

Equality Impact Assessment Report	Please enter responses below in the right hand columns
Date	April 2016
Title of Project, business area, policy/strategy	Loughborough Junction London Regeneration Fund Affordable Workspace Project

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 <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 political vision, and outcomes?</i>	<p>Alongside town centre retail and its residential hinterland, Loughborough Junction is a fascinating blend of makers, artists, creatives, mechanics and other light industrial uses. However, there is a need to intensify economic activity and activate derelict space to bring additional activity and knit these uses into the broader high street offer. These industries have capitalised on the space available, with many low threshold enterprises now feeling the pressure of change and rent rises.</p> <p>In response, over the past two years, London Borough of Lambeth (LBL) and Network Rail (NR) have partnered with Meanwhile Space CIC (MwS), who have begun to activate</p>

empty arch spaces as part of a project called The Platform. Building on The Platform project and an increased understanding of the needs of local people and entrepreneurs, the council submitted a successful bid to the Greater London Authority's (GLA) London Regeneration Fund (LRF) and has been awarded £1,644,388.

The bid centres around the LBL owned land of 'Styles Gardens', which is designated for employment use in the Local Plan and will create new, varied and accessible employment space. The LRF investment will be used to create approximately 1750sqm of employment space, in conjunction with Network Rail and Meanwhile Space. The space will be a mix of studio space, makerspace, co-working offices, workshops/food production and horticultural research. Initially the site would be managed by Meanwhile Space, who will work with the community to build capacity and when this has occurred, the site will be handed over to a community management company, so that the people who are benefitting from the site will have management of it.

This project would sit across all three of the council outcomes of safer & stronger communities, cleaner streets & greener neighbourhoods, and more jobs. The vision of "Safer and stronger communities" would be met through the objectives of creating an improved community space and ultimately empowering the community to manage it. "People achieving financial stability", will also be met as the space will be available to start up businesses and those who employ others. The objectives encompassed within the "More jobs" vision will be met by empowering people to achieve financial security, and "Enabling Lambeth to play a strong role in the London economy". "Cleaner streets & greener neighbourhoods" will be supported through people taking greater responsibility in their neighbourhood as a result of an improved and sustainable setting for the Loughborough Farm food growing project, as well as the management of the employment space. The Loughborough Farm will also help people lead "Environmentally sustainable lives", and also contribute to a "Vibrant, creative town centre", which people will want to visit, live and work in, (Lambeth Council's Community Plan, April 2015).

The Styles Gardens site sits within Coldharbour Ward. A map of the ward can be seen here - <http://www.lambeth.gov.uk/sites/default/files/ColdharbourWardMap.pdf>

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 2012 reviewed its equality data and completed a self assessment about what equality data is relevant and available.***

The project falls within Coldharbour Ward to which all of the census data presented here relates. The data relating to the protected characteristics is discussed in each section below.

Loughborough Junction seems to be missing out on some of the benefits of growth that both London and Lambeth have been enjoying over recent years.

- The employment rate is 16% lower than in Lambeth and 7.5% lower than London, with youth unemployment at 9.8%, against 7.4% and 7% in Lambeth and London respectively. The growth rate for jobs in the area between 2009 and 2014 was only a third of that across Lambeth and London (5% compared to 14% and 15% respectively), (Census 2011). These trends also manifest themselves in average household income, which is 20% (or £10,000) lower than the London-wide average, (LBL Childcare Sufficiency Assessment 2011).
- Mean annual household income in Coldharbour is £32,403 compared to £40,643 in Brixton, £44,943 in Lambeth and £46,549 in London (GLA, Modelled annual household incomes 2011/12) but 44% of households earn below £10,000 and further 22% earn between £10,000 and £20,000, (LBL, Childcare Sufficiency Assessment 2011).
- There are high levels of deprivation in Coldharbour, especially in relation to Income, Employment, Skills and Training, and Crime and Disorder (IMD 2010).
- 86% of the economically active population are in employment (90% Lambeth, 91% London, 92% nationally) and 14% are unemployed including full-time students (10% Lambeth, 9% London, 8% nationally). 29% of the population are economically inactive (22% Lambeth, 29% London, 30% nationally)(Census 2011).
- 18% of the population have no qualifications (14% Lambeth, 17% London, 22% nationally),

As residential values increase and development pressure mounts, the opportunities associated with attracting new businesses and building new homes are significant. The challenge is ensuring that the existing community benefits.

