

Mayor and Cabinet – Main grants Programme 2019-22

APPENDIX 4

Equalities Assurance Assessment (EAA)

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Date	03/02/19 – 28/02/19	Service	Culture and Community Development

1. The project or decision that this assessment is being undertaken for (including contextual background)

This Equalities Assurance Assessment (EAA) has been undertaken on the draft recommendations for the Lewisham Main Grants programme 2019-22.

Lewisham's Main Grant programme was last fully let in 2015 following a full public consultation on the revised framework which was agreed by Mayor and Cabinet (Contracts) on 12 November 2014.

Due to the overall financial position of the Council Mayor and Cabinet agreed to reduce the funding to the grants programme by £1m from 1 April 2017. This equated to around 25% of the overall main grants budget.

Following formal consultation and meetings with all funded groups, officers developed funding recommendations which were agreed by Mayor and Cabinet (Contracts) on 7 December 2016, following appeals. A total of 60 grants were recommended for funding, the majority with a pro-rata cut of 15.3%. Four organisations were de-funded.

In order to inform the criteria and priorities for the full re letting of the programme a three month public consultation was undertaken between 25 July and 25 October 2018 with two public meetings held on 17 September and 17 October.

The outcome of this consultation led to a number of revisions to the criteria for funding and a new application process along with the extension the current grants through to 31 July 2019 to allow for the application process to be completed and a full three months' notice given to all groups regarding the change of funding arrangements. The criteria, application process and grant extensions were agreed by Mayor and Cabinet on 21 November 2018.

The full application form and criteria agreed by Mayor and Cabinet on 21 November 2018.

There was strong support for retaining the 4 themes that had been the basis of the programme in 2015. These are:

Strong and Cohesive Communities – this theme seeks to develop and maintain strong communities and build a more inclusive and cohesive borough. With the reduction in statutory resources, residents and communities are being asked to do more for themselves. This theme seeks to ensure that there is an infrastructure across the borough that can encourage and capitalise on active citizenship, supporting grass roots activity. The theme also funds services that provide equalities support to ensure equal access to services.

Communities that Care – the overall intention of this theme is to fund a range of organisations that together provide support to vulnerable adults to assist them in accessing services, prevent their needs from escalating, reduce the burden on statutory services and provide links between statutory services, VCS and communities in relation to working together to support vulnerable adults. The activities funded through this theme form an important part of the borough's preventative strategy.

Access to Advice Services – the advice sector provides an essential service to some of the borough's most vulnerable residents. Advice organisations provide independent, high quality advice to individuals to ensure that they receive the benefits they are entitled to, are supported to manage debts, address financial exclusion and deal with housing issues. Statutory services work closely with the advice sector as addressing these issues are of mutual benefit.

Widening Access to Arts and Sports - this theme seeks to ensure that the rich and diverse contribution that the borough's Arts and Sports organisations make to the quality of life of residents is maintained. The Arts and Sports sectors are adept at attracting resources from external funding, earned income and volunteers. However, the sectors still require a level of core funding to enable them to continue to attract these resources that would otherwise be lost to the borough. The focus of our support is on increasing participation particularly by those who are less able to participate due to disability, economic disadvantage and age.

The application process was launched on 3rd December 2018 with a deadline for applications of midnight on Sunday 3rd February 2019. Due to the over financial pressure on the Council created by Central Government cuts to budget available for the programme was £600,000 (19%) lower than the current programme.

The EAA was undertaken as part of the officer assessment process which has led to draft allocations to be sent to groups on 28 February 2019 giving a full 5 months' notice of changes to current grant funding.

The EAA is intended to ensure that the allocation of the new grants is fair and equitable and promotes access for all groups as well as ensuring that the impact of the changes to, or ending of, the current grants does not have a disproportionate impact on any groups.

However, it is important to recognise that a 19% budget reduction will, inevitably, have a negative impact of the level of service supported through the Main Grant programme. Given the focus of the programme on particular areas e.g. older people, those with disabilities etc it is also inevitable that there will be significant impacts on these groups.

2. The protected characteristics or other equalities factors potentially impacted by this decision

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<input checked="" type="checkbox"/> Gender	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Religion	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Income	

Equalities Context

Public bodies such as local authorities are legally required to consider the three aims of the Public Sector Equality Duty (set out in the Equality Act 2010) and document their thinking as part of any decision-making processes. The Act sets out that public bodies must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation;
- advance equality of opportunity between people who share a protected characteristic and those who do not share that characteristic; and
- foster good relationships between those who share a protected characteristic and those who do not share that characteristic.

The following equalities characteristics are 'protected' from unlawful discrimination in service provision under the Equality Act 2010: age; disability; gender reassignment; pregnancy and maternity; marriage and civil partnership; race; religion and belief; gender; and sexual orientation.

The duty continues to be a "have regard duty", and the weight to be attached to it is a matter for the Mayor, bearing in mind the issues of relevance and proportionality. It is not an absolute requirement to eliminate unlawful discrimination, advance equality of opportunity or foster good relations.

The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and

functions. This EAA assesses whether the proposed recommendations are in line with duties established by this Act.

