

Appendix



Single Equality Framework

2020-24

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What is the Single Equality Framework?

The Single Equality Framework is a strategic tool used to assess how the Council promotes equality and fairness through the performance of its functions and the provision of services. The Framework is comprised of five objectives, six prisms and a data digest. The objectives and prisms are a mechanism through which we can assess the rationale and impact of our decisions before making them and ensure effective monitoring and outcome measurement thereafter. By applying this framework, the Council will also be able to determine what reasonable steps it might take to mitigate any negative impacts that might arise from the performance of its functions.

Equality objectives

In total there are five equality objectives, which set out the aims and aspirations of the Council over the lifetime of this Framework. The expectation is that the objectives are reflected in the way in which the Council conducts its business, makes decisions and provides services.

Equality prisms

The objectives are complemented by six equality prisms. The prisms are questions that should be considered when making judgements about equality implications. The questions are intended to help the Council to better understand the type and severity of equality risk, before making decisions.

Data digest

A data digest will be published alongside this Framework. The data digest brings together available information that has been captured across each of the nine characteristics protected under the Equality Act 2010. The digest will be reviewed and updated annually with new information, as and when this becomes available.

“The Single Equality Framework is a strategic tool used to assess how the Council promotes equality and fairness through the performance of its functions and provision of services.”

What is the context?

Why does equality matter?

Why should we care?

As a public body, the Council's primary role is to promote the social, economic and environmental well-being of the borough. In doing so, the Council recognises that we serve a diverse population, where not everyone has access to the same opportunity and where many face significant disadvantage. As such it is essential that the Council stewards public resources and performs its functions in a way that is demonstrably fair, equitable and responsive to need. Fundamentally, therefore, equality matters because it is the right thing to do.

What does this mean in practical terms?

In practical terms tackling inequality and promoting equality means that we have to understand how the Council's policies, strategies and decisions affect the borough's diverse communities. In some instances, based on information that we have available, we may need to do things differently; if by doing so we can help those facing the greatest disadvantage. However, at all times it means that we must remain sensitive to the changing needs of our residents and vigilant to any emerging risks.

What are we trying to achieve?

We want to assure ourselves that the Council's decisions and actions continue to make a meaningful contribution towards improving life chances for our residents, particularly those facing the most challenging circumstances. We also want to ensure that every resident, irrespective of their background or life experience, is able to recognise themselves in the goal of equality for all. This is because you do not always need first hand experience of inequality to understand its negative impact on society. As such, we believe that tackling inequality is not just the responsibility of the Council— it is the responsibility of every single resident. We all have an important part to play.

“...our ambition is for every resident irrespective of their background or life experience to recognise themselves in the goal of equality for all.”

It is the law: Equality Act 2010

What is the Public Sector Equality Duty?

The Public Sector Equality Duty (PSED) is a provision in the Equality Act 2010. The PSED sets out that, when public authorities carry out their functions, the Equality Act says they must have **due regard** or think about the need to:

eliminate **unlawful discrimination**

advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic

foster or **encourage good relations** between people who share a protected characteristic and those who do not share that characteristic

Having due regard means public authorities must consciously consider or think about the need to do the three things set out in the public sector equality duty. As appropriate it is for the courts to decide if a public authority has done enough to comply with the duty.

What are the protected characteristics?

The term 'protected characteristic' is used to describe the various groups that are afforded protection under the provisions of the Equality Act 2010. These groups are set out below:

Age

Disability

Gender re-assignment

Marriage and Civil Partnership

Pregnancy and maternity

Race

Religion or Belief

Sex

Sexual orientation

It is integral to Lewisham's Corporate Strategy

The Single Equality Framework is a delivery vehicle for Lewisham's Corporate Strategy priorities and commitments. In particular it helps the Council to ensure that all of the various activities that are geared towards the delivery of the Corporate Strategy [eg: policy, strategy, planning, service design and resourcing decisions] are equality proofed. It also helps to ensure that, where there are gaps in the Council's knowledge, careful and thoughtful analysis can be undertaken, ahead of time, to identify risks and any mitigating action that needs to be taken.



