

Appendix 4: Equalities Analysis Assessment

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

This Equalities Analysis Assessment (EAA) analyses the impact on equalities of the draft recommendations for funding under the Borough-wide Neighbourhood Community Infrastructure Levy (NCIL) Fund 2022-2024.

At its meeting on 24th July 2019, the Council agreed to allocate 25% of Community Infrastructure Levy (CIL) receipts as Neighbourhood CIL and use the ward structure as the basis for distribution. It was also agreed that the 25% would be distributed so that proportion of receipts was retained in the ward in which they were generated, with a further proportion redistributed across wards, with extra focus on the most deprived wards as defined by the Indices of Multiple Deprivation (IMD) figures. A further £580,993 was set aside for projects proposing borough-wide benefits.

The priorities for the borough wide fund were agreed by Mayor and Cabinet on 11 March 2020.

On 10 March 2021, Mayor and Cabinet agreed to top up the borough-wide pot by £396,161 to a total of £977,094 and to include an additional borough-wide priority to support Lewisham’s Covid-19 recovery by promoting community cohesion within the borough.

Borough-wide NCIL Priorities

£100,000 of the available borough-wide funds was allocated to the development of borough-wide Air Quality initiatives that promote community involvement.

The top-up funding to support Covid-19 recovery initiatives was intended to support communities to recover, rebuild and adapt so as to support communities’ current and future needs. In terms of the CIL Regulations, this priority recognised the importance of strengthening and supporting Lewisham’s local communities whether they as existing or newer communities so as to promote social cohesion and tackle inequalities whilst taking into account the demands of new development as the borough grows. This additional priority also fitted with the Council’s corporate strategy by delivering and defending health, social care and support and supporting an Open Lewisham – all contributing to healthier, happier and more vibrant neighbourhoods equipped to support current and new residents and making Lewisham an increasingly desirable place to live, work and visit.

The remaining funding, which is the subject of this assessment, was to be used for borough-wide applications addressing the following priorities:

- o Initiatives that seek to support local community groups to contribute to tackling crime and anti-social behaviour
- o Provision of high quality mentoring services and those designed to keep Lewisham’s children and young people safe from exploitation, violence and serious youth crime
- o Support for people with learning disabilities and/or issues with mental health to find employment opportunities

As a result of this prioritisation, the range of funding applications received targeted about 50% of Lewisham’s identified equalities factors, with certain factors (including some protected characteristics) not

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being directly targeted, although borough-wide umbrella organisations such as Voluntary Services Lewisham have indicated that they expect to cover all protected characteristics through their provision.

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

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input type="checkbox"/> Religion or belief	<input 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 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	
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy and Maternity	<input checked="" type="checkbox"/> Refugee/Migrant/Asylum seeker	<input type="checkbox"/> Health & Social Care	
<input type="checkbox"/> Nationality	<input checked="" type="checkbox"/> Employment			

The equalities factors listed above have been identified by Lewisham Council as key equalities factors in the borough and also include the Protected Characteristics (shown in **bold**) of the Equalities Act 2010, which is intended to protect certain characteristics from unlawful discrimination.

The equalities factors addressed by organisations who have successfully applied and are being recommended for NCIL funding from 2022 – 2024 are indicated above.

Of the 18 factors listed above, nine equalities factors will be directly impacted by the proposed work of the recommended projects, with two of those projects proposing to deliver services to all equalities factors listed. Six of the nine Equalities Act protected characteristics are directly addressed and/or targeted in delivery of services by the recommended projects and a number of projects will meet the needs of individuals with wider protected characteristics within their provision.

3. The evidence to support the analysis

This evidence collection focuses on the equalities factors (including protected characteristics) that will be targeted by the recommended projects.

Age

According to the Office for National Statistics (ONS) mid 2020 Population Estimate, almost 14% of Lewisham’s population of 305,309 is aged over 60 and over 22% are aged 0-18.

Ethnicity/race

The below table sets out the ethnic profile of Lewisham from the 2011 census.