Against the backdrop of the Equality Act 2010, Lewisham's Comprehensive Equalities Scheme (CES) was developed and agreed by the Mayor in 2012. The CES is the council's overarching equalities vision statement. It specifically describes how the Public Sector Equality Duty will be addressed through five overarching objectives:

- tackling victimisation discrimination and harassment
- closing the gap in outcomes for citizens
- improving access to services
- improving mutual understanding and respect
- improving participation and engagement

3. The evidence to support the analysis

The demographic data from the 2011 census, the ONS and the GLA; and service monitoring to date, have been brought together in this section to inform the impact assessment. For each of the nine protected characteristics, the impact of the proposed changes has been classified as positive, negative or equivocal for each of the nine protected characteristics.

The following data sources were identified:

- 1) **Demographic data from 2011 Census, Office for National Statistics, Greater London Authority** – used to determine the prevalence of having a protected characteristic in the Lewisham population.
- 2) **Equalities Data provided through the application process for the Main Grants programme 2019-22** as well as a-priori knowledge of a number of the services

Contextual data: The Lewisham population

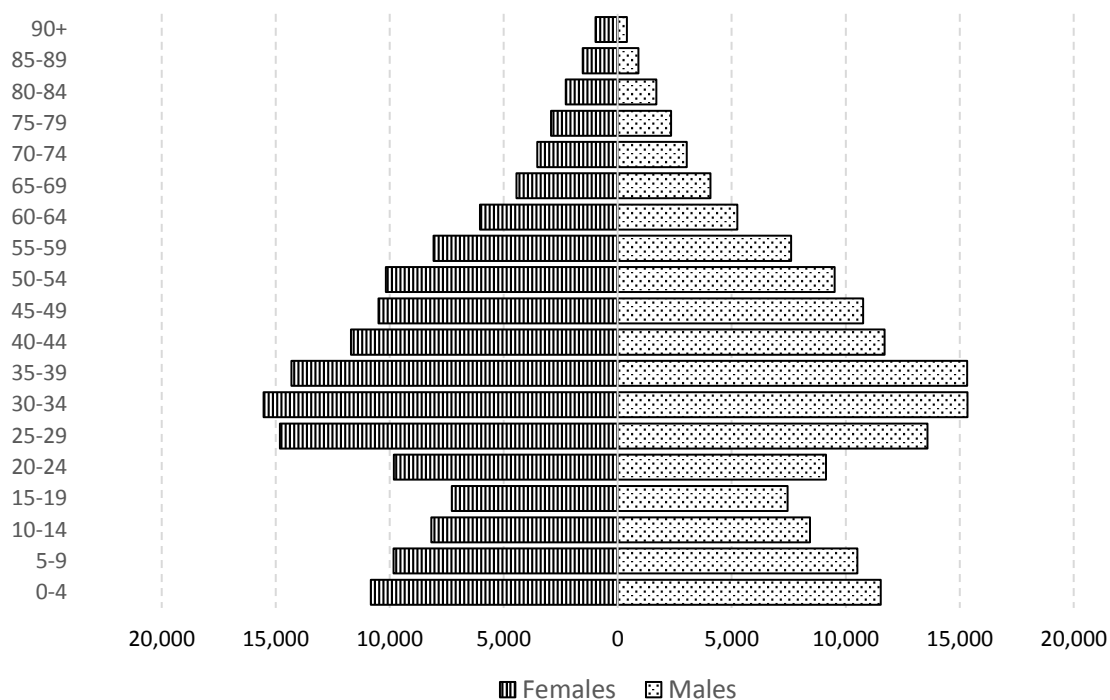
Gender

In 2017, it is estimated that just over half (50.7%) of Lewisham's population of 301,300 are female.¹

Age

¹ Office for National Statistics (ONS) 2017 mid-year population estimates.

Lewisham population by age and gender, 2017



Source: Office for National Statistics (ONS) 2017 mid-year population estimate.

<https://www.ons.gov.uk/peoplepopulationandcommunity/populationandmigration/populationestimates/datasets/populationestimatesforukenglandandwalesscotlandandnorthernireland>

Ethnicity

The below table sets out the ethnic profile of Lewisham from the 2011 census.

Ethnic Group	2011	
	number	%
All usual residents	275,885	100.0
White	147,686	53.5
Mixed/multiple ethnic groups	20,472	7.4
Asian/Asian British	25,534	9.3
Black/African/Caribbean/Black British	74,942	27.2
Other ethnic group	7,251	2.6
BAME	128,199	46.5

Disability status

The 2011 Census asked about long-term health problems and disabilities. It found that in Lewisham, 14.4% of the population reported that were living with a long-term health condition that limited their day-to-day activities: 7.1% reported that they were limited a lot and 7.3% reported that they were limited a little.²

Sexual orientation

The Annual Population Survey has released experimental statistics on sexual identity at a local authority level, using estimates based on a survey.³ In Lewisham, it is estimated that 89.0% of the adult population identify themselves as heterosexual or straight; 2.5% identify themselves as lesbian, gay or bisexual; and 8.5% don't know, refuse to answer or identify themselves as other (i.e. neither heterosexual/straight, lesbian, gay or bisexual).

