

APPENDIX 2(a) – Savings Proposals requiring Member Decision and are a Saving



CR05

1 Proposal Overview	
Directorate	Corporate Resources
Director	Katharine Nidd
GF/ HRA	GF
Service area	Finance
Cabinet Portfolio	Finance, Resources and Performance
Ward/s affected	All wards

Savings Title	Reduction in employers pension contribution	
Description of the saving	<p>Based on revised analysis the Council's actuaries have advised that the Council could reduce its current employers pension contribution rate from 22% to 21.5%.</p> <p>This saving would impact both the GF and HRA. This proposal relates only to the GF with a separate proposal for the HRA element.</p> <p>This proposal would have no impact on employees pensions which are protected under LGPS regulations.</p>	
Year Saving starts and type	One off Y/N	On-going Y/N
2024/25	N/A	N/A
2025/26	N/A	2025/26
2026/27	N/A	Y
All Service areas affected	Every service in the Council would experience a savings on its salary bill by 0.5%. This would be calculated corporately and applied as part of setting the 2025/26 budget.	
Legal or Statutory considerations	N/A	
Change requirements	The change would be affected by the Council's payroll and pension service who would make the changes and finance who would reduce the budgets proportionately at the start of 2025/26.	

2 Cost Savings Information			
Service Area budget Gross £k	N/A	Target saving imposed to Directorate £k	3,000
Net Saving Proposed – by year (<i>insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year</i>) (add to guidance note)			
2024/25 Net £k	N/A	2025/26 Net £k	650
2026/27 Net £k	-	2027/28 Net £k	-
Do the proposed savings impact on any of the below:			
General Fund	Y	HRA	Y (but separate proforma has been tabled)

DSG	N	Health	N
Other	None		
If yes, please describe the impact against each	This saving impacts both the GF and HRA. Separate proformas are submitted for each.		

3 Risk and Impact

Risk	Mitigation
The key risk is that the reduction in the employers contribution results in underfunding of the pension fund, and that latter valuations will lead to unexpected increases in levels of employers contributions.	This proposal is based on prudent actuarial valuations and analysis, with risks and sensitivities modelled. This will be re-assessed at the next tri-annual valuation and rates will be adjusted as necessary.
There is a small risk that the apportionment of the savings leads to very minor over or under allocations.	The £650k will be spread across all salary budgets and the risk to any single service is likely to be a few thousand of pounds only.

What is the likely impact of the proposed Saving on:

Service Users	None.
Staff	no impact on employees' final pension value
Other Council Services	All staffing budgets will be reduced by an amount equivalent to the 0.5% reduction in setting the 2025/26 budgets.
Partners	None

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan

Milestones	Key Steps	Lead Officer	Timescales
Initiation	Confirm that the Council's Fund actuary supports the reduction - COMPLETE	Acting Director of Finance	30/11/2024
Planning	Engage with the Head of Pensions and Payroll to ensure that the necessary system changes can be made in advance of 1 April 2025.	Acting Director of Finance	30/12/2024
Implementation	Amend the necessary systems; Amend the published Council pay-scales and documentation to reflect this.	Acting Director of Finance	01/04/2025
Review	As part of the 2025/26 audit undertake the review of contributions to ensure these remain appropriate.	Executive Director for Corporate Resources	31/03/2026

5 Decision Route

Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
Yes	No	No
Member	No	No

6 Implications	
Legal	<i>Where there are any specific legal implications, this section to be completed with Legal team input</i>
Equalities	<i>Implications for service users against each protected characteristic High, Medium, Low, Neutral. Please provide a response even where the response is Neutral.</i>
Age	<i>Neutral</i>
Disability	<i>Neutral</i>
Ethnicity	<i>Neutral</i>
Gender	<i>Neutral</i>
Gender reassignment	<i>Neutral</i>
Marriage and civil partnerships	<i>Neutral</i>
Pregnancy and maternity	<i>Neutral</i>
Religion and belief	<i>Neutral</i>
Sexual orientation	<i>Neutral</i>
Socio-economic inequality	<i>Neutral</i>
Is a full EAA required? Y/N	<i>No – there is no impact for staff as the contributions they pay are not being altered, only the Employers contribution which is to be reduced by 0.5%.</i>

7 Corporate Strategy	
	<i>How does the proposal align with the Council's Corporate Strategy? Please provide a response even where the response is Neutral.</i>
Open Lewisham	<i>Neutral</i>
Tackling the Housing crisis	<i>Neutral</i>
Giving children and young people the best start in life	<i>Neutral</i>
Building an inclusive local economy	<i>Neutral</i>
Delivering and defending: health, social care & support	<i>Neutral</i>
Making Lewisham greener	<i>Neutral</i>
Building safer communities	<i>Neutral</i>
Good governance and operational effectiveness	<i>Positive – the ability to reduce the Council's pay bill without reducing staff salaries or numbers, and without a significant increase in risk for the Council means that other frontline savings are avoided.</i>



CR06

1 Proposal Overview

Directorate	Corporate Resources
Director	Katharine Nidd
GF/ HRA	HRA
Service area	Finance
Cabinet Portfolio	Finance, Resources and Performance
Ward/s affected	All wards

Savings Title	Reduction in employers pension contribution	
Description of the saving	Based on revised analysis the Council's actuaries have advised that the Council could reduce its current employers pension contribution rate from 22% to 21.5%. This would affect all employees. This proposal relates only to the HRA. This proposal would have no impact on employees pensions which are protected under LGPS regulations.	
Year Saving starts and type	One off Y/N	On-going Y/N
2024/25	N/A	N/A
2025/26	N/A	2025/26
2026/27	N/A	Y
All Service areas affected	Every service in the Council would experience a savings on its salary bill by 0.5%. This would be calculated corporately and applied as part of setting the 2025/26 budget.	
Legal or Statutory considerations	N/A	
Change requirements	The change would be affected by the Council's payroll and pension service who would make the changes and finance who would reduce the budgets proportionately at the start of 2025/26.	

2 Cost Savings Information

Service Area budget Gross £k	N/A	Target saving imposed to Directorate £k	N/A
Net Saving Proposed – by year (<i>insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year (add to guidance note)</i>)			
2024/25 Net £k	N/A	2025/26 Net £k	100
2026/27 Net £k	-	2027/28 Net £k	-
Do the proposed savings impact on any of the below:			
General Fund	Y (but separate proforma has been tabled)	HRA	Y
DSG	N	Health	N

Other	None
If yes, please describe the impact against each	This affects all staff in the Council, both GF and HRA. Separate proformas are being prepared for each of these.

3 Risk and Impact

Risk	Mitigation
The key risk is that the reduction in the employers contribution results in underfunding of the pension fund, and that latter valuations will lead to unexpected increases in levels of employers contributions.	This proposal is based on prudent actuarial valuations and analysis, with risks and sensitivities modelled. This will be re-assessed at the next tri-annual valuation and rates will be adjusted as necessary.
There is a small risk that the apportionment of the savings leads to very minor over or under allocations.	The £100k will be spread across all salary budgets and the risk to any single service is likely to be a few thousand of pounds only.

