



Lewisham Council Budget 2024-25

Equality Impact Assessment

Author	Alex Glanz	Directorate	Chief Executive's	
Date	04/11/2024	Service	Chief Executive's Office	
1. The activity or decision that this assessment is being undertaken for				
The Council's 2025-26 Budget Reduction Process				
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 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 checked="" type="checkbox"/> Armed forces		
<p>The Council's budget setting process, in terms of how it saves, invests and spends money, impacts all the residents of the borough of Lewisham and by extension, all protected characteristics listed above.</p> <p>This Equality Impact Assessment (EIA) focuses on where the Council has chosen to save money, the anticipated impacts of those savings and the mitigations that have, or will be, put in place to reduce disproportionate negative impact as much as possible.</p> <p>This report is intended to be a cumulative assessment of more detailed EIAs and EIA screenings which have been completed individually for each savings proposal. It contains a summary of the information contained within those individual Assessments and Screenings, as well as background information on the demographics of the residents which Lewisham Council provides services to. This EIA does not contain new information which was not captured through those more detailed assessments, and for the purposes of fully understanding the impact of individual saving decisions, those impact assessments should be referred to.</p> <p>It should be noted that, as more analysis is completed within a number of areas that have been prioritised for savings, further EIAs will be completed to ensure that the full impact on residents and staff is understood before decisions are taken. Where possible, these areas have been</p>				

noted below, but they are also referenced through the savings proformas which have been completed.

3. The evidence to support the analysis

Evidence for this EIA is taken predominantly from the Council's 2021 Census Data. Outlined below is a summary of the demographics within the borough of Lewisham. It should be noted that more detailed information about who is accessing services which the Council provides are held by those service teams. For the purposes of this EIA, evidence has been taken from all residents of Lewisham, as decisions taken on the budget will impact all residents, rather than those who directly utilise services. This is contrary to decisions taken by specific services, where evidence should be primarily taken from service users where appropriate.

Demographic overview

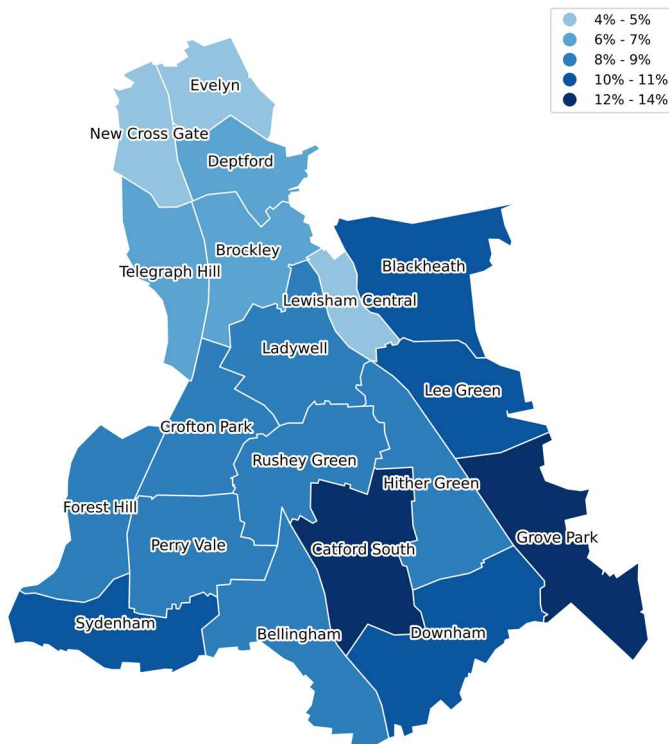
- At the 2021 Census, Lewisham had 300,600 residents, an increase of 9% since 2011
- 51.5% of residents identify as white, and 26.8% identified their ethnic group within the "Black, Black British, Black Welsh, Caribbean or African"
- The percentage of people who identified their ethnic group within the "Asian, Asian British or Asian Welsh" category decreased from 9.3% in 2011 to 9.0% in 2021.
- 23.4% of residents are aged 19 or younger
- 32.5% of residents are married
- 9.6% of residents are aged over 65
- 52.5% of residents are women
- 55.8% identify as having a faith.

