

## **Appendix - Equalities Analysis Assessment - Main Grants Programme 2015 – 18**

<b>Name of proposal</b>	Main Grants Programme 2015 - 2018
<b>Lead officer</b>	James Lee (Head of Cultural and Community Development Service)
<b>Other stakeholders</b>	
<b>Start date of Equality Analysis</b>	4 <sup>th</sup> March 2015
<b>End date of Equality Analysis</b>	24th April 2015

### **1. Background**

This document is the Equalities Analysis Assessment for the proposed recommendations of the Grants Programme 2015-2018. It considers how the recommendations made might affect different groups in the community and assesses whether these effects are positive or negative. It also outlines the activity that the Council will take to ensure that equal opportunities are promoted and that no group is disproportionately discriminated against.

### **2. The Main Grants Programme 2015 – 2018**

The Council has had a long-standing grant aid programme that is designed to strengthen the effectiveness of the voluntary sector. This sector provides services that the statutory service cannot easily provide and is often best placed to reach out in to communities and engage those who typically do not access mainstream services.

The current main grants programme was agreed by Mayor and Cabinet in 2011 and funded organisations under the four themes: Children and Young People; Communities that Care; Gateway Services; and Building Social Capital.

The criteria were reviewed for the 2015-2018 programme to ensure they reflected the current political and policy landscapes. The amount of funding available for the grants programme has also been reduced in this programme as part of the wider council funding reductions by circa £1,500,000, as a result there will be a reduction in the organisations and services that can be delivered. This means that there is an available budget of £2,936,411 for July 2015 – March 2016. Funding for 2016/17 and 2018/19 will be increased to a pro rata annual figure for most projects, unless indicated in the main report.

In response to the need to review the key themes for the Main Grants Programme the Council undertook a public consultation predominantly with community organisations. It was agreed that youth activity and work that could be funded through schools would be removed from the criteria as would employability and skills provision. This is because these areas are funded through alternative sources, namely the Council's Youth Service and local JCP budgets. Youth Activity was included in the Neighbourhood Community Development strand to represent the importance of grassroots outreach, and would also make up the core of the Widening Access to Arts and Sport criteria. The Safer Stronger Communities Select Committee raised concerns about the lack of grassroots LGBT activity in Lewisham and suggested an amendment to include a strategic equalities organisation to encourage better engagement. The final four

themes are: Strong and Cohesive Communities; Communities that Care; Access to Advice Services; and Widening Access to Arts and Sports.

In light of the changes to the criteria, in particular the removal of the Children and Young People theme, and the subsequent recommendations against them an in-depth Equality Analysis was needed. This will allow the impact on protected characteristics to be assessed in the light of the above changes, with particular consideration of the impact on young people.

### **3. Equalities Context**

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

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

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

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

The Human Rights Act came into effect in the UK in October 2000. It means that people in the UK can take cases about their human rights as defined in the European convention on Human Rights to a UK court. At least 11 Articles of the European Convention on Human Rights have implications for the provision of public services and functions. This EIA assesses whether the proposed recommendations are in line with duties established by this Act.

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

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

## 4. Equalities Assessment of the Main Grants Programme 2015 - 2018

### 4.1 Age

Age refers to a person belonging to a particular age or age range. As an employer and a provider of services the Council is required to ensure that it does not unlawfully discriminate against a person on account of their age. A summary of data on age is set out in the box below.

#### Data summary for age:

- according to the 2011 Census some 70,100 Lewisham residents are aged between 0-19 (25% of the population), whilst some 179,800 residents are aged between 20-64 (65% of the population). By contrast there are some 26,200 older people aged 65 and over (9.5%).
- according to the 2013 Sub National Population Projections by 2021 the number of Lewisham residents aged 0-19 is expected to rise to 79,570 (25% of the population), whilst the number of people aged 20-64 is expected to reach 208,190 (65% of the population). By contrast the number of people aged 65 and older is expected to increase to 30,570 (10% of the population).
- Ward profiles suggest that a greater number of older residents (65+) live in the south of borough in areas like Downham or Grove Park; whilst younger residents (0-19) are spread throughout the borough more evenly.

Analysis of the recommendations' impact on the protected characteristic of age was split in to two parts: the effect on the older population, who are aged 65 and over, and on the younger population, aged between 0 to 19 years old.

