

Equalities Analysis Assessment

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1. The activity or decision that this assessment is being undertaken for

This Equalities Assessment Analysis for the proposed Asset Management Strategy (AMS) ensures alignment with the corporate equality objectives, which are as follows:

- To ensure equal opportunities for marginalised and seldom heard communities.
- To reduce the number of vulnerable people in the borough by tackling socio-economic inequality.
- To improve the quality of life of residents by tackling preventable illnesses and diseases.
- To ensure that services are designed and delivered to meet the needs of Lewisham's diverse population.
- To increase the number of people we support to become active citizens.

AMS Overview

The Asset Management Strategy (AMS) sets out the ambition and key initiatives that will be adopted for the use and management of property in the General Fund. It provides a structured approach for managing Lewisham's non-HRA assets and focuses on aligning asset management with the needs of a diverse population, enhancing the performance and efficiency of current assets, and guiding future investments to support sustainability and regeneration goals. The AMS supports the strategic management of approximately 760 assets that range across operational, community, commercial, and housing (Non HRA). In addition, there are over 2,400 garage units within the estate.

AMS Objectives

The objectives of the AMS are to:

- Set out a transparent and clear framework upon which decisions on use or management of our assets are made.
- Support and enables our Corporate Strategy priorities by providing a structure and understanding of the role our property portfolio can play.
- Put residents needs at the centre of asset management decisions.

- Provide context and support decisions on prioritising capital investment and development of a Capital Strategy.
- Ensure transparency and sound financial management through understanding of how best value can be achieved.

AMS priority areas

Four key priority areas have been identified in the AMS, as follows:

- Asset optimisation
- Regeneration and development
- Partnership working
- Corporate approach

Woven into these four strategic areas is the cross-cutting theme of “a sustainable estate”.

Through a comprehensive analysis, the AMS demonstrates its commitment to meeting corporate equality objectives by ensuring that asset management practices are inclusive, efficient, and aligned with broader community and sustainability goals.

2. The protected characteristics or other equalities factors potentially impacted by this decision

<input checked="" type="checkbox"/> Age	<input checked="" type="checkbox"/> Ethnicity/Race	<input checked="" type="checkbox"/> Religion or belief	<input checked="" type="checkbox"/> Language spoken	<input type="checkbox"/> Other, please define:
<input checked="" type="checkbox"/> Gender/Sex	<input checked="" type="checkbox"/> Gender identity	<input checked="" type="checkbox"/> Disability	<input checked="" type="checkbox"/> Household type	
<input checked="" type="checkbox"/> Income	<input checked="" type="checkbox"/> Carer status	<input checked="" type="checkbox"/> Sexual orientation	<input checked="" type="checkbox"/> Socio Economic status	
<input checked="" type="checkbox"/> Marriage and Civil Partnership	<input checked="" type="checkbox"/> Pregnancy and Maternity	<input checked="" type="checkbox"/> Refugee/Migrant/Asylum seeker	<input checked="" type="checkbox"/> Health & Social Care	
<input checked="" type="checkbox"/> Nationality	<input checked="" type="checkbox"/> Employment	<input checked="" type="checkbox"/> Armed forces		

The proposed AMS has the potential to impact a large and diverse group of people, as the council owns a broad portfolio of properties across the borough. These properties are used for a multitude of direct and non-direct service delivery, span various wards, include both new and historic constructions, and are in varying states of repair and occupancy.

Macro-Level Impact:

The overall impact of the AMS on the selected characteristics is unknown. By creating a leaner but better-managed estate, most users will benefit from improved facilities. However, individual projects arising from asset changes may negatively impact some protected characteristics, necessitating individual assessments to mitigate negative outcomes.

Micro-Level Impact:

Post-approval, the AMS will guide decisions on the future use of the estate and changes to individual buildings will occur incrementally, making it difficult to predict and assess the impact comprehensively. Where the current use of a building is maintained without action, no impact on protected characteristics is expected.

Measurement and Review:

Given the AMS is a strategic document, determining specific data to measure its impact is challenging due to the diverse building types and uses. Each project will have different outcomes, making it difficult to attribute data to the strategy at a higher level. General assessments on impact are made at this stage.

