

Equality Impact Assessment Report	Please enter responses below in the right hand columns
Date to EIA panel, department, DLT or DMT	
Sign-off path for EIA (please add/delete as applicable)	DMT DLT SLB Equality Board Corporate EIA Panel Cabinet Full Council
Title of Project, business area, policy/strategy	Brixton gateway and signage features – Round two
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SLB Sponsor	

London Borough of Lambeth Full Equality Impact Assessment Report

Please enter responses below in the right hand columns.

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 cooperative council vision, corporate outcomes and priorities?

The Mayor of London/Greater London Authority (GLA) funded Brixton High Street Fund (HSF) programme is required to deliver three street market “gateway features”. To date, two have been delivered - the Electric Avenue lighting feature and the Pope’s Road bridge feature. Delivering the third gateway feature is a contractual obligation to the GLA and there is budget left in the overall programme to deliver it.

The third gateway feature identified in the original bid is at the entrance to the Brixton Station Road market. This presents the opportunity to also look more widely at the Brixton Road rail bridge and a suitable replacement for the ‘B OUR GUEST’ sign. This sign has been identified by Lambeth Council’s Building Control as at risk of becoming unsafe in the near future and is also now outdated and arguably has a negative impact on the local environment and the overall impression of the town centre.

In parallel, the Brixton BID, working with the Council, has developed the Brixton Design Manual, which includes the Brixton Road Rail Bridge as part of proposals for signage and gateway features in the town centre. This will include one at the Brixton Village Market entrance on Popes Road/Atlantic Road Rail Bridge abutments which is currently a blank brick wall. It is expected that this project could also be funded as an additional gateway feature using the remaining High Street Fund money.

Given the prime location of the proposed interventions it is felt that the best solution to identifying a suitable design for the signage and gateway features is a design competition, run by the Brixton Design Trail, working with the Council.

The proposal is to run two design competitions to develop detailed proposals for a) signage and gateway features at Brixton Road Rail Bridge and b) proposals at the Brixton Village Entrance. Cash prizes of £10,000 and £5,000 respectively will be awarded to the winners.

The Brixton Design Trail, in conjunction with London Design Festival would launch the competition at the end of June. The designs and submissions will be reviewed for basic eligibility by Lambeth Council and the Brixton Design Trail. All designs that conform to the criteria will then be published online and put on display in Pop Brixton during Brixton Design Trail week (16-24th September 2017).

Subject to availability and ability to commit, a panel made up of Lambeth Council, Brixton Design Trail, Brixton Society, Brixton BID, Brixton Village and Brixton Neighbourhood Forum will then decide on the winner, with the announcement made during Brixton Design Trail week.

The winning applicant will then be required to work with Brixton Design Trail, Lambeth Council, and (in the case of the Brixton Road Rail Bridge) the Council's contractors, to work up their initial designs into a detailed plan and implement their design onto the site(s). Applicants will have 3 design development sessions and iterations of their concept before detailed designs capable of being installed can be signed off.

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). **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.

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:

Please explain how you justify your claims around impacts.

Please include any data and evidence that you have collected including from surveys, performance data or complaints to support your proposed changes.

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)

Race

Positive

Opening up opportunities to BAME designers and consulting with these groups to ensure the final product is sensitive and place-appropriate.

Gender

Positive

Opening up opportunities for female designers.

Gender re-assignment

None / Unknown (delete as required)

This project does not have a bias with regards to gender reassignment, the effect of the project on this group will be neutral.

Disability

Positive

Project helping with wayfinding and legibility to improve accessibility for those with disabilities.

Age

Positive

Opening up opportunities for designers of all ages.

Sexual orientation	<p>Positive</p> <p>This competition will be open to people of all sexual orientations, with no bias towards a particular group. The effect on this project on sexual orientation will be neutral.</p>
Religion and belief	<p>Positive</p> <p>This competition will be open to people of all religious beliefs, with no bias towards a particular group. The effect on this project on Religion and belief will be neutral.</p>
Pregnancy and maternity	<p>Positive</p> <p>The design competition allows for flexible and home working which removes barriers for people caring for young children.</p>
Marriage and civil partnership	<p>Positive</p> <p>This project is open to all people regardless of their marital status, with no bias towards either those who identify as single or those who identify as in a partnership of any kind.</p>
Socio-economic factors	<p>Positive</p> <p>The project is open to all regardless of socio-economic status. Designers will be awarded a cash prize for their winning design, in addition to funds for the installation of the design. All other qualifying designs will be exhibited at the Brixton Design Trail week in September, which provides an opportunity for designers to showcase their work and promote their skills.</p>
Language	<p>None / Unknown</p> <p>This project is open to all people, including those with limited English, with no bias towards any group of people, therefore the project will have a neutral effect.</p>
Health	<p>Positive</p> <p>The project will deliver an improved public amenity and artwork which improves the quality of the environment and thus the local community's sense of pride and belonging to Brixton, all which positively impacts on mental health.</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>3.0 Consultation, Involvement and Coproduction</p>	
<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 design competition would require design teams to produce concept proposals against a brief whose parameters will be informed by the Brixton Design Trail, Lambeth Planning, Network Rail and Transport for London (in the case of the Brixton Road Rail Bridge). The Brixton Design Trail will also consult with the Brixton Neighbourhood Forum, the Brixton Society, the Brixton BID and representatives from Brixton Village traders.</p> <p>Subject to availability and ability to commit, a panel made up of Lambeth Council, Brixton Design Trail, Brixton Society, Brixton BID, Brixton Village and Brixton Neighbourhood Forum will then decide on the winner, with the announcement made during Brixton Design Trail week.</p> <p>The winning designers will then take part in three design sessions with Lambeth Council officers, Brixton Design Trail and the appointed contractor (in the case of the Brixton Road rail bridge) to work up the designs in detail and agree a construction methodology for the design installation.</p>
<p>3.2 Gaps in coproduction, consultation and involvement <i>What gaps in consultation and involvement and coproduction have you</i></p>	<p>It is vital that the design competition brief is widely circulated and reaches a diverse range of designers, especially those who may usually be overlooked by traditional procurement tendering processes. The Brixton Design Trail and other project partners will use their local network to advertise the opportunity to appropriate designers.</p>

<p><i>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>	
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4.0 Conclusions, justification and action

<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>This EIA has concluded that the project will have a positive effect on the community in Brixton.</p> <p>The key points to consider are that the design competition and the designs produced are accessible, open and representative of Brixton’s community.</p> <p>The key equalities issue is that of ensuring that the design competition is made available to a diverse range of designers and artists.</p> <p>The prize money reimburses people for their time, and the Brixton Design Trail week exhibition allows all qualifying designs to be showcased to the public.</p> <p>The design brief makes clear that designs should manifest the positive spirit of Brixton, its people, culture and heritage, now and with a nod to the future. The three design workshops with the winning artists will also be a chance to develop socio-culturally appropriate designs.</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.

Equality Issue	Mitigating actions
Potential under-representation of certain groups/demographics within the design competition.	Work with Brixton Design Trail, Brixton BID, Brixton Neighbourhood Forum, and Brixton Society to ensure that the design competition brief is widely circulated in order to reach a wide spectrum of designers from different socio-economic backgrounds. There will also

