

Equality Impact and Needs Analysis

Culture Together Grants 2023/24 Funding Award Recommendations

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- They consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- They have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- They review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- They take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- They consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on the understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy

to equality.

- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present with divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering Socio-Economic implications, as socio-economic inequalities have a strong influence on the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce socio-economic inequalities and this is reflected in its values and aims. For this reason, the council recommends considering socio-economic impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Similarly, it is important for the Council to consider the impact of its policies and decisions in relation to tackling the climate emergency. This includes both the potential carbon emissions of a policy or decision and its potential effect on the borough's biodiversity. You are asked to consider the impact on climate of your policy and decision under discussion by competing the Climate impact section below.

Section 1: Equality impact and needs analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Culture Together Grants 23-24 Funding Awards
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Equality analysis author	Eva Gomez				
Strategic Director:	Caroline Bruce				
Department	Environment, Neighbourhoods and Growth	Division	Culture		
Period analysis undertaken	April 2023				
Date of review (if applicable)					
Sign-off		Position		Date	

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The Culture Together Grants Fund programme launched in 2022/23. It is designed to deliver on the Southwark Stands Together commitments, and to support the Fairer Future Promises and the cultural strategy *Creative Southwark*. This fund is designed to remove barriers to equal access to funding, particularly for Black, Asian and Minority Ethnic groups, and to provide grant funding for Southwark's arts and culture organisations to deliver activity that supports recovery from Covid-19 towards a more sustainable and inclusive culture sector.

At least 50% of the people who engage in the funded activities will be Southwark residents. The criteria for the fund included activity or projects that demonstrate how the organisation will achieve or celebrate representation of the Southwark population with relevance to local demographics. The population benchmarks that applicants responded to are set out below.

Applicants were invited to propose activity that would achieve better representation or celebrate equality of representation in one of four areas - audiences, workforce, governance, or artistic content. Applications could seek to achieve better representation in line with the demographics of the borough with reference to at least one of the following protected characteristics: race, gender, sexuality or disability.

The fund opened for applications online in January 2023 and closed in February. The £144,000 funding available was advertised via an open call for applications to 'Big Grants' (applications for up to £25,000) and 'Small Grants' (applications from £5,000 to £10,000).

The application process was designed to be as transparent and accessible as possible, with all applications being made via the Council's user-friendly online grant applications platform. The application form was designed to be concise, only asking for information that was really needed to assess an application's viability, and with flexibility around how applicants could provide information e.g. via video or supporting documentation.

A series of open access workshops and one-to-one advice sessions were delivered both in person at Southwark Council's Tooley Street office and online, with 62 bookings translating into 34 attendees across two sessions. Direct support via phone and email was available from the Culture Team during office hours throughout the application window.

A summary of the funding award recommendations is set out below

Organisation	Amount Requested	Amount Recommended	Big / Small Grant	Change-making / Amplifying	Artform	Beneficiaries
Art In The Park	10,000	10,000	Small	Amplifying	Visual Art / Interdisciplinary	400
Blue Elephant Theatre	23,300	19,805	Big	Amplifying	Theatre	1800
British Youth Music Theatre	20,250	17,212.50	Big	Change-making	Theatre / Dance	150
Drawing Room /	15,000	12,750	Big	Change-making	Visual Art	800

Tannery Arts						
Maya Productions	10,000	10,000	Small	Amplifying	Theatre	1231
Peckham Platform	20,000	12,000	Big	Amplifying	Visual Art / Public Art	1048
South London Gallery	25,000	21,250	Big	Change-making	Visual Art	2500
Staffordshire Street	10,000	10,000	Small	Change-making	Visual Art	1679
Theatre Peckham	25,000	21,250	Big	Amplifying	Theatre	298
Unicorn Theatre	11,000	10,000	Small	Amplifying	Theatre	85

The above portfolio comprises:

- 4 change-making grants; 6 amplifying grants
- 6 big grants (receiving 60-85% of the amount requested); 3 small grants (receiving 100% of the amount requested) and 1 small grant reclassified from a big grant application
- 9 grants addressing racial inequality; 1 grant addressing inequality on the grounds of disability
- 3 grants for the Artistic Content focus area; 5 grants for Audiences; 2 grants for Workforce
- 4 grants to Theatre, 4 grants to Visual Arts, 2 grants to Interdisciplinary Artforms
- 4 grants to Black, Asian and Minority Ethnic-led projects / organisations (representing 44% of the total grants amount)
- Wards benefiting from funded projects: Faraday, Camberwell Green, Peckham, London Bridge & West Bermondsey, Dulwich Hill, St. Giles.

