



# EQUALITIES ANALYSIS IN LAMBETH

March 2018

## Why complete Equality analysis?

There are **3 main reasons** why we carry out equality analysis:

**Legal obligations:** We have a statutory duty under the Equalities Act 2010 to consider how we can positively contribute to building a fairer society by advancing equality and good relations between communities in our day to day activities. Equality analysis helps organisations to consider whether a proposed decision or policy will help to advance equality, or not. It may also reveal whether there could be direct or indirect discrimination as a result of the decision.

**Good policy-making:** It is good practice for public services to think through in detail what impact a planned change might have before we implement it. An EIA is a tool to do this

**Transparency:** We are committed as an organisation to be transparent in our decision-making. This is good governance, and allows for accountability. EIAs provide vital information to the public on how decisions are taken.

## What is an Equality Impact Assessment?

An **Equality Impact Assessment** provides vital information and analysis on the potential impact of policies or decisions on people who share as **'protected characteristics'** as described by the **Equality Act 2010\***. In Lambeth we also consider the impact of decisions on health, socio-economic factors, and language.

The EIA should also explore whether the policy or decision affects our statutory duty to advance equality of opportunity and foster good relations between communities.

In England, public bodies are not legally required to complete EIAs, but the courts place a lot of emphasis on the existence of some form of documentary evidence of compliance with the Public Sector Equality Duty when determining judicial review cases. Having an EIA as part of the report which goes to decision makers, and reference to the EIA within the report helps to demonstrate that we have considered our Public Sector Equality Duty and given 'due regard' to the effects the decision will have on different groups.

**Read for more** information on the Equality Act, Public Sector Equality Duty and definitions.

## When to do an Equality Impact Assessment.

It is important to start early. Your equalities analysis should commence when you are developing your proposal i.e. policy/decision. This analysis should inform its development. The Equalities Act requires that equalities analysis is considered before (known as 'anticipatory duty') and during decision making. It cannot be completed after the decision. The full impact of a proposal may only be known after the proposals have been implemented; therefore it is important the effective monitoring is in place to assess the impact. Your analysis and EIA form should be completed and updated as the policy / decision progresses and reviewed after policies or change have been put in place. Where your equality analysis reveals that 'specific actions' are required to address potential impact, these actions should be clearly identifiable within any implementation or service plans

## What happens if I don't complete one or it is not comprehensive?

At the most basic level, we will have missed the opportunity to make improvements to services so they better meet the needs of customers. From a legal perspective, if we were subject to a judicial review, a court will expect some form of written evidence to show we have fulfilled our responsibility under the Public Sector Equality Duty detailed above. It is also important that any reports or information going to anyone needing to take decisions, refers to your equalities analysis so they can consider it in their decision. The proforma includes guidance as well as helpful prompts to assist you when completing your analysis. If you require any further help please email: [equalities@lambeth.gov.uk](mailto:equalities@lambeth.gov.uk)

## EQUALITY ANALYSIS PROFORMA

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### Please insert the title of the proposal

Application to re-designate the South Bank and Waterloo Neighbourhood Forum.

### Q1.What is changing?

South Bank and Waterloo Neighbours (SoWN) was designated as a neighbourhood forum by Lambeth on 10 February 2014. The South Bank and Waterloo neighbourhood area was designated at the same time and crosses the borough with the London Borough of Southwark. A neighbourhood forum designation expires after 5 years and the SoWN designation will expire on 10 February 2019.

An application was received from SoWN to re-designate the neighbourhood forum in November 2018. The application was publicised by Lambeth for a period of seven weeks from 23 November 2018 to 11 January 2019 in accordance with the Neighbourhood Planning (General) Regulations 2012.

A decision on whether to re-designate the neighbourhood forum is now required by both Lambeth and Southwark. Each authority must make a decision about the neighbourhood forum and this decision must be made by each authority within 20 weeks of the start date of the publication period.

A neighbourhood forum must demonstrate that they meet the conditions contained in Section 61F(5) of the Town and Country Planning Act 1990. These conditions are as follows:

- a) The neighbourhood forum is established for the express purpose of promoting or improving the social, economic and environmental well-being of an area that consists of or includes the neighbourhood area concerned;
- b) Its membership is open to:
  - i) Individuals who live in the neighbourhood area concerned,
  - ii) Individuals who work there, and
  - iii) Individuals who are elected members of a county council, district council or London borough council any of whose area falls within the neighbourhood area concerned;
- c) Its membership includes a minimum of 21 individuals each of whom
  - i) Lives in the neighbourhood area concerned,
  - ii) Works there, or
  - iii) Is an elected member of a county council, district council or London borough council any of whose area falls within the neighbourhood area concerned; and
- d) It has a written constitution.

SoWN's original application for the neighbourhood forum designation in 2014, contained a list of 144 members of the proposed neighbourhood forum. Paragraph 2.16 of the Cabinet decision on the forum designation sets out that this list comprised of "a number of small to large businesses representatives such as Oxo Tower, South Bank Employers' Group, Park Plaza Hotel, Network Rail and London Duck Tours. The forum also includes representatives of Octavia Hill Tenants and Residents Association (TRA), Webber & Quentin TRA, Matheson Lang Gardens TRA and New Cut Housing TRA and representatives of public sector organisations and major local employers such as King's College London, National Theatre, ITV, Southbank Centre, LeSoCo, Waterloo BID, Coin Street Community Builders, Waterloo Action Centre and South Bank Employer's Group. Other members of the forum include the Bangladeshi Community Group, Councillor Peter Truesdale (Bishops Ward), Councillor David Noakes (Southwark) and a number of residents who live and work in the area". The report concluded that the

neighbourhood forum is well represented by businesses, organisations, employees and residents in the South Bank and Waterloo area and the Forum has made a conscious attempt to include representatives from different parts of the Area and from different organisations and community groups located in the Area.

