

| Equality Impact Assessment Report | Please enter responses below in the right hand columns |
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| Date to EIA panel | |
| Title of Project, business area, policy/strategy | The Future of Cultural Services in Lambeth |
| Author | Donna Wiggins |
| Job title, division and department | Lead Commissioner, Healthier for Longer Communities |
| Contact email and telephone | dwiggins@lambeth.gov.uk Ext 62681 |
| Operations board sponsor | Adrian Smith |

| London Borough of Lambeth Full Equality Impact Assessment Report | Please enter responses below in the right hand columns. |
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| 1.0 Introduction | |
| <p>1.1 Business activity aims and intentions</p> <p><i>In brief explain the aims of your proposal/project/service, why is it needed? Who is it aimed at? What is the intended outcome? What are the links to the cooperative council vision, corporate outcomes and priorities?</i></p> | <p>Since April 2013 the Council has been responsible for public health and along with our health partners we are able to use our community assets: leisure centres, libraries and arts and cultural activities to support the healthier for longer outcome.</p> <p>From the 2014 Residents survey we know that our cultural offer which includes; sports, parks, libraries and arts are greatly valued by residents, however with the scale of the financial cuts facing the council, we cannot continue to fund all the services in the same way.</p> <p>Whilst the council is a significant contributor to the cultural economy of Lambeth, it is not the main player and how the council uses its powers, policies and assets to facilitate rather than directly fund activities will determine its role in the future. The Future of</p> |

Cultural Services in Lambeth starts to set the overarching vision for culture in 2018. It sets out a total borough resource approach for shaping the future of culture, sports and physical activity services in the borough and for making Lambeth the healthiest borough in London by 2018.

The Future of Cultural Services in Lambeth will form the basis of future commissioning plans for the Healthier for Longer outcome.

Where we need to be in 2018 and then 2020.

We want Lambeth Council to make the most of the boroughs cultural, physical and sports assets to help local people live healthier, happier lives. But it means people will have to take more responsibility for managing your health and wellbeing needs. We plan to make sure the provision of cultural services in the borough will be financially sustainable for future generations. Our ambition is by 2020 Lambeth will be South London's capital of culture where:

- No matter where you live in Lambeth you should be within 20 minutes average walking time from somewhere you can enjoy affordable activities, which will improve your health and wellbeing.
- 85% of Lambeth's population are engaged in cultural, sports and physical activities as a routine part of their lives.
- All residents have choice and affordable access to excellent facilities where they can engage in cultural, sports and physical activities.

We'll measure our success by 2020 in these ways:

- Increased pupil attainment levels throughout of classroom learning, and skills development, training and employment.
- Improved physical and mental health for everyone, but especially those most at risk.
- Improved community safety by providing positive activities for people, and championing shared community and citizen responsibility.
- Being a catalyst for regeneration through capital investment that will secure a high

quality of architecture and public spaces.

To meet the needs of an increasing and diverse population, whilst at the same time managing the impact of the government's austerity programme requires a transformational programme, which mobilises existing resources and stimulates new enterprise and investment opportunities.

This approach will also need to involve nurturing and facilitating Lambeth's cultural economy by:

- Remodelling existing services and in some cases the council will do less; stand back, and provide the space for others to take the lead.
- Develop localised policies to free up innovation and incentivise creative growth.
- Stimulate new opportunities for cultural businesses, social and community-led enterprises to flourish.
- Find new ways to make the most of Lambeth's built environment.
- Attract new investment through creative partnerships.

This Equality Impact Assessment examines the impacts of the proposed changes.

The current service

Libraries

Lambeth Council currently runs ten libraries spread across the borough. These libraries are:

- Brixton Library: located in the centre of Brixton, next to the Ritzy Cinema. Also contains the Reference Library.
 - Visits each year: 354,750 (122 per hour), open for 56 hours each week, 57 issues per hour;
- Carnegie Library: located within a residential area close to Denmark Hill and Herne

Hill.

- Visits each year: 33,701 (21 per hour), open for 31 hours each week, 24 issues per hour;
- Clapham Library: located on Clapham High Street (new building opened in 2012)
 - Visits each year: 110,640 (43 per hour), open for 49 hours each week, 36 issues per hour;
- Durning Library: located in Kennington, close to Kennington Tube station.
 - Visits each year: 94,938 (47 per hour), open for 39 hours each week, 28 issues per hour;
- Minet Library: located within a residential area on Knatchbull Road, close to Myatt's Fields Park. Also contains the borough's Archives.
- Tate South Lambeth Library: located on South Lambeth Road
 - Visits each year: 75,487 (37 per hour), open for 39 hours each week, 25 issues per hour;
- Streatham Tate Library: located on Streatham High Road (refurbished library opened in March 2014)
 - Visits each year: 198,214 (68 per hour)
 - Open for 56 hours each week, 46 issues per hour;
- Waterloo Library: located in Lower Marsh, right next to the market, in a building shared with the job shop.
 - Visits each year: 40,156 (25 per hour), open for 31.5 hours
- West Norwood: located next to the main gate of Norwood cemetery.
 - Visits each year: 133,440 (52 per hour), open for 49 hours each week, 50 issues per hour
- Upper Norwood Joint Library: located in Gipsy Hill on the border with Croydon.
 - Visits each year: xx (xx per hour), open for 25 hours each week, xx issues per hour

33% of residents have access a library within the last 12 months (Residents Survey 2014).

Sports and Leisure

33% of residents have access leisure and sports facilities within the last 12 months (Residents Survey 2014).

Lambeth has four core leisure centres, a community sports centre and a number of sports facilities based in parks. These facilities are run in partnership with GLL to provide a wide range of sport and recreation activities. Within Brockwell Park there is also Brockwell Lido, which is managed by Fusion.

There are a number of membership payment options for use of the sports and leisure facilities, with the Lambeth REAL Plus card providing generous discounts at Lambeth GLL leisure centres whether you are using the facilities at peak or off peak times.

Details of Lambeth's Sports and Leisure facilities are listed below

- Brixton Recreation Centre: located within the heart of Brixton, close to the mainline station. Activities/facilities on offer:
 - Specialist children's zones featuring Shokk fitness equipment, dance mats, interactive games, soft play and 3G-football pitch.
 - Fitness gym, a climbing wall, squash courts
 - 25m swimming pool and teaching pool
 - Sports Hall.
- Clapham Leisure Centre: located just off Clapham High Street, the centre which opened in January 2012, offers a range of facilities including:
 - A six lane swimming pool and teaching pool,
 - Fitness gym,
 - A four court sports hall, dance,
 - Yoga and martial arts studios rooms for community groups and exercise classes.
- Ferndale Community Sports Centre: located close to Brixton town centre provides high quality outdoor facilities for football, netball and tennis, and an indoor studio space.
- Flaxman Sports Centre: located in Carew Street, near Myatts Field Park. Facilities

include:

- Fitness gym,
- Sports hall,
- Studio and squash courts
- Streatham Ice and Leisure Centre: located on Streatham High Road adjacent to the Tesco Superstore. The state of the art Ice and leisure centre opened on 18 November 2013. Facilities include and Olympic sized ice skating rink (the only one in London).
 - A multi facility Leisure Centre with a 100 station fully equipped state-of-the-art gym,
 - Group exercise studios,
 - Two swimming pools - a 25m 6 lane pool and a 13m teaching pool
 - Multi sport sports hall.
- The West Norwood Health and Leisure Centre opened in July 2014: located close to West Norwood Station and St Julian’s School. The leisure centre is part of integrated centre for health and wellbeing which also incorporates Lambeth Council customer centre, GP and dental services, community health services and a community space for hire. Leisure facilities include:
 - a 25 metre swimming pool,
 - Fully equipped state-of-the-art gym and studios.
- Brockwell Lido: located at the Dulwich Road end of the Park, close to Herne Hill Station, facilities include: outdoor swimming pool, fitness gym, and hydrotherapy suite and exercises classes.

| Total Visits | 2013-14 | 2012-13 | 2011-12 | 2010-11 |
|---------------------|----------------------|----------------------|------------------------------|--------------------------|
| Brixton | 716,043 | 712,904 | 679,576 | 796,522 |
| Clapham | 472,927 | 275,599 | 55,856 (opened January 2012) | Closed for redevelopment |
| Ferndale | | 91,082 | 76,266 | 78162 |
| Streatham | Opened November 2013 | Opened November 2013 | Closed | Closed |

| | | | | |
|----------------|---------------------|---------|---------|---------|
| Flaxman | 71,245 | 62,641 | 67,276 | 73,312 |
| West Norwood | Opened July 2014 | | | |
| Brockwell Lido | | 257,482 | 258,211 | 237,494 |

Arts

In 2013/14, the organisations delivered the following activities:

- 198 Contemporary Arts and Learning – provide high quality gallery and visual art experiences, with a linked education programme for community members and young people, including youth enterprise and apprenticeships. Last year they delivered 400 placements for participants on activities and had an audience of 5,700.
- Lambeth Orchestra -deliver rehearsal and performance experiences for adults; giving amateur musicians the opportunity to play as part of an orchestra. The orchestra provided 1,762 participant places throughout the year and had an audience reach of 1,580.
- Oval House Theatre - provide an Arts Education department to work in partnership with schools, colleges, other arts companies, education units, refugee groups and youth offending teams using creative, participatory learning structures to engage young people and adults. Last year Oval House provided 2,528 participant places and attracted an audience of 17,496 last year.
- Raw Material Music and Media - A music studios based in Brixton, providing opportunities for local young people to access music industry training, it provided 417 participant places and an audience reach of 11,840.
- Young Vic Theatre Company - provide access to high quality theatre through providing educational activities to children, young people and schools including

workshops and post show events, rehearsal projects, work experience placements and Theatre. Last year it attracted 628 participants and a free ticket audience of 3,128.

