

 Brent	Cabinet 15th July 2019
	Report from Amar Dave, Strategic Director of Regeneration & Environment
Ballot Proposals for South Kilburn Estate	

Wards Affected:	Kilburn
Key or Non-Key Decision:	Yes
Open or Part/Fully Exempt:	Open
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Set out below are details of the equality implications relating to the above decision:

1. **Equality Implications**

- 1.1. The public sector equality duty, as set out in section 149 of the Equality Act 2010, requires the Council, when exercising its functions, to have “due regard” to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, to advance equality of opportunity and foster good relations between those who have a “protected characteristic” and those who do not share that protected characteristic. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation.
- 1.2. The ballot process will not adversely impact any groups with protected characteristics on the estate.
- 1.3. All ballot events will be undertaken so that they enable the Council to comply with the Public Sector Equality Duty. They will be held in venues which are easily accessible, in the local area, and at times which do not conflict with any key

religious or cultural events. Officers will seek to have interpreters and translators present for public events

- 1.4. Additionally, published material can be translated into other languages as requested to make sure all residents are informed of the ballot process. For people who are visually impaired, there will be a full team of officers present who are able to talk residents through the presentation and answer questions.
- 1.5. The voting methods for the ballot will be chosen in a way that is appropriate for all protected groups and ensures they can participate. This is likely to include methods which do not require people to leave their home.
- 1.6. A wider Equalities Impact Assessment (EIA) of the South Kilburn Estate Regeneration programme is in the process of being updated, and will be published in line with the landlord offer. The draft EIA has identified some areas where a negative impact could occur to a protected group. The table below identifies this and the mitigations put in place to counter this adverse impact.

Group with protected characteristic	Adverse Impact Identified	Mitigation
Age	Impacting livelihood by moving property	The new property will be more suited to their specific needs, and can be adapted if necessary. Residents are approached at an early stage, and provided with assistance in all stages of moving.
Disability	Mobility around the estate can be more difficult during periods of construction if roads are closed off.	Alternate routes are factored into all construction programmes, and ultimately the regeneration is going to create improved transport links through the estate. New properties are also able to be adapted to specific needs of residents. Residents are approached at an early stage, and provided with assistance in all stages of moving.
Pregnancy and maternity	Mobility around the estate can be more difficult during periods	Alternative routes are factored into all construction programmes. Early

	of construction if roads are closed off.	communication with residents to take place.
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