



# Regeneration, the Race Equality Duty and its implications for Southwark

# Regeneration & the Race Equality Duty

## – Background to CRE Report

- **Why - In response to concerns about failure to consult ethnic groups in regeneration and unequal distribution of funds**
- **Launched – September 2006**
- **Methodology – public call for evidence, questionnaire, meetings with stakeholder organisations and case studies**
- **Key question – are public authorities complying with duty to promote race equality?**
- **Released - September 26 2007**

# Regeneration & the Race Equality Duty

## – Key findings

- **Councils' compliance with the race equality duty is inconsistent. Most had failed to adequately assess impacts**
- **Consultation work needed so all sections of the community involved in regeneration**
- **No clear accountability for race equality among complex regeneration partnerships**
- **Regional Development Agencies and English Partnerships' practitioners don't always see the relevance of race equality**
- **Councils as key players need better data and monitoring arrangements to support regeneration**
- **Formal evaluation and monitoring procedures should be improved**
- **Officers and members need better training on the race equality duty**

# Regeneration & the Race Equality Duty – Recommendations for Local Authorities

- **Ensure councillors are supported in decision making and scrutiny by provision of adequate information**
- **Ensure councillors understand their race equality duties, particularly in regard to community leadership**
- **Undertake proactive communication strategies, particularly where there may be an impact on cohesion**
- **Appoint and support the work of equalities champions at corporate and departmental levels**

# Regeneration & the Race Equality Duty – Recommendations for Local Authorities (cont)

- **Ensure procedures are in place to effectively mainstream equalities**
- **Ensure that the strategic plans for regeneration are included in the race equality scheme**
- **Review the development frameworks and community engagement strategies to ensure that they reflect vision for the community and race relations**

## Regeneration & the Race Equality Duty – Key issues relevant to Southwark/Major Projects

- **All authorities have a duty, but the expectations for diverse boroughs like Southwark are higher**
- **Consultation strategies need to be inclusive**
- **Participation needs to be monitored**
- **Poor communication can impact on community cohesion**

# Southwark's Approach to Equalities

- **Incorporates Race, Gender, Disability, Belief, Age and Sexual Orientation**
- **Equality Impact Assessments undertaken of all plans and policies, reviewed by Equality & Diversity Panel**
- **Action plans signed off by Executive Members**
- **Community Impact Statements for all Key Decisions**
- **Extensive training for members and staff**

# Key challenges for Major Projects

- **Monitoring ethnicity of participants, but are we addressing gaps?**
- **How well are expectations articulated to partners?**
- **How can we improve inclusiveness of communication?**
- **Building of mixed communities of tenure blind properties should be positive, but how can we best deal with negative impacts that are common to all area based regeneration programmes?**
- **Which is best – ‘experts’ or ‘mainstreaming’ approach?**
- **Can we get better at monitoring of impacts and understanding benefits?**
- **Can we take a common approach to a common issue**



# Common Aim

- **Engaging all sectors of the community in projects; not leaving anyone behind**
- **Building mixed tenure, sustainable, ethnically mixed communities**
- **Access to quality education**
- **Building safe environments and ensuring community safety**
- **Securing more resources for economic development and employment programmes**
- **Improving public realm, open spaces and leisure offer**
- **People-focused rehousing processes**
- **Community facilities**
- **Accessible, affordable transport**

# Common Approach

- **Learning from best practice in communication and engagement and using innovative engagement methods eg show home, photography exhibition**
- **Monitoring participation in consultation and responding to gaps**
- **Ensuring we build mixed, sustainable communities eg requiring 100% lifetime homes and 'tenure blind' properties**
- **Working with Economic Development to create packages of support to tackle worklessness and minimise impact of regeneration on businesses**
- **More clearly articulating our expectations to our development partners**
- **Applying secure by design principles so people feel safe**
- **Improving educational, leisure offer and community facilities**
- **Maintaining a people-focused rehousing processes**