

Equality Impact Assessment

Name of Project	Community Buildings Review	Cabinet meeting date <i>If applicable</i>	July 14 th 2015
Service area responsible	Commissioning		
Name of completing officer	Charlotte Pomery	Date EqIA created	15 th June 2015
Approved by Director / Assistant Director	Charlotte Pomery	Date of approval	

The Equality Act 2010 places a ‘**General Duty**’ on all public bodies to have ‘**due regard**’ to:

- **Eliminating discrimination, harassment and victimisation**
- **Advancing equality of opportunity**
- **Fostering good relations**

In addition the Council complies with the Marriage (same sex couples) Act 2013.

Haringey Council also has a ‘**Specific Duty**’ to publish information about people affected by our policies and practices.

All assessments must be published on the Haringey equalities web pages. All Cabinet papers MUST include a link to the web page where this assessment will be published.

This Equality Impact Assessment provides evidence for meeting the Council’s commitment to equality and the responsibilities outlined above, for more information about the Councils commitment to equality; please visit the Council’s website.

Stage 1 – Names of those involved in preparing the EqIA	
1. Project Lead - Jennifer Layne, Laura Bridges, Charlotte Pomery	5.
2. Equalities / HR - Lorrissa Mariani	6.
3. Legal Advisor (where necessary)	7.
4. Trade union	8.

Stage 2 - Description of proposal including the relevance of the proposal to the general equality duties and protected groups
<p>Appendix A lists the known current usage of Community Buildings in Haringey. It shows that many of the buildings are currently being used by groups with protected characteristics under the Equalities Act 2010, including particular ethnic, gender, religious, disability and age groups.</p> <p>The population of Haringey is changing, although it remains extremely diverse, reflecting Haringey’s place within a global city. The current portfolio of community buildings grew up when the population of Haringey looked different – both in size and make-up – and this review offers an opportunity to ensure that the benefits of community buildings are available to the wider community and that there is equitable distribution of the benefits of occupying a council lease</p> <p>The review also offers an opportunity to assess and make improvements to how community buildings are being utilised, so that their outcomes add value and enhance opportunities and cohesion for the local community and groups of residents.</p> <p>The Community Buildings Review will potentially have an impact on each of the three dimensions of the general duty of the Equality Act to which the Council must have due regard:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation • Advance equality of opportunity between different groups

- Foster good relations between different groups

There is a stronger emphasis on advancing equality of opportunity and on fostering good relations.

The key proposals of the Review will apply to all buildings designated as community buildings by the Council and can be summed up as:

- Improving utilisation of buildings to deliver community benefit
- Freeing up buildings where there is an overriding demand for education, health or housing
- Proactive move towards adoption of a Community Model Lease. Whilst a standard commercial market rent is payable on all community building leases, a reduced rent will be considered for Tenants in community buildings where they can demonstrate community benefit.
- Circular Funded Rent is phased out in a managed way in light of the move to Community Model Leases:
- Criteria are developed for circumstances where community buildings will be available for asset transfer and entrusted to organisations to lead and develop;
- Community Building tenancies are monitored and regularly reviewed to prevent any commercialisation or profit making gains from subletting;

The review is anticipated to lead to a minority of the community buildings being freed for alternative development options where there is an overriding demand for education, health or housing in the area. Before any alternative option is considered, the Council is committed to undertaking a further separate equality impact assessment on how the alternative use of that specific community building site would affect those with protected characteristics under the Equality Act 2010. Where community organisations need to relocate for regeneration reasons, they will be offered alternative accommodation and we will work with them through an agreed process to ensure this meets their needs

Stage 3 – Scoping Exercise - Employee data used in this Equality Impact Assessment
 Identify the main sources of the evidence, both quantitative and qualitative, that supports your analysis. This could include for example, data on the Council’s workforce, equalities profile of service users, recent surveys, research, results of recent relevant consultations, Haringey Borough Profile, Haringey Joint Strategic Needs Assessment and any other sources of relevant information, local, regional or national.