² Table KS301UK. 2011 Census: Health and provision of unpaid care, local authorities in the United Kingdom.

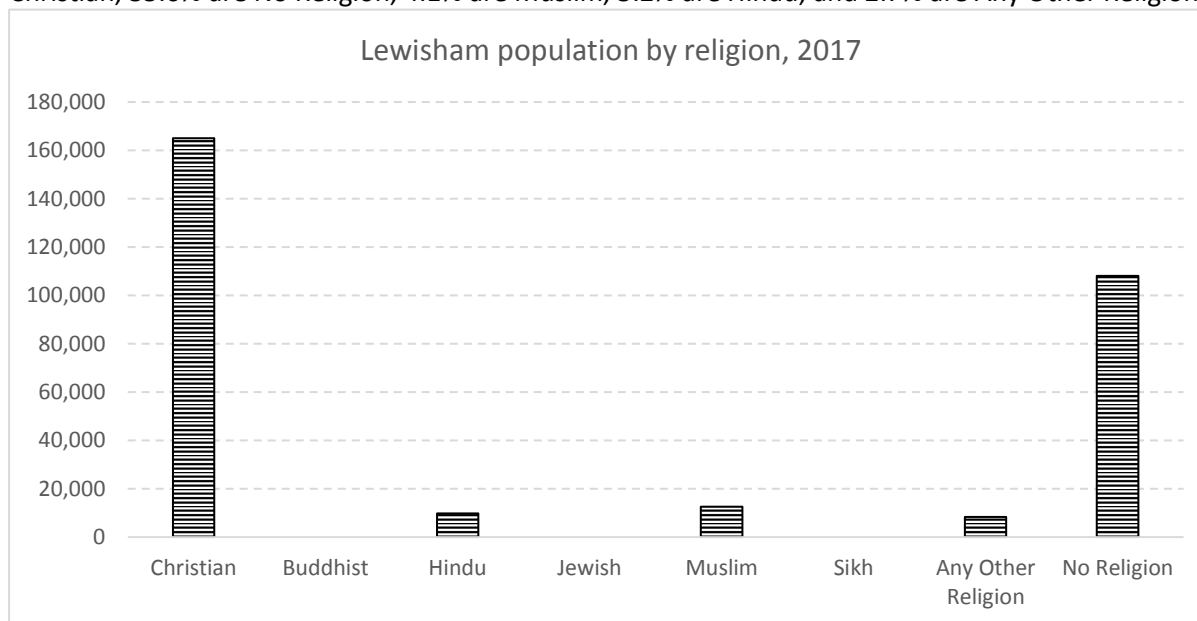
³ This means they are subject to sampling variability. This is because the sample selected is only one of a large number of possible samples that could have been drawn from the population.

Gender identity

The ONS 2021 Census topic consultation identified a need amongst a number of data users for information about gender identity for policy development and service planning; especially in relation to the provision of health services. These requirements are strengthened by the need for information on those with the protected characteristic of gender reassignment as set out in the Equality Act 2010.

Religious belief

The Annual Population Survey estimates the population by religion in Lewisham. It estimates that 54.3% are Christian, 35.6% are No Religion, 4.1% are Muslim, 3.2% are Hindu; and 2.7% are Any Other Religion.



Source: Greater London Authority (GLA) Population by Religion, Borough <https://data.london.gov.uk/dataset/percentage-population-religion-borough>. Data from ONS Annual Population Survey.

Maternity/pregnancy

Of live births in Lewisham in 2017, 2.0% of mothers were aged under 20 and 9.4% of mothers were aged 20-24

Number and percentage of live births in Lewisham, by age of mother, 2015-2017

Age of mother	2015		2016		2017	
	Number	Percentage	Number	Percentage	Number	Percentage
Mother aged under 20	116	2.4%	114	2.4%	97	2.0%
Mother aged 20-24	499	10.4%	466	9.9%	445	9.4%
Mother aged 25-29	1,032	21.4%	958	20.3%	951	20.0%
Mother aged 30-34	1,612	33.5%	1,628	34.5%	1,617	34.0%
Mother aged 35-39	1,228	25.5%	1,219	25.8%	1,303	27.4%
Mother aged 40-44	292	6.1%	308	6.5%	313	6.6%
Mother aged 45 and over	35	0.7%	28	0.6%	25	0.5%
Total	4,814		4,721		4,751	

Source: Office for National Statistics. Live births in England and Wales down to local authority local area. Downloaded from Nomis.