Ethnic Group	2011	
	Number	%
All usual residents	275,885	100
White	147,686	53.5
Mixed/multiple ethnic groups	20,472	7.4
Asian/Asian British	25,534	9.3

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Black/African/Caribbean/Black British	74,942	27.2
Other ethnic group	7,521	2.6
BAME	128,199	46.5

Gender/sex

The ONS mid 2020 Population Estimate indicates that 153,836 (50.4%) of Lewisham's overall residents are female, with the remaining male population being 151,473 (49.6%).

Gender identity

The ONS 2021 Census topic consultation identified a need amongst a number of data users for information about gender identity for policy development and service planning; especially in relation to the provision of health services. These requirements are strengthened by the need for information on those with the protected characteristic of gender reassignment as set out in the Equality Act 2010.

Disability

The 2011 Census asked about long-term health problems and disabilities. It found that in Lewisham, 14.4% of the population reported that were living with a long-term health condition that limited their day-to-day activities:

7.1% reported that they were limited a lot and 7.3% reported that they 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.

Sexual orientation

The Annual Population Survey has released experimental statistics on sexual identity at a local authority level, using estimates based on a smaller survey. In Lewisham, it is estimated that 89.0% of the adult population identify themselves as heterosexual or straight; 2.5% identify themselves as lesbian, gay or bisexual; and 8.5% don't know, refuse to answer or identify themselves as other (i.e. neither heterosexual/straight, lesbian, gay or bisexual).

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). The 2015 Annual Resident Survey, a question on sexual orientation found that 3% of respondents identified as lesbian or gay.

Socio-economic

According to Trust for London, the proportion of children in poverty in Lewisham (39%) is slightly above the London average (37%). At 38.5%, a large proportion of 19 year-olds in Lewisham do not have a level 3 qualification and only 67% of GCSE students achieve grades between 9-4 (equivalent to A*-C under the old system) in English and Maths – all potential factors in future socio-economic status. This rate is below the London rate of 75%.

Refugee/Migrant/Asylum seeker

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Lewisham has recently been awarded a new status as the first 'sanctuary' council in the UK for refugees and asylum seekers and, as a result of our former participation in the UK's refugee resettlement programme, is London's leading borough for resettlement. In the last two years, the borough has also welcomed 90 unaccompanied minors seeking asylum. Additionally, by end of November 2021, we will have welcomed and supported 46 families including families from Afghanistan.

Employment

In both 2016 and 2021, Lewisham residents on out of work benefits were proportionally higher than for London as a whole:

2016 – 9.9% in Lewisham v 8% in London

2021 – 17.4% in Lewisham v 15% in London

The Covid-19 pandemic has had a significant impact on employment. DWP figures for June 2021 show that an additional 12,600 residents in Lewisham were claiming out of work benefits.

4. Impact summary

Borough-wide NCIL has provided an opportunity to develop new targeted initiatives. By their very nature and through the application assessment process, these projects have been selected for the positive impact they will have in Lewisham, most specifically for individuals and communities within the listed groups. Overall, approximately 12,961 residents will be receiving new or addition support as a result of this funding.

In addition, the funded projects will bring in an additional £268,606.00 of match funding to support Lewisham residents.

Age

Many of the projects identified as supporting people on the basis of their age will appear elsewhere in this analysis because they will be addressing multiple equalities factors within one project.

In all recommended applications where age was identified by applicants as an area on which they would focus, either young people or "older" people were the primary focus. The following projects will address age as a specific issue within their delivery:

Project	Age group	Impact
Oaks and Acorns in Harmony C.I.C	Young people 0-18	Introduce new skills, develop confidence, raise attainment by offering high quality mentoring services and provide a parent volunteer scheme
Give a Song	Older residents	The project aims to: <ul style="list-style-type: none">· Offer 2 or 3 workshops for older residents in making instruments from recycled materials for the project, and distribute informative leaflets to the selected street, alongside social media promotion· Provide visits in early evening or weekends over an intensive 3-4 month period