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

Impact: positive

The project falls into the Coldharbour ward. The figures below relate to the ward as a whole.

BAME communities make up a disproportionately high percentage of the local population. 62% of the population in Coldharbour come from a Black Asian Minority Ethnic (BAME) background (43% Lambeth, 40% London, 14% nationally), 46% from Black/African/Caribbean/Black British groups, (26% Lambeth, 13% London, 3% nationally), (Census 2011).

78% of the BAME group are currently living in social rented households in this ward (57% Lambeth, 32% London, 25% nationally).

A study by Equinox into the Black Caribbean community in Lambeth in 2013 (<http://www.lambeth.gov.uk/sites/default/files/20140404%20Black%20Caribbean%20community%20research%20report%20with%20foreword%20FINAL.pdf>) highlighted the need for more affordable premises within the borough to encourage more Black Caribbean business people and suggested that the council could provide business incubators. It also suggested that regeneration should be taken to parts of the borough other than Brixton. The LRF project seeks to address these points.

	<p>The Race at Work report (November 2015, Business in the Community), states that nationally (figures are not available to London or borough level), BAME people are under-represented at every management level (http://race.bitc.org.uk/sites/default/files/bitc_race_at_work_executive_summary_nov_2015.pdf). This project seeks to empower BAME individuals to own their own businesses and enterprises.</p> <p>Anecdotally, one of the project partners, Tree Shepherd, which works closely with local people to help them develop their own businesses, has identified demand for a community kitchen, with a large number of those looking for such a space from local BAME communities. The aspiration to deliver a community commercial kitchen is a key element of the project.</p> <p>The Loughborough Farm report that they attract volunteers from a range of different cultural backgrounds, with some coming from farming backgrounds in Portugal, Africa, the Caribbean and Asia, who offer their expertise to the farm. This project secures the future of the farm.</p> <p>The project will maximise benefits to the local community by focusing on local residents and businesses through its tenant allocations policy, as well as promoting job opportunities, training and access to the space's facilities. These will prioritise the space for local residents. This project should have a positive effect on BAME citizens as these groups represent a large percentage of the local community. We will work with partners and community groups to identify and overcome any barriers that BAME groups face in taking advantage of the opportunities offered by the project.</p>
Gender	<p>Impact: positive</p> <p>In Coldharbour Ward, the gender split is 51% women and 49% men, which closely matches the borough wide statistics (50% split in London, 50% split nationally).</p>

	<p>Tree Shepherd, who are a partner in the delivery of this project, have advised that 71% of their participants are women. It is understood that there will be a high demand from women for the food and making spaces, and that membership tariffs geared towards women who are balancing the demands of childcare and running a business will be considered. Tree Shepherd have advised that 19% of their participants are lone parents, with these being predominantly women. With these statistics in mind, the effect of the project is positive, as it will enable more women into self-employment.</p> <p>Whilst some of the facilities are responding to an identified demand from a specific gender, it will be a requirement that opportunities in all of the employment spaces will be marketed equally to people of all gender identities to avoid people being influenced to take roles that are traditionally associated with their gender. This will be enshrined in the SLA with the site operator and in tenant's leases.</p> <p>The Office for National Statistics reports that gender pay gap in 2015 was 19% and that this has remained the same as in previous years. As noted in the actions below, there will be a gender pay equality clause in the SLA with the site operator to pass this onto tenants and this will form a clause in all tenancy agreements. Tenants will also be encouraged to advertise roles and opportunities through Lambeth Working to ensure that these are disseminated widely.</p> <p>The effect of this project is positive, as it will enable more women into self-employment and employment.</p>
Gender re-assignment	<p>Impact: unknown/no impact</p> <p>There are very few people in Lambeth who identify in this group. As per the 2011 census, this project does not have a bias with regards to gender reassignment, the effect of the project on this group will be neutral.</p>
Disability	<p>14% of residents claim their day to day activities to be limited, (13% Lambeth, 14% London, 17% nationally). The project will comply with current building regulations with regards to the provisions for those who identify as disabled. The new development will</p>

