

Impact Needs/Requirement Assessment Completion Form

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| Department: Environment and Neighbourhoods | Person Responsible: Neil Davies |
| Service Area: Sports and Parks | Timescale for Equality Impact Assessment : Completed |
| Date: 24 July 2012 | Completion date: 24 July 2012 |
| Name of service/policy/procedure/project etc.: Food Growing and Allotments Strategy | Is the service/policy/procedure/project etc.: New <input checked="" type="checkbox"/> Old |
| Predictive <input checked="" type="checkbox"/> Retrospective | Adverse impact Not found <input checked="" type="checkbox"/> Found Service/policy/procedure/project etc., amended to stop or reduce adverse impact Yes No <input checked="" type="checkbox"/> |
| Is there likely to be a differential impact on any group? Yes 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 No <input checked="" type="checkbox"/> | 2. Grounds of gender: Sex, marital status, transgendered people and people with caring responsibilities Yes No <input checked="" type="checkbox"/> |
| 3. Grounds of disability: Physical or sensory impairment, mental disability or learning disability Yes No <input checked="" type="checkbox"/> | 4. Grounds of faith or belief: Religion/faith including people who do not have a religion Yes No <input checked="" type="checkbox"/> |
| 5. Grounds of sexual orientation: Lesbian, Gay and bisexual Yes No <input checked="" type="checkbox"/> | 6. Grounds of age: Older people, children and young People Yes No <input checked="" type="checkbox"/> |
| Consultation conducted Yes <input checked="" type="checkbox"/> No | |
| Person responsible for arranging the review: Neil Davies | Person responsible for publishing results of Equality Impact Assessment: Neil Davies |

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| Person responsible for monitoring: Allotments Officer | Date results due to be published and where: |
| Signed: Neil Davies | Date: 01/08/2012- Details of where published are provided in section 8. |

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

Food Growing and Allotments Strategy

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

The Local Government Association (LGA) has predicted that there will be an on-going increase in demand for allotment provision in future years with a widening diversification of the profile of plot holders. It is anticipated that there will be an increase in the number of female plot holders and that there will be more people under the age of fifty taking on new plots. In Brent this is borne out by comparing the profile of those registered on the waiting list with the profile of current allotment holders. In order to meet this renewed and increased demand and to ensure the efficient and cost effective management and administration of the service, it is essential that Brent Council has a clear strategic vision for future allotment and food growing provision in the borough.

An allotment garden or plot is defined in the Allotments Act of 1922 as 'a piece of land, which is wholly or mainly cultivated by the occupier for the production of vegetable or fruit crops for consumption by himself or his family'. The current legislative provisions are contained in the Small Holdings and Allotment Acts 1908 and the Allotments Acts 1922-1950.

The Small Holdings and Allotments Act 1908 places a duty on the council (where the council are of the opinion there is a demand for allotments) to provide sufficient allotments and that they be let to residents of the borough. The various Acts relating to allotments provide for tenancy agreements, rent, management arrangements and improvements to sites (which is a power not a duty).

The food growing and allotments strategy unites food growing and allotment provision in Brent under a single vision, set of objectives and action plan. There are 22 council owned allotment sites in the borough and approximately 49 independent food growing spaces. The vision of the strategy is to provide a range of food growing opportunities accessible to all parts of the community and to promote the benefits of a healthy lifestyle within a greener borough by

1. Providing efficiently managed allotment sites that offer good value for money and are accessible to all.
2. Developing and broadening the range of food growing opportunities available through increased partnership working.
3. Promoting the benefits of food growing as part of a healthy lifestyle within a greener borough

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

The strategic vision of the Food Growing and Allotments Strategy is to provide a range of food growing opportunities accessible to all parts of the community and to promote the benefits of a healthy lifestyle within a greener borough. This vision is consistent with the aims of the Council's Comprehensive Equality Policy.

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?

Whilst there is no evidence to suggest that the strategy itself will affect some groups of people the following issues do need to be taken into consideration:

The distribution of allotment sites and food growing spaces is shown at Annexe 1.2 and is analysed further in the context of housing densities. From this mapping work it is apparent the areas e.g. Kenton, Queensbury, Preston that are least well served in terms of access to allotment and food growing sites. In these areas, and where there is an identified expressed demand i.e. high numbers on the waiting list e.g. Mapesbury, Dudden Hill Kilburn, the council will continue to strive to identify realistic opportunities for temporary food growing sites which will not be only limited to land in council ownership.

The temporary food growing solution is being promoted as options for new permanent allotment sites are likely to be limited in the short-medium term. In preparing the Development Plan for the borough, it is intended that the Council will propose a planning policy which seeks the inclusion of space for community gardening as part of appropriate large schemes.

It is envisaged that the Wembley and South Kilburn areas in particular will offer temporary options for food growing for periods of up to five years in advance of the roll out of regeneration projects. The expansion of existing green spaces features prominently in the Wembley Area Action Plan which will form part of the Local Development Framework

One of the main findings from the consultation as outlined in Annexe 1.1 is that the profile of waiting list applicants is more reflective of borough demographics with more women, families and younger people requiring an allotment compared with the profile of current holders.

The current demography of allotment users as outlined in Annexe 1.1. suggests that there is still a potential to reach out to new users in particular the following groups where there is currently comparative low use

- **Asian Pakistani and Bangladeshi communities**
- **Young People (16-24 and 25-34)**
- **Females in particular those aged between 16-24, 25-34 and 65-75**
- **Disabled people**

Findings from the consultations suggests that the main barrier to use for females is the lack of proper toilet provision and perceived risk of gardening alone. In addition, community gardening clubs and improved infrastructure would encourage further participation.

Current disabled non-users felt that the main barriers to use were poor toilet provision, lack of connected infrastructure and perceived risk. They also felt that additional facilities on site would

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reduce fear of crime, due to additional on-site presence and they would like to see more advertisement of any available community group that work with disabled people in promoting allotment gardening.

In the current economic climate it may not be possible to fund major infrastructural improvements but efforts will be made to assist allotments groups to apply for external grant funding.

Whilst, we are of the opinion that the strategy does not directly discriminate against BAME people; one of the key actions of the strategy is conduct outreach and target marketing with the Asian community with the aim of promoting the wider benefits of food growing and allotments.

The London Borough's of Ealing and Tower Hamlets who have similar demographic patterns to Brent have the same issues with under representation in allotment use by the BAME communities and younger people (16-25 year olds).

Research conducted by Tower Hamlets Council and the Black Environment Network between December 2010 and April 2011 with the Asian Pakistani and Bangladeshi communities identified the following issues as barriers to use:

- Site security – Vandalism and Theft
- Lack of, or condition of toilets
- Waste disposal issues
- Access – condition of site roads and paths
- Site security – personal safety
- Lack of, or condition of shelters or communal buildings
- Access – distance from home/no transport *
- Costs – Rent water, equipment and seeds
- Lack of availability of exotic food plants and climate conditions

Those consulted in this research also perceived allotment gardening and food growing as 'rural' activities for white people. It was also felt that they had more immediate concerns e.g. poverty and they did not necessarily see the wider benefits of allotment gardening and food growing or how it could positively impact on their lives.

These issues are further explored in Annexe 1.1. and identifies how the council will aim to address any identified issues through the strategy delivery.

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.).

The food growing and allotments strategy has been produced following detailed desk research, best practice visits and a comprehensive consultation process. The findings from this research is detailed in Annexe 1.1.

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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 other than those issues identified in Section 4 and explored in detail on Annexe 1.1.

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 development of the strategy was overseen by a steering group comprising officers from the Sports and Parks, Planning, Brent Housing Partnership and Environmental Projects and Policy service areas. A comprehensive two stage consultation process was undertaken to inform the production of the strategy.

To inform the draft strategy the first consultation stage was undertaken with allotment holders, waiting list applicants, site representatives, the Brent Allotments Forum, relevant council service areas and external stakeholders.

Over 500 survey questionnaires were completed by plot holders and waiting list applicants. This high response rate provided a wide range of evidence about how people garden, or intend to garden, their plot as well as feedback on priorities for the management and development of allotment sites. Detailed profiles of holders and applicants were compiled from the responses and a summary of the findings forms Section 4 of the strategy. One of the main findings is that the profile of waiting list applicants is more reflective of borough demographics with more women, families and younger people requiring an allotment compared with current holders. However, analysis of the profiles by the race characteristic shows that some ethnic groups within the borough are under- represented in the case of both current holders and applicants.

Consultation meetings were held with stakeholders identified as having a key role to play in the development of food growing provision in the borough

- Brent Council service areas – Regeneration and Major Projects, Planning, Customer and Community Engagement, Children and Families, Arts, and Environmental Health
- Brent Housing Associations and Registered Social Landlords
- NHS Brent
- Brent Allotments Forum and Allotments Site Representatives
- Brent Sustainability Forum
- Capital Growth (independent food growing schemes) focus group.