Site-Specific Projects:

The real impact of changes will be assessed during the options appraisals for site-specific proposals. Individual Equality Assessment Analyses (EAA) will be conducted for each relevant asset change, taking into consideration:

- A profile of the current service users and services utilized, highlighting the relevant protected characteristics identified as being impacted by the changes.
- A commitment to equalities.
- Justification for the inclusion or exclusion of specific characteristics.
- The inclusion of armed forces and socio-economic status, treated on par with the nine characteristics protected by law. If no data is available on the armed forces, this should be explicitly mentioned.
- Evidence of adherence to the Public Sector Equality Duty.
- The relevance of additional characteristics.
- An analysis of cumulative impacts by intersectionality, such as how changes affect users with a combination of protected characteristics (e.g., an older white service user who is not disabled, or a black, male service user who is disabled).
- The development of specific action plans that are monitored and fed back into the AMS and EAA for continuous refinement.

These assessments must demonstrate alignment with the AMS and evaluate the impact on protected characteristics.

Examples of where an individual EAA may be required:

- When consolidating services from multiple buildings into a single location, an EAA would be conducted.
- An EAA would also be necessary to assess the impact of changing management arrangements for a community centre on protected characteristic groups.

These assessments must determine whether the proposals have a neutral, positive, or negative impact on all protected characteristics, ensuring no potential for discrimination. They should also identify any

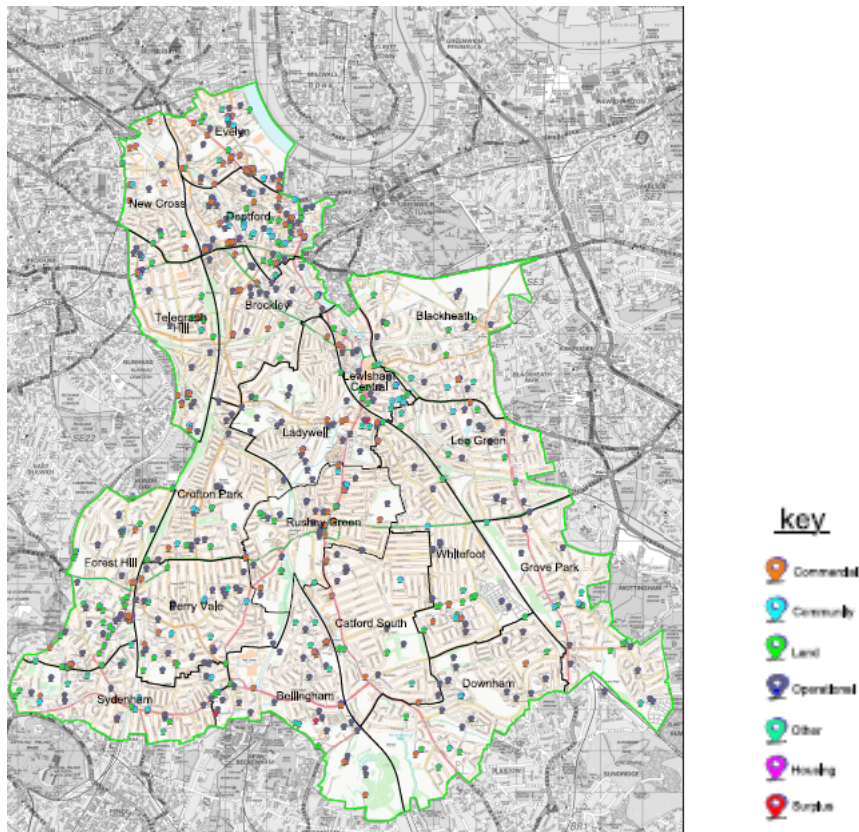
additional benefits or disadvantages of the scheme, if data is available. Stakeholders must demonstrate how they have considered the impact on Equality, Diversity, and Inclusion (EDI) and how their proposals will benefit the local communities involved.

Iterative Review:

Once asset reviews and individual projects are completed, an iterative model for feedback will be considered. This will involve reviewing this EAA to assess if projects under the AMS have led to positive or negative outcomes, necessitating continuous assessment and refinement of the EAA.

3. The evidence to support the analysis

The mapping below illustrates the extent of the general fund assets, showcasing the varied locations and scales of the properties. This diversity complicates pinpointing the specific impacts on protected characteristics at the micro-level. The map's legend indicates the various uses of these properties, highlighting their significance to multiple communities within the borough.



