

Appendix 1: Equalities Analysis Assessment

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<p>The project or decision that this assessment is being undertaken for</p> <p>This Equalities Analysis Assessment (EAA) analyses the impact on equalities of the draft recommendations for funding under the London Borough of Lewisham Main Grants programme 2022 – 2025. A separate EAA have been undertaken on the recommended allocations for the Arts and Culture Fund.</p> <p>At its meeting on 14th September 2021, the Mayor and Cabinet agreed the priorities for the 2022 - 2025 Main Grants programme following analysis which included the impact of the Covid-19 pandemic on residents and a determination that the Council’s efforts should go into building a future for all residents. The priorities were agreed after feedback from a consultation with the voluntary and community sector which supported three over-arching priorities:</p> <p>A. An economically sound future, specifically:</p> <ul style="list-style-type: none"> (i) Advice services and (ii) Enabling digital access for all. <p>B. A healthy and well future.</p> <p>C. A future we all have a part in.</p> <p>A fourth priority of “A Greener Future” would be embedded across the three above-listed priorities as a cross-cutting theme.</p> <p>The response to the consultation showed a high level of support for initiatives to be funded under all three priorities.</p> <p>The consultation also provided an opportunity to inform the local voluntary and community sector formally of an £800,000 reduction in the Council’s Main Grants funding budget. In total, the budget available for this round of Main Grants funding plus a separate round of applications for Cultural and Arts projects associated with Lewisham’s 2022 London Borough of Culture delivery, was £2,073,308.</p> <p>Given the level of cuts and recent emergency situations as a result of the Covid-19 pandemic, Lewisham’s VCS agreed that the priorities subject to consultation were appropriate for their understanding of need and equalities requirements in the borough.</p> <p>Agreed Main Grants Priorities</p> <p>The priorities aim to help address the needs of local residents as follows:</p> <p>An economically sound future focuses on two key areas of delivery:</p>			

- Advice – following analysis that the pandemic has had a significant financial impact on individuals and families, requiring high quality advice and information to equip people to address a range of financial needs, including food and fuel poverty.
- Ensuring digital access for all – in recognition that a lack of digital engagement has a significant adverse effect on people’s ability to access services and education, training and employment opportunities.

A heathy and well future addresses findings that loneliness and isolation are significant local needs which can be addressed through initiatives such as social prescribing and, in some cases, volunteering, all helping people to connect back into their local communities.

A future we all have a part in focuses on the resilience of the local VCS in continuing to be able to support vulnerable local residents and includes sub-themes relating to:

- Building strong communities – BAME infrastructure support
- Volunteer brokerage – aiming to strengthen the volunteering infrastructure across Lewisham and recognising the increased level of interest in volunteering demonstrated during the Covid emergency
- Community directory – improving residents’ access to information about the VCS in Lewisham.

The protected characteristics/equalities factors impacted

The criteria for the Main Grants programme were based on:

- reviewing the ongoing inequity in Lewisham (set out in the Consultation document, May 2021)
- identifying the emerging and/or worsening issues brought about by the pandemic (set out in the Consultation Document, May 2021)
- consulting with our VCS and residents on the impact of proposals on equalities (Section 6.22 – 6.36 of Mayor & Cabinet Report 14th Sep 2021)
- Consulting with specific service users on the proposals (Section 8 M & C Report 14th Sep 2021))

The review of ongoing inequity and emerging need through Covid highlighted a number of key issues that were important to address for recovery through the Main Grants programme:

- Increasing financial hardship
- Impact on physical mental health and well-being
- Digital exclusion and the impact of this both in terms of accessing information and support, in an intensely digitally-driven context
- The disproportionate impact of Covid, highlighting existing inequalities, for people from BAME communities, people with disabilities, and those impacted by socio-economic deprivation
- The need for communities to connect and become resilient post-pandemic

The proposals for the programme aimed to directly address these issues in the context of the voluntary and community sector, and the preventative support they can offer, reaching out to our most disadvantages communities and residents.

