

quality Impact Assessment	Please enter responses below in the right hand columns
TEMPLATE UPDATED SEPT 2015 Date	March 2021
Sign-off path for EIA (please add/delete as applicable) If you are conducting an EIA on a Cabinet decision, it should come to Corporate EIA panel for sign off. There is no corporately set sign off path for EIAs. It is up to you to decide the level of risk (legal, community, political, equalities) and to think about the appropriate level of scrutiny and challenge. If you are not sure email equalities@lambeth.gov.uk Places where an EIA can be signed off are listed.	<ul style="list-style-type: none"> • Head of Equalities (email equalities@lambeth.gov.uk) • Director (this must be a director not responsible for the service/policy subject to EIA) • Strategic Director or Chief Exec • Directorate Management Team (Children, Health and Adults, Corporate Resources, Neighbourhoods and Growth) • Procurement Board • Corporate EIA Panel • Cabinet
Title of Project, business area, policy/strategy	LB Lambeth Redress Scheme
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Strategic Director Sponsor	Fiona Connolly, Strategic Director, Adults and Health

London Borough of Lambeth Equality Impact Assessment	Please enter responses below in the right hand columns.
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1.0 Introduction

1.1 Business activity aims and intentions

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 political vision, and outcomes?

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 recommendations from the previous assessments were 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.

Findings from the previous EQIAs have been to ensure that we maximise opportunities for individuals of Black African and Black Caribbean heritage to access the scheme. 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, fear of re-traumatisation, and other factors. The recent publication of the IICSA report highlighted that significant numbers of Black children in Lambeth homes were impacted by abuse.

Officers have reviewed the available historic demographic data in order to understand, as far as is possible, whether the demographics of those coming forward to apply to the scheme is representative of the population in Lambeth, and in Lambeth's Children's homes, during the period. This data has included Office for National Statistics (ONS) historical census data and equalities information collated from children who had been in Lambeth Children's homes e.g. Shirley Oaks and Southvale. It is important to note that changes in equalities legislation meant that data was not consistently collected across the period and much of the information available up until the 1990s was only partial.

Historic ONS Census Data from 1971-1991 has been used to provide a demographic baseline dating back to the 1960s. The table below outlines the Black African and Black Caribbean population in Lambeth over the period. However this needs to be caveated by the fact that ethnicity only first appeared on the census in the 1990s, prior to that nationality was recorded, based on commonwealth groups, and Black people with British nationality would not have been specifically captured.

Table 1 – ONS: Black African and Black Caribbean population in Lambeth 1971-2011

Year	Borough population	Black/African/Caribbean/Black British	Country of birth in Africa or Caribbean
1971	308,000	Data not available	23,818 (7.73%)
1981	246,426	Data not available	24,955 (10.13%)
1991	220,252	53,432 (21.80%)	27,351 (12.42%)
2001	266,170	68,558 (25.8%)	37,608 (14.12%)
2011	303,086	78,542 (25.9%)	41,124 (13.57%)

Whilst applications to the scheme are broadly reflective of the borough’s demographics during the period, the Council has continued to work with the charity Voice4Change England and Black Thrive to explore all avenues to facilitate engagement with BME communities by raising the visibility of the Redress Scheme particularly amongst Black Caribbean and African communities. This project will provide more choice of access independent of the Council to any individual who comes forward; and offer advocacy, support and signposting to improve BME applicant’s experience of navigating the scheme.

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 June 2021

- Update on the equalities characteristics of those who have received or been offered a Harms Way or Individual Redress Payment under the scheme.
- Findings will contribute to the ongoing operational review of the Redress Scheme including implementation of recommendations arising from the previous EIAs and to inform the ongoing communications and engagement activities.

Equalities Characteristics of Lambeth Redress Scheme Applicants

From the opening of the scheme to 31st June 2021 there were 1878 applications to the Council's scheme.