Data Source (include link where published)	What does this data include?
EqIA Profile on Harinet	Age, gender, ethnicity, disability information – for the Council and the Borough

Stage 4 – Scoping Exercise - Service data used in this Equality Impact Assessment
 This section to be completed where there is a change to the service provided

Data Source (include link where published)	What does this data include?																								
Data Source is the GLA population projections.	<p>Data on demographics, population, household size, migration flows, age and ethnicity. The data shows long term projected increases in total population, BAME ethnic groups, 65+ age group and international migration. Projected decreases in household size and young people's / working age's proportion of the total Haringey population and population loss from domestic migration.</p> <p>Data shows that some groups have access to much higher or lower occupation of buildings in the portfolio than others and than their profile in the local community. It is noted that some buildings may provide services for other groups, buildings have been categorised as per the primary interest group served and that the buildings in the review listed as serving community, families, young people, community and culture groups may also provide services for other groups.</p> <p>Ethnic group population size % increase from 2015 – 2025 (GLA)</p> <table border="1" data-bbox="994 699 2141 1118"> <thead> <tr> <th></th> <th>% change from 2015 population to 2025</th> </tr> </thead> <tbody> <tr> <td>White</td> <td>4.91%</td> </tr> <tr> <td>Black Caribbean</td> <td>-9.74%</td> </tr> <tr> <td>Black African</td> <td>8.29%</td> </tr> <tr> <td>Black Other</td> <td>24.58%</td> </tr> <tr> <td>Indian</td> <td>1.88%</td> </tr> <tr> <td>Pakistani</td> <td>-8.66%</td> </tr> <tr> <td>Bangladeshi</td> <td>12.64%</td> </tr> <tr> <td>Chinese</td> <td>21.54%</td> </tr> <tr> <td>Other Asian</td> <td>22.95%</td> </tr> <tr> <td>Other</td> <td>25.96%</td> </tr> <tr> <td>BAME</td> <td>13.20%</td> </tr> </tbody> </table> <p>The proportion of white ethnicity in Haringey is projected to be slowly decreasing, with an increase in BAME ethnicities.</p> <p>From 2015 – 2025 – the highest estimated percentage increases in ethnic group</p>		% change from 2015 population to 2025	White	4.91%	Black Caribbean	-9.74%	Black African	8.29%	Black Other	24.58%	Indian	1.88%	Pakistani	-8.66%	Bangladeshi	12.64%	Chinese	21.54%	Other Asian	22.95%	Other	25.96%	BAME	13.20%
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	<p>populations are Black other, Chinese, other Asian and Other – all increasing by around 20-25%.</p> <p>The biggest decreases are estimated in Black Caribbean and Pakistani – just under -10%.</p> <p>Gender reassignment sexual orientation pregnancy & maternity are either not recorded or not recorded in an easily reportable way.</p> <p>Some groups with protected characteristics such as those from black and minority ethnic communities and young people are more likely to be living in regeneration zones and be subject to the change which regeneration will bring.</p>
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**Stage 5a – Considering the above information, what impact will this proposal have on the following groups in terms of impact on residents and service delivery:
Positive and negative impacts identified will need to form part of your action plan.**

	Positive	Negative	Details	None – why?
Sex	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.			The proposed changes do not have a differential impact as the recommendations and criteria have been applied rigorously across organisations within scope of the review. Where there are organisations aimed at women, notably, the proposals do not limit

				access for this group as they propose retaining current use for the medium term and moving to Community Model Leases which offer a significant discount on rent payable.
Gender Reassignment	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.	None		Gender reassignment information is not collected. It is not expected that the outcomes of the review will provide any more or less access to services on the basis of people's gender reassignment.
Age	<p>The review will propose improvements to some of the buildings and access points for services for older people.</p> <p>All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and</p>	None		Some of the proposed changes will have a positive impact for older people as it is proposed that a number of organisations within scope of the review aimed at older people will be relocated and improved. We will continue to monitor take up to ensure there is no differential impact upon implementation.

	social impact. This will be against a broad checklist which includes equity and social inclusion.			
Disability	<p>The review will propose improvements to some of the buildings and access points for services for disabled people.</p> <p>All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.</p>			Some of the proposed changes will have a positive impact for disabled people as it is proposed that a number of organisations within scope of the review aimed at disabled people will be relocated and improved, in collaboration. We will continue to monitor take up to ensure there is no differential impact upon implementation.
Race & Ethnicity	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which	None		The proposed changes do not have a differential impact. The services are not restricted by or to race and ethnicity. We will continue to monitor take up to ensure there is no differential impact upon implementation.