To reiterate, it is imperative that individual Equality Assessment Analyses (EAAs) are conducted when assets are reviewed through the AMS. These analyses should consider the following, with significant findings fed back into the main EAA:

- **Data and Evidence:** What data or evidence is available that identifies who is or could be affected? This should reference borough demographics, including age, ethnicity, BAME groups, languages, religions, number of people with disabilities, etc.

- **Information Gaps:** Are there gaps in the information that make it difficult to determine how the proposals might affect different groups? If so, identify these gaps and outline how and when additional information will be collected.
- **Community Involvement:** How have we involved, or will we involve, communities and groups that could be affected?

By addressing these considerations, the AMS can ensure that its impact on protected characteristics is thoroughly assessed and managed.

Overall Data Review

Below is an analysis of the potential impacts on some demographic groups, supported by relevant data from the Office of National Statistics, 2021.

Population Growth

The population of Lewisham was estimated to be 300,553 in 2021 and is projected to grow to 343,415 by 2043. This growth highlights the importance of the AMS in ensuring that infrastructure and services keep pace with the increasing population.

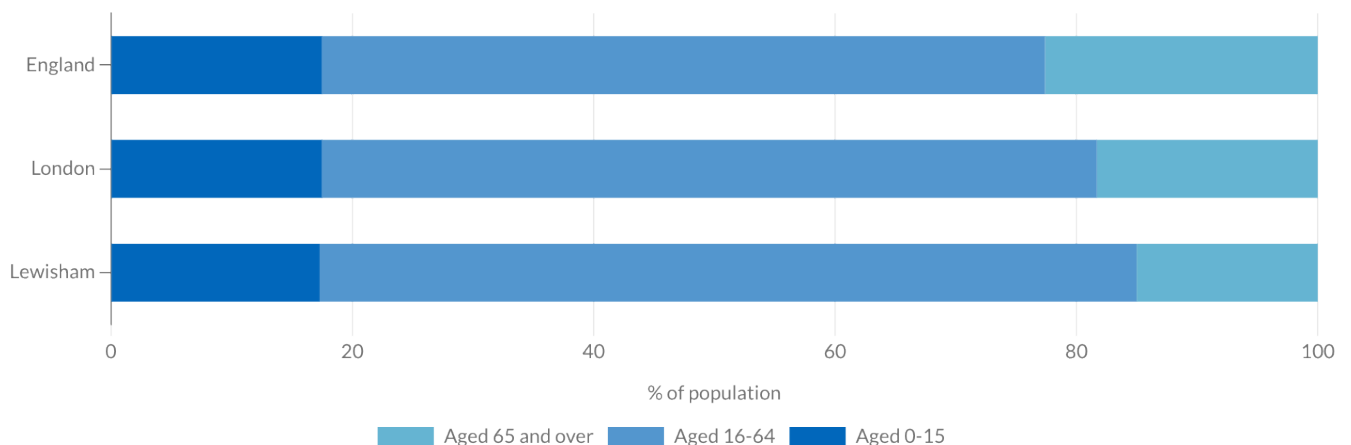


Figure 1: Broad age group population projections for Lewisham (2043)

Age and Gender

The age and gender distribution within the area covered by the AMS is diverse, reflecting a wide range of needs and priorities. Based on the data:

- **Children and young adults (Ages 0-17):** A significant portion of the population falls within this age group, indicating the importance of considering facilities and services that cater to young people.
- **Adults (Ages 18-64):** Most of the population is within the working-age bracket, necessitating infrastructure that supports employment, transportation, and housing.
- **Seniors (Ages 65 and above):** There is a notable percentage of older adults, highlighting the need for accessible and senior friendly facilities.

- **More women than men:** It is also important to note that there are more women than men in the borough, which needs to be considered to avoid gender inequality.