The proposals for large grants for advice and social prescribing aimed to respond to increasing financial hardship and the impact on physical and mental health; digital inclusion and building strong communities is one of our key priorities, and within this we highlighted what we believe will be strong foundations for infrastructure that will enable communities to navigate their way to services, volunteer and participate – a good community directory and volunteering brokerage are examples.

We also set out our approach to achieving equity by:

- Focusing grants on those most impacted by Covid 19, residents with protected characteristics, and our seldom heard communities
- Supporting BAME lead infrastructure
- Funding a Community Fundraiser targeted on equalities

The equalities factors listed below have been identified by Lewisham Council as key factors on which the Main Grants programme will impact. On the basis of existing grant recipients, we assess that the following protected characteristics and those additional factors/characteristics identified since Covid are those most impacted by the Main Grants programme. They are a combination of Equality Act and locally identified factors, with the five factors that are also Equality Act-defined protected characteristics indicated in **bold**).

- **Age**
- **Race**
- **Disability**
- **Sexual orientation**
- **Gender reassignment**
- Seldom Heard Voices
- Communities most impacted by covid
- Intersectionality

Organisations were asked to identify the factors most likely to be addressed by their projects when they made their applications.

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.

Gender identity/reassignment

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.

Seldom heard voices

The Institute for Research and Innovation in Social Services defines seldom-heard groups as “under-represented people who use or might potentially use social services and who are less likely to be heard by social services professionals and decision makers” and identifies the potential factors which can contribute to someone being seldom-heard as including disability, ethnicity, sexuality, communication impairments, mental health issues and homelessness. In Lewisham, the Democracy Review which reported in 2020 highlighted seldom heard voices as a key area for targeted action.

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.

Communities most impacted by Covid

According to the Trust for London, Covid-19 has particularly impacted on individuals, families and communities that were already struggling prior to the pandemic and has hit London particularly hard, both in terms of health and the economy, especially those living on the lowest incomes. For example, Trussell Trust figures show that food parcels distributed in London increased by 128% between March and September 2020 while the increase in the rest of England was 56%.

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

Intersectionality

Intersectionality is the theory, identified in 1989, that the overlap of various social identities such as race, gender, sexuality and class contributes to the way in which individuals experience discrimination and disadvantage on a personal level. For example, on average, women earn less than men, but minority women earn even less, was a result of the intersectionality of two key forms of discrimination.

Impact summary

The Main Grants programme, including Partnership and Community Fundraiser grants, provides an opportunity for the Council to work with local organisations within a clear framework to identify what is working well in current provision and adjust and prolong service delivery to ensure it is as targeted as it can be on the current needs of Lewisham residents, including needs which have become more stark as a result of the Covid-19 pandemic and the increasing recognition of the impact of intersectionality on disadvantages experienced at individual level.

The current Main Grants programme has also acknowledged the importance of organisations reducing reliance on the Council for core funding and taking a longer term approach to developing the sustainability of their organisations. The Community Fundraiser posts created for the current Main Grants programme are central to this approach and four organisations have been recommended to host Community Fundraisers to support Lewisham's VCS and give renewed energy to accessing resources from wider sources and improved innovation. The Community Fundraiser posts will provide support in organisations with the following specialisms:

Lewisham Local - Equalities

Age UK – “Cold spots”

Platform Cricket – Sports

Lewisham Education and Arts Network – Arts and Culture

It should be noted, though, that the Community Fundraiser programme is intended to support the entire VCS in preparing for and accessing additional funding from alternative sources, with the aim of increasing sustainability of funding across the sector and across all equalities factors.

Although the impact of funding reduction in the direct funding of service delivery is potentially negative at the beginning of the grants period, the Community Fundraiser programme will enable organisations to access wider ranges of funding which, in some cases, may be more applicable for their delivery than current Council funding.

The recommendations for funding under the Main Grants programme, including partnerships and Community Fundraiser applications, total £2,069,500.

The analysis below provides summaries of the applicant organisations and their proposed activities for Main Grants and Partnership applications. Only seven successful applicants identified a single key factor as their primary area of focus, with Metro Centre identifying the two key factors relating to sexuality and gender identification only. All organisations citing communities impacted by covid and/or intersectionality as key factors had also identified additional key factors such as race or disability, as would be expected given that covid impact and intersectionality are identified as compounding factors in already existing disadvantage/discrimination.

