

Impact Needs/Requirement Assessment Completion Form

Department: Regeneration and Major Projects	Person Responsible: Abigail Stratford
Service Area: South Kilburn	Timescale for Equality Impact Assessment : 15 th October 2012 Executive
Date: 10 th June 2011	Completion date: 10 th June 2011
Name of service/policy/procedure/project etc: South Kilburn Regeneration Programme	Is the service/policy/procedure/project etc: New <input type="checkbox"/> Old <input checked="" type="checkbox"/>
Predictive <input 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 type="checkbox"/> No <input checked="" type="checkbox"/>	4. Grounds of faith or belief: Religion/faith including people who do not have a religion Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
5. Grounds of sexual orientation: Lesbian, Gay and bisexual Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	6. Grounds of age: Older people, children and young People Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
Consultation conducted Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Person responsible for arranging the review:	Person responsible for publishing results of Equality Impact Assessment:
Person responsible for monitoring:	Date results due to be published and where:
Signed:	Date:

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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?

South Kilburn Regeneration Programme:

The South Kilburn Regeneration Programme drives and delivers the regeneration of the South Kilburn Estate. The programme will deliver 1,243 new replacement affordable homes and 1,134 new market homes for South Kilburn, alongside the social infrastructure needed to support this development. The programme focuses on the delivery of housing led physical regeneration and the requirements for housing allocations and decant property acquisition, design and planning and public consultation. Additionally, in partnership with South Kilburn Neighbourhood Trust it seeks to identify potential projects that sit around the housing delivery, such as exploring ways to improve socio-economic conditions for local people through the use of vacant or underused property assets.

The current approach is to deliver a mixed tenure neighbourhood through the phased de-risking of development opportunities. Planning permissions are sold with a lease to a delivery partner and the land receipt is reinvested into the programme to bring forward subsequent opportunities.

The SK programme comprises of four phases. Phase 1 is already being delivered on site. The Executive Report of 15th October 2012 seeks approvals to further progress Phase 2 and Phase 3 of the regeneration programme.

Phase 2

Phase 2 of the South Kilburn Regeneration Programme aims to redevelop some of the worst housing on estate into high quality, well designed homes. Phase 2 comprises of the following existing housing sites: Bronte House, Fielding House, Masfield House, Wordsworth House, Gloucester House, Durham Court and Site 11b which comprises of the former Albert Road Day Care Centre and the British Legion.

Authority is sought to dispose of developments at Site 11b and Bronte House and Fielding House with planning permissions and all associated other legal approvals. An EU compliant tender process will be undertaken for the disposals.

Phase 3

Phase 3 of the South Kilburn Regeneration Programme aims to facilitate the redevelopment of Peel Precinct, Carlton House to deliver a new healthy living centre and high quality housing alongside the redevelopment of Hereford House and Exeter House.

Authority is sought to obtain the necessary legal approvals to secure all relevant acquisitions of land and all relevant legal procedures to commence preliminary work to secure vacant possession and bring the sites forward for redevelopment.

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

As set out above, the aim of the South Kilburn regeneration Programme is to deliver 1,243 new replacement affordable homes and 1,134 new market homes for South Kilburn, alongside the social infrastructure needed to support this development.

The programme originated from the efforts to regenerate the estate through the government led New Deal for Communities initiative. In 1999, the Estate was awarded New Deal for Communities status and a grant of £50m, a proportion of which was identified for building new homes. New community facilities were also provided while some homes have been improved under the Decent Homes programme. There remains however, recognition that the poor quality general layout and design of the estate is conducive to and exacerbates socio-economic conditions on the estate.

South Kilburn is identified as a priority for driving economic opportunity and regeneration within Brent – Our Future 2010-2014 (Brent Borough Plan). The Regeneration Strategy for Brent 2010-2030 identifies the transformational change of South Kilburn within strategic priority 1. South Kilburn has been identified as a growth area within the Local Development Framework Core Strategy, proposing that the area can accommodate up to 2500 new homes, including the re-provision of homes for existing tenants.

