

Equality Analysis (EA)

Financial Year

2014/15

Decision



Section 1 – General Information (Aims and Objectives)

Watts Grove Depot redevelopment: To provide a target of 149 high quality Affordable Rented homes, which will be at the councils adjusted Affordable Rents, in line with objectives outlined in the Managing Development DPD, and to meet mayoral priorities.

Watts Grove Depot

Who is expected to benefit from the proposal?

Residents seeking affordable housing.

Service area:

Development and Renewal

Team name:

Corporate Property and Capital Delivery

Service manager:

Ann Sutcliffe

Name and role of the officer completing the EA:

Jeanette Kenyon t, Project Manager

Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The aim of the project is to provide high quality Affordable Rented homes, in line with objectives outlined in the Managing Development DPD, and to meet mayoral priorities.

London Borough of Tower Hamlets housing strategy and depot strategy will inform the principles for the redevelopment of the site.

In terms of the Affordable Rented housing it is envisaged that we will seek to maximise the number of family sized homes (3 bedroom and 4 bedroom) and that these should form, by unit numbers at least, 45% of the homes provided (as per Appendix 3 - the 'Managing Development: Development Plan Document' currently out for consultation).

Tower Hamlets is one of the most ethnically and socio-economically diverse communities in the country. The benefits of the project will be most felt by members of the community which qualify for affordable housing, as well as business owned or operated by members of those communities – who will therefore be primary beneficiaries of the project.

The project is based on the Tower Hamlets Community Plan 2020 and Local Area Agreement (CAB 006/089), the Tower Hamlets Local Development Framework Core Strategy (and Managing Development DPD), the Strategic Plan, Annual Report and Best Value Performance Plan (CAB 007/089) and the Depot Review.

The main impact of the project is the provision of 149 Affordable Rented homes replacing a depot in an increasingly residential area. 45% of these will be rented family homes. This will contribute to the One Tower Hamlets objectives of reducing inequalities and ensuring strong community cohesion.

Section 3 – Assessing the Impacts on the 9 Groups

How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

What is the equality profile of service users or beneficiaries that will or are likely to be affected?

The target group of users are local residents seeking affordable housing and in particular family homes. The locations where the benefits of the project will be most felt have high concentrations of ethnically diverse communities, as well as business owned or operated by members of those communities – who will therefore be primary beneficiaries of the project. The user profile will reflect the local population/relevant target group for Affordable Rented housing. The functions of the Depot will be relocated as part of the Depot review strategy which will be considered further as part of governance process.

What qualitative or quantitative data do we have?

THIS Borough, the Tower Hamlets Partnership's Local Information System, provides easy access to a wide range of information and statistics about the borough as does the national census. As previously stated the main source of data from residents will be the Managing Development DPD document and the LDF Statement of Community Involvement until further consultation is carried out later this year.

Equalities profile of staff?

The project team currently has six members and has ethnic and gender representation. The team will seek a commitment from the development partner to employ local staff and subcontractors.

Barriers?

The project team are aware of the barriers to participation for the various equality target groups in terms of communication and access. These barriers were taken into account when designing the communication and engagement for the Managing Development DPD. See LDF Statement of Community Involvement and MD DPD Statement of Engagement. It is this document which forms the basis of the Watts Grove Depot project. The project communication and engagement plan will reflect the LDF Statement of Community Involvement and MD DPD Statement of Engagement to ensure that barriers to participation are removed for all residents.

Recent consultation exercises carried out?

Extensive consultation with relevant interest groups, other public bodies, voluntary organisations, community groups, trade unions, focus groups and other groups including surveys and questionnaires was undertaken on the Managing Development DPD.

Consultation will be taken at various stages of the development programme.

- engagement
- Planning
- Pre-planning consultation with public as determined through communications strategy
- Construction Phase
- As determined in conjunction with development partner
- Post completion
- As determine by handover and management procedures .

It should also be noted that the Tower Hamlets Homes lettings policy has been EQI'd.

Additional factors which may influence disproportionate or adverse impact?

