

# Tenterden Pavilion and Sports Ground Proposed Lease

**Department**  
Regeneration and Growth

**Person Responsible**  
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**Created**  
20th May, 2016

**Last Review**  
20th May, 2016

**Status**  
Complete

**Next Review**  
1st June, 2017

## Screening Data

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

Brent's Cabinet Report in January 2016 approved the proposal to Community Asset Transfer (CAT) the Tenterden Pavilion & Sports Ground to a third sector organisation (TSO).

By all accounts the grounds are well used by a local football club, however the pavilion has become in a poor state of repair and is no longer fit for purpose. The Council has no allocated budget to return it to a useful state of repair.

The CAT provides for the asset to be leased to a TSO, aiming to build capacity and capability in Brent's TSO community, while bringing a disused, but in demand Pavilion back into use, reducing anti-social behaviour and costs associated with managing an empty asset, generating management and maintenance savings, with an opportunity to improve the use and condition of the surrounding grounds.

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

Residents. The condition of the pavilion has attracted anti-social behaviour to the area that has affected the neighbouring housing. The proposed CAT will enable a TSO organisation directly to manage the proposed re-generation of the pavilion.

Staffing. There are no staffing issues. On completion of the CAT the operators will employ their own staff.

External Stakeholders. Unison. The CAT will enable the operators of the re-generated pavilion to review if the former Unison occupiers are prepared to return to the site.

Other Members of the community. That may use the proposed new sporting facilities or football training provided by Forest United.

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
- Race

## Age

WECT. Impact Neutral. The charity indicates that although they do not actively seek to promote a greater social inclusion of this, the work that the charity delivers as a school is fully inclusive and non-discriminatory.

Forest United. Impact positive. The charity has detailed that they will ensure that the facilities are available to all age groups.

## Disability

WECT. Impact positive. The charity indicates that they will ensure that the facility and services are available to all communities regardless of disability.

Forest United. Impact positive. The charity has detailed that they will ensure that the facilities are available to all communities regardless of disability.

## Religion or belief

WECT. Impact positive. The charity indicates that they will ensure that the facility and services are available to all communities regardless of religion or belief.

Forest United. Impact positive. The charity has detailed that they will ensure that the facilities are available to all communities regardless of religion or belief.

### 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

- Other (please specify)

Others: The WECT proposal will result in a new facility, that will command a higher rent from Forest United. Anything other than a reasonable increase may impact Forest United's ability to pay and access the facility and grounds and this may have an adverse effect on young people.

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

- Yes

The proposed services offered by both the WECT and Forest United has the potential to change overtime. As these services are provided to young people there is a potential that the changes may impact vulnerable groups of people that use the service. The CAT process is flexible, allowing providers the ability to alter their service offer over time with changes captured through the annual self assessment process that is undertaken by tenants and submitted to the Council to review and feedback on.

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

- Yes

As the proposed services is for all young persons both in Brent and outside. It is likely the service offer will be accessed by young people from a range of backgrounds. Including those that live in deprived areas, or areas with high crime, high health issue or low education attainment, employment and families living in social housing, that may be benefit dependant.

### 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

- Other (please specify)

Low Income Households. The Brent Borough Profile shows Brent residents have the second lowest gross average income of all the London boroughs. Any significant increase in the fees by WECT to Forest United to access the sit may have an adverse effect Forest United's ability to use the site and their young persons ability to pay.

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

- Yes

To know and understand all our communities. The proposal from the WECT and Forest United provide for community engagement.

To involve our communities effectively, both proposals provide for community involvement.

To demonstrate leadership in equalities and human rights, both within the Council and amongst partners and organisational commitment to excellence. The proposal attempts to safeguard the Tenterden Sports Ground by providing opportunities for children in Brent and surrounding areas. Additionally it offers the potential for wider access by the community of new sporting facilities.