below the
London Living
Wage

3%

Gender Breakdown

Male **49%** Female **51%**

Percentage of all children
in low income households

22.7%

Ethnicity

White **54%** BAME **46%**

Residents who
are EU national

8%

Jobless
households

1%

Lone parent
households with
dependent children

4.3%

Population of Lewisham

303,500

Religion or belief

64%

Residents with
qualifications

5%

Identify as LGB

4%

Working age (16-64)

70%

Age breakdown

0-19 **25%** 65 plus **10%**

Marriage/ Civil
Partnership

33%

Living with
disability

15%

Prevalence of
diabetes at Year 6

4%

Average life
expectancy (years)

Male

79.0

Female

83.7

Total employee jobs

Full time

62%

Part time

38%

Gross weekly pay
(place of residence)

Male

£707

Female

£598

Residents of
various
nationalities
in Lewisham

70%

Children
looked After

70

Estimated diabetes
diagnosis rate

64%

Households with children
in temporary
accommodation

1,838

Schools population of
BME heritage

77%

Language
spoken in
borough

17

Physically active
adults

2%

Proportion of fuel poor
households

11%

Children claiming
Free School Meals

7,062

Emergency food
parcels supplied (April
to September 2019)

Adults

2,773

Children

1,539

English is not
main language

20%

The English indices of multiple deprivation

Income deprivation

Lewisham ranks 50th out of 326 local authorities nationally

ranked 50th in 2015 [1 equals high deprivation]

Employment adults

Lewisham ranks 99th out of 326 local authorities nationally

ranked 80th in 2015 [1 equals high deprivation]

Education, skills and training

Lewisham ranks 239th out of 326 local authorities nationally

ranked 229th in 2015 [1 equals high deprivation]

Health and disability

Lewisham ranks 120th out of 326 local authorities nationally

ranked 103rd in 2015 [1 equals high deprivation]

Overall Lewisham ranks **63rd out of 326** local authority areas for relative deprivation nationally

ranked 48th in 2015 [1 equals high deprivation]

Crime and disorder deprivation

Lewisham ranks 57th out of 326 local authorities nationally

ranked 14th in 2015 [1 equals high deprivation]

Barriers to housing and services

Lewisham ranks 13th out of 326 local authorities nationally

ranked 5th in 2015 [1 equals high deprivation]

Living environment

Lewisham ranks 20th out of 326 local authorities nationally

ranked 27th in 2015 [1 equals high deprivation]

Income deprivation affecting children

Lewisham ranks 37th out of 326 local authorities nationally

ranked 19th in 2015 [1 equals high deprivation]

What are Lewisham's equality objectives?

Five equality objectives

The Single Equality Framework is the vehicle used to promote the Council's equality objectives. The objectives themselves reflect the aspiration we have for a borough where all those who live, work and use services within it, are treated with dignity and respect. We believe that it is important that every resident, regardless of their background, is able to recognise themselves and others, in the objectives that we have set.

The Council's five equality objectives are set out below:

- Promote access to opportunities for seldom heard communities
- Tackle socio-economic inequality affecting the most disadvantaged and vulnerable in the borough
- Improve the quality of life of residents by tackling preventable illnesses and diseases
- Promote Lewisham as a borough of inclusion for all
- Promote active citizenship and social responsibility

“Our aim is to ensure that every resident, regardless of their background, should be able to recognise themselves and others in the objectives that we have set.”

How will we progress our equality objectives?

What do we need to do?

How are we going to do it?

Capture data so that we can better understand how we are working towards our equality objectives

Ensure that equality objectives are effectively integrated into business systems

Ensure effective oversight and governance of equality objectives

Ensure routine reporting and accountability for action

Make a clear business case for data collection

In policy development strategic planning

Provide assurance for democratic decision-making

Routine reporting to Mayor & Cabinet and Scrutiny

Undertake robust analysis of data to assess risks

In the budget Planning process

Facilitate challenge from Member Scrutiny

Annual reporting to Safer, Strong Communities Select

Identify appropriate mitigating actions

In the commissioning and procurement process

Demonstrate effective management grip and control

Routine reporting at Executive Management Team

Review data needs

In the design and delivery of services

Engage the public and partners

Routine reporting at Directorate Management Team

What are the six equality prisms?