### 4.2 Older People (65 and Over)

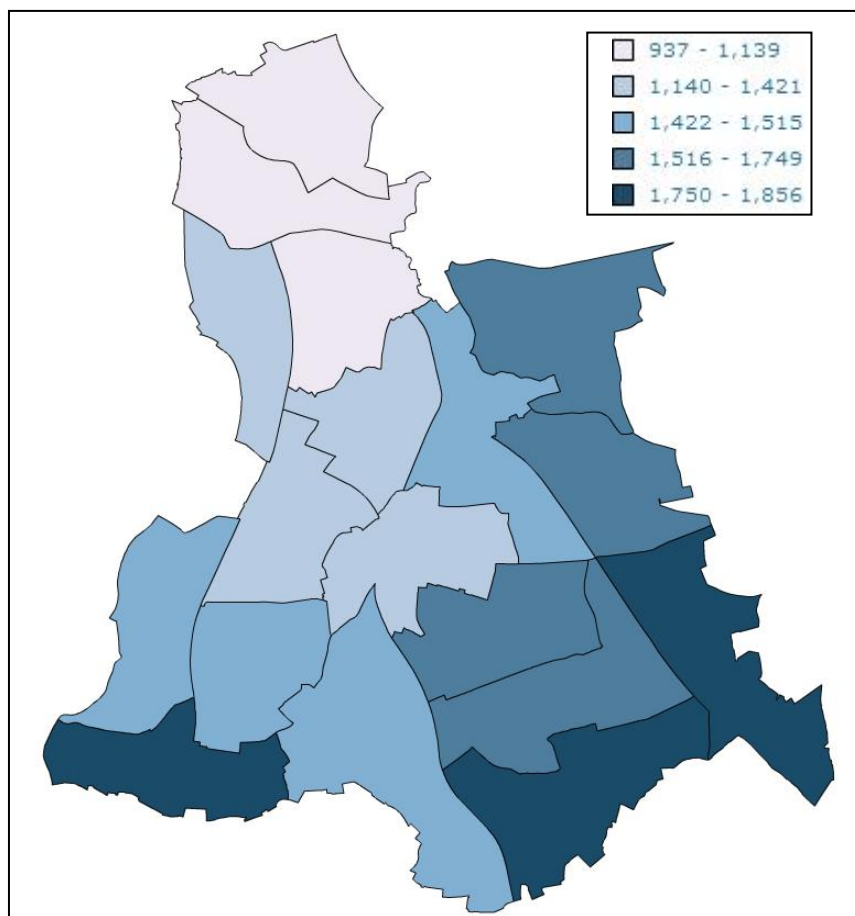
In this round of the main grants programme 23 applications recommended for funding provide specific opportunities for older persons, which is in line with previous grant rounds. This includes a variety of opportunities including a Silver Shooters basketball team with London Thunder Basketball and library-based activities for the elderly run by Eco Communities.

38 projects creating positive opportunities for older people applied. The high amount of applications could be due to the inclusion of a specific older persons strand under the 'Communities that Care' theme. Those that were not successful often provided similar services to the recommended applications, but were less developed bids.

An advice service by Age UK is recommended to be funded again alongside Lewisham Pensioners' Forum to provide representation of older people's needs and views. Community Connections is also recommended for funding after previously being funded under the investment fund. This organisation is a preventative community development programme

aiming to support vulnerable adults in Lewisham to improve their social integration and wellbeing.

As the data summary and map below suggests there are wards within the borough that have larger numbers of older people than others. Several of the programmes recommended for funding operate within wards with a large elderly population, for example Eco Communities dementia-friendly libraries are operating from Grove Park in the south of the borough, whilst Age UK will be based in Catford South, the borough with the 4<sup>th</sup> largest number of people over 65 in Lewisham. Age UK will also provide home visits across the borough allowing housebound older people to access the service. Ageing Well in Lewisham Community Interest Company operates its centre in Whitefoot and services residents across the south of the borough



