

APPENDIX 3

(Equality Analysis)

POLICY/PROPOSAL:	Church End Youth Anchor 10-year service delivery programme
DEPARTMENT:	Employment Skills and Enterprise
TEAM:	Economic Development
LEAD OFFICER:	Grace Nelson
DATE:	13 May 2024

NB: Please ensure you have read the accompanying EA guidance and instructions in full.

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

Church End Youth Anchor Programme

Brent Council is appointing a qualified and experienced Operator to deliver youth focussed services in a high-quality all-inclusive facility for young people aged between 16 – 25, supporting them with development & skills training and provide more opportunities linked to work experiences, employment opportunities & entrepreneurship pathways.

The project will also help diversify Church Road's high street offer by creating a space that is genuinely owned/used by all communities to socialise, gather, learn and collaborate. To support the high street diversification, the space could also offer after school hours, weekends, half-term and holidays as well as provide robust services and programmes for the community during the day, serving as a local hub for residents and the wider community with a range of social, economic, recreational and learning opportunities.

Brent Council carried out an extensive procurement process to appoint an experienced Operator (i.e., service provider, workspace Operator, youth-led charity or a mix of all working in partnership) to deliver an innovative, inclusive, safe, welcoming, inspiring & creative, financially self-sufficient youth hub provision in Church End over a 10-year period.

Council officers have identified a suitable contractor providing the most economically advantageous offer in accordance with the relevant evaluation criteria and therefore

recommend award of a contract for Young Brent Foundation (YBF) in partnership with United Borders (UB) to successfully deliver this programme.

The project will be located on the ground floor of the Hornby Court development at High Road, London NW10 2AZ (450sqm GIA), which lies in a key anchor location on the high street.

This Equality Analysis is being conducted for the development of the youth anchor programme within the dedicated space at Hornby Court NW10 over the 10-year lease term period.

2. Who may be affected by this policy or proposal?

Church End Youth Anchor will be a youth provision at the heart of its community, in every sense. Actively welcoming people of all ages although the primary activities are for 16 – 25 year olds, culture and background, it will be a social space: a place full of life, energy and fun that will support and celebrate creativity and imagination, and allow knowledge and ideas to be accessed, produced, and shared.

Efficient to run, and easy to maintain, the Youth Anchor will be a really useful local landmark: a high quality design that is able to respond to changing aspirations, offering the spaces and services that its community needs, now and in the future.

The Youth space will be co-designed with young people from the local area in the bid to encourage collaboration, creativity, and social engagement, ensuring it is conducive to fostering positive youth development and growth. YBF and United Borders has appointed development and construction company, Hollybrook Homes to lead on the detailed design and fit out of the space to meet the agreed end user requirements.

YBF and United Borders have developed a full and robust programme for the space which seeks to operate on a typical 6-day week, with tailored activities and events catering to the diverse needs and interests of the community. The weekdays will be dedicated to a diverse and progressive youth work programme, including skill-building workshops, career development seminars, and mentorship sessions.

The space will offer after school support services, such as tutoring, homework assistance, and educational counselling led by youth organisations United Borders, N.Gage and The Cut. The space will be available to the wider community at the weekends, offering community engagement events, cultural festivals, and interactive workshops as well as providing opportunities for residents, businesses, and visitors to interact, gather and participate in various activities. The space will also incorporate flexible co-working spaces and event rental facilities, encouraging collaboration and entrepreneurial activities among young people and local entrepreneurs.

Added Value: the space will support digital transformation through coding and robotics workshops, AI education and events, tech mentoring programmes, tech entrepreneurship incubators, experimental retail and innovative Uses: Pop-Up Retail

Spaces, temporary installations, interactive augmented reality exhibition and art installations as well as hackathons and innovative challenges.

3. Is there relevance to equality and the council's public sector equality duty?
Please explain why. If your answer is no, you must still provide an explanation.

The Church End Youth Anchor programme is viewed as having positive impacts on groups with the protected characteristics of age, sex, race and disability.

There will be the provision of an affordable youth provision and a workspace offer for businesses and employment or entrepreneurial opportunities. It has the potential to advance equality of opportunity for groups disproportionately affected by unemployment and economic inactivity.

The space will also be accessible to all users and will include wheelchair access accommodating people with physical difficulties.

4. Please indicate with an "X" the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

Characteristic	Impact Positive	Impact Neutral/None	Impact Negative
Age	X		
Sex	X		
Race	X		
Disability *	X		
Sexual orientation		X	
Gender reassignment		X	
Religion or belief	X		
Pregnancy or		X	
Marriage		X	

5. Please complete **each row** of the checklist with an "X".

Screening Checklist

	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	

Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative or positive equality impacts been identified with this policy or proposal?	X	

**If you have answered YES to ANY of the above, then proceed to section B.
If you have answered NO to ALL of the above, then proceed straight to section D.**

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Over the last 2 years, extensive community engagement has taken place which has helped to shape the more recently adopted Church End Masterplan and SPD (adopted in May 2023).

In 2022, external consultants Social Life were commissioned to deliver on a scoping feasibility study to assess the viability and demand for a youth provision in Church End. Within a 2 month period, over 100 young people from the roundwood ward were interviewed via a series of street interviews to glean insights into what they wanted to see in Church End and if a Youth Anchor provision would be something they would be interested in. The responses were all positives and in favour of a youth provision in Church End. Following this, a series of co-design workshops were delivered within the secured space with young people who inputted initial ideas into the co-design of the unit, following an indicative programming schedule which highlighted the space would be accessible to all in the community.

