

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Environment and Community Services
Service Area	Planning
Service/policy/function being assessed	Raising the Bar – Early Engagement Guidance for Applicants
Which borough (s) does the service/policy apply to	Wandsworth
Staff involved in developing this EINA	Oisín Cotter, Grace Crannis, Adam Hutchings
Date approved by Directorate Equality Group (if applicable)	N/A
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	Jamie Fisher
Date submitted to Directors’ Board	Submitted as part of Transport Committee Paper.

1. Summary

Proposal

The Committee Report is seeking authority to adopt the Raising the Bar – Early Engagement Guidance for Applicants, which will set the expected standards of engagement for development with a focus on ensuring consultation happens at the earliest stages of the process. This will give opportunities to people from protected groups to input into projects and have their needs considered. The Guidance is explicit in expecting applicants to include considerations of the needs of protected groups when undertaking a stakeholder mapping exercise. As well as the Guidance, there are procedural recommendations to improve transparency, templates, and communication with residents and groups.

Findings

Positive impacts

Ensuring high-quality, early engagement for development proposals will enable protected groups to identify any issues relevant to them. The explicit reference to protected groups in paragraph 14 should ensure that comprehensive stakeholder mapping is undertaken.

Negative Impacts

It can be difficult in any engagement exercise to reach “seldom-heard” groups and ensure that it is accessible to everyone. Applicants will be expected to undertake their own stakeholder mapping, and the robustness of these exercises will be difficult to ensure. Templates can be drafted to ensure the robustness of stakeholder mapping is considered and assessed.

2. Evidence gathering and engagement

a. What evidence has been used for this assessment? For example, national data, local data via DataRich or DataWand

Evidence	Source
Census data	www.datawand.info
Local data	www.datawand.info
Office of National Statistics	www.ons.gov.uk

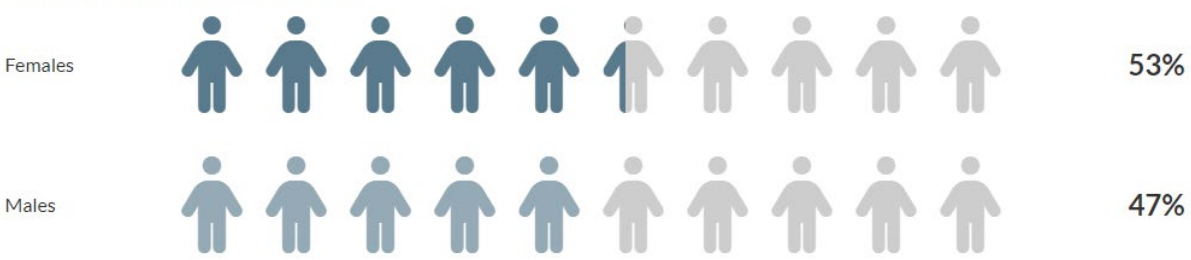
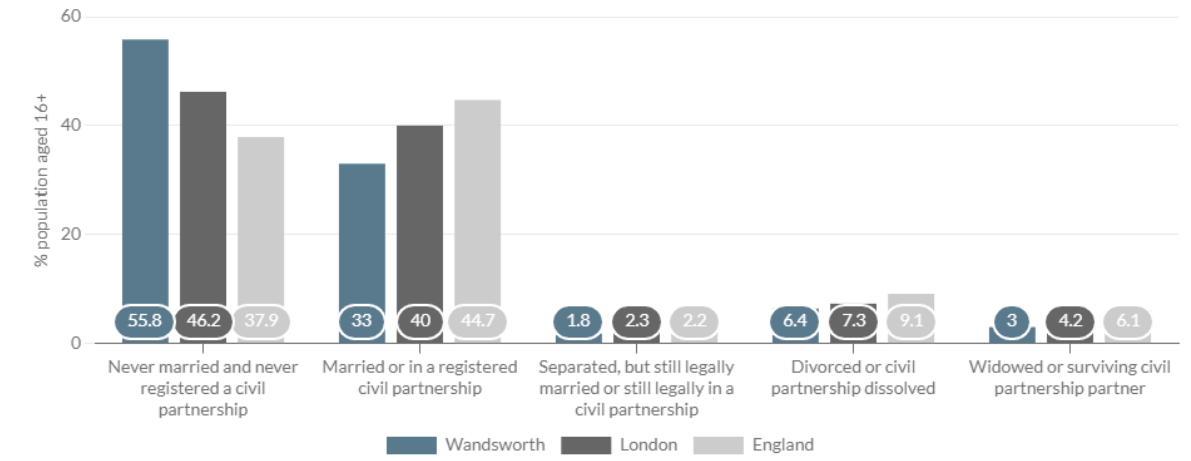
b. Who have you engaged and consulted with as part of your assessment?