Age

- There are higher percentages of people over 65 living in the south of the borough.
- Lewisham remains a young borough, however the average age has increased from 33.6 in 2011 to 35.2 in 2019
- Incidents of hospitalisation following falls in the 65+ are set to increase in the next 20 years
- The number of 65+ people living on their own is set to increase by 5,600 by 2040
- The number of people living in care homes is set to increase by 400 by 2040.
- Loneliness is associated with depression, sleep problems, impaired cognitive health, heightened vascular resistance, hypertension, psychological stress and mental health problems (Source: [Age UK](#)). In Lewisham, there are many more women who live alone than men.
- The number of people over 65 living on their own in Lewisham is predicted to increase by 5600 by 2040.

Percentage of residents over 65

Source: ONS 2021 Census



Disability

- The number of people with common mental health problems (e.g. depression and anxiety) is set to increase by over 2,494 by 2040, if current trends are followed.
- Total population aged 18-64 predicted to have a learning disability is set to increase by just under 600 by 2040;
- There are about 4,000 people with sensory impairment (1.3% of Lewisham population), within the borough of Lewisham. Roughly 45 people within the borough are registered as speakers of British Sign Language.
- The number of people diagnosed with diabetes in Lewisham is predicted to rise by just under 700 in the next 20 years.
- An estimated 23.1% of women and 14.7% of men meet the diagnostic criteria for at least one Common Mental Health Disorder, which amounts to roughly 40,000 residents within the borough of Lewisham. (Source: Projecting Adult Needs and Service Information, 2023).

Gender Identity and Reassignment

The 2021 Census was the first time that a question about gender identity had been asked.

- In Lewisham, 7.62% of people aged 16+ did not answer the question, 91.36% have a gender identity the same as their sex registered at birth, 1.02% have a gender identity different from their sex registered at birth.

Gender Identity	Lewisham	London	England
Gender identity the same as sex registered at birth	91.36%	91.21%	93.46%
Gender identity different from sex registered at birth but no specific identity given	0.42%	0.46%	0.25%
Trans woman	0.18%	0.16%	0.1%
Trans man	0.17%	0.16%	0.1%
Non-binary	0.17%	0.08%	0.06%
All other gender identities	0.08%	0.05%	0.04%
Not answered	7.62%	7.88%	5.98%

Pregnancy and Maternity

- The percentage of mothers known to be smokers at the time of pregnancy has decreased consistently over the last five years both nationally, and within the borough of Lewisham. However, the percentage decrease in Lewisham has been steeper than the London average over that time period.
- In 2017/18, the percentage of mothers who were known to smoker at the time of pregnancy within Lewisham was 5.5%, compared to a 5% London average. In 2022/23 this has decreased to roughly 4.5% within Lewisham, which is now in line with the London average (Source: Office for Health Improvement and Disparities (OHID), Public Health Outcomes Framework)

Ethnicity

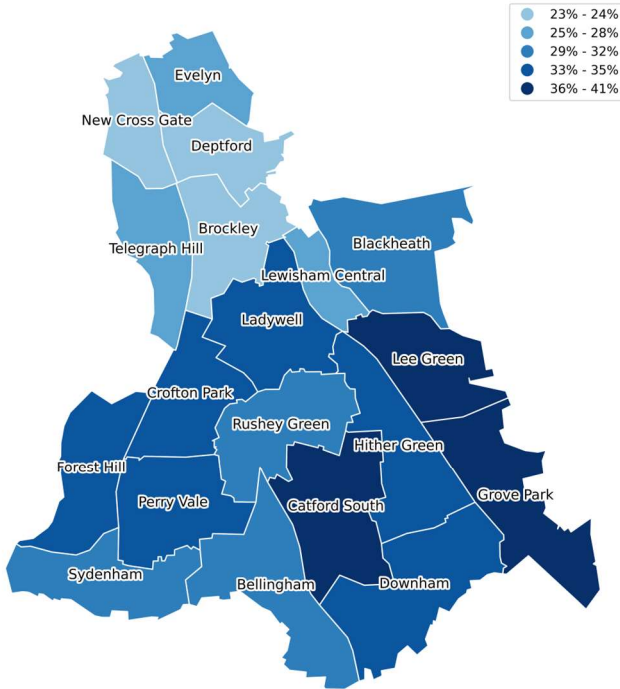
- The ethnic group refers to the group that the person completing the census, which this data is drawn from, feels they belong to. This could be based on their culture, family background, identity or physical appearance.
- The majority of people in Lewisham are White, at 51.5%, followed by Black at 26.8% and Asian 9%. 8.1% of people identify as having a Mixed ethnic background and the Other ethnic group makes up 4.7% of the population.
- Whilst White remains the largest ethnic group, it has also seen the biggest decrease of all ethnic groups – down from 53.5% in 2011 to 51.5% in 2021. Mixed or multiple ethnic groups and Other ethnic group have both seen an increase of 0.7% and 2.1% respectively in comparison to 2011 census.
- New Cross Gate, Deptford, and Bellingham are wards with the highest proportion of people whose identified ethnicity is Black, Asian and Multi-Ethnic background.