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

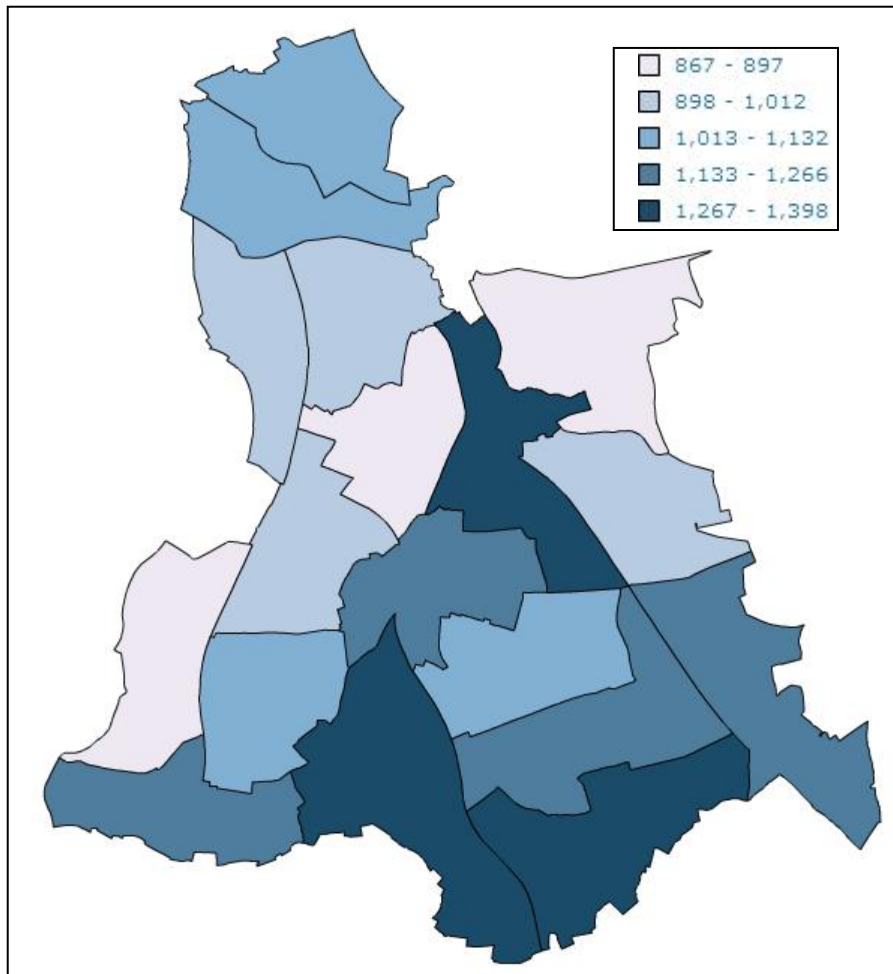
Other recommended programmes have a flexible location, for example Wheels for Wellbeing suggest delivering cycling workshops for those with dementia at care homes or day centres, which will reduce the risk that older people will not be able to access the services recommended.

The consistent number and variety of bids recommended for funding under the main grants programme suggests that older people will not be disproportionately affected. A number of programmes are recommended that will have positive impact on the lives of

older people throughout the borough. Flexible services will ensure that all older people can benefit from those programmes.

However, while the recommendations against the received applications do not disproportionately affect older people it is worth noting that relatively few bids were received from organisations based in, or specifically serving, the south of the borough.

This causes further concern when it is considered that the over representation of older people in the south correlates closely with a similar pattern of disabled residents or residents whose 'day to day activities are limited a lot'.



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

While the grants programme is limited to the extent that it can generate services as it seeks bids from the voluntary sector rather than directly commissioning services to meet specific needs this under provision in the south is important to recognise.

It is therefore important that the community development services in this area are aware of these issues and focus on capacity building to ensure there are sufficient projects in these areas to meet need. The Community Connections service will therefore be tasked with focusing on this area and the four organisations specifically funded in Bellingham, Whitefoot, Grove Park and Catford South will be supported to work together, along with Teatro Vivo who

provide borough-wide engagement support, to address needs in this area. See appendix 1 for a full map outlining the funded community development organisations.

### **4.3 Young People (0 – 19)**

Despite the removal of the specific Children and Young People theme from the 2015-18 criteria there were 67 applications, out of a total of 117, which proposed to create positive opportunities for young people. 29 of the bids have been recommended for funding, which is a consistent number in comparison to the Main Grants programme in 2011, however these are predominantly funded through the Widening Access to Arts and Sports theme, which means that some previously funded organisations that do not meet revised criteria have missed out.

The projects supporting young people will provide an array of opportunity including Music, Theatre, Sport and Play Provision. As mentioned, most of the delivery of services for young people have come from the 'Widening Access to Sports and Arts' theme; however there are a number of more general community development applications that will also provide opportunities and support for young people.

15 bids for young people that were previously funded have not been recommended for this main grants programme and whilst there are a wide variety of arts and sports-based recommendations that will help mitigate this we have needed to look outside of the programme at other provision that is available within the council (via the Youth Service) and beyond to mitigate the recommendations.

