

Equalities Analysis in Lambeth

Proposal Title *

West Norwood Cemetery NLHF Project

Author

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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?

Sandra Roebuck

Please indicate who will be involved in approving this assessment. This will need to be signed off by the Director

Q1a. What is changing?

In December 2018, London Borough of Lambeth (LBL) successfully secured a Round 2 grant from the National Lottery 'Parks for People' Heritage Fund (NLHF) and the Council was awarded a Heritage Lottery Grant of £4.6m with a further £2.1m of match-funding contributed by the Council and stakeholder bodies.

The aim of the Project is the restoration and enhancement of the designed landscape and existing buildings and to celebrate its heritage and better accommodate the needs of existing and potential cemetery users with more facilities in the setting of the restored site, and include:

- Refurbishment of the existing West Norwood Cemetery lodge which houses Lambeth Bereavement Services with a vacant space on the upper floor, to create a new visitor centre (ground floor) and improved Bereavement Services accommodation (first floor).
- Restoration of the Greek Chapel (St Stephen's) for community use
- Restoration and sensitive interpretation of the 16 'At Risk' prominent monuments
- Restoration, repair and maintenance of historic landscape and infrastructure elements including, roads, drainage, paths and boundary walls
- Improved pedestrian access into the cemetery, including the provision of two new entrances
- Improved signage, visitor facilities and site furniture
- Delivery of an improved management and maintenance plan
- An activities, volunteering and interpretation programme.

Delivery Stage Project Manager, Quantity Surveyor and consultant's team consisting of Lead Consultants for conservation, architecture, landscape architecture and civil engineering services have been appointed to deliver RIBA stages 4-7 and we are working towards procurement of main contractors for civil works and heritage & conservations works.

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?



Q1b. Who will be involved in approving this decision?

Strategic Director and Cabinet Member

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?

This proposal will have No adverse impacts on any of the protected characteristic groups.

The protected characteristic groups who would experience particularly positive impacts from the project would be the following:

Disability: The proposed works would enhance inclusive access to the cemetery, buildings and monuments.

Health: Access to greenspaces in a location which is easy to reach can have positive impact of health and well being.

What does your information tell you about the people who will 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 following are some of the positive impacts of the planned investment proposals:

- The capital works will improve public access into the cemetery, across the site and access into restored buildings, such as St Stephen's Chapel.
 - The improved visitor facilities and amenities to be provided on site include public toilets, a visitor center and hireable mobility scooters
 - The development of interpretation materials that are relevant and appealing to a wider demographic.
- The promotion of public access to the cemetery for recreation purposes will address existing barriers and encourage new visitors across the threshold
- A better resourced and management regime will provide improved service levels.
- The activities and volunteering plans have been developed to attract a broader range of visitors into the cemetery as well as traditional users, offering free, subsidised and chargeable events.

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 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?

To work close closely with stake holders in delivering end product to meet agreed outcome within time, cost and quality. Engaging end users in promoting the scheme. This will also be captured within the communication plan for the project.

Feedback on positive outcomes of the scheme will be provided to major stakeholders through:

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- Project Managers update
- newsletters
- Lambeth website
- project website
- project's social media platforms
- flyers and posters

A full activities and interpretation plan is in place. This is funded work and will over a 5 year period to ensure it is delivered and monitored. Fairness and equality of opportunity are mandated within the plan with focus on local participation.

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?

Ongoing project review through the weekly meetings with the stakeholders, endusers, contractors and keeping in loop Lambeth senior management and internal colleagues.

Ongoing consultations and discussions with the users, stakeholders and statutory bodies on all aspects of the scheme from inception through to developed design, including:

- Bereavement Services
- Scheme of management committee
- Local Planning Department
- Local Building Control
- Public Consultations

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 National Lottery Heritage Fund and Lambeth Council in partnership with the Friends of West Norwood Cemetery agreed to fund the West Norwood Cemetery Restoration Process. The agreement of funding from the National Lottery Heritage Lottery were predicated on the acceptance of the Approved Purposes (see appendix). All decision-making around investment decisions related to the project need to be made within the framework of these purposes

The project benefits are reviewed periodically as part of Lambeth's project monitoring. Lambeth Council work together with the key stakeholders, National Lottery Heritage fund, Scheme of management committee History forum, other Council departments to review the Approved purposes.



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?

[Read more](#)

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

Approved

 Attachments