Parks and Open Spaces

Lambeth has 68 parks and open spaces which range from large parks and commons to small open spaces in high-density areas. Some of our larger parks and open spaces include:

- Streatham Common
- Clapham Common
- Brockwell Park
- Kennington Park
- Norwood Park
- Vauxhall Park
- Myatts Field Park
- Ruskin Park

A huge range of events and activities take place in our parks and open spaces ranging from small neighbourhood and charity events, the Lambeth Country Show and the annual fireworks display through to major music concerts. The two-day annual Country Show held in Brockwell Park attracts over 180,000 visitors. Clapham Common, one of London's largest open spaces, situated between Clapham, Battersea and Balham draws record crowds to annual major events.

13% of residents include parks and open spaces as one of the most important things in making Lambeth a good place to live. (Residents Survey 2014).

59% of residents have accessed a park or open space within the last 12 months.

76% of residents judge our parks and open spaces as good or excellent.

The borough has eleven Green Flag Award-winning parks. The national Green Flag

Award scheme recognises the considerable achievements made together by residents and the council to provide the local community with a quality green space and is awarded to the best green spaces. Parks that hold a Green Flag Award include: Vauxhall Park, Myatts Field Park, Brockwell Park, Ruskin Park, Kennington Park, Archbishop's Park, St John's Church Gardens, Milkwood Road, St Paul's Churchyard, Hillside Gardens and Streatham Rookery.

Budget for Healthier for Longer

| Activity | Budget 2014-15 |
|-----------------------|-----------------------|
| Libraries | £3.796m |
| Sports & Leisure | £1.953m |
| Parks and Open Spaces | £4.459m |
| Arts | £65K |
| Total | £10,273m |

The Proposal: The Future of Cultural Services in Lambeth

By 2018 the London Borough of Lambeth will lose £90m of its budget as part of the Government's austerity programme. Cultural activities, which include parks and open spaces, libraries, sports and physical activity and arts will experience 40-50% reductions in budgets. We estimate that by 2018 the council will be spending £6.613mm on cultural activity to achieve the outcome; People are Healthier for Longer.

| Activity | Budget: 2017-18 |
|-----------------------|------------------------|
| Libraries | £2.996m |
| Sports and Leisure | £1.253m |
| Parks and Open Spaces | £2.259m |
| Arts | £65K |

| | |
|--------------|----------------|
| Total | £6.573m |
|--------------|----------------|

The budget of £6.573m while still a considerable amount of funding will be £5.4m less than the £12m we had to spend in 2013-14.

In addition to the government's austerity programme and reductions in public sector funding, some of the challenges facing Lambeth over the next few years include:

- A growing population: between 2015 and 2024, the population is projected to rise by 10%. There are however variations within this projection for specific residents and health issues. Women and older people remain those considered to be most at risk of social isolation, low level mental health issues and obesity.
- Increased health and wellbeing demands: by 2024 there will be 42.6% more people aged 55-64
- A disproportionate impact/risk of poor health on specific residents

The Future of Cultural Services in Lambeth sets out proposals for the delivery of an integrated, holistic approach to preventing poor health, which utilises the borough's culture, physical and sports assets to secure people are healthier for longer.

- No matter where you live in Lambeth you should be within 20 minutes average walking time from somewhere you can enjoy affordable activities, which will improve your health and wellbeing.
- 85% of Lambeth's population are engaged in cultural, sports and physical activities as a routine part of their lives.
- All residents have choice and affordable access to excellent facilities where they can engage in cultural, sports and physical activities.

Safe and interesting spaces

We need safe spaces for residents, community groups and creative enterprises to operate and deliver services from. These safe spaces need to be the home for community growth, and where volunteering and enterprise can flourish. Access to digital inclusion and free study space will be an important part of this approach.

Lambeth Library Offer

Working with communities, staff and partners by 2018 the way in which we provide a comprehensive and efficient library service will be transformed. This will include a mixed market of not for profit enterprises fused around the principles of choice, designed around needs, new technologies and free at the point of access. New and innovative funding streams will be created that support literacy and the love of reading in perpetuity for future generations and outside n local government funding.

The library service will be delivered in a more flexible way and will operate from a range of community buildings. The flexibility around the delivery of the service will open up opportunities for services to be accessed in non-designated library buildings and enable the service to be delivered in a different way by a range of not for profit organisations. How library buildings are used will be diversified to help maximise income for the service.

Local communities will take greater control of community buildings and have opportunities to create exciting safe spaces for residents where they can do a range of activities.

Public access to the internet will be provided across a network of library and community buildings creating more opportunities for residents to study do homework or just relax.

Town Centre Libraries

- Four town centre libraries will continue to spearhead the borough’s comprehensive and statutory library service in Clapham, Brixton, Streatham and West Norwood.
- West Norwood Library will be based in the Nettlefold Centre operating alongside a commercial cinema and café, which is cross subsidising the library service.
- Given the projected population growth, a full review of town centre library provision will be instigated in 2018 and completed by 2020 with the proposed opening of a new town centre library in the north of the borough. In the meantime Tate South Library will provide the hub and spoke focus for library services in the north of the borough.
- An integrated library offer focussing on digitised services will be designed into the refurbishment plans for Brixton Recreation Centre.
- We will continue to develop our hub and spoke model with Town Centre libraries supporting small unstaffed lending libraries in community places – such as our popular bookshelves in the Railway Pub in Streatham Vale. We are proposing to further roll out these types of service models, initially in Vassall and Tulse Hill And then other areas of the borough on a needs basis.
- If this approach is agreed it may require the revision of opening hours across the five town centre libraries – however we plan to adopt the volunteer model our neighbours Merton pioneered. This meant they were able to extend opening hours while making savings, using a strong volunteer network and strengthening the role of librarians. This reflects recommendations in the Lambeth Library Commission. If changes are required in opening hours you’ll be fully informed and will have the chance to comment.
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Community led Library services

- By 2016 and in partnership with the London Community Foundation we are proposing to create a £10m endowment that will establish the Lambeth Community Library Fund, which will provide between £350,000 - £450,000 revenue per year in perpetuity. This fund will support charities, social enterprises and community groups in Lambeth with the opportunity to provide and support literacy development and the love of reading, including the early years reading programme.
- We will establish a Lambeth Community Library Trust with the London Community Foundation to administer the Fund with the Council having a clear custodial role in the granting of the fund.
- We are proposing to decommission Waterloo Library and Minet Library Services during 2015 and dispose of them by 2016 through open market sale. This means the revenue budgets for library services currently provided by the Council at Waterloo Library and Minet Library sites will no longer exist and will stop. The sale of these sites will help facilitate investment into the endowment for the Lambeth Community Library Fund.
- With money from private sector developers, we are proposing to establish a one off Lambeth Library Challenge Fund during 2015/16 specifically for Bishops ward. This fund will be open for charitable trusts and social enterprises to bid for funding to establish a community library offer, for example the fund could purchase equipment that will support self-service technologies, support capital costs to create a fit for purpose space, volunteer programmes and peer-to-peer support network (digi-buddies) that offers support to people to get online who don't know how.

- This new community library offer will also be able to apply for funding from the Community Library Fund or ask for support under our hub and spoke model, linked to a Town Centre Library.
- With money from private sector developers, we are proposing to establish a one off Lambeth Library Challenge Fund during 2015/16 specifically for the Vassall ward. This fund will be open for charitable trusts and social enterprises with community space to bid for funding to establish a lending library offer, for example the fund could purchase equipment that will support self-service technologies, volunteer programmes and peer-to-peer support network (digi-buddies) that offers support to people to get online who don't know how.
- It is proposed that access to the Lambeth Library Fund will replace the Council's revenue budgets for library service provision in Carnegie Library, Durning Library and Upper Norwood Library by 2016. These facilities will not be part of the Council's direct statutory requirement to provide a full and efficient library service in the borough by 2016.

Community buildings

A thriving network of community buildings will be supported and encouraged across the borough. These will be managed and in some cases owned by independent charitable trusts and social enterprises. Alongside the proposals at Carnegie Library, Durning Library and Upper Norwood Joint Library we're also proposing safe space developments at:

- The Brix at St. Matthews Church and the Brixton Domino Social Club for community and social enterprises.
- The Angell Town Estate will be the centre for a thriving neighbourhood of

enterprise and community activities, supported by shops, small business units, sports and new community building specifically designed to support young people who are vulnerable to gangs.

- On South Lambeth Road, Stockwell Partnership will open up their new purpose built, self-funded community facility.
- The Longfield Hall Trust will run a successful community and cultural centre, combining Early Year's Services with theatre/rehearsal space, linking with the Myatt's Field Park Project and the Remakery offering a range of indoor and outdoor activities.
- Slade Gardens Adventure Playground will operate in a new building funded by a local developer and will be financially sustainable, providing accessible youth and play provision for the local area.
- High Trees Community Development Trust will continue to provide adult education and youth provision for local people. Managing a successful adventure playground as well as their current building, this will be operating on a self-financing basis via external contracts.

