



# Equalities Analysis Assessment

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## 1. The activity or decision that this assessment is being undertaken for

This EAA is supporting the decision to adopt a cultural strategy for Lewisham. The EAA informs the decision report to be presented to Mayor and Cabinet on 19 July 2023.

Lewisham was the London Borough of Culture (LBoC) in 2022. The theme for the year was *We are Lewisham*. The programme celebrated our history, people, and place. It was created by the people of Lewisham. The year was inspired by our history of activism. It showed how culture can change lives.

The year had a big impact across the borough. It has led to new partnerships and new ways of working. It has shown that by investing in culture we invest in the local economy, in people's wellbeing, and in future generations.

In the bid to become LBoC we said that we wanted to create a legacy after the year. The cultural strategy explains how we plan to deliver the legacy.

We wrote the strategy with cultural organisations, universities, different council departments, and others. We listened to residents, visitors, and people working in the cultural sector.

The strategy is about more than culture. It explains how culture helps the local economy grow and how it can be good for people's health. The strategy is not just for the council. It is a partnership strategy, and we will deliver it with Lewisham's communities.

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Income	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic	
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy and Maternity	<input checked="" type="checkbox"/> Refugee/Migrant/Asylum seeker	<input checked="" type="checkbox"/> Health & Social Care	

<input checked="" type="checkbox"/> Nationality	<input checked="" type="checkbox"/> Employment	<input checked="" type="checkbox"/> Veterans or reservists		
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The Cultural Strategy sets the strategic direction for widening access to cultural activities in Lewisham over the next five years. It is a partnership strategy focused on widening access regardless of the organisation providing cultural activity. The EAA is undertaken in this context. The strategy does not seek to make specific changes to the customer journey for specific cultural services delivered by the council or any strategy partners. All actions and recommendations are of a strategic nature. As individual projects to deliver the strategy are developed and come forward for implementation, the equalities implications of any service or policy changes will need to be considered separately at the time.

There is significant research evidence that identifies the positive benefits of participation in cultural activity and engagement with culture. These benefits include improved health and wellbeing, skills development, cohesion, employment, economic contribution, social capital development, pride of place, and sense of belonging. These positive benefits apply to people sharing all protected characteristics.

The strategy evidence identifies that the level of participation and engagement differs significantly for people sharing different protected characteristics. Similarly, the evidence identifies that employment levels in the cultural sector also vary for different protected characteristics. As a consequence, not everyone is able to benefit from the positive impacts of culture to the same extent. The strategic actions identified seek to ensure the benefits of culture are accessible to everyone. As such, the core aims of the strategy are aligned to the Public Sector Equality Duty:

- Tackling discrimination
- Advancing opportunities for those who share a protected characteristic and those who do not
- Fostering good relations between those who share a protected characteristic and those who do not

The strategy does not propose changes that would reduce access to culture for certain groups and as such there are no negative impacts anticipated because of adopting the strategy. Any potential negative impacts associated with the delivery of specific interventions or projects will need to be assessed as interventions or projects are designed.

### 3. The evidence to support the analysis

A range of data sources have informed the development of the cultural strategy. Published data sources have been supplemented with insights from engagement and consultation activity.

#### Cultural participation data

- [DCMS Participation Survey July to September 2022 publication](#)

The Department for Culture, Media and Sport runs an ongoing survey to understand participation and engagement. The survey is aimed at people 16 years of age and over and it covers being an active participant as well as being an audience member. From 2023/24 this survey will be carried out at local authority level once every three years. Currently, data is only available at national level and sub regional level (for inner East London).

Data is available at national level for:

- Age

- Gender
- Ethnicity
- Religion / faith
- Disability
- Qualification level
- Employment status
- National Statistics Socio-economic classification (NS-SEC)
- ACORN groupings
- Tenure
- Index of Multiple Deprivation (IMD)

Data is not available for sexual orientation, language, sex, carer status, marriage or civil partnership, pregnancy and maternity, immigration background (refugee, asylum seeker, migrant), health and social care.

- [Audience Agency Audience Spectrum](#) – Lewisham specific data broken down by ward included in the Insights Pack published alongside the Cultural Strategy and this EAA.

Audience Spectrum does not provide data for specific characteristics. It uses a range of demographic data sources and applies audience personas based on actual cultural engagement to the demographic data. This allows spatial understanding of participation patterns and engagement preferences for different audience groups. For more details, please visit the Audience Spectrum page.

