



Appendix G: NCIL Fund Equalities Analysis Assessment

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Date	12/03/2025	Service	Culture and Community Development

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

This Equalities Analysis Assessment (EAA) analyses the impact on equalities of the recommended projects for funding under the Community Infrastructure Levy programme 2025-2027.

The Community Infrastructure Levy (CIL) is a levy that local authorities can choose to charge on “chargeable” new developments in their area. An element of these funds is for spend at a local level and is known as Neighbourhood CIL (NCIL). The NCIL process for 2025-27, which was launched on 8 July 2024 and closed on 23 September 2024, represented the second round of local level levy distribution in Lewisham, with the first having been allocated and delivered between 2022 and 2024.

The original NCIL strategy, including Equalities considerations, was agreed by Mayor and Cabinet on 5 June 2019 and Full Council on 24 July 2019. It incorporated a funding distribution which enabled 25% of CIL receipts to be used for NCIL across the Lewisham ward structure. Distribution is based on an agreed share of CIL receipts being retained in the ward where they are generated, with an additional share being distributed to wards based on the Indices of Multiple Deprivation (IMD) and a further proportion set aside for projects that contribute to borough-wide benefit (borough-wide fund).

The strategy signed off in 2019 continued to inform the approach taken for the 2022-24 round, including the ongoing requirement for Equalities objectives based on Council strategic priorities to be addressed in project applications.

The 2025-27 NCIL programme used the following process:

- March 2024 - Mayor and Cabinet agreed NCIL 2025-27 programme.
- The programme was allocated levy charges amounting to £2,553,243 which had been collected between 2020-24.

- The programme was available to fund projects which “support and benefit Lewisham communities and neighbourhoods”.

The 2022-24 distribution approach was maintained for the 2025-27 NCIL process, but some aspects of capital project development differed from the process followed in 2022-24. The changes were based on lessons learnt from the first round and feedback from residents and local community organisations. A key finding from the 2022-24 round was that a new process was required for the development of capital projects, which would ensure that projects were researched and costed for viability with Council input before submission as proposals. For these projects, new assessment criteria were developed, including the following questions:

- Does it meet the NCIL regulations?
- Does it meet the Council’s Corporate priorities?
- Does it meet local need as assessed by councillors and officers?
- Is it deliverable?
- Is it affordable?
- Does it require on going revenues?

In total, 155 capital projects were shortlisted following this assessment and loaded onto the Council’s digital consultation platform for resident feedback contributing to final assessment and award decision.

Beside capital projects the NCIL funding round for 2025-27 incorporated project proposals from the voluntary sector and community organisations. An open call for projects was launched on 8 July 2024 and Council officers organised a range of promotion and support activities to maximise the number of project proposals submitted. In total, 246 proposals were submitted in addition to the capital funding project proposals described above.

The application window closed on 23rd September 2024 and was followed by thorough due diligence, assessment and moderation processes. In the case of ward-based projects, feedback from councillors was sought on the proposed shortlist of approved projects. The shortlist for each ward was then presented to ward assemblies for residents’ comments and feedback in advance of their recommendations to Mayor and Cabinet.

2. The protected characteristics/equalities factors impacted

The factors listed below have been identified as key factors on which the NCIL programme will impact. They are a combination of Equality Act, Protected Characteristics and locally identified factors.

The NCIL programme takes into account all Equality Act protected characteristics but the nature of the programme and the fact that it is targeted at Lewisham’s local communities means that the protected characteristics listed below in **bold** are the protected characteristics selected by applicants seeking to deliver projects in Lewisham. They are listed alongside the other priority area (socio-economic) identified prior to the funding process as being of importance to Lewisham.

Age
Sex/Gender
Disability
Sexual orientation
Ethnicity/race
Pregnancy/maternity
Religion or Belief
Socio-economic

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/ Race	<input checked="" type="checkbox"/> Religion or belief	<input type="checkbox"/> Language spoken
<input checked="" type="checkbox"/> Gender/Sex	<input type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Household type
<input type="checkbox"/> Income	<input type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic status
<input type="checkbox"/> Marriage and Civil Partnership	<input checked="" 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	

3. The Evidence to support the analysis.

The evidence collected is principally from the 2021 Census and focuses on factors (including protected characteristics) that will be targeted by the recommended projects.

