

# Property Update and Proposals for the Future Uses and Tenure Arrangements of the Unlet Units at Barh

**Department**

Regeneration and Growth

**Person Responsible**

Howard Fertleman

**Created**

19th January, 2015

**Last Review**

19th January, 2015

**Status**

Complete

**Next Review**

n/a

## Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

1. For the Barham Park Trust to approve the marketing of the Card Room (Unit 1) for a possible Café A3 and/or D1 use.
2. The Lounge (Unit 4) be marketed for a D1 and/or an A3 Use, depending on the outcome of the marketing of the Card Room, or marketed in conjunction with the Card Room as a D1 use.
3. That the Trust directly lease the Snooker and Billiard Rooms, (Unit 2), to the current occupiers, The Barham Park Veterans' Club (Wembley).
4. To obtain an independent valuation of the Children's Centre (Unit 8) from the District Valuer.
5. The Trust gives an indication to Officers as to its views of the issues arising in regard to any future planning application for the houses at 776 & 778 Harrow Road.

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2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

Residents.  
Barham Park Veterans' Club (Wembley).

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

- Yes

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Age

3.2 Could the proposal have a disproportionate impact on some equality groups?

- Yes

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Age

3.3 Would the proposal change or remove services used by vulnerable groups of people?

- Yes

The Barham Park Veterans' Club (Wembley) use the Card Room in the afternoons on the weekdays. If the Unit is successfully let then the ingoing tenant may not let the group use the premises anymore. However the Barham Park Veterans' Club can make a bid for the Unit themselves.

3.4 Does the proposal relate to an area with known inequalities?

- No

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

- No

If you answered 'Yes' please indicate which equality characteristic(s) are impacted

3.6 Does the proposal relate to one of Brent's equality objectives?

- No

## Recommend this EA for Full Analysis?

Yes

## Rate this EA

N/A

## Impact Assessment Data

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (select all that apply)

- Positive
- Negative

Ward statistics suggest that 10.6% of the population is aged 65 or over.

1. Marketing and leasing of unit 1, the Card Room will have a negative impact on current users the Barham Park Veterans Club, who we observe but don't really know are mainly Asian men over the age of 60 as their usage will cease, but will have a positive impact on all other ages provided they can enter a legally binding contract as marketing opens the opportunity up for all.

2. Marketing and leasing unit 4, the Lounge will have a positive impact on all ages as the opportunity is open for all ages provided they can enter a legally binding contract.

3. Granting a lease to the Barham Park Veterans' Club for unit 2, the Snooker and Billiard rooms will have a positive impact on its Members (Asian men over the age of 60) altering the current uncertain occupation position to one that provides some security of tenure while opening up the service for all ages which will have a positive impact as lease terms will require this.

4. Procuring a valuation for Unit 8, the Children's Centre will have a positive impact on young service users and their families including the staff working in the setting as it will enable regularisation and security of tenure.

5.2 Disability (select all that apply)

- Neutral

- Unknown

Ward statistics suggest that 5.7% to 10.4% of Sudbury residents suffer from a disability or ill health.

The proposals will have a neutral impact on disability, where marketing and leasing is proposed disabled people can bid like anyone else and we have no service specific disability data for the Barham Park Veterans Club and the Children Centre therefore the impact is unknown.

### 5.3 Gender identity and expression (select all that apply)

- Neutral

The proposals will have a neutral impact on gender identity and expression.

### 5.4 Marriage and civil partnership (select all that apply)

- Neutral

The proposal will have a neutral impact on marriage and civic partnership.

### 5.5 Pregnancy and maternity (select all that apply)

- Positive
- Neutral

Marketing and leasing proposals in respect of Unit 1 and 4 will have a neutral impact on pregnancy and maternity as it opens the opportunity up for all.

Granting a lease to the Barham Park Veterans' Club for unit 2, the Snooker and Billiard rooms will open the service up for all, including women that are pregnant and on maternity leave as lease terms will require the service to be available for all having a positive impact.

4. Procuring a valuation for Unit 8, the Children's Centre will have a positive impact on pregnancy and maternity as families can register their children and access the services of the children centre now and in future as the proposals provides for security of tenure.

### 5.6 Race (select all that apply)

- Positive
- Neutral
- Negative

Ward statistics suggest that 77.4% of the population are from BAME backgrounds

1. Marketing and leasing of unit 1, the Card Room will have a negative impact on current users the Barham Park Veterans Club, who we observe but don't really know are Asian men as their usage will cease, but will have a positive impact on all races as it opens the opportunity for all.