Marriage and Civil Partnership

- Of Lewisham residents aged 16 years and over, 53.4% said they had never been married or in a civil partnership in 2021, up from 49.7% in 2011.
- In 2021, just under one in three people (32.5%) said they were married or in a registered civil partnership, compared with 33.3% in 2011. The percentage of adults in Lewisham that had divorced or dissolved a civil partnership decreased from 8.1% to 8.0%. It should be noted that these figures include same-sex marriages and opposite-sex civil partnerships in 2021, neither of which were legally recognised in England and Wales in 2011.

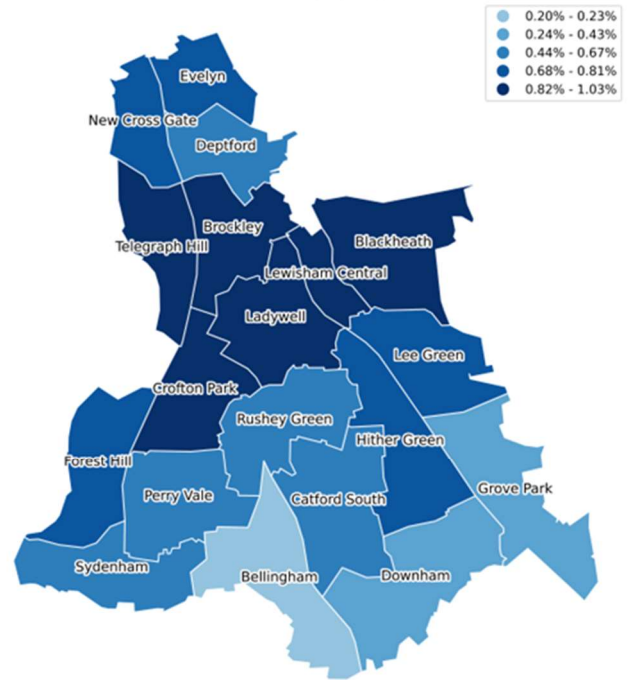
Percentage of residents who are married
(opposite sex or same sex)

Source: ONS 2021 Census (people aged 16 and over)



Percentage of residents who are in a
same-sex marriage or civil partnership

Source: ONS 2021 Census (people aged 16 and over)