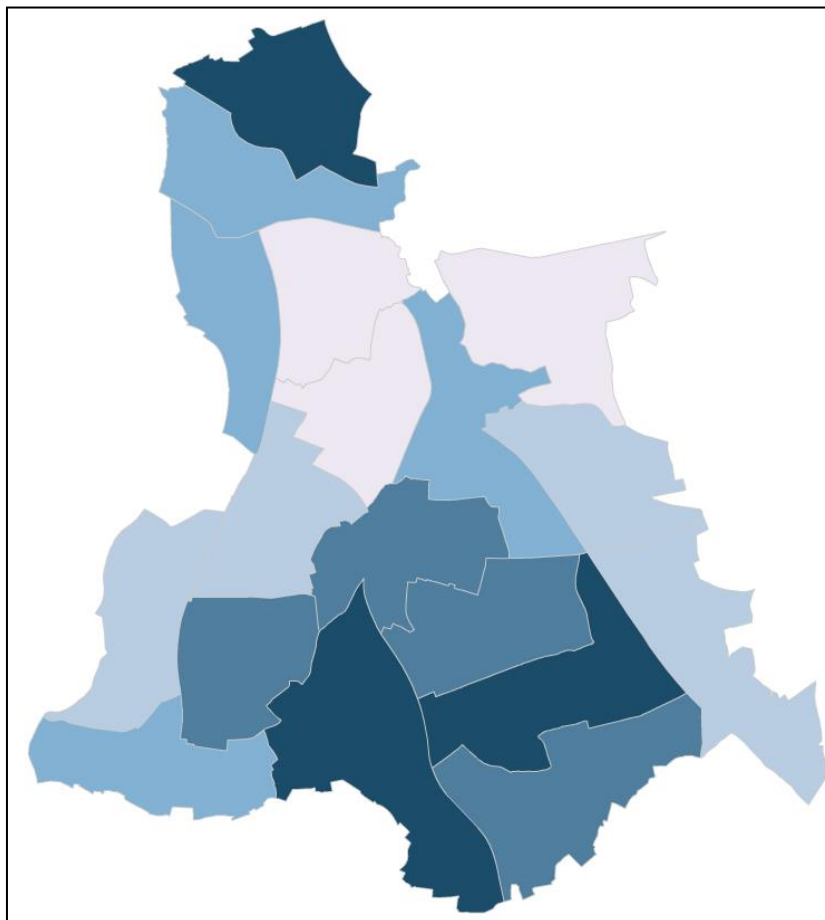
Projects that have lost their funding in this round of the main grants programme include YouthAid Lewisham, Lewisham Young Women's Resource Project, Platform 1 and Young Lewisham. According to the numbers contained within grant applications a complete loss of these services could affect a number of young people in Lewisham who currently access these services. However, the recommended funding of alternative organisations that provide opportunities for young people will go some way to mitigating the numbers of young people affected. Similarly these organisations may not stop working with young people entirely and could find alternative routes of funding their services.

Therefore, it is suggested that the alternative provision could prevent a disproportionate effect on young people. Specifically the recommendations have quite an impact with regards to provision in the South West of the borough, and we anticipate that new young people's equipment in Mayow Park, the sports provision offered through Forest Hill Pools and Forest Hill Community Sports Centre, as well as the recently improved provision at the Bridge Leisure Centre and the TNG Youth Centre in Sydenham will all contribute to mitigate the impact in that area. Officers will also continue to work with colleagues in CYP to promote the development of new services at the Rockbourne site.

It should also be noted that the South West of the borough is not one of the areas with the highest concentration of young people with Evelyn, Bellingham and Whitefoot being the areas of highest concentration – see map below.

Evelyn is well served by the draft recommendations with Second Wave Centre for Youth Arts, Montage Theatre Arts and Lewisham Education Arts Network all based in the ward with a range of other projects that include significant youth activity including Deptford X, IRIE!, London Amateur Boxing Association, London Thunder – Lewisham, Midi Music Company and The Trinity Laban Conservatoire of Music and Dance all based in New Cross.

Again, the number of quality bids from the South of the borough was a concern and will be addressed through on-going Community Development work but it is important to recognise that the majority of the projects that work primarily with young people provide borough wide activities so are able to target their services at area of high need as required.



Number of residents ages 0 -15

It is also a fact that not all of the opportunities for older and younger people are exclusive and can be cross-generational or benefit multiple protected characteristics and much of the provision funded relating to volunteering/time banking will have a focus on young people and intergenerational issues.

Overall, taking this mitigation into account alongside the services funded and developed through other sources, we believe that young people should not be disproportionately affected by the changes to the Main Grants programme.

## 4.4 Disability

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

### Data summary for disability

According to the 2011 Census:

- 7.1% (19,523) Lewisham residents indicated that their day-to-day activities were limited a lot, and 7.3% (20,212) indicated that their day-to-day activities were limited a little;
- 5.3% (14,318) Lewisham residents indicated that they are in bad health or very bad health;
- 8.1% (22,521) Lewisham residents provide some form of unpaid care. Over 5,000 Lewisham residents provide 50+ hours of unpaid care per week.
- 160 Lewisham residents indicated that sign language was their main language.