1016 (54.1%) out of the total 1878 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:

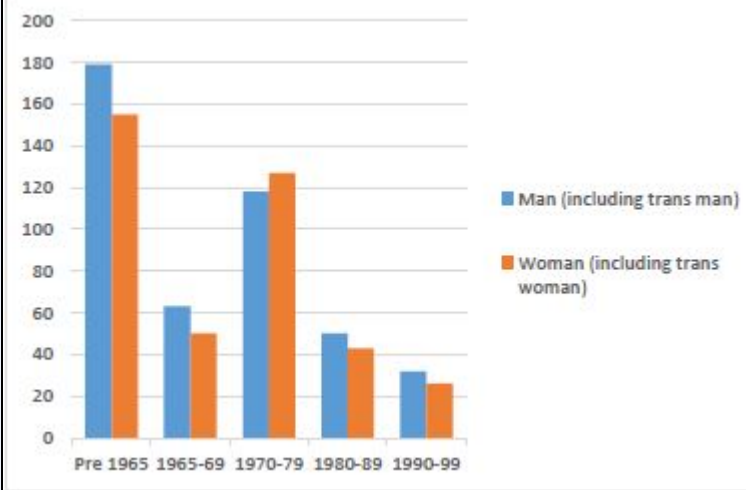
- The responses reflect the situation of the respondents now, not necessarily at the time they were in care
- Not all respondents gave information on all sections of the form
- It is not possible to cross match equalities data to understand if there are any specific trends regarding the intersection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

Overall summary of the available information indicates that:

Gender

In total 843 respondents stated their gender. 442 (52.4%) applications were from men and 401 (47.6%) were from women.

Fig. 1 Redress Applicants by gender and decade



Ethnicity

Of 969 total respondents, 63% identified as White, 26% as Black/African/Caribbean/Black British and 11% as Mixed/Multiple Ethnic groups broadly in line with the borough population.

Fig. 2 Redress Applicants by ethnicity

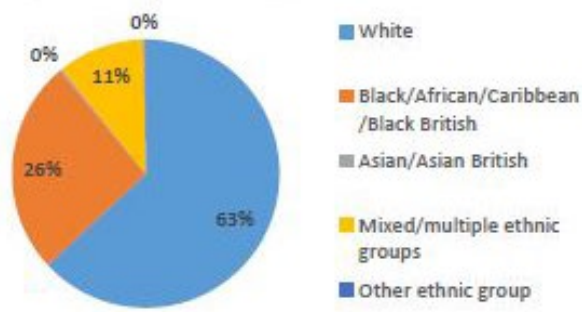


Table 2: number of applicants completing the ethnicity section by decade:

Decade	Number of respondents	% of total applications
Pre 1965	385	20.5%
1965-69	133	7.1%
1970-79	282	15.0%
1980-89	109	5.8%
1990-99	60	3.2%
Total	969	51.6%

Disability

869 individuals completed this section representing 46.3% of total respondents.

Of these responses 442 applicants self-reported that they have a disability. 260 (59%) reported having a disability that limited their daily activities a lot; 182 (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

976 applicants completed this section, which represents 52% of total applications. There are 342 applications from those aged 55-64 (35%), 249 aged between 45-55 (26%) and 256 aged over 65 (26%) which reflects the main time period when the homes were open. There have also been 129 applications from those aged between 25-44 (13%).

Religion

901 people responded with information about their religion, which represents 47.9% of total applications. 54% identified as Christian; 24% 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 June 2021:

- Harms Way Payment (HWP) totalling £14.05 million have been paid to 1642 applicants.
- Individual Redress Payment (IRP) totalling £45.05 million have been paid to 1731 applicants.

2.0 Analysing your equalities evidence

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).

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

Protected characteristics and local equality characteristics	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>
Race	Harms Way Payments Of the applicants who have received a Harms Way Payment 860 have provided demographic information for ethnicity - 36% were BAME and 64% were White. Individual Redress Payments Of the applicants who have received an Individual Redress Payment 484 have provided demographic information for ethnicity - 32% were BAME and 68% were White.
Gender	Harms Way Payments Of the applicants who have received a Harms Way Payment 745 have provided demographic information for gender - 53% were male (including trans man) and 47% were female (including trans woman). Individual Redress Payments Of the applicants who have received an Individual Redress Payment 427 have provided demographic information for gender - 54% were male (including trans man) and 46% were female (including trans woman).
Gender re-assignment	Information regarding this equalities characteristic has not been captured either formally or informally during the period in question. 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.

