

Appendix 4: Equalities Analysis Assessment

Author	Andy Thomas	Directorate	Community Services
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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 recommendations for funding under the Lewisham Arts & Culture Fund 2022-25. The recommendations are presented within the Main Grants 2022-25 Allocation Report

At its meeting on 14th September 2021, Mayor & Cabinet agreed to allocate £386,000 per annum to the Lewisham Arts & Culture Fund 2022-25. The following priorities were also agreed:

- Investing in cultural infrastructure
- Investing in diversity

Lewisham Arts & Culture Fund 2022-25 Priorities

1. Investing in cultural infrastructure

Annual funding of up to £150,000 to a cultural anchor organisation. This priority focusses on delivering support to the arts and culture sector as a whole through strong infrastructure, coordination and fundraising services rather than trying to directly fund everything that is needed in the borough. In the context of scarce public resources it is essential that we seek to future-proof the local arts and culture sector by cultivating a climate of self-sufficiency, where leadership comes from within.

In order to achieve this an anchor organisation is expected to

An anchor organisation would be expected to:

- Co-ordinate consortium funding bids. Broker partnerships to maximise access to external funding streams
- Support emerging artists and organisations to reflect and develop their creative practices, working closely with other artists
- Nurture partnerships. Develop and coordinate networks and collaborations and provide effective representation.

2. Investing in diversity

Investing in diversity is a key priority for this funding – tackling inequality and barriers to participation in arts and culture. Applications were expected to demonstrate how they will increase and diversify participation, nurture talent and provide progression pathways, including developing outreach links into other settings such as schools. The fund encourages innovation and the ongoing development of an atmosphere in which new things can emerge.

Grants of up to £30,000 were invited to deliver services that focus on:

- Race
- Disability
- Economic disadvantage
- Age (young people and older people)

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As a result of this prioritisation, funding applications received specifically targeted the equalities factors above, although all recommended applications have indicated that they expect to positively impact on 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 type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input type="checkbox"/> Gender/Sex	<input type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input type="checkbox"/> Household type	
<input type="checkbox"/> Income	<input type="checkbox"/> Carer status	<input type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic	
<input type="checkbox"/> Marriage and Civil Partnership	<input type="checkbox"/> Pregnancy and Maternity	<input type="checkbox"/> Refugee/Migrant/Asylum seeker	<input type="checkbox"/> Health & Social Care	
<input type="checkbox"/> Nationality	<input type="checkbox"/> Employment			

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 Lewisham Arts & Culture Fund 2022-25 are indicated above.

Of the 18 factors listed above, four equalities factors will be directly impacted by the proposed work of the recommended projects, with all of those projects proposing to deliver services to all equalities factors listed.

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

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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.

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%.

4. Impact summary

Lewisham Arts & Culture Fund 2022-25 has provided an opportunity to focus on new key priorities for arts and culture in Lewisham. Lewisham is a borough is rich in cultural opportunities and yet many of our residents still experience significant barriers. The [Taking Part Survey - GOV.UK \(www.gov.uk\)](https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/614447/Taking-Part-Survey-2019.pdf) indicates that age, ethnicity, disability and socio-economic and employment status all play a part in excluding people from participating in cultural activities. While this continues to be the case, it is important that we support organisations to work with communities that find themselves at a disadvantage.

Funding also seeks to address lack of diversity across the cultural workforce and develop a more proactive way of addressing this issue. The GLA Culture Strategy [Culture for all Londoners](https://www.gla.gov.uk/culture/culture-for-all-londoners) identifies that 95 per cent of jobs in London's creative economy are held by people from advantaged socio-economic groups, only 23.4 per cent of jobs in London's creative economy are held by people from BAME groups and that in the creative and cultural workforce in England, only 12 per cent of workers classify themselves as disabled.

By their 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.

In addition, the funded projects will bring in 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
Deptford X	Young people	The organisation's Community Curatorial Panel - a group of local people including young people, teachers and community leads will work with specialists to commission and select festival

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		works, ensuring the work is led by, and reflects the local community.
Entelechy Arts	Older people	The Creative Ageing programme is a body of artistic work co-created with people aged 65+ who are socially isolated.
Heart 'n' Soul	Young people	Do Your Own Thing and Allsorts are aimed at Young adults with learning disabilities aged 18-25
Irie!	Older people and young people	<ul style="list-style-type: none"> • The 'Vintage Tea' service to elders delivered both at the Moonshot Centre and at residential homes and centres. • The organisation works with young people Engage through its schools/education programme. Design and dance and drumming classes to children and young people during half term and summer holidays. This work will be expanded through partner schools to form a combined youth dance group.
LEAN	Young people	<ul style="list-style-type: none"> • Engaging with stakeholders, schools and young people to better understand the barriers facing under-represented groups in accessing arts provision and creative careers, adapting the programme in response. • Amplifying the voices of young people from underrepresented groups through creative projects.
LYT	Young people	Outreach activities targeted at young people. The organisation offers projects to a database of over 1100 Lewisham young people age 8-24 who have recently engaged or expressed interest.
Midi Music	Young people	MMC's core programme is specifically for children and young people aged 11 – 30.
Migration Museum	Young people and older people	<ul style="list-style-type: none"> • The organisation delivers activities that explicitly cater to families, including an education programme which provides workshops to 3000 young people every year, Also events and activities for young people and their families to enjoy after school, at weekends and during school holidays. • Through its community programme the organisation will reach out to groups which support elderly people, such as University of the Third Age and South London Cares. Also links with local social prescribers to identify local gaps in provision that it may be able to fill.
Montage Theatre Arts	Young people	MTA aims to support the development of young people through access to the performing arts
Second Wave	Young people	The organisation offers a year-round programme of cultural and community activism for young people aged 11-24 years. The youth arts centre offers a safe space to meet, build friendships and participate in regular workshops in drama, lyrics, creative writing, and leadership training. The organisation is committed to the development of youth arts as a creative process which empowers