Individuals/Groups	Consultation/Engagement results	Date	What changed as a result of the consultation
N/A	N/A	N/A	N/A

3. Analysis of need

Potential impact on this group of residents and actions taken to mitigate impact and advance equality, diversity and inclusion

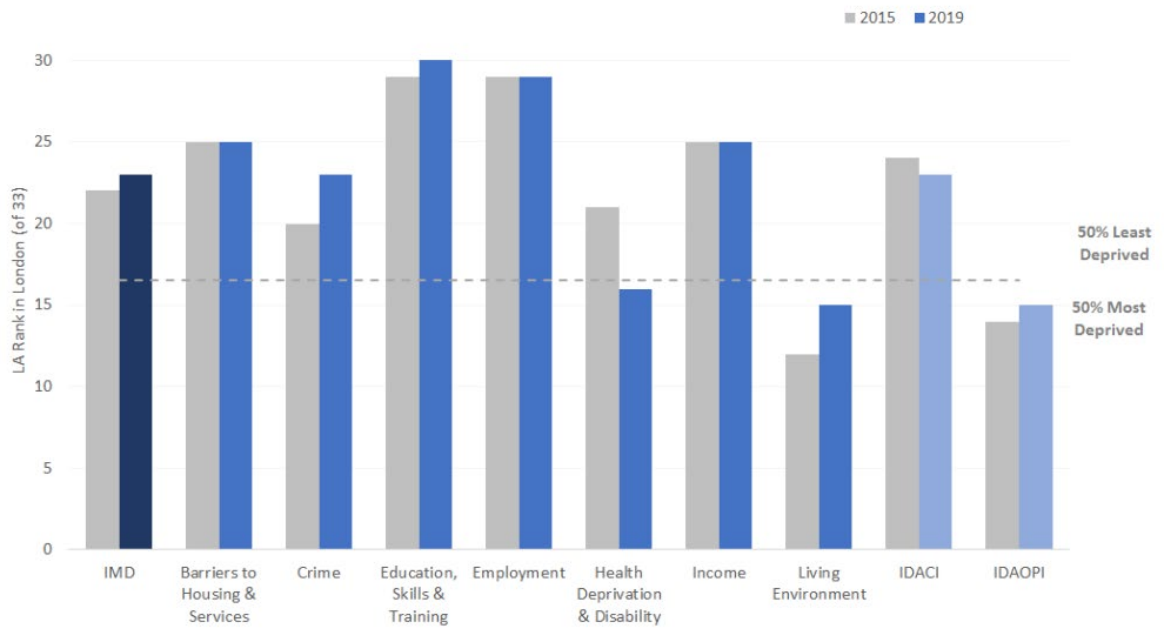
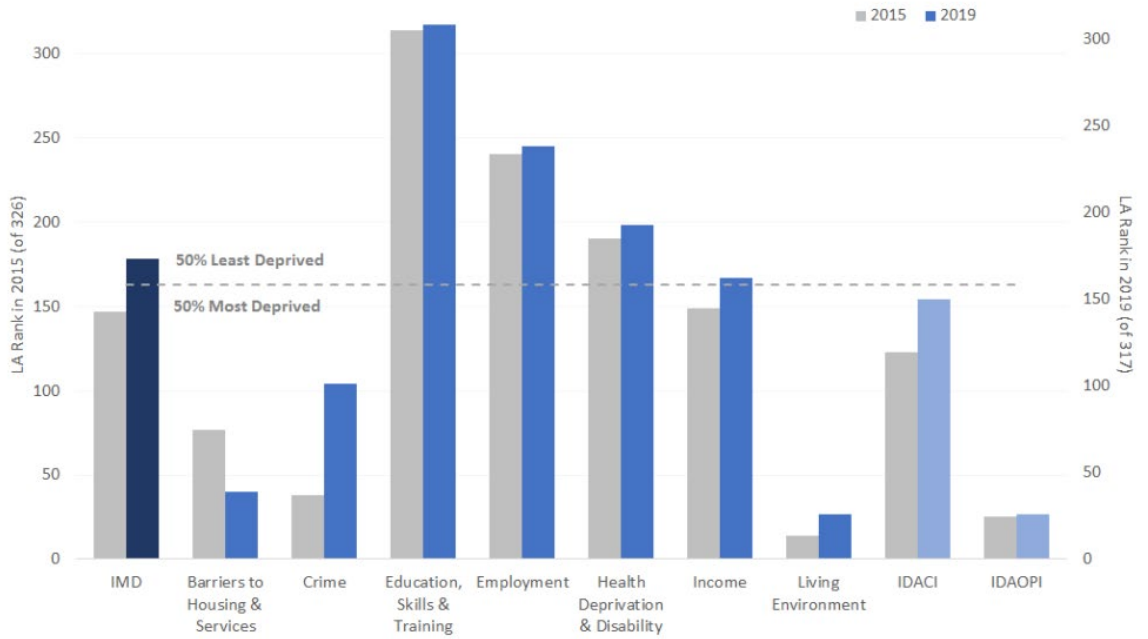
Protected group	Findings																																																																																																				
Age	<p>The population pyramid compares the percentage of the population in various age groups for Wandsworth and England, split by gender. The x-axis represents the percentage of the population, ranging from 0% to 16% on both sides. The y-axis lists age groups from 0-4 to 90+.</p> <table border="1"> <caption>Approximate data from the population pyramid</caption> <thead> <tr> <th>Age Group</th> <th>Female (Wandsworth) %</th> <th>Female (England) %</th> <th>Male (Wandsworth) %</th> <th>Male (England) %</th> </tr> </thead> <tbody> <tr><td>Age 90+</td><td>1.0</td><td>1.0</td><td>1.0</td><td>1.0</td></tr> <tr><td>Age 85-89</td><td>1.5</td><td>1.5</td><td>1.5</td><td>1.5</td></tr> <tr><td>Age 80-84</td><td>2.0</td><td>2.0</td><td>2.0</td><td>2.0</td></tr> <tr><td>Age 75-79</td><td>2.5</td><td>2.5</td><td>2.5</td><td>2.5</td></tr> <tr><td>Age 70-74</td><td>3.0</td><td>3.0</td><td>3.0</td><td>3.0</td></tr> <tr><td>Age 65-69</td><td>3.5</td><td>3.5</td><td>3.5</td><td>3.5</td></tr> <tr><td>Age 60-64</td><td>4.0</td><td>4.0</td><td>4.0</td><td>4.0</td></tr> <tr><td>Age 55-59</td><td>4.5</td><td>4.5</td><td>4.5</td><td>4.5</td></tr> <tr><td>Age 50-54</td><td>5.0</td><td>5.0</td><td>5.0</td><td>5.0</td></tr> <tr><td>Age 45-49</td><td>5.5</td><td>5.5</td><td>5.5</td><td>5.5</td></tr> <tr><td>Age 