

<b>Equality Impact Assessment</b>	<b>Please enter responses below in the right hand columns</b>
Date	March 2021
Title of Project, business area, policy/strategy	LB Lambeth Redress Scheme
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Executive Director Sponsor	Fiona Connolly, Executive Director, Adults and Health

<b>London Borough of Lambeth Equality Impact Assessment</b>	<b>Please enter responses below in the right hand columns.</b>
<b>1.0 Introduction</b>	
<b>1.1 Business activity aims and intentions</b>	The Lambeth Children’s Home Redress Scheme has now been in operation since January 2018. The overall objective of the scheme is to provide some measure of

acknowledgement and recompense for the harm and abuse that some individuals may have experienced whilst in the care of children's homes in Lambeth.

EIAs are being updated approximately every 6 months to assess whether the scheme is performing in line with the intended outcomes.

The key finding from the previous assessments is that regular communications and engagement is essential to ensure the widest reach of the scheme. The objective has been to maximise awareness of the scheme amongst the target audience-those who were in care and who may have direct experience of or been affected by abuse.

Based on findings of from the previous EQIAs the Council is keen to ensure that we maximise opportunities for individuals of Black African and Black Caribbean heritage to access the scheme, given the national evidence regarding the disproportionate numbers of children from these communities placed within the care system from the 1960s through the 1990's. Potential barriers identified include insufficient clarity of information on how to apply; concerns about how Redress could impact other support claims and put personal information at risk; and fear of re-traumatisation and associated impact on individuals well-being resulting from the process.

As such the Council been working with the charity Voice4Change England and Black Thrive to facilitate specific channels for engagement with BME communities to raise the visibility of the Redress Scheme amongst BME communities particularly Black Caribbean and African; provide more choice of access independent of the Council; and to provide advocacy, support and signposting to improve BME applicant's experience of navigating the scheme. The project has involved 3 core elements:

The project has been established in line with the Council's commitment to pursuing all practicable avenues to promote awareness of and access to the Lambeth Redress Scheme. Whilst significant numbers of people of Caribbean and African heritage have come forward to lodge applications for compensation feedback from survivors themselves, as well as from the Shirley Oaks Survivors Association (SOSA) suggested that there were barriers that

were impinging on people (particularly men) from these specific communities availing themselves of access to the scheme. These include:

- Uncertainty regarding whether individuals may be eligible or may wish to pursue a claim
- Stigma and trauma regarding experience of being in care/and or being a victim of abuse
- Mistrust of the Council and associated organisations.

There are three essential elements to the engagement project which launched during summer 2020, although subsequent mobilisation has been affected considerably by the Covid-19 pandemic.

#### Phase 1

- Developing a programme of activities to reach out to organisations both internally and beyond Lambeth, including use of word of mouth and peer to peer networks.
- Disseminating information and advice about the Scheme to BME faith, community, and voluntary sector organisations to help reach the target audience using the above methods

#### Phase 2

- Acting as a first point of contact for individuals who first find out about the scheme through this engagement work or who would prefer to engage with the Redress Scheme through the Black Thrive/Voice for Change partnership
- Providing advocacy, support, and signposting to assist people in navigating the scheme should they come forward through these networks

#### Evaluation

- Testing and learning from the above methods and partnership approach to evaluate whether it yields insight relevant to wider engagement work that the Council and its partners are undertaking. Following evaluation this will inform any future engagement strategies.

#### **Aims and Objectives of Equalities Impact Assessment**

- Provide a brief narrative overview and analysis of the equalities characteristics of those who have made a claim up until the end of December 2020
- Update on the equalities characteristics of those who have received or been offered a Harms Way or Individual Redress Payment under the scheme.
- Contribute to the ongoing operational review of the Redress Scheme including implementation of recommendations arising from the previous EQIAs and to inform communications and engagement activities.
- Assess whether there has been any increase in proportion of African and/or Caribbean applicants to the scheme that might be suggestive of positive impact of the joint Voice4Change Black Thrive initiative.