Let's get active

Being physically active is not only important for a personal sense of wellbeing but also for the community as a whole. In recognising that not all residents have the time, money or motivation to become members of a gym we propose to make access to physical activity easier and more appealing so that it becomes part of everyday life. To enable this to happen we will launch the borough's first Physical Activity and Sport Strategy in 2015 that will encourage and support participation across all age groups and enable more people to be physically active.

The Outdoor Sports Facilities Strategy will lever in non council investment into new and

improved sports facilities through partnerships with sports national governing bodies, private sector and not for profit organisations.

A revised contract for the management of the borough's sports and leisure facilities will be in place by 2017 which will offer a total Lambeth physical activity and sports programme of affordable activities. This new approach will also utilise surplus income for improved facilities and support existing and new community led sports clubs.

Demand for access to the borough's core leisure centres (Streatham, Brixton, Clapham and West Norwood) is projected to continue to grow.

- With the increased demand for access to sports and leisure activities, by 2018 we will have developed plans and secured the funding for the refurbishment of the Brixton Recreation Centre. The new facility is expected to be operational from 2022.
- We will make access to physical activity easier and more appealing and thereby increase the number of people across all age groups participating in physical activity and sports on a regular basis. We aim to see significant increases in the number of young women, the over 55's and people with disabilities.
- A 55+ Healthy Lifestyles programme will be delivered at Brixton, Streatham leisure centres and Ferndale Community Sports Centre targeting men at risk of long-term health conditions.
- Ferndale Community Sports Centre will continue to provide a home for grass roots sports clubs as the first step in their growth and capacity building.
- A Lambeth Active Women's and Girls programme encouraging and offering a

range of activities.

- Outdoor gym equipment that can be utilised by 10 to 80 years olds will be accessible in our larger parks and open spaces and organisations such as Bloc Workout will run a range of outdoor fitness classes across the borough.
- Working alongside our contracted leisure, sports and physical activity providers we will develop a grass roots sports innovation fund. This fund will provide access to facilities at reduced rates for Lambeth community led sports clubs and self help groups meeting our healthier for longer priorities.
- An active walks programme led by trained walk leaders in our parks and open spaces will encourage residents of all ages to take up walking as a zero cost and accessible way to exercise and socialise on a regular basis.

The Great Outdoors

Park, commons and open spaces are the focus point for many of our resident creating the platform for enjoying physical activity and cultural events. They are seen as an increasingly important asset for the quality of life, wellbeing health and economic prosperity of residents. They provide a focus point for residents to enjoy physical activity, sports and cultural events as well as space away from the stresses of London living.

In 2012-13 we knew that faced with a £400,000 reduction in the budget that maintaining a high standard of service would be challenging and as a result we developed the Cooperative Parks programme to support those communities wishing to have a greater say in decisions in their local parks and open spaces. Given the proposed 50% reduction in budget from 2016 the task of maintaining our parks and open spaces is even more

challenging. In 2014 the annual budget for parks is £4.459m. By 2016 the budget will be £2.259m. Given the size of the budget reductions a radical rethink of how parks and open spaces are managed is needed. Without this we will see a decline in the standard of our parks and open spaces including:

- Removal of public toilet provision
 - No planned tree maintenance
 - No routine maintenance for play equipment and ponds
 - No routine horticulture
 - No weekend staffing
 - The cessation of locking up parks at dusk
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- Lambeth Parks are amongst the best in the country with 11 green flags. Our local parks boast some amazing examples of gardens and green space - from the Streatham Rookery to the Flower Garden in Kennington Park. They are also home to community food growing projects, restaurants, cafes and children's clubs and playgrounds.
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- Lambeth has a strong network of Friends of Parks groups who have levered in additional funds to our parks over the last five years. Parks also host a range of sports sites that provide an important source of income. In the last few years we have worked with community groups and organisations to test new models of local management and have now launched our first ever community managed green space - The Rookery in Streatham Common.
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- We've focused on developing new income sources through hosting amazing

events and concerts in Lambeth's parks and open spaces. We are proposing to continue that approach to maximise income within the following framework:

- 40 commercial event days in each year across all parks, common land and open spaces.
- 2/3rds of all income from events will be put back into parks to improve facilities and infrastructure.
- Part of the income will be used for a small 'rolling fund' to support community-led and family based events in the borough's parks and open spaces.
- Capital investment will be prioritised to parks that offer the opportunity to generate additional income. This should allow remaining budgets to be used where possible to protect smaller parks, which have little scope to generate new streams of income.
- During 2015 we propose to build on the current five community-led pioneers who are aiming for local management of their park and will support another ten parks to take on this type of management arrangement. This will involve working with community led trusts, social enterprises and local charities. be ring fenced and reinvested back into parks, common land and open spaces.
- By the end of 2015 we are proposing to launch our model for the other 45 parks and open spaces. This will build upon the foundation of having active community support and engagement, with local accountability at its heart. This may involve the retender of a parks maintenance contract for a five year period providing services, as well as job security for those employed in maintaining local parks.

- By working to ensure all our green spaces have a strong Friends group or are covered by the parks and open spaces forum and giving ward councillors a strong role in holding contractors to account, we will ensure that each park has an effective service. This will range from councillors directly raising maintenance queries to park staff attending Friends of Parks meetings to agree local actions plans and priorities.

Be inspired

We know that participation in arts is greatly valued as a means of promoting wellbeing, building confidence, motivation, social skills and creative learning; however given the scale of the financial cuts faced by the council we cannot continue to support arts services in the same way.

With less money available, we will need to develop a new approach to supporting the arts. Our ambition is to secure national recognition for promoting and developing the performing arts through a network of independent partners operating across the whole borough.

We will continue to provide support to arts organisations in different ways; support and guide them to fund other funding opportunities, broker partnerships and use our assets more effectively to support the delivery of cultural activities.

Through the councils enabling policies The Southbank Centre, The National Theatre, the Young Vic and the Rambert Dance Company will be supported to continue their success in drawing international audiences with world-class programme.

2.1 Evidence
 Any proposed business activity, new policy or strategy, service change, or procurement must be informed by carrying out an assessment of the likely impact that it may have. In this section please include both data and analysis which shows that you understand how this decision is likely to affect residents that fall under the protected characteristics enshrined in law and the local characteristics which we consider to be important in Lambeth (language, health and socio-economic factors). **Please check the council's equality and monitoring policy and your division's self-assessment. Each division in 2011/12 reviewed its equality data and completed a self-assessment about what equality data is relevant and available?**

IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.

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| <p>Protected characteristics and local equality characteristics</p> | <p>Impact analysis For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and: <i>Please explain how you justify your claims around impacts.</i> <i>Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.</i> <i>Please indicate sources of data and the date it relates to/was produced (e.g. 'Residents Survey, wave 10, April 12' or 'Lambeth Business Survey 2012' etc)</i></p> <p><i>General Comments:</i> The library service and Parks (and some arts programmes) are universal services, which are free, and open to all, as a result it is difficult to give a full and accurate picture of everyone who uses the library, Parks and sports and leisure and arts programme. People can use the library, sports and leisure facilities without registering.</p> |
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| <p>Race</p> | <p>Positive and Negative</p> <p>Around 40% of Lambeth’s population is white with a UK background. White people make up 59% of the population, with round 40% of Lambeth residents are White British.</p> <p>15% are from other white backgrounds – around 47,000. About two thirds of these are from Europe. 8% from Central and South America, 4% from North America and the Caribbean and 8% from Australasia.</p> <p>Black people make up a quarter of the population (25%). The largest non-white ethnic group is black African (11.5%) followed by black Caribbean (9.8%).</p> <p>Lambeth has a small Asian population compared to many places in London. Only 7.8% of Lambeth residents are from an Asian background (including Chinese). (State of the Borough report 2014).</p> <p><u>Libraries: Positive & Negative</u></p> <p>The borough will continue to provide a universal library service though the comprehensive and efficient service for all will be mainly accessible from 4 Town Centre sites.</p> <p>Libraries continue to offer a valued programme of activities and events that are free at the point of access, they also offer access to a warm, safe, quiet area for reflection, reading and study for those who do not wish to join any organised activity.</p> <p>All users data registered with Lambeth libraries (as at 31 March 2012) indicates that 54% of all users identify themselves as White, with 5% identifying themselves as being of Black and Minority Ethnic (BME) origin. Of the 8,569 people identifying themselves as being of</p> |
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BME origins, 64% indicated that they were Black, followed by Asian people at 15%.

Overall 36% of adults and 38% of young people use our libraries. Black African residents are more likely to use our libraries. Portuguese communities are less likely to use our libraries.

Mitigating actions

- The proposals include plans to offer library services from a range of community buildings, which opens up opportunities for services to be accessed in non-designated library buildings. This provision will, in some cases, be staffed by volunteers or by paid non librarians as it will be co located with other community provision.
- Where possible, access to professionally led services in the Town Centre library sites will be signposted at these 'satellite sites' and the Town Centre sites will form the central point from which stock is accessed and activities are co ordinated. Free access to quiet, safe spaces will be available at the community library sites, along with access to a range of other provision depending on the location.
- In areas of high need, satellite sites will be tested to assess the best location for these services and to ensure that a minimum level of provision is available to those with the highest need e.g. exploration of the use of low cost commercial units or housing offices on estates or partnership working with independent voluntary sector youth providers will be approached to house community library services.
- In other areas, interest in housing community library provision will be sought through an open bidding process which organisations will be able to express an interest and will have the potential to access some capital funding to enable the creation of small community library spaces in their own community or other sites.

