

## Appendix 6: Equalities Impact Assessment – Tulse Hill Neighbourhood Area and Forum Applications

Equality Impact Assessment Report	Please enter responses below in the right hand columns
<b>Date</b>	December 2015
<b>Sign-off path for EIA</b> (please add/delete as applicable)	Cluster management team (e.g. CLT, DLT, ELT) <b>Corporate EIA Panel</b> Cabinet
<b>Title of Project, business area, policy/strategy</b>	<b>Tulse Hill Neighbourhood Area and Forum Applications</b>
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1.0 Introduction

**1.1 Business activity aims and intentions**

*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?*

The proposal

The Tulse Hill Forum (THF) submitted two applications to the Council in September 2015. One to designate their area as a neighbourhood area and two to designate their forum as a neighbourhood forum. The applications if approved will allow the Tulse Hill Forum to prepare a neighbourhood plan for that specified area. Any neighbourhood plan if brought into force should be subject to an EIA and would form part of the Council's statutory development plan for the borough.

Why it is needed

The Town and Country Planning Act 1990, the Localism Act 2011 and Neighbourhood Planning Regulations 2012 set out the process by which an application can be made for neighbourhood area and/or neighbourhood forum designation to the Council. The Tulse Hill Neighbourhood Area and Forum Cabinet Report 11 January 2016 sets out how the THF have met the requirements of the above legislation and undertaken additional measures to be more representative and inclusive in their proposed neighbourhoods.

Who it is aimed at

The proposed neighbourhood area and neighbourhood forum will relate to the community in the Tulse Hill catchment area. The THF have been operating as a community forum in that locality for over three years. In that period they have built up 79 members who wish to take forward a neighbourhood plan for their area.

The intended outcome

The applications if approved will allow the THF to prepare a neighbourhood plan for that specific area. The neighbourhood plan must be representative of the views of not just a specific few but the wider local community including equality groups. Regulation 14 and Regulation 21 of the Neighbourhood Planning (General) Regulations 2012 require six weeks pre-submission consultation on any neighbourhood plan. Before this engagement must also be carried out. This is set out in the Neighbourhood Planning National Planning Practice Guidance para 047, this outlines that: the neighbourhood forum should ensure that the wider community is kept fully informed of what is being proposed; is able to make the views known throughout the process; has the opportunity to be actively involved in shaping the emerging neighbourhood plan; and is made aware of how their views have informed the draft neighbourhood plan.

A neighbourhood plan attains the same legal status as the local plan if it has been passed at a local

referendum and brought into legal force by the local planning authority. At this point it becomes part of the statutory development plan. It would contain policies for the use and development of land relating to the designated neighbourhood area. A neighbourhood plan is subject to a minimum of six weeks consultation and a public referendum before it is adopted.

#### The Council's political vision

#### **Council 's Community Plan 2013 – 2016**

The Council 's Community Plan 2013 – 2016 sets out the aspirations for: more jobs; safer and stronger communities; cleaner streets; and greener neighbourhoods.

It also outlines the equality objectives that:

- Older, disabled and vulnerable people can live independently and have control over their lives;
- Those at risk of poverty and hardship are financially resilient;
- Employment levels rise for: disabled people, parents, young people (aged 18 – 24 years) and black residents;
- Lambeth's looked after children have improved educational employment and youth justice outcomes and they are independent once they leave care;
- Local organisations are enabled to participate fully in Lambeth's commissioning processes; and
- Black residents, unemployed residents and long term residents benefit from Lambeth's physical regeneration.

#### **The Tulse Hill Forum Objectives**

The THF constitution was submitted to the Council on 15 September 2015. It outlines that the objectives of the THF are consistent with the Council 's Community Plan 2013 – 2016. These are:

To give a voice to the people of Tulse Hill and to reflect their aspirations and concerns. To promote Tulse Hill in collaboration with the London Borough of Lambeth and other relevant organisations and individuals. To work to develop, sustain and improve the area's community, economy, environment and the quality of life and amenity for its residents, businesses and visitors.