#### **Equalities Characteristics of Lambeth Redress Scheme Applicants**

From the opening of the scheme to 31<sup>st</sup> December 2020 there were 1762 applications to the Lambeth Redress Scheme.

959 (54.4%) out of the total 1762 applications have provided equalities data. Therefore some caution needs to be attached to the figures below and what they show.

Furthermore, it should be noted that:

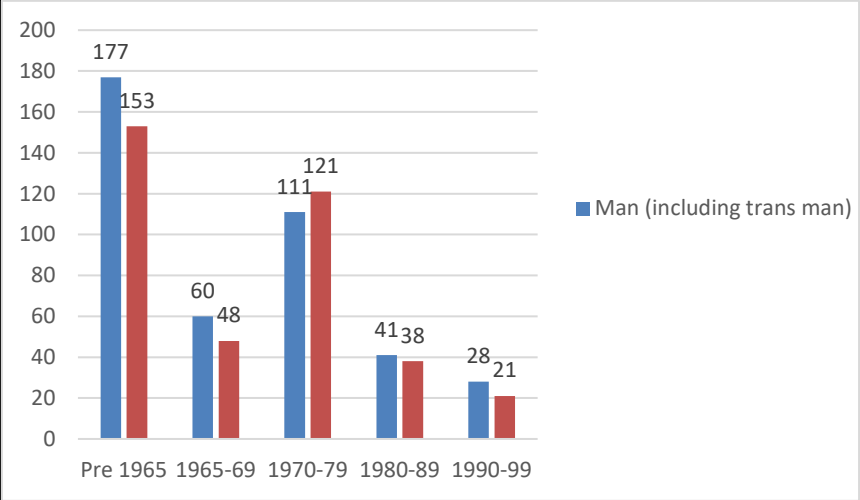
- The responses reflect the situation of the respondents now, not necessarily at the time they were in care
- Not all respondents gave information on all sections of the form
- It is not possible to cross match equalities data to understand if there are any specific trends regarding the intersection of different equalities characteristics.

Overall summary of the available information indicates that:

Gender

In total 798 respondents stated their gender. 417 (52.3%) applications were from men and 381 (47.7%) were from women. 16 chose the option “Prefer not to say/don’t know”.

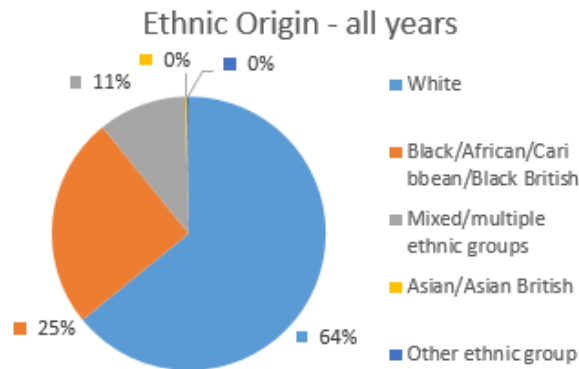
**Fig. 1 Redress Applicants by gender and decade**



Ethnicity

Of 914 total respondents, 64% identified as White, 25% as Black/African/Caribbean/Black British and 11% as Mixed/Multiple Ethnic groups broadly in line with the borough population. This has remained broadly stable over the lifetime of the scheme to date.

**Fig. 2 Redress Applicants by ethnicity**



**Table 1:** number of applicants completing the ethnicity section by decade:

Decade	Number of respondents	% of total applications
Pre 1965	372	21.1%
1965-69	123	6.9%
1970-79	266	15.1%
1980-89	98	5.6%
1990-99	55	3.1%

#### Disability

821 individuals completed this section representing 46.6% of total respondents.