What is the likely impact of the proposed Saving on:

Service Users	None.
Staff	no impact on employees final pension value
Other Council Services	All staffing budgets will be reduced by an amount equivalent to the 0.5% reduction in setting the 2025/26 budgets.
Partners	None

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan

Milestones	Key Steps	Lead Officer	Timescales
Initiation	Confirm that the Council's Fund actuary supports the reduction - COMPLETE	Acting Director of Finance	30/11/2024
Planning	Engage with the Head of Pensions and Payroll to ensure that the necessary system changes can be made in advance of 1 April 2025.	Acting Director of Finance	30/12/2024
Implementation	Amend the necessary systems; Amend the published Council pay scales and documentation to reflect this.	Acting Director of Finance	01/04/2025
Review	As part of the 2025/26 audit undertake the review of contributions to ensure these remain appropriate.	Executive Director for Corporate Resources	31/03/2026

5 Decision Route

Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
Yes	No	No
Member	No	No

6 Implications		
Legal	<i>Where there are any specific legal implications, this section to be completed with Legal team input</i>	
Equalities	<i>Implications for service users against each protected characteristic High, Medium, Low, Neutral. Please provide a response even where the response is Neutral.</i>	
	Age	<i>Neutral</i>
	Disability	<i>Neutral</i>
	Ethnicity	<i>Neutral</i>
	Gender	<i>Neutral</i>
	Gender reassignment	<i>Neutral</i>
	Marriage and civil partnerships	<i>Neutral</i>
	Pregnancy and maternity	<i>Neutral</i>
	Religion and belief	<i>Neutral</i>
	Sexual orientation	<i>Neutral</i>
	Socio-economic inequality	<i>Neutral</i>
Is a full EAA required? Y/N	<i>N – there is no impact for staff as the contributions they pay are not being altered, only the Employers contribution which is to be reduced by 0.5%.</i>	

7 Corporate Strategy	
	<i>How does the proposal align with the Council's Corporate Strategy? Please provide a response even where the response is Neutral.</i>
Open Lewisham	<i>Neutral</i>
Tackling the Housing crisis	<i>Neutral</i>
Giving children and young people the best start in life	<i>Neutral</i>
Building an inclusive local economy	<i>Neutral</i>
Delivering and defending: health, social care & support	<i>Neutral</i>
Making Lewisham greener	<i>Neutral</i>
Building safer communities	<i>Neutral</i>
Good governance and operational effectiveness	<i>Positive – the ability to reduce the HRA's paybill without reducing staff salaries or numbers, and without a significant increase in risk for the Council means that other front line savings are avoided.</i>



H02

1 Proposal Overview

Directorate	Resident & Engagement Services
Director	Carol Hinvest
GF/ HRA	HRA
Service area	Home Ownership
Cabinet Portfolio	Better Homes, Neighbourhoods and Homelessness
Ward/s affected	All wards

Savings Title	Increase fees and charges applied by Home Ownership Service	
Description of the saving	<p>Increase the fees charges by home ownership for certain services to provide pre assignment packs, re-mortgage enquiry packs, additional enquires and for copies of leases.</p> <p>So far in 24/25 we have received £15,480 in respect of 86 pre assignment packs and £675 for 5 re-mortgage packs, £30 for providing copies of 2 leases. Based on this activity the average annual revenue will be £52,380. If increased charges are approved the annual average will increase to £72,000 an increase of £19,620. Pro-rated average increase for 24-25 based on the remaining 7 months of the year is £13,080</p>	
Year Saving starts and type	One off Y/N	On-going Y/N
2024/25		Y - Increase revenue by average of £13,080 Charges can be increased immediately if approved and will be ongoing.
2025/26		If Y, state year it takes effect. TBC based on benchmarking with peer groups for 25/26
2026/27		If Y, state year it takes effect. TBC based on benchmarking with peer groups for 26/27
All Service areas affected	Home Ownership	
Legal or Statutory considerations	None	
Change requirements	None	

2 Cost Savings Information

Service Area budget Gross	-£50,000 (External income other services budget)	Target saving imposed to Directorate £k	£10,000,000 (Housing HRA)
Net Saving Proposed – by year (insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year) (add to guidance note)			
2024/25 Net £k	-£13,080 average revenue based on remaining 8 months of financial year	2025/26 Net £k	TBC following benchmarking with peer groups

2026/27 Net £k	TBC following benchmarking with peer groups	2027/28 Net £k	TBC following benchmarking with peer groups
Do the proposed savings impact on any of the below:			
General Fund	Y/ N	HRA	Y/ N
DSG	Y/ N	Health	Y/ N
Other	<i>List any other appropriate funding stream/s</i> N/A		
If yes, please describe the impact against each	Increase revenue to the HRA		

3 Risk and Impact	
Risk	Mitigation
<i>Demand for the services where fees are applied is customer demand led therefore the income cannot be guaranteed.</i>	N/A
<i>Most of the fees relate to leaseholders selling or re-mortgaging their leasehold property, the property market and mortgage rates may impact on the demand, therefore the income cannot be guaranteed</i>	N/A
<i>Add as required</i>	
What is the likely impact of the proposed Saving on:	
Service Users	For leaseholders purchasing services from the Home Ownership team, the cost will increase.
Staff	None
Other Council Services	No impact on any other services. This is an increase in fees and charges for services provided by the Home Ownership team
Partners	None

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan			
Milestones	Key Steps	Lead Officer	Timescales
Initiation	Completed as set out in the proposal	Emma Mills	As soon as proposal agreed
Planning	Comms – internal & external (website)	Emma Mills	As soon as proposal agreed
Implementation	Update website with increased prices and comms to staff	Emma Mills	Can be implemented as soon as its agreed
Review		Emma Mills	Oct / Nov 2024 - At the time of budget setting for 25-26

5 Decision Route

Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
Y if over £500k / two or more wards specifically affected	statutory/formal consultation only Y/N	State Y/N
State whether Member or Officer Decision	If Y, State who the audience for consultation is	If Y, how many staff and which service areas

6 Implications

Legal	N/A																				
Equalities	<p>Implications for service users against each protected characteristic High, Medium, Low, Neutral. Please provide a response even where the response is Neutral.</p> <table border="1"> <tbody> <tr> <td>Age</td> <td>Neutral</td> </tr> <tr> <td>Disability</td> <td>Neutral</td> </tr> <tr> <td>Ethnicity</td> <td>Neutral</td> </tr> <tr> <td>Gender</td> <td>Neutral</td> </tr> <tr> <td>Gender reassignment</td> <td>Neutral</td> </tr> <tr> <td>Marriage and civil partnerships</td> <td>Neutral</td> </tr> <tr> <td>Pregnancy and maternity</td> <td>Neutral</td> </tr> <tr> <td>Religion and belief</td> <td>Neutral</td> </tr> <tr> <td>Sexual orientation</td> <td>Neutral</td> </tr> <tr> <td>Socio-economic inequality</td> <td>Low</td> </tr> </tbody> </table>	Age	Neutral	Disability	Neutral	Ethnicity	Neutral	Gender	Neutral	Gender reassignment	Neutral	Marriage and civil partnerships	Neutral	Pregnancy and maternity	Neutral	Religion and belief	Neutral	Sexual orientation	Neutral	Socio-economic inequality	Low
Age	Neutral																				
Disability	Neutral																				
Ethnicity	Neutral																				
Gender	Neutral																				
Gender reassignment	Neutral																				
Marriage and civil partnerships	Neutral																				
Pregnancy and maternity	Neutral																				
Religion and belief	Neutral																				
Sexual orientation	Neutral																				
Socio-economic inequality	Low																				
Is a full EAA required? Y/N	No – minimal impact is expected across protected characteristics. The change will only effect residents who are purchasing a home, with no disproportionate impact on any protected characteristic other than socio-economic.																				

