



**Statement of Community Involvement**  
**Equalities Impact Assessment**  
**November 2021**

## Guidance notes

### Things to remember:

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 effect 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/departmental/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

<b>Proposed policy/decision/business plan to which this equality analysis relates</b>		Statement of Community Involvement 2021			
<b>Equality analysis author</b>		Tom Buttrick			
<b>Director</b>		Stephen Platts			
<b>Department</b>		Planning Policy	<b>Division</b>	Chief Executive	
<b>Date of analysis</b>		November 2021			
<b>Sign-off</b>	Laura Hills	<b>Position</b>	Planning Policy Manager	<b>Date</b>	25 November 2021

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

<b>Brief description of policy/decision/business plan</b>
<p>The Statement of Community Involvement (SCI) is an important planning document that defines how and when local residents, community groups and stakeholders can be involved in the planning process; both when we write new planning policy documents and when we consult on planning applications for new development. The SCI:</p> <ul style="list-style-type: none"> <li>• Puts people at the centre of the engagement process and help to build strong relationships</li> <li>• Make things simpler and make sure people have a better experience when getting involved in planning matters</li> <li>• Gives details about the opportunities you have to help make plans, policies and decisions that can affect your community and where you live</li> <li>• Outlines our commitment to you and sets out how we will deliver the values in the New Approach to Community Engagement</li> </ul> <p>The Development Consultation Charter (DCC) forms part of the SCI. It explains what engagement applicants and developers are expected to carry out for larger scale developments (large scale is anything over 10 homes or above 3,500sqm commercial floorspace). The Charter provides the developer with guidance on how to engage effectively before, design and after the submission of a planning application</p> <p>The DCC:</p> <ul style="list-style-type: none"> <li>• Helps developers understand community need</li> <li>• Provides clear guidelines for consultation</li> <li>• Explains how community feedback will be used in evolving the proposal</li> </ul>

- Signposts templates for Engagement plans and Summaries

### Section 3: Service users and stakeholders

Service users and stakeholders	
<b>Key users of the department or service</b>	Members of the public; Developers; Local Authorities; 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; Chief Executive Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department.
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Members of the public; Housing Associations; Local Authorities Environment and Leisure Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Chief Executive Department.

### Section 4a: Summary of EQIA

The SCI is the council's framework for consultation and engagement through the Planning process. Its successful implementation will ensure that the process better addresses the needs of those in the borough, especially those with protected characteristics. There are no direct health and wellbeing implications of the SCI or Development Consultation Charter, but the documents encourage the consideration of the public, and their needs which includes health and wellbeing implications of plan-making and development.

## 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 also given special consideration, as it is the council’s declared intention to reduce health inequalities in the borough.

<p><b>Age</b> - 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).</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p><b>SCI</b>            The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics.</p> <p>There are no foreseen negative impacts to people based on their Age.</p> <p>The SCI has been updated to include information on how people can expect to be consulted when face-to-face engagement is not possible – this will require a greater emphasis on digital engagement. Feedback received during the last stage of consultation suggests that older people may not have access to or have the skills necessary for digital engagement.</p>	<p><b>SCI</b>            There are no positive or negative health impacts identified for the above protected characteristic and the SCI.</p>

<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>With regard to age, Southwark has a young population with 40% of the population aged 20-39. It is also recognised that there has often been a challenge around engagement particularly from young people (under 24), but also people under 45 who form a high percentage of the population. Digital consultation may help to extend our reach into the community and expand the range of people who engage with planning.</p> <p>Comments made at consultation events suggest that older residents may not have digital skills or have access to the internet and those that do often do not know how to use it. Therefore the internet should not be the only way people can find out about consultations or get involved. The council must ensure that that all residents, regardless of age, are able to access consultation, there are alternatives to online consultation.</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</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>The SCI is clear that a digital only approach is only acceptable in exceptional circumstances. The SCI clearly sets out alternatives to digital consultation and communications to facilitate those who may not have access to the internet. It is important to ensure that all Consultation Plans in the future can demonstrate that there are alternatives to digital engagement to ensure as many people as possible can get involved in a consultation as set out in the SCI.</p>	

Individual Consultation Plans on different projects will set out how consultation will take place, how any negative impacts on any equalities group will be mitigated against, and follow the council's Approach to Community Engagement

**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)**

**SCI**

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.

Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. The SCI ensures that consultation events will be accessible to all.

The SCI has been updated to include information on how people can expect to be consulted when face-to-face engagement is not possible – this will require a greater emphasis on digital engagement. This may have a potential impact on how those with certain disabilities can engage.

The SCI is clear that a digital only approach is only acceptable in exceptional circumstances – individual Consultation Plans on different projects will set out how this will happen and how any negative impacts on any equalities group will be mitigated.

**SCI**

There are no positive or negative health impacts identified for the above protected characteristic and the SCI.



<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics, including disability.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>In the 2011 census about 13.5% of residents reported a long term condition that limited them this includes those with physical and mental disability as well as illness.</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</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>Individual Consultation Plans on different projects will set out how consultation will take place, how any negative impacts on any equalities group will be mitigated against, and follow the council's Approach to Community Engagement. As people's needs are not the same we will provide a range of options to ensure participation in consultation events. The onus will be on those carrying out the consultation to use suitable engagement materials and venues with access for everyone. We will also use a reflective approach and learn from work across other council projects around mental health.</p> <p>Where necessary the council will work with community groups, Public Health and Clinical Commissioning Group (CCG) to offer the best support around engagement when necessary</p>	

<b>Gender reassignment</b> - 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>
<p><b>SCI</b> The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on their gender.</p>	<p><b>SCI</b> There are no positive or negative health impacts identified for the above protected characteristic and the SCI.</p>
<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.	
<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.	

<p><b>Pregnancy and maternity</b> - 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>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p><b>SCI</b>  The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics. There are no foreseen negative impacts to people based on pregnancy and maternity characteristics.</p>	<p><b>SCI</b>  There are no positive or negative health impacts identified for the above protected characteristic and the SCI.</p>
<p><b>Development Consultation Charter</b>  The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b>  There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>

Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

Individual Consultation Plans on different projects will set out how consultation will take place, how any negative impacts on any equalities group will be mitigated against, and follow the council's Approach to Community Engagement

**Race** - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others

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

**Potential health impacts (positive and negative)**

**SCI**

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.

Reviewing our current approach to consultation in planning and setting out new ways of undertaking to consultation will make consultation more accessible would have a positive social impact for all, including those with protected characteristics, including race

Engagement on the SCI has aimed to reach out to people of different backgrounds. Feedback received at consultation suggests that the SCI may be too complicated for people where English is not their first language.

**SCI**

There are no positive or negative health impacts identified for the above protected characteristic and the SCI.

**Development Consultation Charter**

The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.

**Development Consultation Charter**

There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .

<p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>54.2% of Southwark's population is from White Ethnic backgrounds (which includes 39.7% from White British backgrounds) and 12.4% from White Other Ethnic backgrounds.</p> <p>45.8% of the population are from Black, Asian and minority ethnic backgrounds, nearly 27% from Black African and Caribbean backgrounds. 9.4% of people from Asian backgrounds with just over 6% from Mixed ethnic backgrounds and 3.3% from Other ethnic backgrounds.</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</p> <p>Feedback from consultation events and workshops suggested that people who do not speak English as their first language may struggle with complex language and long documents associated with planning.</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>Individual Consultation Plans on different projects will set out how consultation will take place, how any negative impacts on any equalities group will be mitigated against, and follow the council's Approach to Community Engagement. As people's needs are not the same we will provide a range of options to ensure participation in consultation events. The onus will be on those carrying out the consultation to use suitable engagement materials and venues with access for everyone.</p> <p>Engagement on the SCI has aimed to reach out to people of different backgrounds. In acknowledgment of the fact that English may not be the first language of everyone, we will ensure the council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this.</p>	

When planning a consultation event plain English and translation where necessary should be used for consultation and engagement content.

