

# Economic Resilience Strategy Refresh

Equality Impact Assessment

# What the aims are

The Economic Resilience Strategy Refresh aims to create an inclusive, green and resilient economic recovery in Lambeth through five themes:

- 1. People:** Addressing the systematic barriers to economic opportunity that many of our communities face to create an equal, inclusive Lambeth.
- 2. Businesses:** Supporting Lambeth's economy to rebound, evolve and grow.
- 3. Place:** Delivering equitable growth, physical improvements and greening
- 4. Global City:** Developing Lambeth's competitive advantage, celebrating cultural and creative diversity and exploring transport hub opportunities.
- 5. Green Recovery:** Taking climate and transport action to become a sustainable, resilient Lambeth with a thriving green economy.

# Key findings from equality considerations

The Economic Resilience Strategy has equality and inclusivity embedded at its core.

This strategy will positively impact the following protected characteristics. All these groups are disproportionately affected by issues such as insecure work and economic exclusion and will be supported by investing in good work and providing good quality training and employment opportunities.

- **Age groups:** This strategy will support younger (aged 16-24) and older (aged 50+) residents. These groups are particularly likely to be positively impacted by improving digital inclusion. The Lambeth Made Programme will continue to provide targeted support for young people, and the Adult Learning programme will continue to work with a high number of older residents (793 out of 3842 adult learners were aged 55+ in 2020/21).
- **Health and Disability:** Residents with disabilities and/or health conditions will benefit from physical improvement to the borough's space and places, which will improve access to green spaces, as well as investments in local growth and in neighbourhoods. This group will also be positively impacted by improving digital inclusion. Programmes are in place to provide targeted support to these groups including the Central London Works funded Work and Health Programme, which has delivered 816 job starts in Lambeth since the programme started in 2018, and the supported employment programme for young people with SEND (Special Educational Needs and Disabilities).
- **Gender:** Inequities in gender will be reduced by supporting women-led businesses.
- **Race/ethnicity:** This strategy will positively impact residents from Black and Minority Ethnic groups, particularly black residents. Economic investment will be targeted towards Black and Multi-Ethnic communities, for example through programmes including STRIDE (Programmes to create routes into employment for young people in the creative sector), Brixton CEZ (Creative Enterprise Zone, delivering new workspace and associated jobs) and ELEVATE (supporting young people into careers in creative and digital sector).

# Economic Resilience Strategy – Progress and Context

Lambeth's Economic Resilience Strategy 1 was published in August 2020 to focus on the priorities for Lambeth's people, business and places following the outbreak of the Covid-19 pandemic.

This strategy is being produced to refresh and refocus this work.

Since the publication of the Economic Resilience Strategy 1 the council has made significant progress on many of its aims, with many achievements through the following:

- Economic Resilience Fund
- Future Workspace Fund
- Brixton Investment Programme
- Low Traffic Neighbourhoods
- High Streets public realm projects
- Data has been collected on the number of businesses, sector and employee numbers

The Economic Resilience Strategy Refresh will support the continuation and development of this work.

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## Some of our achievements following the first Economic Resilience Strategy

Over **£100 million** in grant funding and reliefs awarded to over **4,000 Lambeth businesses** severely impacted by the pandemic.

LAMBETH ECONOMIC RESILIENCE FUND

Demonstrated the economic importance of **our world class cultural cluster** on the South Bank and Waterloo.

ENGINE OF RECOVERY

Established an **£8 million** fund to drive economic recovery, stimulate high value cluster growth and inward investment in innovation led sectors.

FUTURE WORKSPACE FUND

Provided **£1.4 million** to Lambeth's 7 Business Improvement Districts, compensating for lost income during the pandemic, and supporting the recovery of our town centres.

BIDS RESILIENCE FUND

Commenced procurement to redevelop 6 Canterbury Crescent and 49 Brixton Station Road to deliver c. **240 new homes** (50% affordable), 6500sqm commercial space (25% affordable) and be a net zero development.

BRIXTON INVESTMENT PROGRAMME

**Co-founded SC1** – a new partnership to accelerate growth of our health and life science economy, with King's College London, Southwark and our hospitals.

HEALTH AND LIFE SCIENCE

**3842 residents** enrolled on Adult Learning Programmes in 2020/2021.

LAMBETH ADULT LEARNING SERVICE

Established a **£2.6 million** fund to support young residents access high quality career advice, training and employment opportunities.