7 Corporate Strategy

	<i>How does the proposal align with the Council's Corporate Strategy? Please provide a response even where the response is Neutral.</i>
Open Lewisham	Neutral
Tackling the Housing crisis	Neutral
Giving children and young people the best start in life	Neutral
Building an inclusive local economy	Neutral
Delivering and defending: health, social care & support	Neutral
Making Lewisham greener	Neutral
Building safer communities	Neutral
Good governance and operational effectiveness	Aligns the fees and charges with our peer providers

H08

1 Proposal Overview

Directorate	Housing
Director	<i>Gillian Douglas</i>
GF/ HRA	<i>HRA</i>
Service area	Housing Q&I
Cabinet Portfolio	Better Homes, Neighbourhoods and Homelessness
Ward/s affected	<i>All wards</i>

Savings Title	<i>EV Charging Points / Stations</i>				
Description of the saving	Using predictive analytics software, we have projected Lewisham's on-street demand will amount to over 2,500 charging points by 2030, of which around 90-95% would be fast chargers and 5-10% would be rapid, depending upon which sites Lewisham can provide. This will help support the growth of reliable and accessible EV infrastructure, whilst also providing a potential revenue stream to the HRA. These chargers could generate revenue income from 2025/26 but will require identification of sites, consultation with residents and a full equalities analysis assessment.				
	Deployment (Assumed)	10%	40%	50%	100%
		24/25	25/26	26/27	27/28
	Fast	225	900	1,125	2,250
	Rapid	25	100	125	250
	Income (Assumed)				
	HRA	-	£25,000	£25,000	£50,000
Year Saving starts and type	One off Y/N		On-going Y/N		
	2024/25	N	N		
	2025/26	N	Y		
	2026/27	N	Y		
All Service areas affected	<i>Housing – Environmental Services</i>				
Legal or Statutory considerations	<i>Planning approval will be needed for certain sites.</i>				
Change requirements	<i>N/A</i>				

This proposal focuses on Housing land and income to the HRA. The table above has assumed a phased number of units to be deployed per year and the split between General Fund and those units deployed onto HRA Land. These assumptions will need to be clarified with the commercial partners.

2 Cost Savings Information

Service Area budget Gross £k		Target saving imposed to Directorate £k	£10m HRA
Net Savings Proposed – by year (insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year) (add to guidance note)			
2024/25 Net £k	£0	2025/26 Net £k	£25k
2026/27 Net £k	£25k	2027/28 Net £k	£50k
Do the proposed savings impact on any of the below:			
General Fund	N	HRA	Y
DSG	N	Health	N
Other	N/a		
If yes, please describe the impact against each	Savings against the General Fund or HRA will be dependent upon the location of the charging sites. The assumption is that if the land falls within HRA assets then this will be attributed to the HRA, all other sites will benefit the General Fund. The latter will be looked at by Place directorate.		

3 Risk and Impact	
Risk	Mitigation
This Project requires detailed conversation with the funders (Believ) to ensure Housing is able to access funding as other local authorities have.	Early conversations are required with Believ to develop this proposal and test its viability.
The project is dependent on discussions with TfL to ensure charging points are compatible with existing infrastructure.	Take advice from Believ.
Residents may not support the proposal.	Resident consultation will be necessary and communications to explain need for charging infrastructure in preparation for Net Zero and phasing out of diesel/petrol cars.
Impact on residents is not identified and addressed.	The EEA will need to particularly address the potential impact on disabled residents.
What is the likely impact of the proposed changes on:	
Service Users	Consultation will be required as part of implementation and in relation to Planning requirements. The charging points will benefit our residents who are car users as the switch to EVs becomes more prevalent and eventually mandatory. People who are not tenants or leaseholders would be able to use the charging points. However, this is already the case as HRA roads are not public highway and we cannot enforce any parking restrictions.
Staff	Potential for staff to have easier access to EV charging stations, whether this is private or commercial vehicles being used.
Other Council Services	Potential for other services using EVs to benefit from the charging points.
Partners	We will look at the potential for contractors using EVs to access these charging points. The proposal has been received from 'Believ' who are based in Southwark and have already delivered services to Croydon, Wandsworth and Newham Councils.

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan			
Milestones	Key Steps	Lead Officer	Timescales
Initiation	Planning meetings with Believ. Identification of pilot sites.	Chris Brown and nominated officer.	Nov 24

Planning	Resident and partner consultation. Planning application.	As above.	Jan-Mar 2025
Implementation	Pilot starts.	As above.	April 2025
Review	Usage and impact assessment.	As above.	Sept 2025

5 Decision Route		
Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
N	Y	N

6 Implications	
Legal	<i>Likely to be Planning implications only.</i>
Equalities	<i>Implications for service users against each protected characteristic High, Medium, Low, Neutral. Please provide a response even where the response is Neutral.</i>
Age	Medium – linked to disability. Need to ensure that older people are not adversely affected by the positioning and design of the charging points.
Disability	As above. Need to ensure that access for disabled residents is not adversely affected by the location of the charging points and that disabled drivers are able to use the points (including those with Motability EVs who should benefit from this infrastructure).
Ethnicity	Neutral.
Gender	Neutral.
Gender reassignment	Neutral.
Marriage and civil partnerships	Neutral.
Pregnancy and maternity	Neutral.
Religion and belief	Neutral.
Sexual orientation	Neutral.
Socio-economic inequality	Residents on lower incomes are less likely to own or have access to EVs. These charging points are primarily of benefit to EV owners and the charging points on estates will only make up a small proportion of those required across the whole borough. Therefore they should not adversely impact on our residents.
Is a full EAA required? Y/N	<i>Y – at consultation stage. This will provide the opportunity to know what the locations of charging points will be.</i>

7 Corporate Strategy

	<i>How does the proposal align with the Council's Corporate Strategy? Please provide a response even where the response is Neutral.</i>
Open Lewisham	Neutral
Tackling the Housing crisis	Neutral
Giving children and young people the best start in life	Neutral
Building an inclusive local economy	Neutral
Delivering and defending: health, social care & support	Neutral
Making Lewisham greener	Yes – An increase in available electric charging points is likely to incentivise residents to transition to EVs, and therefore reduce carbon emissions from their vehicles.
Building safer communities	Neutral
Good governance and operational effectiveness	Neutral

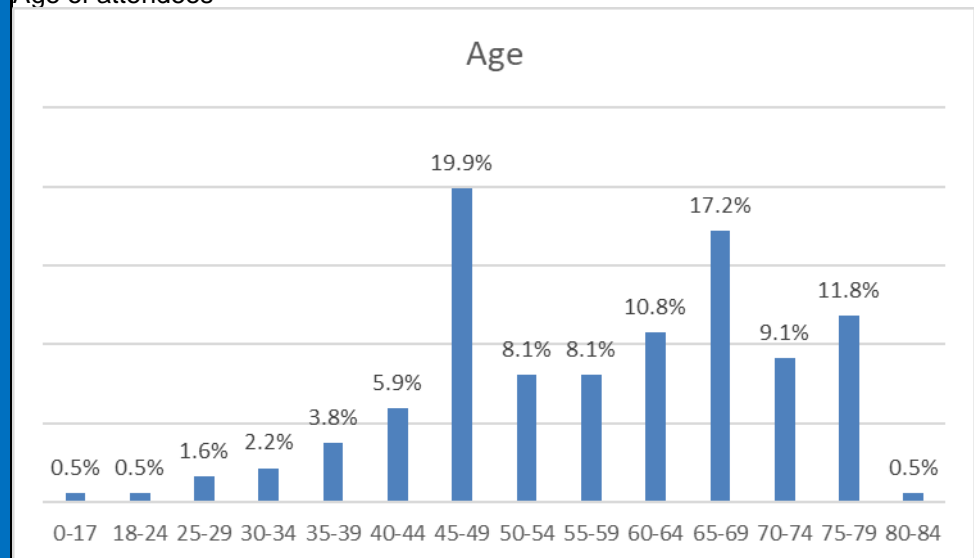
P01

1 Proposal Overview	
Directorate	Place
Director	James Lee
GF/ HRA	GF
Service area	Communities – Assembly Programme/Community Development
Cabinet Portfolio	Cllr Edison Huynh
Ward/s affected	All wards