A total of 30 applications that actively promote equal opportunities for those with disabilities have been recommended for funding. These include a range of activities including advocacy groups, such as Lewisham Speaking Up, sports teams inclusive of those with disabilities (London Thunder Basketball and London FA), as well as arts programmes like Heart 'n' Soul targeting individuals with learning disabilities.

These programmes are aimed at a mix of young and older people, and include programmes inclusive of residents without disabilities. Work will also be undertaken with Lewisham Disability Coalition who will not only provide advice for service users but promote users' voices with partners and other providers. As alluded to in section 2, these recommendations are made against the backdrop of an available grants pot that has reduced by 25%, so not all services that organisations want to be delivered will be delivered, however we believe that the spread of opportunities helps mitigate this.

In addition, all programmes funded under the main grants programme will have to ensure their services are accessible to people with disabilities, so those with disabilities should be able to access range of services recommended under the main grants programme. In this respect this group should not be disproportionately affected in comparison to other groups. At present we are taking the submission from the organisations regarding their assessibility and have worked to ensure that distances to be travelled for specific groups are kept to a minimum but



we will also need to review the physical accessibility of buildings to ensure that the self assessments undertaken are robust in this regard.

As highlighted above there is an over representation of disabled people in the South of the borough but a limited number of quality applications from organisations in that area and officers will work hard with Community Development services recommended for funding to address this for future funding rounds.

#### **4.5 Gender**

Gender has the meaning usually given to it and refers to whether a person is a man or a woman. A summary of data on gender is set out in the box below.

##### **Data summary for gender**

- according to the 2011 Census there are 135,000 males living in Lewisham and 140,900 females;
- however, by 2030 it is forecast that the number of males would have surpassed that of females (158, 500 men to 157,100 women);
- based on the 2013 Mid-year Population Estimates Lewisham's males are more numerous than females between the 0-19 age groups. By contrast females are more numerous than males in the 20 – 44, 35 - 59 60 -79 and 80+ age groups;
- by 2030 the percentage of males is still expected to be greater than females in the 0-19 age group. Males are also expected to be more numerous in the 20 – 44, and 35 – 59 age group. However, females will still be more numerous in the 60-79 and 80+ age groups.

The recommended applications across the board are inclusive of both genders. There are some fluctuations in specific organisations, for example there are more female service users in organisations that benefit elderly people, however this is generally due to the nature of the age group (see box above) as opposed to by design of the service.

No gender-specific organisations have been recommended under the 2015 - 2018 Main Grants programme. Previously funded projects including Lewisham Young Women's Resource Project and Marsha Phoenix Memorial Trust are not recommended for funding under this programme. In the case of Marsha Phoenix the service will continue and this simply normalises the service available as food provision is not available in any similar service. If the organisation considers food to be an essential part of the service model officers will work with them to develop an alternative funding model through service charges and housing benefit.

However this loss is mitigated by the inclusion of 9 organisations with specific opportunities in place to promote the engagement of a gender in an activity not typically engaged in by that group. For example, London Amateur Boxing Association encourages and promotes female-

only boxing sessions, whilst Trinity Laban Conservatoire of Music and Dance provides targeted outreach to engage males in dance.

The inclusive nature of the recommended organisations, as well as the targeted outreach by a few applicants, suggests that no specific gender should be disproportionately affected by the grant funding recommendations.

#### **4.6 Gender Re-assignment**

Gender re-assignment describes the process of transitioning from one gender to another. For individuals within this group, the Act provides protection for trans-sexual people from discrimination and harassment in various areas, such as work or the provision of goods and services. A summary of data on gender reassignment is set out in the box below.

##### **Data summary for gender reassignment**

- in 2006-07 Lewisham Council commissioned a research study of the LGBT populations who lived, worked, studied or socialised in the borough;
- of the 316 respondents, seven identified as trans people, which was insufficient to draw quantitative conclusions;
- according to the NHS Secondary User Service Admitted Patients database, there were four admissions to NHS hospitals in 2011-12 of four different individuals resident in Lewisham and having a primary diagnostic code beginning F64 (trans-sexualism or gender identify disorder). Only one of these was for a full (male to female) gender reassignment. None of the admissions were to Lewisham Hospital.
- In October 2014 the Trans and Gender Non-Conforming Swimming Group (TAGS) set up a weekly private swimming session – 20 regular swimmers have attended a week, although some may have travelled from other boroughs to Lewisham.

