

Equality Impact Assessment Report	Please enter responses below in the right hand columns
Date to EIA panel, department, DLT or DMT	Corporate EIA Panel, 11 June 2018
Sign-off path for EIA	Corporate EIA Panel
Title of Project, business area, policy/strategy	Lambeth Creative and Digital Industries Strategy for Growth
Author	Matt Blades
Job title, division and department	Head of Business, Culture and Investment
Contact email and telephone	mblades@lambeth.gov.uk
Strategic Director Sponsor	Sue Foster

London Borough of Lambeth Full Equality Impact Assessment Report

Please enter responses below in the right hand columns.

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 cooperative council vision, corporate outcomes and priorities?

The creative and digital industries (CDI) are high growth, high value sectors and are one of Lambeth's largest and most important. However, they are growing at a slower rate than the London average. A CDI sector growth study was commissioned and, alongside the Equality Commission Report and London Borough of Culture bid, has informed the production of Lambeth's Creative and Digital Industries Strategy for Growth.

Future Lambeth: Our Borough Plan 2016-2021, identifies CDI as a key priority growth sector for the borough. Expanding on the high level vision to support CDI growth within the Borough Plan, the strategy aims to:

- celebrate the outstanding contribution that the CDI make to the borough
- profile the enduring and distinctive character of Lambeth – its creative DNA
- present an evidence-led approach and set clear objectives
- detail actions on how the council and partners can work together to drive inclusive growth through the CDI economy.

The Strategy addresses a number of recommendations within the Lambeth Equality Commission Report and Recommendations 2017. Specifically to:

- Encourage primary and secondary schools to take up the specific recommendations of Lambeth's Creative and Digital Industries Growth Strategy

	<p>including activities targeted at tackling underrepresentation of Equalities Commission priority groups in important growth sector.</p> <ul style="list-style-type: none"> • develop sector growth strategies for parts of the economy that have a higher proportion of higher paid and skilled jobs, including creative and digital industries This work should not only seek to attract more employment growth from high value sectors but also bring forward actions to support education and employment pathways for underrepresented groups in these industries <p>There is not currently an implementation plan for the Strategy, however the document itself clearly sets out actions for the council and partners to deliver against. As a plan is produced at a later stage, there will be a focus on monitoring key milestones related to one of more of the protected characteristics.</p>
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2.0 Analysing your equalities evidence

2.1 Evidence
*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). **Please check the council's equality and monitoring policy and your division's self-assessment. Each division in 2011/12 reviewed its equality data and completed a self-assessment about what equality data is relevant and available?***

IF YOUR PROPOSAL ALSO IMPACTS ON LAMBETH COUNCIL STAFF YOU NEED TO COMPLETE A STAFFING EIA.

<p>Protected characteristics and local equality characteristics</p>	<p>Impact analysis For each characteristic please indicate the type of impact (i.e. positive, negative, positive and negative, none, or unknown), and: <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></p>
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Race	<p>Positive</p> <p>The Lambeth Creative and Digital Industries Sector Growth Study 2018 (Study) and Lambeth Creative and Digital Industries Strategy for Growth 2018 (Strategy) identify that the sector suffers from a lack of diversity, with those from Black, Asian and Minority Ethnic (BAME) backgrounds being underrepresented overall and in senior roles.</p> <p>In 2014, 11% of CDI jobs were filled by people from BAME backgrounds. This compares with 42% of Lambeth’s population being from BAME groups¹.</p> <p>The Study further identified that while BAME talent may be able to enter the industry, progression is difficult. Consultees emphasised that employment in the sector for BAME talent is disproportionately in lower paid roles, such as in front of house staff.</p> <p>The Strategy recognises that there are a wealth of local organisations committed to tackling inequality through the creative sectors, and sets out key actions on how the council and partners can better connect young people, education providers and employers. Interventions are to be targeted at the most disadvantaged groups and information by the Lambeth Equalities Commission findings and the Indices of Multiple Deprivation.</p> <p>Specifically, the Strategy contains a number of actions (including the delivery of the Next Generation campaign to provide skills, jobs and increased opportunities for those underrepresented in the workforce; and working with advocacy groups such as UK Black Tech to promote opportunities for BAME-led creative and digital organisations) that aim to have a positive impact on this protected characteristic.</p>
Gender	<p>Positive</p> <p>The Study and Strategy identify that women are under underrepresented in the sector overall and in senior roles. Women are underrepresented in both the uptake of</p>