#### Outcomes

- The THF application to designate their area as a neighbourhood area and their forum as a neighbourhood forum.
- The THF proceed to prepare a neighbourhood plan which is representative of its neighbourhood area, supports the delivery of the objectives set out in Lambeth's Community Plan 2013 – 2016 and equalities with particular regard to: race, gender, gender re-assignment, disability, age, sexual orientation, religion and belief, pregnancy and maternity, marriage and civil partnership, socio-economic factors, language and health.
- As part of the neighbourhood plan process the THF will also need to work closely with *protected characteristics enshrined in law and the local characteristics* to that any emerging neighbourhood plan

	policies take the views of these groups into account.
<b>2.0 Analysing your equalities evidence</b>	
<b>2.1 Evidence</b> <i>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). <b>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.</b></i>	
<b>Protected characteristics and local equality characteristics</b>	<b>Impact analysis</b> <b>For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and:</b> <i>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.)</i>
<b>Race</b>	Impact: Positive  <u>Reasons and Evidence</u>  Over half of the population in Tulse Hill are from ethnic minorities according to the State of the Borough Report, 2015. There are a high proportion of Black Caribbean residents. Less than a third of residents are from a White British background. Therefore it is particularly important that ethnic minority groups are represented. The THF current membership is comprised of people who live, work or are elected members in the Tulse Hill Area. The THF membership includes Black (Black African, Black Caribbean, Mixed/multiple ethnic groups, Asian – Indian, Pakistan, Bangladeshi, or Other Black) and White (White English/Welsh/Scottish/Northern Irish/British, White Irish or White Other) individuals, men and women and has a wide age range.  The neighbourhood planning process is intended to be a community empowerment tool which supports giving ethnic minorities a voice in planning. No negative impacts on race were put forward in the publication period from any respondents. When the Council publicised the THF neighbourhood area and forum applications from 22 October – 4 December 2015 notifications went to all of the groups representing different races on the planning consultation database.

<b>Gender</b>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u>  The Lambeth State of the Borough Report, 2014 outlines that 49% of Lambeth residents are male, and 51% are female.</p> <p>The lead of the THF is female. Officers from Lambeth Council have attended THF meetings and events since November 2014 and can report that they were attended by a cross section of both men and women. Women's groups including Lambeth Women's Aid were notified of the applications in the six week publication period on the neighbourhood area and forum applications from 22 October to 4 December 2015. No gender issues were raised by any of the respondents on either of the applications in this time.</p>
<b>Gender re-assignment</b>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u>  The Lambeth State of the Borough Report, 2014 outlines that there are 20 transgender people per 100,000 people in UK, which suggests roughly that there are 50-60 transgendered people in Lambeth. Lambeth's Equality and Monitoring Policy 2012 data indicates that of their 24,800 tenants in the borough 28 or 0.1% of which, are transgender. Lambeth Council commissioned an ethnographic research study of transgender people living, working and using public spaces in Lambeth in 2011. This 2011 study notes that the trans community exists across London and is not on a local or borough basis. It is no more homogenous or uniform than the non-trans population.</p> <p>Tulse Hill through their events and promotional exercises has provided evidence to the Council that their membership is open to all. Recent events include the Tulse Hill Workshop which was led by the applicants on Thursday 26<sup>th</sup> November and the weekly Tulse Hill Neighbourhood Area and Forum Surgeries which took place over the publication period. LGBT groups on the planning consultation database were notified for the six week publication period on both applications. No gender re-assignment issues or problems were raised in this period.</p> <p>Neither of the proposed applications are expected to negatively impact on people who have undergone gender re-assignment. The THF aims to give all people in their area additional opportunities to get involved and have a voice in planning issues in their locality.</p>
<b>Disability</b>	Impact: Positive

	<p><u>Reasons and Evidence</u></p> <p>There are approximately 17,000 moderately or severely disabled people of working age in Lambeth and around 33,000 with a common mental disorder. This represents 6.4% of the working age population, in line with the London average of 7%. (Lambeth State of the Borough Report, 2014)</p> <p>All the disability groups on the planning consultation database were notified for the six week publication period. No disability issues were raised in the publication period.</p> <p>The proposed applications aim to have a positive impact on people with disabilities by giving such groups additional opportunities to get involved and have a say on planning issues in their local area. Tulse Hill meetings, workshops and neighbourhood planning surgeries are held at the Jubilee Community Hall and St Martin's Scout Hut which are fully accessible for wheelchair users' and individuals with mobility issues.</p>
<p><b>Age</b></p>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u></p> <p>The age breakdown for Lambeth (according to Census 2011) is as follows:</p> <ul style="list-style-type: none"> <li>▪ Under 20 years: 21.8%</li> <li>▪ 20 – 44 years: 51.8%</li> <li>▪ 45 - 59 years: 15.8%</li> <li>▪ 60+ years: 10.6%</li> </ul> <p>The planning policy database contains details of a number of organisations that work with young and older persons. These groups were notified for the six week publication period. This includes the Young Parents Support Group and Asian Elders Support Group. No age related issues or problems were raised in this period and no objections were made in this time.</p> <p>The proposed applications aim to have a positive impact on people across age ranges by giving such groups additional opportunities to get involved and have a say on planning issues in their local area.</p> <p>The Tulse Hill Forum have committed to aim to have a positive impact on people across age ranges by giving such groups additional opportunities to get involved and have a say on planning issues in their local area. Lambeth officers have attended Tulse Hill events and can confirm that there is a broad cross section of age groups represented in Tulse Hill but recommend additional monitoring is required.</p> <p>Tulse Hill Forum will be required to liaise with the Youth Council and Age Concern and illustrate that any emerging neighbourhood plan policies take the views from a variety of age groups into account.</p>
<p><b>Sexual orientation</b></p>	<p>Impact: Positive</p>