The chart below summarises the age and gender distribution:

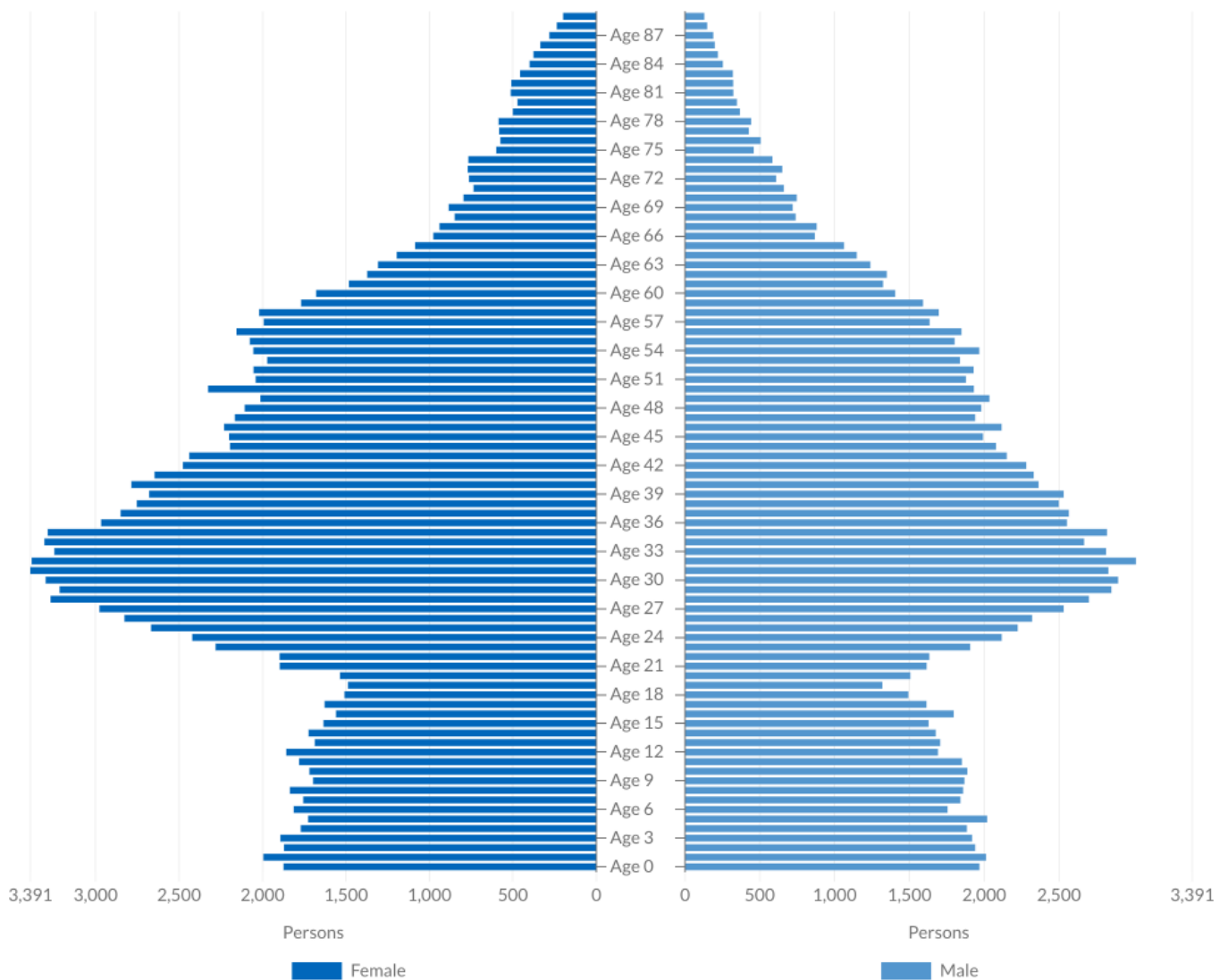


Figure 2: Population aged 0 to 89 by single years for Lewisham (2021)

Religion

Religious diversity will be another crucial consideration for site-specific proposals. Based on the 2021 census data:

- **Christianity:** 44% of respondents identified as Christian
- **No religion:** 37% reported having no religion
- **Other religions:** The remaining respondents include Muslims (7.4%), Hindus (2.1%), Buddhists (1.1%), Jews (0.3%), Sikhs (0.2%), and other religions (0.8%).

The distribution noted in the chart below underscores the importance of inclusive spaces that respect and accommodate various practices and beliefs.

