

Full Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Southall the Green redevelopment
Please describe your proposal?	It is a Project
Is it HR Related?	Yes No <input checked="" type="checkbox"/> X
Corporate Purpose	<u>Cabinet Report Decision</u>

1. What is the Project looking to achieve? Who will be affected?

The Southall the Green redevelopment project is looking to acquire land needed to carry out a comprehensive redevelopment of land identified for redevelopment in the Southall Opportunity Area. The site is approximately 6ha and comprises mixed commercial units and a council car park. The scheme proposed is for residential and commercial units and replacement public car parking.

The project will affect everyone currently living and working in the development area and new residents and businesses that could occupy the new space built.

2. What will the impact of your proposal be?

There are a number of businesses on site which will potentially need to close or relocate to accommodate this proposal.

Replacement commercial space, capable of accommodating some of the businesses currently on site will be provided through the redevelopment.

c. 550 new residential properties will be provided and ancillary community space. Of the new residential properties, 50% by habitable room will be affordable.

As of October 2020, Ealing Council has **10,589** households on its waiting list for housing including **3,173** families in overcrowded accommodation and a total of **5,884** families, which collectively include **10,590** children. **2,366** households applying for accommodation include a person who considers themselves to have a disability. Ealing Council has a statutory responsibility to house many of these families, in particular those comprising vulnerable people.

On average last year **37%** of new lettings were to homeless households in priority need.

2031 applicants said yes when asked whether they have a disability

152 applicants are recorded as having restricted mobility, but there could be many more who have not submitted a medical form for assessment

1540 applicants have advised that they receive disability-related benefits.

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2. Impact on Groups having a Protected Characteristic

AGE: <i>A person of a particular age or being within an age group.</i>
State whether the impact is positive, negative, a combination of both, or neutral:
Describe the Impact
There is no additional impact on people of particular age groups.
Describe the Mitigating Action

DISABILITY: <i>A person has a disability if s/he has a physical or mental impairment which has a substantial and long term adverse effect on their ability to carry out normal day to day activities¹.</i>
State whether the impact is positive, negative, a combination of both, or neutral: N/A
Describe the Impact
<p>There would be significant enhancements for people with disabilities as a result of this proposal due to the positive enhancements to public realm and the need to provide new accommodation designed to inclusive design and lifetime homes principles, including 10% of new homes (55) to be made suitable for wheelchair users.</p> <p>In addition, there will be enhanced public realm in the development area and improved routes connecting to the station and the local bus stops.</p>
Describe the Mitigating Action
None – the scheme will enhance the physical environment for disabled people.

GENDER REASSIGNMENT: <i>This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</i>
State whether the impact is positive, negative, a combination of both, or neutral: N/A
Describe the Impact
There is no differential impact on people with this characteristic.
Describe the Mitigating Action

¹ Due regard to meeting the needs of people with disabilities involves taking steps to take account of their disabilities and may involve making reasonable adjustments and prioritizing certain groups of disabled people on the basis that they are particularly affected by the proposal.

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RACE: A group of people defined by their colour, nationality (including citizenship), ethnic or national origins or race.

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

A breakdown of the Council's housing waiting list in July 2020 showed that it was comprised of the following groups by ethnicity shows that the vast majority of applicants are from black and minority ethnic communities. Therefore, the provision of new affordable homes should have a positive beneficial impact for these communities:

<u>Ethnicity</u>	<u>Percentage</u>
White	26.6%
Mixed white & black	3.6%
Mixed white & asian	1%
Mixed other	1.6%
Asian	22.8%
Black	29%
Gypsy Romany	0.12%
Chinese	0.18%
Other	8.1%
Not stated	<u>7%</u>
<u>Total</u>	<u>100%</u>

The properties affected by the land assembly are in varied ownership and no detailed analysis exists about the ownership of properties by ethnicity.

However, there are some properties within the proposed redevelopment area which may be considered to impact on specific racial groups.