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		<ul style="list-style-type: none"> · Improve mental health and quality of life · Bring live music to the streets and doorsteps · Encourage positivity and inclusivity in individual communities
Inspiring Your Imagination Ltd	Young people	Providing transferable skills in Digital Marketing, Film Production, Music Production & DJing, while also learning vital life-long skills such as teamwork, time management, planning, decision-making and communication
Facework CIC	Young people	<p>Help young people across Lewisham to build their confidence to face work and to make positive and informed decisions.</p> <ul style="list-style-type: none"> · Create connections with those who have had first-hand experience of having to adapt and change their working life because of Covid. · Curate conversations that create dialogue, sharing, mutual aid and peer support · Link those looking to take their next step into the world of work with local employers and freelancers who want to support their community
Lewisham Youth Theatre	Young people – secondary school students plus 18-25 year olds	A 2-year free programme of Youth Facilitator Training for 16 Lewisham young adults aged 18-25 with lived experience of mental health delivered by Lewisham Youth Theatre (LYT).
Lewisham Pensioner Forum	Older people	A project for all pensioners 65+ living and working in LBL and located at St Mauritius House every Monday from 10am-3pm over the course of a year. The project enables all pensioners to participate in the activities facilitated by volunteers.
Metro	Young people including healthy sex education for 8-16 year olds	METRO's Risk and Resilience programme (RRP) is an early intervention programme that provides sex, identity and relationship mentoring to young people aged 8-16, up to 19 with SEND. The core goals are to promote health, wellbeing, and positive relationships for all young people but recognise that young cis-gender males will benefit greatly from the programme.
Contact	Young disabled people via improved support to their parents	The aim of the project is to provide parents in Lewisham with a disabled child support for their mental health through 1:1 advice, social activities to foster peer to peer support, as well as support to complete official forms such as DLA, PIP, and grant applications to organisations such as the Family Fund, and family work to help families to get the local support they need. The proposal estimates that between 150-200 parents will benefit from the project, and their children will benefit indirectly. The project will help with

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		community cohesion by bringing parents together to offer support to each other and to benefit from social interaction with people experiencing similar issues as themselves.
Rio Ferdinand Foundation	Young people 11-18	The programme will provide regular youth club activities to 350 young people (aged 11 – 18) from the Grove Park, Whitefoot, Downham and Lee wards as they emerge from the Covid-19 pandemic. Our sessions will run on evenings and weekends at peak times for crime and antisocial behaviour, offering support and positive diversionary activities in a safe setting.
Entelechy Arts	Older people	The project supports older people at risk of experiencing isolation to return to community life.
Second Wave Centre for Youth Arts	Young people 11-21	After school and holiday workshops, training and events for young people aged between 11 to 15 and 16 to 21 designed to address youth crime prevention and young safeguarding initiatives.
Watergate Sensory Garden	Young people	<p>The project aims to:</p> <ul style="list-style-type: none"> • Set up a Friends of group appealing to gardeners would add greatly to community cohesion and increase awareness of the needs of our more vulnerable members of the community. • Support people with learning disabilities find employment • Make the sensory garden a focal point for gardening education for former pupils of the two schools • Use the garden for events like folk concerts and a play day for Lewisham SEND children at other schools. <p>Keeping young people safe from violence, and decrease meltdowns that may lead to irritation and violence in parents</p>
Spark2life – Greenleaf Trust	Young people	<ul style="list-style-type: none"> • Provide community outreach and detached work in wards most in need • Provide case work mentoring, which is trauma-informed, holistic and evidence-based • Provide support to parents and family members in needs, via online group sessions • Provide AQA-accredited holistic Mentoring Training for community members and volunteers from local organisations • Offer outreach and detached work, between the ‘lost hours’ of 3-10 p.m., when young people may be most visible, yet least engaged, in the community

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		<ul style="list-style-type: none"> Focus on wards identified as high-deprivation and/or high levels of critical incidents, which are Sydenham; Rushey Green; towards Downham, bordering Bromley and potentially Lewisham Centre.
TLG Lewisham Education Centre – Power the Fight	Young people	<ul style="list-style-type: none"> Improve reported wellbeing Improve educational attendance and attainment Reduce school exclusions/sanctions Reduce violent incidents amongst YP associated with settings

Many of the projects target younger people. However, other initiatives such as the Council's Main Grants programme specifically target older individuals. Overall, the impact on specific age groups at all levels is positive because of the number and type of projects delivering to these groups as well as the fact that other issues relevant to different age groups will be addressed via other factors, e.g. race, employment, socio-economic issues.