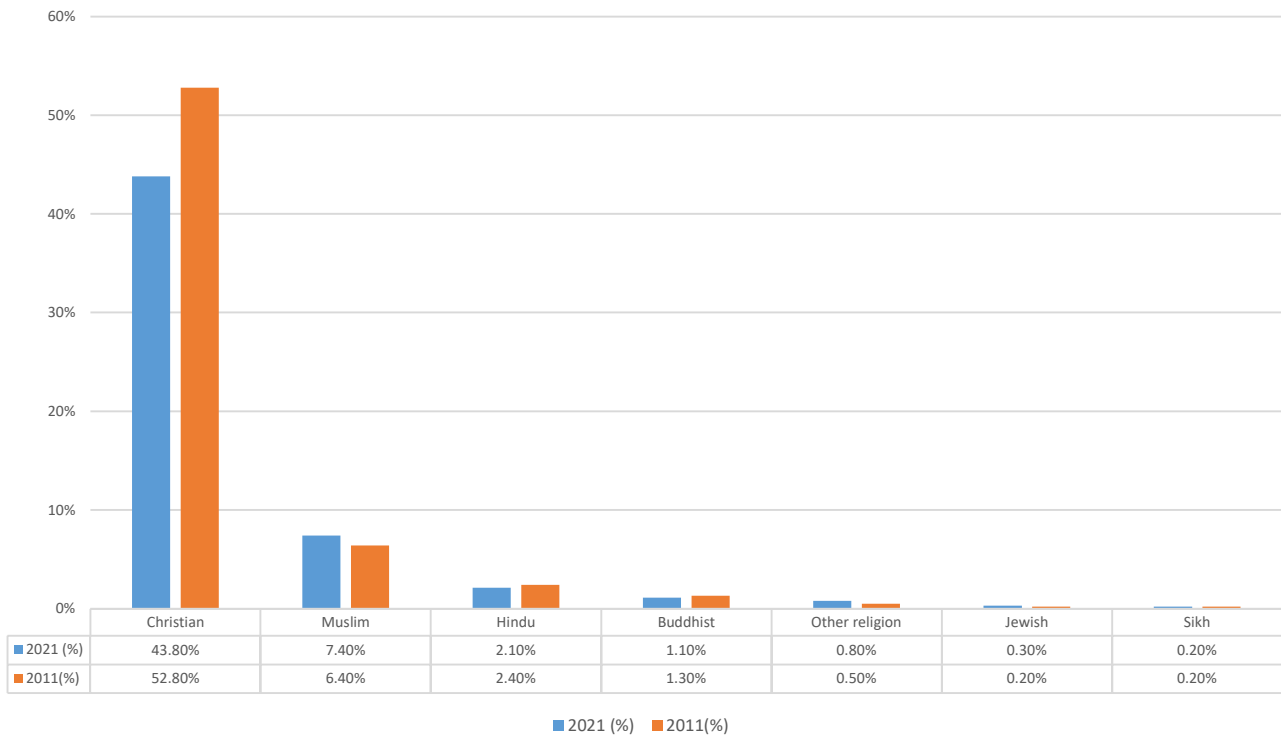
Language

- 83.8% of people in Lewisham speak English as their main language. In keeping with the diversity of the Borough, a large minority identified a language other than English as their main language (16.2%), higher than the national average of 9.2%.
- The most common main languages, other than English, were: Spanish (2.36%), Portuguese (1.08%), Polish (0.92%), and Chinese (0.92%).
- Lewisham had nearly 80% of households where all adults in a household speak English. There are 9.1% households where no people in a household speak English.

Religion or belief

- 36.7% of Lewisham residents reported having "No religion", up from 27.2% in 2011. The rise of 9.5 percentage points was the largest increase of all broad religious groups in Lewisham. Across London, the percentage of residents who described themselves as having "No religion" increased from 21.0% to 27.1%, while across England the percentage increased from 24.8% to 36.7%.
- In 2021, 43.8% of people in Lewisham described themselves as Christian
- Following "no religion" and Christian, the next highest percentage was "Muslim" which 7.4% of residents identified with.

Religion



Gender

There are fewer women than men in under 9-year-olds, whereas there are more women than men in all age groups above the age of 20.

- The sex difference is most pronounced in the 25 to 34-year-olds, 35 to 49-year-olds, and 50 to 64-year-olds. Women in these three age brackets account for 32.24% (29.25% in 2011) of Lewisham's total population, while men account for 28.5% (28.31% in 2011).
- The proportion of 25 to 34-year-old women has increased by 0.5 percentage points (pp), while the proportion of men in the same age category has decreased 1.04 pp.
- Similarly, the proportion of 35 to 49-year-old women has increased by 0.3pp, whereas for men in this age bracket there has been a decrease of 0.47pp.
- In contrast, the proportions of both men (1.7pp) and women (2.21pp) in the 50 to 64-year-old bracket have increased from 2011.

Sexual Orientation

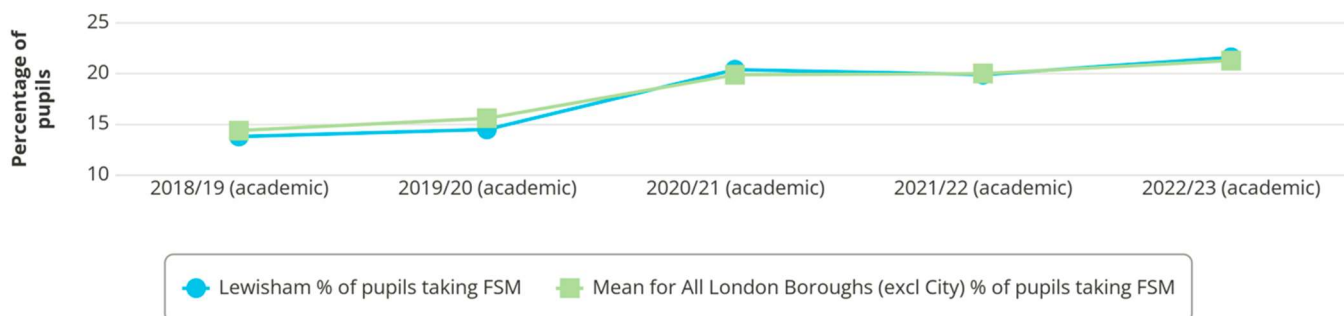
- 2021 was the first time this question had been asked in the survey and so comparable baseline data is challenging.
- In Lewisham, 6.14% identified as lesbian, gay, bisexual, or other (LGB+), nearly twice that of the 3.1% for England.
- 84.12% identified as straight or heterosexual, lower than in England (89.4%).

