

Equalities Analysis in Lambeth

Proposal Title *

Active Lambeth Strategy

Author

Dermot Collins

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?

Venetia Reid-Baptiste

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

Q1a. What is changing?

This five-year strategy identifies how sport and physical activity can be used by Lambeth to contribute to the Borough's objectives in education, public health, transport, parks, community safety, to reduce serious youth violence, improve the environment as well as for its own inherent value. It sets out how best we can use our staff, facilities and assets in conjunction with our community partners for the good of the borough so that these benefits are more universally shared by our residents. The strategy identifies the barriers that currently exists for some residents to access sport and activity. It proposes measures to develop or facilitate provision that overcomes issues of health, household income, being in care, being a carer, age, gender or available opportunity. Although there is existing provision there is unequal access or take up of opportunities or services and this strategy will provide a focus on addressing inequality. For instance although 74 % of Lambeth's residents are considered to be active based on Sport England's Active Lives Survey the least active are the most deprived and do less than 30 minutes of activity a week. This has an impact on public health.

This strategy seeks a recognition of the contribution that sport and activity can play in supporting Lambeth's wider aims and support for specific objectives that will foster a healthier, happier, more cohesive Borough.

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?

Read more



Here you will need to describe clearly and briefly what this change is about (i.e. service change, policy review/update, decision)? Compared against what we do currently, what will be different? Can you explain what will happen if this is approved and when will it be implemented? How will the EIA inform your business case, tender specification, for example?

Q1b. Who will be involved in approving this decision?

Kevin Crook, Venetia Reid Baptiste, Bayo Dosunmu from Resident Services.
Cllr Donatus Anyanwu for Voluntary Sector and Leisure

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

Read more



Please detail any project sponsors, (Head of Service, Directors cabinet member/s, legal, partners) Note: Any reports that go to anyone needing to take decisions must refer to this equalities analysis so they can consider the effects of the proposals on different groups before and during decision-making.

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

The process for the development of this strategy has involved the collation of extensive insight resulting from both Desk study and consultation with key stakeholders. The process of developing this strategy has been;

- Collation of demographic and social insight on the borough
- Identification of existing participation and non participation levels, trends and demographics and the network of existing providers
- Alignment with strategic objectives of the borough and of regional & national agencies
- Meetings with key departments followed by internal and external workshops of councillors, staff and critical friends leading to production of draft strategy
- Draft strategy subject to Lambeth internal scrutiny processes
- Public consultation process – Oct & November 20212 - online and evening event hosted at the Town Hall
- Key aspects of consultation feedback fed into revised strategy draft

This strategy has therefore been informed by a thorough analysis of Lambeth, its people and current provision of sport and Activity. For instance;

- In Lambeth, prior to the COVID-19 pandemic about 43% of all children (about 25,000) lived in poverty. Just under 30% of all residents lived in poverty. 50% of all adults were overweight and/or obese. 6%

unemployment, which is worse than national average

- The following wards have higher levels of deprivation: Prince's, Larkhall, Ferndale, Brixton Hill, Streatham Hill, Oval, Vassal, Coldharbour, Thornton, Tulse Hill, Streatham Hill.
- Within the Borough deprivation does have an impact on levels of activity with 35% of our most deprived citizens doing less than 30 minutes a week.
- As of May 20 40 % of people with disabilities were doing less than 30 minutes activity a week
- In year Nov – 19-20 levels of activity (>150 minutes a week) for male & female residents were the same – 74%. More females were inactive (< 30 minutes a week) @ 17%.
- In relation to Lambeth's Sports Facilities usage figures by gender are 49% male and 51% female
- In July 2021 usage of Lambeth's facilities was 62 % White and 38 % Black and Multi Ethnic attendees. Lambeth's overall population figures of 57 % white and 43% Black and Minority Ethnic
- Data is not currently available to breakdown Lambeth's activity rates by ethnicity but for London Mixed and White Other adults continue to have the highest activity levels, while Asian (excluding Chinese), Black and those with other ethnic origins are the least likely to be active.