40-44</td><td>6.0</td><td>5.5</td><td>6.0</td><td>5.5</td></tr> <tr><td>Age 35-39</td><td>7.0</td><td>6.0</td><td>7.0</td><td>6.0</td></tr> <tr><td>Age 30-34</td><td>8.0</td><td>6.5</td><td>8.0</td><td>6.5</td></tr> <tr><td>Age 25-29</td><td>10.0</td><td>7.0</td><td>10.0</td><td>7.0</td></tr> <tr><td>Age 20-24</td><td>11.0</td><td>7.5</td><td>11.0</td><td>7.5</td></tr> <tr><td>Age 15-19</td><td>8.0</td><td>7.0</td><td>8.0</td><td>7.0</td></tr> <tr><td>Age 10-14</td><td>6.0</td><td>6.5</td><td>6.0</td><td>6.5</td></tr> <tr><td>Age 5-9</td><td>5.0</td><td>5.5</td><td>5.0</td><td>5.5</td></tr> <tr><td>Age 0-4</td><td>4.0</td><td>4.5</td><td>4.0</td><td>4.5</td></tr> </tbody> </table> <p>The borough has a higher proportion of people aged 20-44 than compared to England, and a lower proportion of older people.</p> <p>Source: ONS, Census 2021</p>	Age Group	Female (Wandsworth) %	Female (England) %	Male (Wandsworth) %	Male (England) %	Age 90+	1.0	1.0	1.0	1.0	Age 85-89	1.5	1.5	1.5	1.5	Age 80-84	2.0	2.0	2.0	2.0	Age 75-79	2.5	2.5	2.5	2.5	Age 70-74	3.0	3.0	3.0	3.0	Age 65-69	3.5	3.5	3.5	3.5	Age 60-64	4.0	4.0	4.0	4.0	Age 55-59	4.5	4.5	4.5	4.5	Age 50-54	5.0	5.0	5.0	5.0	Age 45-49	5.5	5.5	5.5	5.5	Age 40-44	6.0	5.5	6.0	5.5	Age 35-39	7.0	6.0	7.0	6.0	Age 30-34	8.0	6.5	8.0	6.5	Age 25-29	10.0	7.0	10.0	7.0	Age 20-24	11.0	7.5	11.0	7.5	Age 15-19	8.0	7.0	8.0	7.0	Age 10-14	6.0	6.5	6.0	6.5	Age 5-9	5.0	5.5	5.0	5.5	Age 0-4	4.0	4.5	4.0	4.5
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Disability	<p>Census 2021 found that 6.5% of the borough is reported to have a disability that limits daily activities a lot, while 8.3% of the borough is reported to have their daily activities limited a little which in total accounts for 14.8% of the borough.</p>																																																																																																				