- The current proposal includes the closure of 2 library sites in Waterloo and Minet Library. While the Waterloo site is located in a high street location in amongst a high level of retail and cafe uses, usage figures are relatively low in comparison to other sites and the usage pattern is spread from across Lambeth. Minet Library is located in Vassall ward, and very close to Coldharbour ward in an area of relatively high deprivation, it is very close to Angell Town and Loughborough estates both of which demonstrate very high levels of deprivation, high levels of crime.

Both estates have a high proportion of residents from BME communities, therefore this closure must be assessed to ensure any adverse impacts are mitigated. Current proposals are for satellite community library provision in this area to be concentrated in the heart of these two estates, for example to use one of the vacant commercial units or the TMO office on the Angell town estate and to approach Marcus Lipton Youth Club which is opposite the Loughborough estate to seek potential shared spaces for use for this provision. Other community sites in this area will also be investigated to see if there is interest in providing small but accessible provision for those residents affected by the closure.

Let's Get Active: Positive

Active Lambeth - the Physical Activity and Sports Strategy (2015) developed with Public Health, Sport England, London Sports and voluntary and community groups has a vision to enable *all people in Lambeth to be physically active in their daily lives*. Through work with partners we will make access to physical activity easier, more appealing and part of everyday life.

The proposals will lead to more vulnerable people gaining access to free or discounted access to sports and leisure facilities across the borough. The opening up of access to sports and leisure facilities will have a positive equalities impact.

The Sport England Active People Survey (2012/3) indicated that there are significant differences in the participation levels of people undertaking physical activity on a regular basis between White British and other ethnic groups. 46% for white British compared to 36% for BME communities.

This reflects a similar trend across London.

The low samples sizes mean that participation levels for ethnic groups in Lambeth are not available. These groups however tend to have some of the highest rates of heart disease and diabetes.

Diabetes does not affect all groups equally, people living in the most deprived neighbourhoods are 56% more likely to have diabetes. People from Asian and Black ethnic groups are more likely to suffer from diabetes and tend to develop the condition at younger ages.

Mitigating actions

- Working with Health partners, the Active Lambeth – the Physical Activity and Sports strategy will enable the delivery of more targeted interventions to communities with specific health needs.
- This will also support the delivery of the NHS Lambeth Equalities objectives 2012-2016 – *Better outcomes for all.*

The Great Outdoors: Positive

Research from the Department of Food and Rural Affairs in 2008 showed that peoples from some black and minority ethnic groups access the natural environment far less than other groups. In addition CBE research found that in urban areas, BME communities tend to have less access to parks ad open spaces and that the spaces that they have access to

tend to be of poor quality.

Given that residents from some BME communities also have the highest rate of long term health conditions and would benefit from regular physical activity such as walking in open spaces it is imperative that the quality of the parks and open spaces in areas where there are large numbers of BME communities are improved.

The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups regardless of race.

Data is not collected on the race of resident accessing parks and open spaces

Be inquisitive: Negative

In 2013/14 Lambeth funded arts organisations provided 5,735 places on participatory activity, workshops and training programmes, delivering 176,168 participation hours of activity and attracting audiences of 39,744 people.

Monitoring data collected since 2011/12 indicates that 49% of audiences attending activities funded through the arts grants budget were from BME communities; overall in Lambeth 37% of the population is of BME background. Young people are more likely than adults to use leisure services. 37% of Lambeth residents as a whole are from an ethnic minority background, but the percentage rises to 58% for children. It can therefore be inferred that a considerable proportion of young people participating in arts provision are from ethnic minority communities.

The grant funded arts organisations currently deliver significant programmes of targeted work with residents from black and minority ethnic communities. BME people, especially children, may have fewer options to participate in subsidised arts and culture.

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| | <p>Mitigating actions</p> <ul style="list-style-type: none"> Using the Council enabling policies where possible the Council will support the continued growth of flagship arts and theatre projects. The flagship quarter on Lambeth’s Southbank is integral to securing our cultural prosperity. Facilities in this area include the Old Vic, National Theatre, Young Vic and the Rambert Dance Company. |
| <p>Gender</p> | <p>Positive</p> <p><u>Libraries: Positive</u></p> <p>The borough will continue to provide a universal library service from four town centre library sites.</p> <p>All users registered with Lambeth libraries (as at March 2012) 58% are female and 41% male. There are slightly more women than men resident in Lambeth – around 155,400 females compared to 154,700 males (State of the Borough Report 2014).</p> <p><u>Lets Get Active: Positive</u></p> <p>Physical activity can promote mental and physical wellbeing and studies show that it can reduce the risk of chronic diseases in later life.</p> <p>The Governments policy document ‘Moving Up, Living More (2014) highlights:</p> <ul style="list-style-type: none"> Physical activity is higher in men of all ages (compared to women) Boys are more active then girls Girls are more likely than boys to reduce their activity levels as they move from childhood to adolescence. |

In Lambeth male sports participation rates are significantly higher than those for females:

Males: 53%, females 27.9% (Sport England – Active People Survey 2013). Male rates are above national and London rates and females are lower.

National: Males: 40.9%, females: 30.7%.

London: males: 43.1%, females, 31.5

As part of the development of Active Lambeth, the Physical Activity and Sports Strategy a survey was carried out over both days of the 2014 Country Show to collect information on attendees the areas covered include what could be done to help you do more physical activity and sport. This was split by gender. Across both genders the areas that had the highest percentages were: more affordable activities; better advertising; more local activities and more activities at different times. This information will inform the development of the Physical Activity and Sport action plan.

A Lambeth Active Women's and Girls programme will be delivered led by female sports groups which will make access to activities easier for women.

Through work with partners we will make access to physical activity easier, more appealing and a part of everyday life.

An active walks programme led by trained walk leaders in our parks and open spaces will support residents to take up walking as a zero cost and accessible way to exercise on a regular basis.

We will support the delivery of the 2021 cycling target of 20% of all trips being by bike and of being the most cycle friendly borough.

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| | <p><u>The Great Outdoors: Positive</u></p> <p>There are slightly more women than men resident in Lambeth – around 155,400 females compared to 154,700 males (State of the Borough Report 2014).</p> <p>There does not appear to be any discernible difference in the usage of parks and open space by men or women. Data however is not collected on the gender of residents accessing parks and open spaces.</p> <p>The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups regardless of gender.</p> <p>The proposed programme of capital investment will secure new sources of funding alongside innovation in how parks are managed will enable parks and open spaces to remain open for everyone to enjoy.</p> <p><u>Be inquisitive: Unknown</u></p> <p>There are slightly more women than men resident in Lambeth – around 155,400 females compared to 154,700 males (State of the Borough Report 2014).</p> <p>Data is not collected on the gender of residents accessing arts projects</p> |
| Gender re-assignment | <p>Unknown</p> <p>It is estimated that there are 20 transgender people per 100,000 in the UK, which suggest that roughly 50-60 people in Lambeth are transgender.</p> |

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| | <p><u>Libraries</u></p> <p>Data is not collected on the gender re-assignment of residents accessing library services</p> <p><u>Let's get active</u></p> <p>Data is not collected on the gender re-assignment of residents accessing Sports and Leisure activities</p> <p><u>The Great Outdoors:</u></p> <p>Data is not collected on the gender re-assignment of residents accessing parks and opens spaces</p> <p><u>Be inquisitive</u></p> <p>Data is not collected on the gender re-assignment of residents accessing arts activities</p> |
| Disability | <p>Positive/Negative</p> <p>According to the State of the Borough report (2014) about 37,000 people in Lambeth say that their day-to-day activities are limited by long-term illness or a disability. About 17,000 limited a lot and 20,000 limited a little.</p> <p>There are 29,000 people of working age in Lambeth who are disabled (census 2011).</p> <p>About 60% of people with a limiting health condition are aged over 50. About 12% of residents aged 5-64 have a limiting condition, as do 27% of 64-74s, 46% of 75-84s and 64% of over 85s.</p> <p>Data from the residents survey found that 12-16% of adults classified themselves as having a long-term disability or health condition; 2-3% of young people aged 11-19 years classified themselves in this way.</p> |

Libraries: Positive / Negative

The borough will continue to provide a universal library service from four sites located in Town Centre locations. Each of these is accessible to people with disabilities though this is reviewed regularly as there is always room to improve this. The library service continues to provide a home delivery service although this is likely to be on a reduced scale, in an increasingly digitised way and also carried out in partnership with public health.

There are approximately 3170 people registered as disabled with Lambeth libraries. The vast majority of these residents have not requested information/books in an accessible format of for use of the home visit service. The numbers requesting specific services are very low:

Talking books: 6.5%
Audio cassettes: 2.7%
Large print services: 2.45%
Other facilities/services: 2.19%
Home visits: 1.62%

The numbers of people using the home visit service is low given that people with a disability or long-term health condition are less likely to be able to access the library service.

Mitigating actions

- The proposals include plans to offer library services from a range of community buildings, which opens up opportunities for services to be accessed in non-designated library buildings. This will support equalities, as access to library services will be made easier. In areas where the service will be closed and provided differently, surveys of

disabled users will be undertaken to assess the number of users affected. Where co location options are being explored e.g. nearer to housing estates then the premises that are to be used will be assessed to ensure they are accessible and DDA compliant.

- In some areas where a person with limited mobility may have had access to a neighbourhood library they may lose access to local library services. While we will try to ensure that there is still access to a local non statutory library offer we acknowledge that in some cases we may not be able to meet the needs of this group of residents.

Lets Get Active: Positive

The Sport England Active People Survey (2013) showed that for England and London those reporting a disability or with a limiting health condition were less likely to participate in sport.