A digest of collated insight can be provided upon request. This has provided good information on Age, disability race/ethnicity, religion/ belief, gender,, health, socio-economic status but gaps exist in the areas of gender reassignment, pregnancy and maternity, sexual orientation, language.

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?

Read more



Q2b. How will they be impacted by the change?

Description of Positive

Impacts:*Document how the policy supports each limb of the PSED. The duty*

Description of Negative

Impacts:*List any mitigations where the policy may not:*

No Impact*If it is*

clear there is no

impact, you should

still explain your

assertion that there is

Protected Characteristics

to:

- Eliminate discrimination, harassment, and victimisation
- Promote and advance equality of opportunity
- Promote and foster good relations

- Eliminate discrimination, harassment, and victimisation
- Promote and advance equality of opportunity
- Promote and foster good relations

no impact on a specific people with protected characteristics. Please also consider vulnerabilities within groups with protected characteristics e.g., social mobility and geography.

Age

We will extend the opportunities available to older and younger residents – making them more visible, undertaking positive independent activity

None Foreseen

The strategy has an objective to ‘Undertake research that allows us to develop specific programmes that increase activity and participation rates for Girls and Young Women (61% of Women are active for 150 mins per week)

Sex

The service will be welcome and accessible to LGBTQ+ clubs, organisations and individuals and address any issues arising from discrimination or exclusion

None foreseen

Sexual orientation

The strategy will focus on health and deprivation and as such intersectional issues will mean a focus on specific communities that are or have been historically excluded. In the use of Lambeth’s own facilities usage needs to reflect the diversity of the Borough

None foreseen

Race

The strategy has an objective to Working with disability organisations ensure that there is a network of accessible activity opportunities for people with disabilities across the Borough

None foreseen

Disability

The strategy will focus on health and deprivation and as

None Foreseen

	Description of Positive Impacts: <i>Document how the policy supports each limb of the PSED. The duty to:</i>	Description of Negative Impacts: <i>List any mitigations where the policy may not:</i>	No Impact <i>If it is clear there is no impact, you should still explain your assertion that there is no impact on a specific people with protected characteristics. Please also consider vulnerabilities within groups with protected characteristics e.g., social mobility and geography.</i>
Protected Characteristics	<ul style="list-style-type: none"> ● Eliminate discrimination, harassment, and victimisation ● Promote and advance equality of opportunity ● Promote and foster good relations 	<ul style="list-style-type: none"> ● Eliminate discrimination, harassment, and victimisation ● Promote and advance equality of opportunity ● Promote and foster good relations 	

Religion or belief	such intersectional issues will mean a focus on specific communities that are or have been historically excluded. In the use of Lambeth's own facilities usage needs to reflect the diversity of the Borough	None Foreseen	
Gender reassignment			No known Impact
Pregnancy and maternity			No known Impact
Marriage and civil partnerships[1]			No known Impact
Age			See above
Sex			See above
Socio-economic (education, income level, housing tenure)	A recognition of barriers arising from socio – economic barriers are central to this strategy	None Foreseen	
Health	A recognition of barriers arising from poor health barriers are central to this strategy	None Foreseen	
Language		Potential exclusion of those for who English is not a spoken or written language	
Is there evidence of the potential for intersectional discrimination, e.g., older women, disabled ethnic minorities, men with caring responsibilities, etc?	Yes – for this strategy to be effective it has to recognise intersectional discrimination.		

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'?

Read more



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

Sport and Activity provides many excellent opportunities to display examples of fairness, equality and positive relationships. As our service we will seek to improve our working relationship with communications so that there is better exposure of these examples. We will also seek to develop our own capacity for digital engagement with Lambeth residents. We will report our progress to the Lambeth Sports Partnership Board.

The provision of Leisure Service and the Activity Strategy will need to achieve a balance between the offer of a universal service to all residents and targeted work with those that are excluded and disadvantaged. This will require a process of prioritisation.

We will measure and monitor progress using the following approaches;

Identification of KPIs in Annual Implementation plan and feedback from participants.