No management arrangements which may have a disproportionate impact on the equality target groups

The Process of Service Delivery

In particular look at the arrangements for the service being provided including opening times, custom and practice, awareness of the service to local people, communication

The proposal will contribute to two of the three One Tower Hamlets objectives:-

- Reduce inequalities
- Ensure strong community cohesion
-

It also works towards the community plan theme of a great place to live and the following strategic priorities:

Objective 1: Providing quality Affordable Rented housing, including accessible housing and Lifetime homes.

Objective 2: Improving and maintaining the quality of housing, including maximising energy efficiency

Objective 3: Improving the public realm

Target Groups	Impact – Positive or Adverse What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> • Please add a narrative to justify your claims around impacts and, • Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making Please also how the proposal will promote the three One Tower Hamlets objectives? <ul style="list-style-type: none"> -Reducing inequalities -Ensuring strong community cohesion -Strengthening community leadership
Race	Positive	Bengali families are over represented on the list of overcrowded family homes. This development will provide a number of family sized Affordable Rented homes which will help alleviate some of this need.
Disability	Positive	Fully accessible homes, number of units to be designed for wheelchair use and properties are to be built to Lifetime homes standard.
Gender	Neutral	
Gender Reassignment	Neutral	
Sexual Orientation	Neutral	
Religion or Belief	Neutral	
Age	Positive	100% Affordable Rented housing, one and two beds will be suitable for young people becoming independent. Older residents downsizing will also be accommodated through lifetime homes designed properties.
Marriage and Civil Partnerships.	Positive	This development will provide a number of family sized Affordable Rented homes.
Pregnancy and Maternity	Positive	This development will provide a number of family sized Affordable Rented homes.
Other Socio-economic Carers	Positive	This development will provide a number of family sized Affordable Rented homes. All units will be provided with separate kitchens and kitchen /dining rooms.

Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence or view that suggests that different equality or other protected groups (inc' staff) could be adversely and/or disproportionately impacted by the proposal?

No

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added/removed?

(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)

Where you believe the proposal discriminates but not unlawfully, you must set out below your objective justification for continuing with the proposal, without mitigating action.

Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes

How will the monitoring systems further assess the impact on the equality target groups?

The impact on equality target groups will be reviewed regularly at Project Team and Project Board meetings along with the communications plan and risk register to ensure a holistic approach.

Does the policy/function comply with equalities legislation?

(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes

If there are gaps in information or areas for further improvement, please list them below:

The main area for further improvement is the development of the communication and engagement strategy and plan for the project. The priority is to ensure that this builds on the work done for the Managing Development DPD and minimises all barriers to participation for all residents and especially the equality target groups.

How will the results of this Equality Analysis feed into the performance planning process?

The development and effective implementation of the communications plan, ensuring barriers to participation will be a key element of the performance planning process for the project team. Continued community engagement and the recruitment of local employees and subcontractors will be part of the performance planning process for the construction partner appointed.

Section 6 - Action Plan

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<p>1. Better collection of feedback, consultation and data sources</p> <p>2. Ensure re-allocation of wheelchair units</p> <p>3.</p>	<p>1. Create and use feedback forms.</p> <p>2. Early identification of disabled tenants and aids and adaptations works.</p> <p>3</p>	<p>1. Forms used for pre-planning consultation. .</p> <p>2. Undertake aids and adaptation works prior to . practical completion. of the scheme.</p> <p>3.</p>	<p>1. Jeanette Kenyon</p> <p>2. Jeanette Kenyon</p>	

Section 7 – Sign Off and Publication

Name: (signed off by)	
Position:	
Date signed off: (approved)	

Section 8 Appendix – FOR OFFICE USE ONLY

This section to be completed by the One Tower Hamlets team

Policy Hyperlink :

Equality Strand	Evidence
Race	
Disability	
Gender	
Gender Reassignment	
Sexual Orientation	
Religion or Belief	
Age	
Marriage and Civil Partnerships.	
Pregnancy and Maternity	
Other Socio-economic Carers	

Link to original EQIA	Link to original EQIA
EQAID (Team/Service/Year)	