

## Impact Needs/Requirement Assessment Completion Form

<b>Department: Regeneration and Major Projects</b>	<b>Person Responsible: James Young Deputy Head of Asset Management Regeneration and Major Projects</b>
Service Area: Property and Asset Management	Timescale for Equality Impact Assessment : Executive Meeting 18 July 2011
Date: 29 June 2011	Completion date: 29 June 2011
Name of service/policy/procedure/project etc: The report to the Executive on 18 July 2011 seeks approval for the sale of the freehold of 58 The Avenue, Brondesbury, London, NW6 7NP, and 86 The Avenue, a HMO and a 6 bed house respectively. The properties have been left void for a number of years and are dilapidated.	Is the service/policy/procedure/project etc:  New <input checked="" type="checkbox"/>  Old <input type="checkbox"/>
Predictive <input checked="" type="checkbox"/>  Retrospective <input type="checkbox"/>	Adverse impact Not found <input checked="" type="checkbox"/>  Found <input type="checkbox"/>  Service/policy/procedure/project etc, amended to stop or reduce adverse impact  Yes <input type="checkbox"/> No <input type="checkbox"/>
Is there likely to be a differential impact on any group?  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Please state below:
1. Grounds of race: Ethnicity, nationality or national origin e.g. people of different ethnic backgrounds including Gypsies and Travellers and Refugees/ Asylum Seekers  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
5. Grounds of sexual orientation: Lesbian, Gay and bisexual  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	6. Grounds of age: Older people, children and young People  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Consultation conducted  Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Person responsible for arranging the review:	Person responsible for publishing results of Equality Impact Assessment:
Person responsible for monitoring:	Date results due to be published and where:
Signed:	Date:



## Impact Needs/Requirement Assessment Completion Form

Please note that you must complete this form if you are undertaking a formal Impact Needs/Requirement Assessment. You may also wish to use this form for guidance to undertake an initial assessment, please indicate.

### 1. What is the service/policy/procedure/project etc to be assessed?

The sale through marketing agent of 58 The Avenue, Brondesbury, London, NW6 7NP, and 86 The Avenue. The properties have been left void for a number of years and are in a dilapidated condition. A significant amount of capital expenditure would be required to bring the properties back into use. No other potential uses have been identified which could generate a level of rental income sufficient to justify retaining the properties as social housing stock.

### 2. Briefly describe the aim of the service/policy etc? What needs or duties is it designed to meet? How does it differ from any existing services/ policies etc in this area

In line with the Council's Asset Management Strategy, the Council to dispose of voids properties that require significant investment to refurbish them to a standard where they can be let, so that funds and proceeds can be used on other projects.

### 3. Are the aims consistent with the council's Comprehensive Equality Policy?

Yes as the properties will be sold via independent marketing agents through a bidding process.

### 4. Is there any evidence to suggest that this could affect some groups of people? Is there an adverse impact around race/gender/disability/faith/sexual orientation/health etc? What are the reasons for this adverse impact?

No. Both properties are vacant.

### 5. Please describe the evidence you have used to make your judgement. What existing data for example (qualitative or quantitative) have you used to form your judgement? Please supply us with the evidence you used to make you judgement separately (by race, gender and disability etc).

It is the nature and method of sale and also there are no occupiers.

### 6. Are there any unmet needs/requirements that can be identified that affect specific groups? (Please refer to provisions of the Disability Discrimination Act and the regulations on sexual orientation and faith, Age regulations/legislation if applicable)

There are no unmet needs or requirements that can be identified that can affect specific groups as the properties are in a dilapidated condition and no alternative use for the properties have been identified.

### 7. Have you consulted externally as part of your assessment? Who have you consulted with? What methods did you use? What have you done with the results i.e. how do you intend to use the information gathered as part of the consultation?



## Impact Needs/Requirement Assessment Completion Form

No as this is not necessary due to the nature of the transaction.

8. Have you published the results of the consultation, if so where?

No because none was undertaken.

9. Is there a public concern (in the media etc) that this function or policy is being operated in a discriminatory manner?

No because the method of disposal is open and transparent.

10. If in your judgement, the proposed service/policy etc does have an adverse impact, can that impact be justified? You need to think about whether the proposed service/policy etc will have a positive or negative effect on the promotion of equality of opportunity, if it will help eliminate discrimination in any way, or encourage or hinder community relations.

There will be no adverse impact because of the method of disposal.

11. If the impact cannot be justified, how do you intend to deal with it?

N/A

12. What can be done to improve access to/take up of services?

The properties will be sold through marketing agents which will ensure that any interested party will be made aware of the proposed sale.

13. What is the justification for taking these measures?

To ensure that there is sufficient publicity for those parties who are interested in bidding for the properties.

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of



## Impact Needs/Requirement Assessment Completion Form

the person who will be responsible for this on the front page.

James Young will monitor the sale process with the marketing agents on a regular basis with regard to the interested parties, from the initial bidding process through to the exchange of contracts and thereafter to an anticipated successful sale.

15. What are your recommendations based on the conclusions and comments of this assessment?

That the Council is able to sell the properties by way of instructing marketing agents.

Should you:

1. Take any immediate action?
2. Develop equality objectives and targets based on the conclusions?
3. Carry out further research?

16. If equality objectives and targets need to be developed, please list them here.

N/A

17. What will your resource allocation for action comprise of?

No resources needed

If you need more space for any of your answers please continue on a separate sheet

Signed by the manager undertaking the assessment:

Full name (in capitals please):

DENISH PATEL

Date: 29 JUNE 2011

Service Area and position in the council:

DEVELOPMENT MANAGER, PROPERTY AND ASSET MANAGEMENT.

Details of others involved in the assessment - auditing team/peer review:

Once you have completed this form, please take a copy and send it to: **The Corporate Diversity Team, Room 5 Brent Town Hall, Forty Lane, Wembley, Middlesex HA9 9HD**