England: limiting illness or disability: 18%; no limiting illness or disability: 38%

London: limiting illness or disability: 21%; no limiting illness or disability: 39%

The English Federation of Disability Sport has stated that less than two in ten disabled people in England are taking part in sport. Participation is highest among younger disabled people. 47% of disabled people aged 16-19 take part in sport at least once a week. Participation levels decrease as people get older with only 1 in 10 aged over 65 take part.

Disabilities have been highlighted as one of the target areas within the Active Lambeth – the physical activity and sports strategy and the Disability Advice Service Lambeth (DASL) have been involved in the stakeholder discussions on the development of the strategy. One of the key areas will be around better communication and access to facilities/activities.

Mitigating actions

- Through work with partners we will make access to physical activity easier, more appealing and part of everyday life.
- Surplus income from the running of our leisure centres will be re-invested to deliver priorities within Active Lambeth, the physical activity and sports strategy and to enable more people with disabilities and those on low to take part.

The Great Outdoors: Unknown

Data is not collected on the disability of residents accessing parks and open spaces. There is however a perception that people with disabilities less likely to access parks and open spaces. There is a need for more work to develop the confidence of people with disabilities to enable them to make better use of parks and open spaces. People with disabilities are less likely to report participation in sports on a regular basis. Access to good quality outdoor space would enable them to take part on other forms of physical activity to promote their general health and wellbeing.

The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups regardless of disability.

The proposed programme of capital investment will secure new sources of funding alongside innovation in how parks are managed will enable parks and open spaces to remain open for everyone to enjoy.

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| | <p><u>Be inquisitive: Negative</u></p> <p>Some data is collected on disabled residents who participate in provision funded through the arts grants budget. Some of the directly funded arts organisations deliver programmes of targeted work with disabled people, for example Oval House Theatre provide a year round programme of inclusive participatory workshops for disabled young people aged between 7 and 15, and in 2013/14 provided 55 participant places for young people throughout the year and 1,870 participation hours of activity, while the Young Vic deliver an annual SEN Schools Theatre Festival, where last year 34 participants took part in 816 participation hours of activity.</p> |
| <p>Age</p> | <p>Positive and negative</p> <p>As with many London boroughs Lambeth has a young age profile. This is due to the high numbers of working age residents rather than high number of children or teenagers. The median age is 31, which is the fourth youngest in London, and the mean age is 33.7. The borough is seen as a destination for many young people working age migrants from UK and abroad (State of borough report 2014) rather than families.</p> <p>About 21% of the population is aged 20 and under, around 66,000. There is low percentage of resident's aged 15 to 19 (4.6%).</p> <p>Over half of the population is aged between 20 and 44 (51%). About two thirds of this age group (young working age) are over 30.</p> <p>Less than a fifth of the population is aged between 45 and 64 around 57,000.</p> <p>7.6% of the population is aged 65 or over.</p> <p>Lambeth's older population (aged 60+) is projected to grow by 27% between 2014 and 2024 compared to an 11% growth across the whole population (GLA 2012 Round Ethnic Growth Population projection).</p> |

There are however substantial differences between ethnic groups. For example whilst the 60+ population is projected to grow by 27% overall, the black Caribbean population is projected to grow by 38%, from around 5,000 to 6,700. This is compared to an overall decrease in the black Caribbean population of 4.6%.

Children and young people: 22% of people in the Borough are aged between 0-19 years old.

- 7.7% of 16-18 year olds are not in education, training or employment (NEET).
- 34% (17,000) of children and young people live in poverty compared to 22% in England, with 1 in 3 children attending Lambeth schools being eligible for free school meals (35.5% for primary and 31.5% for secondary)¹.
- Certain groups of children and young people are at greater risk of being absent from school. In primary schools the highest authorised and unauthorised absence rates were found in Gypsy Roma pupils. Pupils who were eligible for a free meal had higher rates of absence than those who were not eligible.²

Libraries: Positive

The borough will continue to provide a universal library service from four Town Centre Library sites. In areas where the provision will be reviewed and provided in community and other buildings, local independent youth providers will be approached to see if they would like to work in partnership to deliver a more youth focussed approach to library services.

The Town Centre libraries will continue to work in partnership with public health to

¹ State of the Borough 2012

² Lambeth's Health and Wellbeing Joint Strategic Needs Assessment 2009

provide bookstart packs to babies and toddlers.

Lets Get Active: Positive

The pattern of sports participation at national and London levels is for participation levels to decrease with age. The information available from the Sport England, Active People Survey 7 (2013) shows that the 35-44 age group in Lambeth bucks the trend for decreasingly participation with age in that it is higher than the 36-34 age group.

26-34: 51.1% (Lambeth) – national: 44.2%.

35-44: 56.4% (Lambeth) – national: 49.9%

Mitigating actions

- Through work with partners we will make access to physical activity easier, more appealing and part of everyday life. The proposals within The Future of Cultural Services in Lambeth will lead to more vulnerable people gaining access to free or discounted access to sports and leisure facilities across the borough.
- The opening up of access to sports and leisure facilities will have a positive equalities impact.
- An active walks programme led by trained walk leaders will encourage and support residents of all ages to take up walking as a zero cost and accessible way to exercise on a regular basis.

The Great Outdoors: Positive

Data is not collected on the age of residents accessing parks and opens.

Studies have indicated that there are a range of barriers to accessing parks and open spaces. These include racism and anxiety.

62% of young people in Lambeth use parks and open spaces (Residents Survey 2013). Access to green spaces has been linked with reduced obesity in children and young people. Two thirds of 9-11 year olds however are dissatisfied with their quality of local outdoor play facilities. For 15-16 year olds this figure rises to 81%.

50% of older people are regular visitors to parks and open spaces (English Heritage, Countryside Agency and Sport England 2003). Parks make no distinction about age. Access to open space has been found to enhance social ties and provide opportunities for social cohesion. They are free and are accessible to all residents regardless of their economic circumstances. Access to parks and open spaces for older people is often influenced by their fears around personal safety. More work need to be done to address real or perceived fears around use and access to parks.

Contributing to our goal of ensuring people are healthier for longer, more people will be able to access the diverse range of facilities in parks and open spaces alongside free at the point of access fitness equipment.

We acknowledge that if we are unable to change the way that parks and open spaces are managed, we face the prospect of there being no routine maintenance of play equipment (impact on young people) and having to remove public toilet provision (this would impact on all age groups)

Mitigating actions

- The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups regardless of disability.

- The proposed programme of capital investment will secure new sources of funding alongside innovation in how parks are managed will enable parks and open spaces to remain open for everyone to enjoy.
- As part of the parks programme, schools will take a greater interest in parks and open spaces and will work in tandem with community led enterprises to promote opportunities to improve access.

Be inquisitive: Positive

Some data is collected on the age range of residents who participate in provision funded through the arts grants budget.

The regularly funded arts organisations currently deliver significant programmes of targeted work with children and young people and with older people. Activity includes; training and skills development programmes, work placements, workshop and education opportunities, apprenticeships, progression routes and mentoring support and programmes. It also includes intergenerational projects, community choirs and workshops.

Each organisation works with different age ranges for each programme of activity, so the numbers can be difficult to quantify exactly. However with the exception of Lambeth Orchestra, who predominantly delivers adult education programmes, last year on average 67% of participatory places for 198, Oval House, Raw Material and the Young Vic were taken up by young people. The majority of the remaining programmes delivered by these organisations are intergenerational projects and in some cases, like with 198 and Oval House, provided regular weekly activities for elders; catering for on average 8 and 58 older people respectively. 79% of the Young Vic's Free Tickets for shows also went to young people.

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| | <p>Mitigating actions</p> <ul style="list-style-type: none"> • The Lambeth Music Service and Network will be supported to grow its membership, providing access to high quality music education and training, both in and outside of the school environment. • The London Philharmonic Orchestra and Kinetika Bloco will provide high quality activities for young people from their home on the Southbank. While local voluntary groups from Lambeth Orchestra to the Joy of Sound will provide opportunities for adults of all abilities to participate in music and perform. • Through the Council’s enabling policies The Southbank Centre, The National Theatre, the Young Vic and the Rambert Dance Company will be supported with their continued success in drawing international audiences with world class programmes and provide schools and local residents with access to high quality activities. • Officer support will be provided to the Lost Theatre to deliver their young performing artists programme including its outreach programme. • Through work with local cinemas and film groups, afternoon screenings of vintage films will take place, where older residents at risk of social isolation can access a warm meal and opportunity to socialise. The programming of films throughout the year will be developed and tailored to reflect the cultural diversity of Lambeth. |
| <p>Sexual orientation</p> | <p>Positive and negative</p> <p>Recent health estimates suggest that Lambeth has one of the largest populations of men who have sex with men (MSM) in the UK. 6. 3-5% of respondents to the Lambeth Residents’ Survey identified themselves as lesbian, gay or bisexual. (State of the Borough</p> |

Report 2014)

Libraries: unknown

The borough will continue to provide a universal library service.

The Residents Survey 2014 suggests that there is no difference in the use or satisfaction of library services by sexuality. The library service offers a varied programme of activities and events focussed on equalities.

Existing library performance management systems do not currently collect data for this equality strand.

Let's Get Active: unknown

Existing leisure service performance management systems do not currently collect data for this equality strand.

The Great Outdoors: unknown

Data is not collected on the sexual orientation of residents accessing parks and opens

Be inquisitive: unknown

Specific data is not collected on the sexual orientation of residents who participate in provision funded through the arts grants budget, however some of the organisations in receipt of grant funding from the arts programme work with LGBT theatre companies and support artists who deal with LGBT themes.