<p>Sex</p>	<p>Source: ONS, Census 2021</p> <p>Population by sex for Wandsworth (2021)</p>  <p>Females 53%</p> <p>Males 47%</p> <p>The borough's population by sex compares to London (51.5% females, 48.5% males) and England (51% females, 49% males), which shows a higher proportion of females.</p> <p>Source: ONS, Census 2021</p>																								
<p>Gender reassignment</p>	<p>0.62% of the borough identify with a different sex than that registered at birth.</p> <p>Source: ONS, Census 2021</p>																								
<p>Marriage and civil partnership</p>	<p>Legal partnership status (2021)</p>  <table border="1"> <thead> <tr> <th>Partnership Status</th> <th>Wandsworth</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Never married and never registered a civil partnership</td> <td>55.8</td> <td>46.2</td> <td>37.9</td> </tr> <tr> <td>Married or in a registered civil partnership</td> <td>33</td> <td>40</td> <td>44.7</td> </tr> <tr> <td>Separated, but still legally married or still legally in a civil partnership</td> <td>1.8</td> <td>2.3</td> <td>2.2</td> </tr> <tr> <td>Divorced or civil partnership dissolved</td> <td>6.4</td> <td>7.3</td> <td>9.1</td> </tr> <tr> <td>Widowed or surviving civil partnership partner</td> <td>3</td> <td>4.2</td> <td>6.1</td> </tr> </tbody> </table> <p>Source: ONS, Census 2021</p> <p>The census shows the rate of people who have never been married or registered in a civil partnership is lower than London and England.</p> <p>Source: ONS, Census 2021</p>	Partnership Status	Wandsworth	London	England	Never married and never registered a civil partnership	55.8	46.2	37.9	Married or in a registered civil partnership	33	40	44.7	Separated, but still legally married or still legally in a civil partnership	1.8	2.3	2.2	Divorced or civil partnership dissolved	6.4	7.3	9.1	Widowed or surviving civil partnership partner	3	4.2	6.1
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<p>Pregnancy and maternity</p>	<p>The conception rate per 1,000 women of child-bearing age in the borough is 56.5, which is lower in comparison to the Inner London (62.9), London (70.8), and England (71.5) rates.</p> <p>Source: Conceptions in England and Wales - Office for National Statistics</p>																								
<p>Race/ethnicity</p>	<p>The ethnic breakdown of the borough is:</p> <ul style="list-style-type: none"> Asian or Asian British: Bangladeshi – 0.5% Asian or Asian British: Chinese – 1.4% Asian or Asian British: Indian – 2.9% Asian or Asian British: Pakistani – 3.7% Asian or Asian British: Other Asian – 3.1% Black, Black British, Caribbean, or African: African – 5.3% Black, Black British, Caribbean, or African: Caribbean – 3.5% 																								

