

Impact Needs/Requirement Assessment Completion Form

Department: Regeneration and Major Projects	Person Responsible: Ian Hamilton
Service Area: New Initiatives Team	Timescale for Equality Impact Assessment : 19 th September Executive
Date: 15 th August	Completion date: 15 th August 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 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 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?

The South Kilburn Regeneration Programme.

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 aim of the service area is to deliver an ambitious 20 year vision, as set out in the Regeneration Strategy 2010-2030, to transform the borough with a specific focus on those people and places most in need within six key area including South Kilburn. These areas are of the highest priority for the service area, and are ranked as strategic priority 1 within the Regeneration Strategy. The specific aims of the South Kilburn regeneration Programme is to deliver regeneration through providing 1,243 new replacement affordable homes and 1,134 new market homes for South Kilburn, alongside the social infrastructure needed to support this development.

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 South Kilburn Programme will help Brent to achieve this through delivering improved employment, education, health and quality of life outcomes and by reducing levels of deprivation and focusing resources on those most in need. The South Kilburn Programme seeks to provide housing and facilities for the South Kilburn community based on their housing needs, their requests to stay in South Kilburn or whether to move from the area, and to provide social infrastructure to help support further social regeneration that respects and represents all of the South Kilburn residents. In this respect, the South Kilburn regeneration Programme will deliver a number of mutually beneficial objectives including the council's Regeneration Strategy (2010-2030), the Housing Strategy (2009-14) and the objectives to deliver social and economic growth and regeneration and protect services and the environment in the "Brent Our Future" strategy (2010-2014).

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, and on the contrary would provide a number of benefits to new and existing residents.

The council's Household surveys show that there are a high number of people living in unsuitable accommodation and a number of households are overcrowded. The regeneration of the area will address this problem and residents are surveyed before being allocated new housing to ensure that their needs are met.

The Brent Priority Neighbourhood Profiles data identifies that South Kilburn has a higher than average percentage of children aged 0-15, and the Kilburn Park Junior School currently scores the lowest at Key Stage 2 out of all of the schools across the council's priority areas. The South Kilburn Programme aims to deliver an improved and consolidated school to respond to the demand and the improved facilities will help to improve attainment results across the area.

The Programme will provide a new Healthy Living Centre, a new Multi Use Games Area and has already delivered a new Sports Hall at Cambridge Road. South Kilburn residents are the least likely to use parks and sports facilities out of any other priority area in the borough. The strategy seeks to improve the health of residents in the area through the promotion of healthy lifestyles with the provision of new sports and health facilities.

South Kilburn residents are the most fearful of crime compared to any other priority area in South Kilburn and around 20% are dissatisfied with the maintenance of the public realm (Brent Priority Neighbourhood Profiles Data, 2009). New building designs aim to reduce the fear of crime by "designing out" areas where crime can take place, with design input from police officers, and the designs seek to attain a higher level of public realm quality.

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).

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The South Kilburn regeneration Programme has been in inception since 2004 and aims to deliver the mutual improvement objectives in the Housing Strategy and the Regeneration Strategy to improve housing, community facilities, improvements in attainment and social cohesion. The Programme will provide for every aspect of both the existing and new community, and the qualitative and quantitative rationale for this is outlined in Section 4 above.

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

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?

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.

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

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.

In summer 2010, there were six consultation events held to design new housing at Wells Court, Cambridge Court, Ely Court, Bond House, Hicks Bolton House, Wood House and the shop at 1 and 2, Denmark Road.

An initial event was held to provide residents with an update of work undertaken so far and what was planned over the next year up to 2011; 60 people attended this event.

Three of the events sought to gauge residents' views on the designs of the homes and provide feedback to the architects in designing the blocks through a Resident's Design Group; these events were attended by 11 residents for the first meeting, 21 residents for the second and 23 residents at the third meeting.

Two New Homes Exhibitions were held between the first and second Resident's Design Group, which sought to show residents the latest designs of the homes. The first event was attended by around 30 people, and the second around 20 people.

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

The Kilburn Times reported on the positive progress of the regeneration of South Kilburn on 31st March 2011. A number of issues that were raised at consultation included the detailed design of the new homes (i.e. internal features); heights of buildings; parking and landscaping. These issues have been resolved and compromises have been made to achieve the best outcomes for all parties.

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?

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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.

A number of aspects of the South Kilburn Programme are monitored by the Planning Service's Annual Monitoring Report, which is published yearly and provides information on completions and building standards. Progress on the programme itself is monitored by the Capital Portfolio Office's Project Management Initiation documents, and progress on the Programme is reported monthly to 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, and the findings of the Equality Impact Assessment supports the continuation of the South Kilburn Programme.

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):

Date:

Service Area and position in the council:

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.