Over the 5 years of the strategy use Sport England's Active Lives Survey to measure changes in female activity levels

Increase the network of identifiable LGBTQ+ organisations with which we work

Active Lives provides an indication of the activity levels of different ethnic groups and this allows for the development of targeted provision or advertising. We are able to measure the ethnicity of the membership of Lambeth's Sports Facilities and achieving a reflection of the Borough's make up will be a target.

Identification of KPIs in Annual Implementation plan and feedback from DASL on Lambeth Sports Partnership Board

If strategy and research identify the need to work with specific religious groups then KPIs will be identified.

Over the 5 years of the strategy use Sport England's Active Lives Survey to measure changes in activity levels of different socio-economic groups

We will work with Lambeth Public Health to identify suitable KPIs

When developing targeted programmes be aware where use of additional languages will be of assistance in fostering participation. Use of Lambeth's language services

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?

Read more



Is there a possibility that you will need to treat certain people differently, to enhance positive outcomes because of greater need; disadvantage; experience of less favourable outcomes, etc.? What opportunities exist to support Lambeth's statutory duty to promote equalities? How does this contribute to your departmental service plan and/or the council's corporate priorities?

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

Extending opportunities for sport and activity is fundamentally a positive, beneficial activity and it is difficult to discern obvious negative impacts. The greatest challenge comes with resourcing a strategy that potential addresses everyone in the Borough and its clear that prioritisation will be required. From the public consultation process - both online and at the public forum - certain priorities were identified that will influence the delivery and sequencing of the strategy. These were;

- **Maintain and improve our sports centres, pools, parks and outdoor spaces**
- **Involve more young people in sport and physical activity**
- **Use physical activity programmes to address challenges such as cardiovascular disease, isolation, mental health, diabetes**

The production of annual implementation plan produced in conjunction with the Lambeth Sports Partnership Board will provide strategic direction, prioritisation and SMART targets

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?

Read More



What actions can you take to reduce the impacts that you have identified? Are your actions SMART?

Specific, significant, stretching

Measurable, meaningful, motivational

Agreed upon, attainable, achievable, acceptable, action-oriented

Realistic, relevant, reasonable, rewarding, results-oriented

Time-based, time-bound, timely, tangible, trackable

Who will be responsible for making sure these happen? How can you show you have taken these steps? What evidence can you provide? **Please note** developing mitigating actions is an essential part of the EIA process. These should be comprehensive and clearly align with the issues identified. If there are significant **negative impacts without mitigation it is the responsibility of the decision maker/sponsor** to challenge and request officers go back to the drawing board.

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

The agreement of the strategy will be followed by the production of an annual implementation plan and responsibility for progressing the plan will then devolve down into the individual work programmes of the Lambeth sports team. Progress against these responsibilities will then be monitored. There will also be a responsibility to report on progress four times a year to the Lambeth Sports Partnership Board and to a Community Sports Forum. An assessment of progress will inform the production of a year 2 implementation plan.

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

Read more



No adverse impact, no change required - No potential for discrimination or negative impact identified opportunities to promote equality addressed

Low adverse impact, minor adjustment needed - Adjustments needed to address negative impact all actions detailed within Q3a

Significant adverse impact, further action required - The analysis has identified some potential for negative impact or some missed opportunities to promote equality which it may not be possible to mitigate fully. If you plan to continue with proposals you will need to be satisfied that your officers have shown due regard and taken all necessary steps (as detailed within Q3a) to remove and/or alleviate any negative impacts (e.g. gathering supplementary data, consultation, specific action taken, etc.) to better promote equality and have included these within any implementation and/or service plans. It may be advisable to seek further advice including legal, where significant impact has been found.

Unlawful in/direct discrimination, stop and rethink - Equality analysis shows actual or potential unlawful discrimination. **Do not proceed.**

Comments from Sponsor/Director/Head of Service

Submit for approval
Submit for approval

When you are ready for the assesment to be reviewed by your Director, please select 'Submit for Approval' from the drop down. (Or select Resubmit if requesting approval after a rejection)

Executive Approval
Approved

For Directors: Please use the drop down to Approve or Reject the Assessment. (You will need to click 'Edit Item' at the top of the form to do this)

Attachments

[102033 ALS Decmber 21.pdf](#)

[Collated Lambeth Insight .docx](#)

Close