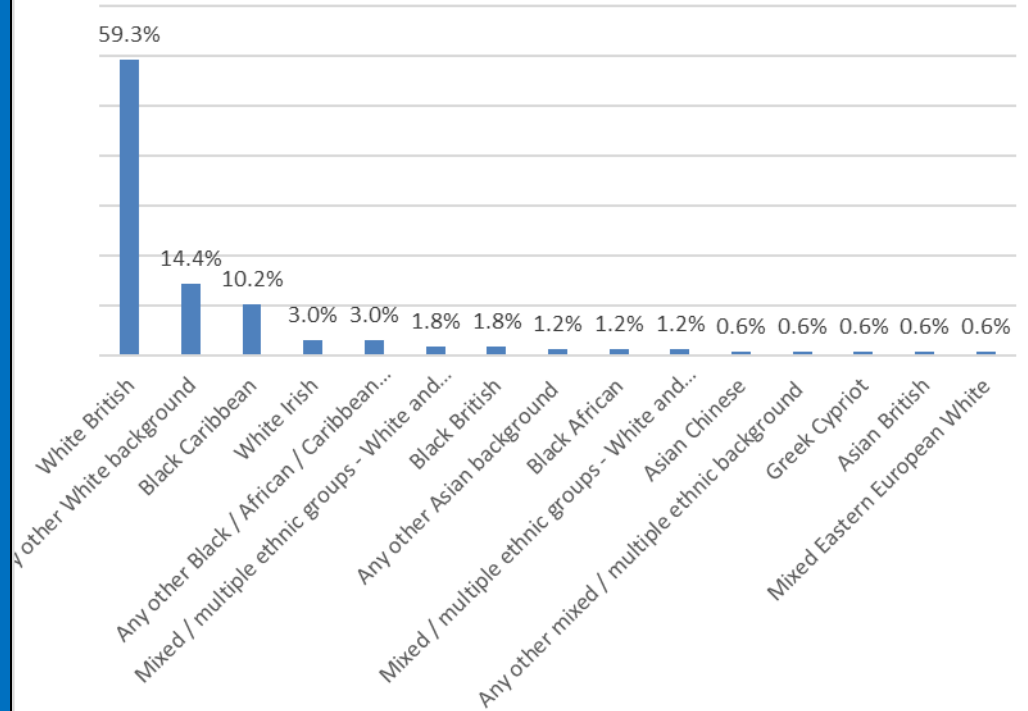
Savings Title	Ending the Funding for the Council run Assembly Programme
Description of the saving	<p>Ending the funding for the Council run Assembly Programme.</p> <p>The proposal is to cease all funded/ officer supported Assembly functions. This will mean reduction of staffing to deliver the saving. The impact of the reduction will be that there will be no community engagement delivered through this team although this does not preclude program specific consultation done by other teams or by the councillors themselves (without council support).</p> <p>Assemblies are a commitment in the Council's Constitution. The Constitution states:</p> <p>"The Council has established a consultative network of [nineteen] local assemblies. Though they are not decision-making bodies, the local assemblies are an important consultative mechanism and provide a conduit to the Council and other public service providers through which the local community can prioritise local issues and advise the Council, including on the determination of the locality funding."</p> <p>The Assemblies function includes a range of responsibilities across the 19 wards including:</p> <ul style="list-style-type: none"> • Keeping up to date with services, organisations and assets at ward level • Providing information, advice and support to residents and community organisations and community spaces and places • Supporting consultation with Lewisham residents on a range of Council strategies • Working with colleagues in the council to ensure a flow of information between residents and officers <p>Over time Assemblies have become an important mechanism by which we engage formally with residents. However, there have been concerns that Assemblies are not the best mechanism for delivering community engagement as they generally engage residents who are already democratically engaged and not those more representative of our diverse communities.</p> <p>Overall attendance has been relatively low over recent years with the demographics of those who have filled out attendance forms showing the Assemblies are not representative of Lewisham's communities.</p> <p>Ward, Average Attendance - Last 3 meetings</p>

Bellingham, 69
 Blackheath, 39
 Brockley, 11
 Catford South, 65
 Crofton Park, 30
 Deptford, 20 – One meeting
 Downham, 33
 Evelyn, 33
 Forest Hill, 23
 Grove Park, 25
 Hither Green, 24
 Ladywell, 43
 Lee Green, 43
 Lewisham Central, 30
 New Cross Gate, 18
 Perry Vale, 23
 Rushey Green, 38
 Sydenham, 37
 Telegraph Hill, 7 - Two meetings

Age of attendees



Ethnicity



A decision to end the Assembly programme would lead to annual savings in the region of £203,000.

The Assemblies and community development functions of the team are currently spread across seven members of staff and a management post. Therefore all eight roles would be affected by this reduction in staffing. It should be noted that any suggested changes are subject to consultation with impacted employees.

It is likely that these changes will impact on redundancy pay; it is likely that only limited savings will be realised in the first year of this savings proposal due to redundancy costs.

A restructure proposal was put forward in 2022 to reduce the assembly function and was rejected by the business panel due to the cost of redundancy.

Overall, the Council is considering other approaches to community development and engagement. This includes virtual Mayoral QuestionTime, sub-regional and more thematic meetings with residents, and smaller, local area-based responsive meetings such as the one for the Catford Town centre. This will be using alternative resources – or via savings made elsewhere - as the funding available via the Assemblies will not be available.

Work is also underway to gather learning and institutional knowledge acquired over time in running Assemblies, to ensure that we build on good practice and relationships developed over the years with key partners.

Assemblies can still continue if Members consider them useful in future – the onus will be on Members to ensure that the meetings are coordinated and promoted at ward level.

Year Saving starts and type

One off Y/N

On-going Y/N

2024/25

N

N

2025/26	<i>Tbc – dependant on redundancy costs</i>	<i>N</i>
2026/27	<i>N</i>	<i>£203,025</i>
All Service areas affected	Assemblies/Community Development	
Legal or Statutory considerations	Assemblies are in the Council constitution, so this will need to be changed at full Council.	
Change requirements	A restructure will need to be undertaken which is likely to take 3 months at least.	

2 Cost Savings Information

Service Area budget Gross £k	£203,025	Target saving imposed to Directorate £k	<i>See Directorate table</i>
Net Saving Proposed – by year (insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year) (add to guidance note)			
2024/25 Net £k	0	2025/26 Net £k	Tbc as above
2026/27 Net £k	£203,025 (based on 24/25 salaries so likely to be higher)	2027/28 Net £k	£0 – saving is ongoing but no further savings realised.
Do the proposed savings impact on any of the below:			
General Fund	Y	HRA	N
DSG	N	Health	N
Other	-		
If yes, please describe the impact against each	The savings are from the core staff budget for the community development team.		

3 Risk and Impact

Risk	Mitigation
The Assemblies, while recognised as sometimes unrepresentative of the demographics of the ward, offer a structured process for consultation at ward level. The lack of such a structured process may create a gap in terms of agreeing needs and use of funds at ward level between the Council and residents	Other teams such as Public Health and Communications could fill this gap by undertaking more of this engagement, although this will require a change in the structure of these teams, as there is not currently resourcing, expertise or capacity to deliver engagement work. The residents engaged through the existing Assemblies Programme (on our current mailing list) could be engaged to attend and contribute to these engagement activities.
Councillors play a significant role in the coordination and running of Assemblies, enabling a clear mechanism for engagement with communities. The lack of this larger-scale mechanism for engagement may mean that Councillors are not able to have engagement with their residents at such large or ward-level scale, i.e. they may need to have duplicate discussions with a range of communities/residents	More coordination of Councillor engagement with residents through other existing opportunities as identified above
A regular assembly/meetings function ensures continuation of discussion with residents and allows for progression of a range of issues that may be difficult to resolve in one-off meetings or events	The development of possible online platform and use of consultation tools more regularly to engage with residents on an ongoing basis would be a solution to this
Removes the ability to use the resource for a more effective community development approach – officers are currently in discussion with Cllr Huynh regarding what this might look like.	Alternative engagement programmes can be developed, using best practice from other local authorities and other organisations. However, there will be a gap between the assemblies programme ending and alternatives considered – and resourcing from the programme will have been removed so will need to be found via savings elsewhere.