The findings from the first stage of the consultation process directly informed the draft strategy and draft action plan which went out to public and stakeholder consultation from 12th March to 31st May 2012. This consultation was undertaken through

- An online questionnaire with paper copies available on request
- Officer attendance at all five Area Consultative and all six Service User Consultative Forums
- Three informal drop-in sessions primarily attended by plot holders and waiting list applicants

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- Meetings with the Brent Allotments Forum and Site Representatives
- Consultation documentation available at libraries, sports centres and Brent Contact Points
- Notification letters distributed to plot holders, waiting list applicants and members of the Brent Sustainability Forum.
- Coverage in the Brent Magazine and the local press.

Approximately 430 people attended one of the meetings where the draft strategy was discussed and 38 people completed a questionnaire. The latter number was slightly lower than anticipated but it is reasonable to conclude that this was a result of over 500 people having completed a questionnaire during the first stage of the consultation process. An average of 90% of respondents agreed or strongly agreed with the draft vision, individual objectives and action plan. 83 additional comments were submitted by 25 of the respondents. Where relevant and appropriate the strategy and action plan have been revised to reflect the feedback received.

From the background research and two stage consultation process it has been possible to identify a number of headline findings which have influenced the three objectives and action plan priorities. These findings include:

- The tenancy agreement is no longer fit for purpose and needs to be reviewed and reissued to allotment plot holders
- The role of Site Representatives and the election process require review
- Consideration should be given to giving waiting list preference to Brent residents over non- residents
- Larger plots should be reduced in size upon vacancy to increase the number of plots available and reduce waiting list times.
- The fees and charges structure should be reviewed with consideration given to introduction of differential pricing for residents and non-residents and the revision of concession rates to include an element of means testing.
- Options should be explored with regard to extending the number of self-managed allotment sites.
- Work needs to be undertaken on increasing engagement from under represented sections of the community as identified in the Equalities Impact Assessment.
- There is huge scope for increased partnership working and the promotion of the wider benefits of food growing to schools, social housing, health providers and arts organisations to raise awareness, increase capacity and establish a network of advocates.
- Although options for new permanent allotment sites are currently limited, there will be significant opportunities for the provision of temporary food growing sites, particularly in the Wembley and South Kilburn areas as part of regeneration projects.
- Ward working funding may be available for allotment sites and food growing projects and there is potential for closer collaboration between the council and independent food growing schemes to build on the work of the Brent Sustainability Forum.
- Future potential for the provision of raised bed schemes in parks and open spaces should be explored in appropriate areas which are identified as currently having an inadequate number of allotment sites and alternative food spaces.

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- Stronger emphasis should be placed on the benefits of organic gardening, sustainable food supplies, land use and biodiversity as outlined in the council's Green Charter.

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

The findings from this consultation process will be publicised through a variety of sources including the Brent Allotments Forum, Allotment Site Representatives, the Council's Consultation tracker and the Brent Magazine.

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

There is currently no public concern that the Food Growing and Allotments Strategy is being operated in a discriminatory manner.

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.

Whilst there is no evidence to suggest that the strategy itself will affect some groups of people; the current demography of allotment users as outlined in Annexe 1.1. suggests that there is still a potential to reach out to new users in particular the following groups where there is currently comparative low use

- **Asian Pakistani and Bangladeshi communities**
- **Young People (16-24 and 25-34)**
- **Females in particular those aged between 16-24, 25-34 and 65-75**
- **Disabled people**

These issues are further explored in Annexe 1.1. and identifies how the council will aim to address any identified issues through the strategy delivery.

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?

Whilst current allotment demand exceeds demand for formal allotment use. The following recommendations aim to provide more opportunities to allotment garden and be involved in food growing initiatives:

- Review and reissue the tenancy agreement for allotment plot holders.
- Reduce size of plots with the aim of increasing number of newly allocated plots therefore reducing the waiting list
- Consider giving waiting list preference to Brent residents over non residents.
- Develop partnership working and promote the wider benefits of food growing to schools,

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social housing, health providers and arts organisations to raise awareness, increase capacity and establish a network of advocates.

- Revise concession rates for new plots holders only to include an element of means testing.
- Incorporate the grounds maintenance of allotment site within the overall Parks ground maintenance arrangements
- Explore options for increasing the number of self-managed allotment sites
- Explore opportunities to establish new or temporary food growing sites particularly, though not exclusively, in the Wembley and South Kilburn areas.
- In preparing the Development Plan for the borough, it is intended that the Council will propose a planning policy which seeks the inclusion of space for community gardening as part of appropriate large schemes.
- Investigate the potential for the provision of raised bed schemes in parks and open spaces in areas which are identified as having an inadequate number of allotment sites and alternative food spaces.
- Better promotion with the aim of increasing awareness of services and facilities
- Promote the benefits of organic gardening, sustainable food supplies, land use and wildlife as outlined in the council's Green Charter.

13. What is the justification for taking these measures?

The main justification for taking these measures is to increase access to allotments and food growing initiatives and reduce the waiting list to enable applicants to allotment garden.

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.

The strategy will be reviewed on an annual basis and equalities monitoring data will be reviewed as part of this process.

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

It is recommended that this EIA be reviewed in line with the annual review of the strategy document.

Should you:

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

Equality targets will be developed during the first six months of strategy implementation.

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

Budgets have been allocated to the all recommendations including marketing and outreach with under-represented groups.

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

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Signed by the manager undertaking the assessment: Neil Davies

Full name (in capitals please): Neil Davies

Date: 24 July 2012

Service Area and position in the council: Strategy and Service Development Manager – Sports and Parks

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**

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

Annexe 1.1 Equality Strand Analysis, Key Issues and Proposed Mitigation

The purpose of this document is to identify a profile of the current allotment plot holders and waiting list applicants, explore the issues and needs and identify the proposed mitigation. Whilst undertaking this assessment we are having due regard for the nine protected characteristics namely age; race; disability; gender; sexual orientation; faith; pregnancy and maternity.

This document is divided into three sections:

Section 1 provides a general introduction

Section 2 sets out the Equality Strand Analysis which identifies a user profile for allotment users and waiting list applicants and explores the related issues and needs and identified mitigation.

1. Introduction

The Local Government Association (LGA) has predicted that there will be an on-going increase in demand for allotment provision in future years with a widening diversification of the profile of plot holders. It is anticipated that there will be an increase in the number of female plot holders and that there will be more people under the age of fifty taking on new plots. In Brent this is borne out by comparing the profile of those registered on the waiting list with the profile of current allotment holders. In order to meet this renewed and increased demand and to ensure the efficient and cost effective management and administration of the service, it is essential that Brent Council has a clear strategic vision for future allotment and food growing provision in the borough.

The document has been produced following detailed desk research, best practice visits and a comprehensive consultation process which was aimed at assessing the current attitude with regard to existing allotment provision, as well as identifying views towards opportunities for an alternative programme for food growing.

2. Equality Strand Analysis

Prior to examining the key equality strands the following borough characteristics were taken into consideration when developing the strategy:

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- Brent is one of the most densely populated outer London boroughs with an average density of **61 persons per hectare**. The increasing number of homes and the high densities of new housing developments, especially in Wembley and South Kilburn mean that this rise in demand is likely to be exacerbated in the future as the population growth as outlined below.
- The population for the London Borough of Brent was 263,500 in the 2001 Census. The 2011 Census population estimate for Brent equates to 311,200. The population between 2001 and 2011 has therefore changed significantly and represents a percentage increase of around 18 per cent.
- In terms of gender breakdown, the 2001 Census shows that the number of males in Brent was 127,800 and the number of females was 135,700. The 2011 results show an increase in the number of males to 156,500 and the number of females to 154,800.
- The 2011 Census shows that there were 110,300 households in Brent with at least one resident.
- **The vast majority of new homes being provided in Brent are flats, which comprised 90% of new homes built in 2010/11.**
- The neighbourhoods experiencing the highest levels of deprivation are largely located in the south of Brent. However, this situation has changed with high levels of deprivation now seen in pockets of the north of the borough. Indeed, 19 out of Brent's 21 neighbourhoods have become more deprived. The specific reasons for this rise in deprivation are not fully known, but the most deprived residents also have the lowest income levels, highest unemployment levels, poor and overcrowded housing and the worst health outcomes²³. The prevalence of life-limiting health conditions and health inequalities is also higher within the localities (**Harlesden, Willesden and Kilburn**) experiencing greatest deprivation
- Brent has one of the highest levels of migration in London and has the **second highest** number of adults entering the UK and registering for a National Insurance Number.
- 18,780 people registered for a National Insurance Number in 2008/09, representing the first decrease since 2003.
- Brent has the **3rd lowest** average annual income in London.
- Approximately **16% of households in Brent** have an **average annual income of £15,000 or less**.
- Brent has the **15th highest** employment rate in London. In July 2010, unemployment rate was 5.29%, and is above both the London rate (4.37%) and Great Britain rate (4.09%).
- Since June, 2008, Brent has had **an increase of 3,516 people** claiming JSA and National Insurance credits. Claimant levels are the **9th highest** in London.
- Male JSA claimants are more than double female Job Seekers Allowance (JSA) claimants in Brent, with 6,323 males and 3,136 females claiming JSA as at May, 2010.
- Since June 2008, there has been **an increase of 6,280 (18.34%) people** claiming housing and council tax benefits from the council.
- Modelled data shows Brent has **one of the lowest Gross Domestic Product levels** in London Boroughs after the recession. The GDP is the total value of goods produced and services provided in a country during one year
- 48% of population born outside of the UK¹
- 130 different languages are spoken in Brent schools