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		young people to make informed choices in their daily lives and to influence decision-making in their communities
The Albany	Young people	The Albany delivers free, open access and targeted opportunities across the borough for young people in estate-based youth and community centres in partnership with Youth First, Lewisham Council, and Lewisham Homes. The organisation also supports other organisations i.e. Sounds Like Chaos to deliver activity.

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 is positive

Ethnicity/race

Project	Impact
Deptford X	The organisations 'Supported' programme is an open call for projects by early career Black and People of Colour artists and curators from Lewisham, with work showcased as part of Deptford X festival. Work will be highlighted in the press and shared with curators and gallerists, developing diverse creative talent and audiences.
Irie!	Activities targeted at people of colour include: <ul style="list-style-type: none"> • Intergenerational dominoes club ages 15-80 • Saturday drumming classes for families • African dance and drumming for intergenerational, ages 7-69; • Deliver heritage programmes and Black History Month events.
LEAN	<ul style="list-style-type: none"> • Tracking take up of opportunities against target groups/location to understand and identify issues of equity and respond directly or encourage partners to do so. • Improving representation by supporting and employing diverse artists/practitioners as positive role models across all protected characteristic groups.
LYT	LYT's ethnic demographics mirror Borough-wide statistics with approximately 65% of participants being from global majority ethnicities.
Midi Music	<ul style="list-style-type: none"> • As a Black-led organisation with a diverse and balanced Board/Management team the organisation has achieved 74% ethnic minority representation • The organisation is working with the Black Curriculum to educate the workforce within the music industry to understand the lived experiences of Black professionals and emerging young artists.
Second Wave	The new area of project work has been inspired by the Black Lives Matter movement (to challenge racism and Hate Crime in Lewisham). 100% of Trustees, 88% of centre-based participants, 80% of young leaders, and 75% of staff team are from BAME communities
The Albany	Arts Council England ranked the Albany as the 2 nd most ethnically diverse major arts organisation in England. The organisation continues to work to further diversify its workforce and works in partnership with local black-led organisations in the borough such as IRIE! Dance. Beneficiaries reflect the diversity of the borough with 73% black and global majority heritage, with much activity led by those young people.

Ethnicity and race issues are addressed specifically by most projects but are also included in the wider outcomes of others. Organisations demonstrate a clear commitment to ensuring that barriers to

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participation experienced by people of colour are addressed and therefore a clear positive impact from these projects.

Disability

All recommended projects identified a focus on disability as follows:

Project	Impact
Deptford X	In 2022 the organisation will partner with Heart and Soul and Liberty Festival - the Mayor of London's festival of work by D/deaf and disabled artists, as part of Lewisham Borough of Culture. Deptford X will showcase five D/deaf and disabled artists, selected through open call in February 2022, and delivered in Deptford as part of the Liberty Festival in July 2022.
Entelechy Arts	<ul style="list-style-type: none"> <li data-bbox="411 674 1474 824">• Ambient Jam supports people with profound and multiple learning disabilities, facing inequality of social, leisure and learning opportunities. All have diverse communication needs, which combined with lack of agency and choice has a major impact on wellbeing and mental health. <li data-bbox="411 869 1474 1055">• Access is embedded across the organisation's programmes and there is also an Access and Relationship Coordinator on the team who's responsible for removing barriers for those most isolated people to access programmes for example managing transportation, individual care needs and ensuring suitable equipment / materials
Heart n Soul	Heart n Soul's programmes are designed with and for people with learning disabilities.
Irie!	Access to the first-floor facilities enables wheelchair users to participate in activities at Moonshot..
LEAN	Ensuring accessibility through use of accessible spaces/venues timing of activities, practical support (e.g. transportation)
LYT	Targeted recruitment at participants with disabilities. Approximately 15% have special educational needs or other disabilities, particularly those autism, adhd and other processing differences. As part of the standard support process, all participants who disclose disability receive individual pre-project mentoring to improve access, including identifying any barriers to engagement/retention and support needed. Ongoing pastoral care engages parent/carers to increase retention and progression to further opportunities within LYT and beyond
Midi Music	<ul style="list-style-type: none"> <li data-bbox="411 1536 1474 1727">• Adapted premises ensure disabled access, including braille floor plans and door signs, ramp to the courtyard and a wheelchair access entrance, plus there is a lift and 2 x disabled toilets, one with shower, and portable induction loop. The Programme Coordinator has completed BSL Level 2 and we have access to BSL Interpreters who has worked with us over the years <li data-bbox="411 1727 1474 1843">• The organisation works with Deaf Rave and Attitude is Everything to create pathways for Deaf and disabled people, as well as supporting AIE Ambassadors
Migration Museum	Front of house staff and volunteers are trained to assist audience members who are deaf, disabled or face other barriers. Gallery space is wheelchair accessible and well lit
Second Wave	The organisation has recognised the way that the COVID crisis has intensified levels of social isolation for people who are dealing with physical disabilities or mental health problems and has responded by widening provision of support

