

# Church End Redevelopment

**Department**

Regeneration and Growth

**Person Responsible**

Jill Rennie

**Created**

10th August, 2015

**Last Review**

10th August, 2015

**Status**

Complete

**Next Review**

30th November, 2016

## Screening Data

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

To bring forward the redevelopment of the Council owned section of the Church End car park.

The redevelopment will have:

34 residential dwellings - 33 flats and 1 affordable house

Approximately 240 sqm of ground floor non-residential space

50 market stall market square

The redevelopment of the Church-End car-park and the wider local centre has been a long term planning and regeneration objective of the Council.

The proposal is for the Council to develop out this site itself, this a change from the 2013 Executive report where the site was to be disposed of to a developer partner

The proposal for self development by the Council aligns with the Strategic Property Plan 2015-19 and Brent's ambition to retain and develop sites creating a residential investment portfolio

Adjacent to the Council car park site is the Catalyst Housing Group (Catalyst) car park site which is also to be developed.

To enable the Council and adjoining Catalyst site to be delivered at the same time:

A temporary market solution at Neasden is to be delivered

A procurement approach is to be agreed

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

Residents: New housing and retail opportunities. Improved local area. Disruption during construction. Loss of market at Church End during construction.

Market Traders: A temporary market square is to be delivered at Neasden. An open marketing campaign for a market operator will be run, as such the current market operator and traders may not continue.

Staff: Council officers will require new skills to deliver the proposals and officer time will be required to deliver proposals. Staffing will be required post completion to manage the housing and to manage the retail space and market square.

Catalyst: There will be joint working with Catalyst required on developing the two sites out together.

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
- Disability
- Pregnancy and maternity
- Other (please specify)

People from low-income background

The movement of the temporary market square to Neasden will have an impact of those people who are from a low income background as the market caters for low cost products.

Age and disability may be impacted and pregnancy.

Moving the market will mean elderly people, those that have a disability, pregnant or with young children may have issue with travelling to a market that is further away from Church End. Although on the reverse the proposal may have a positive impact on people that live near Neasden and use the market.

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 disproportionately impacted

- Age
- Disability
- Marriage and civil partnership
- Other (please specify)

People from low-income background

People from low income backgrounds are assumed to be disproportionately more likely to use the market as the market sells low cost products.

Church End is a Priority Neighbourhood with high levels of deprivation, amongst the highest in the UK.

The equality groups of those who frequent the market and who are market traders are not known. Those who frequent the market are assumed to be inline with the population of Dudden Hill and Harlesden.

Age, disability, pregnancy and maternity as above.

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

- Yes

It is assumed that the market is frequented by those who are on low-income. The proposal will result in the current Church End market shutting temporarily. A temporary market will be located in Neasden which is approximately 0.92 miles away.

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

- No

Not to my knowledge

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

- Yes

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

- Age
- Disability
- Pregnancy and maternity
- Other (please specify)

People from low income backgrounds, age, disability, pregnancy and maternity as above.

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

- Yes

To ensure that local public services are responsive to different needs and treat users with dignity and respect.

The new development will provide for an improved public realm for the local community including new retail opportunities and a higher quality permanent market square.

## Recommend this EA for Full Analysis?

Yes

## Comments

Details of the development and approach to the development are known at this time.

## 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
- Neutral
- Negative

The redevelopment will include an affordable family sized home, but a neutral is given as there is only one.

During the build out stage there will be a temporary market at Neasden, the young or elderly may find the walk to the temporary market difficult, however, there is a bus.

And on the reverse the young or elderly living close to Neasden may find it easier access the market.

The new market will be of a superior quality compared to the uneven current surface.

Through the build out stage there could be new opportunities for apprenticeships and employment for companies and people.

5.2 Disability (select all that apply)

- Positive

During the build out stage, the temporary market will be located in Neasden, which could be difficult for those with mobility issues to get to, though there is a bus.

And on the reverse the disabled living close to Neasden may find it easier to access the market.

Once the redevelopment is completed there will be a superior market layout which will be more accessible for those with mobility issues.

In regards to the housing, the London Plan requires 10% of new housing to be designed to be wheelchair accessible or easily adaptable for residents who are wheelchair adaptable.

It also requires all new homes to be built to 'Lifetime Home' standards.

5.3 Gender identity and expression (select all that apply)

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect gender identity and expression.

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

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect marriage and civil partnership

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

- Neutral

During the build out stage, the temporary market will be located in Neasden, which could be difficult for those who are pregnant or have young children in prams/pushchairs, though there is a bus. Once the redevelopment is completed there will be a superior market layout which will be more accessible.

#### 5.6 Race (select all that apply)

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect different ethnicities. The two main ethnic groups in Harlesden are Black (40%) and White (33%). The three main ethnic groups in Dudden Hill are white (44%), Asian (24%) and Black (20%). The negative impact of the relocation of a temporary market to Neasden is expected to be felt by all those who use the market, the positive impact of the new development especially the improved public realm and the new retail and market square will be felt by all those who live in the area.

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

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect different religions. In both Harlesden (55%) and Dudden Hill (46%) the main religion is Christianity, with Harlesden having the most Christians within the borough. There are also two religious/community centre within the immediate vicinity. The proposals will not affect the religious/community centres directly. The negative impact of the relocation of a temporary market to Neasden is expected to be felt by all those who use the market, the positive impact of the new development especially the improved public realm and the new retail and market square will be felt by all those who live in the area.

#### 5.8 Sex (select all that apply)

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect sex.

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

- Neutral

The redevelopment is not expected to have any impacts which would specifically affect sexual orientation.

