southwark Plan safeguards the borough’s four existing Gypsy and Traveller sites where there is an identified need, and makes provision for the identification of new sites to meet any identified need for additional Gypsy and Traveller accommodation. A more detailed action plan is being developed specifically to respond to the needs of the gypsy and traveller community.

Note - The Equalities Assessment of the New Southwark Plan was updated in July 2020. Please see the following link for further information.

<https://www.southwark.gov.uk/assets/attach/14360/EIP76B-Full-Equalities-Impact-Assessment-Updated-July-2020-.pdf>

- Continuing on our improvements to our gypsy and travellers sites to ensure high standards including being safe, secure and of adequate size, and particularly focusing on improving fire safety.

Many of the other improvements included in the housing strategy would also benefit gypsy and travellers who are living within bricks and mortar, such as improvements to the quality of homes, and improving repairs, and the ambitions to be more than a landlord connecting up residents with other services they may require.

Equality information on which above analysis is based

Southwark has a very ethnically diverse population. According to the 2011 census, there are significant variations in ethnicity by tenure, with 38% of White households, 34% of Asian households and 17% of Black households are housed in owner occupied homes. 35% of White households live in social rented homes, compared with 70% of Black households and 29% of Asian households. The borough also has emerging Latin American and Eastern European communities.

Mitigating actions to be taken

As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This approach will take account of residents’ specific needs. There will also be a specific engagement process on an estate by estate basis. These engagement

² The Institute of Health Equity (2020) Health Equity in England: the Marmot Review 10 Years On.

³ <https://www.equalityhumanrights.com/en/publication-download/research-report-12-inequalities-experienced-gypsy-and-traveller-communities> [accessed 4th March 2020]

processes will take into account issues such as the ethnic mix on an estate where regeneration and /or improvements are planned.

Any required actions related to housing from the Southwark Stands Together will be picked up in the Housing Strategy Action Plan in this or future years as required.

Any required mitigating actions from any further equalities assessment on the New Southwark Plan will be included in the housing strategy action plan as required.

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.

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

We expect the housing strategy to have a positive impact on religion and belief, as providing more, better quality housing will benefit all communities in Southwark, irrespective of their religion or belief status.

Southwark's hate crime strategy seeks to address harassment and crime on religious or belief grounds, and Principle 3 (security) gives management of estates a remit to address any incidences occurring in council's property as well.

Equality information on which above analysis is based

No specific data is available.

Mitigating actions to be taken

As part of the 11,000 new homes and housing investment work streams, there is a very detailed resident engagement process in place, as set out in the Charter of Principles. This will take account of residents' specific needs. There will also be a specific engagement process and an equality assessment of the planned Local Lettings Policy for the 11,000 new homes.

Sex - A man or a woman.

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

The housing strategy aims to increase the supply of housing across all tenures which will benefit both genders. While women-headed households are likely to earn less over the duration of their life-times, the housing strategy includes measures for the provision of housing for those on a range of incomes, including 11,000 new council homes on target rents.

Equality information on which above analysis is based

No specific data is available.

Mitigating actions to be taken

None at this stage.

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

Providing more, better quality housing will benefit all communities in Southwark, irrespective of their sexual orientation.

For risks of discrimination in the private rental sector and in the community, and mitigating actions, please see evidence in "marriage and civil partnerships".

There may be additional issues around the needs of the ageing LGBT population, especially those living with HIV. As the housing strategy is age-friendly, implementation will consider the needs of this population.

Please also refer to the section on 'marriage and civil partnerships

Equality information on which above analysis is based

For evidence on an ageing LGBT population and those living with HIV/AIDS, please see: <http://www.tht.org.uk/myhiv/Your-rights/Ageing/50-plus>

Mitigating actions to be taken

None at this 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

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

We do not expect the housing strategy to have an impact on human rights.

Information on which above analysis is based

None.

Mitigating actions to be taken

None at this stage.