

	<p>issues as a result of disability, age, mental health, language and/ or physical barriers The Council will also develop an autism strategy to raise awareness of autism and key challenges in the Borough</p>		
Gender	<p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. This will include increasing its networks across seldom heard groups, currently identified as women.</p> <p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. The Council will also commit to empowering local people to participate and get involved in making decisions. It engage and listen to staff residents and communities and work towards having open, honest and culturally appropriate conversations</p> <p>The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion. The plan will aim to champion equality, fairness, foster good relations between communities and counter discrimination, negative stereotypes or dispel myths.</p> <p>The council to work with its partners to identify gaps, assess needs, set priorities and</p>	N/A	

equalities objectives. It will use data and insight to review, rationalise and redesign services, with a focus on meeting priority needs, identifying those with the highest degree of need and tailoring interventions to meet these as well as locating our services where they are needed.

Draft objective 2 under this outcome aims to support the creation of jobs that enhance quality of life particularly targeting those underrepresented in the employment sector identified as women. The Council will work with its partners including developers to continue to create fair employment and good work for all and in particular those furthest away from the job market as we work towards building an inclusive economy.

The draft equality objective to see more residents are given support to enter education, gain skills and access quality employment is designed to bring focus to challenges around gender stereotypes where young women are under-represented in STEM courses, despite girls performing better than boys in education, gender segregation is also prominent in apprenticeships. All of these factors contribute to women still being more likely to be in low-pay occupations. This also relates to the draft objective more residents are given support to enter education, gain skills and access quality employment as well as the draft objective to offer support to groups that need it most to enable better education outcomes

Sexual and domestic violence is a persistent and growing concern, and affects women and

	<p>girls disproportionately. This will be addressed by the future Community Safety Strategy.</p> <p>Draft outcome 4 of the strategy will focus on people in Croydon being supported to be in good health. Objective 1 under this outcome will see the Council working with partners to further tackle social isolation and bring people together</p> <p>Objective 3 under this outcome will see the council work with its partners to open the door to health services, and support them to make sure residents know where and how to access services.</p>		
Gender Reassignment	<p>The draft objective to increase our network across untapped communities, specifically seldom heard groups and their community leaders is designed to bring the focus to improving engagement mechanisms and structural barriers to enable people across a range of protected characteristics/under-represented groups to influence and participate in the decision making process. This will have a positive impact on those from this community.</p> <p>The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion.</p> <p>The plan will aim to champion equality, fairness, foster good relations between communities and counter discrimination, negative stereotypes or dispel myths.</p>	N/A	

	<p>The council to work with its partners to identify gaps, assess needs, set priorities and equalities objectives. It will use data and insight to review, rationalise and redesign services, with a focus on meeting priority needs, identifying those with the highest degree of need and tailoring interventions to meet these as well as locating our services where they are needed. This will have a positive impact on those from this community.</p>		
Marriage or Civil Partnership	<p>None specifically identified from the information provided in the sources mentioned previously.</p>	N/A	
Religion or belief	<p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. The Council will also commit to empowering local people to participate and get involved in making decisions. It engage and listen to staff residents and communities and work towards having open, honest and culturally appropriate conversations</p> <p>The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion.</p> <p>The plan will aim to champion equality, fairness, foster good relations between communities and counter discrimination, negative stereotypes or dispel myths.</p> <p>The council to work with its partners to identify gaps, assess needs, set priorities and equalities objectives. It will use data and insight to review, rationalise and redesign</p>		

	<p>services, with a focus on meeting priority needs, identifying those with the highest degree of need and tailoring interventions to meet these as well as locating our services where they are needed.</p> <p>A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience hate crime.</p>		
Race	<p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. This will include increasing its network across seldom heard groups, currently identified refugee and asylum seekers</p> <p>The draft objective that the Council's workforce reflects our diverse communities at all levels will provide more equity of opportunity for BAME staff who are underrepresented at senior levels within the organisation. It will also take steps to close the ethnicity pay gap</p> <p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. The Council will also commit to empowering local people to participate and get involved in making decisions. It engage and listen to staff residents and communities and work towards having open, honest and culturally appropriate conversations</p>	N/A	<p>Workforce Strategy</p> <p>Workforce Profile</p> <p>Consultation</p> <p><u>Is Britain Fairer? The state of equality and human rights</u></p>

The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion.