	<p><u>Reasons and Evidence</u></p> <p>There is only a limited amount of information on sexual orientation available. Recent health estimates suggest that Lambeth has one of the largest populations of men who have sex with men (MSM) in the UK. MSM accounts for up to 15% of the male population, nearly three times the London average of 5.3%. Around 4% of people in the borough have been identified as being lesbian, gay or bisexual on our residents' survey and there are a number of thriving LBG venues in and around Vauxhall. (Census, 2011)</p> <p>The planning policy database contains a number of groups covering lesbian, gay and bisexual peoples and health. These groups were notified for the six week publication period on both applications. No sexual orientation issues or problems were raised in this period and no objections were made in this time.</p> <p>The proposed applications aim to have a positive impact on gay, lesbian and bisexual people by giving such groups additional opportunities to get involved and have a say on planning issues in their local area.</p>
<b>Religion and belief</b>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u></p> <p>Over half of the population of Lambeth are Christian, 56%. This is close to the London population of 58%. In Lambeth 5% of the population is Muslim compared to 13% in London. The borough population is 2% Buddhist and 1% Hindu. 4% of Lambeth's population is from any other religion and 30% of the population follow no religion at all which is much higher than the 19% of the general London population. (Lambeth State of the Borough Report, 2014).</p> <p>The planning policy database contains details of more than 200 faith groups in the borough. These groups were notified for the six week publication period on both applications. No religious based issues or problems were raised in this period.</p> <p>The THF have provided the Council with evidence that they have liaised with the local churches in their proposed neighbourhood area and will continue to work to engage different religious groups. The proposed applications aim to have a positive impact on those from different religious backgrounds by giving such groups additional opportunities to get involved and have a say on planning issues in their local area. The Council is satisfied that the THF events are open to all members of the community including those of different spiritual/religious beliefs.</p>
<b>Pregnancy and maternity</b>	<p>Impact: Positive</p> <p>There is a gap in data on number of pregnant women and those on maternity in the borough.</p>

	<p><u>Reasons and Evidence</u>  The planning policy database contains a large number of contacts (individuals, groups and organisations) of which many represent health groups which would work with mothers and mothers-to-be. The Young Parents Support Group is one such group on the policy database.</p> <p>Health groups and The Young Parents Support Group were notified for the six week publication on both applications. No pregnancy and maternity issues or problems were raised in this period and no objections were made in this time.</p> <p>The proposed applications aim to have a positive impact on such groups by providing them with additional opportunities to get involved and have a say on planning issues in their local area such as the provision of additional breastfeeding/baby changing facilities.</p>
<p><b>Marriage and civil partnership</b></p>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u>  According to official returns from the Lambeth Register Office, between 600 and 800 marriages and under 100 civil partnerships are undertaken in the borough each year (in 2011, 641 marriages and 79 civil partnerships were conducted).</p> <p>The planning policy database contains a large volume of contacts, and this will include many people who are married or in a civil partnership. The proposed applications do not contain any implications for married people or those in a civil partnership and aim to give all sectors of the community additional opportunities to get involved and have a say on planning issues in their local area.</p>
<p><b>Socio-economic factors</b></p>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u>  Lambeth is a very diverse Borough ethnically, culturally, socially and economically and this diversity is constantly evolving. It is among the most densely populated local authorities in England, with over 11,300 people per km<sup>2</sup>. Lambeth's population is 303,100, which makes it the third largest population in inner London, after Newham (308,000) and Wandsworth (307,000) (Census 2011). The socio-economic profile of the area is mixed, with areas of affluence and deprivation in close proximity. The borough is the 14<sup>th</sup> most deprived district in England, comparable with Southwark, Lewisham and Haringey, but less deprived than the most deprived London boroughs of Newham, Tower Hamlets and Hackney. Unemployment is a major barrier to economic prosperity. 82% of Lambeth residents are economically active, which is one of the highest borough rates in London (compared with 75% across London). Overall, Lambeth has a highly qualified workforce – nearly 55% have degree level qualifications, compared to 42% in London overall. 9.4% of Lambeth residents have no qualifications, in line with London (9.9%), substantially below the highest rates (e.g. 17% in Barking and Dagenham). Perhaps reflecting Lambeth's central location, 60% of Lambeth</p>