No specific organisations providing positive opportunities for those in the gender reassignment group applied. However, two organisations are recommended to receive funding to research, monitor and promote opportunities for all protected characteristics, and will work to help remove barriers for this group. For example, Voluntary Action Lewisham proposes to help research ways to remove barriers to inclusion in volunteering.

The work by these two organisations, alongside the equal opportunities requirement for all recommended organisations under the main grants programme, should ensure that this group is not disproportionately represented under these proposals. Future work should be done alongside the strategic equality organisations to encourage grassroots organisations supporting this group to apply for funding.

#### **4.7 Marriage and Civil Partnership**

The Equality Act protects against unlawful discrimination if you are legally married or in a civil partnership. A summary of data on marriage and civil partnership is set out in the box below.

#### **Data summary for marriage and civil partnership**

- In 2011 about half of Lewisham residents over 16 have never been married or in a civil partnership. This is higher than England as a whole.
- A third of over 16s in Lewisham are currently married or in a civil partnership (0.5% in civil partnership)
- 17% of residents (aged 16 and over) have been married or in a civil partnership but are now separated, divorced or widowed.

Consideration of the characteristic of marriage and civil partnerships need only be in respect of eliminating unlawful discrimination. In this regard, no applications stated that they would exclude individuals who are legally married or in a civil partnership. Three organisations are recommended for funding who will protect and monitor this characteristic as one of the 9 protected under the Equality Act 2010. Therefore, this characteristic should not be disproportionately affected under these recommendations.

#### **4.8 Pregnancy and Maternity**

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding. A summary of data on pregnancy and maternity is set out in the box below.

#### **Data summary for pregnancy and maternity**

- for 2013 there were about 4,827 new babies recorded in official statistics as Lewisham residents; the General Fertility Rate is notably higher in Lewisham, at 68.1 live births per 1,000 women aged 15 – 54, than in England at 62.4 in 2013.
- Lewisham has an underlying population growth arising from its excess of births over deaths. In a typical year, there are more births (approximately 4,500-5200) than deaths (approximately 1,500-1,800) in Lewisham residents.

Many of the organisations that applied for funding within the 2015 – 2018 Main Grants programme stated that they accepted members from all of the protected characteristics. In some cases organisations noted that the activity may not be suitable during pregnancy or that a risk assessment may be necessary to decide whether it is suitable. The proposed funding of equality organisations can help monitor and overcome the barriers to inclusion for this protected characteristic. Therefore we should expect residents with this protected characteristic not to be disproportionately affected by the cuts.

One recommended application provided specific services for those during the maternity period: London Thunder Basketball promoted a lighter version of the sport for those who have recently given birth.

#### 4.9 Race

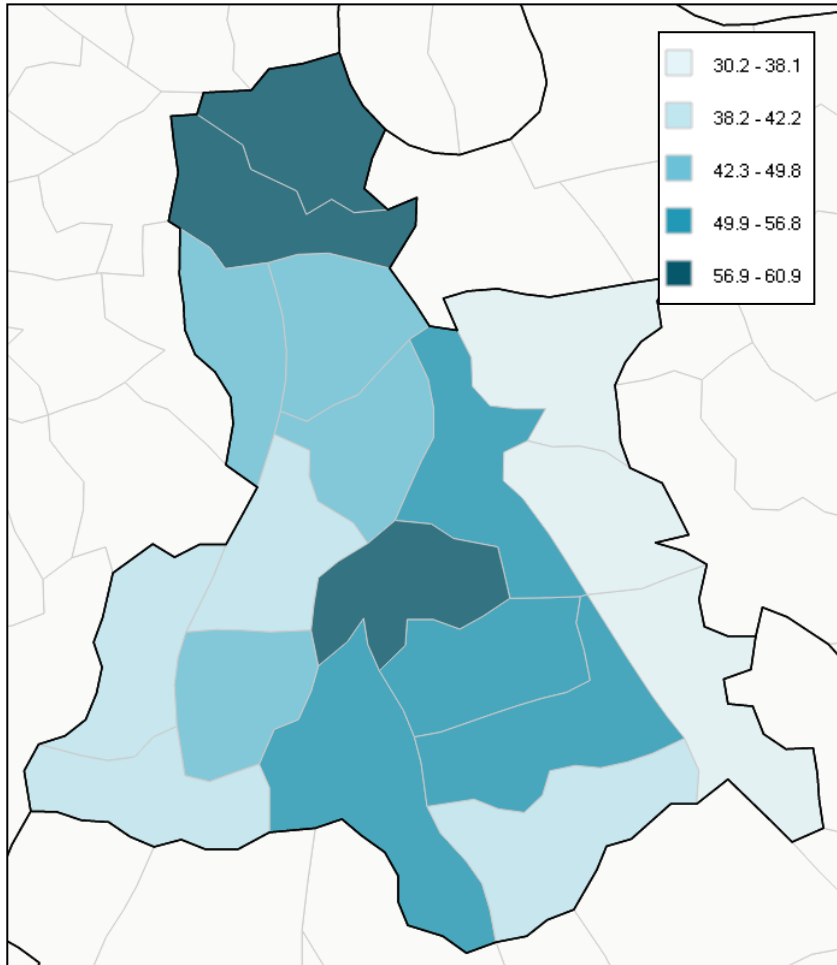
Race refers to the equality group of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. A summary of data on race is set out in the box below.

