

Appendix 3 - Equalities

Equality Analysis- Blank Form – Online EA System

Department:
Resources

Person Responsible:
equalities@brent.gov.uk

Created:
2nd November 2017

Last Review:
2nd November 2017

Status:
Complete

Next Review (if applicable):

Stage 1 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 April 2017 approved the proposal to Community Asset Transfer (CAT) the Former Butlers Green Public Convenience (FBGPC), Harrow Road, Sudbury to a third sector organisation (TSO)

By all accounts the FBGPC has not been used for in excess of twenty years and has become in a poor state of repair. The Council has no allocated budget to return it to a useful state of repair. 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 in Brents TSO community, while bringing a disused property back into use, reducing anti-social behaviour and costs associated with managing an empty asset, generating management and maintenance saving with an opportunity to improve the use and condition of the surrounding area.

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

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

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

External Stakeholders. There are no external stakeholders.

Other Members of the Community. There may be many users of the proposed new facility

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

Yes

If answered 'yes' please indicate which equality charachersistic(s) are impacted.

- Age
- Disability
- Race

Age

- STRA. Impact positive. They indicate that they actively seek to promote greater social inclusion, their work delivers full inclusivity and non-discriminatory.
- CTC International. The organisation details that the facilities will be available to all age groups.
- Disability
- STRA. Impact positive. They indicate that they will make the facility and services available to all communities regardless of disability.
- CTC International. The organisation details that the facility and services will be available to all communities regardless of disability.
- Race
- STRA. Impact positive. They indicate that they will make the facility and services available to all communities regardless of religion or belief.

CTC International. The organisation details that the facility and services will be available to all communities regardless of religion or belief.

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

- Yes

The STRA proposal will result in a new community facility, that will in the future command a higher rent.

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

- Yes

The proposal offered by the STRA & CTC International has the potential to change over time. 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

The proposed services are for both the residents of Brent & those outside. It is likely the service offer will be accessed by a range of backgrounds, including those from deprived backgrounds or areas with high crime, high health or low education attainment, employment and families living in social housing their may be beneficial dependents.

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

- Yes

Low income households. The Brent Borough profile shows Brent residents have the second lowest gross average income of all the London boroughs. Any significant fees charged by the STRA or CTC International may have an adverse effect on individuals ability to use the site.

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

- Yes

To know and understand all our communities. The proposal from STRA and CTC International provides 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 committed to excellence. The proposal attempts to safeguard the FBGPC by providing opportunities in Brent and surrounding areas. Additionally it offers the potential of wider access by the community.

Recommend this EA for Full Analysis?

Yes

In respect of CAT and marketing both applicants submitted equality data that was broadly in line with Bents equality policy.

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

N/a

Stage 2: Analysis

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

Please give details:

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

The responses below are as per each application service analysis.

STRA. Position unknown but the organisation work is inclusive of age and has many members that are retired or in later years of employment.

CTC International. Position positive. They have detailed that the facility will be available to the elderly in Brent and surrounding areas regardless of race.

5.2 Disability (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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.

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of disability within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of disability.

5.3 Gender Identity (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of gender within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of gender.

5.4 Marriage and civil partnership (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of marriage or civil partnership within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of marriage or civil partnership.

5.5 Pregnancy and maternity (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of pregnancy and maternity within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of pregnancy and maternity.

5.5 Race (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of race within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of race.

5.7 Religion or belief (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of religion or belief within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of race.

5.8 Sex (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

N/a

5.9 Sexual orientation (select all that apply)

- Positive
- Neutral
- Negative

Please give details:

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

STRA. Position Positive. They have indicated that the regeneration of the FBGPC will enable it to be available to all communities regardless of sexual orientation within Brent and surrounding areas. The diversity and deprivation level in Brent means that some residents the use of the proposed new facility may be one and only time such experience takes place.

CTS International. Position Positive. Have indicated that the facility is to be available to all persons in Brent & surrounding areas regardless of sexual orientation.

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

- Positive
- Neutral
- Negative

6. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- Yes
 No

7. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

The CAT tender marketing campaign resulted in two applications for the FBGPC. They were both invited for a second round interview.

STRA are an established local association. Their equalities analysis comments in respect of the 9 protected characteristics were satisfactory.

CTC International are an established organisation. Their equalities analysis comments in respect of the 9 protected characteristics were satisfactory

What did you find out from consultation or data analysis?

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

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

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

Yes.

How did your findings and the wider evidence base inform the proposal?

The tender marketing process allowed for the best applicants to come through for the FBGPC. The equalities outcomes are the most satisfactory possible.

STAGE 3: ACTION PLANNING

Now, you will respond to your findings from the analysis stage and complete an action plan. At this stage you need to think about how to remove or reduce all the negative impacts that you have identified and how to maximise any opportunities to promote equality. This might mean making changes to your proposal or to the way that it is implemented.

8. What actions will you take to enhance the 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 an regular basis with the time frame to be agreed.

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

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

There were no negative impacts identified.

10. Please explain how any remaining negative impacts can be justified?

N/a

Organisation Sign Off Data

Enter your name

James Young

Enter your designation

Commercial Portfolio Manager

Enter your department

Resources

Enter todays date

03.11.17