Socio-Economic Disadvantage

- 16.4% of the population was income-deprived in 2019. Of the 316 local authorities in England (excluding the Isles of Scilly), Lewisham is ranked 51st most income-deprived.
- In the least deprived neighbourhood in Lewisham, 4.0% of people are estimated to be income-deprived. In the most deprived neighbourhood, 33.4% of people are estimated to be income-deprived. The gap between these two, is referred to as internal disparity, is 29.4 percentage points in Lewisham
- In November 2023, Lewisham Foodbank reported a growing need for food support provision, with a 40% increase in demand in 2023 compared to 2022 ([Source](#)).
- On average, more than 2,000 people are receiving food support per month, compared to 1,400 in 2022. Over 20,000 people have received support this year so far (as of November 2023.)

- Food banks struggle to meet the growing demand which has been outstripping donations since 2022. As of late 2023, only 60% of food support is covered by donations, the remainder needs to be purchased.
- Residents living in the Hither Green, Rushey Green, Bellingham, Perry Vale, and Downham wards were issued the most food aid parcels.
- Beneficiaries that accessed food banks the most were aged between 25-64 years old. The age group of child beneficiaries accessing food banks the most was 5-11 years old.
- The demand level in Lewisham is now at 4.5 times the England average, compared to 3 times before 2019.

Percentage of all pupils eligible and taking free school meals (from 2018/19 (academic) to 2022/23 (academic)) for Lewisham



Lewisham Council Staff

The below figures are taken from the Council's 2022/23 workforce profile. This is the most recent, published information on the makeup of the Council's workforce. Due to the precise nature of these numbers and the turnover of staff within the Council, the below figures should be taken as indicative of broader trends, rather than precise measurements at time of reading.

- The staff make-up of Lewisham Council is 62.7% female, and 37.3% male. Female staff are disproportionately represented within the Council in comparison the profile of the borough overall.
- The ethnicity of Lewisham Council's staff is:
 - Asian: 4.6%
 - Black: 37.2%
 - Dual heritage: 4.8%
 - Other: 1.4%
 - White: 47.2%
 - Unavailable: 4.8%
- 7.5% of Lewisham's staff are disabled, although it should be noted that 15.6% of staff have chosen not to declare a disability, and 7.6% of staff have not disclosed any information.
- 15.8% of Council staff are over 60 years old, and 9.2% are under 30 years old.
- 65.4% of staff are heterosexual, whilst data is not held on 24.1% of staff who have indicated that they prefer not to say, and 3% who have not disclosed any information.
- The largest religious group at the Council is Christian, with 37.8% staff. However, 43.6% of staff have chosen not to disclose their religion.

4. The analysis

An individual Equalities Screening, or Equalities Impact assessment has been completed for each proposed Budget savings.

Below is a table which summarises the cumulative impact of savings, separated by Directorate. It should be noted that many of the savings which identify a potential negative impact on groups

who possess a protected characteristic have also identified mitigations which can be enacted to ensure this impact is reduced as far as possible.

It should additionally be noted that in some instances where no impact has been recorded, this is not as a result of the proposed change having no effect on staff or service users. Instead, it may reflect that a mitigation has already been successfully put in place, or there is confidence that mitigations can be implemented which will reduce impact to zero.

Although not legally regarded as a protected characteristic, for the purposes of the analysis below, socio-economic inequality is being taken into consideration alongside protected characteristics. This is as a result of a recommendation from the [Fairer Lewisham Duty](#) for the Council to consider socio-economic disadvantage as part of its formal decision making processes.