	<p>also make the Loughborough Farm site more accessible for disabled people than at present, opening up opportunities for disability groups to take better advantage of the community growing aspect of the project, building on existing links with the NHS and other community groups. As per the actions related to general health issues, below, the farm will be open to local groups who work with less able bodied people on a regular basis.</p> <p>Opportunities for work are to be advertised through Lambeth Working and in conjunction with Job Centre Plus, ensuring these agencies can help support those who identify as disabled to access employment on the site.</p> <p>Therefore the project should have a positive effect on this group.</p>
Age	<p>Impact: positive</p> <p>72% of people in this ward are between the ages of 16-65 (91% Lambeth, 64% London, 64% nationally). The median age in Cold Harbour ward is 30, which is low compared to 31 in Lambeth, 33 in London and 39 nationally. The largest age group represented here is 30-44 years, which reflects the trend in Lambeth, London and nationally.</p> <p>In February 2015, Business in the Community published its report, The Missing Million, where it identifies that there are one million people over the age of 50 out of work, many having lost their jobs from factors outside of their control. It discusses that this group find it challenging to get back into the workforce, and that if they do search for a job, that they do so without help from external sources. This group of people tend to look towards alternative employment, predominantly heading to self-employment.</p> <p>The average age of participants in Tree Shepherd's (a project partner's) projects is 44.8 years. They have recently begun a business acceleration programme called Back2Business that is engaging with people in their 50's and above.</p>

	<p>We are also partnering with Marcus Lipton Youth Centre and GMSZ who will work with young people, and will be able to sign post them towards apprenticeships and training in business.</p> <p>We will work closely with the chosen construction company to ensure that they employ apprentices and have links with Lambeth College to ensure that local people are able to work on the project.</p> <p>We will also encourage businesses who are selected in the project to employ locally through Lambeth Working, including apprentices, to ensure that local people are able to work on this project.</p> <p>Given the range of services that are being offered by partners in this programme, the effect on younger and older people, who may find it more difficult to find employment, is positive.</p>
<p>Sexual orientation</p>	<p>Impact: no impact</p> <p>The State of the Borough Report, 2016, states that Lambeth has one of the highest populations of gay men in the UK, as well as stating that 4% of the population identify as LGBT. The Office of National Statistics estimated through its Integrated Household Survey that 1% of people identify as gay or lesbian in the UK. However, Stonewall, a LGBT advocacy organisation estimate that the real figure is about 7%.</p> <p>The 2013 Stonewall report entitled Gay in Britain, states that 19% of respondents had experienced bullying in the workplace due to their sexual orientation, with 13% saying that they did not feel confident about reporting it.</p> <p>An equalities statement should be drafted by the project partners and all participants in this project will be expected to sign up to this</p> <p>This project 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>

<p>Religion and belief</p>	<p>Impact: no impact</p> <p>68% of the population in Coldharbour have a religion (63% Lambeth, 71% London, 68% nationally), 55% are Christian (53% Lambeth, 48% London, 59% nationally) and 10% are Muslim (7% Lambeth, 12% London and 4% nationally) (Census 2011). This project is open to members from all religious groups and does not have a bias towards any particular group.</p> <p>Whilst the project is open to people of all faiths, the space is for employment, not religious uses and any such uses will need to be mindful and respectful of other users and their beliefs. This will be a place of tolerance and be welcoming to communities of all religions.</p> <p>The operator for the community kitchen will need to ensure that there are systems in place to ensure that all beliefs food practices are accommodated. All food traders need to have a level 2 food hygiene certificate to ensure that there are no food contamination issues. If an individual has a particular issue, then they can supply their own separate utensils etc., however, this is unlikely to extend to larger pieces of equipment such as cookers or sinks. It is standard practice to have dual refrigeration, for example one fridge for vegetables and one for meat. Our partner Tree Shepherd advise that they have not to date had any issues of this nature, nor have they found that this has been a barrier to involvement of participants.</p> <p>The effect of this project will be neutral.</p>
<p>Pregnancy and maternity</p>	<p>Impact: no impact</p> <p>This project is open to all people regardless of maternity status, with no bias for or against those who are pregnant or caring for young children. Until 2015 maternity leave was only statutory for females, the law has now been changed to enable fathers to take</p>