Ethnicity/race and Refugee/Migrant/Asylum seeker

Project	Target group	Impact
Oaks and Acorns in Harmony C.I.C	BAME families	The project provides learning and social opportunities that actively explore solutions to real-world challenges and build resilience in dealing with the impact of the Covid-19 for parents, children and young people particularly in BAME communities.
Afghanistan and Central Asian Association	Refugees and other marginalised groups	This project is to develop the skills base of refugee and other marginalised BAME groups. Will support over 200 participants who are struggling with a variety of mental health problems, improve employability and increase confidence in seeking and applying for work.
Second Wave Centre for Youth Arts	People from BAME communities with first hand experience of racism	After school and holiday workshops, training and events for young people aged between 11 to 15 and 16 to 21 designed to address youth crime prevention and young safeguarding initiatives
Lewisham Refugee and Migrant Network	People from refugee and migrant backgrounds	The project will build employability skills and provide experience to refugees, migrants, people with learning disabilities and mental health issues that will help them gain employment.

Ethnicity and race issues are encompassed within a range of different types of projects, some working with people from specific backgrounds, e.g. Afghanistan and Central Asian Association, and others offering support and positive interactions, e.g. Second Wave. There is a distinct positive impact for people from BAME backgrounds who also meet the criteria for these projects, and the impact for people from other BAME backgrounds which do not fit the project criteria is neutral due to the range of alternative support available through the NCIL programme that will be open to people from all backgrounds, including BAME.

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Gender/sex

Only Lewisham Cyclists, London Cycling Campaign and Second Wave Centre for Youth Arts will deliver services specifically on the basis of gender, with 64% of the latter's participants being young women dealing with sexual harassment, intimidation and/or violence. However, the impact on other equalities factors will be neutral due to the range of services being offered by the projects and the range of groups they plan to work with.

Gender identity and sexual orientation

Metro Centre Ltd's Risk and Resilience programme will reach young people from a wide range of backgrounds, including those exploring gender identity and sexual orientation but focusing on those young people displaying harmful sexual behaviours. Because of the range of young people that the service will welcome, there will be neither a positive nor a negative impact on young people with the equalities factor as they will be mentored and supported based on their individual need, alongside other young people with different needs who will also not be negatively impacted, and will potentially be very positively impacted by the healthy sexual behaviour messages and advice delivered by the project.

Disability

Eight recommended projects identified a focus on disability. These are:

Project	Impact
Refugee Café	The Refugee Café aims to help refugees by relieving poverty, advancing their education, and training, educating the public about their rights and needs and promoting social inclusion. Funding a Volunteer Manager post will help us deliver on all these aims as the charity is run by volunteers.
Catbytes CIC	Catbytes is a social enterprise which promotes digital inclusion in the borough of Lewisham. The service will support for people, including those with disabilities, in obtaining a device, getting support using a device, and also giving support in getting data to use a device to access the internet.
Buddies for All	Buddies for All is a new social enterprise and buddying service for disabled adults and those with mental health conditions. Its aim is to provide online, telephone and face-to-face support when it is safe to do so.
Ignition Brewery Ltd	Ignition's purpose is to create meaningful jobs for people with learning disabilities that pay the London Living wage. The project is an inclusive community enterprise generator for people with learning disabilities. It will create training opportunities, secure qualifications