¹ DMAG 2008, A profile of Londoners by country of birth Estimates, 2006 Annual Population Survey

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Approximately ten % of current plot holders, and those on the waiting list, reside outside of the Borough area

The following key headlines around health and well-being have also been taken into consideration:

- There is an **11 year gap** in life expectancy for men between the wards of Queensbury and Harlesden.
- In Harlesden, there is a **13 year gap** in life expectancy between males and females, while in Northwick Park, the gap is **one year**.
- Cancer and coronary heart disease (CHD) are the most common causes of hospital admission in Brent and levels are **increasing** for CHD, but **decreasing** cancer.
- Brent has the second highest prevalence of diabetes in London; and; rates of tuberculosis (TB) are amongst the highest in the country
- Chronic Obstructive Pulmonary Disease (COPD) is an entirely preventable disease, mainly caused by smoking which is currently affecting approximately 3.5% of the Brent adult population.
- Mental health is a growing problem for Brent, currently there are approximately 4,500 people claiming benefits for this illness.
- **Obesity** among Brent adults is estimated to be 21.6%, which is below the England average of 23.6%.
- **Childhood obesity** is 10.6% which is above the England average of 9.6%, however, obesity levels

The collation of demographic and equalities monitoring data is currently being reviewed so for the purposes of the strategy the data collected from the consultation with current plot holders and waiting list applicants has been used to create a user and future user profile.

One of the main findings from the consultation is that the profile of waiting list applicants is more reflective of borough demographics with more women, families and younger people requiring an allotment compared with the profile of current holders.

Whilst the following headings simply provide a framework, it must be acknowledged that the effects of the proposals will be different for each individual and may not necessarily relate to a specific demographic characteristic.

Black African and Minority Ethnic (BAME) – Race

63% of plot holder respondents identified as White of which 13% identified as White Irish and 19% White Other compared to 67% on the waiting list of which 10% identified as White Irish and 17% as White Other. A high percentage of the White Other from both current plot holder and waiting list applicant identified as Eastern European where there is a strong food growing tradition.

Two clearly identified pattern changes were where 23% and 7% of plot holders identified as Black and Asian respectively compared to 11% and 12% on the waiting list.

57% of the population are black, Asian and minority ethnic groups; this is double the ²outer London average. Chart 1 and 2 below clearly shows the comparison.

² GLA projections 2010

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Chart 1: Race comparison - surveys

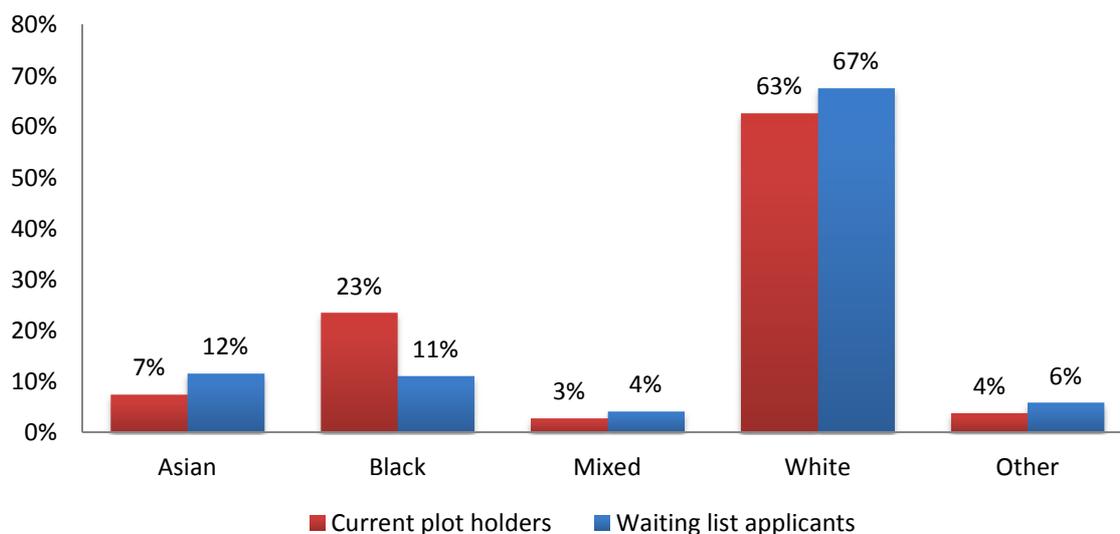
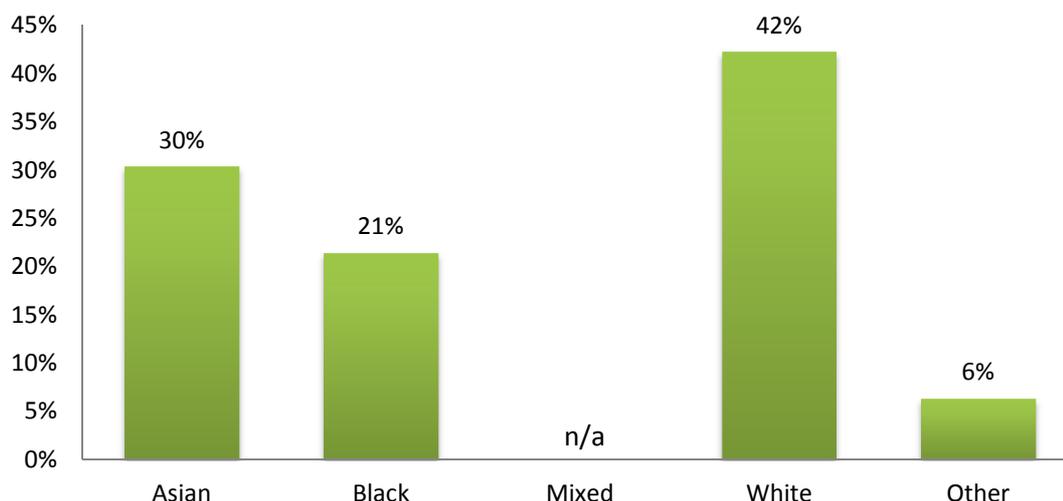


Chart 2 - Race- Borough Profile (GLA Projections 2010)



Issues and Needs

Whilst, we are of the opinion that the strategy does not directly discriminate against BAME people; further consultation, outreach and target marketing will be conducted in Year 1 of the strategy with this equality strand.

The London Borough's of Ealing and Tower Hamlets who have similar demographic patterns to Brent have the same issues with under representation in allotment use by the Asian communities and younger people (16-25 year olds).

Research conducted by Tower Hamlets Council and the Black Environment Network between December 2010 and April 2011 with the Asian Pakistani and Bangladeshi communities identified the following issues as barriers to use:

- Site security – Vandalism and Theft
- Lack of, or condition of toilets
- Waste disposal issues

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- Access – condition of site roads and paths
- Site security – personal safety
- Lack of, or condition of shelters or communal buildings
- Access – distance from home/no transport *
- Costs – Rent water, equipment and seeds
- Lack of availability of exotic food plants and climate conditions

Those consulted also perceived allotment gardening and food growing as 'rural' activities for white people. It was also felt that they had more immediate concerns (racism, poverty etc.) and they did not necessarily see the wider benefits of allotment gardening and food growing or how it could positively impact on their lives.

Other issues that were explored particularly amongst the sample female Bangladeshi community were:-

- A number of women had a fear of being harassed by other men (growers and the public)
- There were also some of the land was clean enough (i.e. not polluted) to grow food in.
- Gardening in cold weather was seen as a major deterrent by some as they constantly compared the tropical Bangladeshi climate to the much colder British one

In order to tackle some of the issues highlighted in the research, Tower Hamlets Council targeted a number of community food growing initiatives to the Asian and young community and found that the social support encouraged participation and resolved some of the issues around perceived risk and security.

This research suggested that through the food growing projects there is an increase in 'environmental appreciation and awareness' of participants in its projects. It is likely that first generation British Bangladeshi women had a far greater contact with 'nature' as part of their previous life in Bangladesh. The food growing projects enabled many of these women to re-engage with nature within their present communities in Tower Hamlets.