	<p>the statutory parental leave. In 2015 the Office for National Statistics advised that 91% of fathers took time off after the birth but only 29% of these took more than two weeks.</p> <p>We will be encouraging partners and businesses within this project to ensure that access to parental leave is equal to both sexes and that tenants are aware of the change in the law. This should also be open to those who identify as same sex couples on an equal basis to heterosexual couples.</p> <p>This project will have a neutral effect on this group.</p>
Marriage and civil partnership	<p>Impact: no impact</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. As discussed in the actions there will be an equalities statement drafted by the partners that will cover attitudes to those in same sex partnerships and their equal rights, including being free from bullying in the work place.</p> <p>The project will have a neutral effect on all groups in this category.</p>
Socio-economic factors	<p>Impact: positive</p> <p>This area is the most deprived in the Borough, having a number of social repercussions. Lambeth's Employment Land Review (2015) highlights a strong demand for workspace in Loughborough Junction. Meanwhile Space, in conjunction with Network Rail, have begun to activate some of the vacant arches with a mix of uses, mainly supporting makers and the creative sector, but these are over-subscribed by 200%. The lack of available space is exacerbated by anecdotal evidence from the community and project partners that the expense of commercially operated workspaces is a significant barrier to setting up a business.</p> <p>This project also sets out to provide affordable enterprise space, thereby having a significant positive effect on the affordable enterprise space available in Loughborough Junction. It will also support the start-up and increase the turnover of SMEs as well as creating and safeguarding jobs. The allocation of spaces in the employment space will</p>

give priority to those who live in the local area, predominantly the nearby estates where social deprivation is concentrated. More details of the predicted outputs can be found in the successful bid document.

The project also sets out to provide a community kitchen/food incubator. Our partners Tree Shepherd have advised that they have a demand from their current participants for kitchen space, many of whom are women. As discussed above, the majority of Tree Shepherd participants are women with a mean age of 44.8. As also discussed above, there are more men than woman who own their own businesses, so by providing this facility, the project will directly benefit a group of people who have may have been unable to begin a business otherwise, and who we know are at a higher risk of experiencing poverty (female headed, single parent households).

Those who are living in poverty may find it harder to access education to help with job progression, due to other barriers such as childcare costs, costs of education, current working hours or impacts on income. The inclusion of Green Man Skills Zone and Tree Shepherd in the project will help to bridge this gap.

Lambeth Working have advised that other issues found in deprived areas relate to lack of social capital and knowledge of work. Outside of the public sector, a number of roles are based on who you know, or possibly where you went to school or university. As people in deprived areas are less likely to have strong networks into high value areas of employment, it becomes difficult to access these opportunities. Often in deprived areas issues such as generational deprivation, where parents are either unemployed or only work part time, mean that the next generation may be unaware of opportunities outside those that their parents have accessed. The project's strong links with community groups will ensure that knowledge of the opportunities available reaches existing residents.

Another barrier to work may be lack of access to transport – for instance in Loughborough Junction, those in deprived circumstances may not be able to afford to access the train system, instead relying on buses. Therefore the provision of employment space close to where people live is important and is being addressed by this project.

