

The Card Room-CAT Proposed Lease

Department

Regeneration and Growth

Person Responsible

Amin Soorma

Created

30th January, 2017

Last Review

30th January, 2017

Status

Complete

Next Review

30th January, 2018

Screening Data

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

The Barham Park Trust Report in July 2015 approved the proposal to Community Asset Transfer (CAT) of the Card Room, Barham Park to a third sector organisation (TSO).

The property is at present occupied by occupied The Veterans who have agreed to vacate once the CAT lease is in place to a TSO. The property requires works and 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 returning The Card Room to a reasonable repair condition, generating management and maintenance savings.

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

Residents. The condition of The Card Room may attract anti-social behaviour to the area that could have an effect on the nearby housing. The proposed CAT will enable a TSO organisation directly to manage the proposed repair.

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

External Stakeholders. Proposed leaseholder. The CAT will enable the new operators to make good repairs to The Card Room as well as hiring to others.

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

Tamu Samaj UK. Impact positive. The charity indicates that they actively seek to promote greater social inclusion and the work that the charity delivers is fully inclusive and non-discriminatory.

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

Disability

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

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

Religion or belief

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

SVAUK. 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: Both the Tamu Samaj UK and the SVAUK proposal will lead to an improved facility, that may command a higher rental charge for hiring of the hall space.

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

- Yes

The proposed services offered by both the Tamu Samaj UK and SVAUK has the potential to change overtime. As the property is presently used by elderly persons there is 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 both young and older persons both in Brent and outside. It is likely the service offer will be accessed by young and older 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 hall hire fees by the Tamu Samaj UK and SVAUK to access the premises may have an adverse effect on outside groups ability to use the site and their young and older 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 Tamu Samaj UK and SVAUK 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 Card Room by providing opportunities for children and older persons in Brent and surrounding areas. Additionally it offers the potential for wider access by the community to the 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.

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

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.

Tamu Samaj UK - Position positive. The charity's work is inclusive of age.

SVAUK - Position positive. The SVAUK has detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room 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 facility may be the only time that such an experience takes place.

SVAUK - Position positive. SVAUK have indicated that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room will remain available to all communities regardless of gender identity 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons in Brent and the surrounding area regardless of gender identity.

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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room will remain available to all communities regardless of gender identity within Brent and surrounding areas. The diversity and deprivation levels in Brent mean that for some residents the use of the facility may be the one and only time that such an experience takes place.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons in Brent and the surrounding area regardless of gender identity.

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.

Tamu Samaj UK - Position positive. The TSUK have indicated that the repaired will be emain 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 person in Brent

and the surrounding area regardless of gender identity.

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5.4 Marriage and civil partnership (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.

Tamu Samaj UK - Position positive. TSUK have detailed that the facility is to be available to all persons in Brent and the surrounding area regardless of their marriage or civil partnership position.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room will remain available to all communities regardless of pregnancy and maternity 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have indicated that the Card Room 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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.

Tamu Samaj UK - Position positive. The TSUK have said that the Card Room 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.

SVAUK - Position positive. SVAUK have detailed that the facility is to be available to all persons 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 four applications for the Card Room. One of the applicants provided insufficient information and the other required a lease longer than 7 years that was available and so their applications were not moved forward. After a presentation interview the two remaining organisation have been recommended to the Barham Park Trust as potential applicants, but the Tamu Samaj UK appears to provide an offer that fits better with the property location in a park environment.

The Tamu Samaj are an established charitable body registered. Their equalities analysis comments in respect of the 9 protected characteristics are broadly in line with the Council's equality policy.

SVAUK are an established charitable body registered. 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 leaseholder 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 the facilities, providing opportunities for everyone to hire the premises. The Tamu Samaj UK and the SVAUK proposals offer in a highly diverse borough such as Brent a real opportunity for to greater participation.

The marketing process aimed to ensure that all eligible organisations have equality of opportunity and could put forward an application. The marketing process resulted in four applications submitted. The Tamu Samaj UK proposal is better aligned to maximise the use of the site as they already use the Barham Park for exercise and walking purposes, their bid provides the opportunity to enhance the service and create increased opportunity for people to make use of the facility. The SVAUK application looks to improve the Card Room over time and the offer has merits.

Organisation Sign-off Data

11. What did this equality analysis conclude?

- The proposal was accepted without changes

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

As identified in the screening stage. Progressing the proposed CAT will enable a number of Brent's equalities objective to be met. The proposals provide for community engagement and involvement, safeguarding and enhancing the environment

The marketing process aimed to ensure that all eligible organisations had equality of opportunity and could put forward an application. The marketing process resulted in four applications being submitted. Tamu Samaj Uk provided evidence of outreach to a wider community and age groups that has a range of social issues and by working with the community and park they will provide significant opportunity to improve community cohesion, health outcomes and quality of life outcomes.

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

James Young

Enter your designation

Commercial Portfolio Manager

Enter your department

Resources Department

Enter today's date

01-02-2017

Next Review Date

2018-01-30

Outstanding Actions

No outstanding actions