¹ Lambeth Creative and Digital Industries Study 2018

	<p>digital qualifications and in digital roles. Just 17% of people who work in the tech sector and only 9.5% of students taking computer science A level courses are female.²</p> <p>The Strategy includes a number of recommendations to tackle inequality within the CDI. A key action in this section is the delivery of Lambeth's Next Generation campaign, which includes projects aiming to address the underrepresentation and progression of women, including WOW GIRLS, a Southbank Centre-led project, supporting girls interested in cultural careers aged 16 to 18 to come together and make changes in their own communities.</p>
Gender re-assignment	<p>Unknown</p> <p>Whilst the Strategy aims to address the issues with entry into CDI workforce and support for businesses, it does not include specific data or recommendations to judge the specific impact on this protected characteristic. No anecdotal evidence has been presented that there would be any impacts as a result of the Strategy. In the absence of data or other specific evidence it is not possible to judge the specific impact on this protected characteristic.</p>
Disability	<p>Positive</p> <p>The employment rate for working age residents with a disability is 60.4%. This is lower than the employment rate for residents without a disability (85.5%) although higher than the comparable rate for London (51.6%). Females with a disability are more likely to be in employment than males with a disability (65.5% compared to 52.1%)³.</p> <p>The Strategy aims to address the issues with entry into CDI workforce and the Study recommends that, given limited resources, programmes and organisations should target support to disabled people (alongside other key groups) based on the Equality Commission findings and the lack of representation in the CDI.</p>

² UK Digital Strategy (2017)

³ ONS Annual Population Survey, June 2017

	<p>Specifically, the Strategy contains an action for the council to continue to support Studio Voltaire to increase the amount of affordable artist studio space. Action Space, a charity that supports the development of artists with learning disabilities and creates innovative projects for people with learning disabilities to engage with the visual arts, is currently supported by Studio Voltaire. Another action relates directly to supporting the Old Vic to progress capital works to the theatre to provide better access for disabled people.</p> <p>[Update: Following Corporate EIA Panel recommendation the Strategy has been revised to include additional commentary in regard to working with local and grassroots organisations to engage all groups who are typically hardest to reach]</p>
Age	<p>Positive</p> <p>The Strategy identifies that the CDI are creating jobs four times faster than the wider economy⁴. Creating something new and unpredictable makes creative talent harder to replace with robots and algorithms. As a result, creative jobs are more resilient to automation⁵.</p> <p>We do not currently have data on the average age of the workforce.</p> <p>The Strategy includes a number of actions that aim to enable young people to access CDI careers and work experience. One example is by working with the council's School Improvement Team and Lambeth Schools Partnership to raise awareness of the existing extra-curricular creative education officer provided by cultural organisations in the borough (for example 198 Contemporary Arts and Learning's Hustlebucks programme led by young people).</p>
Sexual orientation	Unknown

⁴ The Creative Industries in London, GLA Economics, 2015

⁵ The Creative Economy and the Future of Employment, Nesta

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Religion and belief	<p>Unknown</p> <p>Whilst the Strategy aims to address the issues with entry into CDI workforce and support for businesses, it does not include specific data or recommendations to judge the specific impact on this protected characteristic. No anecdotal evidence has been presented that there would be any impacts as a result of the Strategy. In the absence of data or other specific evidence it is not possible to judge the specific impact on this protected characteristic.</p>
Pregnancy and maternity	<p>Unknown</p> <p>Whilst the Strategy aims to address the issues with entry into CDI workforce and support for businesses, it does not include specific data or recommendations to judge the specific impact on this protected characteristic. No anecdotal evidence has been presented that there would be any impacts as a result of the Strategy. In the absence of data or other specific evidence it is not possible to judge the specific impact on this protected characteristic.</p>
Marriage and civil partnership	<p>Unknown</p> <p>Whilst the Strategy aims to address the issues with entry into CDI workforce and support for businesses, it does not include specific data or recommendations to judge the specific impact on this protected characteristic. No anecdotal evidence has been presented that there would be any impacts as a result of the Strategy. In the absence of data or other specific evidence it is not possible to judge the specific impact on this protected characteristic.</p>
Socio-economic factors	<p>Positive</p>

