

Appendix 2 - EQUALITY ANALYSIS (EA)

POLICY/PROPOSAL:	Alperton Housing Zone – use of the Council’s compulsory purchase powers on the former Northfields Industrial estate, Alperton
DEPARTMENT:	Regeneration & Environment
TEAM:	Regeneration
LEAD OFFICER:	Maire Grogan
DATE:	10 th January 2020

NB: Please ensure you have read the accompanying EA guidance and instructions

SECTION A – INITIAL SCREENING

1. Please provide a description of the policy, proposal, change or initiative, and a summary its objectives and the intended results.

The Council secured GLA Housing Zone designation for Alperton in 2015. Since then, the Council has been working with landowners and developers to enable and accelerate the regeneration of the area. In July 2015, Cabinet approved in principle to make Compulsory Purchase Orders (CPO) of land interests within the Housing Zones under Planning, Housing and Highways legislation to help bring forward development objectives.

A CPO is a legal function in the UK that allows certain bodies (i.e. Local Authorities) to obtain land or property without the consent of the owner. The Council has compulsory purchase powers under Town and Country Planning Act 1990, The Highways Act 1980 and The Housing Act 1985.

It is proposed to reaffirm the in-principle approval to make and implement CPO(s) within Alperton Housing Zone, specifically on the former Northfields Industrial Estate, and seek other authorities required to commence the preliminary stages of the compulsory purchase process. If private treaty negotiations with landowners are not successful, a further Cabinet report seeking authorities to make and implement a CPO may be required, however this will only be sought as a last resort.

The developer, St George submitted a hybrid planning application in January 2018 for a mixed-use, residential led development to provide 2,900 new homes, of which 35% will be affordable. The former Northfields Industrial Estate, site allocation BSWSA7 in the draft Local Plan, is identified for comprehensive redevelopment and notes the potential need for CPO of later phases to ensure delivery of sites not currently owned by St George. St George acquired the majority of the former Northfields Industrial Estate from SEGRO in January 2017 however, despite ongoing negotiations, three interests remain outstanding which are essential to the delivery of phase 5 of the development and earlier highway improvement works.

2. Who may be affected by this policy or proposal?

The businesses in the three remaining interests, as identified in confidential Appendix 1, will be affected by the proposed in-principle agreement. Demographic information is not currently known on the three remaining interests but will be sought should Cabinet approve advancing the preliminary stages of the compulsory purchase process. Further detail on the remaining interests and the businesses within Appendix 1 will be gathered either through the

developer or through direct engagement from the Council. Businesses and their employees located within the identified site may face uncertainty during the CPO process which may adversely affect their mental health, income and business. Measures can be taken to mitigate any potential adverse impacts through ongoing communication and signposting to any additional support required, as well as following government guidance relating to the compulsory purchase process.

In addition, residents in the adjacent area will be affected as the three remaining interests are essential to the delivery of public realm and highway improvements along Beresford Avenue and phase 5 of the proposed scheme, delivering approximately 400 new homes.

Alperton ward has a higher percentage of residents from black, asian and minority ethnic (BAME) backgrounds as well as a higher proportion of households who are unable to speak English compared to Brent as a whole.

3. Is there relevance to equality and the council’s public sector equality duty? If your answer is no, you must provide an explanation.

Yes, there is relevance to the Council’s public sector equality duty.

Under section 149 of the Equality Act 2010, public bodies such as councils must, in the exercise of their functions, have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a “protected characteristic” and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

The in-principle agreement of CPO may impact both those who share a protected characteristic and those who do not. Further equalities analysis will be ongoing throughout the next stage, subject to Cabinet approval, to understand what those impacts may be and how they can be mitigated, when more demographic information is known.

The use of the Council’s powers of compulsory acquisition would be only as a last resort, after private treaty negotiations have been exhausted. The social, environmental and economic benefits of the regeneration will be explored thoroughly, prior to a further Cabinet report seeking authorities to make and implement a CPO.

4. Please indicate with an “X” the potential impact of the policy or proposal on groups with each protected characteristic. Carefully consider if the proposal will impact on people in different ways as a result of their characteristics.

The potential impacts of the businesses in the remaining interests (Appendix 1) are largely unknown at this stage, but will be ascertained should Cabinet approve advancing the preliminary stages of the compulsory purchase process. However, it is believed the regeneration scheme will have the following impacts on the surrounding community.

Characteristic	IMPACT		
	Positive	Neutral/None	Negative
Age	X		
Sex		X	

Race		X	
Disability	X		
Sexual orientation		X	
Gender reassignment		X	
Religion or belief		X	
Pregnancy or maternity		X	
Marriage		X	

5. Please complete **each row** of the checklist with an “X”.

SCREENING CHECKLIST		
	YES	NO
Have you established that the policy or proposal <i>is</i> relevant to the council's public sector equality duty?	X	
Does the policy or proposal relate to an area with known inequalities?	X	
Would the policy or proposal change or remove services used by vulnerable groups of people?		X
Has the potential for negative equality impacts been identified with this policy or proposal?		X
<p>If you have answered YES to ANY of the above, then proceed to section B. If you have answered NO to ALL of the above, then proceed straight to section D.</p>		

SECTION B – IMPACTS ANALYSIS

1. Outline what information and evidence have you gathered and considered for this analysis. If there is little, then explain your judgements in detail and your plans to validate them with evidence. If you have monitoring information available, include it here.