	<p>working residents are managers and senior officials or work in professional, associate professional and technical occupations, compared to 54% in London overall. This is the 8th highest out of the 32 London boroughs. (Lambeth State of the Borough Report, 2014)</p> <p>The THF started in the High Trees Estates and aims to create a positive impact on people from all socio-economic backgrounds through these applications by giving such groups additional opportunities to get involved and have a say on planning issues in their local area that otherwise might not be involved.</p> <p>The planning policy database contains details of a number of organisations representing different socio-economic backgrounds. These groups were notified for the six week publication period on both applications.</p>
<b>Language</b>	<p>Impact: Positive</p> <p><u>Reasons and Evidence</u></p> <p>3.2% of Tulse Hill residents speak an African language as their first language according to the State of the Borough Report, 2015. Approximately 150 languages are spoken in the Borough. After English the main languages spoken are: Portuguese, Yoruba, French and Spanish (LBL 2012). The Council provides a translation / interpretation service for all planning policy documents, and writing communications in easy to read language avoiding planning jargon as much as possible/where appropriate. This is applied to the Council's consultations.</p> <p>No requests were made for the Tulse Hill publication material to be translated however the Council will follow up any such enquiry if this is received both in regard to Tulse Hill or neighbourhood planning in general.</p>
<b>Health</b>	<p>Impact: Positive</p> <p>Lambeth fares comparatively worse for health inequalities when compared nationally. Healthy lifestyle issues are still an area of concern (e.g. high smoking prevalence, worsening obesity levels related to poor diets and lack of physical activity, alcohol and drug misuse and child obesity). Lambeth male life expectancy is 77 years compared to the England average of 78.5 years, and Lambeth female life expectancy is 81 year compared to England average of 82.5 years (NHS Lambeth 2012).</p> <p>Coronary heart disease, malignant cancers and respiratory diseases remain the top three causes of death in the Lambeth population (NHS 2012). Hypertension, diabetes, chronic obstructive pulmonary disease and severe mental illness are also major long term conditions impacting health of Lambeth residents. Socio-economic challenges such as unemployment and poor housing result in high rates of child poverty, and social exclusion which subsequently results in poor physical and mental health are indicators of health inequality (NHS Lambeth 2012).</p>

	<p>The 2011 census found that 6.1% of Lambeth residents say their day-to-day activities are limited a lot by long term health problems or disabilities; and a further 6.6% say their day to day activities are limited a little. These figures are both less than those for Inner London and London as a whole. Lambeth is in the top 10% of districts for places where people say they are in a very good health (53%) (Census 2011).</p> <p>The planning policy database contains details of a number of organisations representing health organisations, charities and community groups. These groups were notified for the six week publication period. This includes the NHS Lambeth, Alzheimer's Society, Lambeth Mental Health &amp; Disabled Peoples Action Group and Guy's &amp; St. Thomas' Hospital NHS Trust. No health related issues or problems were raised. If the neighbourhood area and forum applications are approved and the THF proceed to prepare a neighbourhood plan, this will be developed through a process of on-going consultation and engagement.</p> <p>The proposed applications do not contain any implications for people suffering with poor health. They aim to give all sectors of the community additional opportunities to get involved and have a say on planning issues including promoting better health in their local area.</p>
<p><b>2.2 Gaps in evidence base</b>  <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>Lambeth Council commissioned an ethnographic research study of transgender people living, working and using public spaces in Lambeth in 2011. This 2011 study notes that the trans community exists across London and is not on a local or borough basis. It is no more homogenous or uniform than the non-trans population. As noted above THF will keep their membership open to all and continue to work to engage all groups including the transgender community. Additionally the THF are recommended in The Equalities Action Plan in section 4.2 to monitor both their membership moving forward and how emerging policies in any emerging neighbourhood plan would be reflective of all including that of the trans gender community.</p> <p>Trends of pregnancy and maternity can vary considerably year on year throughout the proposed neighbourhood area. It is important that the THF engage in a variety of methods to help women in the pregnancy and maternity category to get involved as both a member of the THF and in any proceeding neighbourhood plan if they wish. This may be aided by hosting events in local libraries (story telling groups use libraries for under fives sessions). Additional monitoring has been recommended in The Equalities Action Plan section 4.2 of this report for THF to increase the data of the levels of engagement of groups in pregnancy and maternity.</p>
<p><b>3.0 Consultation, Involvement and Coproduction</b></p>	
<p><b>3.1 Coproduction, involvement and consultation</b>  <i>Who are your key stakeholders and how have you consulted, coproduced or involved them? What difference did this</i></p>	<p>It is essential that in the production of any neighbourhood plan equalities groups in the categories of: race, gender, gender re-assignment, disability, age, sexual orientation, religion and belief, pregnancy and maternity, marriage and civil partnership, socio-economic factors, language and health are not just consulted but engaged in its formulation early on.</p>