The six equality prisms

The equality prisms are a series of additional questions that are intended to help the Council to better assess equality impacts and determine whether there is a specific dimension of inequality that it needs to focus on. The six equality prisms are set out below.

Has consideration been given to the ‘due regard’ duty?

The Public Sector Equality Duty of the Equality Act 2010, sets out that in the discharge of their duties, public bodies must have due regard to the need to eliminate unlawful discrimination, foster good relations and promote opportunities for advancement for and between protected characteristics.

Is disproportionality a factor?

Consideration should be given to whether particular groups or communities may be over-represented or under-represented compared to others as well as compared to their cohorts in the wider population as a whole.

Is intersectionality a factor?

Consideration should be given to the extent to which the combination of characteristics represented by an individual increases their vulnerability or exposure to risk and whether or not this is reflected in the way in which assessments are made and decisions are reached.

Is unconscious bias a factor?

Consideration should be given to whether assessments made and decisions reached are based largely on assumptions about particular groups or communities of interest.

Is the risk of unfairness a factor?

Consideration should be given to whether assessments made or decisions reached are not sufficiently informed by an understanding of all those in need – in particular those whose circumstances make them most vulnerable.

Is marginalisation a factor?

Consideration should be given to whether the needs, wants and aspirations of particular individuals or groups may have been treated as insignificant or peripheral. This could be due to a lack of awareness or a failure to actively engage.

Equality Prisms

Can you demonstrate how you have shown 'due regard'?

Have you considered intersectionality?

Have you considered the impact on marginalised groups?

Are you able to identify those facing the greatest disadvantage?

Should the needs of those who are over or under-represented need to be given special consideration?

Are any of the judgements being made based on assumptions?

Product

Impact assessment

Options appraisal

Needs analysis

Budget decision/ allocation

Survey design

Strategy development

Service design

Service planning

Commissioning decision

Committee report

Business case /proposals paper

Assurance

Demonstrate 'due regard' by tackling discrimination, fostering good relations and advancing opportunity

Tackle unconscious bias

Reach the seldom heard

Ensure equity in performance of functions and delivery of service

When should this framework be applied?

When to apply the single equality framework

ewisham's Single Equality Framework should be applied across all aspects of the Council's business system. The intention is to ensure that it is embedded and integrated in the performance of functions and provision of services. Some examples of when the Framework should be applied and how it can be beneficial are set out below:

Policy and strategic planning

Application of this Framework will help inform the development of policy and strategic objectives and help you to better understand the likely outcomes that changes to your strategy or policy will have for particular groups and communities. As part of this, through the application of this framework you will also be better able to plan and target your consultation in a way that helps you to hear from all relevant local stakeholders.

Equality analysis assessment

Application of this Framework will help you to demonstrate the robustness of evidence being relied upon to support your proposal or recommendation for Member scrutiny of Mayor & Cabinet decisions. This kind of equality proofing is essential as it demonstrates a commitment to due diligence.

Budget planning decisions

Application of this Framework will help you to better understand the likely impact of budget planning decisions on protected characteristics particularly where such an impact suggests evidence of intersectionality or disproportionality. This type of information is essential as it helps the Council to decide whether its decisions are reasonable and fair.

Report and bid writing

Application of this Framework will help you to more clearly demonstrate, for Member scrutiny and Mayor & Cabinet decision, the likely equality implications of recommendations and proposals that are contained within your reports. Application of this Framework will also enable you to demonstrate how funding bids will contribute to delivering equality outcomes for local residents such as tackling disproportionality or closing the gap in outcomes between different groups.

Service design and commissioning

Application of this Framework will help you to nuance your commissioning objectives and more clearly define the equality impacts of and outcomes from externally commissioned services. It will also help you to demonstrate to providers what is expected of them and set a clear context within which performance can be measured.