The Tudor Rose

The Tudor Rose is a former nightclub and community building. It was previously proposed to include this property within the redevelopment and demolish it, possibly including replacement facilities for the current owners to take up within the new scheme. However, during consultation on the original scheme in 2019 strong objections were received from a range of local community groups and stakeholders as to the inclusion of this building.

Following discussion with the Council and Peabody it is recognised that the building is a landmark in Southall and is an important cultural asset to the Black Caribbean community. Given its historic place in the cultural history of Southall the development will now leave the building in situ although the plans

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include changes to the external setting and potentially also the façade of the building to integrate it better with the new development.

The Monsoon and Milan Palace Banqueting Suites

These facilities are predominantly but not exclusively used by members of the Indian Community for celebrations. It is not clear whether in the event of redevelopment these facilities would close or would be relocated. There is some evidence locally that demand for this type of facility has fallen (for example the local banqueting suite the Centre is not being regularly used). Meetings have taken place both with the owner and leaseholder of the Monsoon Banqueting Suite. The leaseholder has expressed interest in relocation and the owner has expressed interest in redeveloping the property.

The Resource Centre

The Resource centre is a portable building based on Council owned land at Featherstone Terrace. The Council is now considering allowing this land to be relaid for public car parking thus displacing the Resource Centre. The Resource Centre is run by a number of Somali-led groups that provide services to a range of local people, including both people of Somali origin and those from other communities including recent immigrants.

Describe the Mitigating Action

Tudor Rose – leave Tudor Rose in situ and improve the external area and setting of the building
 Banqueting suites – no mitigation to report; this is for commercial / market discussion with the affected parties
 In respect of banqueting suites, operating businesses will be entitled to statutory compensation to allow these businesses to relocate and continue trading

Resource Centre – any impact should be mitigated by a temporary and permanent relocation solution secured through the s106

As a general point, the new commercial space being provided on site will allow for opportunities for both new and existing local businesses to be accommodated alongside those currently in-situ. This does not benefit any one specific group.

RELIGION & BELIEF: *Religion means any religion. Belief includes religious and philosophical beliefs including lack of belief (for example, Atheism). Generally, a belief should affect a person's life choices or the way you live for it to be included.*

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

Due to the retention of the Tudor Rose building, a small amount of land will now be needed from St Anselm's Catholic church to facilitate access to the wider development area. This impact needs to be fully quantified at this stage it is possible that it may reduce car parking within the Church designated car park, which could be seen to have an impact on catholic residents who attend the church, particularly those with a disability or older residents. This impact is thought to be minimal and if it arises will be mitigated as part of the new development e.g. by providing replacement parking nearby accessible to users of the Church on Sundays.

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The Church carries out a range of important social and community functions that affect not just the Catholic population but the wider Southall community, such as operating a food bank and homelessness support services.

Describe the Mitigating Action

Overall, the scheme will aim to minimise the loss of parking and servicing space for the church, and to ensure the continuation of existing religious worship and community outreach work (including the food bank) both during works and after they are completed.

Further the new development will improve the setting of both the Church building itself and the homeless accommodation on-site by removing existing low grade adjacent uses such as vehicle repair garages etc.

SEX: *Someone being a man or a woman.*

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

There is no differential impact on people with this characteristic.

Describe the Mitigating Action

SEXUAL ORIENTATION: *A person's sexual attraction towards his or her own sex, the opposite sex or to both sexes.*

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

There is no differential impact on people with this characteristic.

Describe the Mitigating Action

PREGNANCY & MATERNITY: *Description: Pregnancy: Being pregnant. Maternity: The period after giving birth - linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, including as a result of breastfeeding.*

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

There is no differential impact on people with this characteristic.

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Describe the Mitigating Action

MARRIAGE & CIVIL PARTNERSHIP: *Marriage: A union between a man and a woman, or of the same sex, which is legally recognised in the UK as a marriage*
Civil partnership: Civil partners must be treated the same as married couples on a range of legal matters.