Any reductions in direct funding may lead to fewer LGBT theatre companies supporting LGBT themes, and as a result the LGBT population receive fewer opportunities to

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| | participate and enjoy theatre. |
| Religion and belief | <p>Unknown</p> <p>Over 60% of Lambeth residents have a religion and 28% have no religion (State of the Borough report 2014). Christians 53%) and Muslims (7%) are the largest group of residents by religion.</p> <p><u>Libraries: unknown</u> Data is not collected on the religion of residents accessing library services</p> <p><u>Let's Get Active: unknown</u> Data is not collected on the religion of residents accessing parks and opens</p> <p><u>The Great Outdoors: unknown</u> Data is not collected on the religion of residents accessing parks and opens</p> <p><u>Be inquisitive: unknown</u> Data is not collected on the religion of residents accessing arts activities</p> |
| Pregnancy and maternity | <p>Unknown</p> <p>There are around 4-5,000 births in Lambeth every year. Between 2-3% of respondents to Lambeth's Residents' Survey are currently pregnant or on maternity leave, suggesting that at any one time, there are between 6,000 and 9,000 Lambeth residents currently pregnant or on maternity leave (State of the Borough Report 2014)</p> |

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| | <p><u>Libraries: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand. The collection of data in respect of pregnancy and maternity is not deemed to be relevant to the provision of this service.</p> <p><u>Let's Get Active: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand. The collection of data in respect of pregnancy and maternity is not deemed to be relevant to the provision of this service.</p> <p><u>The Great Outdoors: unknown</u></p> <p>The collection of data in respect of pregnancy and maternity is not deemed to be relevant to the provision of this service.</p> <p><u>Be inquisitive: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand. The collection of data in respect of pregnancy and maternity is not deemed to be relevant to the provision of this service.</p> |
| Marriage and civil partnership | <p>Unknown</p> <p><u>Libraries: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand. The collection of data in respect of a person's marital status is not deemed to be relevant to the provision of these services.</p> <p><u>Let's Get Active: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand.</p> |

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| | <p>The collection of data in respect of a person’s marital status is not deemed to be relevant to the provision of these services.</p> <p><u>The Great Outdoors: unknown</u></p> <p>The collection of data in respect of a person’s marital status is not deemed to be relevant to the provision of these services.</p> <p><u>Be inquisitive: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand. The collection of data in respect of a person’s marital status is not deemed to be relevant to the provision of these services.</p> | | | | | |
| <p>Socio-economic factors</p> | <p>Positive and Negative</p> <p>The borough is the 14th most deprived district in England, but, similar to other inner London boroughs, there are areas of affluence and deprivation often side by side. (State of the Borough Report 2014). Those living in the most derived areas are spread throughout the borough but are particularly concentrated in Coldharbour ward. The most affluent areas include the Thames side part of Bishops ward and the Dulwich border area of Thurlow Park.</p> <p>The eight areas of Lambeth which are among the 10% most deprived in the country include:</p> <table border="1" data-bbox="720 1195 1871 1427"> <tr> <td data-bbox="720 1195 978 1313">Stockwell</td> <td data-bbox="978 1195 1871 1313">Area near Cowley Road including Myatt’s Field North Estate is classified as severely deprived in income and wider barriers to service</td> </tr> <tr> <td data-bbox="720 1313 978 1427">Brixton</td> <td data-bbox="978 1313 1871 1427">Area east of Lyham Road, south to Dumbarton Road, which includes Brixton Prison and Blenheim Gardens Estate. It is classified as severely deprived in income, employment and wider</td> </tr> </table> | | Stockwell | Area near Cowley Road including Myatt’s Field North Estate is classified as severely deprived in income and wider barriers to service | Brixton | Area east of Lyham Road, south to Dumbarton Road, which includes Brixton Prison and Blenheim Gardens Estate. It is classified as severely deprived in income, employment and wider |
| Stockwell | Area near Cowley Road including Myatt’s Field North Estate is classified as severely deprived in income and wider barriers to service | | | | | |
| Brixton | Area east of Lyham Road, south to Dumbarton Road, which includes Brixton Prison and Blenheim Gardens Estate. It is classified as severely deprived in income, employment and wider | | | | | |

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| | | barriers to services. |
| | | Area east of Brixton Road between Loughborough Road and Villa Road, which includes the Angell Town Estate, is classified as severely deprived in income, employment and wider barriers to services. |
| | | Area at the junction of Shakespeare Road and Coldharbour Lane is classified as severely deprived in income affecting older people, wider barriers to services and crime |
| | | The Moorlands Estate is classified as severely deprived in income employment and wider barriers to services |
| | | Area at the junction of Tulse Hill and Christchurch Road including much of the St Martin's Estate is classified as severely deprived in income and wider barriers to services |
| | Streatham | Area just north of Streatham Station, including Stanthorpe Road and Gleneldon Road, as far north as Sunnyhill Road is classified as severely deprived in health and disability, wider barriers to services, crime and indoor living. |
| | Norwood | Area at the junction of Crown Lane and Knights Hill, including Holderness and Portobello Estates is classified as severely deprived in income and wider barriers to service. |
| Source IMD 2010. | | |
| One in three children attending Lambeth Schools is eligible for free schools meals (31% for primary and 31% or secondary). This is comparable with inner London but higher nationally. | | |
| <u>Libraries: Positive</u> | | |
| The borough will continue to provide a universal library service delivered from four Town Centre Library sites. | | |
| The majority of library services are free to residents with a small fee for items such as | | |

DVD's and photocopying.

Let's Get Active: Positive

Mitigating actions

- Active Lambeth, the physical activity and sports strategy 2015 will make access to physical activity easier, more appealing and part of everyday life.
- The proposals set out within the strategy will lead to more vulnerable people gaining access to free or discounted access to sports and leisure facilities across the borough. The opening up of access to sports and leisure facilities will have a positive equalities impact.
- Surplus income from the running of our leisure centres will be re-invested to deliver priorities within Active Lambeth, the physical activity and sports strategy and to enable people with on low incomes to take part.
- The sports innovation fund will provide small grants and access to facilities at reduced rates for Lambeth based sports club that are helping to tackle the healthier for longer priorities will have a positive equalities impact.
- An active walks programme led by trained walk leaders will encourage and support residents of all ages to take up walking as a zero cost and accessible way to exercise on a regular basis.

The Great Outdoors: Positive

Residents are able to access Lambeth Parks and open spaces free of charge. The proposed programme of capital investment, which has been developed on a needs basis will secure new sources of funding alongside innovation in how parks are managed will enable parks and open spaces to remain open for everyone to enjoy.

Research has shown that access to parks and open spaces has a big impact on health and wellbeing of poorer communities who often do not have access to gardens or local outside space. People living in deprived inner city/urban areas have access to five times less public parks and good quality open space than people in affluent areas (CABE).

Mitigating actions

- The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups regardless of race.
- Contributing to our goal of ensuring people are healthier for longer, more people will be able to access the diverse range of facilities in parks and open spaces alongside free at the point of access fitness equipment.

Be inquisitive: Negative

Some of the regularly funded arts organisations deliver targeted activities in the some of the more deprived wards in the borough, including Coldharbour and Loughborough, providing training opportunities and apprenticeships for at risk young people and those not in education, employment or training.

The decommissioning of the arts programme could have a negative effect on the numbers of young people from these areas being able to access arts activities and increasing their employability through benefiting from learning new transferable skills.

The Young Vic also provided 3,128 free and discounted tickets to shows for local residents in the last year. The decommissioning of the arts grants programme with the increased costs of living, unemployment, benefit changes, regeneration may lead to a perceived

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| | <p>lack of benefit to some of these groups and issues relating to social isolation.</p> <p>Mitigating actions</p> <ul style="list-style-type: none"> • Income from filming in the borough will be reinvested into supporting grassroots film-making and in providing more opportunities for local residents to engage with film through local film festivals and training programmes. |
| <p>Language</p> | <p>Unknown</p> <p>Approximately 140 different languages are spoken by families in the borough with the most common languages after English being Yoruba Portuguese and Somali. English is not the first language of 45% of pupils in state schools in Lambeth. (State of the Borough Report 2014)</p> <p><u>Libraries: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand.</p> <p><u>Let's Get Active: unknown</u></p> <p>Performance management systems do not currently collect data for this equality strand.</p> <p><u>The Great Outdoors: unknown</u></p> <p>The collection of data in respect of language is not deemed to be relevant to the provision of this service.</p> <p><u>Be inquisitive: unknown</u></p> <p>Data is not collected on the language spoken by residents who participate in provision</p> |

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| | <p>funded through the arts grants programme although some of the funded organisations provide regular activities for refugee young people and Gypsy, Roma, Traveller communities. For example Oval House’s We Are London programme provides regular classes for refugee young people with 305 workshop placements during the last year, while 198 Contemporary Arts and Learning delivered a programme of workshops and events with Gypsy, Roma, Traveller communities providing 929 participation hours worth of activity.</p> |
| <p>Health</p> | <p>Positive</p> <p>Over 85% of people in Lambeth say that they are in good or very good health. 49% in very good health. There are around 14,000 people who are in bad health or very bad health, just under 5% of the population.</p> <p>Around 25,000 households have someone with a long-term health condition or disability. About 6% of Lambeth residents have their day-to-day activities limited a lot by a long-term health problem or disability and another 6% are limited a little.</p> <p>Black Caribbean (34%) and Mixed/Asian Other (30%) are slightly more likely to report bad health (JSNA 2011).</p> <p>The burden of ill health results from lifestyle issues as well as resulting diseases and /or long term conditions such as heart disease and cancer.</p> <p>The Lambeth Joint Strategic Needs Assessment (JSNA) outlines the following health and wellbeing needs:</p> <p>Life expectancy: Males – 77 years compared to England at 78.5 years; Females – 81 years compared to England average of 82.5 years.</p> |

Long term conditions:

- Coronary heart disease, hypertension diabetes, chronic obstructive pulmonary disease, cancer and severe mental illness are the major long term conditions having an impact on health of the population in Lambeth
- Lambeth has the highest incidence of mental health need in London as estimated by the Mental Illness Needs Index)

Physical inactivity has a significant burden on healthcare costs and the economy.