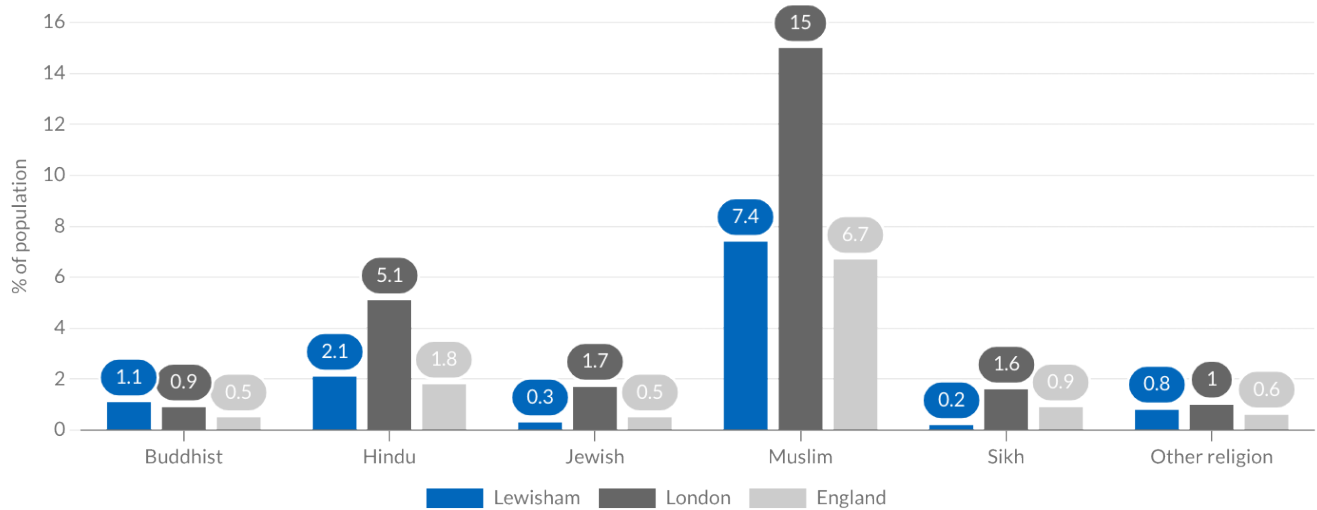


Figure 3: Population by religion (excluding Christian) (2021)

Ethnicity

Ethnic diversity with the AMS area is significant, with various ethnic groups represented:

- **Black, Black British, Black Welsh, Caribbean or African:** 26.8%
- **Asian, Asian British or Asian Welsh:** 9% of the population
- **Mixed of multiple ethnic groups:** 8.1%

The data indicates a multicultural population, necessitating culturally sensitive and inclusive project planning and implementation.

