

Brent Council – The Executive 18 July 2011
 ALPERTON MASTERPLAN SPD
 Appendix 4
 Equality Impact Assessment

Department: Regeneration and Major Projects	Person Responsible: Beth Kay
Service Area: New Initiatives Team	Timescale for Equality Impact Assessment: 2009 - 2011
Date: 20.06.2011	Completion date: 21 June 2011
Name of service/policy/procedure/project etc: Alperton Masterplan SPD	Is the service/policy/procedure/project etc: New <input checked="" type="checkbox"/> Old <input type="checkbox"/>
Predictive <input checked="" type="checkbox"/> Retrospective <input type="checkbox"/>	Adverse impact <input type="checkbox"/> 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 checked="" 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 checked="" type="checkbox"/> No <input type="checkbox"/>	
Person responsible for arranging the review: Beth Kay	Person responsible for publishing results of Equality Impact Assessment: TBC
Person responsible for monitoring: Beth Kay	Date results due to be published and where: TBC
Signed:	Date:

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?

Alperton Masterplan Supplementary Planning Document (SPD), part of Brents Local Development Framework and supplementary to the Core Strategy and Site Specific Allocations.

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 Core Strategy is the prime development plan document in the LDF. It sets out a vision for the future of Brent and sets out a strategy as to how the vision will be delivered through planning and managing developments. Alperton is identified in the Core Strategy as a Growth Area, Alperton's assets mean that it is an excellent location for new housing, new local employment and new amenities. The growth area is promoted for mixed use regeneration along the Grand Union Canal including at least 1600 new homes in the period to 2026, supported by infrastructure identified within the Infrastructure Investment Framework.

Guidance for Alperton growth area has been produced in the form of a draft Masterplan SPD which aims to establish principles for development in the growth area including uses, physical and social infrastructure, and relationship of the development with the canal, phasing and delivery. The SPD is intended to allow developers to understand key principles of the planned regeneration and to guide proposals and by the council to attract investment and assess planning applications.

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

The vision and objectives in the Core Strategy stem from the borough's Sustainable Community Strategy and Corporate Strategy, which have integrated Brent's equality policies, ensuring the provision of services meet the needs of all sections of the community and minimise exclusion.

The SPD is essentially local level design guidance whose aims are fundamentally about clarification, taking relatively technical policies and regulation and reinterpreting them to make them accessible and understandable to all. Therefore, they are a published medium that supports and helps deliver the principles and requirements of the Council's CEP.

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?

The Core Strategy area covers the entire borough and will have an influence on all residents and communities in Brent. However, there is no evidence suggesting that the Core Strategy causes significant adverse impact. More importantly Brent's Core Strategy is geared towards reducing discrimination for diverse groups and has recognised the specific demands of these groups, for example the need for new schools and health facilities, that it set out a specific objective to ensure they will be met.

The Council recognises that in order for the transformation of Alperton, and all growth areas, to be a success new developments must have regard for the needs of the new and existing communities and the need for infrastructure, both social and physical, to be delivered alongside the new homes. This aim to create a successful place is embedded within the Core Strategy (CP5), the changing needs of the community as the population increases has been calculated and is set out in the Brent Infrastructure and Investment Framework. It is essential that the council ensures that this infrastructure is delivered alongside the new homes.

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).

Objectives and policies in the Core Strategy have been developed through studying the deficiencies and needs of the local community arising from new developments in the borough. The needs of different diverse sections of the community such as low income groups, gypsy/ traveller communities, disabled people, ethnic minority groups, the elderly are assessed by analysing survey data and findings from research studies including *Census data, Housing*

Needs Assessment 2003, Household Shopping Survey 2003, Housing Development and Education Need Study 2004, Housing and Child Yield Projections and Annual Employment Level.

A full list of evidence informing the Core Strategy can be viewed via <http://www.brent.gov.uk/tps.nsf/Planning%20policy/LBB-126> .

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)

Objectives and policies in the Core Strategy are developed on robust evidence bases. Over-optimised objectives and unrealistic policy options have been scrutinised and amended through a Sustainability Appraisal early in the plan- making process.

