

# Peel Precinct, 97 to 112 Carlton House and 8 to 14 Neville Close, South Kilburn Design Team Appointment

**Department**

Regeneration and Growth

**Person Responsible**

Noreen Twomey

**Created**

10th March, 2015

**Last Review**

10th March, 2015

**Status**

Assessed

**Next Review**

10th March, 2016

## 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

This equality analysis has been prepared to assess the impact of the recommendation that the Cabinet award a contract for an architecturally-led multidisciplinary design team in relation to the comprehensive redevelopment of Peel Precinct, 97 to 112 Carlton House and 8 to 14 Neville Close (together defined as 'the Peel Site') which aims to deliver a health centre for South Kilburn as part of a high quality mixed use development with approximately 235 new homes. A key principle of the Peel Site project is that replacement affordable homes delivered as part of the project will be made available to the existing Council secure tenants currently living in the Peel Site. This will mean that, in so far as possible, the replacement affordable homes will be built bespoke to the existing secure tenants decant requirements and housing needs in accordance with housing needs assessments undertaken by the Estate Regeneration Team in April 2014.

The impact of secure tenants having to move from their current homes within the Peel Site to a replacement home to enable their current homes to be brought forward for development as part of the South Kilburn regeneration programme is likely to be greater for older secure tenants. 13% of the secure tenants living within the Peel Site are aged 65 or over, compared to 10.5% of residents within Brent as a whole. This data on age was collected from 29 of the 35 secure tenants in the Peel Site during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014. Packing, moving and unpacking is likely to be particularly difficult for older people. Older secure tenants may also suffer greater psychological effects, including stress and uncertainty, for example in relation to having to move and may rely more on neighbours and nearby family for support, and moving home may affect these support networks. To mitigate this, the Council will ensure that the Estate Regeneration Team will help each secure tenant through the re-housing process. This will include identifying secure tenants' re-housing needs and requirements, informing them about the re-housing and move process, keeping them updated with the project and move timescales and supporting residents throughout the whole process. The Estate Regeneration Team will be able to allocate additional support and services to assist older secure tenants when moving home. For example, offering a packing and unpacking service to help older secure tenants with the move.

As with previous phases of the South Kilburn regeneration programme, secure tenants with homes in the Peel Site will be made a suitable offer of alternative accommodation, depending on their household make up. From a point of view of age, older secure tenants who are single or in a couple, whose children have left home and who are currently occupying a large home will be offered a smaller home that meets their current housing need in accordance with the final Allocation Policy for the Peel Site which was adopted by the Cabinet on 15 September 2014. Secure tenants will be offered a larger replacement home that they would otherwise be entitled to if they or a member of their household requires larger accommodation on health grounds. Younger secure tenants who are single or in a couple with children who are over-crowded in their current homes within the Peel Site will be offered a new property that meets their housing need. This would be a positive impact to reduce overcrowding.

5.2 Disability (select all that apply)

- Positive

10.7% of the secure tenants living within the Peel Site are disabled. This data on disability was collected from 29 of the 35 secure tenants with homes in the Peel Site during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014. The new homes being built as part of the comprehensive redevelopment of the Peel Site will be designed to Lifetime Homes standards and the London Housing Design Guide, taking into account any specific requirements of secure tenants or members of their household. Replacement properties will be adapted in accordance with Occupational Therapist's assessments of individual secure tenants or members of their household.

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

- Neutral

It is not anticipated that the recommendation being sought in relation to the appointment of a design team for the comprehensive redevelopment of the Peel Site would have any differential impact on residents because of their gender identity or expression.

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

- Neutral

It is not anticipated that the recommendation being sought in relation to the appointment of a design team for the comprehensive redevelopment of the Peel Site would have any differential impact on residents because of their marriage or civil partnership status.

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

- Positive

The impact of secure tenants having to move from their current homes in the Peel Site to enable their current home to be brought forward for development as part of the South Kilburn regeneration programme is likely to be greater for pregnant women and women on maternity leave, than for other secure tenants. Packing, moving and unpacking is likely to be difficult for pregnant women and women on maternity leave. To mitigate this, the Estate Regeneration Team will offer additional support to secure tenants who are pregnant or on maternity leave, such as offering a packing and unpacking service.