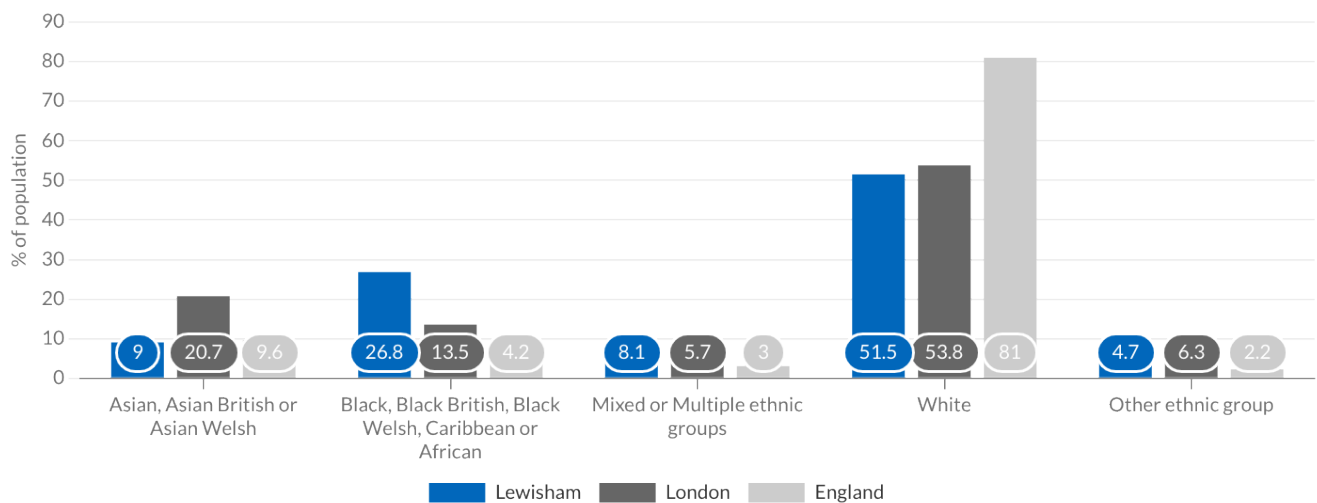


Figure 4: Broad ethnic groups (2021)

Marriage and Partnership

Understanding the composition of households and partnerships is essential for planning community services and housing.

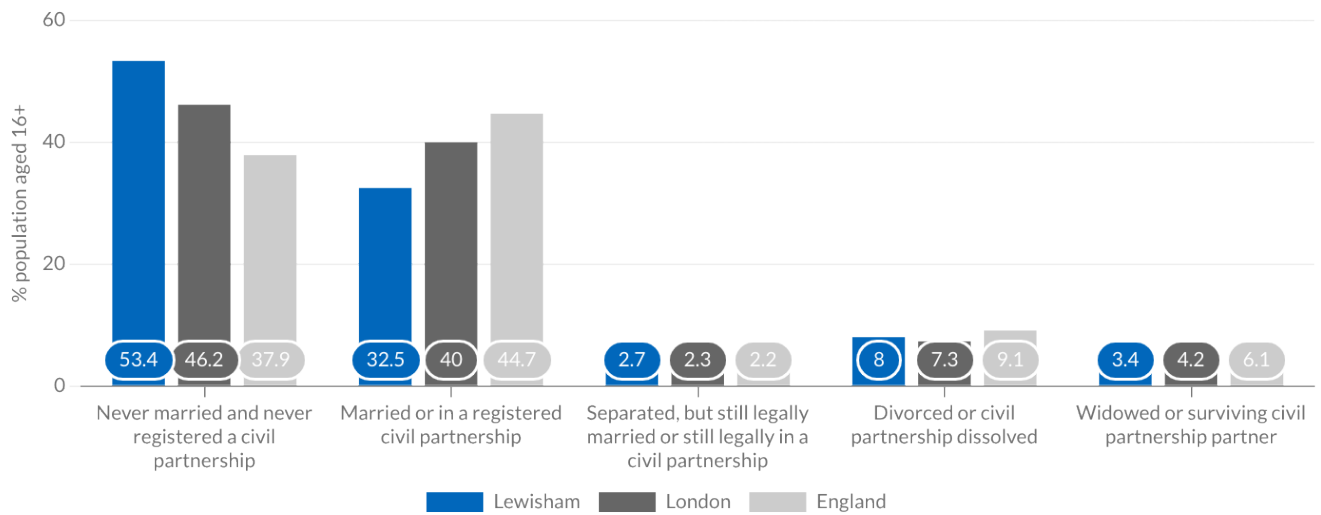


Figure 5: Multi-religion households (2021)

Armed Forces

The AMS must also consider the needs of households and members who have served in the UK armed forces. This demographic, while relatively small, has specific requirements that should be taken into account in planning and delivering services.