What is the likely impact of the proposed Saving on:

Service Users	The impact is likely to be felt by residents who already have strong relationships with the Council through the current Assemblies programme and feel they have a place to voice their views.
Staff	This proposal will reduce staffing to deliver savings of £203, 025
Other Council Services	A number of the Council's teams are reliant on the Assembly programme for consulting on key strategies face to face with residents. This proposal will mean that council departments will need to find other ways to consult communities.
Partners	Assemblies, due to their long-standing nature, are also used by health and other partners as ways to directly engage with communities. Partners will also need to create opportunities to engage with communities themselves.

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan			
Milestones	Key Steps	Lead Officer	Timescales
Initiation	Internal communication of budget decision taken	Head of Service	November 2024
Planning	Consultation as per the Council's Management of Change policy	Head of Service	November-February 2024 December 2024 January 2024 Jan 2025 Feb 2025? Dec 2024 – March 2025
Implementation	Restructure process undertaken As per the Council's Management of change policy	Head of service	Jan-March 2024 April 2025
Review			

5 Decision Route		
Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
Y		Y
Member – Amendment to the Constitution required		8 – Culture and Community Development

6 Implications	
Legal	Legal/HR support will be required for the restructure and legal support will be required to amend the constitution.
Equalities	The proposal is to end the Assembly Programme altogether rather than reviewing how we do it better - given that Assemblies are a mechanism for residents to engage

	with the Council and offer an opportunity for all communities to come together to raise issues of concern across communities of both interest and geography, withdrawal of Assemblies could have an impact across all characteristics at various points in the future. However, it is important to note that the regular attendees of Assembly meetings are not representative of the borough and therefore it is likely that the highest impact is on those residents who currently attend rather than the wider communities of Lewisham.
	Age Medium
	Disability Low
	Ethnicity Medium
	Gender Low
	Gender reassignment Low
	Marriage and civil partnerships Low
	Pregnancy and maternity Low
	Religion and belief Low
	Sexual orientation Low
	Socio-economic inequality Low
Is a full EAA required? Y/N Y - A full EAA is required for this saving.	

7 Corporate Strategy

Open Lewisham	Neutral – Assemblies are one of the ways that we encourage residents to interact with the Council on the issues that concern them. These issues range from parking and air quality through to development and health and social care (for example provision of GP services). However, our data indicates that Assemblies do not reach a cohort that is representative of our resident profile and the Council does use a wide range of alternative avenues to engage with residents on specific issues to try and reach a wider group of residents.
Tackling the Housing crisis	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Giving children and young people the best start in life	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Building an inclusive local economy	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Delivering and defending: health, social care & support	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Making Lewisham greener	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Building safer communities	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.
Good governance and operational effectiveness	Negative for those who attend Assemblies, but broadly neutral as there are a range of consultation routes for residents relating to this priority.

Author	James Lee	Directorate	Place
Date	28/10/24	Service	Community Services

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

This EAA supports the recommendation to discontinue the Local Assembly programme as part of London Borough of Lewisham's Corporate Savings (CS) plans.

CS plans for local assemblies would entail the discontinuation of Council officer support for the Assembly programme which delivers ward-based community consultative and information sharing meetings and events in each of the borough's 19 wards.

A decision to end the Assembly programme would lead to annual savings in the region of £203,025.

This EAA is presented to demonstrate any potential equalities implications resulting from the proposed savings.

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

This proposal has the potential to have a low impact on all Lewisham residents and people working and studying in the borough, plus staff affected by redundancies. However, as the evidence the Council holds on the demographics of those who attend assemblies suggests that a disproportionate impact will be felt by specific groups because they are over represented in terms of their attendance at these meetings, that is who has been referenced via the table above.

All Lewisham residents and those who work or study in the borough are entitled to attend assembly meetings. Assembly meetings provide opportunities for residents to comment and provide feedback on Council services and plans. They also provide opportunities for stakeholders to generate and contribute to ideas for local improvements and to come together around issues considered to be of local importance.

It is recognised that those attending assembly meetings are not generally representative of the population as a whole (in particular, disproportionate levels of meeting attendees are from White British/White Other/older age groups) and are often already locally engaged and contribute pro-actively to the Council's work. Therefore, impact can be described on two levels:

- Impact on those residents and communities who are known to routinely attend Assembly meetings*
- Impact on residents and communities who could benefit from the principle of Assemblies as a mechanism for engagement with the Council*

All residents are encouraged to engage in the assembly process, and residents from more deprived and younger age group populations have previously engaged when issues of specific relevance to them arise. However, these groups are not as actively engaged on a regular basis and may find it harder to pro-actively engage in community issues going forward, once assemblies are no longer available.

3. The evidence to support the analysis

The demographic profile of assembly meeting engagement is based on evaluation feedback and self-identified demographic information provided by individuals attending assembly meetings/events. Only small proportions of people attending assembly meetings provide their demographic data (an average of 10%). The numbers of people attending individual meetings are taken from meeting sign-in information co-ordinated by the responsible Council officer.

4. The analysis

Analysis of the demographic information provided by individuals attending meetings includes:

Ward, Average Attendance - Last 3 meetings

Bellingham, 69

Blackheath, 39

Brockley, 11

Catford South, 65

Crofton Park, 30

Deptford, 20 – One meeting

Downham, 33

Evelyn, 33

Forest Hill, 23

Grove Park, 25

Hither Green, 24

Ladywell, 43

Lee Green, 43

Lewisham Central, 30

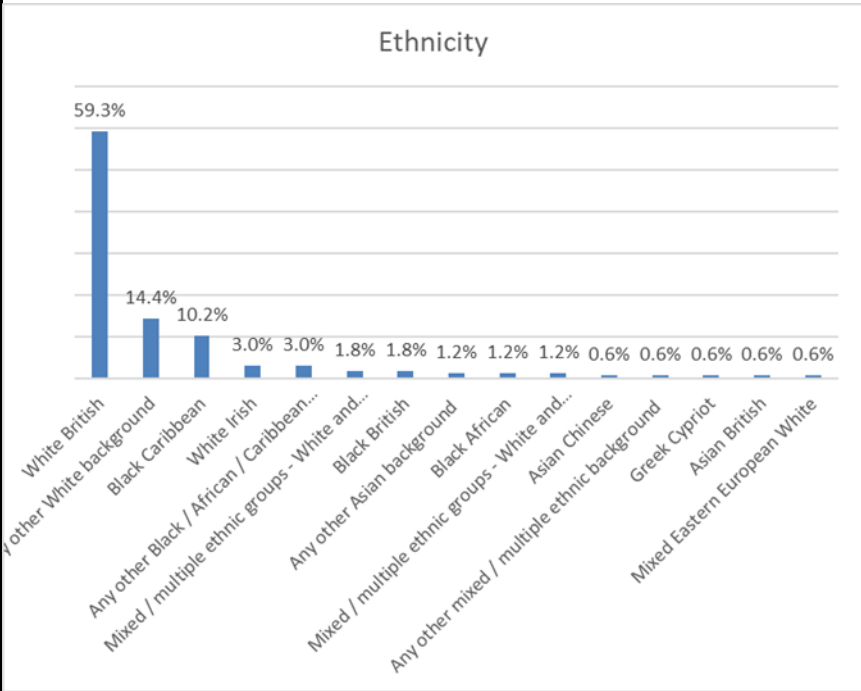
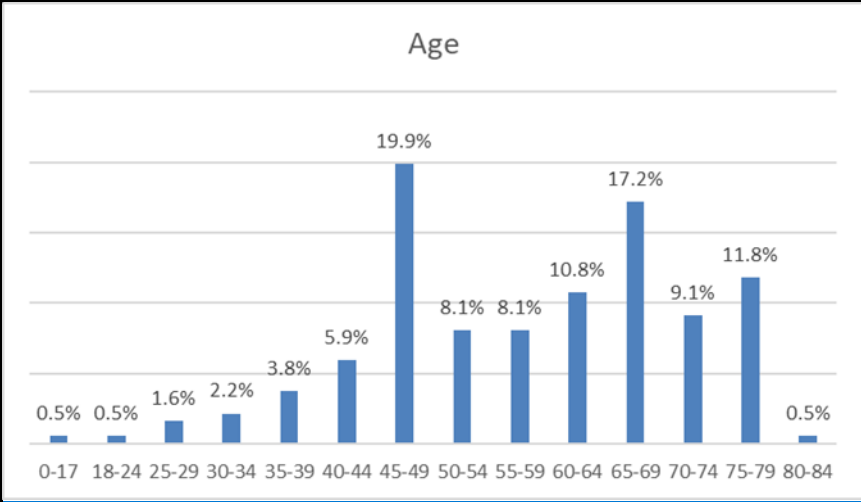
New Cross Gate, 18

