

Equality Impact and Needs Analysis

Cultural Celebrations Fund 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	Cultural Celebrations Fund Grants 2023-24
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Equality analysis author	Michelle Walker/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 Cultural Celebrations Fund (CCF) was created in 2020 to encourage and promote community engagement and cohesion around the borough.

The fund is intended to directly support the Council's [Southwark Stands Together](#) and [climate emergency](#) commitments, as well as the three themes from *Creative Southwark*, the council's [Cultural strategy](#):

- creative economy
- creative growth
- creative people

The ambition is that events taking place in 2023-24 that are funded through the programme:

- Help build thriving neighbourhoods in Southwark
- Unite and connect communities
- Offer Southwark residents a chance to engage and participate in creative activity
- Support local businesses and contribute to the growth of the local economy
- Embody the Southwark Stands Together pledges
- Implement an environmentally sustainable approach that contributes to the Council's target of becoming carbon neutral by 2030.

The 2022-26 Borough Delivery Plan includes a commitment to “fund local community groups to deliver events and festivals that showcase the diverse histories, music, food and art of our communities”, with an annual target of reaching 15,000 people through the supported events.

A summary of the funding award recommendations is set out below:

Event Organiser	Amount Requested	Amount Recommended	Event Date	Event Location	Ward	Audience
Camberwell Fair	10,000	10,000	2 nd Sept	Camberwell Green	Camberwell Green	2000
Bankside Open Spaces Trust	7,143	7,143	10 th June	Red Cross Way & Union Street	Borough & Bankside	16000
Friends of Pasley Park	5,000	5,000	1 st May – 9 th Sept	Pasley Park	Newington	1500
Candoco Dance Company	10,000	10,000	24 th – 29 th July	Peckham Square	Peckham	1500
Shake Ya Creative	10,000	10,000	3 rd , 10 th & 17 th June or 3 rd June, 17 th June & 1 st July	Burgess Park	Faraday	600
Culture Tree Centre	5,500	5,500	10 th Feb – 2 nd March 2024	Burgess Park; Dulwich Park; Peckham Rye Common; Southwark Park	Faraday; Dulwich Village; Peckham Rye; Rotherhithe	500
Vanessa Woolf	5,621	5,621	1 st July	Southwark Park	Rotherhithe	500

Southwark Black Parents Forum	10,000	10,000	16 th July	Camberwell Green	Camberwell Green	3000
Peckham Platform	10,000	8,736	2 nd June – 5 th Feb 2024	Peckham Square	Peckham	500
Frog Morris	9,000	9,000	17 th Sept – 18 th Nov	The Blue Marketplace & Southwark Park	South Bermondsey; Rotherhithe	4000
Camberwell Arts	6,000	4,000	10 th June	Camberwell Green	Camberwell Green	2000
Carnaval Del Pueblo	10,000	10,000	20 th August	Burgess Park	Faraday	12000

The estimated beneficiaries who will be positively impacted by the funded activities total 44,103.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>Arts Organisations and Community Groups / Event Organisers who will receive funding to deliver activities outlined in their applications submitted to the Cultural Celebrations 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 Organisations and Community Groups / Event Organisers who applied for funding.</p> <p>Cultural Celebrations Fund Panel members who reviewed the applications against published criteria. The panel comprised:</p> <ul style="list-style-type: none">• Southwark Council Culture & Events Manager• Artistic Director & CEO, Theatre Peckham• A former member of Young Peckham• A member of the Creative Southwark Network <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 underrepresented 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.

All of the funded events are designed to be suitable for all ages.

Some events also include activities that are specifically targeted to engage with young people.

Some activities are specifically designed to engage with older residents who have been adversely affected by the Covid-19 pandemic and social isolation. Move Yo' Brass' exercise sessions, for example, are carefully designed for intergenerational participants: "caregivers can exercise alongside the care receiver, families alongside their children, young people alongside the elderly".

Potential Socio-Economic impacts/ needs arising from socio-economic disadvantage (positive and negative)

Activities will be free at the point of delivery to remove barriers to engagement and encourage equal participation across all target age groups.

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.

Equality information on which above analysis is based	Socio-Economic data on which above analysis is based
Information supplied in the applications to the Cultural Celebrations Fund grants programme.	
Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> Safeguarding policy requirements are included in the funding terms as standard: "The Grant Recipient will ensure that all event staff (including contractors and agents), volunteers and third-parties who are working directly with children and vulnerable adults are appropriately DBS-checked and are adequately trained and/or qualified to undertake the work they are doing." 	