Of these responses 418 applicants self-reported that they have a disability. 247 (59%) reported having a disability that limited their daily activities a lot; 171 (41%) stated their disability had a moderate impact on daily functioning.

These responses reflect their current status not necessarily that when they were in care. For some it may reflect psychological and mental health conditions, although we are unable to determine any causal relationship between experience in care and mental health outcomes based on these responses.

### Age

921 applicants completed this section, which represents 52% of total applications. The are 329 applications from those aged 55-64 (36%), 233 aged between 45-55 (25%) and 249 aged over 65 (27%) which reflects the main time period when the homes were open. There have also been 110 applications from those aged between 25-44 (12%).

### Religion

852 people responded with information about their religion, which represents 48.3% of total applications. 54% identified as Christian; 28% as no religious affiliation or atheist. Fewer than 1% each of all respondents identified affiliation with other religions including Judaism, Islam or Buddhism.

### **Summary of Redress Payment Equalities Data**

Applications are made to the scheme on the following basis:-

- Harms Way Payment (HWP) only –an applicant is seeking compensation for being exposed to a harmful and harsh environment, aside from whether or not they were directly affected by physical, psychological or sexual abuse
- HWP and Individual Redress Payment (IRP) – the applicant applies for a Harm’s Way Payment in the first instance as above and in addition can lodge a claim for individual redress due to direct experience of abuse that they suffered during their time in care.
- IRP only – an application can be made on behalf of a deceased person, or by a visitor who was known to have suffered abuse in a Lambeth’s Children’s Home.

As at the end of December 2020:

- Harms Way Payment (HWP) totalling £13.46 million have been paid to 1469 applicants.

	<ul style="list-style-type: none"> <li>• Individual Redress Payment (IRP) totalling £36.89 million have been paid to 1318 applicants.</li> </ul>
<b>2.0 Analysing your equalities evidence</b>	
<b>2.1 Evidence</b>	
<b>Protected characteristics and local equality characteristics</b>	<b>Impact analysis</b> <b>For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and:</b> <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>
<b>Race</b>	<b>Harms Way Payments</b> Of the applicants who have received a Harms Way Payment 816 have provided demographic information for ethnicity - 35% were BAME and 65% were White.  <b>Individual Redress Payments</b> Of the applicants who have received an Individual Redress Payment 430 have provided demographic information for ethnicity - 32% were BAME and 68% were White.
<b>Gender</b>	<b>Harms Way Payments</b> Of the applicants who have received a Harms Way Payment 712 have provided demographic information for gender - 54% were male (including trans man) and 46% were female (including trans woman).  <b>Individual Redress Payments</b> Of the applicants who have received an Individual Redress Payment 375 have provided demographic information for gender - 55% were male (including trans man) and 45% were female (including trans woman).



