

## Equalities Analysis in Lambeth

Proposal Title \*

Lambeth Country Show 2022-25 Tender: Various Lots

Author

Tim Fanucci

Please provide name of lead author and/or those within project team who may be required to contribute to this assessment

Who will sign off the assessment?

Kevin Crook

Please indicate who will be involved in approving this assessment. This will need to be signed off by the designated Head of Service or Director

Q1a. What is changing?

This is a procurement change for the awarding of various lots for ongoing production of the Lambeth Country Show. Decision makers are being asked to approve the awarding of these contracts in order to enable the event to go ahead from 2022-25. Without suitable suppliers contracted, the event will not be approved by Lambeth's Safety Advisory Group (SG).

What is the most significant or key change taking place? Can you indicate the type of change in your response (e.g. policy/decision/strategy/ service/procedural/ geographic/procurement etc.) so it is clear what is being equalities assessed? Why is this change happening? What do you aim to achieve? Can you clearly indicate what decision-makers are being asked to take a decision on?

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Q1b. Who will be involved in approving this decision?

Cllr. Winifred, Bayo Dosunmu, Raj Mistry, Finance and Investment, Legal and Governance

Who else will be involved in signing-off this decision?

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## Q2a. What do we know about the people who will be impacted by this change?

The people who will be impacted by the change are visitors to the Lambeth Country Show. 46% of visitors are Lambeth residents with a 65-35 female-male split. 84% are in some form of employment. 34% attend with an under-16. 5% are unemployed. 3% are incapacity. Core age group of visitors is 25-54 years old, which accounts for 81% of visitors. 44% are White British with 25% Black or Black British (Caribbean / African).

What does your information tell you about the people who will be affected by this change? Are protected groups impacted? What information do you hold on the protected characteristics of the people affected by the change? (Age, disability, gender reassignment, pregnancy and maternity, race/ethnicity, religion or belief, gender, sexual orientation, health, socio-economic, language) Are there any gaps or missing information?

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## Q2b. How will they be impacted by the change?

The impact will be adverse if the awarding of the contracts did not take place due to the event not being approved by SAG. If the event did not take place it would mean visitors cannot attend and may lead to an adverse reputation of the Council.

Would you assess the impact as positive, adverse, neutral? Do you have any uncertainty about the impact of your proposal? Is there a likelihood that some people will be more impacted than others? Can you describe the ways in which they will be affected? How might this change affect our 'general duty'?

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## Q3a. How do you plan to promote and deliver any positive impacts of the proposal?

We will work with the Council's Communication Team to deliver positive stories around employment of residents as part of the contracts.

How might the principles of fairness, equality of opportunity and positive relationships be further promoted as a consequence of this proposal? How do you propose to measure your positive outcomes and the benefits outlined to find out if these have been achieved?

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## Q3b. How do you plan to address and mitigate any negative impacts of the proposal?

The awarding of the contracts must take place in order for the Country Show to go ahead.

What impact has this evidence had on what you are proposing? What can you do differently that might lessen the impact on people within the timeframes i.e. development-implementation? Who can help you to develop these solutions?

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#### Q4. How will you review/evaluate your proposal, mitigating actions and/or benefits? Who will be responsible for this?

The Country Show Project Manager will review the contracts in the lead up to the event, during the event itself and post event. Several KPIs will be agreed and reviewed at regular intervals with the suppliers.

Who will you be accountable to for the above actions/outcome? How will those responsible know these actions have worked? What performance indicators will you use to demonstrate this? Are there any other forms of evidence you can use to support this assessment of their effectiveness?

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#### Section to be completed by Sponsor/Director/Head of Service

##### Outcome of equality impact assessment

- No adverse impact, no change required
- Low adverse impact, minor adjustment required
- Significant adverse impact, further action required
- Significant impact identified unable to mitigate fully
- Unlawful in/direct discrimination, stop and rethink

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Comments from Sponsor/Director/Head of Service

Submit for approval

Submit for approval

Executive Approval

Pending

Attachments

Close