The application for the re-designation of the neighbourhood forum contains a list of 24 members of the steering group and included residents, workers and an elected councillor. Representatives include the Soft Room, Park Plaza Hotels, Network Rail, South Bank Centre, National Theatre, Nagan Johnson, South Bank Employers' Group, Coin Street Community Builders, Morley College, Jubilee Gardens Trust Westminster Kitchen, Waterloo Action Centre, St John's Church, New Cut Housing Coop and Octavia Hill Residents Association. 11 members of the steering group were in the original list of 144 members designated in 2014.

SoWN have provided demographic information for their list of 24 members:

- 21% of the members are women
- 12.% of the members are BME
- 29% of members are over the age over 65
- None of the members identify themselves as having a disability
- 8% of members are LGBTQ
- 17% of members are from a faith group

The neighbourhood forum's application also states that the neighbourhood forum has over 400 members and its clear commitment to diversity, character and inclusivity of the area is reflected both in the Forum's constitution and its practice. It states care has been taken to ensure that members are drawn from across the area, the socio-economic spectrum and the range of ethnicities, ages, faith groups and others in the South Bank and Waterloo area.

If designated, the neighbourhood forum will continue to lead on the preparation of a neighbourhood plan for a neighbourhood area.

### **Q1.b Who will be involved in approving this decision?**

Councillor Matthew Bennett, Cabinet Member Planning, Investment and New Homes

### **Q2.What do we know about the people who will be impacted by this change?**

The draft South Bank and Waterloo Neighbourhood Plan contains demographic data about the neighbourhood area (Appendix 7 – Area data).

- The neighbourhood area has a resident population of 9,656.
- The resident population is 47.9% female and 52.1% male.
- The mean age of the neighbourhood area population is 35 years – 25.1% of the population is age 30 to 44.
- 59% of the neighbourhood area's population is 'White'. The second largest ethnic group is 'Asian/ Asian British' at 18% of the neighbourhood area's population. 14% of the population are 'Black/ African/ Caribbean/ Black British'.
- The area has 4,554 households. The largest number of households live in 'Households rented from private landlord or letting agency' (30%) and the second largest live in 'Households rented from other social landlords' (24%).
- In terms of employment, 20.35% of residents aged 16-74 are in 'Lower managerial, administrative and professional' roles. The second largest group are 'Not classified' which includes full time students and economically inactive people, followed by 'Higher managerial, administrative and professional' roles.

- 43% of the neighbourhood area’s residents have Level 4 qualifications and above compared to 27% in England as a whole. 13% of residents have no qualifications compared to 22% in England as whole.
- The majority of residents identify as being in ‘very good health’ or ‘good health’.

A total of 23 representations were received by Lambeth during the consultation. Of these, 18 are in support of the application to re-designate the neighbourhood forum. The Port of London Authority, Transport for London and Highways England offered no comments on the application and Historic England (Historic Places) stated they are content for the re-designated to be determined by the Council as they see fit, on the advice of their own specialist staff. Natural England provided advice on how neighbourhood plans should consider the natural environment. However, none of the responses raised any equalities issues in relation to the application and there were no objections to the re-designation.

**Q2b. How will they be impacted by the change?**

The impact of the re-designation of the SoWN neighbourhood forum is considered to be neutral. It is considered that the membership of the proposed neighbourhood forum broadly reflects the neighbourhood area. In addition, SoWN’s written constitution sets out membership of the neighbourhood forum is “open to anyone who lives or works in the South Bank & Waterloo Neighbourhood area and is interested in furthering its purposes” and “membership shall be open, irrespective of sex, gender, sexual orientation, nationality, age, disability, and race or of political, religious or other opinions”. This open membership means that, in principle, there should be no impact on protected characteristics as those who wish to participate in the activities of the neighbourhood forum should be able to do so regardless of their protected characteristics.

**Q3a. How do you plan to promote and deliver any positive impacts of the proposal?**

The contact details of one member of the proposed neighbourhood area will be available on the council’s website. This may assist prospective members from the neighbourhood area in contacting the neighbourhood forum to find out more about its activities and to become involved. The website will also be updated with information as the neighbourhood plan progresses through the neighbourhood plan-making process.

**Q3b. How do you plan to address and mitigate any negative impacts of the proposal?**

No negative impacts have been identified.

**Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?**

An EIA will be undertaken by the planning policy on any draft neighbourhood plan produced by the neighbourhood forum before making a decision on whether the draft neighbourhood plan should proceed to referendum.

**Section to be completed by Sponsor/Director/Head of Service**

Outcome of equality impact assessment *[Select as appropriate – see guidance notes]*

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Unlawful in/direct discrimination, stop and rethink

**Comments from Sponsor/Director/Head of Service**

*[Please review and Insert any comments prior to sign off here]*

**Sponsor/Director/Head of Service**

Rob Bristow 23/1/2019