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	required for employment and, of most value, create jobs.
Contact	The aim of the project is to provide parents in Lewisham with a disabled child support for their mental health through 1:1 advice, social activities to foster peer to peer support, as well as support to complete official forms such as DLA, PIP, and grant applications to organisations such as the Family Fund, and family work to help families to get the local support they need.
Lewisham Local (Rushey Green Time Bank)	Building People, Changing Minds is an 18-month programme supporting people with ill mental health and/or learning disabilities to increase their employment opportunities.
Lewisham Refugee and Migrant Network	In partnership with Lewisham Speaking Up (LSU) and this volunteering project will build employability skills and provide experience to refugees, migrants, people with learning disabilities and mental health issues that will help them gain employment.
Watergate Sensory Garden	The project is the refurbishment, replanting and redesign of Watergate School's sensory garden. Sensory gardens allow schools to create an outdoor space which stimulates outdoor learning and the senses; profoundly important for a school with a high proportion of pupils with sensory impairments; where the majority of pupils suffer from anxiety and need a calm and quiet place to recuperate from the overstimulation of urban life.

Many of the projects focus on mental health and wellbeing alongside learning disabilities, in line with NCIL priorities. All recommended projects will, in any event, be accessible by people with disabilities, including physical disabilities.

Socio-Economic

The projects which indicated they would target socio-economic issues are:

Project	Impact
Inspiring Your Imagination Ltd	Project aim: To engage up to 100 young people between the ages of 13-19 (up to 25 with special needs) from across the borough. It's a 12 weeks' project taking place across youth centres and also online via Zoom, allowing a wider reach for young people in the borough to get involved. Residents will be taught transferable skills in Digital Marketing, Film Production, Music Production & DJing, while also learning vital life-long skills such

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	<p>as teamwork, time management, planning, decision-making and communication.</p> <p>All participants will be offered one-to-one sessions to assist with their CV alongside the offer of general wellbeing support.</p>
Lewisham Cyclists, London Cycling Campaign	<p>The fix and ride project aims to:</p> <ul style="list-style-type: none"> • Fit out a new static workshop base to work across the borough. • Provide monthly to weekly sessions • Serve around 15 people per session • Train 12 volunteers as support mechanics • Offer mechanics training to 20 women • Work with a group from the Diamond and TTT clubs. • Run a weekly outreach Dr Bike at a venue in the centre of the borough, plus at least six others in the next year at schools and doctors surgeries, seeing from 6 to 20 people per session. <p>Refurbish at least twenty bikes and offer to people on low incomes.</p>
Rio Ferdinand Foundation	<p>Our sessions will run on evenings and weekends at peak times for crime and antisocial behaviour, offering support and positive diversionary activities in a safe setting. The programme will be open to all young from the borough, however, will target those who are: experiencing racial and economic disadvantage, experiencing poor mental health, socially isolated as a result of the pandemic, struggling with or disengaged from their education, not in formal education or employment, known to or deemed at risk of becoming involved with the youth justice system.</p>
Second Wave Centre for Youth Arts	<p>Initiatives that seek to support local community groups to contribute to tackling crime and anti-social behaviour.</p> <p>Provision of high quality mentoring services and those designed to keep Lewisham's children and young people safe from exploitation, violence and serious youth crime</p>
Spark2life – Greenleaf trust	<p>Focus on wards identified as high-deprivation and/or high levels of critical incidents, which are Sydenham; Rushey Green; towards Downham, bordering Bromley and potentially Lewisham Centre.</p>
TLG Lewisham Education Centre – Power the Fight	<p>TIP comprises the provision of culturally competent therapeutic support for young people (YP) at risk of SYV, their families and professionals working with them. The project also uses the</p>

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feedback of the young people to co-design the programme to find out what approach they feel will be most beneficial to their own needs. The project offers a programme of support and help that is best suited to its participants.

This activity is aimed at working with individuals who need additional support to access mainstream provision due to their current socio-economic position. Many individuals impacted by other equalities factors will have their socio-economic position improved by engagement in these initiatives, meaning that the overall impact of these initiatives in relation to the socio-economic position of people in Lewisham will be positive.