State whether the impact is positive, negative, a combination of both, or neutral: N/A

Describe the Impact

There is no differential impact on people with this characteristic.

Describe the Mitigating Action

3. Human Rights²

4a. Does your proposal impact on Human Rights as defined by the Human Rights Act 1998?

Yes No

4b. Does your proposal impact on the rights of children as defined by the UN Convention on the Rights of the Child?

Yes No

4c. Does your proposal impact on the rights of persons with disabilities as defined by the UN Convention on the rights of persons with disabilities?

Yes No

All parties affected by the loss of land or business premises under CPO action will be compensated under the Compensation Code.

² For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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4. Conclusion

The proposal does not have a negative impact on any group with a protected characteristic. Insofar as there is potential to negatively impact any particular group this will be explored as part of the planning process.

If the project goes ahead it will offer a significantly improved environment for people with physical disabilities and improved opportunities for people from BAME backgrounds to access suitable affordable rented housing.

4a. What evidence, data sources and intelligence did you use to assess the potential impact/effect of your proposal? Please note the systems/processes you used to collect the data that has helped inform your proposal. Please list the file paths and/or relevant web links to the information you have described.

The Green Southall SPD and Southall Opportunity Area Planning Framework.

Information gleaned through public consultation and through consultation with landowners and leaseholders.

Information from the Council's public housing waiting list.

5. Action Planning: (What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions³ will take place, how you will measure impact etc.)

Action	Outcomes	Success Measures	Timescales/ Milestones	Lead Officer (Contact Details)
Disability – ensure new proposals fully meet the need of disabled people in line with agreed policies	Improved public realm. Scheme fully inclusive and accessible for disabled people. 10% wheelchair homes to be provided.	Scheme meets expected outcomes	At planning application approval stage	Eleanor Young younge@ealing.gov.uk
Race – ensure new proposals mitigate any negative impacts on particular racial groups	Impact of proposals on Resource Centre	Scheme meets needs of existing users if appropriate	At planning application submission stage	Eleanor Young younge@ealing.gov.uk

Additional Comments:

Impacts on the St Anselm's Catholic Church will be minimised especially during the construction phase.

³ Linked to the protected characteristics above

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6. Sign off: (All EAA's must be signed off once completed)

Completing Officer Sign Off:	Service Director Sign Off:	HR related proposal (Signed off by directorate HR officer)
<p>Signed: </p> <p>Name (Block Capitals): ELEANOR YOUNG</p> <p>Date: 3 March 2021</p>	<p>Signed: </p> <p>Name (Block Capitals): LUCY TAYLOR</p> <p>Date: 3rd March 2021</p>	<p>Signed: N/A</p> <p>Name (Block Capitals):</p> <p>Date:</p>
<p>For EA's relating to Cabinet decisions: received by Committee Section for publication by (date):</p>		

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Appendix 1: *Legal obligations under Section 149 of the Equality Act 2010:*

- As a public authority we must have due regard to the need to:
 - a) Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - b) Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;
 - c) Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.
- The protected characteristics are: AGE, DISABILITY, GENDER REASSIGNMENT, RACE, RELIGION & BELIEF, SEX, SEXUAL ORIENTATION, PREGNANCY & MATERNITY, MARRIAGE & CIVIL PARTNERSHIP
- Having due regard to advancing equality of opportunity between those who share a protected characteristic and those who do not, involves considering the need to:
 - a) Remove or minimising disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic
 - b) Take steps to meet the needs of persons who share a relevant characteristic that are different from the needs of the persons who do not share it.
 - c) Encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.
- Having due regard to fostering good relations between persons who share a relevant protected characteristic and persons who do not, involves showing that you are tackling prejudice and promoting understanding.
- Complying with the duties may involve treating some people more favourably than others; but this should not be taken as permitting conduct that would be otherwise prohibited under the Act.