Disability	<p>Harms Way Payments Of the applicants who have received a Harms Way Payment 763 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 48% do not have a disability.</p> <p>Individual Redress Payments Of the applicants who have received an Individual Redress Payment 434 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>																		
Age	<p>Harms Way Payments Of the applicants who have received a Harms Way Payment 868 have provided demographic information for age. HWP applicants by age is detailed in the Table 2 below.</p> <p>Table 3: HWP by age band</p> <table border="1" data-bbox="724 824 1199 1230"> <thead> <tr> <th>Row Labels</th> <th>Count of Age</th> </tr> </thead> <tbody> <tr> <td>25-34</td> <td>17</td> </tr> <tr> <td>35-44</td> <td>83</td> </tr> <tr> <td>45-54</td> <td>227</td> </tr> <tr> <td>55-64</td> <td>304</td> </tr> <tr> <td>65-74</td> <td>196</td> </tr> <tr> <td>75-84</td> <td>37</td> </tr> <tr> <td>85+</td> <td>4</td> </tr> <tr> <td>Grand Total</td> <td>868</td> </tr> </tbody> </table> <p>Individual Redress Payments Of the applicants who have received an Individual Redress Payment 493 have provided demographic information for age. IRP applicants by age is detailed in the Table 3 below.</p>	Row Labels	Count of Age	25-34	17	35-44	83	45-54	227	55-64	304	65-74	196	75-84	37	85+	4	Grand Total	868
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Table 4: IRP by age band	
Row Labels	Count of Age
25-34	4
35-44	33
45-54	133
55-64	183
65-74	117
75-84	21
85+	2
Grand Total	493

Sexual orientation	<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>
Religion and belief	<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>
Pregnancy and maternity	<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>
Marriage and civil partnership	<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>Socio-economic factors</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"> • 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. • Offering practical advice and support (including with completing forms, accessing records as well as an employment support offer) to those accessing the scheme. • 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. <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>Language</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"> • 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. • Made sure practical advice and support (including with completing forms, accessing documents and records) is available to those accessing the scheme • 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.
Health	<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>
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>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 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>
3.0 Consultation, Involvement and Coproduction	

<p>3.1 Coproduction, involvement and consultation <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>
<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 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"> • People of African Caribbean, African and Irish ethnicity. • People with learning and physical disabilities, particularly those who may lack the capacity to make a claim on their behalf. • Older people and those individuals who may be in poor health. • Individuals who have died but may have family members who may be entitled to claim on their behalf.
<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>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"> • advertising the scheme in national, targeted and specialist publications in as many affected individuals live outside London in other parts of the UK. • engaging as far as possible with organisations that represent victims and survivors.

- 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.
- providing information in easy read and audio file format for individuals who may need support with literacy or have a visual impairment.
- 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..
- 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.

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. However, the Council has committed to exploring all practical channels for raising awareness of the scheme particularly for people from BAME communities and those individuals placed in specialist units.

Furthermore, in light of the recent IICSA report which highlighted the impact on Black children in the care of Lambeth, the Council has continued to work with partners to explore all practical channels for raising awareness of the scheme and hence eliciting referrals from Black and dual heritage individuals. The council continues to work with Black Thrive and Voice 4 Change to facilitate specific and bespoke engagement with Black African and Black Caribbean communities. During the Covid-19 pandemic this has mainly been through a remote and digital communications approach. However, with the loosening of restrictions over the summer months, Voice 4 Change have developed an in-person engagement plan that includes attendance at a number of key community and network events to promote the scheme to the target audience. This face-to-face approach will dovetail with the ongoing digital and social media strategy. The partnership will review the project and seek

	to understand the key learning to apply to broader engagement with Black, Asian, and Multi-Ethnic communities going forward.
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
Example: That the equality analysis may not have accurately covered all the equality impacts; and the mitigations may not act to reduce disproportionate impact	Example: Review the EIA and assess whether the mitigating actions were sufficient. 12/09/12. Joe Bloggs. Head of ABC
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).