	<p>The SLA and tenants lease's will encourage the payment of the London Living Wage. Those that pay the London Living Wage will score higher on the allocations policy than those that do not.</p> <p>This project should impact positively on the local economy and therefore socio economic status of the population Loughborough Junction.</p>
<p>Language</p>	<p>Impact: No impact 13% of households in Coldharbour ward do not have anyone living in them that has English as a main language (12% London, 12% London, 4% nationally). However, this does not necessarily mean that those living there are unable to speak English at all, just that it is not the main language that is spoken. Anecdotally there is a potential concern that for those people whose first language is not English may be less likely to access the opportunities created by the project.</p> <p>Our partners Tree Shepherd have advised that they have recently completed a Hispanic language enterprise course, and that should a similar need arise in Loughborough Junction, that they would seek to work with similar language support agencies. They have in the past held business clinics with interpreters present and have also worked with Lambeth Adult Learning to refer people to English for Speakers of other Languages (ESOL) courses.</p> <p>The community kitchen/food incubator could also support communication. In cooking together, groups of people who have not interacted before, could begin to speak with each other and communicate despite language barriers. Bringing a large and diverse group of people together increases the likelihood of people who are more confident being able to translate and allow communication between different groups, in turn enabling people to gain the confidence needed to attend an ESOL class or to use limited language. Similarly, the co-working and open workshops could have a positive effect.</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>Impact: positive</p> <p>14% of residents claim their day to day activities to be limited, (13% Lambeth, 14% London, 17% nationally) and 6% are in bad or very bad health (5% Lambeth, 5% London, 6% nationally) and 7% are provided unpaid care (7% Lambeth, 8% London, 10% nationally) (Census 2011). People who find their activities limited or find it difficult to leave their homes could benefit from this programme.</p> <p>This project includes a significant element of food growing through the reprovision of the Loughborough Farm. This could impact positively on the health of the area, providing access to fresh produce and improving the diet of the people involved, including giving children a better understanding of how food arrives on their plate and giving them greater access to information on health and well being. There could be further well being benefits from gaining employment and forming stronger social networks.</p> <p>The rise of obesity is of concern to the NHS – by engaging people who perhaps feel depressed or isolated by their obesity, and engaging them in the garden, with physical activity and education about the food chain and where their food comes, may have the dual effect of improved health as well as building confidence to engage further with the community. Being actively involved in gardening, outside in the fresh air will positively impact on the health of all those involved.</p> <p>The Herne Hill Road Medical Practice & Lambeth Walk Group Practice, have been involved with the farm for approximately three years and have found it to be beneficial to their patients who have expressed that they feel low, feel isolated, or who are keen to become part of a community. The surgery also supports the farm by selling the fresh produce on their behalf, and use this as a way to engage patients and signpost towards the farm. The surgery recognises the health benefits of having fresh produce available in an area that has a number of take away food vendors.</p>
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	<p>There will also be a wellbeing space, run in conjunction with the local NHS, which is envisaged to be a place where people can come to reflect, breath and find peace in an urban environment.</p> <p>The effect of this project will be positive.</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>There is a lack of evidence</p> <ul style="list-style-type: none"> • as to how many people are entering self employment or employment programmes after long periods of time parenting. • the impact of people’s faith and religion on their return to work or on starting up their own business. <p>Participants will be asked to complete a voluntary equalities questionnaire in an attempt to fill these gaps. The data gained from this questionnaire will be reviewed every 12 months and then fed back into this EQIA, and could further shape the offer.</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>This project has been put together on a tight timeline, due to the Greater London Authority funding deadlines, but engagement has taken place via the Neighbourhood Planning Forum, a LEMB (Tenant Management Organisation) board meeting and a LETRA (Tenant and Resident Association) meeting. Separate meetings were held with representatives of LJAG (Loughborough Junction Action Group) and the Loughborough Farm. The Loughborough Junction Masterplan has also discussed and identified the need for additional employment space within the area, through extensive consultation.</p> <p>The bid was accompanied by letters of support from the following organisations – Lambeth Food Partnership, Lambeth Walk Group Practice, Herne Hill Road Medical Practice, NHS Lambeth, Christian Lumsden (who wants to run a food incubator), Myatts’s Fields Park Project, Loughborough Junction Action Group, Loughborough Tenants & Residents Association, Meanwhile Space, Network Rail, Green Man Skills Zone, Tree</p>

	Shepherd and the LEMB. All of these groups contributed to the development of the bid and the shaping of the project.
<p>3.2 Gaps in coproduction, consultation and involvement</p> <p><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 design of the scheme, the allocations policy of tenants and the management of the site is all still to be developed in detail. Going forward, LBL officers will continue to attend community meetings and events that are relevant to this project or the masterplan. A steering group has been set up, that will meet monthly contains representatives from local groups and residents. This group will influence the engagement strategy, design and development of the project. As well as a series of public engagement events, the steering group will be encouraged to consult with and represent the views of the groups and individuals that they represent.</p>
<p>4.0 Conclusions, justification and action</p>	
<p>4.1 Conclusions and justification</p> <p><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 Loughborough Junction.</p> <p>The project will provide much needed enterprise and employment space. It has been noted that the project will have either a neutral or positive effect on all of the protected characteristics. The participants in the project will benefit in many ways – those that start up small businesses will benefit socio-economically as well as enhancing their wellbeing in being economically active and being a part of a community.</p> <p>The citizens there will benefit socio-economically from the creation of employment space that they, through a community based company, will eventually have stewardship over. This will lead to a more cohesive community that will have been upskilled in order to take on this role, leading to an enhanced sense of space and community. Health benefits from food growing and air quality will also be felt.</p>