Mitigation:

- Generally, there is little marketing carried out for allotments as the demand is currently very high and there are reasonably long waiting lists. However, the council acknowledge that increasing awareness with targeted marketing amongst BAME groups, especially in areas where waiting lists are shorter and existing food growing spaces could have a positive impact in encouraging access to sites.
Current food growing groups in the Kilburn and Kensal and Willesden areas are eager to widen their participation and the Council are working with the group to promote their initiatives to waiting list applicants and to the wider community through promotion in the Brent Magazine, parks noticeboards and council website.
- Target areas where there is a high concentration of Asian communities and associated low allotment and food growing project provision e.g. Northwick Park, Preston and Queensbury
- Increase awareness of allotments and food growing initiatives within the BAME communities, particularly relating to the healthy eating and exercise benefits of allotment gardening. One of Brent's sites has specific links to an African Women's group .
Through the strategy, this type of link will be promoted and where possible expanded.

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- Through the strategy, the Council will be looking at ways of improving toilet and washing facilities, and site security in partnership with the allotment holders. We are also looking at improving security on sites, by assessing the fencing, planting and investigating a 'plot watch' scheme. The introduction of smaller and starter plots may also be more attractive to women.
- Waiting lists and plot allocation for each individual site are managed by the Allotments Officer and in the case of Old Kenton Lane, the association. We have committed to ensuring the process of plot allocation and waiting lists is transparent,

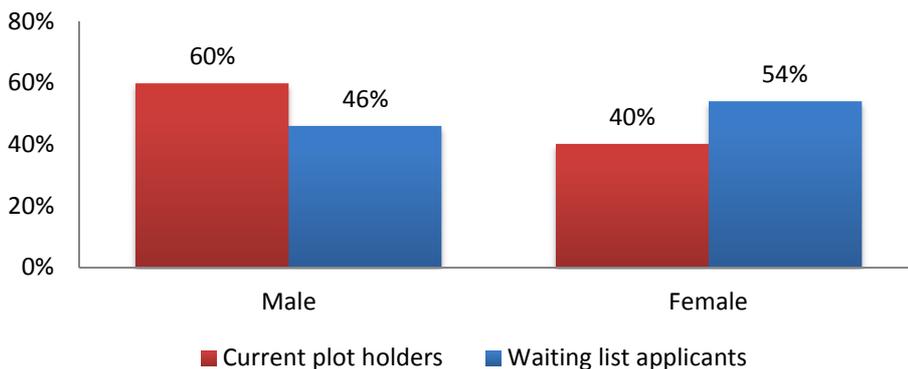
Gender

The image of allotments is one of an older man's domain. We acknowledge historically that the majority of ploholders were older, white males.

The actual gender split for Council rented plots is 40% female and 60% male. The popularity of allotment gardening and 'grow your own' schemes has expanded significantly in the past 5 years and the demographics of those involved on a national scale has changed significantly as a result.

This fits in locally with the waiting list representation being 54% female and 46% male.

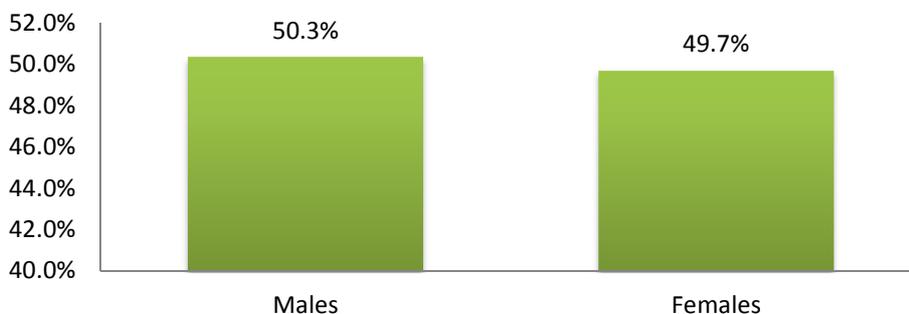
Chart 3: Gender comparison- surveys



Survey response rate: Current plot holders: 92%

Waiting list applicants: 95%

Chart 4: Gender - Borough Profile (ONS mid-2010 population estimates)



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Issues and Needs

There are a large number of women now involved in food growing projects in Brent through the Transition Town movement and 54% of females are waiting list applicants.

This equality strand has highlighted during the recent consultation the following as areas that need to be improved to encourage more females and sustain their involvement:

- Need for some toilet and washing facilities
- issues with site security
- overcoming a predominately male environment

It was also felt that community gardens should be expanded further in Brent particularly in local housing estates and parks. The Women's Environmental Network (WEN) which has links to the Tower Hamlets projects has been bringing minority women together to form community vegetable and herb gardens as part of the Taste of a Better Future Network for the last seven years.

It recognises that such groups have little access to affordable healthy food, particularly traditional fruit and vegetable varieties, or to gardens of their own. WEN's community food growing initiatives encourage women to come out of their immediate family circles by gardening with other people.

Community gardens often bring different cultures and generations' together, improving individual and community confidence and bridging the divide between ethnic, and socio-economic groups. This view was held by participants of Brent's Capital Growth Scheme participants

The Tower Hamlets research project identified that women particularly from Bangladeshi and Pakistani communities had a fear of being harassed as they perceived allotment gardening as a male dominated activity. The community food growing initiatives in their local housing areas reduced this fear and broke down some of the barriers and widened participation with the community. Current allotment holders were involved in educating the participants about food growing and in some cases growing exotic foods.

We should also acknowledge, however, that in some cases men's health and social groups may benefit from the generally male only social groupings and the physical activity undertaken on sites

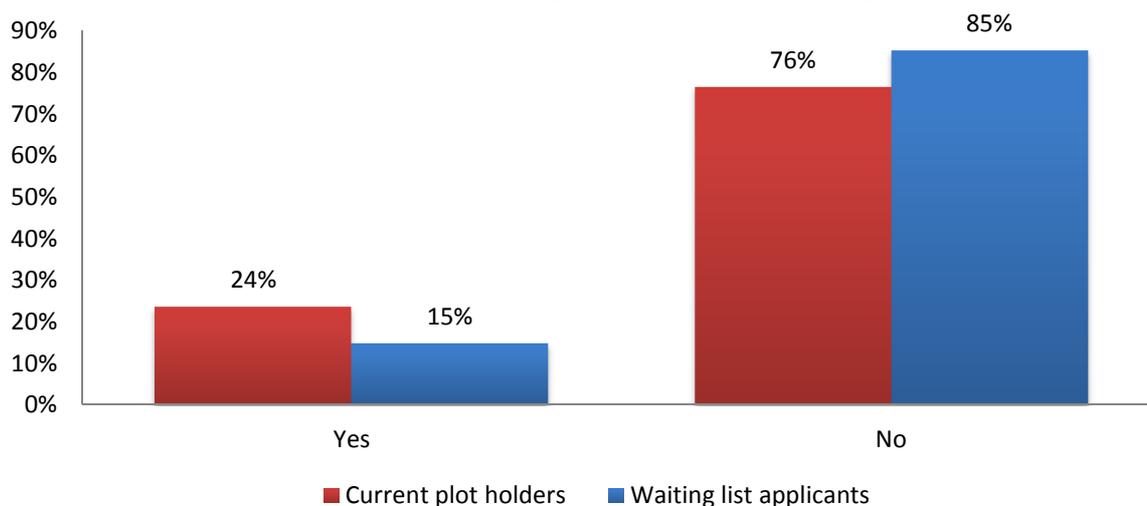
The mitigation around reducing the barriers to use because of the allotments physical environment are the same as those identified in the race equality strand analysis.

Disabled People

24% of plot holders and 15% of waiting list applicant's respondents consider themselves to have a disability, of which 75% and 62% respectively consider that their disability affects their daily life. 15.6% of borough residents state that they have a limiting long-term illness, health problem or disability, which limited the amount of daily activity or work that they could do.

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Chart 5 : Disability comparison- surveys



Survey response rate: Current plot holders: 87%

Waiting list applicants: 95%

The following table outlines the type of disability which will need to be considered when improving current provision.

| Type of Illness | Waiting List Applicants % | Allotments Holder % |
|-----------------------------|---------------------------|---------------------|
| Physical Impairment | 28 | 29 |
| Mental Health | 8 | 7 |
| Longstanding/health illness | 28 | 42 |
| Sensory | 1 | 3 |
| Not specified | 35 | 19 |

National research conducted by the Countryside Agency in 2010 suggested that for disabled people, the principal factors related to non-use and reluctance to be involved in food growing projects, is a lack of knowledge of suitable facilities, as well as a basic lack of provisions for disabled people e.g. accessible toilets, washing facilities, even surfaces, raised beds. Social isolation also played its part and there was a feeling of vulnerability due to the inherent unpredictability of the allotment site environment.