Inactivity costs the UK economy approx. £20 billion every year. UK Active (Turning the tide of inactivity) estimates that just a 1% reduction in the rates of inactivity each year for 5 years would save the UK around £1.2 billion.

Research by the British Heart Foundation Promotion Group estimated the cost of inactivity in 2009 in Lambeth alone as being £4.8m (Sport England Local Area profile).

This cost is likely to be much higher if other disease areas such as mental health and obesity, which were not included in this estimate.

Cardio vascular disease accounted for 25% of the total number of deaths in Lambeth in 2010, with heart disease being the commonest cause. There is a higher than average incidences of mental ill health - 25,500 adults are known to have depression, 4,500 adults have a severe mental health illness and over 3,000 children have received mental health services.

25% of 10-11 years olds are obese. 10.8% of children in Reception year and 24.2% of Year 6 children are recorded as obese, with the highest rates amongst the ethnic groups Black and Black British, Asian or Asian British, Any Other Ethnic Group and Mixed. It is estimated that 50% of children in Lambeth are inactive (a risk factor for obesity)

Hypertension is a major risk factor for heart disease and strokes – it is more common, more severe and has an earlier onset in black Africans than in white British people. Exercise and weight management have an important role to play in preventing hypertension. The Commissioning proposals explore the possibility of different leisure pricing to cross subsidise interventions in vulnerable children and adults or those with disabilities.

The Health Survey of England (2012) reveals that, only 56% of adults meet the guidelines for the recommended levels of physical activity and 28.5% of adults fail to achieve 30 minutes of activity over seven days. Only 21% of boys and 16% of girls aged 5-15 are achieving 60 minutes of physical activity per day.

25% of 10-11 years olds are obese. 10.8% of children in Reception year and 24.2% of Year 6 children are recorded as obese, with the highest rates amongst the ethnic groups Black and Black British, Asian or Asian British, Any Other Ethnic Group and Mixed. It is estimated that 50% of children in Lambeth are inactive (a risk factor for obesity).³

There has been increasing recognition of the role the environment can play in enhancing health. Less active lifestyles have led to an increase in preventable diseases, which are placing increasing pressures on the National Health Service. Simply being outside in a green space can promote mental wellbeing, relieve stress, overcome isolation, improve social cohesion, and alleviate physical problems so that fewer working days are lost to ill health (CABE, 2009).

The Government's policy document: 'Moving More, Living More' (2014) highlights:

- Physical activity is higher in men at all ages (compared to women)
- Physical activity declines with increasing age for both men and women. The proportion of participants classed as inactive rises from 8% of men and 22% of

³ NHS Lambeth Annual Public Sector Equality Compliance Report – January 2013

women aged 16-34 to 74% respectively in those aged 85 and over.

- Physical activity is lower in low income households
- Certain ethnic groups have lower levels of physical activity
- Boys are more active than girls
- Only 7% of disabled adults participate in at least 30 minutes of moderate intensity sport three times per week, compared to 35% of all adults.

Libraries: Positive

Mitigation actions

- The borough will continue to provide a universal library service from four Town Centre Library sites.
- Library services provide a home delivery service for residents with long term limiting health conditions which prevent them from travelling to a library to access these services. It is likely that this service will continue to be provided however the way it is delivered is likely to change to enable a more efficient service to be delivered to an increased number of housebound residents. Partnership options with public health and other boroughs as well as digitisation options will be explored to achieve this.

Let's Get Active: Positive

Physical activity can promote mental and physical wellbeing and studies show that it can reduce the risk of chronic diseases in later life.

Mitigating actions

Active Lambeth, the physical activity and sports strategy (2015) developed with

colleagues from Public Health, Sport England, London Sports and voluntary group's sets out a vision for all people in Lambeth to be physically active in their daily lives. Working with partners we will be able to provide more targeted interventions to communities with specific health and increase the number of people taking part in physical activity on a regular basis.

- Surplus income from the running of our leisure centres will be re-invested to deliver priorities within the Active Lambeth strategy to enable people with disabilities, those on low incomes and young women to take part.
- We will make access to physical activity easier and more appealing and thereby increase the number of people across all age groups participating in physical activity and sports on a regular basis. We aim to see significant increases in the number of young women, the over 55's and people with disabilities.
- A Lambeth Active Women's and Girls programme encouraging participation and offering a range of activities.
- Outdoor gym equipment that can be utilised by 10 to 80 years olds will be accessible in our larger parks and open spaces and organisations such as Bloc Workout will run a range of outdoor fitness classes across the borough.
- An active walks programme led by trained walk leaders will encourage and support residents of all ages to take up walking as a zero cost and accessible way to exercise on a regular basis.

The Commissioning of services will focus both on prevention; as a long term view to tackle cause rather than symptoms. Targeted interventions that focus on addressing and

improving health conditions in the early stages will be vital to ensuring that we reduce the cost of physical inactivity, improve the health of our citizens, and give our young people the best opportunities to achieve their ambitions.

The Great Outdoors: Positive

There has been increasing recognition of the role the environment can play in enhancing health. Simply being outside in a green space can promote mental wellbeing, relieve stress, overcome isolation, improve social cohesion, and alleviate physical problems so the fewer working days are lost to ill health.

Mitigating actions

The Parks Capital Investment Plan valued at £20m and implemented from 2015 will see a programme of capital investment across our parks and open spaces including new and enhanced sports facilities.

A hub and spoke model will be developed for parks based around the 5 neighbourhood areas with income generated from some of the larger parks used to support the revenue costs of running some of the smaller parks. The neighbourhood areas will be:

- North Lambeth (Bishops, Princes and Oval wards)
- Brixton and Herne Hill (Coldharbour, Herne Hill, Tulse Hill and Brixton wards)
- Clapham and Stockwell (Ferndale, Stockwell, Lark hall, Clapham Town, Clapham Common, Thornton wards)
- Streatham (Streatham Hill, St Leonards, Streatham Wells and Streatham South)
- Norwood (Thurlow Park, Knight's Hill, Gipsy Hill)

The proposals within The Future of Cultural Services in Lambeth are for parks and open spaces to be animated by residents and families engaged in activities, events, relaxation

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| | <p>that promotes healthy lifestyles and provide communities with a sense of place and belonging. This will have a positive impact on all community groups.</p> <p>Contributing to our goal of ensuring people are healthier for longer increased numbers of residents will be able to access and enjoy the diverse range of sports facilities in parks, alongside a range of free at the point of access outdoor fitness equipment.</p> <p><u>Be inquisitive: unknown</u></p> <p>Data is not collected on the numbers of people accessing arts funded services experiencing mental ill health. However some grant funded organisations provide targeted programmes to support this group to access and participate in arts activity, for example, Raw Material delivers a weekly music programme for 40 adults experiencing mental ill-health. Other groups also encourage inclusion within their mainstream universal programmes.</p> |
| <p>2.2 Gaps in evidence base <i>What gaps in information have you identified from your analysis? In your response please identify areas where more information is required and how you intend to fill in the gaps. If you are unable to fill in the gaps please state this clearly with justification.</i></p> | <p>As the proposals within The Future of Cultural Services in Lambeth develop, we will need to ensure that residents and those participating in new initiatives reflect the diversity of the borough.</p> <p>The extensive consultation material detailing what people want from their libraries, sports and leisure facilities, parks and arts will support the recommendations that form the final version of The Future of Cultural Services in Lambeth .</p> <p>More detailed equalities impact assessments will be undertaken on specific proposals as they develop. Any gaps in the equalities strands will be identified as part of this further detailed work and every effort will be made to reflect Lambeth’s diversity profile.</p> |
| <p>3.0 Consultation, Involvement and Coproduction</p> | |
| <p>3.1 Coproduction, involvement and consultation</p> | <p>Key stakeholders include:</p> <ul style="list-style-type: none"> • Cabinet Member |

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| <p><i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?</i></p> | <ul style="list-style-type: none"> • Third sector organisations/charities • Arts organisations • Sports organisations • Lambeth Councillors • Lambeth staff • Trade Unions • Community Groups • Volunteer-led Friends of Lambeth Libraries. • Parks and Open Spaces Forum • Partner organisations • Local residents <p>The Residents Survey 2014 shows that more than half of Lambeth’s households make use of its parks and open spaces and a third of all Lambeth households use Lambeth libraries and leisure and sports facilities.</p> <p>Parks and Open Spaces: 59% Libraries: 33% Leisure and Sports facilities: 33%</p> <p><u>Libraries</u></p> <p>A significant amount of consultation has taken place in regards to libraries prior to July 2012. We asked a number of questions about the Cooperative Libraries programme. A comprehensive and detailed consultation process ran from 27 January to 27 April 2012, which included public meetings and a consultation survey.</p> <p>The vast majority of people said ‘I think local people and organisations should work with the council to agree how money for libraries should be spent’ (71.1%). 18.4% wanted the council to make these decisions</p> |
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Let's Get Active:

A survey of residents conducted by the council in April 2010 found that:

Young people were more positive than adults about leisure services in Lambeth and more likely than adults to use these services.