Number of proformas which identify negative impacts through the EIA Screening process						
	Chief Executive	CYP	Adult Social Care & Health	Corporate Resources	Place	Housing
Age	-	3	-	2	2	2
Disability	-	2	-	2	-	2
Ethnicity	-	1	-	2	2	1
Gender	-	2	-	2	1	-
Gender Reassignment	-	-	-	2	-	-
Marriage and Civil Partnerships	-	-	-	2	-	-
Pregnancy and Maternity	-	-	-	2	-	-
Religion and Belief	-	1	-	2	-	-
Sexual orientation	-	-	-	2	-	-
Socio-Economic Inequality	-	1	-	2	1	1
Total Proformas:	3	5	11	10	4	9
Total number of proformas which identified negative impact:	0 total	3 – Low impact for all.	0 total	2 – Low impact for all	3 total	2 total

Please note: A number of savings proformas state within their EIA screenings that a full impact assessment focused on staffing will be completed but cannot yet be published as full information about the implications of the saving has not been identified. For the purposes of the above table, these EIAs have been noted as having neutral impact across all protected characteristics.

Additionally, several EIA screenings noted that the change being proposed would positively impact on groups sharing specific protected characteristics. Examples of this include:

- 'Extra Care Saving'
- 'PANS Savings'
- 'Remodelling of Extra Care supported living'
- 'TA Cost Reduction'
- 'Transforming the Repairs Service'
- 'Placement Sufficiency Strategy'
- 'Arrears Algorithmic Software'

Cumulative analysis of the data above provides some information about the scale of impact that proposed changes are likely to have on residents/ service users within the borough of Lewisham Overall:

- EIA screenings have identified age and disability as the protected characteristic which the most savings proformas impact.
- A total of 11 EIA screenings identify a negative impact as a result of the decision being proposed.
- A total of 7 EIA screenings identify a positive impact as a result of the decision being proposed.
- A total of 42 screenings were completed as part of the proformas during this process.
- A total of six full Equality Impact Assessments have been completed as part of this process. Several further EIAs are committed to be delivered once work can commence on delivery of proposals.

It should be noted that this analysis does not provide detailed information about what specifically the impact will be, or mitigations that are either already in place or intended to be put in place. Some of this information has been provided as part of the impact summary listed below, but more detailed information should be sought from the completed Equality Impact Assessments or Impact Assessment Screenings which have been published.

Finally, the impact summary outlined above does not account for the relationship between the severity of the impact and the total amount saved. For example, one savings proforma which has been put forward identifies a saving of £8,000 in 2024/25, whereas another identifies circa £5.6 million. Given all savings are intended to mitigate the potential impact of the Council not setting a balanced budget, this difference should be taken into account when assessing individual impact assessments and whether the Council feels the impact is appropriate and proportionate to the amount saved.

5. Impact summary

The impact of proposed budget savings in specific areas has been broken down into Council Directorates. Although there are some savings which cut across multiple Directorates, the majority can be assessed on the basis of the Directorate which is primarily responsible for their delivery. The impact summary below is focused on the full Equality Impact Assessments which have been completed for proposed savings.

In addition, underneath each Directorate is a short summary of the total savings which have been proposed by that Directorate. These figures should be taken into account when considering the context of the impact from these proposals. For example, proposals from Chief Executive Directorate do not anticipate any impact across protected characteristics, but represent only a fraction of the total financial saving proposed by (for example) Housing.

Chief Executive's Office

The budget for the Chief Executive's Office provides funding for the following Council Divisions:

- Communications and Engagement
- Law and Corporate Governance

- People and Organisational Development

Savings proposals from this Directorate are anticipated to have a neutral impact on service users as a result of the Directorate's function primarily providing corporate support to other Council officers, rather than providing a direct service to residents.

The only impact noted through the Chief Executive's Directorate savings process is to staff, through the 'People and OD' savings proforma. An Equality Impact Assessment has been completed in relation to this saving, though it is noted that impact cannot yet be fully quantified as the statutory consultation process has not taken place.

The completed EIA provides information on the demographics of the 39 people who make up the People and OD service, which are set out below. These demographics suggest that a saving within this service has the potential to disproportionately impact women, who make up over three quarters of the workforce within that service.

- 76.9% are Female
- 51.3% are Christian.
- 53.8% are white, 35.9% are black
- 30% are aged 40 to 49 years old 30% are aged 50 to 60+ years old
- 64% are not Disabled, 12.8% Prefer not to say
- 76% are Heterosexual, 15.4 % Prefer not to say
- 35.9% are Graded PO1 to PO5

Overall, the total savings and cost avoidance proposed by this Directorate is £94,000 in 24/25 and £80,000 in 25/26, with no impact anticipated from the proposed saving on residents.