	<p>Black, Black British, Caribbean, or African: Other Black – 1.3% Mixed or Multiple ethnic groups: White and Asian – 1.8% Mixed or Multiple ethnic groups: White and Black African – 0.8% Mixed or Multiple ethnic groups: White and Black Caribbean – 1.6% Mixed or Multiple ethnic groups: Other Mixed or Multiple ethnic groups – 2.1% White – 67.8% Other ethnic group: Arab – 1.2% Other ethnic group: Any other ethnic group – 2.9%</p> <p>Source: ONS, Census 2021</p>																												
<p>Religion and belief, including non belief</p>	<div style="display: flex; justify-content: space-around;"> <div style="background-color: #f0f0f0; padding: 10px; border: 1px solid #ccc;"> <p>Christian Wandsworth (2021)</p> <p style="font-size: 24px; font-weight: bold;">43%</p> <p><i>i</i></p> </div> <div style="background-color: #f0f0f0; padding: 10px; border: 1px solid #ccc;"> <p>No Religion Wandsworth (2021)</p> <p style="font-size: 24px; font-weight: bold;">36%</p> <p><i>i</i></p> </div> <div style="background-color: #f0f0f0; padding: 10px; border: 1px solid #ccc;"> <p>Not Answered Wandsworth (2021)</p> <p style="font-size: 24px; font-weight: bold;">7%</p> <p><i>i</i></p> </div> </div> <p>Population by religion (excluding Christian) (2021)</p> <table border="1"> <caption>Population by religion (excluding Christian) (2021)</caption> <thead> <tr> <th>Religion</th> <th>Wandsworth</th> <th>London</th> <th>England</th> </tr> </thead> <tbody> <tr> <td>Buddhist</td> <td>0.7</td> <td>0.9</td> <td>0.5</td> </tr> <tr> <td>Hindu</td> <td>2</td> <td>5.1</td> <td>1.8</td> </tr> <tr> <td>Jewish</td> <td>0.5</td> <td>1.7</td> <td>0.5</td> </tr> <tr> <td>Muslim</td> <td>9.9</td> <td>15</td> <td>6.7</td> </tr> <tr> <td>Sikh</td> <td>0.3</td> <td>1.6</td> <td>0.9</td> </tr> <tr> <td>Other religion</td> <td>0.6</td> <td>1</td> <td>0.6</td> </tr> </tbody> </table> <p>Source: ONS, Census 2021</p>	Religion	Wandsworth	London	England	Buddhist	0.7	0.9	0.5	Hindu	2	5.1	1.8	Jewish	0.5	1.7	0.5	Muslim	9.9	15	6.7	Sikh	0.3	1.6	0.9	Other religion	0.6	1	0.6
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Other religion	0.6	1	0.6																										
<p>Sexual orientation</p>	<p>5.19% of the borough identify as lesbian, gay, bisexual, or other sexual identify other than straight or heterosexual. This compares to London (4.27%) and England (3.18%).</p> <p>Source: ONS, Census 2021</p>																												
<p>Across groups i.e older LGBT service users or Black, Asian & Minority Ethnic young men.</p>	<p>There is some borough-level data that crosses groups – such as age and sex data for ethnicity, religion, marital status, and disability, and age for sexual orientation and gender. There are gaps in the data when considering other combinations of groups such as ethnicity and disability or religion and marital status.</p>																												

Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:

- Deprivation (measured by the 2019 English Indices of Deprivation)
- Low-income groups & employment
- Carers
- Care experienced people
- Single parents
- Health inequalities
- Refugee status

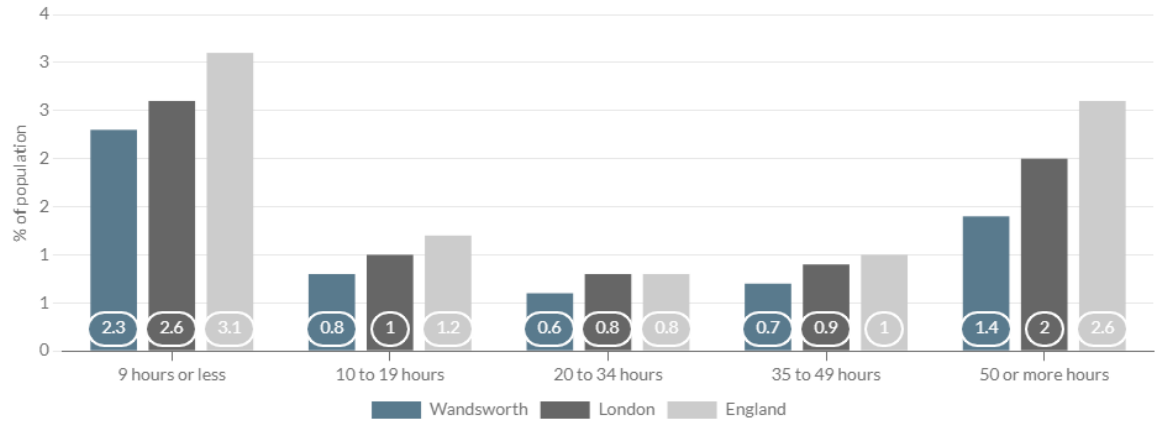


Deprivation

An estimated 35,526 people experience income deprivation across Wandsworth.