Employment

The below projects expect to improve the employability of Lewisham residents via a range of different initiatives, including work placements, volunteering, motivational workshops and confidence building.

Project	Impact
Refugee Café	Refugees are four times more likely to be unemployed, Lewisham has the lowest job density in the England (0.40) which creates even greater challenges. We are actively helping to reduce this statistic in Lewisham by providing; support into employment and support integration into the community.
Facework C.I.C	<p>The plan is to launch a programme of live and virtual events, training and coaching aimed specifically at those whose career, work-life patterns and employability have been impacted by the Covid 19 pandemic.</p> <p>The aim of the project is to:</p> <ul style="list-style-type: none"> • Help young people across Lewisham to build their confidence to face work and to make positive and informed decisions. • Create connections with those who have had first-hand experience of having to adapt and change their working life because of Covid. • Curate conversations that create dialogue, sharing, mutual aid and peer support • Link those looking to take their next step into the world of work with local employers and freelancers who want to support their community
Ignition Brewery Ltd	Ignition’s purpose is to create meaningful jobs for people with learning disabilities that pay the London Living wage. They have identified a significant need for more employment and enterprise opportunities across the borough for people with learning disabilities through the collaboration with Lewisham Mencap.

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Afghanistan and Central Asian Association	This project is to develop the skills base of refugee and other marginalised BAME groups. Will support over 200 participants who are struggling with a variety of mental health problems, improve employability and increase confidence in seeking and applying for work.
Lewisham Youth Theatre	Training for employment will include: learning creative methodologies, scaffolding strategies, managing challenging behaviour, safeguarding, health & safety and equalities practice
Lewisham Local (Rushey Green time bank)	Building People, Changing Minds is an 18-month programme supporting people with ill mental health and/or learning disabilities to increase their employment opportunities. Using successful case studies of individuals and organisations from the programme we hope to educate more through LL's communication networks and events of 5,000+ local people, 350+ organisations and 500+ businesses to positively impact future employment opportunities for communities of Lewisham people with learning disabilities, ill mental health and refugees and migrants.
Lewisham Refugee and Migrant Network	<p>Provide training for the participants to build their confidence, wellbeing, and key employability skills. The training will give volunteers tools to support organisations to become places of sanctuary for refugees and migrants.</p> <p>3) Support refugees and migrants while they are in work placements.</p> <p>4) Liaise with Lewisham Local and LSU, to find appropriate volunteer/work placements in local organisations across the borough.</p> <p>Training sessions will take place online, at the organisations' offices in Deptford and Lewisham centre as well as across the borough.</p> <p>LRMN will recruit 75 refugees and migrants (some experiencing mental health issues) to participate in a work placement. The Coordinator will work individually with the volunteers and build relationships with the organisations to find relevant placement opportunities.</p> <p>LRMN will take part in a working group with LSU and Lewisham Local and representatives with lived experience from LSU and LRMN to help design the project. The working group will work with 20 local businesses/organisations to offer a work placement, and support 20 local businesses and organisations to undertake training and sign up to become a champion of sanctuary and/or learning disabilities.</p>

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Rio Ferdinand Foundation	Through the sessions they will provide health and wellbeing support for young people, including activities which promote good physical and emotional health; 1-2-1 mentoring from experienced youth workers; skills development workshops (e.g., football, digital skills, music production, lyric writing, film-making) relevant to young people's interests; accredited Leadership training; social action projects; and progression opportunities, including improved employability.
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The overall impact of these projects on the employability of Lewisham residents will be positive.

5. Mitigation

As the NCIL programme is funding new provision aimed at improving the lives of people in the borough, no negative impact needs to be mitigated.

As this is a new specification aimed at improving services to residents, the impact will be overwhelmingly positive. We are not anticipating any negative impact as a result of this 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 broader community development networks.

Work is already underway with the Council's recently formed Employment Support Team and with the Community Safety Team to identify how the projects recommended can be tied to specific service pathways.

Signature of
Director