4. The analysis

General

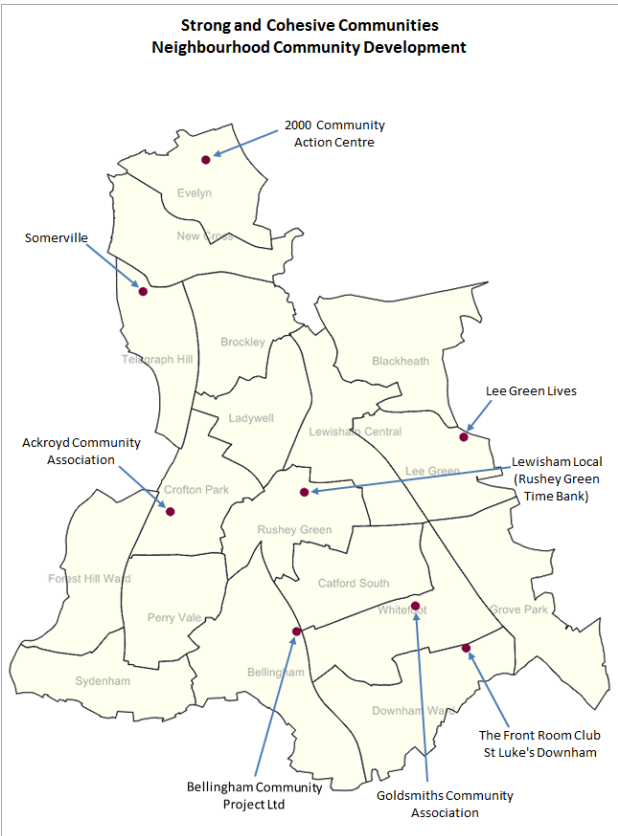
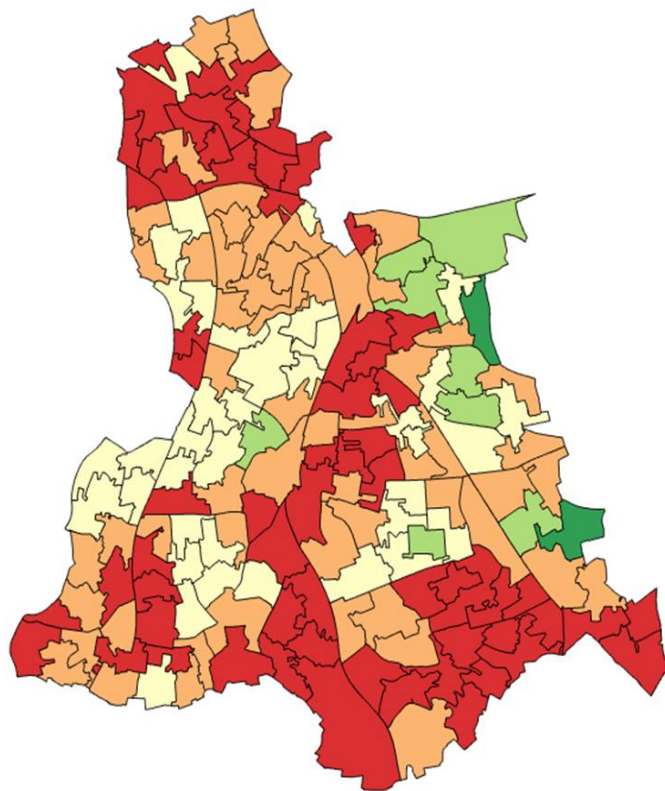
Changes to the allocation of Main Grant funding may impact the protected characteristics in different ways. Each and every application had to confirm that they shared the Council's commitment to equalities and that they has up to date Equalities and Diversity policies and procedures. In addition there was a specific question

that was scored as part of the assessment process relating to the engagement of groups who may not traditionally engage directly with services without specific actions.

This ensures that all groups recommended for funding take a proactive approach to equalities ensuring that the programme as a whole provides opportunities for all groups regardless of their specific focus.

Officers were also mindful that Council budgets have been reducing steadily for nearly 10 years and are likely to continue to do so for the foreseeable future so have sought to prioritise funding for community development activity over direct delivery. This is intended to ensure that communities are well place to organise locally and build on existing assets to deliver solutions rather than require on Council funded services that may cease to exist if the Central Government cuts continue.

This funding has been targeted wherever possible at areas of high deprivation as there is evidence to suggest that this can have a multiplier effect in creating barriers for those with protected characteristics.



In order to ensure there is adequate oversight over the equalities work across the programme, and more broadly, across the borough Metro have been recommended to provide a coordination role across a range of groups supporting areas of protected characteristics. These are:

Organisation	Current funding	Recommendation	Characteristic
Lewisham pensioners forum	£33,896	£35,000	Older People
Lewisham refugee and migrant network (LRMN)	£74,503	£35,000	Refugees
Stephen Lawrence Charitable Trust	£34,586	£35,000	BAME

Metro	£28,247	£35,000	LGBT/Overall coordination
TBC	£0	£35,000	Disabilities
LEAN	£32,000	£35,000	Young People (WATAS)

These recommendations are in all cases apart from LRMN an increase in the current level of funding and this is because LRMN current receive funding under a number of different themes. This funding increase recognises the important of co-ordinated action across equalities work and officers hope that this network will serve to mitigate the worse impacts of the overall cut or, at the very least, highlight where impacts are being felt and suggest remedial action.

The specific services are also referenced against their specific characteristics but it is important that they are considered at this point as a whole because the recommendations are intended to be seen as an overall approach (alongside the overall VCS infrastructure funding to Lewisham Local) that can deliver impact greater than the sum of its parts.

Other borough-wide services that are worthy of note in this context are delivered by the Advice Lewisham Partnership, the Community Connections Consortium (led by Age UK Lewisham and Southwark) and Voluntary Service Lewisham and these are explored in more detail later in this assessment.