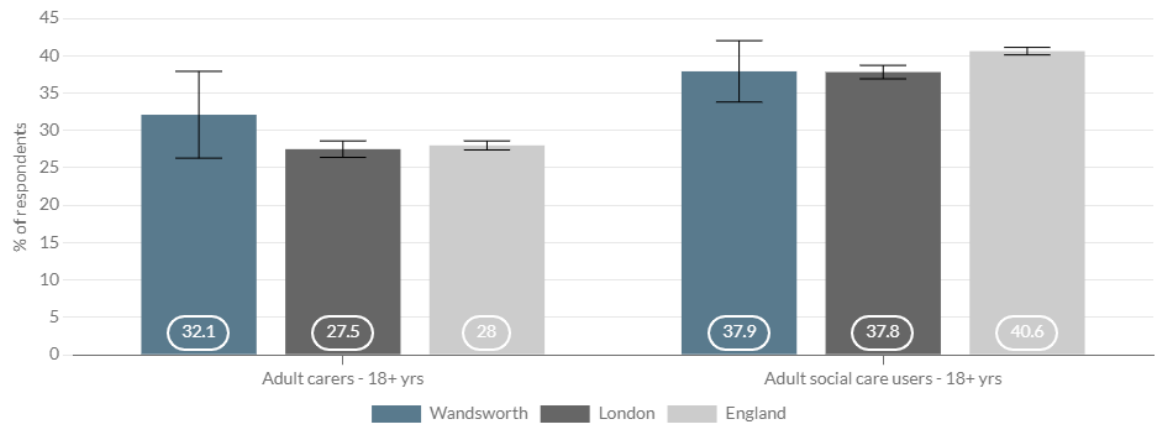
Carers & Care experienced people

Hours of unpaid care per week (2021)



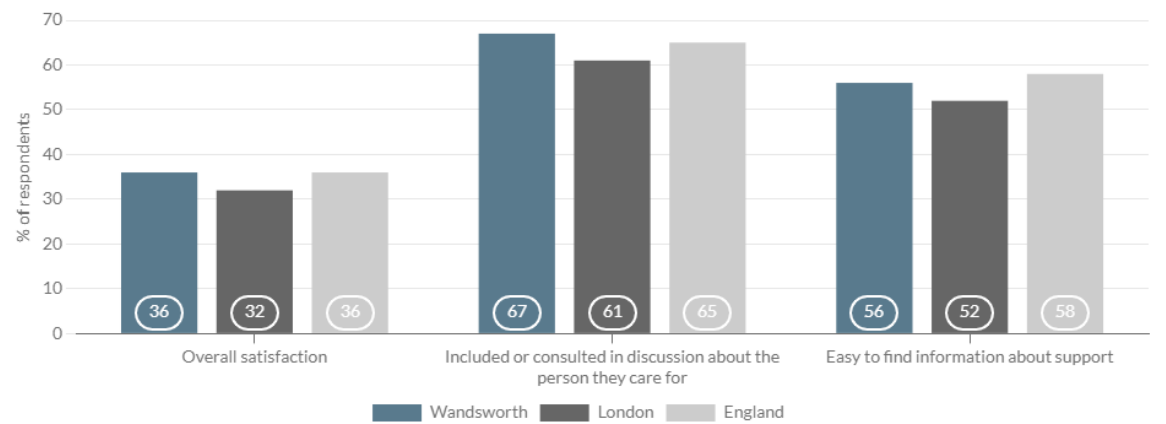
Source: ONS, Census 2021

Adult carers and social care users who have as much social contact as they would like (2021/22)