Many of the borough-wide services, by their very nature will be accessed by people facing particular challenges, either through their protected characteristics or due to the impact of covid, particularly, in the case of covid, requiring support to address financial hardship. Notwithstanding this the below map shows that some areas have fewer funding groups and the recommended 'cold spots' fundraiser will concentrate on these areas.

Geographical spread of projects

Main Grants 2022-25 - organisations recommended for funding



Organisations citing all key factors as priorities

Of the 34 applications recommended for funding (including Partnerships applications), nine indicated that they expected to address seven or eight key factors identified by Lewisham Council and agreed at consultation.

These organisations are:

Organisation	Activity
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Sydenham Garden	Five core projects and several supplementary. Four of these projects focus on adults recovering from mental ill health, and one on people in the early stages of Dementia.
Stanstead Lodge Senior Club	The physical and mental wellbeing activities provided include Chair yoga, Tai Chi, Zumba, Line Dancing and garden group. Also Vista Reminiscence, Art History, Quiz, Craft, Music, Choir and Games and Chat. The aim is that members reconnect with a skill or interest they used to have or discover a new one. The Lodge has 37 active, mostly retired volunteers, offering a total of 127 hours a week.
Ackroyd Community Association	Offering a programme of physical and mental health wellbeing activities, 5 days a week, to help older people in the community remain independent and active. The activities provided help reduce loneliness and isolation, these include yoga, meditation, exercise, dance, reading group, social group including lunch club and Art along with monthly complementary therapy services. In the Summer season they run coach trips to seaside and historical destinations.
Citizens Advice	Application to provide a comprehensive, borough-wide information and advice service, tailored to client capability and capacity, empowering individuals to resolve their problems and achieve longer term independence.
Age UK	The Community Connections Social Prescribing Service is delivered by an experienced team incorporating: 4 Partnerships Coordinators, 4 Community Facilitators, 2 Community Development Workers, 1 Engagement Officer, 2 Project Managers and 1 Senior Manager. The Service will have an open access phone line staffed 5 days a week, receiving queries from Lewisham residents and professionals improving health and wellbeing in the Borough.
Lewisham Local - Volunteer Brokerage	Application will continue and expand current offer to provide Volunteer Brokerage, including bringing it into the digital age by reaching digitally excluded and unemployed people. The plan is to address the overarching aims of promoting volunteering opportunities and helping local residents identify useful and relevant volunteering opportunities through: a digital offer, an in person offer, a communication offer, a training offer
Lewisham Local - Community Directory	Has delivered a Community Directory since 2019 with 945 active listings (350 community groups, 503 local businesses, 92 public facilities/services). A Community Events Calendar and Virtual Maps launched in 2021. The application will develop the Community Directory, to be comprehensive and accessible online and offline as a resource for social prescribers, volunteers, referral partners and residents.
Lee Green Lives	LGL's mission is to contribute to the cohesion of the local community. They run a volunteer-led community centre in the rundown Leegate precinct, providing activities and advocacy focusing on health, wellbeing, learning and opportunities to

	socialise. Includes social prescribing for mental health and hosting Foodbank.
Goldsmiths Community Association	Provides community space and activities for local deprived community in Downham to promote wellbeing - including cultural and sports activities, community gardening etc. Engage in community development e.g. development of community choir, community food growing conference.

Of these applicant organisations, Age UK is recommended to deliver the social prescribing borough-wide co-ordinating role and Advice Lewisham is recommended to deliver the borough-wide advice co-ordinating role. In the case of Lewisham Local, the applications are for borough-wide volunteer brokerage and community directory services. The remaining organisations provide an area-based approach which is aimed at all residents.

All the applications in this group will deliver services to residents from wide-ranging backgrounds and will target resources as required to meet the needs of people with all identified key factors.