##### Data summary for race

- according to Census data from 2011, 53.6% (147, 686) of all Lewisham residents are white (White British, White Irish and White European);
- currently people from a Black Caribbean, Black African and Black other ethnic background represent 27.2% (74,942) of the population.
- Profiles indicate that the majority of black and minority ethnic residents live in the North and Centre of the borough in wards such as Evelyn, New Cross and Rushey Green.

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

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



Percentage of the population from a BME community

Overall these demographics are reflected in the areas that organisations have been recommended for funding. Two advice organisations that support minority ethnic groups with identified needs are recommended for funding: the Lewisham Refugee and Migrant Network (based in Evelyn) and the Lewisham Multilingual Advice Service (based in Rushey Green). These two organisations were also funded in 2011 to meet minority ethnic group's needs. Funding is also recommended to organisations hoping to include race-focused events as part of their programme like the Albany which is on the Evelyn/New Cross border

The Lewisham Multilingual Advice Service (LMAS) is one of the few organisations recommended for a funding level which exceeds their current allocation and this is in recognition of the fact that a number of application for single community support (most notably the Vietnamese Community) are not recommended for funding. It is also important to note that LMAS are working with the Lewisham Refugee and Migrant Network to develop their offer for the Vietnamese Community and this work will be supported as part the funding recommendations.

The Stephen Lawrence Centre (Brockley) is a new recommendation for funding and will work to enable local organisations to develop relationships with BME communities and ensure that their services are fully accessible.

Voluntary Action Lewisham (Rushey Green) will be undertaking a coordinating role to work with voluntary and community sector organisations and ensure that all organisations delivering services can contribute to the development of good practice. The recommendation also includes the Stronger Communities Partnership Board providing a forum for a borough-wide review of equalities-related matters. This overarching role replaces that previously held by Equaliteam Lewisham and is necessary given EqualiTeam's lack of service delivery over the recent period and their change of focus to representing particular communities. In view of the above, this change is considered to have a positive rather than a negative impact.

Consideration was also given to the fact that many of the Youth organisation's that aren't receiving funding may work with a significant number of BME individuals due to the demographics of the borough but the assessment undertaken relating to young people is considered relevant here and therefore BME communities are not disproportionately affected.

Overall the services recommended for funding to work on specific Race issues along with the fact that all services are required to be fully accessible means that the recommendations are not considered to have a disproportionate impact relating to Race. Officers will also work with all organisations, and specifically those working primarily with particular communities to build positive race relations and promote community cohesion/ mutual understanding and respect. This is one of our comprehensive equalities scheme objectives.

#### **4.10 Religion or Belief**

Religion has the meaning usually given to it, but belief includes religious and philosophical beliefs including lack of belief. Generally, a belief should affect your life choices or the way you live for it to be included in the definition. A summary of data on religion and belief is set out in the box below.

##### **Data summary for religion or belief'**

- the most up to date information on religion or belief in Lewisham is from the Census of 2011. This revealed that nearly 64% of Lewisham residents described themselves as having a faith or religion, whilst around 27% of residents described themselves as having no faith or religion;
- amongst those residents that described themselves as having a faith or religion some 52.8% identified their faith as Christian, whilst 6.4% described themselves as Muslim;
- of other religions, Hindus represent 2.4% of the population, whilst Buddhists represent just over 1.3% of the population;

Due to the lack of data regarding the religious nature of organisations involved in applications for the main grants programme we are unable to make an assessment of how religious

organisations have been affected by the recommendations. However, all recommended organisations are required to allow residents from all religions and beliefs to use their services and so this protected characteristic should not be disproportionately affected.

Many of the organisations recommended for funding under this 2015 – 2018 programme made reference to the use of their services by religious groups. This was particularly common in community centre applications who often hosted a range of faith groups within their centres.

Religion or beliefs should not be disproportionately affected under these recommendations, as services recommended for funding must be inclusive of all religions and beliefs.