#### Employment diversity data

- [Arts Council England Annual Diversity Report 2020-21](#), data is available for:
  - Age
  - Gender
  - Ethnicity
  - Disability
  - Sexual Orientation

#### Engagement and consultation insights

As part of the development of the Cultural Strategy, we carried out a range of engagement activities. These have provided additional insights in relation to the impact on protected characteristics, including those with specific lived experience. The findings from the engagement and insight activities are included in the Cultural Strategy section titled *Cultural Strategy engagement – key insights*. Engagement activities included:

- London Borough of Culture programme 2022
- 1-2-1 interviews and focus groups with internal and external stakeholders
- Cultural Strategy Steering Group x 2 meetings followed by online engagement
- Creative and cultural sector online survey
- Resident and visitor online survey
- Scrutiny committee leads workshop
- London Borough of Culture closure event and impact report
- Creative and cultural sector summit
- Intergenerational focus group

#### **4. The analysis**

The Cultural Strategy contains analysis of equalities data relating to culture. This part of the EAA draws on the sections titled *Cultural Participation* and *Workforce Diversity*.

## DCMS Participation Survey

Nationally, engagement with the arts in the previous 12 months is broadly in line with the national average of 89% for all age groups except for those aged 85+ when the participation level drops to 73%. There is also little variation in participation in terms of gender or disability. Engagement does, however, vary for different ethnic groups. 91% of white respondents engaged in the arts in the previous 12 months, while 82% of black respondents and 79% of Asian respondents did so. For Inner East London, overall engagement is 88% and just one percentage point below the national average and one percentage point above the London average (87%).

Nationally, there are greater variations in using libraries. The national average for having used a library in the past 12 months is 20%. Women are more likely to use libraries (22%) than men (17%). 26% of black respondents have used a library over the last year while 18% of white respondents did so. The greatest variations exist between age groups. Those of retirement age and those in their early 20s to mid-30s are engaging broadly in line with the national average. Those under 20 and between 35 and 44 are most likely to use libraries (26% and 27%). Those between 45 and 64 are least likely to have used libraries. Usage in Inner East London is at 26% for all groups compared to 23% for London as a whole.

Nationally, 68% of Participation Survey respondents had engaged with a heritage site over the previous 12 months. There are no significant differences when looking at this by gender, disability, age – again except in the oldest age group of 85+. 70% of white respondents have engaged in the last 12 months while this drops significantly to 52% for black respondents. In Inner East London, the rate of engagement was 70% compared to 67% for the whole of London.

Nationally, 33% of respondents had engaged with a museum over the past 12 months. There is little variation between different age groups, except for those over 75 when engagement drops. There is also little variation for men and women. There is some variation between different ethnic groups. 28% of black respondents had engaged with a museum, while this was 33% for white respondents. In Inner East London, engagement is significantly higher (55%) than nationally (33%) and in London as a whole (47%).

More detail of the Participation Survey is included in the separate insights pack.

While data is not available for Lewisham, we can draw some conclusions from national data based on the demographic makeup of Lewisham's population.

According to the Census 2021, Lewisham has the highest proportion of residents who are Black, Black British, Black Welsh, Caribbean or African of any local authority area. This main ethnic group accounts for 26.8% of the population. Together with the Participation Survey data, this indicates that a significant proportion of the population may not be engaging with arts, heritage, and museums regularly. It also indicates that libraries play an important role for Lewisham.

Lewisham has a relatively young population but is ageing in line with the national picture. It is expected to grow older over the next two decades. This suggests that unless action is taken, there will be more older people who are not engaging with culture.

## Audience Spectrum

The Audience Agency has developed an audience segmentation tool (Audience Spectrum) to help places and organisations understand the different audience groups in an area, what they are interested in, and what characteristics they share. The Audience Agency has provided us with analysis that helps us understand participation levels and interest in different parts of the

borough and in different groups. The full analysis is included in the separate insights pack that supports the strategy.

Lewisham's population is split between those who are highly engaged with culture and those who have a low level of cultural engagement. There are relatively few in the population who have a medium engagement level with culture. Those who are lower engaged with culture are representative of the diversity of the population: from families who may enjoy local cultural activities to individuals who are perhaps less likely to engage culturally unless there is an offer which feels particularly relevant or inclusive of their needs or interests. The higher engaged population is split between young professionals or students and emerging or older professionals. The latter are more likely to be seeking out traditional cultural experiences, most likely including attendance at central London venues, compared to the former who are particularly attracted by new or unusual cultural opportunities which they can enjoy as an integral part of their social life.