<b>Gender re-assignment</b>	<p>Information regarding this equalities characteristic has not been captured either formally or informally during the period in question.</p> <p>Despite this there is no evidence to suggest that the operation of the Redress Scheme will have any negative impact on people with this equality characteristic.</p>																
<b>Disability</b>	<p><b>Harms Way Payments</b> Of the applicants who have received a Harms Way Payment 730 have provided demographic information for disability - 29% have their daily activity limited a lot by disability, 21% have their daily activity limited a little by disability and 50% do not have a disability.</p> <p><b>Individual Redress Payments</b> Of the applicants who have received an Individual Redress Payment 382 provided demographic information for disability - 30% have their daily activity limited a lot by disability, 22% have their daily activity limited a little by disability and 48% do not have a disability.</p>																
<b>Age</b>	<p><b>Harms Way Payments</b> Of the applicants who have received a Harms Way Payment 826 have provided demographic information for age. HWP applicants by age is detailed in the Table 2 below.</p> <p><b>Table 2: HWP by age band</b></p> <table border="1" data-bbox="716 1062 1199 1424"> <thead> <tr> <th>Row Labels</th> <th>Count of Age</th> </tr> </thead> <tbody> <tr> <td>25-34</td> <td>14</td> </tr> <tr> <td>35-44</td> <td>72</td> </tr> <tr> <td>45-54</td> <td>217</td> </tr> <tr> <td>55-64</td> <td>296</td> </tr> <tr> <td>65-74</td> <td>189</td> </tr> <tr> <td>75-84</td> <td>36</td> </tr> <tr> <td>85+</td> <td>2</td> </tr> </tbody> </table>	Row Labels	Count of Age	25-34	14	35-44	72	45-54	217	55-64	296	65-74	189	75-84	36	85+	2
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	<p><b>Grand Total</b> <b>826</b></p> <hr/> <p><b>Individual Redress Payments</b> Of the applicants who have received an Individual Redress Payment 436 have provided demographic information for age. IRP applicants by age is detailed in the Table 3 below.</p> <p><b>Table 3: IRP by age band</b></p> <table border="1"> <thead> <tr> <th>Row Labels</th> <th>Count of Age</th> </tr> </thead> <tbody> <tr> <td>25-34</td> <td>2</td> </tr> <tr> <td>35-44</td> <td>26</td> </tr> <tr> <td>45-54</td> <td>117</td> </tr> <tr> <td>55-64</td> <td>168</td> </tr> <tr> <td>65-74</td> <td>102</td> </tr> <tr> <td>75-84</td> <td>19</td> </tr> <tr> <td>85+</td> <td>2</td> </tr> <tr> <td><b>Grand Total</b></td> <td><b>436</b></td> </tr> </tbody> </table>	Row Labels	Count of Age	25-34	2	35-44	26	45-54	117	55-64	168	65-74	102	75-84	19	85+	2	<b>Grand Total</b>	<b>436</b>
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<b>Sexual orientation</b>	<p>Information regarding this equalities characteristic has not been captured either formally or informally during the period in question.</p> <p>Despite this there is no evidence to suggest that the operation of the Redress Scheme will have any negative impact on people with this equality characteristic.</p>																		
<b>Religion and belief</b>	<p>Data on offers of Harms Way or IRP payments has not been broken down by faith or religious belief.</p> <p>There is no evidence to suggest that the operation of the Redress Scheme will have any negative impact on people with this equality characteristic.</p>																		
<b>Pregnancy and maternity</b>	<p>Information regarding this equalities characteristic has not been captured either formally or informally during the period in question.</p>																		

	<p>Despite this there is no evidence to suggest that the operation of the Redress will have any negative impact on people with this equality characteristic.</p>
<p><b>Marriage and civil partnership</b></p>	<p>Information regarding this equalities characteristic has not been captured either formally or informally during the period in question.</p> <p>Despite this there is no evidence to suggest that the operation of the Redress will have any negative impact on people with this equality characteristic.</p>
<p><b>Socio-economic factors</b></p>	<p>As with previous Equality Impact Assessments data on the current socioeconomic status of applicants to the scheme is not captured. However national and local policy evidence is that the majority of children received into care are likely to have come from lower socio-economic backgrounds.</p> <p>The scheme supports cohorts who are likely to have suffered serious disadvantage and economic inequalities following their time in care, which has included:</p> <ul style="list-style-type: none"> <li>• Advising applicants, family members or carers submitting applications on behalf of an individual to get appropriate legal advice which is paid for by the Council.</li> <li>• Offering practical advice and support (including with completing forms, accessing records as well as an employment support offer) to those accessing the scheme.</li> <li>• Signposting individuals who may be awarded compensation whilst in receipt of benefits to appropriate advice regarding how they might manage the impact of any award on their benefit claim.</li> </ul> <p>Overall, the implementation of the scheme aims to reduce the financial, administrative, emotional and psychological burden of already vulnerable individuals seeking compensation.</p>