The plan will aim to champion equality, fairness, foster good relations between communities and counter discrimination, negative stereotypes or dispel myths.

The council will work with its partners to identify gaps, assess needs, set priorities and equalities objectives. It will use data and insight to review, rationalise and redesign services, with a focus on meeting priority needs, identifying those with the highest degree of need and tailoring interventions to meet these as well as locating our services where they are needed.

Draft objective 2 under this outcome aims to support the creation of jobs that enhance quality of life particularly targeting those underrepresented in the employment sector identified as BAME. The Council will work with its partners including developers to continue to create fair employment and good work for all and in particular those furthest away from the job market as we work towards building an inclusive economy.

Draft outcome 4 of the strategy focuses on people in Croydon being supported to be in good health. Public Health England released a review of the disparities in risk and outcomes of COVID-19 in June 2020, with a follow up paper on understanding the impact

of COVID-19 on BAME Communities which contained recommendations for action. . Harms caused by COVID-19 has replicated existing health inequalities, and in some cases increased them.

The largest disparity found was age, but the risk of dying among those diagnosed with COVID-19 was also higher in males, than females; higher in those living in the more deprived areas than those living in the least deprived; and higher in those in Black, Asian and Minority Ethnic (BAME) groups than in White ethnic groups.

Objective 3 under this outcome will see the council work with its partners to open the door to health services, and support them to make sure residents know where and how to access services

The draft equality objective to become a visible and active community leader and ambassador of equality by addressing social inequities is designed to bring to focus challenges around deprivation and inequalities in regards to income. It will not only focus on income, but on other factors including health, education and housing to bring greater focus to the needs of those at greatest or at risk of becoming further disadvantaged.

Poverty is prevalent among some ethnic minorities. Black African, Bangladeshi and Pakistani people are still the most likely to live in poverty and deprivation, and – given the damaging effects of poverty on education, work and health – families can become locked into disadvantage for generations

Gypsy, Roma and Travellers face multiple disadvantages across different areas of life. They achieve below-average results at school, experience difficulties accessing healthcare, worse health, and often have low standards of housing.

Homelessness is also on the rise, putting more people in a precarious position and particularly affecting people from ethnic minorities. Of the households accepted as homeless in Croydon, around half are made up of people from the Black community, around a quarter are from the White community with the remainder made up of residents from all the other communities.

This also relates to the draft objective to recognise the needs of individual groups and provide support to the most disadvantaged groups in the borough.

The draft objective more residents are given support to enter education, gain skills and access quality employment is designed to bring focus to the need for equitable access to quality education, housing and living environments and in particular those from disadvantaged backgrounds.

The draft objective to increase our network across untapped communities, specifically harder to reach groups and their community leaders is designed to bring the focus to improving engagement mechanisms and structural barriers to enable people across a range of protected characteristics/under-represented groups to influence and participate in the decision making process. This also relates to the draft objective to ensure information about the council's work

	<p>towards tackling inequality is easy to access and understand as well as the draft objective to ensure key information about local communities is collected, analysed and used to inform decisions and improve services</p>		
Sexual Orientation	<p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. This will include increasing its network across seldom heard groups, currently identified as LGBT+</p> <p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. The Council will also commit to empowering local people to participate and get involved in making decisions. It engage and listen to staff residents and communities and work towards having open, honest and culturally appropriate conversations</p> <p>The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion.</p> <p>The plan will aim to champion equality, fairness, foster good relations between communities and counter discrimination, negative stereotypes or dispel myths.</p> <p>The council will work with its partners to identify gaps, assess needs, set priorities and equalities objectives. It will use data and insight to review, rationalise and redesign</p>	N/A	<p>Stonewall Workplace Equality Index</p> <p>Equality Framework for Local Govt. Accreditation</p> <p>LGBT Needs Assessment (Draft)</p>

services, with a focus on meeting priority needs, identifying those with the highest degree of need and tailoring interventions to meet these as well as locating our services where they are needed.

The council work with its partners to open the door to health services, and support them to make sure residents know where and how to access services, this will have a positive impact on those who identify as LGBT+

The draft objective to ensure we commission suppliers that help us to address inequity and monitor their impact through our contract management framework is designed to bring a focus on identifying and addressing issues and barriers that service users may have accessing services (across protected characteristics and the life course). This would include monitoring their client and customer base to increase their reach and impact across all protected characteristics

A number of draft equality objectives are designed to improve the outcomes for people who share this protected characteristic in particular bring greater focus to the issues affecting living in the poorest parts of the borough and those who experience hate crime.