Housing

The Budget for the Housing Directorate provides funding for each of the following Divisions:

- Housing Strategy
- Housing Quality and Investment
- Housing Resident Engagement and Services

EIA screenings within the Housing Directorate identify age, disability, ethnicity and socio-economic status as the areas where there is likely to be a negative impact from the savings process. The core reason for this impact is that these protected characteristics represent areas where there is disproportionality in terms of who makes up the majority of those applying for housing support or are currently in temporary accommodation. Information regarding the Council's data on who service users are for this Directorate can be found via the completed Equality Impact Assessments below:

- [Lewisham Council - Decision - Location Priority Policy](#)
- [Lewisham Council - Decision - Homelessness & Rough Sleeping Strategy](#)
- [Lewisham Council - Decision - Accommodation Procurement Strategy](#)
- [Lewisham Council - Decision - Approval of a new Housing Allocations Scheme](#)
- [Lewisham Council - Decision - Protection of Goods Policy](#)

These Equality Impact Assessments provide an overview of the impact of the decisions which shape how the Housing Service is delivered by Lewisham Council, and align with the impact that has been reflected through screenings completed as part of this process.

Decisions from this Directorate which are anticipated to have a high or medium negative impact across protected characteristics are:

- **EV Charging Points/ Stations** (Equality Impact Assessment to follow at consultation stage, providing the opportunity to know what the locations of charging points will be.)

- **Linkline Recharges to the HRA**

Decisions which are anticipated to have a positive impact include:

- **Arrears Algorithmic Software**
- **Temporary Accommodation Cost Reduction**
- **Transforming the Repairs Service**

Overall, savings and cost avoidance proposed from within this Directorate are anticipated to generate circa £5.7 million in 2024/25 and £2.4 million in 2025/26 from the General Fund. There is a further £2.95 million and £1.08 million of HRA savings proposed in 2024/25 and 2025/26 respectively, which will primarily impact this Directorate. These totals mean that savings from the Housing Directorate are the most significant of any Council Directorate being proposed, and therefore impacts, both positive and negative, could be assumed to be more significant from within this area.

Corporate Resources

The budget for the Corporate Resources Directorate provides funding for each of the following Divisions:

- Finance
- IT and Digital Services

Savings proposed from within this Directorate are focused primarily on internal or contractual processes, such as the Oracle Archive or Shared Technology Service. As such, they have a limited impact on both staff and service users. Of the ten screenings which have been completed for the Corporate Resources Directorate, only two identifies an impact across protected characteristics, and both of these note the anticipated impact to be low.

The first screening which identifies an impact is for 'SEA Subsidy Gap Savings', which is intended to *"review HB claims from a number of providers of supported accommodation... and where possible, encourage them to change their status to one that negates a financial impact for the Council."* It is noted in this screening that there could be a low impact across all protected characteristics, but that the proposal should not impact directly on service users, as it seeks to reduce costs associated with the legal status of the housing provider. It is additionally noted that impact can be mitigated through ensuring advice and early engagement with landlords and prospective tenancy is promoted to find suitable accommodation in the first instance.

The next screening which identifies impact is 'Complaints Management'. This screening notes the potential for a low impact across all protected characteristics. This is as a result of the risk this saving poses for a short-term drop in service provision. However, the screening does note that there is no projected disproportionate impact because of this saving, though data related to the demographics of complainants is limited due to a low percentage choosing to disclose data to the Council. Further information regarding the demographics of complainants can be found via the published [Annual Complaints Report](#).

Overall savings and cost avoidance proposed from within this Directorate total £99,000 in 2024/25 and circa £1.01 million in 2025/26.

Children and Young People

The budget for the Children and Young People Directorate provides funding to the following areas:

- Children's Social Care
- Education Services
- Families Quality and Commissioning

EIA screenings from within this Directorate highlight that the largest expected impact is on age. Given the Directorates focus on young people, this is to be anticipated. In addition to this, screenings which have been completed as part of the savings process have further identified disability and gender as two areas where there may be a disproportionately negative impact from the decisions taken.

In terms of the two full impact assessments which have been completed for this Directorate; the EIA for a savings proposal for 'Youth Services Budget' notes that this saving could potentially have a negative impact across a range of protected characteristics. It further states that the impact on impact of this decision may be disproportionately negative on young people. However, this Impact Assessment does outline seven steps that can be taken to mitigate the impact of this decision. These range from prioritisation of vulnerable groups to closer alignment of the Youth Offer with the Family Hub model.