<p>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.</p> <p>Please note that under the PSED due regard includes:</p> <p>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.</p>	
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>Activities at one of the funded events are specifically designed to address equality with regards to disability.</p> <p>Candoco's Day of Dance involves a week of inclusive dance experiences in Peckham for disabled and non-disabled dancers. This will include participatory opportunities in inclusive dance for disabled and non-disabled dancers from the local community as well as opportunities to see inclusive dance performed by professional disabled and non-disabled dancers during the event. This will increase the visibility of disabled and inclusive creative practice and increase the amount of inclusive creative opportunities available for disabled residents to engage in.</p> <p>The accessibility of amenities, such as transport options and toilets, can be a barrier to people with a disability attending events. As the funded events all take place in public open spaces, most have good connections by local transport and have accessible pathways which are</p>	<p>The cost of attending events can be prohibitive for people who are on lower incomes and for residents who need a carer to attend with them. All events are free to attend which reduces cost as a potential barrier to participation but transport and food costs are potential factors.</p> <p>Paid work opportunities created via funded activities for artists or events staff may not be fully accessible for people with a disability if the events and locations are not fully accessible.</p>

wheelchair friendly. Some locations will have better proximity to accessible toilet facilities than others.	
Equality information on which above analysis is based	Socio-economic data on which above analysis is based
Information supplied in the applications to the Cultural Celebrations Fund grants programme.	Information supplied in the applications to the Cultural Celebrations Fund grants programme.
Mitigating and/or improvement actions to be taken	
<ul style="list-style-type: none"> • Ensure event organisers consider ways to make their events as accessible as possible, using freely available toolkits for delivering inclusive events, such as those provided by FESTIVAL.ORG and Without Walls. • Encourage event organisers of larger events to consider obtaining Attitude Is Everything accreditation for their events to further promote their accessibility to the local community. • Encourage event organisers to publicise accessible facilities at their events to their audiences and local residents. 	<ul style="list-style-type: none"> • Encourage event organisers to ensure affordable food options are available at events • Encourage event organisers to ensure that paid work opportunities are fully accessible to disabled residents, and reasonable adjustments are made where possible.

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

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.

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

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	
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>All of the funded events are designed to encourage community cohesion. Many of the events seek to address racial inequality through amplifying underrepresented voices and stories in the creative content of the events or through the demographic communities the events are serving.</p> <p>Culture Tree Centre will see a programme of free guided Yoruba Heritage Walking trails across Southwark and a series of interactive murals that tell the story of the Yoruba community in Southwark.</p> <p>Vanessa Woolf: Our World will see a family storytelling celebration featuring performances by storytellers who represent the many cultures of Bermondsey, including those from West African, Irish and Eastern European backgrounds.</p> <p>Southwark Black Parents Forum will deliver an Akwasidae Festival to coincide with the culturally vibrant celebration of the Golden Stool that takes place in Ghana, bringing together the Asantehene, sub-chiefs, subjects, and dignitaries at Manhyia in Kumasi.</p> <p>Camberwell Arts Festival: 'Showtime' launch event for a festival that is designed to celebrate the arts in all their diversity - from fine art to flower arranging, crafts to cooking, graphic design to graffiti. It will be an opportunity to bring communities together to celebrate the cultural diversity of Camberwell and shine a spotlight on Camberwell's fascinating music hall heritage.</p> <p>Carnaval del Pueblo will bring together Latin American audiences and participants / professional creative practitioners.</p>	<p>The cost of attending events can be prohibitive for people who are on lower incomes. All events are free to attend which reduces cost as a potential barrier to participation, but transport and food costs are potential factors.</p>
Equality information on which above analysis is based	Socio-economic data on which above analysis is based

Information supplied in the applications to the Cultural Celebrations Fund grants programme.	Information supplied in the applications to the Cultural Celebrations Fund grants programme.
Mitigating and/or improvement actions to be taken	
<p>In addition to the strategic objectives outlined in paragraph 30 in the main report, applications have also been assessed against the following criteria:</p> <ul style="list-style-type: none"> • How well does this event help to build thriving neighbourhoods in Southwark? • How well does this event unite and connect communities? • How well does this event embody the Southwark Stands Together pledges? <p>Monitoring of funded activities to include performance indicators around ethnicity of participants/ audiences/ event organisers / staff as appropriate.</p>	Encourage event organisers to ensure affordable food options are available at events

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.	
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

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	

Human Rights

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

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

The distribution of these funding awards will facilitate activities that support the right for everyone to participate in and enjoy culture, art and science.

Information on which above analysis is based

Mitigating and/or improvement actions to be taken

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, disability and race. Candoco's family friendly and young people workshops in inclusive dance particularly highlight the intersection of age and disability.

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 levels of access provision at events	Signpost event organisers to freely available toolkits for delivering inclusive events, and encourage event organisers to publicise accessible facilities at their events to their audiences and local residents.	April 2023 – March 2024
2	Varying approaches to working with young and vulnerable people	Ensure that key practitioners delivering the activities have appropriate experience, and that relevant safeguarding policies are in place.	April 2023– March 2024
3	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/ audiences/ event organisers / staff as appropriate	April 2023– March 2024

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

The delivery of services referred to in this report has the potential, like most other service delivery activity, for carbon emissions linked to those activities (i.e. lighting, sound, transport, waste generation, etc.).

One of the criteria against which applications were scored was how well the event implemented an environmentally sustainable approach that contributes to the Council's target of becoming carbon

neutral by 2030.

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 Cultural Celebrations Fund grant programme.

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

Event organisers are being encouraged to calculate the carbon footprint of their event using online carbon calculator tools to provide benchmarking data that will inform how future events can minimise their negative environmental impact.

All funded activities to be aware of requirements to consider the negative impacts that their event will have on both the local and global environment and implement measures to mitigate these, as per the standard terms and conditions of funding. Event licences require organisers to implement the existing Event Environmental Sustainability Guide requirements in order to make efforts to minimise environmental impact and maximise the 'green' delivery of events.