Mitigation: The strategy will endeavour to deliver positive impact on opportunities for disabled people. In fact, there currently are a number of sites which provide plots and have partnerships with groups whose clients have both physical and mental health related disabilities. There are specific actions within the strategy for:

- improving where possible the accessibility of sites and ensuring food growing schemes are accessible for people with special needs,
- developing closer links with organisations which promote and develop the use of horticulture to improve health, well-being and life opportunities in Brent

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- encouraging NHS, Social Work, Community Health and Care Partnerships to promote allotment gardening and food growing initiatives

Smaller plots have been introduced to ensure that those who may be less physically able can also share in the benefits of allotments.

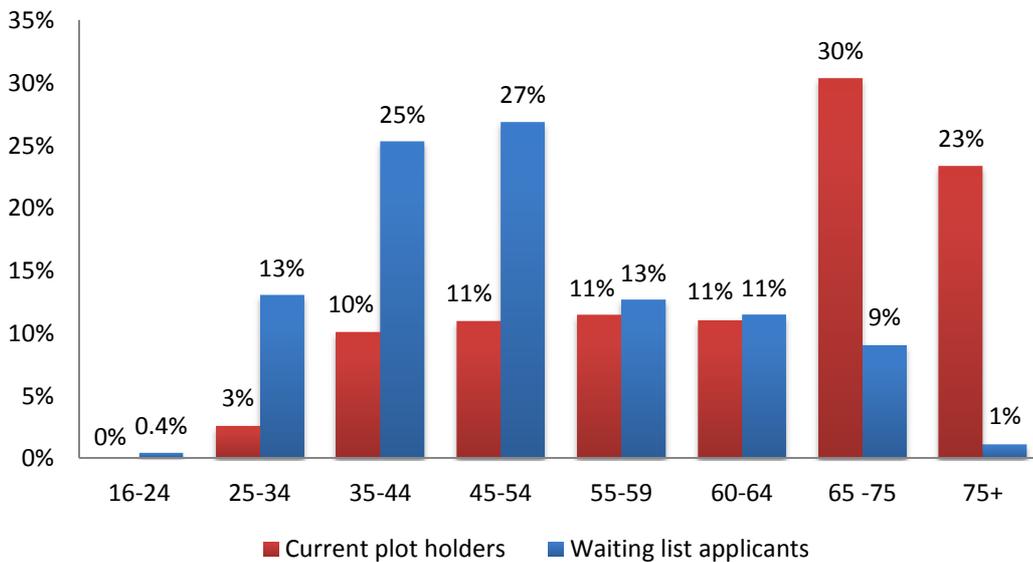
Older people/younger people - Age

53% of current plot holders are aged 65 plus as compared to 10% on the waiting list. 75% are aged 55 plus as compared to 34% on the waiting list, 21% are aged 35-54 as compared to 52% on the list and 3% are aged 25-34 as compared to 13%

The waiting list applicant profile is more reflective of the borough wide picture in which 33% of residents are aged 20-39 and 36% are aged 40-59. 14% of residents are aged 60-79 and 3.21% are aged 80+.

There could be a number of reasons for this changing demographic including the fact that after a few years on the waiting list, people take on an allotment plot – and then tend that allotment for 10, 15, 20 years as outlined in Chart 8 below. During that time they themselves move up a few age brackets, so the age profile of existing allotment holders is always likely to be higher than for those on the waiting list. This statistic is important and it does influence and vary priorities for improvement

Chart 6: Age comparison- surveys



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Chart7-Age of Brent - Borough Profile (ONS mid-2010 population estimates)

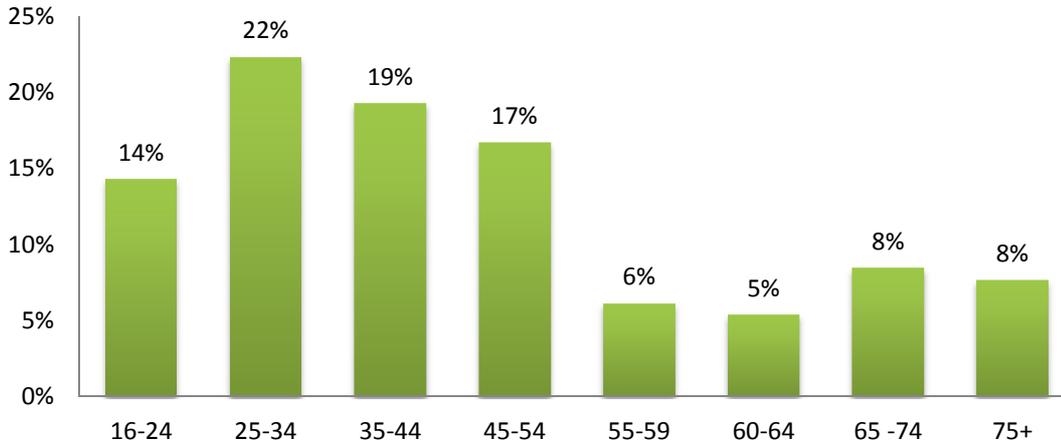
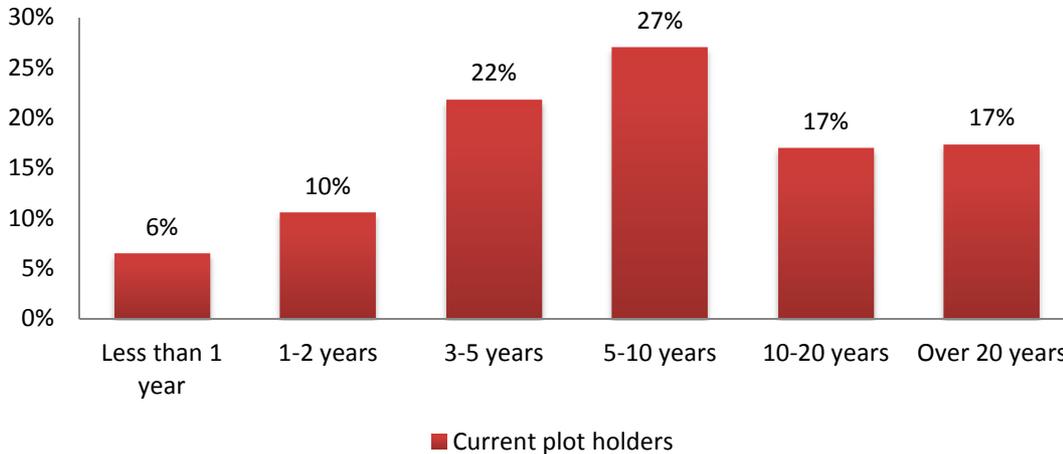


Chart 8: How long have you had the allotment?



Issues and Needs:

Whilst, the waiting list applicant profile is more reflective of the borough wide picture; there is still low usage amongst the 16-24 and 25-34 year age groups, and older females.

The recent allotment holders and waiting list applicants' consultation identified the barriers to the use by older females in particular have been identified as:

- topography of sites
- site security
- toilet facilities
- size of plots and physical ability to maintain a plot to the required standard

All of the above issues are explored within the strategy, in terms of physical improvements to sites along with the introduction of smaller and starter plots. Improvements will be explored within the financial restraints and alternative funding opportunities will be investigated.

The main barriers to greater allotment use by young people were negative perceptions of outdoor activities, other priorities, peer pressure and a dependency on

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adults. Again it was perceived, there was a lack of appropriate facilities e.g. toilets, cleaning facilities for their particular group.

Consultation with the Capital Growth schemes shows that younger people are actively involved in local community garden schemes as family units particularly in the area of fruit harvesting. In addition, 63% of waiting list applicants intend to allotment garden as a family. This area will be actively promoted in the strategy.