Age

Of the 34 applications recommended for funding (including Partnerships applications), 15 indicated that age was a key factor on which their project would focus (not including those listed above). Some applications will appear under other key factors as they indicated that they would address more than one factor but not the full range. Of the 15, 11 were for direct Main Grant and four were made under the Partnerships strand.

The NCIL programme specifically sought applications for projects to support younger people. Therefore the majority of projects citing “age” as a key factor in the Main Grants programme are for older people and/or people encountering dementia. In some cases, the funding sought for age-related factors in the Main Grants programme is to continue delivering or provide enhancements to current services. However, this may be at a lower financial level than previously accessed in some cases.

Organisation	Activity
Age Exchange	The Age Exchange Caring Together Service provides activities for people living with a Dementia diagnosis and their carers, including an 'Active Aging' programme to help people stay connected, reduce isolation and improve health and wellbeing, as well as offering extensive volunteering opportunities.
Platform Cricket	1) Coaching, Leadership & Volunteering: focus on capacity building and adult beneficiaries who train, qualify and deploy a team of volunteer cricket coaches and leaders, aged 16+. 2) Growing/sustaining existing infrastructure: inc. the 6X Lewisham Platform Cricket Hubs to maintain coach-child ratios. 3) Fortifying the Charity and its core functions: effectively growing/administering a comprehensive Coaching, Leadership & Volunteer aspect to the project.

GoodGym	GoodGym will achieve following each year as minimum: Good Deeds 1380, Group Runs 52, Group Run Attendances 1,000, Missions to support older People 180, Community Missions 200, Volunteering hours 1380.
VSL - Core Activities	Continue to provide: Befriending – over 1000 individuals, Transport – over 4000 journeys, Mental Health Drop Ins – 50 individuals with high levels of support needs, Christmas Project – 3000 individuals. In addition: run additional mental health drop ins, befriending groups and volunteer role providing 1-2-1 support for referred service users. Funding the post of CEO.
VSL – Community Transport	Access Lewisham is a unique community transport service providing a low-cost fixed rate door to door minibus and car service utilising volunteers, to meet the transport needs of Lewisham’s most vulnerable, isolated residents. There is currently no alternative community transport provision in Lewisham. The closure of Lewisham Community Transport in October has led to a substantial increase in requests
Catbytes and Lewisham Local	Partnership application between Catbytes CIC and Lewisham Local (LL). Catbytes is a social enterprise improving digital inclusion in Lewisham by: 1. Providing clients with a device including fixing existing devices 2. Training clients to use devices: device management, internet browsing and tasks (e.g. filling in essential forms), finding affordable internet access options.
Kinaara and Lewisham Local	LL and Kinaraa’s BAME Infrastructure programme will build the capacity of marginal BAME groups to develop systems, processes, and structures, raise funds and deliver services to their communities.
Lewisham African Initiative	Register 145 BAME over 50’s, identified BAME older and vulnerable persons of our communities (who live in Care Homes, their own homes or sheltered housing, members of self-help group networks) will be joining weekly online e-classes@21weeks (6hrs/week)
Partnerships	
Lewisham Churches Care	LCC works to help older people maintain independence and reduce isolation through programmes that encourage community connection and physical and mental wellbeing. LCC also provides information and signposting to other services. LCC’s two projects, Ageing Well in Lewisham and Bring Me Sunshine, together reach 300 older Lewisham residents.
Lewisham Irish Community Centre	LICC exists to support the Irish and local community in Lewisham including Irish culture and heritage, and community wellbeing. In partnership with LBL, services to over 170 residents per week includes frontline advice service, playgroup, youth club, food poverty projects; older people’s activities.
Blind Aid	BlindAid works to improve quality of life and independence and reduce isolation for Londoners with a visual impairment, through individualised practical and emotional support. Core service is Community Sight Support Service, which reaches 135 beneficiaries in Lewisham.