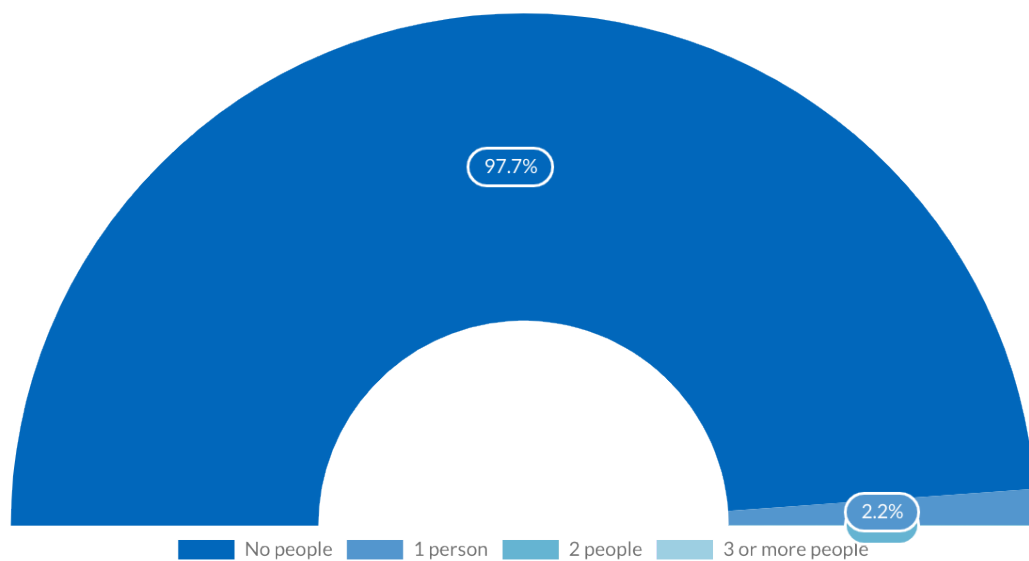


Figure 6: Number of people in household that have previously served in the UK and armed forces for Lewisham (2021)

Based on the information above, the AMS should consider:

- **Support services:** Ensuring access to specialised support services tailored to the needs of ex-service members, such as mental health services, employment support, and social reintegration programs.
- **Housing:** Providing suitable housing options that cater to the unique needs to veterans, including accessible and adaptable housing.

- **Community integration:** Promoting initiatives that foster community integration and support for veterans, helping them to build social connections and support networks within their communities.

Pregnancy/Maternity

The AMS should also consider the general fertility rate, as it impacts service needs related to maternal and child health care, childcare services, and educational facilities. The general fertility rate for females aged 15-44 in Lewisham has been decreasing over the years, as shown in the following data:

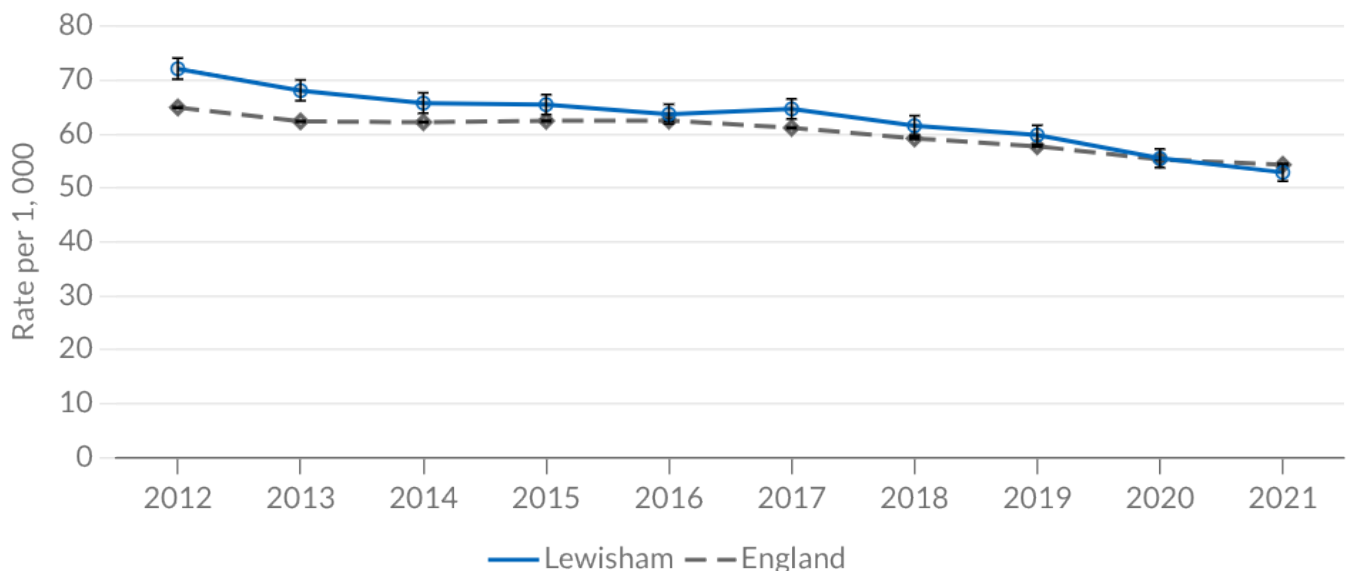


Figure 7: Birth rate per 1,000 females aged 15 to 44 years

Conclusion

The AMS will affect a diverse population incrementally as specific projects are taken under the framework of the AMS. By analysing and considering the impact on the protected characteristics, we can ensure that the AMS promotes inclusivity and addresses the needs of all demographic groups.