Audience Spectrum is made up of ten different audience segments. The most prominent segments in Lewisham are the lower culturally engaged Kaleidoscope Creativity, and the higher culturally engaged Metroculturals and Experience Seekers. 92% of adults in Lewisham belong to one of these three segments, compared with 79% of adults in Greater London.

- Kaleidoscope Creativity (lower engagement) is 42% in Lewisham compared to 35% in Greater London. This group lives in urban and culturally diverse areas. Their arts and cultural activity happens in their community and outside the mainstream cultural sector.
- Metroculturals (higher engagement) is 26% compared to 29% in Greater London. This group is made up of highly engaged, prosperous, liberal urbanites, with a wide range of arts and cultural interests.
- Experience Seekers (higher engagement) is 25% compared to 15% in Greater London. Experience Seekers are diverse urban audiences, students and recent graduates who are interested in a variety of cultural events. Lewisham is a location of two leading arts and cultural higher education institutions, which may impact the size of this segment locally.

Audience Spectrum also shows some significant differences between wards. More than 90% of adults in Bellingham and Downham are from low engagement segments with Catford South at 73%. Lewisham Central is the ward with the largest proportion of adults in the high engagement segments – 82%. More than 2/3 of adults in Blackheath, Brockley, Crofton Park, Forest Hill, and Lee Green are from high engagement segments.

### Workforce diversity

Local data on the demographic makeup of the workforce in the cultural and creative sector is not available. ACE collects, analyses, and publishes regional data for the workforce of those organisations that receive national portfolio (NPO) funding. This data gives an insight into the extent to which those who work in the sector are reflective of the wider population. The data includes high proportions of gaps in data but still provides an indication.

In London, 50% of the workforce is white while only 20% are from other ethnic groups. The ethnic group is not known for 30% of the workforce. In comparison, Census 2021 data indicates that 54% of the Greater London population is white while 46% of the population is from other ethnic groups. 48% of the workforce identify as female, 35% as male, 1% as non-binary, with the remaining 16% unknown. This compares to a much more even gender distribution within the London population.

While it only gives a limited snapshot, the ACE data demonstrates the longstanding diversity challenges within the sector, which we know from talking to residents also exist in Lewisham.

Recent research by the Centre on the Dynamics of Ethnicity identified that the Covid-19 pandemic has had a particular impact on Global Majority workers in the creative and cultural industries. The report found that Global Majority participants in the study had experienced negative impacts including reduced financial stability and job security; obstacles to entry, progression, and retention in the creative and cultural industries; and ongoing forms of racial and religious discrimination within the industry.

Protected characteristic or equalities factor	Analysis
Age	<p>Participation for most cultural activity appears to see those aged 75+ engaging less compared to other age groups. This means those more likely to be affected by loneliness are less likely to benefit from the social benefits of cultural engagement. For library use, the pattern is slightly different with those aged under 20 and aged between 35 and 44 most likely to have engaged. This may reflect that those aged 35 – 44 are more likely to have younger children.</p> <p>Employment data indicates that the workforce in the cultural sector is relatively young, with 31% between 20 and 34. 25% are between 35 and 49. The age is unknown for 25% of the workforce.</p>
Ethnicity / race	<p>Variations in cultural engagement are most pronounced when it comes to ethnicity and race. White respondents generally engage in most cultural activities in line with the national average while those from Global Majority backgrounds are less likely to attend. Library use again shows an exception to this with Black respondents more likely to engage compared to White respondents.</p> <p>Employment data indicates that those with a Global Majority background are underrepresented in the cultural sector workforce.</p>
Religion or belief	<p>There are significant variations in participation for most cultural forms for different religious groups. While Christians and those of no faith tend to engage in line with the national average, participation for those of Muslim faith is lowest. Participation for those of Jewish faith is significantly above the national average. Participation for other faith groups is below the national average. Engagement with libraries is broadly in line with the national average for all faith groups except for Hindus who are more likely to attend libraries.</p> <p>Data on religion or belief of the workforce is not available.</p>
Gender and sex	<p>Engagement with culture is consistent between different genders for most cultural forms. Those who identify as female are more likely to engage with libraries than those who identify as male.</p> <p>Employment data indicates that those who identify as female account for just under half of the workforce while those who identify as male only account for just over 1/3 of the workforce. 16% of the workforce have not declared. 1% identifies as non-binary.</p>