### 5.6 Race (select all that apply)

- Neutral

The impact of secure tenants having to move from their current homes in the Peel Site to enable their current home to be brought forward for redevelopment will be felt by an above-average number of secure tenants from black and mixed/dual heritage, who are overrepresented in comparison with the ethnic diversity of Kilburn ward as a whole (67.8% versus 31.5%. Data collected from 29 of the 35 secure tenants with homes in the Peel Site during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014). However the redevelopment proposals should not have a negative impact on anyone because of their race and in the long term, the regeneration should benefit people from all backgrounds by delivering a range of benefits and improvements.

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

- Neutral

The impact of secure tenants having to move from their current homes in the Peel Site to enable their current home to be brought forward for redevelopment will be felt by an above-average number of secure tenants of Hindu faith, when compared to the religious breakdown of the Kilburn ward as a whole (17.8% versus 2%. Data was collected from 29 of the 35 secure tenants with homes in the Peel Site during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014). However the redevelopment proposals should not have a negative impact on anyone because of their religion or belief in the long term, the regeneration should benefit people from all backgrounds by delivering a range of benefits and improvements.

### 5.8 Sex (select all that apply)

- Neutral

It is not anticipated that the recommendation being sought in relation to the appointment of a design team for the comprehensive redevelopment of the Peel Site would have any differential impact on residents because of their sex. There is an equal split between male and female secure tenants within the Peel Site (data was collected from 29 of the 35 secure tenants with homes in the Peel Site during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014). It is not anticipated that male or female secure tenants will have any particular needs in relation to their sex during the design development stage or the relocation process.

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

- Neutral

It is not anticipated that the recommendation being sought in relation to the appointment of a design team for the comprehensive redevelopment of the Peel Site would have any differential impact on residents because of their sexual orientation.

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

- Unknown

NA

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?

With particular reference to the procurement process undertaken to identify a preferred architecturally-led multidisciplinary design team, the Council placed a notice in the Official Journal of the European Union (OJEU) to alert prospective tenderers to the opportunity. As outlined in the main body of the Cabinet report, the Council engaged with prospective tenderers during the tender period by holding mid tender interviews, responding to clarification and by holding post tender clarification meetings.

With particular reference to the new homes that will be designed by the preferred design team, data was collected during housing needs assessment visits undertaken by the Estate Regeneration Team in April 2014.

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

The Council aims to ensure that the South Kilburn regeneration programme will meet the varied individual needs and expectation of residents with homes due for demolition as part of the programme. The new affordable homes to be built within the Peel Site will be available to secure tenants within the Peel Site regardless of their ethnicity, nationality or national origin, age, gender, sexual orientation, disability, gender identity or expression or religion or belief. Homes will be designed to Lifetime Homes standards and the London Housing Design Guide. A proportion of the new homes will be designed to be wheelchair adaptable while the allocation process will consider the housing needs of secure tenants in terms of providing aids/adaptations to their new home, where required.

The Council also aims to ensure that everyone has equal access to services, regardless of their protected characteristics. We recognise the services provided to South Kilburn residents must be relevant, responsive and sensitive and that the Council must be fair and equitable in its provision of services to residents.

The Council also aims to foster good relations by inviting secure tenants with homes in the Peel Site to join a residents' design group which will be established by the preferred design team to engage future occupants of the new affordable homes to review, comment and inform aspects of the detailed design of their new homes such as the internal layouts, the communal areas and the external areas. Secure tenants will also be invited to participate in other pre-planning consultation events on the design of the new South Kilburn Health Centre.

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

The Estate Regeneration Team will engage with secure tenants with homes in the Peel Site on a regular basis right up to their move, to provide information and support and mitigate stress and uncertainty associated with the move.

The Estate Regeneration Team will clearly communicate the decant requirements and housing needs of the secure tenants with homes in the Peel Site to the preferred design team, to ensure the design of the new affordable homes corresponds with the housing needs of secure tenants in the Peel Site and their households.

The preferred design team, with the support of the Estate Regeneration Team will establish a residents' design group to engage future occupants of the new affordable homes to review, comment and inform aspects of the detailed design of their new homes such as the internal layouts, the communal areas and the external areas.

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

No potential negative impacts have been identified.

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

NA