

Equality Analysis- Blank Form – Online EA System

Stage 1 Screening Data

1. What are the objectives and expected outcomes of your proposal? Why is it needed? Make sure you highlight any proposed changes.

This equality analysis has been prepared to assess the impacts of the recommendations that the Cabinet give approval to reaffirm and authorise all steps to make, confirm and implement the London Borough of Brent (South Kilburn Regeneration Land North of Chippenham Gardens) Compulsory Purchase Order.

2. Who is affected by the proposal? Consider residents, staff and external stakeholders.

The impact on those affected by this proposal will be the resident leaseholder and the investor landlord and his tenant, who will be required to vacate their current homes within 4 to 26 Stuart Road (even numbers only), to enable the block to be brought forward for redevelopment as part of the South Kilburn regeneration programme.

The only resident leaseholders are a couple both are aged over 65. Older leaseholders may suffer greater psychological effects, including stress and uncertainty, for example in relation to having to move and may rely more on neighbours and nearby family for support, and moving home may affect these support networks as they may have longer ties to the area and therefore may be more prone to the anxiety of moving and the unknown. The physical act of moving home may also impact more on this couple as acts such as packing, moving and unpacking is possibly to be more difficult for older people; although in this case the couple are both physically active and relatively fit although the man was recently taken ill for a short period of time.

The only other affected leaseholder is an owner investor who does not reside in the property. It may be considered that his impact may be in regard to the loss of income from the rent received from his property. This in itself if lost completely could lead to a change in his personal circumstances. He is a middle aged man and there are no physical issues as far as we have been able to ascertain. Unfortunately we have no information in regard to the sub-tenant. It is understood the leaseholder will give notice to the sub-tenant in the event that the Council is successful in its CPO and the person(s) will need to find alternative accommodation; depending upon their circumstances they will either need to seek alternative accommodation in the private sector or seek assistance from the Council's Housing Unit.

The Council has sought to mitigate the adverse impact on leaseholders by ensuring that the Estate Regeneration Team helped and supported each leaseholder with providing the relevant information through the negotiation process. A leaseholder consultation was held at the very start of the process. Face to face meetings have taken place and a regular dialogue has also taken place. The officers have identified their needs and requirements, informing them about the offers and continuously updated the leaseholders and continues to update them with the project timescales and supporting residents throughout the whole process. The Estate Regeneration Team have appointed a Leasehold Liaison Officer to assist with this process and make the transition of moving for leaseholders a more comfortable and stress free process. The Leasehold liaison officer is also a point of contact for support for the leaseholders listening and helping them with any concerns raised.

3.1 Could the proposal impact on people in different ways because of their equality characteristics?

No

3.2 Could the proposal have a disproportionate impact on some equality groups? If you answered 'Yes' please indicate which equality characteristic(s) are impacted

Yes - Elderly

3.3 Would the proposal change or remove services used by vulnerable groups of people?

The existing Kilburn Park Post Office will close as part of the redevelopment. Through various means including the most recent Masterplan Review the Council has kept the community fully informed of the process and closure of the Post Office. There are also a number of alternative Post Offices in close proximity to this site which can be utilised by residents of the area. Alternative Post Offices are located at:

- 297 Kilburn Lane W9
- 24 Mozart Street W10
- 377 Harrow Road W9
- Sutherland Avenue W9
- Kilburn High Road NW6

This was accepted by the Planning Officer and was consulted on extensively throughout the project lifecycle and information was clearly identified on our website.

3.4 Does the proposal relate to an area with known inequalities?

Yes

3.5 Is the proposal likely to be sensitive or important for some people because of their equality characteristics?

No

3.6 Does the proposal relate to one of Brent's equality objectives?

?

Recommend this EA for Full Analysis?

Yes

4. Use the comments box below to give brief details of what further information you will need to complete a Full Equality Analysis. What information will give you a full picture of how well the proposal will work for different groups of people? How will you gather this information? Consider engagement initiatives, research and equality monitoring data.

Stage 2: Analysis

5. What effects could your policy have on different equality groups and on cohesion and good relations?

5.1 Age (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

The impact of the redevelopment is that leaseholders will have to move from their current homes, to enable the redevelopment of the subject block to come forwards, as part of the South Kilburn regeneration programme. The impact is also likely to be greater for older leaseholders. To mitigate this, the Council have offered resident leaseholders a unique shared equity opportunity to the elderly couple which is located at Bronte and Fielding House and also previously at the Argo Development as well as a number of alternative offers within the local vicinity, to ensure that they remain within the local area. One property is a five minute walk from existing residence and is a large 3 bedroomed property on a shared equity basis. This property is affordable for the leaseholder and meets their needs. The leaseholder has not at the time of this report accepted the offer but is giving it serious consideration. If they do not accept this offer then it is more than likely that they will need to identify their own alternative accommodation, if the CPO is successful, but the Leaseholder Liaison Officer will continue to try to assist and smooth this process.