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	groups and specific creative project work. The aim of this work is to build a strong sense of acceptance and encourage ongoing peer support.
The Albany	The Albany has developed work with under-served communities, including with learning disabled and disabled people (through partnerships with Mind the Gap, Heart n Soul, TourettesHero, Entelechy Arts and Spare Tyre)

All recommended projects will be accessible by people with disabilities, including physical disabilities.

Socio-Economic

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

Project	Impact
Irie!	The organisation championed increasing participation by introducing free or low rates to generate interest, to the economically disadvantaged. This has proved successful particularly with the most economically disadvantaged with a return rate of 85% to the paid activity and concessions maintained at 40% of market price fee.
LYT	Approximately 40% of users receive support for a low income, with others highlighting economic disadvantage that would prevent them for engaging in fee-paying services. Engagement criteria requires participants don't engage in other out-of-school drama provision or attend fee-paying schools, ensuring we're reaching those who would otherwise not access drama activities.
Midi Music	Students, participants and members who are facing financial difficulties are provided with information on accessing finances, references for funding support and referrals to relevant agencies
Migration Museum	All programmes are free to the public so as not to exclude those facing economic disadvantage
Montage Theatre Arts	MTA provides open access for low-income families. Reduced-rate places are openly available on the website and therefore, accessible to everyone. MTA also accept referrals from social services, schools, and young carer associations. Between 20% and 25% of students attend on a concessionary or bursary basis.
Second Wave	The programme includes free workshops, training opportunities and platform event. The organisation also offers free outreach initiatives for young people in schools, colleges and community organisations throughout Lewisham.
The Albany	The organisation aims to remove economic barriers by removing financial barriers through free, 'pay what you decide', discounts and 'fair' pricing and partnership working with social housing providers i.e. Lewisham Homes, programmes i.e. and Artists of Change are designed to remove economic barriers to engagement.

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.

5. Mitigation

Three currently funded organisations are not recommended for funding. These are Montage Theatre Arts, Tramshed Arts (previously Greenwich and Lewisham Young People's Theatre) and Trinity Laban. This will

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result in the reduced availability of services but funded organisations will ensure that similar services are available.

In seeking to mitigate more widely against the negative impact of these cuts and particularly address the current and emerging needs of the arts and culture sector in Lewisham, a wider programme of support has been developed as follows:

- Small grants. We recognise the value of providing one off funding to organisations in order for them to develop new activities and develop a track record for delivering activities and managing funds. In Lewisham we have benefitted hugely from the creative and innovative approaches taken by arts and culture based organisation to addressing some of the most challenging issues and this funding will help us to continue to invest
- Bursary funding for emerging artists in the early stages of their career to help them develop activities that work alongside some of the Council's civic events eg Black History Month, International Women's Day, LGBT+ Month. Alongside the bursaries other support and mentoring will be available around issues such as fundraising and activity development. This approach has been piloted this year and we will be looking to review and build on it.
- Broadway Theatre associate artists. The Broadway Theatre is currently being refurbished and will reopen in 2022 ready to claim its place as a venue fit for the challenges of the 21st Century. A refreshed vision will see a multi-purpose approach that includes an associate artist's programme based around the studio theatre.
- Employment and training programmes. We will continue to support employment and training activities which support greater diversity in the cultural and creative sectors. This includes a new £500,000 two-year programme from July 2021 to June 2023, funded by the Council and the European Social Fund (ESF), which will broker work placement and employment opportunities for 125 residents in the creative sector; also the Stride London programme which is supporting a range of employment and training activities in Lewisham, Southwark, Lambeth and Wandsworth to address inequalities in the creative industries.
- Support for Cultural and creative enterprise and growth. Cultural and creative businesses already play an important part in the wider prosperity of Lewisham and will increasingly do so in the future. Working with colleagues in the Council's Economic Development team we will provide a better joined up approach to business advice, support and training. This will build on the existing Creative Enterprise Zone in Deptford/New Cross, using the networks and learning from this programme to also benefit other areas of the borough. We will seek to ensure there is a good supply of suitable and

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 arts & culture and community development communication networks.

Signature
Director

of