**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)**

**SCI**

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics.

There are no foreseen negative impacts to people based on their religion and belief.

Engagement on the SCI has aimed to reach out to people of different backgrounds with a specific event held for Faith communities who do not usually engage with planning although this not a problem that only people of faith experience. Feedback from this event suggested that the planning system, and by extension, the SCI is too complicated for those who have little knowledge of the planning. The council's planning website will be updated available to assist with this.

**SCI**

There are no positive or negative health impacts identified for the above protected characteristic and the SCI.

<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Census data 2011 identified the following belief make-up of the borough: 52.54% Christian; 1.35% Buddhist; 1.27% Hindu; 0.35% Jewish; 8.52% Muslim; 0.23% Sikh; 0.47% other religion; 26.74% no religion; 8.54% did not say.</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</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>Feedback from members of faith communities who do not usually engage with planning suggested that the planning system, and by extension, the SCI is too complicated for those who have little knowledge of the planning. We will ensure the council's website is easy to understand and clearly sets out how we will undertake community engagement to assist with this.</p>	

<p><b>Sex - A man or a woman.</b></p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>

<p><b>SCI</b> The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics.</p> <p>There are no foreseen negative impacts to people based on their sex.</p>	<p><b>SCI</b> There are no positive or negative health impacts identified for the above protected characteristic and the SCI.</p>
<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Census 2011 data: Female: 50.5%/ Male: 49.5%</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</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>	

**Sexual orientation** - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes



<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p><b>SCI</b> The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics.</p> <p>There are no foreseen negative impacts to people based on their sexual orientation.</p>	<p><b>SCI</b> There are no positive or negative health impacts identified for the above protected characteristic and the SCI.</p>
<p><b>Development Consultation Charter</b> The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer's must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b> There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Southwark has the second largest gay or lesbian population in London at 5% with our neighbouring borough Lambeth as the highest.</p> <p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</p> <p>Feedback from consultation events and workshops did not address issues surrounding sexual orientation.</p>	

**Mitigating actions to be taken**

We will continue to monitor and review the charter to ensure that the likelihood of negative impacts arising is minimal.

The LGTBQ Forum were specifically consulted on the SCI and will be in the future where there is a policy/project that may directly effect this community.

**Socio-economic disadvantage** – 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.

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

**Potential health impacts (positive and negative)**

**SCI**

Socio-economic disadvantage continues to be a major cause of inequality for people living in Southwark.

A person's family economic and social position can have an impact of their income, health, living conditions or occupation.

The SCI is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system. Reviewing our current approach to consultation in planning and setting out new actions to make consultation more accessible would have a positive social impact for all, including those with protected characteristics.

The SCI has been updated to include information on how people can expect to be consulted when face-to-face engagement is not possible – this will require a greater emphasis on digital engagement. This may have a potential impact on those from a lower socio-

**SCI**

There are no positive or negative health impacts identified for the above protected characteristic and the SCI.

<p>economic background who may not have access to the internet.</p>	
<p><b>Development Consultation Charter</b>  The DCC is anticipated to have positive benefits for all people living and working in Southwark and who want to get involved in the planning system.</p> <p>The Charter sets out the expected type and extent of engagement Developer’s must undertake for different types of development and the reports they must submit. By setting out these new actions and the required reports will make consultation more accessible and this would have a positive social impact for all, including those with protected characteristics.</p>	<p><b>Development Consultation Charter</b>  There are no health impacts identified for the above protected characteristic and the Development Consultation Charter .</p>
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.</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>Emphasis on digital engagement may have a potential impact on those from a lower socio-economic background who may not have access to the internet. The SCI is clear that a digital only approach is only acceptable in exceptional circumstances – individual Consultation Plans on different projects will set out how this will happen and how any negative impacts on any equalities group will be mitigated. Increasing and diversifying participation in engagement is a Council priority.</p>	

**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**

The Statement of Community Involvement and Development Consultation Charter aligns with the council's Approach to Community Engagement document used throughout the council that is considerate of the Human Rights Act.

