

Impact Needs/Requirement Assessment Completion Form

Department: Regeneration and Major Projects	Person Responsible: James Young
Service Area: Property and Asset Management	Timescale for Equality Impact Assessment :
Date: 24 September 2011	Completion date:26 September 2011
Name of service/policy/procedure/project etc: Property rationalisation programme	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 Not found <input type="checkbox"/> Found <input checked="" 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 checked="" type="checkbox"/> No <input type="checkbox"/>
Consultation conducted Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Person responsible for arranging the review: James Young	Person responsible for publishing results of Equality Impact Assessment:
Person responsible for monitoring: James Young	Date results due to be published and where: At Executive meeting
Signed:	Date:13/2/12

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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 Council's disposal of property guidelines.
The asset disposal strategy for the former Charteris Sports Centre

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

In response to the reduction in funding from Central Government, Brent Council undertook an extensive programme to identify areas where financial savings might be realised. The closure and sale of Charteris Sports Centre was identified as an area where savings could be made. The closure of Charteris Sports centre was considered in an Equality Impact Assessment (EIA) conducted in February 2011; This EIA is a continuance of the original EIA and looks at the issues relevant to the disposal of the property.

The Council seeks to maximise capital sums or income in the delivery of its Regeneration strategy through utilising its existing and surplus assets

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

The aims of this EIA are consistent with the council's comprehensive equality policy because in considering the method of disposal, council are committed to ensure that local businesses, employers, voluntary and community led groups are able to become involved in the sale of the property and will be able to bid for the property. The property was widely advertised and local interested parties were all made aware of this property.

The Council will need to review how the future use of the property will impact on various sections of the community. The regeneration strategy seeks to provide housing as well as employment. Depending upon the eventual use of the property it is either likely to provide private sector residential property or an ongoing sports/community use.

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?

When the sports centre was closed Sports Service INRA undertaken in February The Council acknowledges that it maybe initially more difficult for children and young people to access sports centres and sports halls at a slightly greater distance, in that they may have to rely on adults for car transport and or use public transport rather than walk to their local centre. However the centre does not have data on where / how far the young people travelled from to attend activities at Charteris

In February 2011 an Equality Impact Assessment (EIA) was conducted on the proposal to close Charteris Sports Centre. The EIA considered the impact across the protected characteristics and found that the closure of the Sports centre did not have an adverse impact on any particular group and was consistent with the Council's aim to ensure that the services provided are relevant to the needs of all sections of the community.

The disposal of this property is in line with the original aims of the initial EIA and the method of disposal has taken into consideration the evidence considered with regard to the impact on all equality groups. The method of disposal allows for the possibility of community groups being able to bid for the property which would increase the chance of it remaining a community resource. However depending upon which bid is accepted community access may not be available.

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).

The INRA undertaken February 11 contained this data.
The equality impact assessment conducted in February 2011 considered the impact of closing the sports centre across the different protected characteristics. This evidence can be accessed as part of the documents contained within the original EIA.

In summary the evidence included data on the use of the facility, the number of visits broken down by protected characteristics, and considered any potential impact on the equality groups should the centre be closed. The evidence did not show any adverse impact across the different protected characteristics.

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In addition to this, as part of the consultation undertaken, the EIA also considered the impact on the community of the loss of the facility and the concerns raised by the community have informed the development of this EIA and the recommendations for the disposal of Charteris Sports Centre

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)

If the Charteris Sports Centre is not purchased for its existing use previous advise was , *it is felt that the loss of this facility will be slightly compensated by the fact that there are 15 health and fitness centres within 1.5 miles of Charteris provided by both the public and private sector at charges varying from £27 per month to £85 per month. Paddington Recreation Ground (0.6 miles away) in Randolph Avenue has recently been refurbished and expanded by Westminster City Council. In addition, there are 14 sports halls within just over 1.5 miles of Charteris sports centre.*

Included in the health and fitness and sports hall provision detailed in Appendix 1 are 5 public sports centres which are also within 1.5 miles of Charteris.

Three of the neighbouring health and fitness facilities are cheaper than Charteris sports centre and Willesden sports centre membership which includes unlimited use of the pool as well is only £38 per month. – Appendix 1. An analysis of accessibility to neighbouring facilities has been conducted and it is felt that while there maybe some initial changes to the travel mode used and walking times maybe slightly greater

One potential area of unmet need was that of the centre being lost as a community facility. In response to this the property was marketed and one community organisation submitted a bid.

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?

No new consultation has been undertaken. However, As part of the consultation conducted on the initial EIA which considered the closure of the sports centre, a public meeting was held in January 2011 which gave consideration to impact of closing the building.

The use of the building, post closure, was also discussed and some attendees expressed an interest in taking an active part in running the building should the opportunity arise. A further meeting was held with representatives of a local group who expressed an interest in purchasing the building as part of a social enterprise project. Information was provided to them so that they could consider the possibility of putting forward a proposal as a 'social enterprise' to run the centre.

The recommendations for the disposal of this building has taken into account the issues raised as a result of the initial EIA consultation and this EIA recommends that the sale of the property should be marketed on an open basis, inviting bids for both the freehold and leasehold basis and promoted to both private sector and community led organisations.

The marketing of the property highlighted the demand for continuing sports use.

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

NA

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 concern in the media that the Sports Centre has been closed.

The public concern regarding the closure of the sports centre has been considered as part of the initial EIA conducted in February 2011. The method of the sale of the property and the open tendering process recommended in this EIA and the Executive Report will address some of the issues raised by the public, i.e. the retention of the facility within the community.

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.

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This will have to be reported to back to members as to who is interested in purchasing or leasing the property.

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

NA

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

NA

The details of the sale were circulated widely to enable both community led and private sector organisations to bid for the property.

13. What is the justification for taking these measures?

NA

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.

When marketing the property we retained details of interested parties who viewed the property.

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

All the bids apart from two do not provide public access to the sports facilities.

Should you:

1. Take any immediate action?
2. Develop equality objectives and targets based on the conclusions?
3. Carry out further research?

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

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

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): JAMES YOUNG

Date:24/1/12

Service Area and position in the council: Head of Assets and Valuation, Regeneration and Major Projects Department

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

Jennifer Laurent-Smart

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**

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An online version of this form is available on the Corporate Diversity Team website.