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
Potential under representation of certain groups/demographics within the project	<p>Include a requirement for all jobs to be advertised through Lambeth Working, who work with a range of target groups to support them into employment. This will be included in the Service Level Agreement (SLA) with the site operator, to pass onto tenants through tenancy agreements.</p> <p>Include a requirement for the site operator/tenants to request an equalities questionnaire is completed to fill in some of the gaps in evidence base and ensure a broad range of candidates and participants. The equalities data will be reviewed after 12 months, and used to inform the engagement strategy.</p> <p>This will be added to the SLA before the project opens.</p>
Gender equality pay gap	<p>Work with Meanwhile Space to ensure that all organisations/groups/individuals who use this space have an equal pay policy, and that this forms part of the selection criteria and the service level agreement.</p> <p>This will be reviewed once the project has begun, by the end of 2016 and then again on a yearly basis.</p>
Need to address barriers to participation from younger and older people.	<p>By working with Marcus Lipton Youth Centre, we can work to empower young people and encourage them into enterprise. By continuing to work with Tree Shepherd we can reach an older group, with their average age being 44.8, as well as their initiative to work with people in their 50s.</p> <p>Lambeth Council will ensure that the business who is appointed to construct the premises commits to working with Lambeth College and Lambeth Working to ensure that local people have a chance to work on the project, including young people through apprenticeships. Likewise, tenants will be required to commit to working with Lambeth</p>

	<p>Working and Lambeth College should they wish to employ apprentices or other employees.</p> <p>Once the project has begun, activities will be reviewed yearly by partners, in conjunction with Lambeth, and at each 5 year review of this document.</p>
Bullying as a potential barrier to people of different sexualities being involved in the project	<p>An equalities statement and code of conduct will form part of all SLAs and lease agreements. This statement will also detail a zero tolerance to bullying/intolerance of any kind and detail repercussions of such behaviour.</p> <p>Meanwhile Space to produce in consultation with the council before the projects opens.</p>
Possible barrier to participation due to religious practices (e.g. the need to pray or segregate woman and men).	<p>The site is will not have an identified room for worship. However, the operator will interact with local faith groups and places of worship – finding out the distances from the enterprise space and including this information within a pack provided to prospective tenants. By interacting with local faith communities, it could be that members of these groups are encouraged to apply for enterprise space, when they perhaps would not have previously.</p> <p>Hard to reach faith groups could be encouraged to participate through the enterprise space or farm. For instance, the farm, kitchen or other spaces may be able to offer women-only sessions, so that women who are unable to interact with men for reasons of faith can use these facilities.</p> <p>This will be reviewed once the project has begun.</p>
Possible barrier to participation could be related to language, a lack of English	<p>Our partner, Tree Shepherd have advised that they have in the past run business surgeries with translators available to ensure that the information is available to all. In this project it could be that a particular language barrier is identified. We will investigate options for key documents being distributed both in English and an alternative language, for example by using payment in kind contributions from bi-lingual tenants.</p>

	This will be reviewed after consultation with the community when the project begins, then yearly by partners, in conjunction with Lambeth, then five yearly when this document is reviewed.
Lack of equalities data concerning farm participants	<p>There are currently a number of gaps in the evidence base around the farm and its equalities data. A study of the people who participate with the farm such as those who work on, participate in activities, benefit from the production of food, perform administrative duties etc, and their equalities data would be welcomed. This should be done with sensitivity and respect and be clear in its aims, to understand the make up but to also look to include all groups, not to exclude any.</p> <p>This is to be reviewed once the space has been constructed and reviewed when this document is reviewed.</p>
Partners to work with local groups and to identify any harder to reach groups	<p>Partners are work with local groups – such as makers, residents groups, faith groups etc and discover how this project can benefit them the most. Partners should also identify harder to engage groups and look for ways to engage and to encourage participation.</p> <p>This is to be reviewed yearly, with targets set for the number of local groups approached.</p>
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	08/12/2016
EIA review date	5 yearly for lifespan of project

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).