There will be an estimated 9,991 beneficiaries who will be positively impacted by the funded activities (plus potentially a large number of passers-by who may engage with Peckham Platform's Rye Reconnected installations). The projected beneficiaries will be finalised with each organisation once funding offers and terms of funding are issued. It's important to note the targeted and focused nature of the work that will be carried out through each funded activity, which will result in genuine and meaningful engagement with each of the identified beneficiaries.

Performance monitoring targets focused on demographic data of beneficiaries will be agreed with each funded organisation as part of the terms and conditions of funding.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Arts and Culture Organisations who will receive funding to deliver activities outlined in their applications submitted to the Culture Together Grants Fund - including employees, freelancers, volunteers, interns, board and trustee members from the funded organisations who are involved in the design and delivery of the funded activities.</p> <p>Residents who will participate in the funded activities.</p>
Key stakeholders were/are involved in this policy/decision/business plan	<p>Arts and Culture Organisations who applied for funding.</p> <p>Culture Together Grants Panel members who reviewed the applications against published criteria, chaired by an independent Procurement Advisor. The panel including two council culture officers, two community representatives and one member of Southwark's Youth Parliament.</p> <p>Cabinet Member with responsibility for Culture, who will make the final decision on funding awards.</p>

Section 4: Pre-implementation equality impact and needs analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken, including improvement actions to promote equality and tackle inequalities. An equality analysis also presents as an opportunity to improve services to meet diverse needs, promote equality, tackle inequalities and promote good community relations.

The columns include societal issues (discrimination, exclusion, needs etc.) and socio-economic issues (levels of poverty, employment, income). As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that socio-economic issues are given special consideration, as it is the council's intention to reduce socio-economic inequalities in the borough.

The public sector equality duty (PSED) requires us to find out about and give due consideration to the needs of different protected characteristics in relation to the three parts of the duty:

1. Eliminating discrimination, harassment and victimisation
2. Advancing equality of opportunity, including finding out about and meeting diverse needs of our local communities, addressing disadvantage and barriers to equal access; enabling all voices to be heard in our engagement and consultation undertaken; increasing the participation of under represented groups
3. Fostering good community relations; promoting good relations; to be a borough where all feel welcome, included, valued, safe and respected.

The PSED is now also further reinforced in the two additional Fairer Future For All values: that we will

- Always work to make Southwark more equal and just
- Stand against all forms of discrimination and racism

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential Socio-Economic impacts/ needs arising from socio-economic disadvantage (positive and negative)
<p>Nine of the activities are specifically targeted to engage with young people (aged 5-19 years old).</p> <p>Blue Elephant Theatre will create two family shows (for ages 5-11 yrs) reaching to 1,800 people.</p> <p>British Youth Music Theatre in collaboration with British Youth Music Theatre and integrated dance company Candoco, will create a new piece of music theatre with a group of disabled and non-disabled young people.</p> <p>Drawing Room/Tannery Arts will recruit two Neighbourhood Coordinator posts for local young people that have lived experience of being from a</p>	<p>Activities will be free at the point of delivery to remove barriers to engagement and encourage equal participation across all target age groups.</p> <p>Paid opportunities will be created through the activities for artists living and working in Southwark, in some cases targeted at early career and younger artists.</p>

<p>minority group.</p> <p>Maya productions project will address the need to inspire young people from underrepresented communities to see performing arts careers as an option by partnering with Charter Schools around the borough.</p> <p>Peckham Platform will largely work with Black, Asian and Minority Ethnic young people Rye to transform Rye Lane through a series of bold community co-created commissions that re-imagine the shutters of closed shops as new sites for artistic expression, imagination, and future thinking.</p> <p>South London Gallery project will focus on schools.</p> <p>Staffshire Street project will include creative skills workshops for 16-24 years old</p> <p>Theatre Peckham project will include participation in the Old Vic's Guardians' programme, career training for 17-25 year-olds through Young Peckham.</p> <p>Unicorn Theatre project is also focused on primary school, giving children the opportunity to influence the theatre's artistic programme.</p> <p>Staffordshire Street will also deliver intergenerational work as part of their project.</p>	
<p>Equality information on which above analysis is based</p>	<p>Socio-Economic data on which above analysis is based</p>
<p>Information supplied in the applications to the Culture Together Grants Fund</p>	
<p>Mitigating and/or improvement actions to be taken</p>	
<ul style="list-style-type: none"> • Ensure clear progression pathways are set out for early career and younger artists being paid to deliver activities • Engagement plans to be developed to encourage older participants in a way that builds confidence, peer to peer sharing between organisations working with older people to be encouraged • Peer support group with focus on young people to be set up to ensure the activities connect into the LBS Young People Strategy • Ensure that projects working with intergenerational elements are contracting artists with experience in this area • Safeguarding policy requirements are included in the funding terms as standard 	

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Please note that under the PSED due regard includes:

Giving due consideration in all relevant areas to "the steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities." This also includes the need to understand and focus on different needs/impacts arising from different disabilities.

Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/needs arising from socio-economic disadvantage (positive and negative)
<p>One of the activities is specifically designed to address equality with regards to disability. British Youth Music Theatre will deliver a collaboration between British Youth Music Theatre and integrated dance company Candoco, leading to the creation of a new piece of music theatre with a group of disabled and non-disabled young people. Community engagement days at Mountview and taster days in Southwark schools will culminate in a 6 day devising project and open dress rehearsal at Theatre Peckham.</p>	<p>The cost of attending the theatre can be prohibitive for people who are on lower incomes and for audience members who need a carer to attend with them.</p> <p>New paid work opportunities created via funded activities may not be fully accessible for people with a disability if the venues are not fully accessible.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
<p>Information supplied in the applications to the Culture Together Grants Fund</p>	
Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Explore whether organisations could apply for Attitude Is Everything accreditation to further promote its accessibility to the local community, and ensure that a strong communications plan is in place to promote the improved accessibility at the venue • Confirm the number of disabled artists and disabled audience that will be engaged through funded activity 	<ul style="list-style-type: none"> • Ensure that paid work opportunities are fully accessible to disabled residents, and reasonable adjustments are made where possible. • Ticket discount schemes targeting different priority groups could be co-ordinated across activities to share best practice and align pricing, as well as joining up on marketing (e.g. via Southwark Presents).

Gender reassignment - The process of transitioning from one gender to another.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)
No specific impacts have been identified or raised in relation to this characteristic in terms of the policy.	N/A
Equality information on which above analysis is based.	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

Marriage and civil partnership – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couples. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples and must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.)	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)
No specific impacts have been identified or raised in relation to this characteristic in terms of the policy.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating actions to be taken	
N/A	N/A

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)</p>
	<p>Residents who are pregnant may not have equal access to paid work opportunities offered via funded activities if posts are offered on fixed term contracts or unclear terms.</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Mitigating and/or improvement actions to be taken</p>	
	<ul style="list-style-type: none"> • Ensure that paid opportunities are offered with a clear maternity/ paternity policy

<p>Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)</p>
<p>Four activities are designed to address racial inequality and will go to Black, Asian and Minority Ethnic-led projects / organisations (representing 44% of the total grants amount) therefore meeting the ambition to align culture funding with the demographics of the borough). The funding will enable them to promote and celebrate this positive work within the sector and local communities.</p> <p>Drawing Room / Tannery Arts The recruitment of two Neighbourhood Coordinator posts for local young people that have lived experience of being from a minority group.</p> <p>Maya Productions</p>	<p>Funded activities that relate to workforce development will provide opportunities for people from Black, Asian and Minority Ethnic backgrounds to secure paid work in the creative sector. This includes paid freelance artist opportunities offered at London Living Wage as a minimum, guaranteeing artists from minority backgrounds fair remuneration for their creative practice</p> <p>Funded activities will contribute towards the council's Southwark Stands Together Pledges to</p>

<p>The development of 'Inclusion Boost', a pilot online careers toolkit to support 6 Southwark theatre professionals, from Black, Asian, Latin American and global majority backgrounds.</p> <p>Peckham Platform Working with largely Black, Asian and Minority Ethnic young people on an arts project linked to Peckham.</p> <p>South London Gallery Their project will build upon long-term partnerships with local schools to engage young people from nursery to secondary-age from majority Black, Asian and ethnically diverse background.</p>	<p>work to address and prevent structural racial inequalities and structural racism within our organisation, the organisations we partner with and within the service we deliver and to champion organisations that address racial injustice and organisations that promote equality and diversity</p>
<p>Equality information on which above analysis is based</p>	<p>Socio-economic data on which above analysis is based</p>
<p>Information supplied in the applications to the Culture Together Grants Fund</p>	<p>Information supplied in the applications to the Culture Together Grants Fund</p>
<p>Mitigating and/or improvement actions to be taken</p>	
<ul style="list-style-type: none"> • Explore how legacy can be built into the fixed term contracts, in order to make the opportunity as impactful as possible to encourage a wide range of applicants to apply and be able to take up the position if offered • Ensure positive action is used lawfully to recruit applicants from diverse backgrounds, offer advice from LBS HR team and connect funded organisations that are delivering similar activities in order to share advice and support • Monitoring of funded activities to include performance indicators around ethnicity of participants/ audience/ staff as appropriate 	<ul style="list-style-type: none"> • London Living Wage for all paid roles, including freelancers, is included in the terms of funding agreement as standard.