<p><b>Language</b></p>	<p>Information regarding language or communication barriers is not collated as part of the scheme. However as part of the overall scheme design the Council has recognised that some individuals may need support (i.e. English is not their first language or they have difficulties with literacy or communication difficulty linked to a learning disability, cognitive disability i.e. dementia or linked to dyslexia). To address this the Council has:</p> <ul style="list-style-type: none"> <li>• Advised applicants, family members or carers submitting applications on behalf of an individual to get appropriate legal advice which is paid for by the Council.</li> <li>• Made sure practical advice and support (including with completing forms, accessing documents and records) is available to those accessing the scheme</li> <li>• Signposted individuals who may be awarded compensation whilst in receipt of benefits to appropriate advice regarding how they might manage the impact of any award on their benefit claim.</li> </ul>
<p><b>Health</b></p>	<p>A number of individuals were placed in care in one of the specialist units managed by Lambeth, for support with a learning disability, physical or mental health condition. At the start of the scheme the Council instigated a project to cross check the adult social care database with records of those in the affected children’s homes to identify if any current beneficiaries of care services may be eligible for compensation. This yielded data regarding 99 people, several of whom have been supported to make applications to the Scheme either through their carers or through legal means to act in their best interest where individuals lack capacity and have no other individual or representative to act on their behalf.</p> <p>To date 43 applications have been received from individuals who attended one of the specialist units.</p>
<p><b>2.2 Gaps in evidence base</b>  <i>What gaps in information have you identified from your analysis? In your response please identify areas where</i></p>	<p>The Council is aware that we do not have information on several of the equalities characteristics and have only partial information for race, gender, disability and health. This reflects the fact that the Council cannot make it a requirement of the Scheme that applicants must supply equalities information. Therefore we are reliant on the information</p>

<p><i>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>that they are willing to volunteer. Moreover in order to maintain a proportionate approach the Council has requested applicants provide data on race, gender, disability, health religion and age as it is felt that these are relevant for the purposes of the scheme whilst other areas might be considered more intrusive.</p>
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### 3.0 Consultation, Involvement and Coproduction

<p><b>3.1 Coproduction, involvement and consultation</b> <i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this make?</i></p>	<p>The Redress Scheme has been developed with extensive input from a range of stakeholders incorporating Shirley Oaks Survivors Association and their legal advisor; Cabinet and Members; and senior officers. This has been to ensure that the scheme is in line with the principles espoused and recognises the council's ethical and moral duty whilst remaining within the boundaries of the authority's constitutional and financial authority. The Council continues to take on stakeholder insight and feedback to refine the scope and operation of the scheme where appropriate within the bounds of the Council's legal and constitutional obligations.</p>
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<p><b>3.2 Gaps in coproduction, consultation and involvement</b> <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 how you intend to undertake it. If you do not intend to undertake it, please set out your justification.</i></p>	<p>The Council acknowledges that gaps remain in the available equalities information- Nevertheless the Council will continue efforts to ensure key groups access the scheme including:</p> <ul style="list-style-type: none"> <li>• People of African Caribbean, African and Irish ethnicity.</li> <li>• People with learning and physical disabilities, particularly those who may lack the capacity to make a claim on their behalf.</li> <li>• Older people and those individuals who may be in poor health.</li> <li>• Individuals who have died but may have family members who may be entitled to claim on their behalf.</li> </ul>
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### 4.0 Conclusions, justification and action