Age

With regard to the age of the Lewisham population, the Census figures stated that, of the 300,553 people living in the Borough,

- 70,550 (23.4%) are 19 or under
- 28,644 (9.6%) are over 65

Sex/Gender

Of the 300,553 people living in the Borough (2021 Census data)

- 157,820 (52.5%) identify as female
- 142,733 (47.5 %) identify as male

Of the 242,411 residents aged over 16,

- 221,462 (91.4%) identified their gender identity as the same as sex registered at birth
- 2,471 (1.1%) identified their gender identity as different from the sex registered at birth
- 18,478 (7.6%) did not answer this question

Disability

Of the 300,553 people living in the Borough (2021 Census data)

- 17,964 (6%) are Disabled under the Equality Act and day-to-day activities are limited a lot
- 25,284 (8.4%) are Disabled under the Equality Act and day-to-day activities are limited a little
- 18,070 (6%) are Not Disabled under the Equality Act, but have a long term physical or mental health condition although their day-to-day activities are not limited

According to the Department for Work and Pensions, In Q1 of 2024/2025, Lewisham had 5,968 Disability Living Allowance entitlements.

Sexual Orientation

Of the 242,409 residents aged over 16 (2021 Census data),

- 203,913 (84.1) identify as Straight or Heterosexual
- 14,873 (6.2%) identify as Gay or Lesbian; Bisexual; Pansexual, Asexual, Queer or other sexual orientation
- 23,623 (9.7%) did not answer this question.

Ethnicity/Race

Of the 300,553 people living in the Borough (2021 Census data),

- 26,927(9%) Asian, Asian British or Asian Welsh
- 80,473(26.8%) Black, Black British, Black Welsh, Caribbean or African
- 24,253(8.1%) Mixed or Multiple ethnic groups
- 154,749 (51.5%) White
- 14,151(4.7%) Other ethnic group

Religion

Of the 300,553 people living in the Borough (2021 Census data)

- 110,379 (36.7%) No religion
- 131,706 (43.8%) Christian
- 3,270 (1.1%) Buddhist
- 6,459 (2.1%) Hindu
- 826 (0.3%) Jewish
- 22,264 (7.4%) Muslim
- 720 (0.2%) Sikh
- 2,269 (0.8%) Other religion
- 22,660 (7.5%) did not answer this question

Socio-Economic

Socio-economic factors have been identified from a variety of sources, including:

Indices of Deprivation 2019

According to the Indices of Deprivation 2019, in relative terms Lewisham has become less deprived since 2015. It is now ranked 63rd most deprived LA, compared to 48th in 2015, 31st in 2010 and 39th for 2007. However, relative to London, Lewisham has become more deprived, moving from 10th most deprived to 7th.

50% of Lewisham's most deprived LSOAs in 2019 were also most deprived in 2015, compared to 88% for the whole of England.

Barriers to Housing & Services have seen the lowest decline in ranking.

2021 Census

Of the 242,417 Lewisham residents aged 16 years and over:

- 150,523 (62.1%) are in employment
- 11,891 (4.9%) are unemployed
- 72,838 (30%) are economically inactive
- 25,422 (10.5%) are retired
- 15,810 (6.5%) are students
- 11,527 (4.8%) are looking after home or family
- 9,814 (4%) are long-term sick or disabled

Department for Work and Pensions

According to the Department for Work and Pensions:

- In 2022/23, 16.2% of children (aged 0-15) were living in a relatively low income family in Lewisham.
- Between March 2024 and August 2024, 11.4% of Lewisham households were in receipt of housing benefits.