On a local level in Alperton the following specific infrastructure has been identified as being required with the 1600 new homes, if this is not delivered then there will be unmet needs:

- A new 2 form of entry primary school
- A redeveloped Alperton Community School providing a further form of entry at Secondary level
- New nursery facilities
- New health facilities including space for 2 GPs and 2 dentists
- New and improved public open space
- A series of play areas within new developments and open space
- A new multi use community centre

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 Core Strategy had undergone several rounds of consultation which are listed in the separate INRA for this DPD. Two significant consultation exercises have taken place for the Alperton Masterplan SPD specifically during the development of this supplementary document:

- June/ July 2009 Visioning
- January/ February 2011 Statutory Consultation

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

All comments received in each round of consultation are recorded and published on the Local Development Framework web page. Please visit the LDF web page to view the comments via this link – www.brent.gov.uk/ldf

The results of the consultation for the Vision for Alperton were outlined in the Executive Report dated 14 December 2009, copies of the final vision document were issued to all stakeholders and community leaders in Alperton who had been identified during the consultation. Details of the Statutory Consultation on the SPD is published in the Executive Report dated 18 July 2011.

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

There has been no adverse media coverage of the draft Core Strategy or the consultation process in the local paper or the national papers, nor has there been any on the Alperton Masterplan SPD.

The recent Statutory Consultation of the SPD has identified some concerns from different sections of the local community to aspects of the proposals; this is a normal part of the planning process. These are outlined in the consultation report, whilst the results of the consultation for the SPD were not big enough to enable any statistical analysis it has been possible to identify key concerns of the community:

- Need for new development to provide the necessary physical and social infrastructure to support the predicted growth
- A particular requirement for new/ improved open space
- A particular need for elderly care homes
- Requirement for new development to address impact on transport, traffic and parking

- Need for the canal to be improved/ maintained better

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.

The Core Strategy is consistent with other local strategies including the Council's equality policy to promote equal opportunities and diversity in employment and service delivery. A wide community engagement early in the preparation of the Core Strategy also means diverse groups have been given more opportunities to express their views in shaping future Brent. More detailed studies help to develop some finer objectives and policies in the Core Strategy to meet specific needs and demands in the borough. All of these suggest that the proposed policies in the Core Strategy will have a positive effect on the promotion of equality of opportunity and help eliminate discrimination.

The transformation of Alperton is an opportunity to substantially renew and improve existing businesses and employment opportunities as well as meeting the demands of population growth and the shortage of housing. Brent Council want to see Alperton transformed into a place where people choose to live, work and invest. The council will continue to work closely with developers and the community during the delivery phase to ensure that the proposals which come forward work together to create a sustainable and successful place by promoting equal opportunity, eliminating discrimination and encouraging community relations.

11. If the impact cannot be justified, how do you intend to deal with it?

The effectiveness of the Core Strategy, and its performance in meeting the needs of Brent's local community, will be regularly monitored through the production of an Annual Monitoring Report (AMR). The outcomes in this report should help to justify the need for change of approach in the Core Strategy should adverse impacts be identified.

12. What can be done to improve access to/take up of services?

While hard copies of SPD will be made available at local libraries, one stop show and community hubs within Alperton, and electronic copies of the SPD will be on the Council's website.

13. What is the justification for taking these measures?

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 Annual Monitoring Report (AMR) is a key tool to identify the performance of policies in the Core Strategy and its strategic planning framework. The AMR is prepared and published by the Policy and Research Team. Outcomes from AMRs are crucial and help justifying the need for changes of planning framework in the Core Strategy should policies no longer support promotion of equality.

On a local level the council will continue to work closely with developers and the community during the delivery phase to ensure that the emerging proposals are in line with the vision for Alperton.

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

After the SPD has been adopted the next two projects are to develop the delivery plan for Alperton and prepare a business case for the redevelopment of Alperton School.

Should you:

1. Take any immediate action?
Refer to section 15.

2. Develop equality objectives and targets based on the conclusions?

This is considered unnecessary as the Council's equality policy has been incorporated in the Core Strategy.

3. Carry out further research?

It is not considered that there is a need to carry out further research to develop the Core Strategy unless otherwise indicated by future AMRs. The results from the monitoring of consultation respondents will be analysed to ensure appropriate representation in any review of the Core Strategy.

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?

Refer to Executive Report dated 18 July 2011 for financial appraisal and costs.

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): BETH KAY

Date: 27 June 2011

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**