Age

Older people

Older people are probably the single biggest group that benefit directly from the services funded through the Main Grants programme so officers were extremely mindful to ensure that the overall budget cut did not disproportionately impact on this group.

Analysis of funding to group who work specifically, or primarily with older people, shows that this funding has increased slightly. This is primarily due to the extra resource secured for the Age UK services which to an extent hits the impact elsewhere.

Organisations that work specifically with older people	Current funding	Recommendation
Ackroyd Community Association	£41,523	£38,000
Age Exchange	£27,541	£24,750
Age UK Lewisham and Southwark Ltd	£336,000	£428,456
Ageing well in Lewisham - LCC	£25,637	£0
Asian elders and carers group	£0	£0
Deptford Methodist Mission disabled people contact	£6,144	£15,000
Entelechy Arts (also WATAS)	£33,896	£33,800
Lewisham pensioners forum	£33,896	£35,000
Stanstead lodge senior club ltd	£38,669	£30,000
The Grove Centre	£16,524	£0
TOTAL	£559,830	£605,006

It is also important to note that two borough-wide services that have received relative protection (a 13% reduction in funding rather than the 19% reduction to the budget overall) all provide a significant level of service to older people further mitigating the worst impact of the cut and providing a positive network of service.

On average Advice Lewisham clients are older than the average within the local population (60% age 35-64 and 80% age 25-64). The proportion of older adults within the client base is higher than the proportion within the local community.

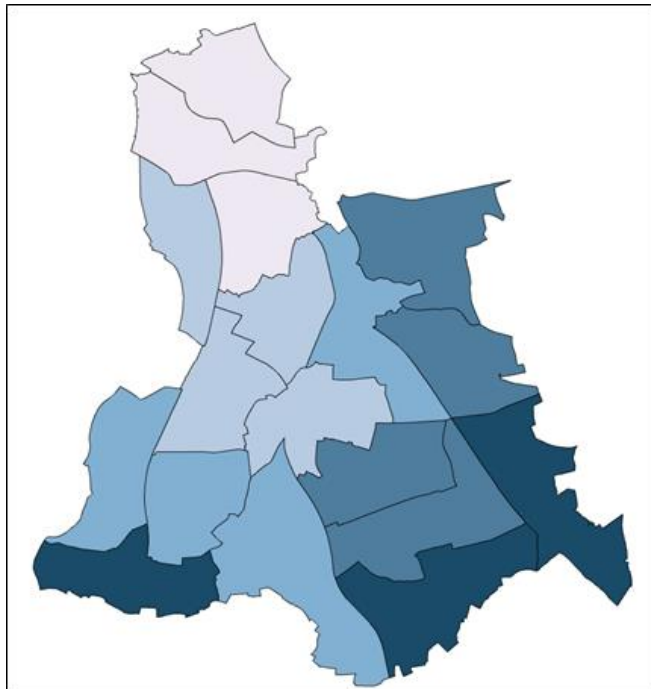
Organisation	Current funding	Recommendation

Voluntary Services Lewisham	£161,474	£144,000
Advice Lewisham	£1,002,737	£866,732
TOTAL	£1,164,211	£1,010,732

13%

Despite this relative protection to specific services officers were also mindful that the pattern of quality applications did not reflect the demographic of the borough in relation to older people.

Initial consideration was given to not recommending any of the older people's services in the south of the borough (Grove Centre, Stanstead Lodge Seniors Club 'Seniors' and Ageing Well) for funding based on the quality of their applications. However, when mapped against the population data this showed a likely significant impact – see below.



Number of residents over the age of 65
Source: ONS Census 2011



As such the decision was taken to recommend Seniors for funding as their application had the most potential for the development of a sustainable service that could grow to support wider provision in the south of the borough. In addition to this on-going (and increased) community development funding was provided to Goldsmith's Community Association from where Ageing Well deliver the majority of their services should provide the bedrock for the development of more services in this area.

Officers have further sought to mitigate the impact of the loss of services in the south by recommending full funding for Entelechy Arts who are in the process of securing external funding for the expansion of their 'Meet me' programme to the area. The increased level of funding to Age UK is also material here as they have recently re-located to Bellingham from their existing base in Rushey Green and this provides a further base for the coordination and development of Older People's service in the South.

Notwithstanding this, officers are mindful that older people in south-west and south-east of the borough are underserved by the grants programme. This is not entirely a result of the recommendations because application were not forthcoming across the area and therefore the role of Lewisham Pensioners Forum (LPF) will be crucial as they have been funded to provide coordination and overview of issues for this group. Officers will work with LPF and other funded groups to identify opportunities for service development in these areas.

In this regard, a close partnership with the Advice Lewisham Partnership is likely to be useful as they have developed a reasonable pattern of outreach services in the south east of the borough although joint work is likely

to be necessary to identify opportunities in the south west – see below map from the Advice Lewisham application.