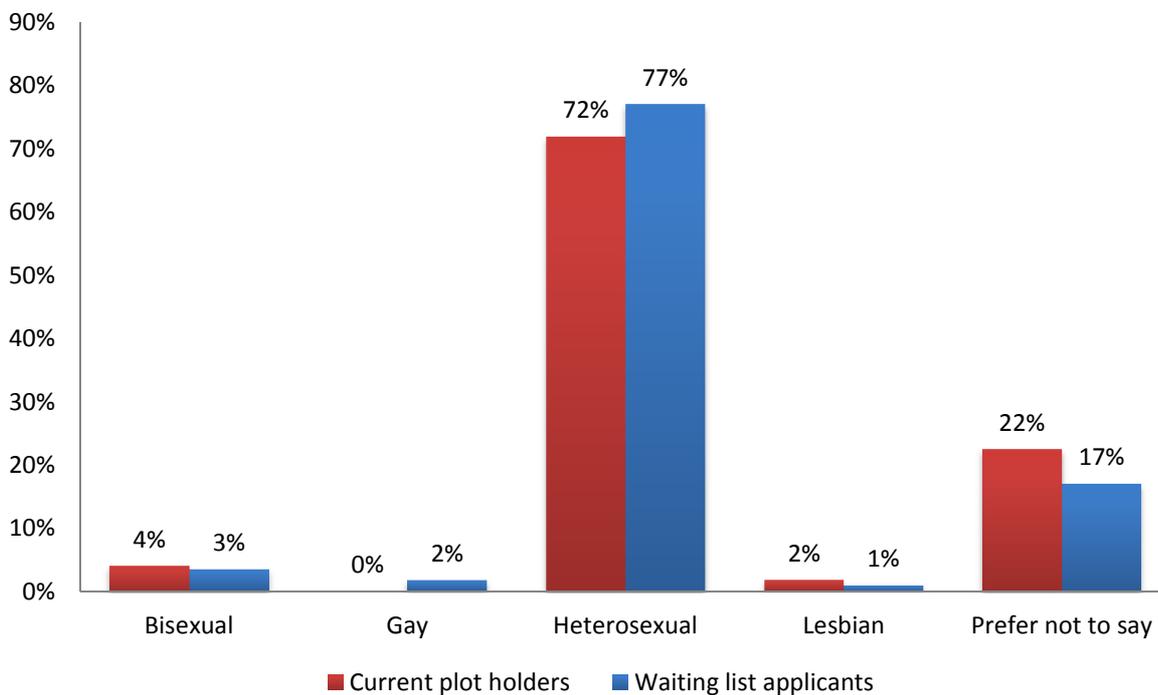
Old Kenton Lane Allotment Association and Gladstone Park Gardens already have links with local schools and carry out education in food production and use, wider environmental education and promotion of healthy lifestyles. Through the strategy, these links will be further promoted and expanded across the Council's sites.

Lesbian/Gay/Bisexual/Transgender people

72% of plot holder respondents identified as heterosexual compared to 77% on the waiting list. 22% preferred not to say compared to 17%, 2% identified as lesbian compared to 1%, 0% identified as gay compared to 2% and 4% as bisexual compared to 3%. The Census 2011 will provide borough wide figures when released later this year.

We are of the opinion that the strategy proposals not directly discriminate against any individual on the grounds of their sexuality.

Chart 9 : Sexual orientation comparison - surveys



Faith

59% of plot holders are Christian compared to 45% on the waiting list, 1% are Hindu as compared to 5% and 5% are Muslim as compared to 6%. The Borough profile shows that 48% of the borough population are Christian which is reflective but the variance appear with 17% of population are Hindu's and 12% are Muslim.

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We are of the opinion that the strategy proposals do not directly discriminate against any specific faith group.

We have committed to ensuring the process of plot allocation and waiting lists is transparent.

Chart 10 Faith comparison - surveys

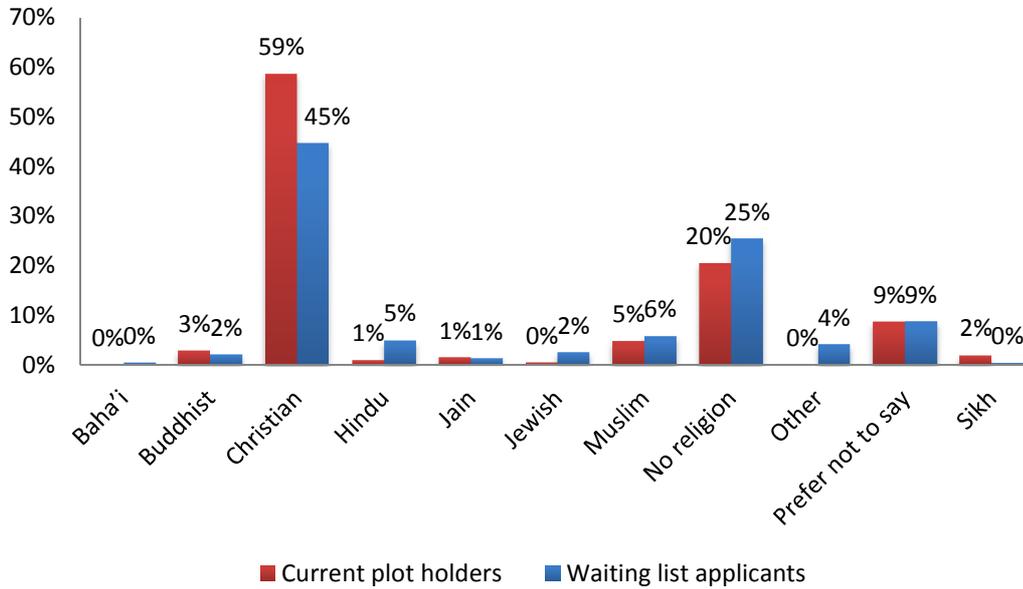
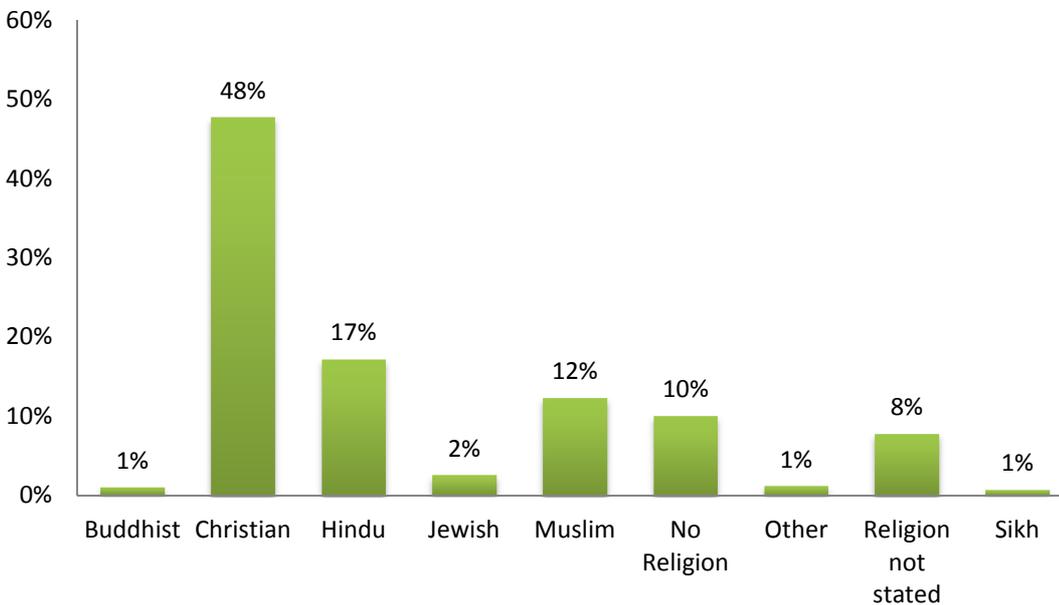


Chart 11 Faith Borough Profile(2001 Census)



Pregnancy and Maternity

The strategy proposals do not directly discriminate against any individuals on the grounds of maternity and pregnancy, it in effects promotes equality of opportunity. If through pregnancy an allotment holder is not able to cultivate the plot, they need to notify the allotment officer to avoid the issue of a non-cultivation notice.