V22 Communities	Support in how to use Technology as well as providing access. Will deliver 50 dedicated hours a week at 3 current locations. Plus source new locations. Linking up with community centres and libraries, working with organisations we have established relationships with.
Deptford Mission	Support residents who are isolated and/or vulnerable, addressing isolation at their day centre. Also providing transport to help those who cannot travel independently and ensure needs are met across a wider area.
AFC Lewisham CIC	Provide good quality, safe and aspiring sport sessions for young people; we strive to empower them to reach their full potential, to take more control over their lives and to become self-sufficient and responsible people within society.
The Grove Centre	Deliver IT training to small groups. Appointing/ training/ supporting a course leader. Providing, maintaining, renewing hardware and software infrastructure

Gender identity/reassignment and Sexual orientation

Organisation	Activity
Metro Centre Ltd	METRO is an equality and diversity charity anchored in Greenwich & Lewisham, providing health and wellbeing services across Sexual & Reproductive Health, Community, Mental Health & Wellbeing, Youth, and HIV. In Lewisham, we manage the Mulberry Centre where we are developing a collaborative 'equality hub'.

As a long-standing, specialist LGBTQI+ organisation, Metro Centre Ltd is the only organisation recommended for funding to support individuals addressing gender identity and sexual orientation. As shown below, the Metro Centre also identified intersectionality as a key factor because they will inevitably work across multiple factors that can lead to discrimination in working across the LGBTQI+ community.

Seldom heard voices (SHV)

All 13 successful applicant organisations listed below as delivering services to SHV individuals also named at least one other key factor that they would target as part of their activity. This suggests the applicant organisations see SHV as not existing in isolation but rather as an integral factor in their targeted provision to specific groups.

Organisation	Activity
LRMN	Advice, information and casework on immigration, housing and welfare; 1:1 Counselling and weekly therapeutic support. Mothers and kids summer programme. Counselling for men in trauma. Advocacy for rights and access to health care service. Mental health prevention and recovery service. Integration activities Social Prescribing service through cross referrals of clients. Campaigns, Emergency support – including food parcels, food vouchers, hardship funds, and grants applications.

	Championship/leadership and Advocacy training for RASM.
Speaking Up	Core funding to continue the support of our main advocacy services: 1-2-1 Advocacy, People's Parliament, SelfAdvocacy, and Training. Funding to continue, strengthen and develop our existing projects.
St Luke's Downham	The Front Room Club community café based at St Luke's Downham Estate - providing a safe and supportive community for people struggling with isolation and loneliness. The café runs on Monday, Tuesday and Friday a place to meet people, access support / advice, develop social/practical skills, and talk about mental health issues.
Lewisham Mencap	Provide volunteering activities for people with and without disabilities. Enable our members to connect with their community of interest. Physical exercises. Mental health – reducing isolation and offering early support. We offer 140 evening clubs a year.
Catbytes and Lewisham Local	<i>Described above</i>
Lewisham African Initiative	<i>Described above</i>
Partnerships	
Blind Aid	<i>Described above</i>
Therapy 4 Healing	1-2-1 and group sessions. We specifically support women and children living in Lewisham who have experienced Domestic Abuse. A range of accredited psychological support and Domestic Abuse services to men.
V22 Communities	<i>Described above</i>
Deptford Mission	<i>Described above</i>
AFC Lewisham CIC	<i>Described above</i>
The Grove Centre	<i>Described above</i>

Disability

The four organisations whose proposed activities are described in the below table cited only Disability as the key factor their service will focus on. Three of these are sports-related, with the fourth providing bespoke buddying support to increase the inclusion of people with disabilities. Of the remaining organisations, all of which listed more than one key factor as a focus for their activity, most are either specialist organisations who deliver disability services but recognise intersectionality in their approach or generalist organisations who support disabled people amongst their wider group of service users.

Organisation	Activities
Age Exchange	<i>Described above</i>
Speaking Up	<i>Described above</i>
Wheels for Wellbeing	Activities for Disabled people Weekly, gentle and fully accessible cycling sessions supported by our experienced team. On and off-site bespoke accessible cycling discovery sessions. "Cycling down Memory Lane" programme.