Figure 1: Face-to-Face Advice Locations

Finally, other recommended programmes have a flexible locations or be delivered where older people are already present, for example Wheels for Wellbeing will provide outreach for older people in various locations and continue their programme for people with late-stage Dementia attending the Ladywell Dementia Day Service, supported by students from Abbey Manor College. Overall this type of initiative will reduce the risk that older people will not be able to access the services recommended.

Young People

Generic services for young people are not eligible for funding although where the activity is based within the Widening Access to Arts and Sports theme they tend to be the majority recipients of the services provided.

These services are not all exclusively for young people and the exact proportion, and age, of participants varies across the services but it is a very useful proxy for the like impact on this group.

As such the table below demonstrates that overall the level of funding provided to this theme has been reduced by less than 10% against an overall cut of 19% which is likely to ensure that this group is not disproportionately affected by the recommendations.

Organisation	Current funding	Recommendation
Deptford X	£8,474	£8,500
Greenwich and Lewisham young peoples theatre (GLYPT)	£68,530	£35,000
IRIE Dance theatre	£21,105	£21,105
Lewisham education arts network	£32,201	£35,000
Lewisham Youth theatre Ltd	£36,559	£35,000
Second wave centre for youth arts	£45,017	£35,000
The midi music company	£44,092	£38,200
Trinity Laban conservatoire of music and dance	£76,831	£60,000
London Sports Ltd	£15,000	£15,000
London Thunder Basketball	£21,185	£25,000
Millwall community trust	£21,185	£25,000
Saxon Crown Swimming club	£6,667	£7,750
South East London Tennis	£25,140	£25,000
THYSF - Platform cricket	£0	£25,000
TOTAL	£421,986	£390,555

The one group who have applied under this theme who are recommended for a significant cut are Teatro Vivo and their current services provide generic borough-wide community develop support so this is unlikely to have a significant impact of younger people.

Overall Assessment - impact equivocal

The mitigations outlined above along with the variety of bids recommended for funding under the main grants programme suggests that younger or older people will not be disproportionately affected. A number of programmes are recommended that will have positive impact on the lives of both groups throughout the borough. Flexible services will ensure that all older people can benefit from those programmes.

Officers will work with relevant organisations to promote ongoing service development in areas of need, particularly in the south of the borough.

Gender

There is no single picture of gender balance across the groups recommended for funding for a Main Grant with various groups tending to see over representation from either gender.

However, no groups are funded to work specifically with on or other of the genders and where there is a specific imbalance organisations are expected to undertake engagement activity to promote their service to the under-represented group.

As such the impact overall is likely to be neutral.

Disability

Along with older people, officers considered there to be a likely impact on those with disabilities particularly due to the recent closure of Lewisham Disability Coalition who was previously a recipient of a Main Grant.

A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities. 'Substantial' is more than minor or trivial e.g. it takes longer than it usually would to complete an everyday action such as getting dressed, whilst a 'long-term' condition means 12 months or more. Progressive conditions can also be classed as disabilities; these are conditions that get worse over time like HIV or cancer. It should also be noted that a number of older residents are likely to be eligible for disability-specific provision, for examples for services supporting dementia or individuals who are physically incapacitated.

In terms of direct delivery the recommendations are broadly positive with significant number of applications that actively promote equal opportunities for those with disabilities have been recommended for funding. These include a range of activities including advocacy groups, such as Lewisham Speaking Up, sports teams inclusive of those with disabilities (London Thunder Basketball and Millwall), as well as arts programmes like Heart 'n' Soul and social activities provided by Mencap targeting individuals with learning disabilities. The significant increase in funding (albeit from a low base) for Deptford Methodist Mission Disabled People Contact is also a positive recommendation for this group.

The services delivered by Contact will ensure that families with disabled families are supported and officers have highlighted the application from Lewisham Parents and Carers Forum to commissioners in the Council's CYP Commissioning Team.

The potential impact of the recommendation to defund Mind should be mitigated by the significant contract they have recently been awarded by the council to provide similar services which should provide the foundation for significant further fundraising for their services. Sydenham Garden are recommended for ongoing funding for their mental health work.

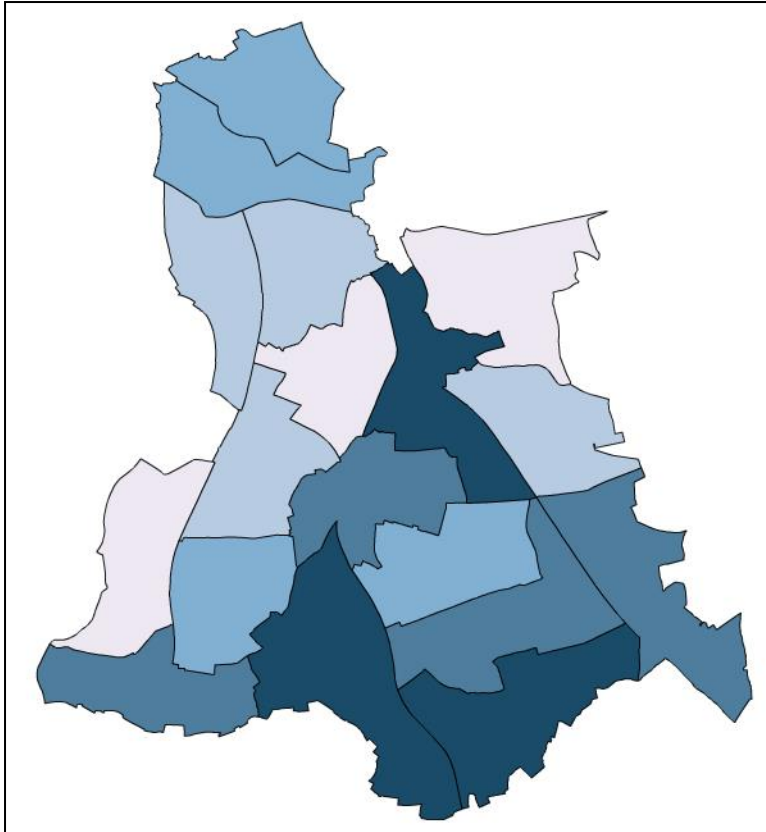
As with older people's services the provision provided by Advice Lewisham is again material here. Advice Lewisham takes all reasonable measures to ensure that services are accessible to residents with a range of disabilities. 45% of clients have a disability or long-term condition – significantly higher than the 14% prevalence within the general population.