#### **4.11 Sexual Orientation**

Sexual orientation is defined as whether a person's sexual attraction is towards the opposite sex, their own sex or to both sexes. A summary of data on sexual orientation is set out in the box below.

##### **Data summary for sexual orientation**

- There are no accurate statistics available regarding the profile of the lesbian, gay, bisexual and transgender (LGBT) population either in Lewisham, London or Britain as a whole.
- The Greater London Authority based its Sexual Orientation Equality Scheme on an estimate that the lesbian and gay population comprises roughly 10% of the total population.
- At the 2011 census 2% of over 16 year olds were cohabiting with someone of the same sex or were in a civil partnership, this is higher than both the England and London averages (0.9 % and 1.4% respectively).
- in the 2015 Annual Resident Survey, a question on sexual orientation found that 3% of respondents identified as lesbian or gay.

Apart from organisations applying to work on strategic equality, just one organisation applied with specific provision for the LGBT community. The Second Wave Centre Youth Arts, which holds an LGBT writers group as part of their programme, is recommended for funding. As previously described the two equality focused organisations under the Main Grants programme will help serve the needs of this community by promoting, protecting and monitoring the needs of all 9 protected characteristics. The Metro Centre has been recommended for funding again and has a particular interest in strategic equality for this community. All organisations funded under the Main Grants programme must allow individuals with any sexual orientation to access their service. The equal access to services for LGBT individuals and the mitigation of the equality focused organisations should ensure that the LGBT community is not disproportionately affected.

#### **Overall Mitigation**

According to the 2012 Sub-national Population Projections (ONS) the total population of Lewisham was 290,000, an increase of 52,000 since the 2001 Census. This is the 12<sup>th</sup> highest population of all London boroughs. ONS forecasts that the population is set to rise to 315, 000 by 2020, an increase of 9%. Putting further pressure on already stretched resources.

In light of the applications received this year the Community Development team acknowledges that work needs to continue to support organisations that have not been successful for the Main Grant programmes to support their application preparation for future grants rounds or for alternative sources of funding. This will allow greater quality and variety of applications to the programme in future, ensuring the impact on protected characteristics can be minimised. It is also noted that an element of capacity building needs to be done within certain localities across the Borough to help bring through new vibrant organisations that can help meet the needs of their local communities – indeed the Neighbourhood strand alongside Community Connections should be a strong basis to take this element of work forwards.

In order to address this need to maximise resources the neighbourhood strand provides for organisations to

- map existing provision in order to identify best practice, raise awareness of local resources to avoid duplication and foster effective partnerships, and
- identify gaps in provision and engage with the local community to develop volunteering, community involvement and fundraising deliver capacity building activities.
- take active steps to improve the gathering and analysis of data. Access to good quality data will therefore help to ensure that resources can be targeted fairly and proportionately and that the need for services in particular areas can be identified

In providing this resource, together with support from the Community Development Team we will work closely to deliver innovative solutions to any identified need as part of the localisation agenda and will provide strategic steer on development at ward level. Although only 8 specific wards are recommended to receive this resource the Community Development Team will work with the Community Connections service and other relevant organisations to ensure that learning is applied borough wide.

Another aspect of this role is to work with the Local Assembly in the ward. Although limited, the assembly has a small annual fund that local organisations can bid for in order to run projects for specific groups or to tackle specific issues in line with the ward priorities. Young people have been identified as a priority in 15 of the 18 wards and 2 of the wards that do not have this group as a priority have populations of young people in the lowest quintile.

Additionally, the Council operates a small grants programme and a faith in Lewisham fund. Unsuccessful applications may be better suited to apply for this funding and will be recommended to do so. This may mitigate some of the impact of organisations losing funding on their service users.

The inclusion of bids for a strategic equality organisation will also help mitigate any negative impact on protected characteristics. These organisations will research, monitor, protect and



advocate equality for all nine protected characteristics. For example, Voluntary Action Lewisham will work as a co-ordinator with local organisations to understand and remove barriers to inclusion. This should improve the provision for protected characteristics within funded organisations and improve the range of individuals accessing services within the borough by highlighting and combating barriers to inclusion.

When considering the spread of recommendations across the nine protected characteristics, a considerable area of concern was the impact on young people due to the change in main grant criteria. However, having considered the profile of the communities that the organisations funded under the Widening Access to Arts and Sports Theme work with and the other services available to young people either through other funding sources or by nature of them being open access the impact on young people is not considered disproportionate.

Overall, the spread of services recommended for funding under the Main Grants Programme is considered to be fair and equitable and, considering the overall 25% cut in the available budget , not to disproportionately affect any one particular group.