Lewisham Mencap	<i>Described above</i>
VSL – Core Activity	<i>Described above</i>
VSL – Community Transport	<i>Described above</i>
Catbytes and Lewisham Local	<i>Described above</i>
Lewisham African Initiative	<i>Described above</i>
St Luke’s Downham	<i>Described above</i>
Partnerships	
Buddies for All	A buddying service for disabled adults and people with mental health conditions. Our aim is to provide online, telephone and face-to-face support. This will be achieved by matching anyone who identifies themselves as having, or having had, a physical, mental, or sensory impairment, or disability, with a volunteer buddy.
South East London Tennis	SEL Tennis works closely with LBL and aims to provide affordable, quality tennis coaching to people of all ages and ability in the local community. Programmes are delivered in parks, and include free tennis for primary school children, disability access sessions and Sporting Recovery for adults with mental health needs.
Lewisham Irish Community Centre	<i>Described above</i>
Blind Aid	<i>Described above</i>
Therapy 4 Healing	<i>Described above</i>
Saxon Crown Swimming Club	Top up sessions each day of the week during school holidays (154 hours in total) a primary schools gala. 2 extra hours of pool time for disabled swimmers each week (88 hours per year). Annual gala for disabled swimmers. Organisation of teams for the LYG. 20 newly trained volunteers, teachers and coaches. A part-time Development manager to coordinate activities.
Deptford Mission	<i>Described above</i>
AFC Lewisham CIC	<i>Described above</i>
The Grove Centre	<i>Described above</i>

Communities most impacted by Covid

All successful applicant organisations listed below identified communities most impacted by Covid alongside other key factors, confirming the greater impact of Covid on communities already in need.

Organisation	Activities
LRMN	<i>Described above</i>
Speaking Up	<i>Described above</i>
Platform Cricket	<i>Described above</i>
Lewisham Mencap	<i>Described above</i>
St Luke’s Downham	<i>Described above</i>
VSL – Core Activity	<i>Described above</i>
VSL – Community Transport	<i>Described above</i>

Catbytes and Lewisham Local	<i>Described above</i>
Kinaara and Lewisham Local	<i>Described above</i>
Lewisham African Initiative	<i>Described above</i>
Partnerships	
AFC Lewisham CIC	<i>Described above</i>
The Grove Centre	<i>Described above</i>

Ethnicity/race

Two successful applicants (described below) identified race as the only key equalities factor for their provision. All other applicants expect to target race alongside other key factors. As with all applicants citing more than one factor, this indicates a strong element of intersectionality across applications.

It should be noted that Kinaara/Lewisham Local's service will be to support infrastructure development in BAME-led organisations, complemented further by their hosting of the Equalities-specific Community Fundraiser, focused initially purely on BAME fundraising capacity development.

Organisation	Activities
LRMN	<i>Described above</i>
Platform Cricket	<i>Described above</i>
London Thunder Basketball Club	Project is to increase female participation. We are bidding for core costs alongside project funding to enable us to maintain the venue and continue to deliver our core activities. Who we work with: Children, young people aged 7 - 10 and adults.
VSL – Core Activity	<i>Described above</i>
VSL – Community Transport	<i>Described above</i>
Catbytes and Lewisham Local	<i>Described above</i>
Kinaara and Lewisham Local	<i>Described above</i>
Lewisham Irish Community Centre	<i>Described above</i>
Partnerships	
Therapy 4 Healing	<i>Described above</i>
AFC Lewisham CIC	<i>Described above</i>
The Grove Centre	<i>Described above</i>
CocoCollective	CocoCollective is an “Afro diaspora” led community organisation using African heritage to promote sustainability. They have developed a new food growing and well-being initiative called Ital Community Garden in Bellingham, focusing on growing cultural heritage foods and healing herbs.

Intersectionality

Seven applicant organisations expressly stated that they believed their service would directly address intersectionality as a factor in its own right. However, as indicated throughout this report, intersectionality in terms of addressing multiple needs of individuals within one service is intrinsic across the range of successful applications recommended for funding.