The service recommended for funding will offer a range of services tailored to the needs of adults with disabilities, including information presented in BSL, home visits for residents with mobility difficulties and services specialising in advising on disability related issues, such as income maximisation, discrimination and housing advice. All public facing digital services developed by the partnership will be WAI compliant. All Advice Hubs are Equalities Act compliant. Overall, therefore, the relative protection of funding to this service mitigates the impact on disabled people.

Again, common with older people the outstanding concern relates to the over representation of disabled people in the South of the borough (see below map showing the pattern of disabled residents or residents whose 'day to day activities are limited a lot' using census 2011 data) but a limited number of quality applications from organisations in that area.

However, with the demise of LDC there is limited coordination provision for this group and no applicant came forward with a service offer in this area. As such in order to attempt to ensure that negative impacts are mitigated as far as possible for disabled people officers have recommended that an allocation commensurate with other equalities coordination allocations (£35,000 with a contingency of £15,000) be held back pending the establishment of the Accessibility Commission, which will be led by disabled people that is committed to in the Council's Corporate Strategy 2018-22. It is hoped that the Commission will identify both priorities and delivery partners for whom this funding will be appropriate.

As such, in the short term officers assess the potential impact on disabled people as negative but it is hoped that the actions outlined above will ensure that in the medium term it is neutral if not positive as greater understanding of the issue can be developed and explored.

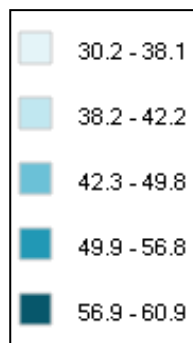
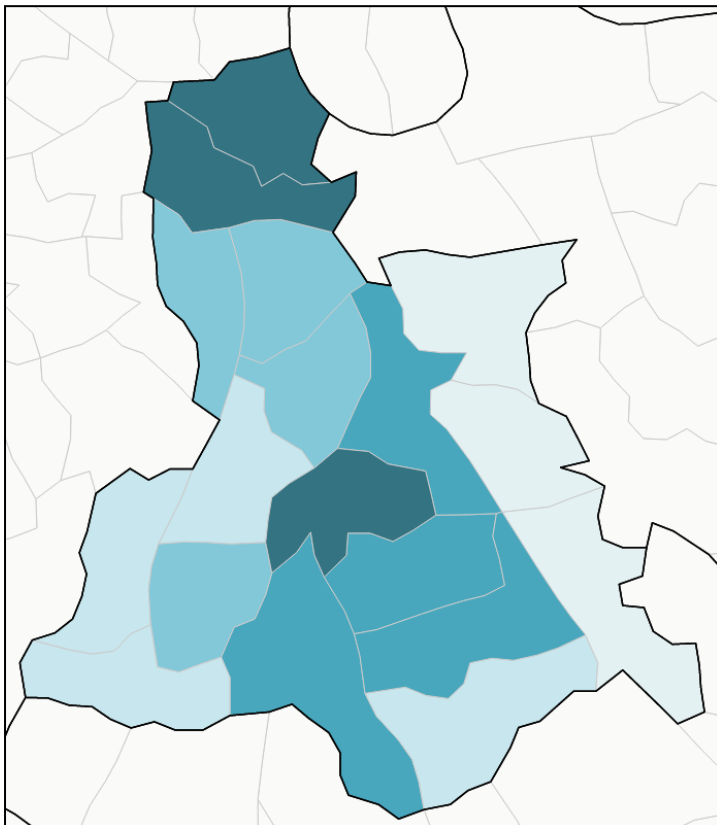


Number of residents whose day to day activities are limited a lot

Ethnicity

As in previous years of the Main Grants programme most applications highlighted a wide range of service users from a variety of ethnic backgrounds. All organisations funded through this programme are required to make their services available to all sections of the community that require them.

The data in the table below shows that there is considerable demographic variation across the borough when it comes to BME communities with a number of wards having a BME majority – as represented by the dark blue areas below.