Under section 149 of the Equality Act 2010, public bodies such as councils must, in the exercise of their functions, have “due regard” to the need to:

- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between people who share a “protected characteristic” and those who do not
- Foster good relations between people who share a protected characteristic and those who do not.

Alperton ward has a higher percentage of residents from black, asian and minority ethnic (BAME) backgrounds as well as a higher proportion of households who are unable to speak English compared to Brent as a whole. There is little equalities information available specifically regarding the proposal at this stage, therefore, subject to Cabinet approval, it is proposed that further information will be collected through the preliminary stages of the compulsory purchase process, as discussions progress with landowners. For now, the impacts of the approved regeneration scheme on the wider community have been assessed rather than the direct impacts on businesses or landowners within the identified area in Appendix 1.

2. For each “protected characteristic” provide details of all the potential or known impacts identified, both positive and negative, and explain how you have reached these conclusions based on the information and evidence listed above. Where appropriate state “not applicable”.

AGE	
Details of impacts identified	Positive – the planning permission for the redevelopment of the site includes highway and public realm improvement works along Beresford Avenue, improving accessibility by providing new footpath and cycle paths, crossings, landscaping and relocated bus stops to improve the pedestrian and cycle environment.
DISABILITY	
Details of impacts identified	Positive – around 1 in 7 Brent residents have a long-term health problem or disability that limits their day-to-day activities in some way. The redevelopment of the site provides an opportunity to improve the public realm and accessibility across for those with disabilities, with delineated shared surfaces proposed as part of the highway improvements, allowing for an uninterrupted pedestrian /cycle route from Beresford Avenue up to Stonebridge Park Station.
RACE	

Details of impacts identified	Neutral - Alperton ward has a higher percentage of residents from black, asian and minority ethnic (BAME) backgrounds as well as a higher proportion of households who are unable to speak English compared to Brent as a whole. If there are landowners affected who cannot speak English, interpreters will be provided.
SEX	
Details of impacts identified	Neutral.
SEXUAL ORIENTATION	
Details of impacts identified	Neutral - approximately 5% of Brent residents identify as LGB.
PREGANCY AND MATERNITY	
Details of impacts identified	Not applicable.
RELIGION OR BELIEF	
Details of impacts identified	Neutral – 82% of Brent’s residents have a religion.
GENDER REASSIGNMENT	
Details of impacts identified	Neutral – less than 1% of Brent residents are estimated to identify as transgender
MARRIAGE & CIVIL PARTNERSHIP	
Details of impacts identified	Not applicable.

3. Could any of the impacts you have identified be unlawful under the Equality Act 2010?

No.

4. Were the participants in any engagement initiatives representative of the people who will be affected by your proposal and is further engagement required?

It is proposed that engagement and discussions with those possibly affected by the compulsory purchase process will be undertaken should Cabinet give the approval to proceed with the first stage.

5. Please detail any areas identified as requiring further data or detailed analysis.

Further detail on the remaining interests and the businesses within Appendix 1 and any associated protected characteristics they may have will be gathered either through the developer or through direct engagement from the Council, should Cabinet approve commencing the preliminary stages of the compulsory purchase process.

6. If, following your action plan, negative impacts will or may remain, please explain how these can be justified?

If private treaty negotiations are not successful, a further equalities assessment will be undertaken and any potential impacts assessed against the overarching regeneration aims to assist in determining whether a further paper will be brought to Cabinet report seeking authorities to make and implement a CPO.

7. Outline how you will monitor the actual, ongoing impact of the policy or proposal?

The Equalities Analysis will be reviewed and updated regularly through subsequent stage(s).

SECTION C - CONCLUSIONS

Based on the analysis above, please detail your overall conclusions. State if any mitigating actions are required to alleviate negative impacts, what these are and what the desired outcomes will be. If positive equality impacts have been identified, consider what actions you can take to enhance them. If you have decided to justify and continue with the policy despite negative equality impacts, provide your justification. If you are to stop the policy, explain why.

An analysis of potential impacts on those with protected characteristics has been carried out at this early stage, concluding that there are either positive or neutral impacts of the approved scheme on the wider area. Detailed discussions with landowners potentially impacted by the scheme will assist in reviewing and updating the Equalities Analysis regularly through the next stage when more information is available, and potential impacts on those with protected characteristics updated and mitigating actions implemented, if required.

SECTION D – RESULT

<i>Please select one of the following options. Mark with an "X".</i>		
A	CONTINUE WITH THE POLICY/PROPOSAL UNCHANGED	X
B	JUSTIFY AND CONTINUE THE POLICY/PROPOSAL	
C	CHANGE / ADJUST THE POLICY/PROPOSAL	
D	STOP OR ABANDON THE POLICY/PROPOSAL	

SECTION E - ACTION PLAN

This will help you monitor the steps you have identified to reduce the negative impacts (or increase the positive); monitor actual or ongoing impacts; plan reviews and any further engagement or analysis required.

Action	Expected outcome	Officer	Completion Date
Regularly review the EA and collect updated demographic information, when it becomes available, to understand the potential impacts on people with protected characteristics.	Implement mitigating measures to reduce negative impacts or implement measures to increase the positive impacts of the proposal.	MG	TBC

SECTION F – SIGN OFF

Please ensure this section is signed and dated.

OFFICER:	Maire Grogran, Principal Regeneration Officer, Regeneration, 13/01/20
REVIEWING OFFICER:	Natalie Gordon, Equality Officer
HEAD OF SERVICE:	Alice Lester, Operational Director, Regeneration, Growth & Employment