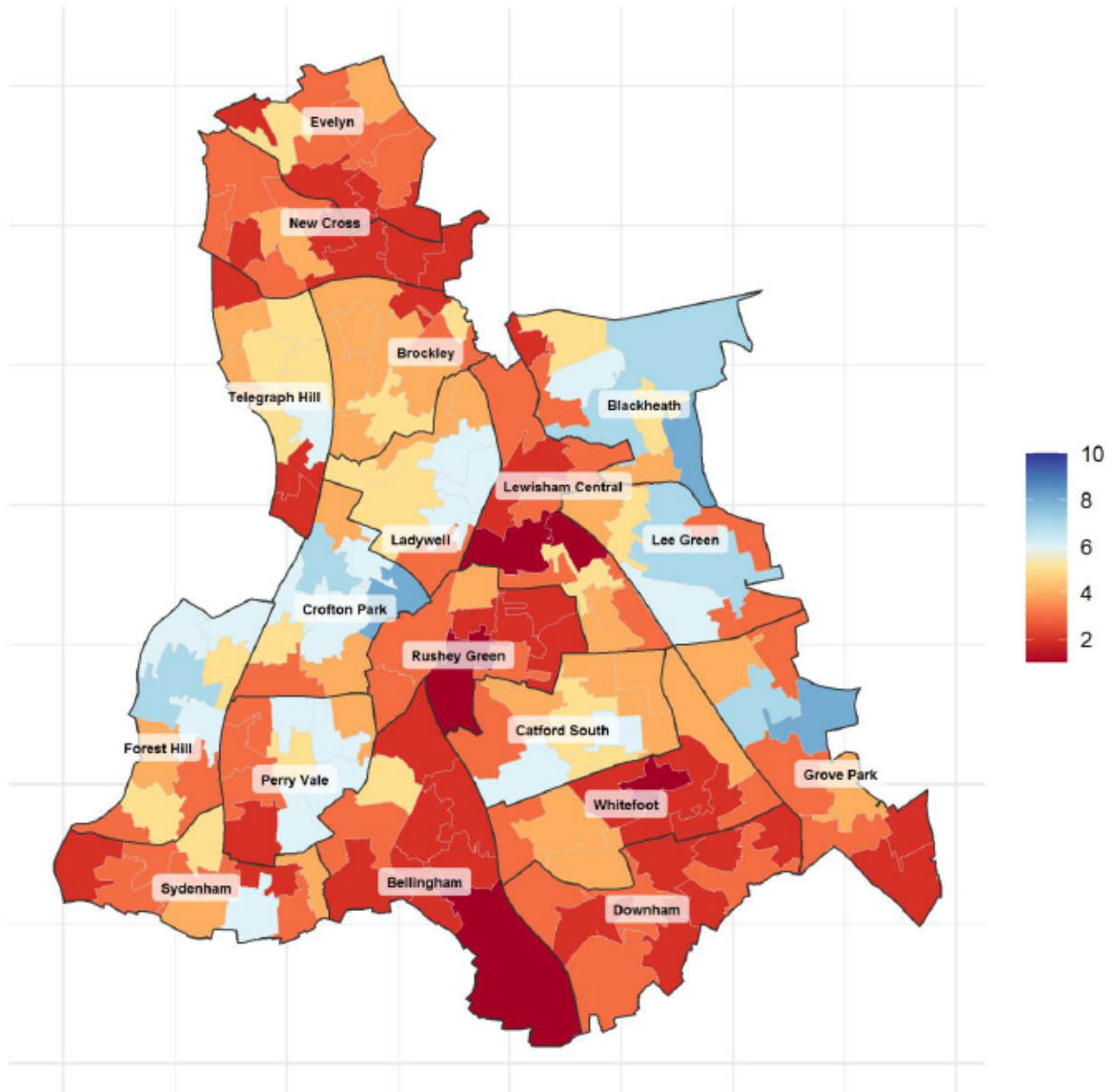
Ministry of Housing, Communities and Local Government

According to the MHCLG's Local Authority Housing Statistics:

- 11,008 households are on the housing waiting list in Lewisham (31/03/2024)
- 2,888 households are living in temporary accommodation (Q1 2024/25)

Deprivation across Lewisham: Index of Multiple Deprivation

1 is the most deprived in England



Source: UK Government English Indices of Deprivation 2019

4. Impact/Summary Analysis

A significant number of the 137 projects recommended for funding have indicated that they will be working with individuals from particular protected characteristics.

Below is a summary of projects recommended for funding and the protected characteristic groups that they are primarily aiming to work with.

However, the majority of projects will be working with all members of the community but will particularly target the demographics indicated.

Age

40 projects recommended for funding have indicated that their primary focus will be on residents identified by their age. The projects range from playgrounds aimed at children and young people to health and wellbeing projects aimed at older residents.

Below are examples of age-related recommended projects.

Bellingham Youth Club Improvements

This project will fund improvements at Bellingham Gateway Youth Community Centre, including extending their kitchen to fit cooking appliances for lessons and shared meals to help address healthy lifestyles, food poverty and inequalities.

Bringing Sunshine, Fun and Wellbeing to Elders

This project will deliver Health & Wellbeing Sessions to members of The Diamond Club and Hummingbird Club (elders groups) including specialist massage, befriending, emotional support and accredited counselling, with targeted care for those who have experienced bereavement using holistic, person-centred approaches.

Aging Well in Lewisham

Ageing Well will deliver 3 weekly social/activity groups at Grove Centre, benefiting several hundred elderly and vulnerable people directly and indirectly every year.

Honor Oak Walking Bus

The Honor Oak Walking Bus will be provided for Turnham Academy pupils, through Play Workers supervising pupils from Years 3 - 6 to travel safely from school to Honor Oak Adventure Playground twice per week for a positive play session.

Sex/Gender

Five projects recommended for funding identify sex/gender as their specific focus.

Examples of recommended projects in this category are provided below.

Downham Men's Project

The Downham Men's Art Project will bring together men of different generations through artwork. Collaborative art pieces will be designed to allow meaningful conversations to be had on topics such as mental health, friendship, and community, and create a safe space for reminiscence and sharing.

Second Wave

The Evelyn Young Women Changemakers project, run by Second Wave, will focus on the creative leadership of young women by developing the digital and advocacy skills of young women in speaking truth to power.