How should this framework be applied?

How you should apply the single equality framework?

Wisham's Single Equality Framework is designed to give assurance to management action and democratic decision making, by evidencing how equality issues have been considered. The five key steps in applying this framework are set out below:

1. Consider what evidence is available

Data is the evidence that will help to establish your baseline, measure outcomes and support your conclusions. Examples of available data sources that you may want to consider include: service monitoring statistics, responses to consultation, public data, complaints, case work from voluntary and community organisations. In some cases however, data may also be anecdotal.

2. Consider which of the five equality objectives apply

Once you have analysed your data, you should know which of Council's five equality objectives apply to the piece of work that you are undertaking? If you choose to discount some objectives, be sure that you know why they do not or should not apply.

3. Consider which of the nine protected characteristics will be impacted

Once you have decided which objectives apply, you need to consider which protected characteristics that they apply to. For example, if you are developing a strategy to tackle late crime, your data would likely point to the protected characteristics of disability, race, religion or belief, sexual orientation and gender reassignment as those most likely to be impacted by the strategy that you are developing.

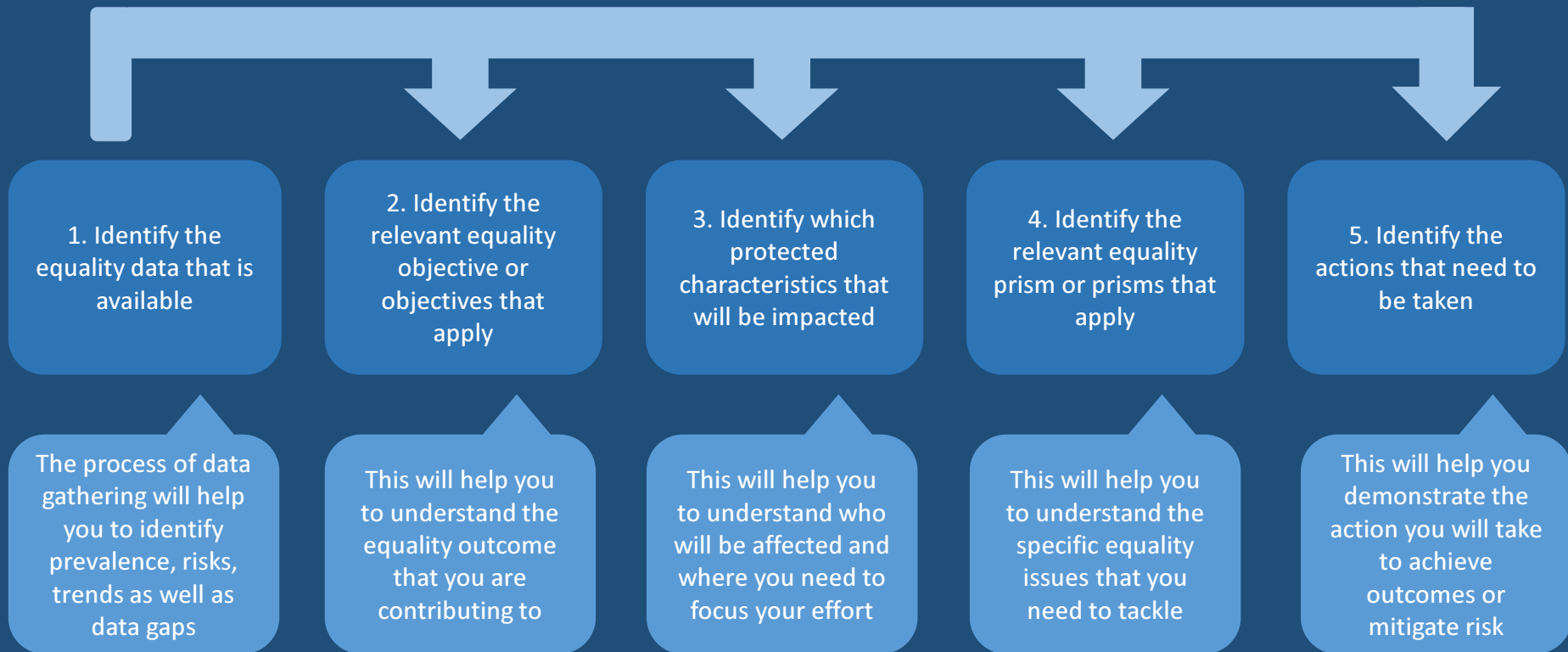
4. Consider which of the six equality prisms apply