<p><b>4.1 Conclusions and justification</b>  <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>In terms of the general operation of the scheme the Council is committed to maximising uptake as far as possible from people who may be eligible to make a claim. This action has included:</p> <ul style="list-style-type: none"> <li>• advertising the scheme in national, targeted and specialist publications in as many affected individuals live outside London in other parts of the UK.</li> <li>• engaging as far as possible with organisations that represent victims and survivors.</li> <li>• disseminating messages through health and voluntary sector partners including advocacy and advice agencies; media outlets; those that represent and/or work with vulnerable groups such as older people; people with physical and/or learning disabilities; carers organisation; welfare and legal advice agencies; and offenders.</li> <li>• providing information in easy read and audio file format for individuals who may need support with literacy or have a visual impairment.</li> <li>• continuing to follow up on those individuals identified on the adult social care database who may be entitled to make a claim to ensure that they are facilitated to make a claim if it appears they may be eligible.</li> <li>• provision of practical and flexible support to individuals who have been affected by historic abuse including access to counselling and psychological support in recognition of the distress that making applications can compound.</li> </ul> <p>Analysis of the available information indicates that the overall proportion of applicants from key equalities groups – such as ethnicity, age, disability, and health status-has remained broadly steady to date</p> <p>As outlined in February 2020 the Council engaged jointly with Black Thrive and Voice 4 Change -a national racial equality advocacy organisation- to develop a more bespoke communications and engagement programme. The aim was to promote the scheme amongst these communities and, if as a result of this people came forward to access the scheme, offer another avenue of support to navigate the scheme. The intention was that</p>
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	<p>dovetailing both digital communications and place-based activities with local and national BAME VCS partners would generate further (self) referrals to the to the scheme.</p> <p>Unfortunately to date we have not seen any evidence of significant increase in numbers or proportion of applicants to the scheme that could be attributed to the engagement project. In large measure this has been due to the fact that launch of the scheme coincided with the Covid-19 pandemic which has subsequently severely curtailed the original scope of the project objectives, which relies on trusted in-person peer to peer networks, which have been heavily restricted over the last year.</p> <p>The Council is currently working with both organisations to consider the best way forward including whether it is possible to deliver a modified programme from late spring 2021, in line with revisions to social distancing guidance over the coming months.</p> <p>As part of this, an options appraisal has been conducted to consider the best way forward. Recommendations agreed were that we test the feasibility of delivering a modified programme for a time limited period from April to July 2021. This coincides with the timetable for the route map for easing of restrictions, which may enable Black Thrive and Voice 4 Change to reboot their engagement plan including potential to incorporate some elements of in person engagement activity. If this is not possible or does not deliver any further clear benefits, we can postpone or draw the project to a close, accepting that we have learned and achieved all we can from this approach in the current circumstances. The Council is now working with both organisations to agree and monitor revised plans and assure timely feedback to the Redress Scheme Project Board.</p>
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**4.2 Equality Action plan**  
*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.*

<b>Equality Issue</b>	<b>Mitigating actions</b>
That the equality analysis may not have accurately covered all the equality	We recognise that we only have partial equalities data, however the Redress Scheme has been co-designed with input from a range of organisations including victim and survivor's

impacts; and the mitigations may not act to reduce disproportionate impact	organisations -including SOSA. The Lambeth Redress Scheme Project Board will regularly review numbers of applicants both to the scheme as a whole and those who have claims settled, to ensure these are in line with expectations based on indicative modelling.
Applicants from BAME communities may not have sufficient awareness of or support to access scheme	We will ensure that regular information is circulated via existing mainstream digital, media and other communications channels and continue with the bespoke Voice 4 Change and Black Thrive engagement project which is specifically targeted at Caribbean and African communities who may be disproportionately affected.
People in receipt of care may who lack capacity as a result of physical or cognitive/mental health conditions may not be aware of the scheme or be able to lodge a claim	Adult Social Care has reviewed care databases and liaised with partner organisations to identify individuals who may be eligible and ensure information is shared with carers etc and mechanisms are in place to enable appropriate claims to be lodged in individuals best interest.
<b>5.0 Publishing your results</b>	
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.	
<b>EIA publishing date</b>	March 2021
<b>EIA review date</b>	September 2021
<b>Assessment sign off (name/job title):</b>	David Orekoya Assistant Director Commissioning

All completed and signed-off EIAs must be submitted to [equalities@lambeth.gov.uk](mailto: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).