LAMBETH MADE

Lambeth Council 2021 **Living Wage Champions winner** of the Public Sector Award – open to Public Sector Living Wage Employers who have shown exceptional leadership in the community.

GOOD WORK

# Progress and Achievements: Economic Resilience Funding

As part of our wide-ranging support for businesses during the pandemic, a total of **£15,581,686** has been paid to **1,044 businesses and organisations, and 7 Business Improvement Districts**, supporting them to recover, grow, and deliver impactful support to the borough's businesses. Funding awards were made across four different funding streams, as outlined below:

Initiative: Grant Funding	Outputs
<b>Top up grants – awards of £25,000 to 67 businesses, equivalent to £1,005,000</b>	41% businesses were Black, Asian, or Minority ethnic owned or owned by people of mixed ethnicities 48% were women-owned or owned by people of mixed genders
<b>Direct grants - 101 direct grant awards to creative and cultural businesses and independent hospitality and leisure businesses. £1,235,000 was paid out in total.</b>	31 businesses were Black, Asian, or Minority Ethnic owned or owned by people of mixed ethnicities 37 were women-owned or owned by people of mixed genders
<b>BID Hardship Grants – total of £1,388,057 paid out</b>	7 Lambeth BIDs granted funding in recognition of their lost income during the pandemic
<b>Economic Resilience Funding – 2 phases of funding paid out to date. £9,508,190 paid to date. Phase 3 is underway with a further £2.4m of funding being allocated</b>	Includes funding projects that provide tailored business support targeted at priority groups within our diverse business communities to help their businesses to survive and grow

# Progress and Achievements: Lambeth Made

The Lambeth Made Education, Skills and Employment programme is focused on ensuring all Lambeth young people can achieve their aspirations and have access to good quality education and employment.

The programme is underpinned by the Lambeth Skills and Employment Strategy as well as the Lambeth Made Safer Strategy and exists alongside the Economic Resilience Strategy.

The programme has delivered on a large number of initiatives to date including the following.

Initiative	Progress
<b>Entrepreneurship Programme (NEET/ risk of NEET)</b>	35 young people engaged over summer with courses including AI, music production and starting a clothing brand
<b>Pathways to Employment -SEND</b>	7 young people with SEND have started on 32 week supported work placements at King's College Hospital
<b>Youth Hubs</b>	4 Youth Hubs in operation with a 5 commencing delivery Mid October To date: 47 young people supported into employment, 2 into apprenticeships, 6 back in to education and 3 into training.
<b>Kickstart</b>	10 young people started at the Council, further 10 roles currently in recruitment stage. Sixty one young people have started placements through the tri-borough Better Placed Gateway.

# Lambeth Made – Case Study



Peter is a 17-year-old black man, known to social care and the Youth Offending Service



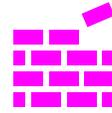
He has been disengaged from education and was referred to the Developer Challenge (a 4-week engagement programme for young people to gain experience working on construction sites) by the YOS



Peter felt it would give him a better understanding of construction and the different career options and pathways



He gained insight into different careers, attended employability workshops & practical workshops as well as site tours on some of the Major sites in Lambeth



Having visited a site and doing a bricklaying practical session, Peter expressed an interest in becoming a Bricklayer



His enthusiasm was observed by the Training Manager and he was offered an interview for an apprenticeship in bricklaying



Peter attended the interview and was successful, he was offered a work trial for one week and if all goes well, he will commence his Apprenticeship as a Bricklayer



Peter diligently continued to study for his OCN Level 1 Health and Safety in a Construction Environment followed by the CSCS test and was successful in passing first time



Peter's work trial began in October, and he is so excited to be given this opportunity

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# Progress and achievements: Adult Learning

## Lambeth Council Adult Learning 20/21 (August-July)

Description	Lambeth Learner (Starts)
<b>Total</b>	<b>3842</b>
<i>Of which</i>	
New Unemployed (under 12 months)	<b>402</b>
Unemployed (Over 12 months)	<b>576</b>
Young Londoners aged 19-24 years old	<b>384</b>
Black, Asian and Minority Ethnic	<b>2573</b>
Disabled Londoners	<b>517</b>
Older Londoners aged over 55	<b>793</b>
Employed earning below the London Living Wage	<b>402</b>

# Lambeth Adult Learning - Case Study



Roberto is a hospitality worker who lost his job in 2020 due to Covid-19. Having never been unemployed before, he quickly lost confidence and hope.