Use the six equality prisms to demonstrate the kinds of equality issues that you are trying to address (this should be evident from the data that you have considered). For example, is there an issue of disproportionality? Is there a significant gap in life outcomes between groups? Application of the six equality prisms will also help you to challenge any assumptions that you have made and satisfy yourself that any such assumptions are not based on an unconscious bias.

5. Consider the action that is needed to address the issue

Having understood the dimensions of the equality issue that you are looking to address, you should be able to identify the actions and mitigation needed to address the issue. These actions and measures should be reflected in the piece of work that you are undertaking.

Applying the framework



What difference are we trying to make?

What do we mean by equality in Lewisham?

Meeting the needs of
m heard communities

Supporting all residents, but
particularly those in
greatest need

Tackling health inequalities
to improve quality of life

Being a place of sanctuary
for refugees, asylum seekers
and migrants

Helping older residents to
live independently in their
own homes

Creating a culture of
aspiration for our school
population

Reducing the gap in life
outcomes between the
most affluent and most
deprived

Mitigating the harm caused
by climate change, on
future generations

Increasing ways in which
residents can participate
and be involved in decision
making

Creating a pathway to the
labour market for parents
with dependent children

Promoting inclusion
through the design and
delivery of services

Creating communities
where people from diverse
backgrounds respect each
other

Celebrating the diversity of
our population

Promote access to opportunities for the seldom heard

We recognise that equality is about enabling and empowering residents from all sections of our community to express their views - especially those who do not normally engage with us because of language barriers, lack of knowledge, a previous negative experience or other reasons. The aim is to make it easier for everyone to be able to engage, not just those who have access and opportunity. Set out below are some of the areas where we expect this equality objective to make a difference:

- Increased public trust
- Increased opportunities for participation and engagement for seldom heard communities
- Greater confidence that decisions affecting Lewisham residents are fair and reasonable, particularly for those whose circumstances make them vulnerable
- Increased access and choice for groups such as refugees and migrants, who face a significant risk of exploitation
- Better local engagement with groups in regular contact with seldom heard communities

Promote socio-economic equality for the most disadvantaged and vulnerable in the borough

We recognise that social mobility is one of the most effective ways to tackle inequality. However, whilst socio-economic status is not a characteristic protected under the Equality Act 2010, it is none-the-less part of the lived experience of many communities and groups irrespective of their characteristic. Set out below are some of the areas where we expect this equality objective to make a difference:

- Increased provision of affordable housing
- Reduction in child poverty in absolute and relative terms
- Reduction in rogue landlord activity
- Reduction in fuel poverty and the excess winter deaths that arise from it
- Reduction in the attainment gap between the best performing pupils and those who perform least well
- A higher number of businesses in Lewisham paying the London Living Wage to their employees
- Increased access to employment for those (eg: lone parents and older people) who are often furthest from the labour market

Improve the quality of life of residents by tackling preventable illnesses and diseases

We recognise that one of the most effective contributions that can be made to equality isn't just to increase the life expectancy of Lewisham residents, but more importantly, the quality of life that our residents are able to enjoy. We will therefore continue to take active steps to promote healthier lifestyles for our residents so that they can experience both improved life chances and better life outcomes. Set out below are some of the areas where we expect this equality objective to make a difference:

- Improved mental health and well being
- Reduction in preventable illnesses such as obesity and diabetes
- Reduction in incidence of sexually transmitted infections
- Reduced alcohol and substance dependency