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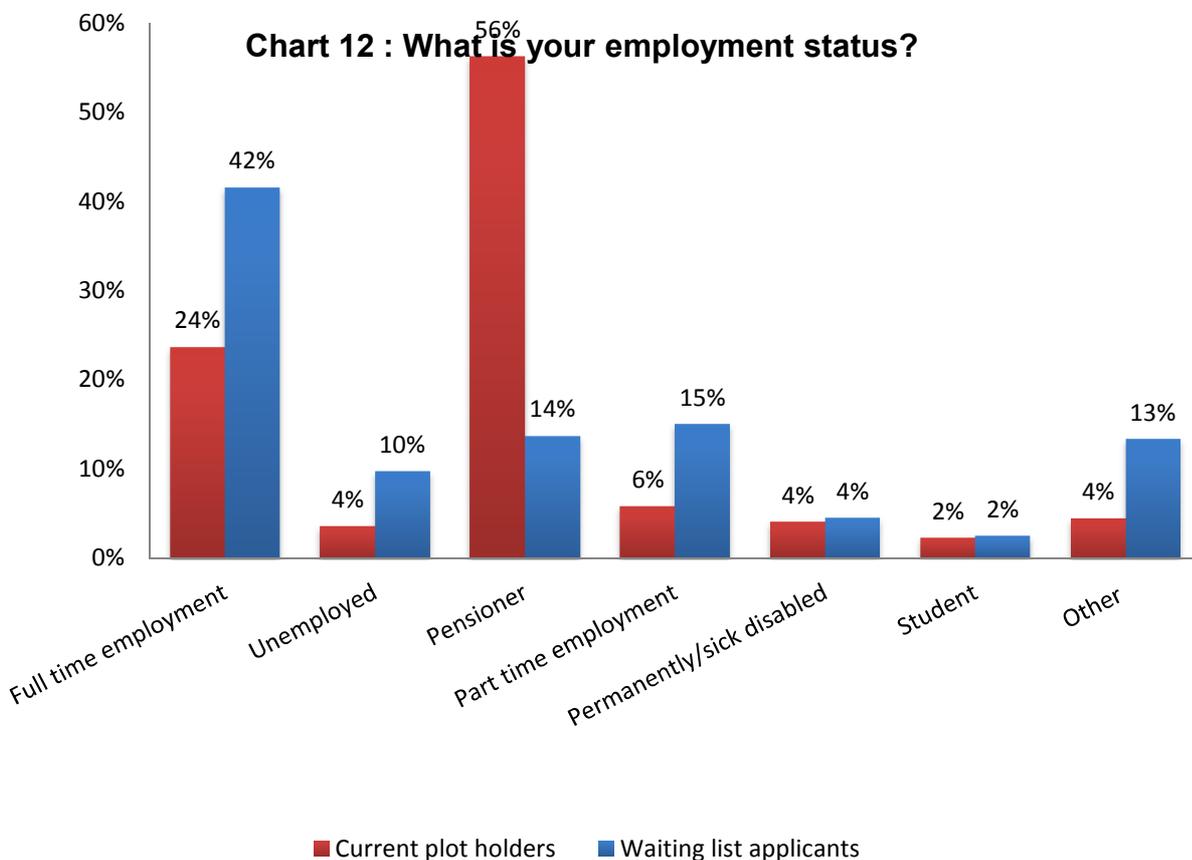
Note: If individuals are having issues with cultivation on grounds of age or disability; they should notify the allotments to discuss ways of solving the problems.

Employment Status and Deprivation

Whilst income and deprivation is not an equality strand, this issue has been raised as it needs to be considered in a review of the concessions management arrangements:

- 24% of allotment plot holders’ respondents are in full-time employment compared to 42% waiting list applicants’ which fits in with the younger age group.
- 4% are unemployed compared to 10% on the waiting list
- 56% are pensioners compared to 14% on the waiting list
- 6% are in part-time employment compared to 15%.
- 4% of both plot holders and waiting list applicants are permanently sick/disabled.

This is line with 53% of allotment plot holders’ respondents receiving a concession as outlined in Chart 13 . On a borough wide level, parts of the borough continue to suffer high levels of social and economic disadvantage. Nationally, Brent is ranked 35th out of 354 areas in the Indices of Multiple Deprivation (IMD) 2010 (1=most deprived,354=least deprived).This is a drop of 18 places since 2007.The neighbourhoods experiencing the highest levels of deprivation are largely located in the south of Brent. Brent’s unemployment rate has been steadily increasing since April 2008, and at 9.6% is marginally above the rates for London and Great Britain. In addition, Brent has the highest rate of youth unemployment compared to neighbouring boroughs with 2,215 16-24 year olds not in education employment or training. These issues need to be considered when reviewing fees and charges including current concession arrangements.

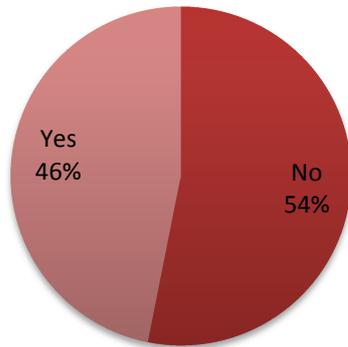


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Survey response rate: Current plot holders: 90%

Waiting list applicants: 94%

Chart 13: Concessions Source: Colony

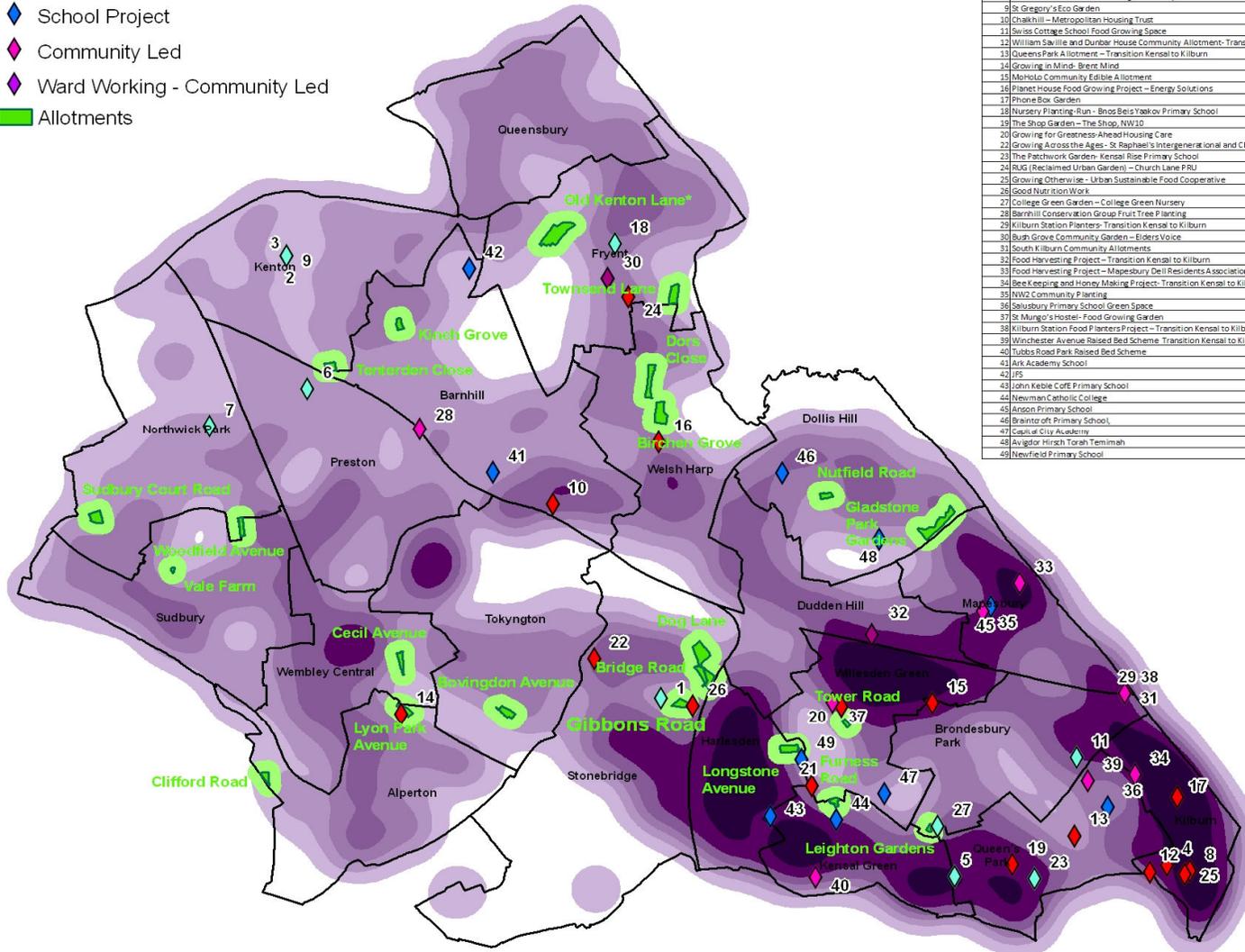


Annexe 1.2- Housing Density Map is on the next page

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Scheme Type

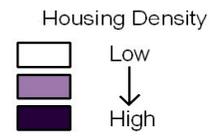
- ◆ Capital Growth
- ◆ Capital Growth - Schools
- ◆ School Project
- ◆ Community Led
- ◆ Ward Working - Community Led
- Allotments