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Phase 2:

The approvals sought will enable the next phase of the regeneration programme. Existing South Kilburn tenants living in some of the worst physical conditions in London will be offered new homes as part of the phased programme. Any land receipt from the disposals will be reinvested to ensure the delivery of subsequent phases.

Phase 2 will deliver approximately 587 new homes of which roughly 207 will be made available to South Kilburn Households

Phase 3:

Phase 3 aims to deliver a new health living centre and approximately 421 new homes of which 218 will be made available to South Kilburn Households

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

We aim to ensure that the service provided meet the varied individual needs and expectations of South Kilburn residents and that everyone has equal access to services, regardless of their protected characteristics i.e: race, , sex, religious or belief, age, disability or sexual orientation, marriage or civil partnership, pregnancy or maternity status or gender reassignment . We recognise the service provided to South Kilburn Residents must be relevant, responsive and sensitive, and that the Council must be seen to be 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.

The new homes in South Kilburn are made available to secure tenants within blocks earmarked for redevelopment within the next phase. A proportion of new homes are designed to be wheelchair adaptable while the allocations process considers the housing needs of tenants in respect of issues that maybe derived from individuals' protected characteristic

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 the regeneration programme would adversely impact on certain groups of people.

The graph below (Figure 1) provides a summary of the South Kilburn population's ethnicity. Currently we do not have data on all the protected characteristics but we will aim to gather this information moving forward.

% of the South Kilburn population who are....

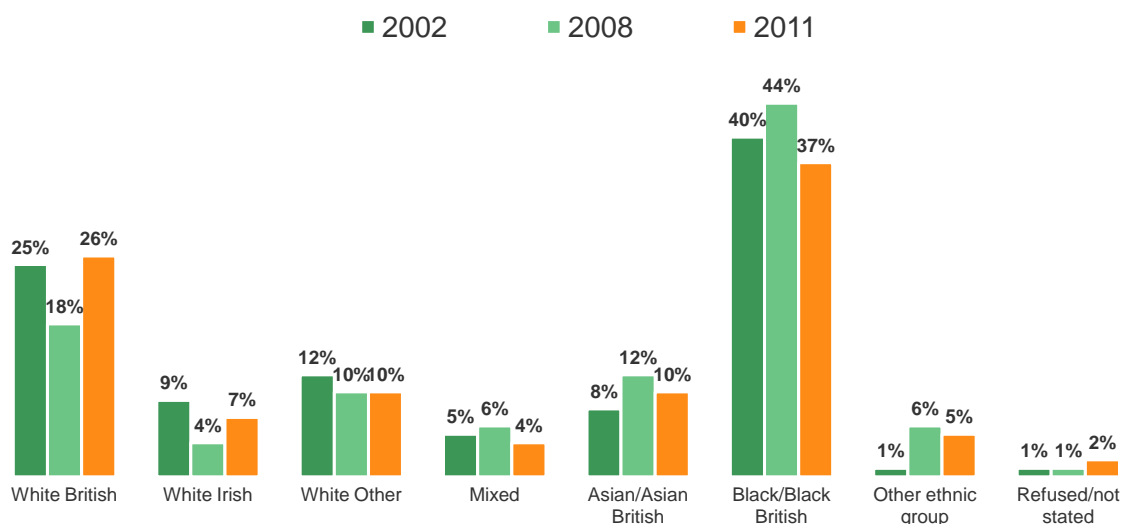


Figure1: The Changing Ethnicity of South Kilburn's Resident Population

NB a change of 8% or more equals a statistically significant change.

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LSOA	OVERALL	INCOME	EMPLOYMENT	HEALTH	EDUCATION	HOUSING	CRIME	LIVING
Brent 034A	6.4%	2.9%	9.3%	24.0%	56.1%	4.4%	20.5%	2.8%
Brent 034B	3.4%	3.4%	4.4%	7.9%	62.0%	9.1%	9.5%	0.8%
Brent 034C	2.2%	0.7%	2.4%	13.0%	51.0%	2.5%	20.5%	6.7%
Brent 034D	5.8%	3.2%	7.4%	17.5%	43.5%	5.9%	37.5%	1.8%

Figure 1: IMD 2010 Ranks for South Kilburn

The Index of Multiple Deprivation (figure 2) shows that income, housing quality, employment and living environment are the areas in which South Kilburn residents experience the highest levels of deprivation. The regeneration programme will have a positive impact on all of the above areas its 6,000 residents through the provision of employment and training opportunities to up-skill residents and improving the quality of the physical environment. The regeneration programme will also directly improve the housing quality of 1,243 South Kilburn Households

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).