Gender identity	There is no data available on gender identity in relation to engagement with culture or employment. There is evidence from a range of services that those whose gender identity is not the same as the sex assigned at birth are experiencing disadvantage in a variety of settings. This may be applicable in relation to culture and the sector.
Disability	Engagement with culture does not differ from the national average for those who have a long-standing illness or disability.  7% of the workforce have a disability, 58% do not, and 35% is unknown. The Census 2021 indicates that in London 15.7% of the population has a disability.
Sexual orientation	There is no data available on sexual orientation in relation to engagement with culture. There is evidence from a range of services that those who are not heterosexual are experiencing disadvantage in a variety of settings. This may be applicable in relation to culture.  Workforce data indicates that the workforce in the cultural sector has a greater proportion of people who identify their sexual orientation as other than heterosexual. The Census 2021 indicates that 4.3% of Londoners are not heterosexual while in the cultural sector this rises to 13%. 44% of those working in the sector identify as heterosexual and the sexual orientation of the remainder is not known.
Pregnancy or maternity	There is no data available in relation to this protected characteristic. High levels of self-employment in the sector as well as caring responsibilities may create particular barriers for participation in culture and employment in the sector.
Marriage or civil partnership	There is no data available in relation to this protected characteristic. It is unlikely that marital status has an impact on the ability to engage in culture or work in the cultural sector.
Language spoken	There is no data available in relation to this equalities factor. Language barriers may impact someone's ability to fully engage in cultural activity or work in the cultural sector in the UK as would apply to other aspects of public life or employment.
Household type	Engagement with culture is highest among owner occupiers and lowest among those in social rented accommodation. There is no data available on the tenure status of those employed in the cultural sector.
Carer status	There is no data available in relation to this equalities factor. High levels of self-employment in the sector as well as caring responsibilities may create particular barriers for participation in culture and employment in the sector.
Socio economic	Engagement with culture is highest in higher socio-economic groups. There is no data available on the socio-economic background of those working in the cultural sector.
Income	Engagement with culture is highest in higher income groups. Income in the sector and job security is lower in the cultural sector than the wider economy. Research has identified that income and job security are particularly precarious for those of a Global Majority background.

Refugee/Migrant/ Asylum seeker	<p>There is no data available in relation to this equalities factor. Access to cultural activity is not restricted based on nationality or immigration status. It is unlikely that immigration status creates a significant barrier to accessing culture. Other associated factors, including language and finance, may create barriers, especially in relation to chargeable services or where there is no recourse to public funds.</p> <p>Refugee, migrant, or asylum seeker status may impact employment in the sector in line with immigration requirements and right to work in the UK.</p>
Health & Social Care	There is no data available in relation to this factor other than that relating to longstanding illness and disability (see above).
Nationality	<p>There is no data available in relation to this equalities factor. Access to cultural activity is not restricted based on nationality or immigration status. It is unlikely that nationality creates a significant barrier to accessing culture. Other associated factors, including language, may create barriers.</p> <p>Nationality may impact employment in the sector in line with immigration requirements and right to work in the UK.</p>
Employment	Engagement with culture is highest in higher occupational groups. Job security is lower in the cultural sector than the wider economy. Research has identified that job security is particularly precarious for those of a Global Majority background.
Veterans or reservists	There is no data available in relation to this equalities factor. It is unlikely that veteran or reservist status in itself may impact engagement in culture. Intersectionality with income and age may be a factor.

## 5. Impact summary


Protected characteristic or equalities factor	Impact	Rationale
Age	Positive	The strategy includes actions to make the cultural offer more visible, taking into account different preferences for obtaining information. The strategy also contains actions to harness the health and wellbeing benefits of cultural engagement through a dedicated creative health programme.
Ethnicity / race	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough. The strategy also includes targeted action to increase diversity in the workforce, starting from a young age through creative and cultural engagement in schools and targeted intervention to support Global Majority creatives and cultural practitioners.
Religion or belief	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough. It recognises the importance of places of worship as part of cultural life.