The remaining leaseholder is an investor landlord who has also been made various offers by the Council of alternative investment opportunities. Again to date he has not accepted any so it is more than likely, if the CPO is successful, that he will be given financial compensation in line with the statutory regulations

5.2 Disability (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.3 Gender Identity (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.4 Marriage and civil partnership (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.5 Pregnancy and maternity (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.5 Race (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

Exact ethnicity data of those with homes within the 4-26 Stuart Road (even numbers) is not available. But it is understood the elderly couple who reside there are of Black/Caribbean heritage.

In the 2011 Census, 50.0% of the population of Kilburn were from black, Asian and minority ethnic (BAME) backgrounds lower than 63.7% in Brent as a whole. By contrast, 14% of people in England and Wales and 40% of people in London were BAME.

The largest BAME group in Kilburn were the Black/African/ Caribbean/Black British: African, 12.4% of Kilburn's population compared to 7.8% of Brent's population, followed by Black/African/ Caribbean/Black British: Caribbean 8.4%. The White: English/ Welsh/ Scottish/ Northern Irish/ British population at 28.3% was higher than the percentage for Brent 18.0%.

There was a lower proportion of Asian/Asian British: Indian or British Indian: 2.7% people compared to 18.6% in Brent and Asian/Asian British: Pakistani or British Pakistani: 1.7% in Kilburn compared to 4.6% in Brent. The Asian ethnic group percentage was smaller than those for Brent: 11.4% compared to 34.1%. There was a larger proportion of black ethnicities in Kilburn: 24.6% compared to Brent's 18.8%.

0.1% of Kilburn's population were White: Gypsy or Irish Traveller which was on par with Brent, London and national figures

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

As per the above chart, the impact of the recommendations being sought in relation to the South Kilburn regeneration programme may be felt by an above-average number of residents from Black and Minority Ethnic backgrounds, when compared with the ethnic profile of the borough. It is not considered that this impact, which is itself a statistical consequence of the ethnic profile of South Kilburn, can be mitigated in any practical way.

5.7 Religion or belief (*select all that apply*)

- ☒ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

Religion or belief data of those with homes within the 4-26 Stuart Road (even numbers only)
Site is not available.

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.8 Sex (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

The sex of those with homes within the Chippenham Gardens Site is not available. However, according to the Census 2011, South Kilburn has almost equal split between males and females (50.1% versus 49.9%). Thus the impact of the recommendations being sought are not likely to be greater for male secure tenants than female secure tenants. There is no evidence that male or female secure tenants will have any particular needs during the relocation process.

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.9 Sexual orientation (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

It is not anticipated that the recommendations being sought in relation to the South Kilburn regeneration programme would have any particular impact on residents with this protected characteristic as compared with other residents.

5.10 Other (please specify) (*select all that apply*)

- ☐ Positive
- ☐ Neutral
- ☐ Negative

Please give details:

6. Could any of the impacts you have identified be unlawful under the Equality Act 2010? Prohibited acts include direct and indirect discrimination, harassment, victimisation and failure to make a reasonable adjustment.

- ☐ Yes
- ☒ No

7. Please provide a brief summary of any research or engagement initiatives that have been carried out to formulate your proposal.

There has been and will continue to be widespread consultation and community engagement as proposals for the physical regeneration of South Kilburn are developed and delivered. Leasehold Officers have been in regular consultation with the leaseholders identified within this report.

- Face to face communication –assessment visits, meetings with leaseholders, surveyor and leaseholder representative and independent resident advisor and consultation sessions on the design
- Written communication – letters, booklets etc.
- Viewings with the leaseholder

What did you find out from consultation or data analysis?

N/A

Were the participants in any engagement initiatives representative of the people who will be affected by your proposal?

Officers will use the information gathered to ensure that suitable offers will continue to be made for the remaining leaseholder.

There is one tenants of the investor leaseholder who will give notice to his tenant. We do not know much about the occupier other than this is an informal arrangement.

How did your findings and the wider evidence base inform the proposal?

N/A

STAGE 3: ACTION PLANNING

Now, you will respond to your findings from the analysis stage and complete an action plan. At this stage you need to think about how to remove or reduce all the negative impacts that you have identified and how to maximise any opportunities to promote equality. This might mean making changes to your proposal or to the way that it is implemented.

8. What actions will you take to enhance the potential positive impacts that you have identified?

Continue to support and make offers to Leaseholders in the hope that we can acquire by agreement. Out of the four leaseholders there are two remaining who officers are currently in negotiation with the remaining two and we are close to making a deal.

9. What actions will you take to remove or reduce the potential negative impacts that you have identified?

Continue to support and make offers to Leaseholders in the hope that we can acquire by agreement. Out of the four leaseholders there are two remaining who officers are currently in negotiation with and we are close to making a deal.

10. Please explain how any remaining negative impacts can be justified?

If the leaseholders can be bought by agreement and suitable offers be made which the Council believe strongly we strongly have done and will continue to do so, then the redevelopment of Land North of Chippenham Gardens can be brought forwards to deliver 52 new homes and 22 affordable for existing secure tenants of South Kilburn.