No specific empirical evidence.

South Kilburn Regeneration Programme:

The requirement for housing and community facilities in South Kilburn is universal and will provide for every aspect of both the existing and new community. Housing need surveys are undertaken with residents about 18months prior to moving and are household specific. All South Kilburn residents who currently live in South Kilburn with long life tenancies are guaranteed to stay in South Kilburn if they choose to.

Phase 2 & 3:

All the new developments will be designed, in so far as practically possible to meet a range of South Kilburn Residents housing needs, including a range of tenures and dwelling sizes. Homes are designed to Lifetime Homes standards and the London Housing Design Guide.

Neither the Council nor Brent Housing Partnership will be landlord to South Kilburn tenants. The landlord will be a council partner Registered Provider of housing and will have an up to date equalities statement. This will be reviewed upon appointment.

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)

No identified unmet needs.

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?

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South Kilburn Regeneration Programme:

A large number of consultation events have been undertaken since 2003, at the original inception of the programme. Consultation was required to be carried out for a minimum of six weeks before the South Kilburn Masterplan (2005) could be adopted.

Since 2009, a number of consultation events have been held including:

- Revisions to the Masterplan – four consultation events and drop in sessions for residents. The consultation shaped the outcomes of the Masterplan, i.e. a reduction in overall heights of buildings.
- Designs for phase 1 developments – twelve consultation events were held for phase 1 developments which fed into the designs of the developments which informed residents of design progress and the main processes involved in the overall process.

Phase 2:

As part of the design and planning process for the two sites which have planning permission, a community engagement strategy was delivered. This involved a series of public events and design workshops which were held during 2011/12. A summary of the consultation and results are contained within Statements of Community Involvement attached to the planning application available at

https://forms.brent.gov.uk/servlet/ep_ext?extId=101150&reference=107127&st=PL . A similar process will be repeated for the next phase of development.

As the remainder of the Phase 2 development sites come forward for development a meaningful and robust community consultation strategy will be employed. Households who are due to move into the new homes will be targeted alongside residents in surrounding blocks. Working with the architects and design teams through a series of design workshops, residents will be asked to inform the detailed design of the new developments.

Phase 3:

A similar consultation process will be repeated for the next phase of development. A targeted consultation for the local GP's will also be developed in partnership with the Primary Care Trust to inform the detailed design of the proposed Health Living Centre.

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

South Kilburn Regeneration Programme:

The results of many of the consultations since 2009 have been fed back to the community in the local magazine for the area, Connect SK, and details of the events and feedback have been kept in council databases.

Phase 2:

The results of the consultation for Bronte House and Fielding House and Site 11b were recorded in the Statements of Community Involvement submitted as part of the planning application. The Statement of Community Involvement is available at https://forms.brent.gov.uk/servlet/ep_ext?extId=101150&reference=108244&st=PL.

Phase 3:

The results from all future consultation will be published in the Statements of Community Involvement submitted as part of the planning application.

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

No concern identified.

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

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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.

Environmental Impact Assessments will be completed alongside Business Cases in advance of projects commencing. The Environmental Impact Assessments will be reviewed, approved and monitored by the South Kilburn Programme Board.

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

The South Kilburn Programme is positively delivering new high quality homes and community facilities for new and existing residents of South Kilburn.

Should you:

1. Take any immediate action? No
2. Develop equality objectives and targets based on the conclusions? No
3. Carry out further research? No

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

n/a

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

n/a

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): *ABIGAIL STRATFORD*

Date: *30th August 2012*

Service Area and position in the council: *South Kilburn Programme Manager*

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

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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.