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

- Positive

People from a low-income background. Due to the nature of products for sale, it is assumed that those from low-income households will be affected by the temporary market move. During the build out stage, the Church End market will cease to be on its current location. The temporary market will be based in Neasden. The temporary market will be located 0.92 miles from the current location. There is a bus. 77% of Dudden Hill households and 60% of Harlesden households do not have a car or van in their household. However, a new permanent market will have a positive impact providing certainty on the markets future at this site. There will also be an improved public realm and new retail opportunities.

By pursuing a joint approach with Catalyst in respect of the build, this will allow for the development to come forward quicker, which will have a positive impact for all those who live and work in the area.

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?

Planning have carried out consultation in regards to Neasden Town Centre, which has shown a desire for a market, as such this supports the proposition to have the temporary market located in this area.

The current market operator have been consulted with in regards to the temporary market move and is supportive of a move to Neasden as this is the only identified viable option to allow the build out of both the Council and Catalyst sites.

Ward Councillors have been consulted as part of the proposals for the temporary market move and the Councils self build option.

There is support for building out the car park site as quickly as possible, which a joint approach with Catalyst would provide for.

Officers were challenged to find a closer temporary market site, but it was not possible to find a closer viable site.

Consultation was carried out as part of the planning application process which is not being revisited as part of this EA.

7. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

- No

Not to my knowledge

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

The Council will ensure that the development is built to the standards as set out in the planning application.

The Council will run a open process to secure a new market operator for the new development. This will impact the existing market operator negatively, however they are able to bid for the Neasden market along side anyone else. The proposed process will provide for equality of opportunity for all.

The Council will work with Catalyst to ensure that both developments are built out as quickly as possible. It ensures certainty in respect of delivery on what is a constrained site. And provides the best result for the community.

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

The temporary market square will be advertised openly for a market operator, officers will ensure that issues, such as litter, are addressed as part of the marketing exercise to ensure that a good quality temporary market is delivered.

Signposting will be put in place to assist with people locating the temporary market from the current Church End market site.

10. Please explain the justification for any remaining negative impacts.

The main negative effect is that the temporary market will be located in Neasden, due to the nature of needing the market to be moved off site for the building process, but no nearer alternative site could be identified. A positive, however, is that the market will be in Neasden creating new local opportunities. Even if the sites were built out separately, which would result in a longer build out time, it is still highly likely that the market would need to move off site at some point, and would have a restricted site otherwise. Moving the market now will mean much needed new homes can be delivered sooner.

The proposed marketing of the Neasden market will have a negative impact on the existing market operator in Church End. To mitigate, the market operator can bid for the Neasden market. Marketing the Neasden market will provide for equal access for all. Creating new opportunities. Responding to the needs of the local community.

## Comments

The market relocation will negatively impact market users in Church End that are young, old, disabled or pregnant with young children. Although as a reverse it will have a positive impact for people that live near Neasden.

Marketing the proposed new market in Neasden will have a negative impact on the existing market operator in Church End. However they can bid for the new market in Neasden. The competitive process will be open to all. It will test for outcomes and social impact. And through the competitive process will provide for the best possible outcome for local people in both Church End and Neasden, creating new opportunities for traders. Moving the market today will enable delivery of much needed new homes over a shortened period of time.

Due to site constraints and the ability to only build one site at one time. Having a form of joint working with Catalyst on the build will provide that both sites can be built out at the same time. With contractor's site compound sitting potentially on Eric Road (subject to contractors confirmation). Allowing for our site and Catalyst's land to be built out at the same time.

Delivery of the new homes will have a positive impact on people in housing need. A market site and improved public realm will have a positive impact on the wider local community. Regeneration will provide for new investment in an area where it is much needed. The investment will provide opportunities for young people and those in employment to access training, apprenticeships and opportunities for jobs while the construction phase is underway. There is a benefit of combining both sites as it will provide for quantum and continuity. New retail units will provide opportunities for businesses.

The positives of redevelopment far out weigh any negative impacts that will primarily be only temporary for which there is a mitigation plan proposed.

## Organisation Sign-off Data

11. What did this equality analysis conclude?

- 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.

As per section 10.

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

04-11-2015

## Comments

The proposed redevelopment of the Council owned Church End Car Park lands will provide for much needed regeneration and the delivery of new homes and affordable housing provisions.

The current market is operating in poor conditions and proposals provide for a new market square and some non residential space.

The proposal to self develop and for Brent to invest in the lands will provide opportunities to invest in land and retain assets in Brent's ownership.

The proposal for self development by the Council aligns with the Strategic Property Plan 2015-19 and Brent's ambition to retain and develop sites creating a residential investment portfolio

Jointly working with Catalyst will ensure the Council maximises much needed redevelopment in Church End increasing the delivery of housing including affordable housing delivery in Brent.

The temporary market proposals will provide some permanency in respect of relocation, the alternative would involve a couple of moves around the site and then eventually moving off the redevelopment lands, so the proposal provides the best possible solution.

The requirement for the existing market operator to apply for the temporary market may well have negative impact on the operator if he is not selected to run the new proposed Neasden market.

For the purposes of procurement it is anticipated services and works will be procured through framework arrangements in line with European Procurement guidelines that require the publication of all tenders from public sectors to be published in the Official Journal of the European Union, small value works will be tendered in line with Council procedures.

The overall proposals will have a positive impact in the local area with the potential to create training and apprenticeship opportunities during the construction phase.

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## **Next Review Date**

2016-11-30

## **Outstanding Actions**

No outstanding actions