Perry Vale, 23

Rushey Green, 38

Sydenham, 37

Telegraph Hill, 7 - Two meetings



The above data suggests that resident representation at meetings is disproportionately from white British/other backgrounds and middle-aged to older age groups. It must be noted that only 10% of those attending meetings tend to complete written feedback and demographic requests. If this information were taken at face value, it suggests these are the groups likely to be most affected by the withdrawal of assembly meetings.

5. Impact summary

As identified above, based on data on those who regularly attend assembly meetings, the only community likely to be disproportionately affected by the withdrawal of Assemblies are older people (approximately 49.9% of people who attend are 60+). Again, as identified above, this population of people tend to be more democratically engaged and as such are likely to find other ways to engage with the Council.

Whilst assemblies are currently open to all, our recorded data shows that residents with protected characteristics are less likely to attend assemblies. For this reason, the impact is judged to be broadly neutral.

There is also a potential impact, particularly in areas of high deprivation, for people to lose a direct opportunity to speak with their ward councillor as assembly meetings have anecdotally provided this route to raise issues, particularly for people encountering challenges associated with financial pressures.

Finally, there is a risk associated with removing a key route to engagement for specific groups, e.g. young people, who have previously attended meetings to address issues which particularly affect them.

6. Mitigation

POSAC will continue to work with older people in the borough and it is possible to use the network more proactively for engagement purposes on key Council agendas. There is already work underway through the Lewisham People's Partnership to engage with all residents; more engagement could be undertaken with older people in partnership with health.

In relation to wider community engagement, the principle of having an avenue for engagement and consultation with residents could be achieved through coordinating and scaling up our existing activities; some community engagement activities could, and in some cases, already are being delivered by other Council teams, e.g. Communications, Public Health, and Community Safety.

The Community Development team has recently commissioned a piece of research on resident engagement, funded through UKSPF, which could support re-shaping of existing engagement activities.

The potential for developing an online engagement platform could also be considered.

There is potential for current ward mailing lists to be shared with other departments (subject to GDPR) for the purposes of raising the profile of other forms of engagement. Ward councillors will remain a key point of contact for people with concerns, queries or complaints.

7. Service user journey that this decision or project impacts

Local residents and those working and studying in the borough will no longer have access to the structure provided by local assemblies, which is the only structure which offers all residents the opportunity to pro-actively engage with councillors on all topics, including raising concerns and complaints and passing resolutions for direct consideration by Mayor and Cabinet, e.g. the availability of GP surgeries in Forest Hill and community buildings in Brockley.

Common issues raised with assembly meetings have included:

GP surgeries

*Traffic
Parking
Houses in multiple occupation
Fly tipping
Sustainable streets
Lime Bikes
Planning
Transport issues (trains, buses etc)*

Meetings also provide opportunities for local community organisations and grant recipient organisations to promote their services and provide updates directly to residents.

**Signature of
Director**

James Lee



P03

1 Proposal Overview

Directorate	Place
Director	James Lee
GF/ HRA	GF
Service area	Sport and Leisure
Cabinet Portfolio	Parks Sport and Leisure – Cllr Edison Huynh
Ward/s affected	All Wards
Savings Title	Reduced Leisure Concessions

Description of the saving The Be Active programme provides concessionary pricing for some Lewisham residents based on their circumstances.

Concessions rates are provided for those that fit into the following categories:

Membership	Price	Percentage discount of headline price
GP Referrals	£25.00	51%
60+	£34.30	33%
Student/Council staff	£38.60	25%
Universal Credit	£34.30	33%

Residents that fall within these eligible groups are entitled to discounts on leisure centre memberships and sessional activities. Evidence of eligibility must be provided by the resident for the category of concession that they wish to claim at the point of registration for the concessions programme.

This proposed increase in price that those eligible for concessionary memberships would have to pay will increase by 10%, resulting in a reduction of the gap between the regular membership price and concessionary price.

Increasing concessionary pricing by 10% will result in increased revenue for the Council of c£80,000. However, it should be noted that by increasing the price of concessionary memberships it could result in a reduction in the number of residents taking up/ maintaining concessionary memberships.

An indication of the impact the concessions price increases would have on the prices people pay can be seen below:

Membership	Current concessions price	New concessions price*
GP Referrals	£25	£27.50
60+	£34.30	£37.73

	Student / Council staff	38.60	£42.46
	Universal Credit	£34.30	£37.73
	Pay and Play concessions pricing would also need increase by 10% leading to the below:		
	Activity	Current Price	Increased Price*
	Adult Gym	£4.85	£5.34
	Junior Gym	£3.15	£3.46
	Adult Swimming	£3.40	£3.74
	Junior Swimming	£1.95	£2.15
	Aerobics Class	£4.45	£4.91
	*Prices subject rounding and exclusive of other annual inflationary increases likely to be c3% for 2025/26.		

Year Saving starts and type	One off Y/N	On-going Y/N
2024/25		n
2025/26		£80k
2026/27		ongoing
All Service areas affected	Place - Sport and Leisure	
Legal or Statutory considerations	Equalities impact assessment would be required	
Change requirements	Leisure contractors would need to update the concessions payment options/memberships on their systems. Updating of memberships from accompanying websites / apps would also be required. Comprehensive communications plan would be needed to ensure residents are aware of the changes.	

2 Cost Savings Information

Service Area budget Gross £k		Target saving imposed to Directorate £k	See Directorate table
Net Saving Proposed – by year (insert the net amount to be saved (after any implementation costs) in the relevant year and to note that on-going savings are cumulative and recur each year) (add to guidance note)			
2024/25 Net £k		2025/26 Net £k	£80k
2026/27 Net £k	ongoing	2027/28 Net £k	ongoing
Do the proposed savings impact on any of the below:			
General Fund	Y	HRA	N
DSG	N	Health	Y
Other	List any other appropriate funding stream/s		
If yes, please describe the impact against each			

3 Risk and Impact	
Risk	Mitigation
Potential in a reduction in the number of residents taking part in physical activity in Lewisham which is counter to the aims of the Council's Physical Activity Strategy launched in July 2023.	Advise residents on more affordable methods of keeping fit and undertaking physical activity e.g., walking for health.
Increase in the number of complaints/negative feedback received by residents resulting in impact in officer time responding to complaints.	LBL statement with comments from portfolio holder / senior authority officials, to respond to comments / feedback.
Negative impact on Adult Social Care and NHS due to reduced numbers of people gaining health benefits from physical activity. This could result in a higher cost to the Council through a higher reliance on health services from residents that have reduced the amount of physical activity they are doing.	Encourage residents to undertake other forms of physical activity
What is the likely impact of the proposed Saving on:	
Service Users	Whilst the reduction in concessions appears small, service users most impacted by deprivation may not be able to absorb additional costs and may have to reduce the amount of activity undertaken in leisure centres. This could have negative impacts on physical and mental health.
Staff	Staff who make use of concessions for Leisure centres will be required to pay more for them. Additionally, staff who work closely with leisure centres may experience negative feedback on this change from residents.
Other Council Services	Proposed savings could have an indirect impact on Adult Social Care and Public Health work streams due to the negative impact reduced physical activity has on physical and mental health.
Partners	Partners could suffer reputational damage as a result of the savings as they are the frontline service.