### Recommend this EA for Full Analysis?

Yes

### Comments

In respect of CAT and marketing both applicants submitted organisational equality data that was broadly in line with Brent's equality policy.Â Â

### 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
- Unknown

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position unknown. However the charity's work is inclusive of age as a trust body for the Lycee International de Londres School and has a pupil intake from an early age to secondary school level

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of age.

5.2 Disability (select all that apply)

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of disability within Brent and surrounding areas. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only

time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of disability.

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

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of gender identity within Brent and surrounding areas outside school term times. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of gender identity.

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

- Positive
- Unknown

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position unknown. Whilst the WECT do not actively seek to support greater inclusion of this, the work of the charity delivers is fully inclusive and non-discriminatory.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all person in Brent and the surrounding area regardless of their marriage or civil partnership position.

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

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of pregnancy and maternity within Brent and surrounding areas outside school term times. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of pregnancy or marriage position.

### 5.6 Race (select all that apply)

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of race. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in

Brent and the surrounding area regardless of their racial profile.

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

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of religion or belief. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of their religion or belief.

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

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of sex. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of their sex.

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

- Positive

The CAT process aims to ensure opportunity for all and an open market process inviting applications from eligible organisations.

The response below are as per each application service analysis.

WECT - Position positive. The WECT have said that the re-generated Tenterden Pavilion and Sports Ground facility will remain available to all communities regardless of their sexual orientation. The diversity and deprivation levels in Brent mean that for some residents the use of the proposed new facility may be the one and only time that such an experience takes place.

Forest United - Position positive. Forest United have detailed that the facility is to be available to all young person in Brent and the surrounding area regardless of their 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?

The Community Asset Transfer (CAT) tender marketing campaign resulted in six applications for the Tenterden Pavilion and Sports Grounds. Three of the applicants provided insufficient information to move their application forward. After a presentation interview of the remaining three, one further applicant was informed their long lease requirements and the need to fully enclose the site was not what was on offer at the site and their application was

taken out of the tender process.

The WECT are an established charitable body registered for teaching and sports development. Their equalities analysis comments covered 7 out of the 9 protected characteristics and are broadly in line with the Council equality policy.

Forest United's are an established charitable body registered for sports development. Their equalities analysis comments in respect of the 9 protected characteristics were satisfactory.

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

- No

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

The Council will require the CAT leaseholders to submit a annual self assessment comprising a service review on a regular basis with the time frame to be agreed.

This monitoring approach will enhance the potential positive impacts that have been identified in the report.

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

There are no negative impacts identified.

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

N/A

## Comments

As identified in the screening stage, progressing the proposed CAT will enable a number of Brent's equalities objectives to be met. The proposal provides for community engagement and involvement, safeguarding and enhancing sports facilities, providing opportunities for everyone to receive a sports related use. WECT proposals offer in a highly diverse borough such as Brent a real opportunity for to greater participation in sports related activities.

The marketing process aimed to ensure that all eligible organisations has equality of opportunity and could put forward an application. The marketing process resulted in six applications submitted. The WECT proposal is better aligned to maximise the use of the site with a new enhanced sports and changing room facility with a new All Weather pitch and as an experienced provider, their bid provides the opportunity to enhance the service and create increased opportunity for young people to make use of the proposed sports facility. The Forest United application looks to replace the existing pavilion and develop this over time and the offer has some merits. There is real benefit in the proposed suggestion for both organisations to work as together, as it will ensure outcomes are delivered much sooner.

## 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.

The proposal for WECT and Forest United to collaborate should result in an overall positive equality impact.

During the Day, the WECT's school's community and young people will use the proposed new facility.

In the evening and weekends, Forest United's football trainer's, largely young people and adult volunteers will use the facility.

Additionally, the plan to provide an enlarged facility, will provide opportunity for other sections of the community to access a new and much improved, possibly state of the art sporting venue.

There is however the risk that WECT and Forest United, will not be able to agree terms, this would be an unfortunate outcome for both organisations and the local community.

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 Property

Enter your department

Resources

Enter today's date

25-05-2016

**Next Review Date**

2017-06-01

## **Outstanding Actions**

No outstanding actions