- Sports and leisure along with cinema and theatre are the activities that young people would most like to do more of
- 45% of residents want to see improved facilities for teens and 33% favour improvements in sports and leisure facilities
- Ratings and reported use of sports and leisure facilities by key groups (older residents, Black Caribbean residents, disabled residents and residents on lower incomes) are all lower in Lambeth than across London.

A survey carried out by Press Red (the consultants working on the development of Active Lambeth, the physical activity and sports strategy) on both days on the country show in July 2014. Information was collected on the following areas:

- The three activities they would like to more of if they were available in Lambeth
- What could be done to help you do more physical activity
- How would you like to be informed of/involved in deciding how sport and physical activity is provided in Lambeth?
- The opportunity to provide any further comments on improving physical activity in the borough
- Demographic information was also collected to enable a breakdown of gender etc.

Results:

- 135 completed surveys across a range of age groups
- 75 responses from females and 52 from males
- Of the 127 people who answered the question, only one stated that they had a disability, 122 reported no disability and 3 were unsure.

The Great Outdoors:

Detailed consultation on the Cooperative Parks programme was undertaken in 2013, which included the development of an Equalities Impact Assessment

Be inquisitive:

The council originally planned to cease the historical ring-fenced arts funding programme in March 2012, with the intention of opening this up to tender as part of a wider cultural commissioning programme. The arts organisations have been extended on an annual basis since this period.

In 2013-14, the decision was made to decommission the arts grant programme and notice was provided to the organisations in December 2013.

The decision to decommission the grants was reconsidered following an appeal by a number of arts organisations and an acknowledgement that the council was not then ready to move forward with the new cooperative commissioning approach for arts and cultural resources. The grants were subsequently reinstated for 2014-15 as an interim measure at a reduced level of 50%.

Organisations were provided with a letter in February 2014 informing them of this decision with the understanding that this was a 1 year extension and should be considered as a transitional year to allow sufficient time for dialogue and engagement with arts groups and other stakeholders to continue with the aim of having a new outcomes-based approach to commissioning in place by April 2015.

Consultation with the public, funded and non-funded arts and cultural organisations on developing cultural services:

In 2010-11, a deliberative public consultation on developing cultural services in Lambeth, highlighted the following key areas for supporting the creative industries in the borough:

- Better co-ordination between organisations to allow them to work together more

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| | <p>effectively.</p> <ul style="list-style-type: none"> • Concerns expressed around the commissioning of cultural services, and the impact this might have on smaller organisations, including the costs of commissioning. • The need for greater investment in arts organisations – and the provision of information and advice around funding opportunities. • Greater use to be made of community buildings and public space for the arts including theatre, gallery space, and museums. This also included assistance to smaller organisations, particularly for arts organisations around acquiring space for arts. • Improved links between arts organisations and schools. • Maintenance and protection of important heritage assets in the borough. <p>Even though, through this proposal, we will no longer be able to fund and support arts services in the same way, we will aim to address the other areas referenced above wherever possible, through the development of the Future of Cultural Services in Lambeth programme. We will aim to continue encourage investment in the arts from other sources, share information about commissioning and funding opportunities and broker links and partnerships when they arise. We are also looking at using council assets more effectively to support delivery of cultural activity and outcomes for the community.</p> |
| <p>3.2 Gaps in coproduction, consultation and involvement <i>What gaps in consultation and involvement and coproduction have you identified (set out any gaps as they relate to specific equality groups)? Please describe where more consultation, involvement and/or coproduction is required and set out</i></p> | <p>The Commissioning team have not carried out any specific public consultation on the proposals set out within The Future of Cultural Services in Lambeth . A 12 week consultation period on the proposals will start at the end of January and close on the 24 April 2015.</p> <p>Previous surveys and consultations on parks, libraries and sports and leisure have helped shape the proposal.</p> <p><u>Libraries</u></p> |

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| <p><i>how you intend to undertake it. If you do not intend to undertake it, please set out your justification.</i></p> | <p>There has been significant engagement throughout 2011 -13 on the co-operative library programme.</p> <p>More detailed consultation will be required on the impact of the propose decommissioning of the Minet and Waterloo library services to ensure that the proposals for new services in non library buildings will meet the need of the community. In addition proposals for community led models at Carnegie, Durning, Tate South and Upper Norwood Joint library in some cases require further consultation. Finally, the proposal to diversify uses of these sites and to provide community library service provision from non Council sites requires further consultation. In each of these cases, consultation that includes specifically focussed sessions with equalities groups is required to ensure that an understanding of the impact of these changes on these groups is achieved and appropriate mitigation is put into place where possible.</p> <p><u>Let's Get Active:</u></p> <p>The Commissioning Team will produce an updated, strategy for 2015 that supports the future sustainable commissioning for sporting activities, clubs and sporting assets in the borough. Work will be undertaken in partnership with the local community, Sport England, sport's National Governing Bodies, and key partners to commission and attract external funding for services that better meet local need and deliver against our outcomes.</p> <p><u>The Great Outdoors:</u></p> <p>A programme of consultation took place in 2013 around the development of the Cooperative Parks programme. More detailed consultation may be required on the impact of the additional reductions in the parks and open spaces budget.</p> <p><u>Be inquisitive:</u></p> <p>Consideration for the future programme of support for arts is included within The Future</p> |
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of Cultural Services in Lambeth.

From discussions with communities, we know what matters most is that people are able to live healthier for longer, in strong safe communities where our young people are able to achieve their ambitions.

Fees and Charges framework

- Between 2 January 2014 and 7 March 2014 we carried out a public consultation exercise into the development of a fees and charges policy across all Lambeth Council facilities.
- Whilst we are not being consulted on this matter we wish to remind you of the pricing framework. The framework was designed to ensure prices remain competitive, fair and provide a source of income that will ensure continued investment in the healthier for longer outcome.

Accomplish: reduced rates for Lambeth community groups and charities that encourage low cost community led

Transparency information on fees and charges is easily accessible and available on the Councils website for everyone to see.

Fairness: all facilities operating on a revenue plus basis. Increased flexibility that will create local incentives for those on employment and disability related benefits to become physically active.

Quality: surplus income is used to improve the quality of services, activities and accomplish people re healthier for longer.

Growth investment is targeted to ensure services remain relevant to local needs. So the more

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| | <p>income we raise, the more we can invest in activities for everyone.</p> <p>We will review what equalities data we collect for sports, parks, and leisure to see how we can improve our equalities monitoring policy. We are mindful of the burden we place on small organisations, particularly if they are receiving less funding from the council. However, we'll look at whether there are smarter ways to collect data.</p> <p>A period of public consultation will be opened 30th January 2015 for a period of 12 weeks and close on 24th April 2015.</p> <p>A detailed consultation plan is currently being developed.</p> <p>After a period of reflection and consideration of the information from the public consultation plan a formal recommendation will be made to the council for consideration.</p> |
| <p>4.0 Conclusions, justification and action</p> | |
| <p>4.1 Conclusions and justification <i>What are the main conclusions of this EIA? What, if any, disproportionate negative or positive equality impacts did you identify at 2.1? On what grounds do you justify them and how will they be mitigated?</i></p> | <p>Libraries, sports and leisure, parks and the arts are universal services, which are accessible to all members of the community.</p> <p>Given the level of reductions in public sector funding, keeping things as they are is not an option and we need to look at alternative ways to deliver services. The impact of the proposals set out within The Future of Cultural Services in Lambeth will be felt across all equalities groups, but particularly older people, women, disabled people and residents from Black and Minority ethnic communities.</p> <p>We will look at new ways of supporting organisations to become more sustainable and to deliver services for the community that meet our outcomes. This will include asset transfer, negotiating long leases, developing partnership projects and capital investment</p> |

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| | in local infrastructure. |
| 4.2 Equality Action plan | |
| <i>Please list the equality issue/s identified through the evidence and the mitigating action to be taken. Please also detail the date when the action will be taken and the name and job title of the responsible officer.</i> | |
| Equality Issue | Mitigating actions |
| The equality impact of the proposed decommissioning of two library sites may not have been covered in sufficient detail within the EQIA for Creative Communities | <ul style="list-style-type: none"> • A separate and detailed EIA for the library service to be undertaken to ensure that the Council is meeting its statutory obligations with regards to library service provision |
| Accessible and inclusive consultation | <ul style="list-style-type: none"> • Undertake focus group meetings targeting young people, people with a disability, older people, women and girls and Black and Minority Ethnic groups • Review number of responses from different equalities groups • Review equalities impact assessment to ensure that consultation methods were inclusive |
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| 5.0 Publishing your results | |
| The results of your EIA must be published. Once the business activity has been implemented the EIA must be periodically reviewed to ensure your decision/change had the anticipated impact and the actions set out at 4.2 are still appropriate. | |
| EIA publishing date | |
| EIA review date | |
| Assessment sign off (name/job title): | |

All completed and signed-off EIAs must be submitted to equalities@lambeth.gov.uk for publication on Lambeth's website. Where possible, please anonymise your EIAs prior to submission (i.e. please remove any references to an officers' name, email and phone number).