Roberto received personal support from centre staff who checked on his wellbeing every day.



Lambeth Adult Learning referred him on to a Sector-Based Work Academy course run at High Trees. This covered how to apply for a job in the civil service.



JCP referred him to a Lambeth Adult Learning training course at the MI Skills Development Centre to retrain for a temporary job as a Covid Warden.



He also found out how to prepare for job applications and interviews. At a guaranteed end-of-course interview, he was offered a temporary job as a Covid Warden.



At the end of the course, Roberto attended an interview with the DWP and was offered a permanent job as a Work Coach.



His course prepared him for work with Lambeth's Public Protection, Assurance & Regulatory Services Team to support businesses comply with Covid-19 rules.



Roberto worked as a Lambeth Covid Warden throughout the winter of 2020/21. This experience made him realise that he wanted a career change.



Roberto loves his new job and after 6 months was promoted to become the lead of the RESTART scheme. He now supports others into work.

# Progress and achievements: ELEVATE

ELEVATE is Lambeth's mission to open up the creative and cultural sector to every young person in the borough. It is working to provide training and employment to young people in creative and digital sectors and to unlock opportunities in these industries. ELEVATE's priority groups are ethnically diverse people and those who experience racism, people who self-identify as deaf/disabled or neuro diverse, people who self-identify as LGBTQI, those from disadvantaged socio-economic backgrounds, girls and women.

<b>3 year targets</b>
<b>Engaging schools through ELEVATE Education and connecting them to cultural institutions</b>
<b>Engage 30 emerging &amp; established cultural professionals in the role of creative advisors</b>
<b>Develop a targeted cultural education offer per year for children in care/care leavers and SEND</b>
<b>Cultivate meaningful opportunities for CYP to shape, co-create and lead Lambeth's cultural offer across 12 cultural institutions</b>
<b>210 Young People from disadvantaged backgrounds access quality creative activities and are enriched by the experience</b>
<b>36 Paid opportunities created for Elevators, developing and leading ELEVATE's work (aged 18+)</b>



# Progress and achievements: 198 Contemporary Arts and Learning

198 CAL is a pioneering, black-led, arts, creative and cultural organisation which nurtures and supports the careers of young Black, Asian and Minority Ethnic artists, curators, creatives and entrepreneurs and has done so for over 30 years. With funding support from Lambeth, 198 CAL raised £1.2m to transform the building and construct two new floors above the gallery. The new building has just opened, including space for Black-led and equalities focussed not for profit enterprises, and dedicated space for local young creatives. 198 CAL have also become a successful provider within the Lambeth Adult Learning network. 88 residents benefitted from their Adult Learning programmes in 2020/21, with a 93% achievement rate.

Description	Projected outputs
<i>New/improved affordable and supportive workspace (sq ft gross internal area (GIA))</i>	<b>2,530 sq ft (GIA)</b>
<i>Number of businesses benefiting each year</i>	<b>10 businesses benefiting p.a.</b>
<i>Number of jobs (part and full time) being supported at any one time</i>	<b>26 jobs supported at any one time</b>

