

## Impact Needs/Requirement Assessment Completion Form

Department: Regeneration and Major Projects	Person Responsible: Alex Hearn
Service Area: New Initiatives	Timescale for Equality Impact Assessment :
Date: 1 <sup>st</sup> August 2012	Completion date: 1st August 2012
Name of service/policy/procedure/project etc: Meanwhile Foundation	Is the service/policy/procedure/project etc: New <input checked="" type="checkbox"/> Old <input type="checkbox"/>
Predictive <input checked="" type="checkbox"/>  Retrospective <input checked="" 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 checked="" type="checkbox"/> No <input 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 checked="" type="checkbox"/> No <input type="checkbox"/>	
Person responsible for arranging the review: Alex Hearn	Person responsible for publishing results of Equality Impact Assessment: Alex Hearn
Person responsible for monitoring: Alex Hearn	Date results due to be published and where: TBC
Signed: Alex Hearn	Date: 1 <sup>st</sup> August 2012

## 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 project is the setting up of a charitable organisation known as the Meanwhile Foundation. This will be a nationwide organisation but Brent Council is a founding partner alongside Locality.

### 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 Foundation will the proper governance of existing and future temporary use projects so that the regenerative benefits derived from them can be maximised for local people. The Foundation will be able to take and grant tenancy agreements for meanwhile projects within empty premises or on empty land so that the council can enable projects without taking property related risks. In addition, its charitable status can benefit projects by applying for business rates relief and therefore maximising the economic impact of projects. The Foundation will also be allowed to apply for pots of regeneration funding not available to the council.

This is new ground for the council. It will enable it to take advantage of empty properties to deliver or facilitate the delivery of projects that can deliver positive outcomes for Brent residents.

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

The council's Equality and Diversity Policy statement makes reference to the importance of ensuring that the services that we provide meet the needs of the community. The policy seeks to ensure 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. Services must be relevant, responsive and sensitive, and the council must be perceived as equitable in its provision of services by its service users, partners and the wider community.

The Meanwhile Foundation will enable projects to happen that can deliver regeneration based benefits through delivering improved opportunities for employment or enterprise, as well as education, health and quality of life outcomes and by reducing levels of deprivation and focusing resources on those most in need.

### 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?

There is no evidence that projects making use of the Meanwhile Foundation would adversely impact on certain groups of people, and on the contrary would provide a number of benefits to new and existing residents. Meanwhile Projects in Brent (South Kilburn Studios; Willesden Windows and Wembley Coming Soon Club) have been available to and indeed have involved a broad cross section of the Brent population.

As the projects have a tendency to support economic development, many participants are unemployed or seeking training to support them getting back into work. The prevalence of young people out of work or not in some form of training means that many of the participants are under 40 years of age.

The projects tend to happen within existing premises so it is foreseeable that there may be occasions where particular premises present accessibility challenges that may exclude people who use wheelchairs. All projects to date however have been on the ground floor of premises with means of entry, including ramps and wide doors.

### 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 projects to date have not compiled robust monitoring evidence in respect of race/gender/disability/faith/sexual orientation/health/age. However the nature of the projects are that they are bottom up and often located within the priority neighbourhoods. This means that people involvement in them is not only voluntary but often very reflective of the local area in which they operate.

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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)

One of the aims of the Foundation is to deliver projects to meet unmet needs or requirements. By its nature, it is particularly concerns to involve "hard to reach groups".

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?

There has been consultation on temporary uses and the potential benefits of the Meanwhile Foundation through membership of the projects in South Kilburn, Wembley and Willesden Green. This has been through discussion forums, one to ones and electronic forms. Members of the projects are Brent residents. The projects are generally evaluated after a period of time and results of the evaluation are produced in a report of some kind – the data is not in a form for monitoring equalities, but more interested in what people want to do with space.

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

In Wembley, data has been reported in a Meanwhile Handbook.

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

No.

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.

n/a

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?

n/a

13. What is the justification for taking these measures?

n/a

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.

It is anticipated that future membership of participants in projects is accompanied with monitoring. An evaluation report will have a specific function on the projects role in delivering outcomes in accordance with the council's equalities policy.

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

Conclusions are that the projects are broadly reflective of the Brent population and local community in which they operate, which is generally within priority neighbourhoods. It is recommended that more robust monitoring is taken place for future membership of projects to ensure that this continues to be the case and to explore avenues for further involvement for particular groups if they are under-represented.

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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:

Full name (in capitals please): ALEX HEARN

Date: 1/08/2012

Service Area and position in the council: Regeneration Officer, Regeneration and Major Projects

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.*