**Information on which above analysis is based**

Further information of the Southwark profile for the above protected characteristic is provided in Appendix 1 of the EQIA for the SCI - Supporting Datasets.

**Mitigating actions to be taken**

We will continue to monitor and review the implementation and use of Statement of Community Involvement and Developer Consultation Charters to ensure that the likelihood of negative impacts arising is minimal.

## Appendix 1: Supporting Datasets

The data below sets out the need in the borough and the number of people with these protected characteristics. It provides evidence for who is impacted by the Statement of Community Involvement and Development Consultation Charter . These are taken from the JSNA data held by public health and a range of other sources national and regional sources of data.

The table identifies where do have data, and the places we would want to have more specific equalities data, but either the data is unavailable and difficult to locate or it is unobtainable due to the nature of the protected characteristic and process of obtaining that data.

Dataset										
Southwark Profile	Age	Disability	Sex	Gender Reassignment	Marriage and Civil Partnership	Race and ethnicity	Religion and belief	Pregnancy and maternity	Socio-economic disadvantage	Sexual Orientation
Statement of Community Involvement  Southwark Profile	The council has support available for homecare for the elderly and independent living and residential care.  In 2018, 17.31% of the population in Southwark were over 60. In the same year, 22.56% of the	Approximately just over 15,000 residents in Southwark are considered to have a disability. <sup>4</sup>  In 2016, 1550 people in Southwark were claiming benefits as a disabled person <sup>5</sup> .	<b>Percentage of residents in the borough broken down by sex</b> In Southwark in 2018, there were 158,418 men and 158,838 living in Southwark <sup>6</sup> .  <b>Crime rate per protected characteristic-</b>	<b>Percentage of residents in the borough broken down by gender reassignment –</b> <i>Data unavailable</i>  <b>Crime rate per protected characteristic-</b> Transgender hate <a href="https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/">https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/</a>	Not available	Under the Equality Act 2010, outside of the PPTS planning definition, we recognise Gypsy and Travellers as an ethnicity. We have acknowledged this in our EQIA.  <b>Percentage of residents in the</b>	<b>Percentage of residents in the borough broken down by Religion</b> <sup>11</sup>	Those who are pregnant or who live with and are responsible for a child <sup>12</sup> .  Percentage of residents in the borough who are pregnant or have infant children <sup>13</sup> .  <b>Number of community uses accessed by pregnant women</b>	Southwark Council has committed to delivering 11,000 new homes by 2043 <sup>14</sup> .  The average house price in Southwark was £476,597 in 2019 <sup>15</sup> .  Southwark residents have the spend around 15.19 times annual earnings on purchasing a home <sup>16</sup>	<b>Percentage of residents in the borough broken down by sexual orientation</b> <sup>18</sup>  The Southwark LGBTQ+ Community Consultation 2018-2019 report sets out the findings of a survey designed to assess the experience of LGBTQ+ people in the borough of health and wellbeing,

<sup>4</sup> data set DWP- 2019 PIP & DLA figures

<sup>5</sup> <https://www.nomisweb.co.uk/reports/lmp/la/1946157256/report.aspx?town=southwark#tabempunemp>

<sup>6</sup> <https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/12/gid/1938133228/pat/6/par/E12000007/ati/102/are/E09000028/iid/93203/age/174/sex/4>

<sup>11</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<sup>12</sup> <https://www.southwarkhomesearch.org.uk/Data/Pub/PublicWebsite/ImageLibrary/3889%20-%20Soutwark%20Allocations%20Policy.pdf>

<sup>13</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<sup>14</sup> <https://www.southwark.gov.uk/housing/housing-strategy>

<sup>15</sup> Housing in London 2019 Tables, Greater London Authority

<sup>16</sup> NOMIS – Official Labour Market Statistics; price to residence-based earnings ratio, Office for National Statistics.