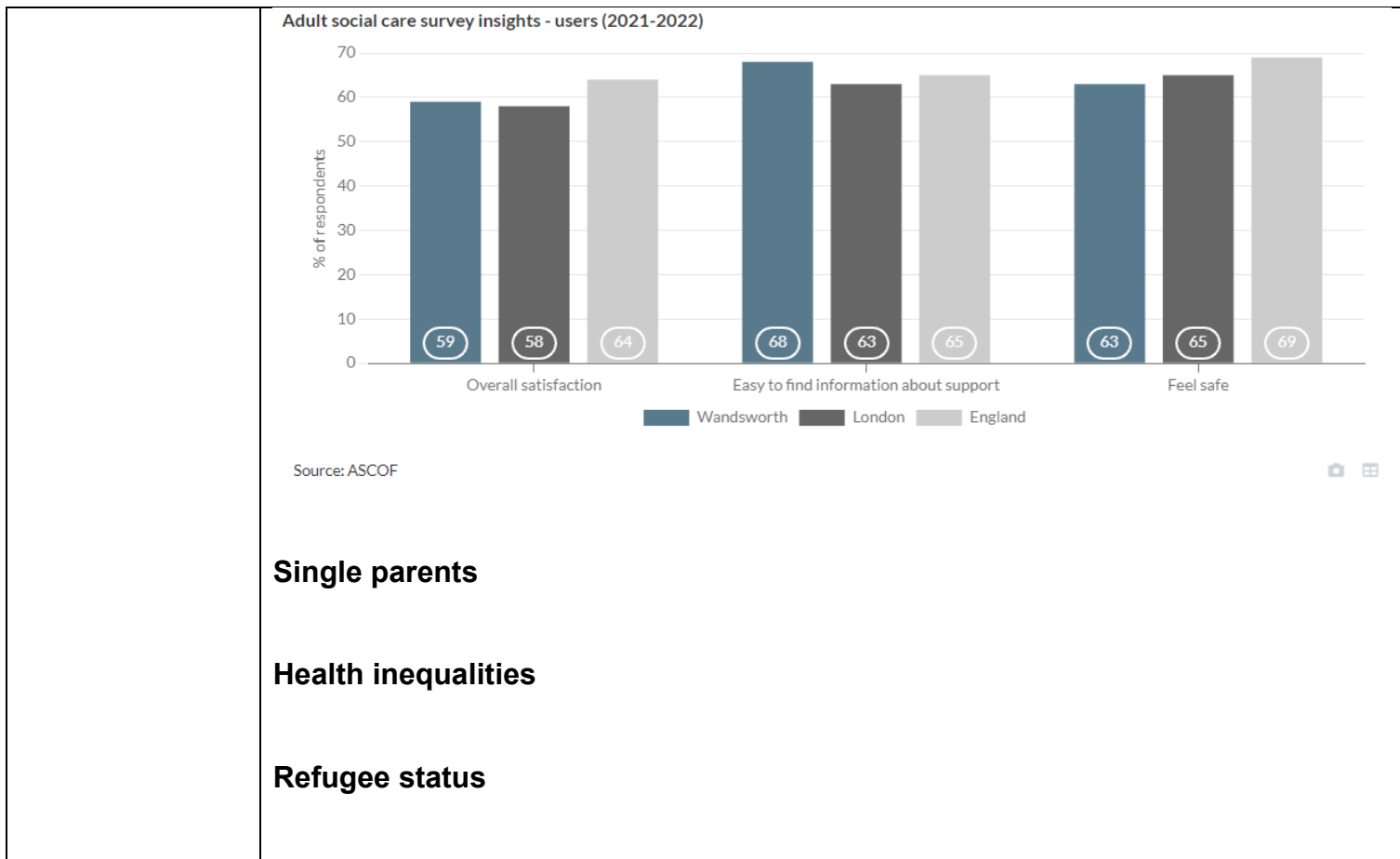


Source: ASCOF

Adult social care survey insights - carers (2021-2022)



Source: ASCOF



Data gaps

Data gap(s)	How will this be addressed?
Intersectional data across-groups	It will be important for stakeholder mapping to address this.

4. Impact

Protected group	Positive	Negative
Age	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Disability	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any	No negative impact is anticipated

	engagement will be responsive to the needs of these groups.	
Sex	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Gender reassignment	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Marriage and civil partnership	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Pregnancy and maternity	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Race/ethnicity	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated
Religion and belief, including non belief	Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.	No negative impact is anticipated

<p>Sexual orientation</p>	<p>Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.</p>	<p>No negative impact is anticipated</p>
<p>Socio-economic status (to be treated as a protected characteristic under Section 1 of the Equality Act 2010) Include the following groups:</p> <ul style="list-style-type: none"> • Deprivation (measured by the 2019 English Indices of Deprivation) • Low-income groups & employment • Carers • Care experienced people • Single parents • Health inequalities • Refugee status 	<p>Ensuring early engagement will enable this group to identify any issues relevant to this group are adequately considered in the development process. Where appropriate, outcomes of any engagement will be responsive to the needs of these groups.</p>	<p>No negative impact is anticipated</p>

5. Actions to advance equality, diversity and inclusion

Action	Lead Officer	Deadline
Monitor ED&I approaches and outcomes as part of the proposed Engagement AMR	Spatial Planning and Design Team	Annual

6. Further Consultation (optional section – complete as appropriate)

Consultation planned	Date of consultation
Consultation on the Statement of Community Involvement	Spring/Summer 2024