Sections 4 – 7 to be fully complete by 11 September 2024

4 Delivery Plan			
Milestones	Key Steps	Lead Officer	Timescales
Initiation	Savings Pro-forma	James Lee	September 2024
Planning	Mayor and Cabinet Budget setting	James Lee	February 2025
	Communications plan development	Neville Graham / Vicky Penner	February 2025
	Contractor payment system update	Neville Graham / Leisure contractors	March 2025
Implementation	Notify centre members.	Neville Graham / Leisure contractors	March 2025

	Announcement via portfolio holder	Neville Graham / Lead member	March 2025
Review	Impact Assessment	Neville Graham	Ongoing

5 Decision Route		
Key Decision Y/N	Public Consultation Y/N	Staff Consultation Y/N
N	N	N
Member	N/A	N/A

6 Implications	
Legal	<i>Where there are any specific legal implications, this section to be completed with Legal team input</i>
Equalities	<i>Implications for service users against each protected characteristic High, Medium, Low, Neutral. Please provide a response even where the response is Neutral.</i>
Age	<p>Proposal will have a negative impact on those aged 60+ (eligible for concessions) as the price they have become accustomed to paying will increase.</p> <p>Residents over the age of 60 are less likely to be in full time employment than those in younger age groups, resulting in the potential for a high portion of these residents to fall into lower socio-economic groupings. This may contribute to a relative underrepresentation of residents aged over 60 that have a membership / are regular users of our leisure facilities.</p> <p>There are currently:</p> <ul style="list-style-type: none"> • 829 members of our leisure centres aged 60 - 74 • 105 members of our leisure centres aged 75+
Disability	<p>This proposal would have a neutral impact on those with disabilities, as they do not pay for usage of our leisure centres. Usage is free for those registered with a disability - in receipt of Disability Living Allowance (DLA) or PIP (personal independence payments)</p> <p>People with disabilities are amongst the least represented section of the community that accesses leisure services, so any changes to their ability to the way they access leisure services will have detrimental effect on the progression of activity rates within this group.</p> <p>There are currently</p>

		<ul style="list-style-type: none"> • 468 members of our leisure centres that have declared a disability • 5666 members of our leisure centres that have declared that they do not have a disability.
	Ethnicity	<p>This proposal could have a negative impact on residents with this protected characteristic, partly by virtue of residents from diverse communities being more likely to experience higher levels of socio-economic deprivation. Recommendations outlined in the BLACHIR study highlight a need to focus on providing activities that increase healthier behaviours of people from black and minority ethnic backgrounds due to the disparities that exist in the opportunities available.</p> <ul style="list-style-type: none"> • In Lewisham, White British/White Other people are more active (79%) than their Black counterparts (58.8%) <p>There are currently:</p> <ul style="list-style-type: none"> • 898 members of our leisure centres that identify as Black or Black other • 402 members of our leisure centres that identify as Asian or Asian other • 245 members of our leisure centres that identify as having Mixed heritage • 2,719 members of our leisure centres that identify as White of White other <p>NB – figures requested for concessionary memberships.</p>
	Gender	<p>This proposal will have a negative impact across this protected characteristic. It is likely to have a larger impact on users who have identified as female.</p> <p>Although females are typically less physically active than male counterparts (nationally). Female participation within leisure centres is typically higher than of male counterparts.</p> <p>There are currently</p> <ul style="list-style-type: none"> • 3370 members of our leisure centres that identify as Female • 2568 members of our leisure centres that identify as Male
	Gender reassignment	<p>Lewisham does not have data on this protected characteristic however, national research indicates that nationally levels of activity are lower amongst transgender people than cis-gendered counterparts</p>
	Marriage and civil partnerships	<p>This proposal will have a neutral impact on this protected characteristic. The Leisure centre operators</p>

		do not have significant information available regarding leisure centre usage for this protected characteristic. There is no Active Lives data regarding marriage/civil partnership. However, other Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.
	Pregnancy and maternity	This proposal will have a neutral impact on this protected characteristic. Our leisure centres operators provide parent and baby activities however, they do not have significant data available on the proportion on members categorised within this protected characteristic. There is no Active Lives data regarding both pregnancy & Maternity. However, Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.
	Religion and belief	This proposal will have a neutral impact on this protected characteristic. The Leisure centre operators do not have significant information available regarding leisure centre usage for this protected characteristic <ul style="list-style-type: none"> • No data was available within the leisure services for any faith's or religious belief's • Nationally there is a mixed picture regarding faith and physical activity. Overall, those with no religion, Christians and Buddhists are the most active while Hindus, Jewish, Muslim and Sikh people have low levels of activity.
	Sexual orientation	This proposal will have a neutral impact on this protected characteristic. The leisure centre operators do not have significant information available regarding leisure centre usage for this protected characteristic <ul style="list-style-type: none"> • National data indicates that gay and lesbian people are more active than heterosexual people.
	Socio-economic inequality	This proposal will have a negative impact on this protected characteristic as an increase in concessions pricing reduces the ability for this in economically challenging circumstances to access our leisure facilities.
Is a full EAA required? Y/N		Y. The direct impact will be further reviewed once it is clear what level of drop off in use is.

7 Corporate Strategy

*How does the proposal align with the Council's Corporate Strategy?
Please provide a response even where the response is Neutral.*

Open Lewisham	This proposal has a negative alignment with this Council priority as it will provide some challenges in creating an inclusive borough. An increase in concessionary pricing creates a barrier to physical activity for those in challenging circumstances and potentially widens existing health inequalities.
Tackling the Housing crisis	This proposal has a neutral alignment with this Council priority.
Giving children and young people the best start in life	This proposal has a negative alignment with this Council priority as it will provide some challenges in giving children and young people from challenging economic circumstances the best start in life. An increase in concessionary pricing creates a barrier to physical activity for those in challenging circumstances and potentially widens existing health inequalities.
Building an inclusive local economy	This proposal has a neutral alignment with this Council priority.
Delivering and defending health, social care & support	This proposal has a negative alignment with this Council priority as a reduction in physical activity rates, particularly for those with existing health issues, could lead to an increased reliance on adult social care.
Making Lewisham greener	This proposal has a neutral alignment with this Council priority.
Building safer communities	This proposal has a neutral alignment with this Council priority.
Good governance and operational effectiveness	This proposal has a neutral alignment with this Council priority.

Author	Neville Graham	Directorate	Place	
Date	28/10/2024	Service	Parks, Sport and Leisure	
<p>1. The activity or decision that this assessment is being undertaken for</p> <p><i>This EAA considers the impact increasing the prices within the reduced leisure concessions programme.</i></p> <p><i>The Be Active programme provides concessionary pricing for some Lewisham residents based on their circumstances.</i></p> <p><i>Concessions rates are provided for those that fit into the following categories:</i></p> <ul style="list-style-type: none"> • <i>GP Referrals</i> • <i>60 years +</i> • <i>Students</i> • <i>Council Staff</i> • <i>Universal Credit recipients</i> <p><i>This proposed increase in price that those eligible for concessionary memberships would have to pay will increase by 10%, resulting in a reduction of the gap between the regular membership price and concessionary price.</i></p> <p><i>Increasing concessionary pricing by 10% will result in increased revenue for the Council of c£80,000. The proposal for the changes to the concessionary programme will be considered at</i></p>				
<p>2. The protected characteristics or other equalities factors potentially impacted by this decision</p>				
<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input checked="" type="checkbox"/> Gender identity	<input 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 type="checkbox"/> Socio Economic status	
<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 type="checkbox"/> Armed forces		
<p>3. The evidence to support the analysis</p>				

We have used a range of sources to provide the data (both qualitative and quantitative) required to complete this EAA.