<sup>18</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<p>population were 19 and under<sup>1</sup>  <b>Percentage of residents in the borough broken down by age-</b>  Southwark's average age is 33.1 years<sup>2</sup>. In 2018, the percentage 16-17 year olds not in education, employment or training (NEET) or whose activity is not known, is higher than the national average at 8.7%. This is amongst the highest percentages in London.<sup>3</sup></p>			<p>Domestic abuse  <a href="https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/">https://www.met.police.uk/sd/stats-and-data/met/hate-crime-dashboard/</a></p>	<p>The Southwark LGBTQ+ Community Consultation 2018-2019 report sets out the findings of a survey designed to assess the experience of LGBTQ+ people in the borough of health and wellbeing, socialising and community safety. It makes recommendations for health and social care providers, Southwark police and voluntary organisations to improve this experience<sup>7</sup>.<sup>8</sup></p> <p><b>Number of community uses accessed by gender reassignment</b> – Currently there are no standard</p>		<p><b>borough broken down by race</b> – In 2016 it was estimated that just over half (54%) of Southwark's population is of white ethnicity, a quarter (25%) black and a third of Asian (11%) or other (10%) ethnicities.</p> <p>Census data in 2011 shows 54,2% of the population of Southwark ARE White, 26.9% are Black, 9.4% ARE Asian and 6.2% are Mixed and 3.3% are Other.</p> <p>66% of the under-20 population is from black and minority ethnic communities<sup>9</sup>.</p>		<p><b>or women who have infant children</b> – Currently there is no specific data held on the community groups that pregnant women access. However it is acknowledged that the total number of babies born in Southwark has been decreasing year on year since 2010. There were just under 4,400 live births in 2017, down from over 5,100 in 2010. The decline in the fertility rate in Southwark is seen across all age groups, but particularly among younger women. The average age of mothers having their first child in Southwark is 32.8 years, compared to</p>	<p><b>Amount of residents per ward in deprived areas<sup>17</sup></b></p>	<p>socialising and community safety. It makes recommendations for health and social care providers, Southwark police and voluntary organisations to improve this experience<sup>19</sup>.</p>
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<sup>1</sup> <https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/12/gid/1938133222/pat/6/par/E12000007/ati/102/are/E09000028>

<sup>2</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<sup>3</sup> <https://fingertips.phe.org.uk/profile/child-health-profiles/data#page/7/gid/1938133228/pat/6/par/E12000007/ati/102/are/E09000028/iid/93203/age/174/sex/4>

<sup>7</sup> [https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19\\_Final.pdf](https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19_Final.pdf)

<sup>8</sup> [https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19\\_Final.pdf](https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19_Final.pdf)

<sup>9</sup> <http://moderngov.southwark.gov.uk/documents/s72803/Appendix%201%20Best%20start%20in%20life%20Southwark%20school%20standards%20report%202017.pdf>

<sup>17</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>

<sup>19</sup> [https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19\\_Final.pdf](https://communitysouthwark.org/sites/default/files/images/Southwark%20LGBTQ%2B%20Community%20Consultation%202018-19_Final.pdf)

				sources of transgender statistics, nor is there standard data on the use of health services or referrals to gender identity clinics. However, GIRES (the Gender Identity Research and Education Society) estimate that 0.6-1% of the population may experience gender dysphoria.		<b>Percentage of residents in the borough broken down by race<sup>10</sup></b>		30.5 years in England.		
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\*data unavailable – data is not held on these characteristics currently and is difficult to obtain at a borough-wide level. Southwark Council is aware of the needs of these characteristics but there is a gap in specific quantitative data. This data in some cases is unobtainable.

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<sup>10</sup> <https://www.southwark.gov.uk/health-and-wellbeing/public-health/health-and-wellbeing-in-southwark-jsna/southwark-profile>