Organisation	Activities
LRMN	<i>Described above</i>
Sydenham Garden	<i>Described above</i>
Speaking Up	<i>Described above</i>
Metro Centre Ltd	<i>Described above</i>
VSL - Community Transport	<i>Described above</i>
St Luke's Downham	<i>Described above</i>
Partnerships	
Therapy 4 Healing	<i>Described above</i>

Impact on specific Protected Characteristics

While it would be expected that a significant reduction in the Main Grant budget is likely to have an overall negative impact on protected characteristics, analysis of funding recommended in 2019-22 vs funding recommended for 2022-25 shows the following impacts on the specific protected characteristics funded through the Main Grants programme. The overall focus on equalities has meant that the potential negative impact on these following protected characteristics has been reduced, with investment for vulnerable communities protected as far as possible and funding reductions to these communities kept to a level above the overall reduction to the budget.

Age

Investment in projects supporting older people reduced from the last main grants round by 16%, less than the overall cut to the programme of roughly 30%. The proportion of the total allocation rose from 4.9 to 5.8% on specific older people's projects, not including the Age UK allocation which is also likely to disproportionately focus on older people. Therefore, the impact on older people is not disproportionate.

Ethnicity

In keeping with the commitment to support BAME led organisations, funding for BAME focused projects rose to three times that in the previous round. The impact on ethnicity is therefore positive, particularly as a large part of this investment is focused on fundraising and capacity building for the BAME led sector for the next three years.

Disability

Funding for projects to support disabled residents reduced by 25% which is less than the overall reduction to the programme budget. However, funding for disabled residents as a proportion of the Main Grants programme remains relatively high compared to other protected characteristics; the proportion of funding increased from 9.3% in the last round to 10% in this round. Therefore, the impact on disabled people is not disproportionate and investment as far as possible has been

protected through the cuts. In addition the Lewisham Disabled People's Commission continues to be funded and its recommendations will be considered across the Council in due course.

Sexual Orientation

Funding for LGBT communities increased by 63% in this round primarily through a larger grant to the Metro and a percentage of the equality fundraiser's time; the overall proportion of allocation for sexual orientation more than doubled. Therefore, the impact on LGBT communities is positive.

Refugees and Asylum seekers

Funding for refugees and asylum seekers reduced by 11% (significantly less than the overall cut to the budget), but the proportion of funding increased from 2.3 to 4%. The impact to refugees and asylum seekers is therefore not disproportionate.

Deprivation

Locally based organisations in areas with high levels of deprivation also saw a reduction overall, but of 11% vs. the 30% reduction to the main grants budget. The proportion of funding to these projects increased from 5 to 6%.

Mitigation

The reduction in Main Grants funding has had an impact on the range of services that can be provided under the new funding round. However, the feedback from consultation suggests that the new priorities are targeted at the current and emerging needs in the borough and take into account the impact of Covid-19.

It should also be noted that NCIL ward and borough-wide funds totalling £3,908,364 over the next two years will significantly supplement support available to residents, particularly those projects which were funded in the last round to support people in our most deprived wards. As an example, a local organisation in Evelyn ward has been recommended through NCIL for a substantially larger grant for support of local residents than they were awarded through the last main grants round.

The Community Fundraiser initiative provides an opportunity to lever in significant levels of funding to complement Main Grants provision and develop sustainable approaches to funding organisations and initiatives. It should be noted that one full time role is particularly targeted at working to support organisations to access funds to support equalities-based initiatives, focusing on BAME organisational development in the first instance.

Lewisham is the 2022 London Borough of Culture and many of the initiatives to support the Culture programme will focus on promoting equalities in the arts and culture sector.

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 and will be monitored for their activities to address and promote equalities as integrated part of their general performance monitoring. This monitoring will be undertaken against the new

monitoring framework being developed for consistent monitoring of Main Grants delivery and being co-produced with the voluntary and community sector.

The Main Grants process has involved planning and liaising with a number of different Council services, particularly those relating to public health and community safety to identify how the recommended projects can be tied to specific service pathways.

It should also be noted that a comprehensive monitoring and evaluation framework is being developed with the successful projects to ensure that their outputs and outcomes are tied into broader Council objectives. This has involved the input of officers from a number of different Council services to ensure that their initiatives complement their service delivery.

**Signature of
Director**

A handwritten signature in black ink, appearing to read 'J. Lee', is written over a light grey grid background.