Promote Lewisham as a borough of inclusion for all communities

We recognise that part of the experience of equality is how our residents feel about living in the borough and whether they choose to stay. Therefore we want to ensure that their experience is a positive one that speaks to Lewisham as a place that is welcoming of all people, irrespective of their background. Set out below are some of the areas where we expect this equality objective to make a difference:

- Increased social cohesion and sense of belonging
- Greater feeling of safety in the borough
- Openness to new communities including those fleeing war and persecution
- Celebration of the borough's rich cultural diversity as a strength
- A Council workforce that is representative of the borough's diverse population

Promote active citizenship and social responsibility

We recognise that one of the most effective ways to promote equality is through active citizenship and social responsibility. Residents and service users have a key role to play in creating a borough, where there is mutual respect for the rights of others including those of future generations. This means that everyone has to do their fair share. Set out below are some of the areas where we expect this equality objective to make a difference:

- Sustainable use of resources for the benefit of current and future generations
- Reduced carbon emissions
- Increased social capital and community engagement
- Increased civic participation

How will the Single Equality Framework be overseen?

Governance and oversight

We understand that the most effective way to ensure the effective application of the Single Equality Framework is to ensure that it is part and parcel of the way the Council conducts business. Set out below are examples of how arrangements for the governance and oversight of the Single Equality Framework will be managed.

Mayor and Cabinet

Mayor and Cabinet approves the Single Equality Framework on a four yearly cycle. However, on an ongoing basis, Mayor and Cabinet will hold officers to account to ensure that equality issues and implications are reflected in the suite of information needed to inform democratic-decision making.

Member Scrutiny Committees

Each of the Council's Select Committees will oversee the application of the Framework through their ongoing scrutiny role. As part of this, Select Committee Members will be able to challenge officers to demonstrate how the objectives of the Framework have been applied in the presentation of information to their respective Committees. In addition, each year the Safer, Stronger Communities Select Committee will receive an annual review of the Single Equality Framework.

Executive Management Team

The Council's Executive Management Team will ensure application of the Framework through its broader oversight role for policy development, strategic and financial planning, service design, management action and decision-making. Through this role, the Executive Management Team, will be able to provide assurance that management grip and control is effective.

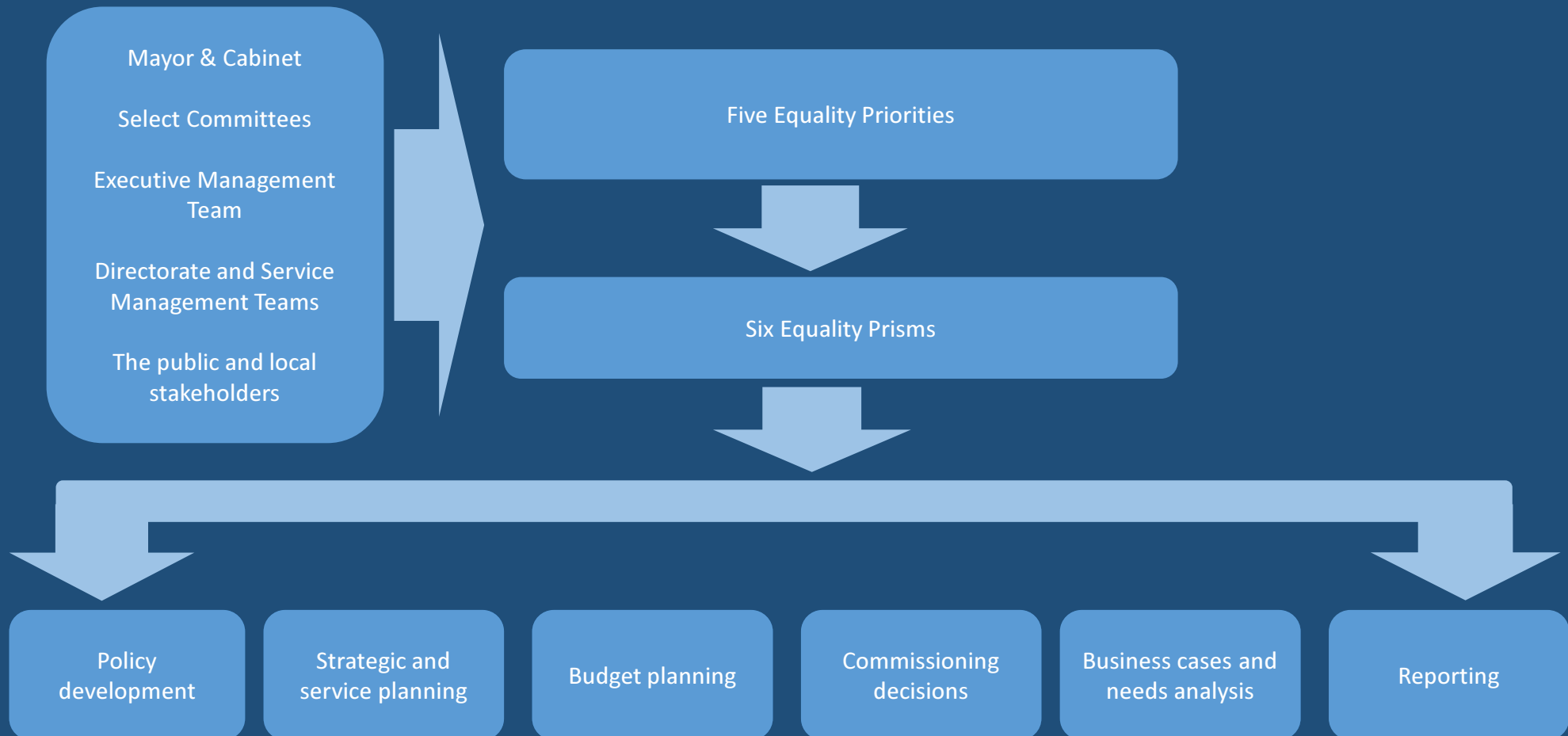
Directorate and Service Management Teams