The data source for each protected characteristic is sited below, a lack of data sources has also been highlighted.

Sex – Census 2021, Sport England Active Lives, Leisure Centre Data

Gender Reassignment – No data available for Lewisham

Age – Census 2021, Sport England Active Lives, Leisure Centre Data

Disability – Census 2021, Sport England Active Lives, Leisure Centre Data

Race & Ethnicity – Census 2021, Sport England Active Lives, Leisure Centre Data, BLACHIR study

Sexual Orientation - Limited anecdotal information

Religion – Census 2021, Leisure Centre Data

4. The analysis

Key Findings for Lewisham Include:

Age - There are currently:

- 829 members of our leisure centres aged 60 - 74
- 105 members of our leisure centres aged 75+

Disability – In Lewisham, people with no registered disabilities or long term conditions are more active (72.4%) than residents with a declared disability /long term condition (55.2%).

There are currently

- 468 members of our leisure centres that have declared a disability
- 5666 members of our leisure centres that have declared that they do not have a disability

Ethnicity - In Lewisham, White British/White Other people are more active (77%) than their Black counterparts (51.4%)

There are current:

- 898 members of our leisure centres that identify as Black or Black other
- 402 members of our leisure centres that identify as Asian or Asian other
- 245 members of our leisure centres that identify as having Mixed heritage
- 2,719 members of our leisure centres that identify as White or White other

Gender - There are currently

- 3370 members of our leisure centres that identify as Female
- 2568 members of our leisure centres that identify as Male

Gender reassignment - Lewisham does not have data on this protected characteristic.

Marriage and civil partnerships - The Leisure centre operators do not have significant information available regarding leisure centre usage for this protected characteristic.

Pregnancy and maternity - The Leisure centre operators do not have significant information available regarding the numbers of leisure centre members and their usage for this protected characteristic.

Religion and belief - The Leisure centre operators do not have significant information available regarding leisure centre usage for this protected characteristic.

Sexual orientation - The leisure centre operators do not have significant information available regarding leisure centre usage for this protected characteristic.

Socio-economic inequality – In Lewisham, residents placed in the lower deciles on the index of multiple deprivation tend to be less active than those in higher deciles.

There are currently:

- 52.2% of people in decile 2, considered to be physically active.
- 65.2% of people in decile 3, considered to be physically active.
- 77% of people in decile 4, considered to be physically active.
- 63.2% of people in decile 5, considered to be physically active.
- 81.7% of people in decile 6, considered to be physically active.

5. Impact summary

Age – This proposal will have a negative impact on those aged 60+ (eligible for concessions) as the price they have become accustomed to paying will increase Leisure centre membership tells us that the number of members significantly falls as age increases. This aligns with Active Lives Survey data which shows a decrease in the numbers of people that are active for at least 150 minutes a week when they are over the age of 65.

Residents over the age of 60 are also less likely to be in full time employment than those in younger age groups, resulting in the potential for a high portion of these residents to fall into lower socio-economic groupings. These leads to a relative underrepresentation of residents aged over 60 that have a membership / are regular users of our leisure facilities.

Disability - This proposal would have a neutral impact on those with disabilities, as they do not pay for usage of our leisure centres.

People with disabilities are amongst the least represented section of the community that accesses leisure services, so any changes to their ability to the way they access leisure services will have detrimental effect on the progression of activity rates within this group.

Ethnicity - This proposal would have a negative impact on this protected characteristic. Recommendations outlined in the BLACHIR study highlight a need to focus on providing activities that increase healthier behaviours of people from black and minority ethnic backgrounds due to the disparities that exist in the opportunities available.

Gender - This proposal will have a negative impact across this protected characteristic. Although females are typically less physically active than male counterparts (nationally). Female participation within leisure centres is typically higher than of male counterparts.

Gender Re-assignment – Although there is no local data for this protected characteristic, national research indicates that levels of activity are lower amongst transgender people than cis-gendered counterparts

Marriage and Civil Partnerships - This proposal will have a neutral impact on this protected characteristic.

There is no Active Lives data regarding marriage/civil partnership. However, different Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

Pregnancy and Maternity - This proposal will have a neutral impact on this protected characteristic. Our leisure centres operators provide parent and baby activities however, they do not have significant data available on the proportion on members categorised within this protected characteristic.

There is no Active Lives data regarding both pregnancy & Maternity. However, Sport England research and analysis has found, that when people experience major events in their lives such as marriage and having children, physical activity levels drop.

Religion and belief - This proposal will have a neutral impact on this protected characteristic.

- No data was available within the leisure services for any faith's or religious belief's
- Nationally there is a mixed picture regarding faith and physical activity. Overall, those with no religion, Christians and Buddhists are the most active while Hindus, Jewish, Muslim and Sikh people have low levels of activity.

Sexual Orientation - This proposal will have a neutral impact on this protected characteristic.

- National data indicates that gay and lesbian people are more active than heterosexual people.

Socio-Economic Inequality - This proposal will have a negative impact on this protected characteristic as an increase in concessions pricing reduces the ability for this in economically challenging circumstances to access our leisure facilities.

6. Mitigation

This equalities analysis assessment recognises that there are a number of protected characteristics that will be negatively impacted by the proposed cost saving measures put forward in changes to the concessions programme. Some of the mitigating steps that could be taken to ensure barriers to accessing to physical activity are reduced are sited below.

Socio-economic status

Typically, the cost of physical activity sessions can be a barrier for people in socio-economically challenging situations. Whilst our leisure contractors operate the concessionary membership scheme that allows for means

tested subsidised access to our leisure centres, there are a number of organisations that offer low-cost activities across the borough that residents can access.

As the Borough of Sanctuary, we want to assist refugees and asylum seekers in accessing opportunities for physical activity. Free leisure centre memberships are on offer at any of our GLL (operating as Better) managed leisure centres for anyone that has been granted refugee status in the last 12 months.

Awareness of the benefits of Physical Activity

Officers will continue to conduct mapping exercises to understand where physical activity is being delivered and aim to find effective ways to communicate this provision to our residents. To help our residents stay informed on the locations of physical activity sessions, Officers will continue to promote the use of our Activity Finder available on our website.

Improving the way, the benefit of physical activity is communicated to our residents is of paramount importance. Communications plans will be put in place and reviewed on an ongoing basis to ensure the correct messaging is or lack of knowledge about how to engage with physical activity. This may include providing easy read versions of existing literature for specific stakeholder groups to help their cohorts in accessing available information. As mentioned above we will also aim to work with faith-based organisations to ensure the benefits of physical activity on the health and well-being of our communities are understood and promoted.

We are aware of the importance of obtaining quality data to assist in further understanding the equalities disparities that exist in accessing physical activity opportunities. The aim over the life span of the physical activity strategy will be to ensure our delivery partners and organisations are able to collect the data needed to understanding some of the existing gaps we have in our local information. this will include working with our leisure centres to encourage members to provide as much demographic information as possible as well as working to automate our booking systems for facilities such as our local football pitches and parks tennis courts. Again, this will aid us in the collection of useful information we can use to analyse under representation in activity and device action plans to address these.

7. Service user journey that this decision or project impacts

As stated within the proforma, proposed changes to the leisure concessions programme will result in increased revenue for the Council of c£80,000. However, it should be noted that by increasing the price of concessionary memberships it could result in a reduction in the number of residents taking up/ maintaining concessionary memberships.

Service users will be made aware of Policy changes via Council channels (website and social media), with the addition of consideration of the publication of brief announcement made by the Portfolio holder for Sport and Leisure. Officers will work alongside comms colleagues to compile a set of FAQ's to be published alongside potential announces made in preparation for the changes.

Residents that wish to complain will be directed to the Council's complaints platform, through which officers will endeavour to respond. Officers will also work alongside leisure contractors who are likely to experience a level of complaints within the Leisure centres.

Signature of Director

James Lee