	includes equity and social inclusion.			
Sexual Orientation	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.	None		Whilst no specific data is captured on sexual orientation, it is not expected that any future services will provide any more or less access to services on the basis of people's sexual orientation. We will continue to monitor take up to ensure there is no differential impact upon implementation.
Religion or Belief (or No Belief)	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.	None		The proposed changes do not have a differential impact as the recommendations and criteria have been applied rigorously across organisations within scope of the review.
Pregnancy & Maternity	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and	None.		Whilst no specific data is captured on pregnancy and maternity, it is not expected that future services will will provide any more or less access to services on the basis

	social impact. This will be against a broad checklist which includes equity and social inclusion.			of pregnancy and maternity.
Marriage and Civil Partnership	All organisations wishing to benefit from the Community Model Lease and associated reduced rent will need to demonstrate community benefit and social impact. This will be against a broad checklist which includes equity and social inclusion.	None		Whilst no specific data is captured on marriage and civil partnership, it is not expected that any future services will provide any more or less access to services on the basis of marriage or civil partnership.

Stage 6 - Initial Impact analysis	Actions to mitigate, advance equality or fill gaps in information
<p>The key driver for the Review is to make best use of the community buildings portfolio for the benefit of local communities and residents.</p> <p>The review will result in more consistent and transparent approaches to use of the portfolio and the benefits of reduced rents under the Community Model Lease for those organisations which can demonstrate community and social value.</p> <p>There will be financial impact for the six organisations currently in receipt of Circular Funded Rent and those on a peppercorn rent whose lease has expired or will expire shortly.</p> <p>There will be security of tenure issues for those organisations currently on a commercial lease with security under the 1954 Landlord and</p>	<p>The aim of the review is to maximise the benefit local communities can derive from the Council's community buildings portfolio.</p> <p>All organisations will be offered the same lease terms through the proactive adoption of the Community Model Lease to contribute to greater equity between organisations in their arrangements. Where there is demonstrable community benefit there will be an up to 40% reduction in rent payable. The Council will be flexible on the length of lease where it can be shown that a lease period longer than the standard 5 year period will bring additional community investment into the borough.</p> <p>We will be using the Social Value Act checklist to assess demonstrable community benefit and therefore eligibility for an up to</p>

Tenant Act which go on to adopt the Community Model Lease.
Those organisations in a regeneration zone may need to relocate.

40% reduction in rent payable. This includes a dimension on equity and inclusion.

Phasing out of Circular Funded Rent is being instigated to contribute to greater equity between community organisations in a community building. We will have an 18 month lead in period to the phasing out of the withdrawal of Circular Funded Rent which will itself take place over two years plus to reduce impact for organisations directly affected and allow them time to make other arrangements.

Where community organisations need to relocate for regeneration reasons, they will be offered alternative accommodation and we will work with them through an agreed process to ensure this meets their needs. A full EQUIA for any building which may need to close or relocate because of regeneration activity will be undertaken.

An improved Information, Advice and Guidance offer is being implemented across the borough to ensure that access for local residents to good quality information is maintained and improved

The Council will seek to broker solutions to maximise use of building space where it is currently under-utilised which will lead to more organisations being able to benefit from local community space.

The Voluntary Sector Forum has been re-established and will facilitate organisations to develop capacity and to support each other so that they can continue to offer services to local residents.

The Community Strategy has a strong focus on enabling greater collaboration between residents, communities and the Council and the implementation of the Community Buildings Review will reflect the principles set out in the Strategy.

Stage 7 - Consultation and follow up data from actions set above

Data Source (include link where published)	What does this data include?
A full EQIA for any building which may need to close or relocate because of regeneration activity will be undertaken Implementation of the social value act checklist to ascertain community benefit and to enable award of the 40% rent discount.	

Stage 8 - Final impact analysis

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Stage 9 - Equality Impact Assessment Review Log

Review approved by Director / Assistant Director		Date of review	
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