Other groups engaged with over the last two years include:

- Over 30 Charity Youth Organisations across Brent and outside the borough, who had an interest in bidding to be the potential operators
- Local businesses on Church Road
- Local primary schools
- Local Faith Organisations – Churches and Mosques.
- A core group of Senior Officers across Brent – Highways and Infrastructure, Property, Regeneration, Economic Development, Culture, Transport Planning, Comms and Engagement
- Brent residents generally

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE

<p>Details of impacts identified</p>	<p>The aim of the Youth Anchor provision is to attract and welcome people of all ages although the primary activities are aimed at young people aged between 16 - 25. The building will be co-designed with young people and the furniture and fit out will be designed for a range of ages. At least 50% of the population in Church End is aged between 0 – 25 years old, with the largest age group populations ranging between of 20 – 25, 25 – 29 and 30 – 34 years (ONS, Estimate for 2020).</p> <p>The Youth Anchor space will have specific and separate zones for teens and older users and there are designated quiet areas so different groups do not disturb each other.</p> <p>The local area has also recently welcomed North Brent School with 220 pupils (aged between 11 – 18 years old) who will all become potential users of the space.</p>
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DISABILITY

<p>Details of impacts identified</p>	<p>The building itself will be fully accessible and the project team will work closely with the Operator and Works Contractor to ensure the detailed design of the building in the next stage continues to comply with DDA regulations.</p>
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RACE

<p>Details of impacts identified</p>	<p>The Youth Anchor focusses on bringing in 16 - 25 years old who are likely to live in the immediate area, which primarily includes Black African, Caribbean and Somali communities. This is reflected in the most recent census population results which shows that the largest population group in Church End is Black, 34% (ONS, Estimate for 2020).</p> <p>The designed programme of skills development and activities will support young people to access employment opportunities developing a range of local leaders.</p>
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SEX

<p>Details of impacts identified</p>	<p>Following an extensive research engagement exercise carried out in 2022 where over 100 young people were interviewed, a significantly larger proportion the interviewees were male youth (71%) versus female (25%) despite targeting women only during Brent festival on the 8th October. (Source: Social Life Street Interviews, August to October 2022).</p> <p>Many of the public locations where interviews were carried out were male dominated, and summer programming at the youth centres mainly attracted boys and young men.</p> <p>This discrepancy was addressed in the co-design workshops where we had more female representation (50% of the co-design workshop cohorts were women) and it was highlighted that young women need a dedicated space to gather, socialise and learn.</p> <p>Therefore the provision will offer dedicated spaces an activities for young women, for example encouraging more young women to explore tech etc.</p>
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SEXUAL ORIENTATION

<p>Details of impacts identified</p>	<p>There are no identified impacts on this protected group.</p>
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PREGANCY AND MATERNITY

<p>Details of impacts identified</p>	<p>There are no identified impacts on this protected group.</p>
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RELIGION OR BELIEF

<p>Details of impacts identified</p>	<p>The Youth Anchor space will host events for local religious groups including prayer meetings as well as include a multifaith contemplation room provision, therefore overall there is a positive impact on this protected group.</p> <p>The Church End population is largely made up of Christian (51%), closely followed by Muslim (26% and Hindu (7%) (Source: CACI Ltd, estimate for 2021)</p>
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GENDER REASSIGNMENT

Details of impacts identified	There are no identified impacts on this protected group.
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MARRIAGE & CIVIL PARTNERSHIP

Details of impacts identified	There are no identified impacts on this protected group.
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3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?
Not applicable.

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

Yes, the participants included in the extensive engagement exercises are wholly representative of the project proposal. There will be ongoing engagement through the lifetime of the project as the aim is to continually adapt the programme to continue to meet the needs of the youth anchor's users.
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5. Please detail any areas identified as requiring further data or detailed analysis.

Not applicable.

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

<p>There are certain detailed design/ management questions which need to be addressed in the next stage in order to ensure that negative impacts on protected groups are minimised. These cannot be addressed now as the detail has not been designed yet:</p> <ul style="list-style-type: none"> • Are assistance dogs welcome? • Can lighting be adjusted to assist people with a sight impairment? • Will emergency procedures clear and easy to understand for the majority of customers? • Will directional signs be clear and easy to understand for the majority of customers?

- Will we use heavy doors which may be more difficult for some people to open due to their age or disability?
- Will we be using easy read English and possibly a symbol format in signage for the public

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

Monitoring of the ongoing impact of the youth anchor project will be achieved by:

- Development of design in next stage to ensure that detailed specification is delivered to a high standard. Regular detailed design reviews will take place and it is hoped that all outstanding design packages will be resolved in the next stage.
- Continue good communication to residents and stakeholders about the development as it progresses on site. The communication strategy for the delivery stage needs to be developed with the appointed Operator.

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

I conclude that the Youth Anchor provision will bring about a positive change to the local area with the provision of a facility that wholly accommodates the wider community including young people, elderly residents, disabled users and more disadvantaged groups with the BAME community for example Somalis, Black African and Caribbean.

The additional items listed in Question 6 will need to be developed in the next stage as the design and management strategy is progressed.

SECTION D – RESULT

Please select one of the following options. Mark with an "X".

A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
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B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Regular collection and monitoring of EDI data to help inform the project deliverables			
Continued assessment of accessibility throughout detailed design of fittings, fixtures, hygiene areas			
Design of signage and communications to ensure accessibility			
Development of design of multi faith room			