The draft objective to increase our network across untapped communities, specifically harder to reach groups and their community leaders is designed to bring the focus to improving engagement mechanisms and structural barriers to enable people across a range of protected characteristics/under-

	<p>represented groups to influence and participate in the decision making process. This also relates to the draft objective to ensure key information about local communities is collected, analysed and used to inform decisions and improve services</p>		
Pregnancy or Maternity	<p>The draft objective to ensure that our decision making reflects the views of Croydon residents by creating a diverse workforce is designed to bring a focus on pursuing a workforce diversity profile that reflects the local community at all levels. Bullying and sexual harassment are widespread in the workplace and in education, and three-quarters of new mothers have had a negative or potentially discriminatory experience at work as a result of pregnancy or maternity Objective will be aligned with the Workforce Strategy</p> <p>The draft equality outcome to work with our residents to better understand our communities will see the Council proactively empowering local people to participate and get involved in making decisions. The Council will also commit to empowering local people to participate and get involved in making decisions. It engage and listen to staff residents and communities and work towards having open, honest and culturally appropriate conversations</p> <p>The Council will develop an annual equality communications plan to help us undertake effective, consistent and meaningful communications with our staff, residents, communities and partners as well as share key messages on matters of equality and inclusion.</p> <p>The plan will aim to champion equality, fairness, foster good relations between</p>	N/A	<p><u>Is Britain Fairer? The state of equality and human rights</u></p>

	communities and counter discrimination, negative stereotypes or dispel myths.		
<p>Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.</p> <p>When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics. Please use table 4 to record actions that will be taken to remove or minimise any potential negative impact</p>			

3.2 Additional information needed to determine impact of proposed change

Table 2 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table. Please use the table below to describe any consultation with stakeholders and summarise how it has influenced the proposed change. Please attach evidence or provide link to appropriate data or reports:		
Additional information needed and or Consultation Findings	Information source	Date for completion
In some cases we don't have the information or that we have the information but it hasn't been used in any analysis. We have data gaps in our information about some vulnerable groups of people and where we do have information it is not always sophisticated enough to allow us to draw useful inferences. For example we have patchy information about people who identify themselves as lesbian, gay, bisexual or transgender, religious/faith groups, newer communities as well as some of the of the new protected characteristics. There are gaps in our data about who uses our frontline services, especially transactional activity such as over the counter, over the telephone and using the web. We also have basic information about the number of complaints about discrimination but not the nature.		Ongoing

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.3 Impact scores

Example

If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the likelihood of impact score is 2 (likely to impact)

2. Determine the Severity of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

Equality Analysis

Table 3 – Impact scores

Column 1	Column 2	Column 3	Column 4
PROTECTED GROUP	LIKELIHOOD OF IMPACT SCORE	SEVERITY OF IMPACT SCORE	EQUALITY IMPACT SCORE
	<p>Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group.</p> <p>1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact</p>	<p>Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group.</p> <p>1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact</p>	<p>Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group.</p> <p>Equality impact score = likelihood of impact score x severity of impact score.</p>
Age	1	1	1
Disability	1	1	1
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	1	1	1

Equality Analysis

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

- Advancing equality of opportunity between people who belong to protected groups
- Eliminating unlawful discrimination, harassment and victimisation
- Fostering good relations between people who belong to protected characteristic groups

Important note: If the proposed change adversely impacts the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Important note: Describe what alternatives have been considered and/or what actions will be taken to remove or minimise any potential negative impact identified in Table 1. Attach evidence or provide link to appropriate data, reports, etc:

Table 4 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.				
Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability				
Race				
Sex (gender)				
Gender reassignment				
Sexual orientation				
Age				
Religion or belief				
Pregnancy or maternity				

Equality Analysis

Marriage/civil partnership				
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6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter X in column 3 (Conclusion) alongside the relevant statement to show your conclusion.		
Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision.	x
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet		Meeting title: Cabinet Date: 18.02.21

7. Sign-Off

Equality Analysis

Officers that must approve this decision	
Equalities Lead	Name: Yvonne Okiyo Date: 20.01.21 Position: Equalities Manager
Director	Name: Gavin Handford Date: 20.01.21 Position: Director Policy and Partnerships