The 'Workforce Changes' EIA sets out that the impact of this change will primarily be on staff. In terms of demography, this staffing cohort is *'largely female and has a high percentage of staff from culturally diverse groups'*. It is also *'younger than the wider council workforce'*. However, with regards to service user this saving is assumed to have a net positive impact, with the summary of the EIA setting out that *'the changes being made are intended to be positive for families and children, with a lead practitioner consistently working with them during their journey through Family Help and Child Protection processes.'*

Overall, the savings proposals from the Children and Young People Directorate are recommending savings of £241,000 in 2024/25 and circa £2.4 million in 2025/26.

Place

The budget for the Place Directorate provides funding to the following areas:

- Inclusive Regeneration
- Public Realm
- Planning
- Community Services

Within this Directorate, a total of four EIA screenings have been completed, with three of these identifying potentially high or medium impact across a range of protected characteristics.

Age, ethnicity, socio-economic status and gender are noted as the four protected characteristics where impact will be felt from the proposals which have been submitted. Summaries of these EIAs have been completed to assess this impact are set out below.

The 'Leisure Concessions' EIA considers the impact of increasing the prices within the leisure concessions programme. It notes that there will likely be a negative impact on those aged 60+ (eligible for concessions). It further notes a potential impact on socio-economic inequality, as residents who are less wealthy will be less able to absorb a price increase, and on ethnicity, and on gender.

Mitigations have been proposed through this EIA to recommend expanding communications around the benefits of physical activity, and a continuation of programmes such as free leisure centre memberships at specific leisure centres for anyone that has been granted refugee status in the last 12 months.

The EIA for the 'Assembly Programme' notes that, as a result of assemblies being available for any resident to attend, this saving has the potential to have an impact across all protected characteristics. However, the analysis set out within this EIA shows that the majority of residents who attend assemblies are White British and older residents. It can therefore be assumed that these demographics will be those disproportionately impacted by this saving.

This EIA also sets out a series of mitigations which could be taken to reduce impact overall. This includes engaging older residents within the borough through POSAC, utilising wider council services to deliver community engagement activity and the potential outcomes of ongoing research into community engagement.

Adult Social Care & Health

The budget for the Community Services Directorate provides funding to the following areas:

- Adult Integrated Commissioning
- Systems Transformation
- Adult Social Care
- Public Health

Eleven EIA Screenings have been completed for this Directorate. Three of these have identified positive impact across a number of protected characteristics which are intended to stem from service improvements. These include; 'Extra Care Saving', 'PANS Savings', 'Remodelling of Extra Care supported living'.

It is noted through the screening process that the impact of 'Support Housing, Floating Support, was assessed as part of a previous Mayor and Cabinet decision, and that impact can be found via this link: [Supported Housing all Services Review](#).

Additionally, it is noted within the screening for the 'Extra Client contributions' that the proposal falls in line with Lewisham's current fees and charges policy, and that 'the full impact of the fees and charges policy will be assessed in a separate Mayor and Cabinet paper, with a full impact assessment completed for that decision.'

Finally, two of the savings proformas which have been put forward as part of this process will require public consultation as part of their decision making process. These two decisions are:

- EV charging point stations (H08)
- Assembly Programme (P01)

A full EIA for the Assembly programme has been completed and is referenced above. An EIA for EV Charging Point Stations is noted through the screening process as to be completed at the consultation stage.

6. Mitigation

As a result of the scale and variety of measures, it is not possible to set out all relevant mitigations through this document. Where high or medium impacts have been identified by services, mitigations against those impacts have been set out in the full Equality Impact Assessments for those savings.

It should however be noted that the savings proposed are in themselves a mitigation against the potential impact of the Council not being able to set a balanced budget. Evidence from other authorities who have failed to balance their budgets shows clearly that the impact on both residents and staff would be hugely significant. Evidence of what that impact could potentially included can be found in the briefing papers below:

- [What happens if a Council goes bankrupt](#)
- [Local Authority Financial Resilience](#)

7. Service user journey that this decision or project impacts

As this impact assessment encompasses a wide range of separate service user journeys and project impacts, this information is provided via the full Equality Impact Assessments that have been completed.

**Signature of
Director**

A handwritten signature in black ink, appearing to be 'R. Smith', written over a horizontal line.