Grove Park Women

Grove Park Women will support mutual recovery from abuse by bringing together a group of women survivors for peer support and sharing experiences, raising awareness of behaviours that constitute domestic abuse and providing information, encouragement and tools to help people improve their lives.

Disability

23 projects recommended for funding provide a range of services to people with disabilities, including the examples provided below:

Signal

The project aims to work with the growing number of young people with autism in Lewisham and will provide weekly activities in small groups focused around swimming and trampolining which have been shown to be particularly suited to enhancing the physical and emotional wellbeing and social skills of autistic young people

Ignition Brewery

The project will support the employment of people with learning disabilities by developing job readiness and employability skills, including on-the-job training.

BlindAid

This project aims to enhance the quality of life of blind and visually impaired people through outreach activities supporting their social inclusion and confidence needs on a personalised basis.

Grove Park Library

This project will provide structural improvements for Grove Park Library by replacing windows, to increase energy efficiency and providing a ramp to improve accessibility.

Sexual Orientation

Three projects addressing sexual orientation have been recommended for funding. Details of their proposed activities are provided below.

Capture

The project will run arts and crafts workshops as a safe space for members of the LGBTQI+ community to come together and improve health and wellbeing. The project will also include capital works to improve the condition of the building where the workshops will be held.

Pregnancy/Maternity

Five projects with a primary focus on pregnancy/maternity have been recommended for funding.

These include:

Parent Empowerment Project

The Parent Empowerment Project will support and empower parents and carers in Lewisham, particularly those from Black communities, equipping them with the skills, knowledge, and resources needed to advocate for their children's education, SEND.

MamaKind

This baby bank will aim to prevent and relieve poverty for families with children under 5 by providing high-quality bespoke bundles of essentials compiled from community donations, working with frontline services to reach the most vulnerable.

Evelyn Parents Forum

Evelyn Parents Forum will be updating its sensory room to ensure that it is fit for purpose to support children with sensory and SEND needs.

Ethnicity/Race

18 projects recommended for funding are led by ethnically diverse organisations or focus on targeting residents from specific ethnicities. Examples of these projects include:

Spark2Life

Spark2Life is a black-led organisation which will deliver trauma-informed mentoring to young adults (18-30yrs) involved/at risk of violence/crime. The project aims to help beneficiaries exit gang lifestyles, make positive life choices, engage with education/employment and become more socially-included.

Coco Collective

This black-led organisation will tackle food insecurity through 6 week long culturally appropriate organic food growing courses, repeated 3 times per year, and aiming to increase skills, employment and further education opportunities.

Black VCS Network

The Black VCS Network will operate as a networking resource for minority ethnic community leaders to support the growth of black-led organisations and providing a space for, capacity building and the development and sharing of best practice, including training and business development.

Religion

Six projects recommended for funding are led by faith organisations. However, all will be open to people from all/no faiths. Examples include:

Carols on the Green

Funding will enable the Carols on the Green event to be held in Bellingham over the next two years on Monday of December, providing an opportunity for celebration of community togetherness, turning on the lights on the Christmas Tree, singing carols and seasonal songs, and enjoying seasonal refreshments.

St Dunstan – Music and History For All

This project will enable St Dunstan's to use its listed church organ more widely through the delivery of community events, running a series of recitals and offering local young musicians the opportunity to play the organ (originally from the Chapel Royal at St James' Palace).

Socio-Economic

A range of projects aim to address individuals' socio-economic circumstances. Examples include:

999 Club

The 999 Club will increase access to its community showers by removing its existing shower and creating three new, fully tiled shower rooms, one of which will be exclusively for the use of female service users.

Bank of Things

Lewisham's Bank of Things will relieve economic pressures by supporting young people aged 11 to 25 by providing everyday essentials to support education, employment and/or training. Including food, school equipment, uniforms, sports equipment and hygiene products.

5. Mitigation

As the NCIL ward programme is funding new provision, including significant investment in amenities and locally-based activities, no immediate negative impact requiring mitigation has been identified.

Work will be undertaken with successful projects during the mobilisation period to ensure that their engagement plans include under-served communities.

NCIL projects will be complemented by projects accessing other funding such as s.106. Projects that are not recommended for funding will also be supported by Council officers to identify other sources of funding.

They will also be complemented by the Council's Main Grants programme.

6. Service User Journey that this decision or project impacts

The provision of new services will be communicated to relevant service teams within the Council. In addition, the projects will be part of the borough's community development networks. The mobilisation phase of the programme will include linking projects to relevant Council services as well as developing peer support arrangements between organisations delivering similar projects or encountering similar barriers/developments.

Signature of Director