

Impact Needs/Requirement Assessment Completion Form

Department: Regeneration and Major Projects	Person Responsible: James Young
Service Area: Property and Asset Management	Timescale for Equality Impact Assessment :
Date: 9 May 2011	Completion date:10 June 2011
Name of service/policy/procedure/project etc: Church End Local Centre CE1	Is the service/policy/procedure/project etc: New <input type="checkbox"/> Old <input checked="" 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 checked="" 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: James Young	Person responsible for publishing results of Equality Impact Assessment: James Young
Person responsible for monitoring: Dave Carroll- to monitor overall regenerative aspects of the scheme. Andy Bates Planning Officer to monitor progress of planning application	Date results due to be published and where: July 2011- to be published on intranet site.

Impact Needs/Requirement Assessment Completion Form

Signed: J Young

Date: 9 6 11

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?

Church End Local Centre- this is a geographic area allocated in the site specific allocation in the replacement Unitary Development Plan (UDP)

Map Ref: **MOS1**

Location: Car Park r/o 189 - 235, 187 Church Road

Phasing: Mid-term Area Ha: 0.37

Proposals: Housing/Mixed use, retention of trees and open space retention of reduced car park on part of site.

Policy Context: Site adjoins Church Road local shopping centre and Church End MERA.

Development Objectives: Comprehensive development compatible with adjoining local shopping centre and Church End redevelopment. Regeneration of Church End. Creation of a lively place, with a high quality environment, safe and convenient pedestrian routes and safe and attractive public spaces. Some use of any adjoining surplus highway capacity may be acceptable.

The Council will use a Compulsory Purchase Order for the comprehensive redevelopment of this site.

Plans of the proposals are attached in the committee report.

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

Brent Council has adopted its Replacement Unitary Development Plan (UDP). The Plan provides planning guidance for the development and use of land. As such, it seeks to improve the environment of the Borough, promote the regeneration of areas in need of renewal in a sustainable way and promote access to new development for the whole community.

The UDP was adopted after several rounds of public consultation and a public inquiry which gave those with an interest in the future of Brent, an opportunity to have their say on the plan's policies and proposals. Many residents, businesses and other interested parties have participated in drawing up the Plan which will have a central role in shaping the Borough over the coming years.

Parts of the Borough will be transformed over the next few years and it is important that there is clear planning guidance so that change is implemented in a way which brings environmental, economic and social benefits and is in the interests of local people. There is also much in Brent that is worthy of protection and conservation. The Plan provides the necessary guidance and controls to allow for the changes necessary to regenerate the run-down parts of the borough whilst protecting and enhancing the positive aspects of our environment.

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

Brent Council is committed to ensuring that the services we provide are relevant to the needs of all sections of the community and that our workforce represents the people we serve.

We aim to ensure that our services meet the varied individual needs and expectations of local people and that everyone has equal access to services, regardless of their race, heritage, gender, religious or non-religious belief, nationality, family background, age, disability or sexuality. We recognise that services must be relevant, responsive and sensitive, and that the Council must be perceived as fair and equitable in its provision of services by our service users, by our partners and the wider community. We aim to ensure that our contractors and others who deliver our services also share our vision and values. We have extensively consulted on the scheme at a local level and consider that the proposals take account of the diversity in the particular locality.

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?

The site is in an area of high economic deprivation, investment in this area should therefore have a positive impact on the locality and the Compulsory Purchase Order will result in the comprehensive redevelopment of this area.

Impact Needs/Requirement Assessment Completion Form

There will be an adverse impact on the business that it is proposed to exercise Compulsory Purchase Orders on to enable the wider and comprehensive regeneration to take place.

The new residential properties will be lifetime homes and 10% of the units accessible to wheel chair users. This level of provision is in accordance with the London Plan and this level meets identified needs. Lifetime homes standards ensure that homes are easily adaptable for people with mobility problems now and in the future. The allocation of affordable housing will be in line with the Council's policy

4. 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 your judgement separately (by race, gender and disability etc).

The site allocation has been extensively consulted upon and it has been public knowledge since 2009 that the council will use a CPO. The initial consultation happened in summer 2008 and leaflets were produced and offers of translation to minority languages and delivered by hand to shopping street traders. A number of consultation events were held at Catalysts offices in Church Road were undertaken on a Saturday and weekday night that a number of local traders attended. Catalyst also have been talking to traders seeking to acquire properties required for the scheme.

Market traders were consulted separately on the future of the local market in the summer 2008 over the form of the new market and were in agreement to the new proposals. Most local residents and traders supported the regeneration proposals.

The council's Original consultation exercise focused on using a questionnaire for the Planning/town centre issues and a separate Transportation Issues. The questionnaires were hand delivered to 1000 homes in the locality of the proposed development. This geographical spread goes further than common in dealing with planning applications. 63 responses were received on the Transport consultation and 32 on the planning/regeneration questionnaire (the scanned questionnaires are available). Typically a response of 1% is not unusual in post questionnaire surveys. The survey forms contained contact details for a selected number of languages offering translation (Hindi, Urdu and Gujarati). As well as the questionnaire the council carried out evening and weekend consultation events (30 people attended) and collected further views through the council's website where 67 responses were recorded. The council also carried out a public meeting on Church End (16 attendees) a Harlesden ACF on 3rd October and a Willesden ACF on 10 October. The responses were overwhelmingly in favour (93% on transport for example). The following report can be found on the November Executive Agenda 2006.

The council has not carried out any more significant public consultation since this date because the background transportation works were not completed until 2009 and the development proposals have not moved forward until the land is sold to Catalyst (the purpose of the report) –the council will then oblige Catalyst to carry out further pre or post application consultation and the council will consult formally on any application following statutory requirements.

Proportion of Wheelchair Parking, Wheelchair housing and Lifetime Homes. The proportion of homes and parking spaces that should be made available to people with disabilities are set out in the London Plan, the council's UDP and the Council's Core Strategy-please let me know if you want links from the council's planning page. In considering planning applications the council must follow these well established policy provisions unless material circumstances indicate otherwise. For example, while 5% of spaces that are designed for wheelchair access may not seem significant as a parking standard, there is no evidence that suggests that this level is insufficient to accommodate access needs for those people with mobility problems using a car, nor is there any evidence that this level suppresses travel demands of the disabled. I am also not aware of any disabled group that is looking for a greater provision.

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)

The Council will ensure that 5% of parking spaces will be specifically designed to meet the needs of disabled people.

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?

The site specific allocations were consulted upon between 25 November 2010 and 19 January 2011 and no changes are proposed to the allocation. Also other consultation took place as set out at 4 above.

Impact Needs/Requirement Assessment Completion Form

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

The results of the consultation are published at http://brent.limehouse.co.uk/portal/planning/ssapo/ssa_psc?tab=list

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

Adverse comments have not been received on this site allocation

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.

No adverse impact

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

NA

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

NA

13. What is the justification for taking these measures?

NA

14. Please provide us with separate evidence of how you intend to monitor in the future. Please give the name of the person who will be responsible for this on the front page.

To be undertaken by Dave Carroll who will assess the impact of the regeneration proposals in future. In addition Andy Bates Planning Officer will monitor the planning application as it progresses and liaise with Building Control to ensure that the development is built as designed.

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

No further action

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.

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

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

Signed by the manager undertaking the assessment:

Impact Needs/Requirement Assessment Completion Form

Full name (in capitals please): James Young

Date: 9 06 11

Service Area and position in the council: Property and Asset Management

Details of others involved in the assessment - auditing team/peer review: Dave Carroll Head of Project Initiatives

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**

An online version of this form is available on the Corporate Diversity Team website.