Gender or sex	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough.
Gender identity	Positive	While data is limited for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
Disability	Positive	The strategy contains specific actions to ensure venues and activities consider the needs of disabled people. The strategy also contains actions to harness the health and wellbeing benefits of cultural engagement through a dedicated creative health programme.
Sexual orientation	Positive	While data is limited for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
Pregnancy or maternity	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
Marriage or civil partnership	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
Language spoken	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
Household type	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough.
Carer status	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities. The strategy contains actions to harness the health and wellbeing benefits of cultural engagement through a dedicated creative health programme.
Socio economic	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough.
Income	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough.
Refugee/Migrant/ Asylum seeker	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities. The strategy contains actions to embed culture and creativity in the borough of sanctuary programme and work.
Health & Social Care	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities. The strategy contains actions to harness the health and wellbeing benefits of

		cultural engagement through a dedicated creative health programme.
Nationality	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough. This is relevant to nationality due to potential intersectionality with other factors such as language or immigration status.
Employment	Positive	The strategy includes actions to increase participation among lower participation groups and areas in the borough.
Veterans or reservists	Positive	While data is not available for this group, the strategy seeks to widen participation by focusing on accessible and welcoming venues and activities.
<b>Single Equalities Framework Objective</b>	<b>Impact</b>	<b>Rationale</b>
To ensure equal opportunities for marginalised and seldom heard communities	Positive	The Creative Connections outcome seeks to embed the creative engagement techniques developed during LBoC into council and partner working. During LBoC partners tested a range of ways of engaging communities in conversations about what mattered to them, using culture and creativity to amplify seldom heard voices.
To reduce the number of vulnerable people in the borough by tackling socio-economic inequality	Positive	The Creative Enterprise outcome recognises the power of culture to achieve social mobility through skills development and employment in a key sector for the UK and local economy. It recognises that the sector workforce is not reflective of the borough population and has identified actions to address this.
To improve the quality of life of residents by tackling preventable illnesses and diseases	Positive	The Creative Communities outcomes focuses on bringing people together through culture and to help people make sense of the world around them through cultural activity. It identifies actions to foster creative health approaches in the local health and social care system, including social prescribing, prevention, and early intervention to achieve better mental health.
To ensure that services are designed and delivered to meet the needs of Lewisham's diverse population	Positive	The Creative Communities outcome seeks to celebrate Lewisham as a great place to live. It includes actions to celebrate all communities in order to promote understanding, increase pride of place, and showcase Lewisham as a welcoming place. It also includes specific actions to support the borough of sanctuary approach.
To increase the number of people we support to become active citizens	Positive	Both the Creative Communities and the Creative Connections outcomes support active citizenship and participation in social life. Creative Communities includes specific actions to promote active participation in cultural activity, including outdoor community events, while Creative Connections seeks to empower people

		to make change in their area happen through creative activism.
<b>6. Mitigation</b>		
<b>Protected characteristic or equalities factor</b>	<b>Mitigation required?</b>	<b>Possible action for cultural partners to consider</b>
Age	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Ethnicity / race	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Religion or belief	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Gender or sex	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Gender identity	None	Consider options to better understand participation at local level for this equalities factor.
Disability	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Sexual orientation	None	Consider options to better understand participation at local level for this equalities factor.
Pregnancy or maternity	None	Consider options to better understand participation at local level for this equalities factor.
Marriage or civil partnership	None	Consider options to better understand participation at local level for this equalities factor.
Language spoken	None	Consider options to better understand participation at local level for this equalities factor.
Household type	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Carer status	None	Consider options to better understand participation at local level for this equalities factor.
Socio economic	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Income	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Refugee/Migrant/ Asylum seeker	None	Consider options to better understand participation at local level for this equalities factor.
Health & Social Care	None	Consider options to better understand participation at local level for this equalities factor.

Nationality	None	Consider options to better understand participation at local level for this equalities factor.
Employment	None	Use Lewisham specific data when the DCMS Participation Survey becomes available at Local Authority level.
Veterans or reservists	None	Consider options to better understand participation at local level for this equalities factor.
<b>7. Service user journey that this decision or project impacts</b>		
<p>This EAA is not related to a specific service user journey. The cultural strategy sets the strategic direction for culture in Lewisham, setting out how culture contributes to wider place outcomes, reduces inequality, and fosters cohesion. As individual projects to deliver the strategy are developed and come forward for implementation, the equalities implications of any service or policy changes will need to be considered separately at the time.</p>		
<b>Signature of Director</b>	 James Lee, Director of Communities, Partnership and Leisure	