make?	A broad spectrum of engagement methods are recommended for example using local Lambeth free papers to advertise as well as social media, and the local radio.
<b>3.2 Gaps in coproduction, consultation and involvement</b> <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>	Opportunities should be taken to forward plan in partnership with the Council to avoid gaps in coproduction, consultation and involvement in the production of any neighbourhood plan across equalities groups in the categories of: race, gender, gender re-assignment, disability, age, sexual orientation, religion and belief, pregnancy and maternity marriage and civil partnership, socio-economic factors, language and health.
<b>4.0 Conclusions, justification and action</b>	
<b>4.1 Conclusions and justification</b> <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>	The THF applications are not expected to negatively or disproportionately impact on any equalities groups or on their ability to participate in planning consultations. The proposed applications aim to give all sectors of the community additional opportunities to get involved and have a say on planning issues.
<b>4.2 Equality Action plan</b> <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>	
<b>Equality Issue</b>	<b>Mitigating actions</b>
<b>Ensure that TULSE HILL is representative of their neighbourhood area especially equality groups.</b>	<b>Tulse Hill Forum's constitution amendments adding a stronger emphasis on ensuring equality groups are represented</b> <u>Tulse Hill Forum Monitoring</u> The Tulse Hill Forum should undertake additional monitoring moving forward of both their membership, and the attendance to their consultation and engagement exercises.

	<p><b>Check/verification: Alan Vinall. Delivery Lead Planning Strategy and Policy.</b></p>
<p><b>Ensure any emerging neighbourhood plan is representative of the neighbourhood area especially equality groups.</b></p>	<p><b>Carrying out an EIA early on in the neighbourhood plan's process</b></p> <p>If THF neighbourhood area and neighbourhood forum applications are approved and THF can proceed to prepare a neighbourhood plan an EIA should be carried out early on in the process. No timeframes are available as whether a neighbourhood plan can be prepared has yet to be confirmed. However this should be developed in close working partnership with the Council . Presentations to the Council early on in the process of the emerging policies in the neighbourhood plan are encouraged as a positive approach moving forward.</p> <p>-An EIA should be undertaken by THF during the development of a neighbourhood plan to ensure that the policies are representative of the local community especially hard to reach groups. The EIA should also assess whether the mitigating actions as noted in this section of this report are being met.</p> <p>-If THF proceed to prepare a neighbourhood plan it should show how it supports the delivery of the objectives set out in Lambeth's Community Plan 2013 – 2016 with particular regard to the equalities categories of: race, gender, gender re-assignment, disability, age, sexual orientation, religion and belief, pregnancy and maternity, marriage and civil partnership, socio-economic factors, language and health. The Council recommends that THF host equality workshops across these groups with the local community on how they can reduce barriers and better engage as part of the neighbourhood plan preparation process.</p> <p>-THF should ensure they apply a broad spectrum of engagement tools such as Lambeth free papers, social media, local libraries (story telling groups use libraries for under fives sessions), local radio in addition to more traditional methods of email, mail outs and public meetings.</p> <p>- THF should monitor both their members and how they have taken into account the views of all sections of the community especially hard to reach groups in the development of their neighbourhood plan including the attendance to their consultation and engagement exercises.</p> <p><b>Check/verification: Alan Vinall. Delivery Lead Planning Strategy and Policy.</b></p>
<p><b>Avoid potential communication</b></p>	<p><b>Avoiding potential communication barriers</b></p>

<b>barriers</b>	<p>-Any neighbourhood plan where it is produced should avoid planning jargon and the Council can support THF in offering a translation/interpretation during consultation and engagement exercises to reduce any communication barriers that may exist in the area.</p> <p><b>Check/verification: Alan Vinall. Delivery Lead Planning Strategy and Policy.</b></p>
<b>5.0 Publishing your results</b>	
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.	
<b>EIA publishing date</b>	06/01/2015
<b>EIA review date</b>	14/12/2015
<b>Assessment sign off (name/job title):</b>	David Joyce, Director Planning and Development – Delivery.

All completed and signed-off EIAs must be submitted to [equalities@lambeth.gov.uk](mailto: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).