| ID | Project Name |
|----|--|
| 1 | The Swaminarayan School |
| 2 | Eco Garden - St Gregory's Catholic Science College |
| 3 | Grange Growth- ABI Associates with Elders Voice |
| 4 | Old Club - Christian Holt House |
| 5 | Embankment Vegetable Garden - Princess Frederica CE VA Primary School |
| 6 | The New Lunch Garden- Preston Park Primary School |
| 7 | Grow Galore- Byron Court Primary School |
| 8 | Granville Greens- Brent Housing Partnership |
| 9 | St Gregory's Eco Garden |
| 10 | Chalk Hill - Metropolitan Housing Trust |
| 11 | Swiss Cottage School Food Growing Space |
| 12 | William Saville and Dunbar House Community Allotment- Transition Kensal to Kilburn |
| 13 | Queens Park Allotment - Transition Kensal to Kilburn |
| 14 | Growing in Mind- Brent Mind |
| 15 | Moholo Community Edible Allotment |
| 16 | Planet House Food Growing Project - Energy Solutions |
| 17 | Phone Box Garden |
| 18 | Nursery Planting- Run - Bros Beis Vaakov Primary School |
| 19 | The Shop Garden - The Shop, NW10 |
| 20 | Growing for Greenness-Ahead Housing Care |
| 21 | Growing Across the Ages- St Raphael's intergenerational and Children's Centre |
| 23 | The Patchwork Garden- Kensal Rise Primary School |
| 24 | RUG (Reclaimed Urban Garden) - Church Lane PRU |
| 25 | Growing Otherwise - Urban Sustainable Food Cooperative |
| 26 | Good Nur from Wark |
| 27 | College Green Garden - College Green Nursery |
| 28 | Barnhill Conservation Group Fruit Tree Planting |
| 29 | Kilburn Station Planters- Transition Kensal to Kilburn |
| 30 | Bush Grove Community Garden - Elders Voice |
| 31 | South Kilburn Community Allotments |
| 32 | Food Harvesting Project - Transition Kensal to Kilburn |
| 33 | Food Harvesting Project - Mapebury Dell Residents Association |
| 34 | Bee Keeping and Honey Making Project- Transition Kensal to Kilburn |
| 35 | NW2 Community Planting |
| 36 | Sudbury Primary School Green Space |
| 37 | St Mungo's Hostel- Food Growing Garden |
| 38 | Kilburn Station Food Planters Project - Transition Kensal to Kilburn |
| 39 | Winchester Avenue Raised Bed Scheme- Transition Kensal to Kilburn |
| 40 | Tubbs Road Park Raised Bed Scheme |
| 41 | ARK Academy School |
| 42 | JS |
| 43 | John Keble CofE Primary School |
| 44 | Newman Catholic College |
| 45 | Anson Primary School |
| 46 | Barnhill Primary School |
| 47 | Capital City Academy |
| 48 | Avigdor Hirsch Torah Temimah |
| 49 | Newfield Primary School |



Allotments and Food Growing Sites in Brent with Housing Density



*Note: Old Kenton Lane allotment is self-managed

Source: Colony Allotments Management System 2011
Note: non-cultivation data not currently available



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24th July 2012
Produced by the GIS Development Team

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Annexe 1.3 – Food Growing and Allotments Strategy Consultation Plan

1. Introduction and Background

The Local Government Association (LGA) has predicted that there will be an on-going increase in demand for allotment provision in future years with a widening diversification of the profile of plot holders. It is anticipated that there will be an increase in the number of female plot holders and that there will be more people under the age of fifty taking on new plots. In Brent this is borne out by comparing the profile of those registered on the waiting list with the profile of current allotment holders.

In addition to the 22 council owned allotment sites there are currently 49 independent food growing spaces in the borough. In order to meet the renewed and increased demand for food growing provision and to ensure the efficient and cost effective management and administration of the allotments service, it is essential that Brent Council has a clear strategic vision for future allotment and food growing provision in the borough.

The aim of this document is to set out the Food Growing and Allotments Strategy consultation plan. This consultation does not fall under any specific regulatory guidance as the strategy is not a supplementary planning document. It will be a two stage consultation process: a preliminary stage to gather information to inform the production of the draft strategy, followed by the full public and stakeholder consultation on the draft.

2. Methodology

Stage 1 (Preliminary-consultation) October – January 2012

The purpose of this stage is to seek a wide range of views and comments to inform the draft strategy which will be particularly useful in terms of identifying:

- Allotment holders and potential holders' attitudes to existing provision
- Expectations and needs which are currently unknown within existing service provision levels.
- A qualitative 'vision' for the type of allotment service communities want to see in their areas
- Opportunities for independent food growing spaces, including demand for community food growing space/schemes.

| Method | Date | Venue and Time |
|--|-----------------|----------------|
| Meeting with Chair of Brent Allotments Forum | 19 October 2011 | Brent House |

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| | | |
|---|-----------------------------|---|
| Allotment Site Representative Focus Group | 2 November 2011 | Barham Park Lounge, 660 Harrow Road, Wembley, HAO 2HB |
| Questionnaires to allotment holders and applicants | 7 November -5 December 2011 | N/A |
| Email Brent Sustainability Forum members | November 2011 | N/A |
| Method | Date | Venue and Time |
| Brent Allotment Forum Meeting | 6 December 2011 | Barham Park Lounge, At 7pm |
| Check in meeting with site representatives to discuss consultation findings | 12 January 2012 | Barham Park Lounge, At 7pm |

Meetings with Stakeholders

A series of meetings will be held with individuals representing various organisations that have an interest or play a role in allotment and food growing provision. This will help identify existing provision, potential future demand and influence policies. It is anticipated that meetings are likely to be held with representatives from the following council departments and organisations:

- Brent Council service areas - Regeneration and Major Projects, Property and Asset Management, Strategy, Partnerships and Improvement, Planning, Customer and Community Engagement, Children and Families, Arts, Environmental Health.
- Allotment Site Representatives and Brent Allotments Forum (BAF)
- Brent Housing Associations and Registered Social Landlords
- NHS Brent
- Brent Sustainability Forum
- Capital Growth focus group

Stage 2 Formal public and stakeholder consultation, 12 March – 31 May 2012

The purpose of this stage is to conduct a formal public and stakeholder consultation on the draft strategy using the following methods:

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- Questionnaire and supporting documents to be available on the Consultation Tracker and key stakeholders notified of the consultation process as part of a communication campaign which will include features in the Brent Magazine and ward working bulletins
- Allotment holders and waiting list applicants to be notified of the consultation process directly.
- Paper copies of consultation documentation available on request and at all Brent Libraries, Sports Centres and One Stop Shops.
- Parks email address to be publicised to deal with any requests for information and or supplementary comments- parks.services@brent.gov.uk
- Press Release to be issued.
- Area Consultative Forums (ACFs) to be attended. There are five (ACF) which give local people a say about the issues which matter to them. At each meeting, residents, businesses and community representatives are able to raise questions about services provided by the council and other agencies in Brent. Chaired by a councillor, each area forum meeting is open to the public and is held during a weekday evening in an accessible venue
- Service User Consultative Forums (SUCFs) to be attended. The SUCFs were created to encourage specific service users to comment on service delivery.
- Allotment Site Representative and BAF meetings to be attended
- Two drop-in sessions at Willesden Green Library and Brent Town Hall.
- Brent Sustainability Forum meetings to be attended
- Capital Growth focus group session to be undertaken

Outlined below are the date and venue information for the ACF's, public meeting and SUCF's:

| ACF Forum | Date | Venue and Time |
|--------------------|---------------|---|
| Wembley | 3 April 2012 | Patidar House, 22 London Road Wembley, HA9 7EX at 7pm |
| Kilburn and Kensal | 4 April 2012 | Granville Plus Community Centre, 80 Granville Road, Kilburn NW6 2BX at 7pm |
| Harlesden Area | 10 April 2012 | All Souls Church Station Road Harlesden, NW10 4UJ at 7pm |

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| | | |
|---------------------------|---------------|---|
| | | |
| Kingsbury and Kenton | 11 April 2012 | Kingsbury High School, Princess Avenue, Kingsbury, NW9 9JR at 7pm |
| Willesden Area | 18 April 2012 | College of North West London Denzil Road, Willesden, NW10 2XD at 7pm |
| Drop-in Sessions | Date | Venue and Time |
| Willesden Green | 13 March 2012 | Willesden Green Library Centre 16:30-18:30 |
| Brent Town Hall - Wembley | 28 March 2012 | Brent Town Hall 16:30-18:30 |
| Willesden Green | 32 May 2012 | Willesden Green Library Centre 18:30 – 20:30 |
| SUCF | Date | Venue and Time |
| Pensioners | 5 March 2012 | Brent Town Hall, Committee Rooms 1&2 Forty Lane, Wembley, HA9 9HD at 2pm |
| Voluntary Sector Liaison | 8 March 2012 | Brent Town Hall, Committee Rooms 1&2 at 6:30pm |
| Brent Disabled User | 15 March 2012 | Brent Town Hall, |

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| | | |
|---------------------------------|-----------------------------|--|
| | | Committee Rooms 1&2 at 2pm |
| Private Sector Housing | 22 March 2012 | Brent Town Hall, Committee Rooms 1&2 at 7pm |
| BME | 7 March 2012 | Sattavis Patidar Centre, Forty Avenue J/W The Avenue, Wembley Park, Middlesex,HA9 9BE |
| Brent Youth Parliament | 24 th March 2012 | Brent Town Hall, Committee Rooms 1&2 |
| Allotments Group | Date | Venue and Time |
| Site Representatives | 5 March 2012 | Barham Park Card Room, At 7pm |
| Brent Allotments Forum (BAF) | 20 March 2012 | Barham Park Lounge, At 7pm |