2. Marketing and leasing unit 4, the Lounge will have a neutral impact race.

3. Granting a lease to the Barham Park Veterans' Club for unit 2, the Snooker and Billiard rooms will have a positive impact on current members (Asians) providing for security of tenure and will have a positive impact on race overall as lease terms will require that an inclusive service be provided.

4. Procuring a valuation for Unit 8, the Children's Centre will have a positive impact on race, as it will provide for continuity of service in an area that has a high number of BAME 77%.

### 5.7 Religion or belief (select all that apply)

- Positive
- Neutral

Statistics for the Ward suggest that 89.3% of the residents have a religion.

Marketing and leasing and proposals that result in security of tenure in respect of the Children Centre and Barham Park Veterans' Club should not directly impact religion of belief and therefore the impact is neutral. Although it is noteworthy that due to the local make up and 89% of local people having a religion of belief the probability that a bidder or later service users will be from this protected characteristic is high therefore potentially creating a positive impact on this group.

### 5.8 Sex (select all that apply)

- Positive
- Neutral
- Negative

Ward statistics suggest that 51.3% of the population is male and 48.7% are female.

1. Marketing and leasing of unit 1, the Card Room will have a negative impact on current users the Barham Park Veterans Club who we observe but don't really know are mainly Asian men over the age of 60, but will have a positive impact on others as it opens the opportunity up for all.
2. Marketing and leasing unit 4 will have a neutral impact on sex.
3. Granting a lease to the Barham Park Veterans' Club for unit 2, the Snooker and Billiard rooms will open the service up for all and will result in a positive impact.
4. Procuring a valuation for Unit 8, the Children's Centre will have a neutral impact on sex.

#### 5.9 Sexual orientation (select all that apply)

- Neutral

The proposals will have a neutral impact on sexual orientation.

#### 5.10 Other (please specify) (select all that apply)

- Unknown

#### 6. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

What did you find out from consultation or data analysis?

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

How did your findings and the wider evidence base inform the proposal?

Trust Officers met the Barham Park Veterans' Club Trustees and their members on numerous occasions to talk through their current occupation arrangements in an attempt to agree next steps.

In terms of marketing and leasing Trust Officers have in the past consulted with the local community on proposals to lease Units 2 and 8 through S.123 Local Government Act Notices, these notices were displayed on site and advertised in the local papers, the feedback received was largely concerning the past closure of the library a subject that has been the topic of past Executive decisions and not a matter for this report.

#### 7. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- No

#### 8. What actions will you take to enhance the potential positive impacts that you have identified?

Positive impacts have been identified in respect of age, pregnancy and maternity, race, religion or belief and sex. As the properties and services provided will be inclusive for everyone, in respect of properties Trust Officers will make sure the opportunities are widely marketed and will encourage tenants to advertise and promote their services in a similar manner ensuring the properties and services are inclusive for people of all ages.

#### 9. What actions will you take to remove or reduce the potential negative impacts that you have identified?

Negative impacts have been identified in respect of age, race and sex mainly affecting the Barham Park Veterans' Club who we have observed but don't really know comprise a group of over 60 year old Asian men as their use of the Card Room will cease, however as the proposal comprises the regularisation of their occupation which they don't currently have the negative impact will be mitigated through providing security of tenure in respect of Unit 2, the existing service in considered non inclusive and not a position that is tenable.

#### 10. Please explain how any remaining negative impacts can be justified?

None to note.

## Comments

The equalities action plan is below:

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## Organisation Sign-off Data

11. What did this equality analysis conclude?

- Some changes have been made to the proposal and the proposal was found to have some justifiable negative impacts

12. Please write a brief summary of your equality analysis which should be included in the 'diversity implications' section of any reports.

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We recognise the mitigations may not fully mitigate all negative impacts and that some may not work for various reasons, however the principle aim of this proposal is to market and lease under utilised valuable property assets and regularise existing occupation arrangements aligning with the charitable objectives of the Barham Park Trust for provision of recreational facilities for the benefit of members of the public.

13. I confirm that this equality analysis represents a fair and reasonable view of the implications of this proposal on equality and that appropriate actions have been identified to address the findings.

Enter your name

Sarah Chaudhry

Enter your designation

Head of Strategic Property

Enter your department

Regeneration & Growth

Enter today's date

21-01-2015

## Comments

Review to be undertaken on completion of marketing activity.

# Outstanding Actions

No outstanding actions