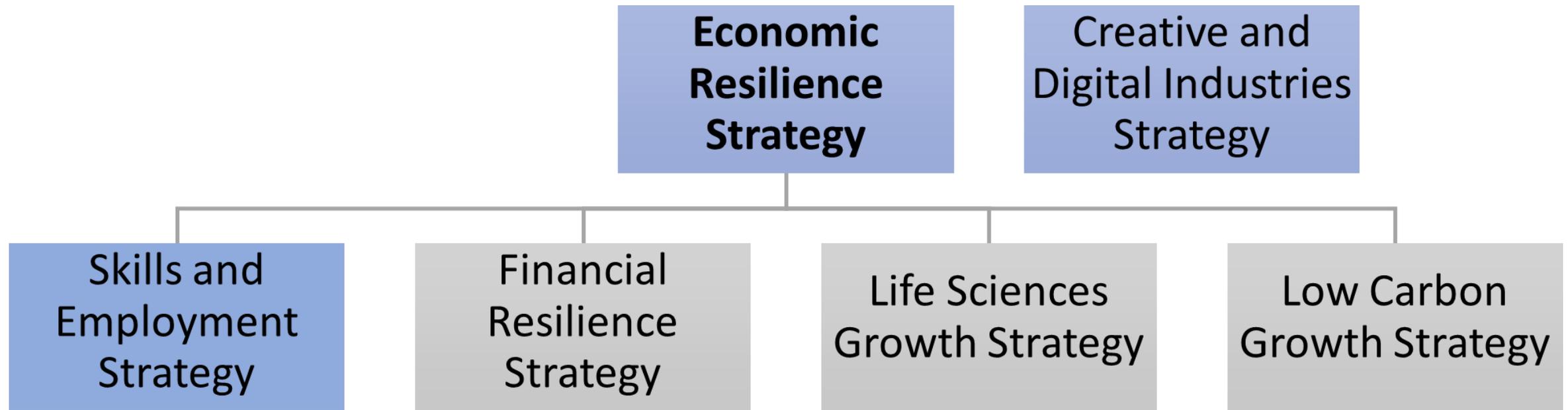


# Engagement / consultation

A draft strategy was developed iteratively through internal officer collaboration, and a broad evidence base set out in the EIA. The strategy sits above or alongside a number of other key strategies and boards which have been involved in shaping the revised strategy. The revised ERS has been shared with a wide range of partners for comment, including:

- Major employers
- Cultural institutions
- Business Improvement Districts (BIDs)
- Education, training and employment providers
- Developers / investors
- Funders
- Partners / community organisations
- Office providers

There are several strategies that sit alongside the Economic Resilience Strategy and have contributed to its development, for example:



## Short term activity KPIs (6-12months)



### People

- % of working age residents with qualifications at NVQ level 1 or above
- Employment opportunities promoted through Opportunity Lambeth Website (jobs apprenticeships and work experience)
- Care leavers engaged through care leavers programme
- Young people benefitting from NEET programmes
- Number of enrolments on adult learning course
- Employment rate 16-64 by ethnic minority
- Employment rate 16-64 by disabled residents
- Reduction in unemployment rate for 50+
- Apprenticeships total starts
- Reduction in unemployment rate for 18-24-year olds



### Business

- Support the establishment of SC1
- Future Workspace Fund grants/loans provided
- Affordable workspace delivered
- Number of businesses/organisations and projects supported through ERF3
- Reduction in jobs paying less than London Living Wage
- Higher number of employers with LLW accreditation, Mayor's Good Work Standard and Disability Confident
- % growth in the Information and Communication Sector
- Median gross weekly pay for full-time workers (workplace based)
- Number of businesses accessing business connectivity vouchers

## Short term activity KPIs (6-12months)



### Place

- % of residents who feel their town centre is welcoming
- % of town centre vacancy
- % of train station usage in Lambeth stations
- Type and number of recovery interventions delivered for high streets and public realm
- Number of affordable homes starts and completions on Lambeth owned sites
- Procurement of Development Partner for Growing Brixton Rec Quarter
- % of premises with download speed of 30Mbits/s from fixed broadband
- % of premises with full fibre availability from fixed broadband.



### Global City

- Spending and footfall level uplift in Waterloo and Southbank area
- Spending and footfall level uplift in Vauxhall area
- Commercial and residential starts and completions in VNEB area
- Amount of commercial floorspace in the borough



### Green Recovery

- CO2 emission estimates (annual)
- Production of Low Carbon Economy Growth Strategy
- Production of Heat De-Carbonisation Strategy
- Completion of consultation on proposals for permanent LTN schemes
- Businesses supported to transition their fleets to zero emission
- % of new lodgements with an energy efficiency rating of A or B
- % of new lodgements with an environmental impact rating of A or B

# Monitoring and mitigations in place

The KPIs in this strategy will be monitored regularly. We will continue to be led by the data and intelligence we are sharing with and receiving from residents, local businesses and partners.

The agile nature of the strategy enables ongoing adaptation to contribute to this mitigation and allow ongoing monitoring of the impacts the strategy has. The strategy will be reviewed every 6 months to allow for this.

There are several layers of accountability in place for the actions and intended outcomes of the Economic Resilience Strategy, as follows:

Lead Members – Cllr Jacqui Dyer and Cllr Matthew Bennett

Sustainable Growth & Opportunity Strategic Directors (Eleanor Purser and Sara Waller), Directors (Nabeel Khan, Rob Bristow and Tom Branton), Assistant Directors (Matt Blades and Alison May) and several other officers

Lambeth's Skills & Employment Board – Shared Outcomes Framework

Lambeth BIDs (Business Improvement Districts) Taskforce

Partners, stakeholders and community groups across the borough

# Questions