<p>Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.</p>	<p>Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)</p>
<p>No specific impacts have been identified or raised in relation to this characteristic in terms of the policy.</p>	<p>N/A</p>

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

Sex - A man or a woman.	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)
No specific impacts have been identified or raised in relation to this characteristic in terms of the policy.	N/A
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	N/A

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan; this also includes needs in relation to each part of the duty.	Potential socio-economic impacts/ needs arising from socio-economic disadvantage (positive and negative)
No specific impacts have been identified or raised in relation to this characteristic in terms of the policy.	N/A

Equality information on which above analysis is based	Socio-economic data on which above analysis is based
N/A	N/A
Mitigating and/or improvement actions to be taken	
N/A	

<p>Human Rights</p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The distribution of these funding awards will facilitate activities that support the right for everyone to participate in and enjoy culture, art and science.</p>
<p>Information on which above analysis is based</p>
<p>Mitigating and/or improvement actions to be taken</p>

Cross Cutting and Overall Analysis:

- **Are there any cross cutting overall areas which are important to highlight ?**
- **Are there any intersectional areas, for example, age and race; disability and race; age and sex etc which are important to highlight ?**

There are many cross-cutting themes within the proposed activities, particularly in relation to age and race. In addition, some of the activities are specifically designed to recognise intersectionality of age and race.

Section 5: Further equality actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating and/or improvement actions to promote equality and tackle inequalities; and any areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1	Varying approaches to improving access by offering free/ discount tickets	Where possible, free/ discount ticket schemes to be aligned across activities, with clear criteria for accessing the schemes and to maximise opportunities for joint marketing. To be agreed at the point of agreeing terms and conditions of funding and specific performance monitoring indicators. Ensure that where funded organisations are offering paid for tickets as part of the funded activity, that the tickets are offered at affordable prices.	June 2023
2	Target beneficiaries are from a broad range of age groups	Agree consistent performance monitoring indicators relating to the number of beneficiaries, broken down by appropriate age ranges	May 2023
3	Funded activities aiming to recruit people from Black, Asian and Minority Ethnic backgrounds to new roles need to ensure that positive action is lawfully implemented in their recruitment processes.	Ensure positive action employment practices are used lawfully. Set up a peer support group for organisations delivering similar initiatives to share advice and support, and connect them with LBS HR team. Also ensure that reasonable adjustments are made to make these roles accessible to people who are D/deaf or disabled.	May 2023
4	Varying approaches to working with vulnerable people	Ensure that key practitioners delivering the activities have appropriate experience, and that relevant safeguarding policies are in place. Establish a peer support group for funded organisations working with young people and older people.	May 2023
5	There is a wide variety of project beneficiaries that requires monitoring	Monitoring of funded activities to include performance indicators around ethnicity, age, disability and gender of participants/ audience/ staff as appropriate	May 2023
6	Potential discrimination via paid work opportunities	Ensure that organisations in receipt of funds for paid posts have an equal opportunities policy in place and use positive action employment practices lawfully.	May 2023

Climate Change – Southwark Council recognises that climate change is an issue that affects everyone, but affects certain communities more than others. The Council has a duty to ensure that its policies and practices help to mitigate the impact of climate change on all residents in the Borough, by reducing carbon emissions and protecting our biodiversity. You can find further guidance on this in our climate change strategy.

When answering the below section, officers should take into account the following:

- Has the impact on climate change been considered (i.e. the carbon emissions of the project)?
- What measure(s) have you taken to reduce the impact on climate change as part of this project?
- How do you intend to monitor the emissions/climate impact of this project?
- How does this decision or policy support the delivery of our climate change strategy?

Potential impacts (positive and negative) of proposed policy/decision/business plan

Industrial and institutional buildings account for 41% of Southwark’s emissions. Organisations in receipt of large amounts of funding will be delivering more extensive activities and their environmental impact may be greater/ more prolonged over time. These organisations should be required to align with the Council’s Climate Change strategy.

One of the activities includes making performances of a theatre production “The End Of Everything” by Chris Bush about the climate emergency more accessible to disabled audiences and theatre makers.

Information on which above analysis is based

Data on which above analysis is based

Southwark’s Climate Change Strategy, July 2021
 Information supplied in the applications to the Culture Together Grants Fund

Analysis of 2017 data by Anthesis using the SCATTER Inventory Tool, quoted in Southwark’s Climate Change Strategy, July 2021

Mitigating actions to be taken

- Organisations in receipt of “Big Grants” will be required to use the Julie’s Bicycle Carbon Footprint monitoring tools to measure environmental impact of their work
- All funded activities to be aware of requirements around reusable materials, recycling etc contained in the standard terms and conditions of funding