Directorate and Service Management Teams will oversee the application of this Framework across the functions performed and services delivered within their areas of responsibility. In addition, Directorate and Service Management Teams will provide assurance to the Executive Management Team, that equality issues and risks are being considered and effectively managed.

The public and local stakeholders

The Council will actively seek feedback and learning opportunities from local stakeholders in an effort to better understand how this framework is being applied locally. This information will be used to shape the ongoing development of the Framework.

How the governance structure fits together



Data sources

- Earnings below the London Living Wage (Annual Survey of House and Earnings, Office for National Statistics, November 2018)
- Gross weekly earnings [place of residence] (Annual Survey of House and Earnings, Office for national Statistics, November 2018)
- Children in low income households (Her Majesty's Revenue and Customs, January 2019)
- Lewisham's population/ gender breakdown/ working age population/ age breakdown (Mid-year Population Estimates 2018, Office for National Statistics)
- Estimate of Lewisham's Lesbian Gay and Bisexual population (Lewisham Residents Survey, 2015)
- Adults classified as overweight or obese/ Year 6 prevalence of obesity/ diabetes detection/ physically active adults (Public Health England, 2019)
- All data on religion or belief/ marriage/ race/ lone parent households with dependent children/ living with disability/ English is not their main language (2011 Census)
- English Indices of Multiple Deprivation (Ministry of Housing Communities and Local Government, September 2019)
- Residents that are European Union Nationals in Lewisham and residents of other nationalities living in Lewisham (Lewisham Electoral Roll, January 2020)
- Workless households (Annual Population Survey, Office for National Statistics)
- Fuel poor households (Department of Business, Industrial Strategy, June 2019)
- Children Looked After (London Borough of Lewisham, 2020)
- Emergency food parcels supplied (The Trussell Trust)
- Average life expectancy male and female (Office for National Statistics, December 2018)
- Schools population of BAME heritage and languages spoken in the borough (Spring School Census 2019, Department for Education)
- Households with children in temporary accommodation April 2018-March 2019 (Ministry of Housing and Local Government, September 2019)
- Pupils entitled to Free School Meals (Autumn Schools Census 2019, Department for Education)