Percentage of the population from a BME community

Overall the organisations recommended for funding are deemed to be well able to meet the needs of the various populations in Lewisham with some organisations specifically based in areas of particular diversity. This includes the Lewisham Refugee and Migrant Network (based in Evelyn) and the Stephen Lawrence Centre (also based in the North of the borough) is recommended for on-going funding and will work to enable local organisations to develop relationships with BME communities and ensure that their services are fully accessible. The Stephen Lawrence Centre will also support a specific network of BME organisations to ensure that community led initiatives are supported to succeed.

The Lewisham Multilingual Advice Service (LMAS) are also included in the recommendation for funding to the Advice Lewisham partnership and this will ensure a key, borough-wide service, is open and accessible to a range of communities from whom English is not their first language.

Consideration was also given to the fact that many of the organisations that are receiving widening access to Arts and Sports funding who were considered in relation to the impact on young people may work with a significant number of BME individuals due to the demographics of the young people in the borough so the assessment undertaken relating to young people is considered relevant here and therefore BME communities are not disproportionately affected due to associated impact on young people.

When considering recommendations officers also weighed up any proposals to defund services that operate in highly diverse areas. The principle consideration here relates to the recommendation not to fund the Evelyn 190 Community Trust who, as the name suggests, are based in Evelyn ward. In considering this application the fact that the service is located in this area suggests that this will promote access for local individuals and the recommendation not to fund may have a negative impact here. However, given the available budget the decision was a binary one between Evelyn 190 and Advice Lewisham i.e. any recommendation to the former would be taken from the resources available to the latter. Given the overall approach outlined by Advice Lewisham and detailed elsewhere in this EAA officers felt that the overall accessibility, triage and partnerships meant that equality of access across the borough would be promoted through a higher level of funding to Advice Lewisham notwithstanding the potential impact on a small number of people who may live locally to Evelyn 190.

Overall the services recommended for funding to work on specific issues along with the fact that all services are required to be fully accessible means that the recommendations are not considered to have a disproportionate impact relating to ethnicity. Officers will also work with all organisations, and specifically those working to provide equalities coordination to build positive approaches to meet the needs of Lewisham's diverse population and promote community cohesion/ mutual understanding and respect. This is one of our comprehensive equalities scheme objectives.

Pregnancy and maternity

We do not have data for this characteristic across the Main Grants programme. A number of the services funded provide support for parents and it is anticipated that these may be of use during pregnancy and a child's early years but no services are directly funded focusing on pregnancy and maternity issues.

Again the protection of funding to Advice Lewisham is considered to be a positive here as pregnancy and the early years of a child's life are times of major change when advice relating to benefits, eligibility for services and maternity discrimination may well be required.

Overall therefore the impact is assessed to be neutral.

Religion/belief

While a number of the Main Grant recommendations are for funding to religious organisations (Deptford Methodist Mission, St. Luke's Downham) these are for the provision of community services and are not targeted at people of a particular faith.

Overall Main Grants are not recommended for activities based on religion but clearly those of a particular faith will be over represented in certain other groups that have been considered as part of this assessment.

Given the conclusions reached in other areas of the Assessment it is considered overall that the impact on Religion/belief will be neutral.

Sexual orientation

In Lewisham, it is estimated that 89.0% of the adult population identify themselves as heterosexual or straight; 2.5% identify themselves as lesbian, gay or bisexual; and 8.5% don't know, refuse to answer or identify themselves as other (i.e. neither heterosexual/straight, lesbian, gay or bisexual).

However, it is generally considered that the official statistics underrepresent the number of lesbian, gay or bisexual people in the population with The Greater London Authority estimating that the lesbian and gay population comprises up to 10% of the total population of London.

Overall it is difficult to truly assess whether different sexual orientations are over or under represented across main grant funded services. As such the differential impact is assessed as equivocal.

However, this should in no way be considered to be complacent and a specific grant has been recommended for Metro to ensure that access and equality for this groups is monitored and any specific issues or areas of concern are raised immediately.

Gender reassignment

We do not have a reliable comparator data source for this protected characteristic at local authority level or across the Main Grant organisations. Metro are recommended to provide support in this area but overall the impact of the recommendations is assessed to be equivocal due to the lack of available data.

Marriage and civil partnership

We do not currently have comparator data for this characteristic across the Main Grants programme.

4. Conclusion

Overall the considerations and mitigations that have been taken as part of this assessment mean that the impact of the budget cut will be significantly reduced but overall it will have a negative impact where all things remain equal as there is a loss of overall resource to the system.

For some groups this is straightforward as they are evenly represented in the service but for other groups the impact will be more equivocal for a number of reasons as outlined above.

As stated above, it is important to recognise that a 19% budget reduction will, inevitably, have a negative impact of the level of service supported through the Main Grant programme. Given the focus of the programme on particular areas e.g. older people, those with disabilities etc it is also inevitable that there will be impacts on these groups, even if this assessment has concluded they are not disproportionate, and it is vital that the Council works closely with the network of organisation recommended for funding related to equalities coordination to identify, and seek, to mitigate all negative impacts.

**Signature of Head
of Service**

For further information please see the full [Corporate Equality Policy](#).