	<p>The Study and Strategy identify that people from lower-income backgrounds are under underrepresented in the sector overall and in senior roles.</p> <p>People from more advantaged socio-economic groups account for 92% of the workforce in the creative Economy, compared to 66% in the wider UK economy⁶.</p> <p>Barriers to entering and building a career within CDI is attributed to a lack of understanding of the education and career pathways available, lack of social networks and employer practices (such as informal recruitment and unpaid internships).</p> <p>The Strategy recognises that there are a wealth of local organisations committed to tackling inequality through the creative sectors, and sets out key actions on how the council and partners can better connect young people, education providers and employers. Interventions are to be targeted at the most disadvantaged groups and information by the Lambeth Equality Commission findings and the Indices of Multiple Deprivation.</p>
<p>Language</p>	<p>Unknown</p> <p>Whilst the Strategy aims to address the issues with entry into CDI workforce and support for businesses, it does not include specific data or recommendations to judge the specific impact on this protected characteristic. No anecdotal evidence has been presented that there would be any impacts as a result of the Strategy. In the absence of data or other specific evidence it is not possible to judge the specific impact on this protected characteristic.</p> <p>[Update: Following Corporate EIA Panel recommendation the Strategy has been revised to include additional commentary in regard to developing programmes which bring creative skills and training initiatives together with English language training]</p>

⁶ DCMS (2015). Creative Industries: Focus on Employment.

<p>Health</p>	<p>Positive</p> <p>The Study and Strategy outlines the importance of technology to drive healthier lives and innovation. This is supported by Guy's and St Thomas' Charitable Trust's investment in London's first workspace dedicated to health-tech start-ups, The Health Foundry.</p> <p>Key actions within the Strategy focus on building distinctive clusters and supportive environments for organisations focused on key sub-sectors, such as health-tech. This in turn creates potential for significant advances in health technology, created in Lambeth with an impact locally and globally.</p>
<p>2.2 Gaps in evidence base <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>The evidence collected to inform the Future Lambeth Plan and Equality Commission report provide a comprehensive assessment of the impact of recent changes in demography, and policies on different groups within the population. These documents have been used to inform the priorities for the Strategy, alongside extensive consultation (outlined below).</p> <p>As more specific projects and programmes are developed, further analysis or research may be necessary.</p>
<p>3.0 Consultation, Involvement and Coproduction</p>	
<p>3.1 Coproduction, involvement and consultation <i>Who are your key stakeholders and how have you consulted, coproduced or involved them?</i></p>	<p>An Advisory Group was established at the beginning of the project to help inform, steer and approve the work. The group is made up of representatives from across Lambeth's existing CDI organisations (including B3 Media, BFI, Champion Agency, ITV, Southbank Centre) Business Improvement Districts, education providers (including King's College London, London South Bank University, Morley College), workspace operators, pan-London business support organisations (Capital Enterprise) and other partners (including Greater London Authority, Guys and St Thomas' Charity, Young Lambeth Coop).</p>

	<p>Seven workshops have been held with the Advisory Group (either as a whole or in specific topic groups) to inform the early stage development of the Strategy, to provide feedback on emerging findings and recommendations and to make commitments to delivering on relevant actions.</p> <p>Over 200 businesses have been involved in the production of the strategy, with 160 responding to a survey which informed the consultant study. In addition to the survey, 40 individual interviews were also held with CDI and partner organisations.</p> <p>The Strategy has also been developed following the engagement held to inform Lambeth's London Borough of Culture bid development. This process engaged with over 240 local organisations to shape Lambeth's <i>Radical Hearts Open Minds</i> bid.</p> <p>This wide ranging engagement produced specific actions for how the cultural economy can support particular target groups, for example children looked after and residents with mental health needs.</p> <p>If the Strategy is approved by Cabinet, the final document will be circulated to the Advisory Group and other partners for endorsement. This will involve a commitment to supporting the delivery of the Strategy and actions.</p>
<p>3.2 Gaps in coproduction, consultation and involvement <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></p>	<p>None currently identified. Where gaps in knowledge are identified, as the strategy is implemented, we will seek to gather data and continually assess the impact.</p> <p>Further coproduction, consultation and involvement will be required when developing some of the programmes and actions outlined in the strategy.</p>

4.1 Conclusions and justification <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>	<p>Overall the Lambeth Creative and Digital Industries Strategy for Growth aims have a positive impact on all Lambeth residents, by addressing the challenges facing the sectors and those who are underrepresented in the workforce.</p> <p>There are no disproportionate negative impacts identified or expected.</p>
4.2 Equality Action plan <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>	
Equality Issue	Mitigating actions
Ongoing monitoring of the impact of the Strategy	<p>Maintain regular monitoring of the outcomes and impact of the Strategy and subsequent programmes. In particular, monitoring the impact across identified priority groups. We will be particularly focused on those areas where neither positive nor negative impacts have been identified and assessing potential changing impacts.</p> <p>Ongoing, Matt Blades, Head of Business, Culture and Investment.</p>
5.0 Publishing your results	
<p>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.</p>	
EIA publishing date	
EIA review date	
Assessment sign off (name/job title):	Matt Blades, Head of Business, Culture and Investment

All completed and signed-off EIAs must be submitted to 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).