The data analysis in each site-specific project EAA will be expanded as projects are greenlit and more detailed data becomes available. By doing so, the AMS can ensure equitable and inclusive development, addressing the unique needs of all community members and promoting a balanced and fair impact across different population groups.

4. The analysis

The analysis indicates that the impacts on Equality, Diversity, Human Rights, and Community Cohesion should be carefully considered within site-specific proposals and any future business cases. This will ensure due consideration for any impact as a result of a proposed change in use or management of an asset. In most cases the individual EAA will be undertaken by the service impacted by the change as they will understand the make-up of those impacted by the change.

5. Impact summary

Even with the adoption of the AMS, there should not be any immediate impact until site-specific proposals are brought forward and assessed through the AMS framework. At that stage, the individual impacts of those proposals must be considered, with the following points in mind:

- **Potential Adverse Impacts:** Does the proposal have any potentially adverse impacts on people with protected characteristics?
- **Mitigation and Justification:** Can these impacts be mitigated or justified? If so, how?
- **Positive Impacts and Equality Promotion:** After analysing initial and additional sources of information, including feedback from consultations where relevant, is there evidence that the proposed changes will have a positive impact on any of these groups and/or promote equality of opportunity? Can these positive impacts be maximized? If so, how?
- **Additional Work for Equality Promotion:** Is there any feedback or evidence suggesting that additional work could be done to promote equality of opportunity?
- **Adverse Equality Impacts:** Is there any evidence that the proposed changes will have an adverse equality impact on any of these groups? If so, how can these be reduced or mitigated?
- **No Equality Impacts:** Is there any evidence that the proposed changes have no equality impacts?

By addressing these considerations, the delivery of the AMS can ensure that its implementation is equitable and inclusive, promoting positive outcomes and mitigating any potential adverse impacts on protected characteristics.

6. Mitigation

Even with the adoption of the AMS, there should not be any impact until site-specific proposals are brought forward and assessed through the AMS framework. At that stage, the individual impacts of those proposals must be considered, keeping the following points in mind:

- **Informing or Changing the Proposal:** How has the Equality Assessment Analysis informed or changed the proposal?
- **Identified Actions:** What actions have been identified going forward?
- **Measuring Impact:** How will the impact of the proposal and actions be measured moving forward?

By addressing these considerations, the delivery of the AMS can ensure that its implementation is equitable and inclusive, promoting positive outcomes and mitigating any potential adverse impacts on protected characteristics.

7. Service user journey that this decision or project impacts

Even with the adoption of the AMS, there should not be any impact until site-specific proposals are brought forward and assessed through the AMS framework. At that stage, the individual impacts of those proposals must be considered, keeping the following points in mind:

- **Potential Contact Points:** Indicate the potential contact points a service user will have, including where they might complain, where they might be displaced to, or how they might try to access further information.
- **Impact on Service Users:** Articulate how the site-specific proposal will affect the lives of a typical service user or a household with individuals belonging to a particular group.
- **Collaboration with Supporting Organisations:** Consider contacting other organizations that support service users to better understand their needs and the barriers they may encounter.
- **Cumulative Impact Assessment:** How does the site-specific proposal inform the assessment of the cumulative impact of Council savings objectives?
- **Action Plan and Review:**
 - Is a future yearly (or other periodic) review required? If so, is it scheduled? Who is the responsible officer?
 - Is any follow-up training to be provided to the team implementing this plan for the site-specific proposal? If so, by whom and when?
- **Communication of Outcomes:**
 - Who (employees, service users and residents, partners and stakeholders, others) needs to know about the outcomes of this assessment? How will they be informed?
 - To ensure ease of access, what other communication needs or concerns are there?

By addressing these considerations, the AMS can ensure that its implementation is equitable and inclusive, promoting positive outcomes and mitigating any potential adverse impacts on protected characteristics.

Signature of Director	
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