

Full Equalities Analysis Assessment

1. Proposal Summary Information

EAA Title	Southall the Green redevelopment
Please describe your proposal?	Is it 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?

(i.e. Please provide an overview of the aims, objectives and desired outcomes of what you are proposing. Who currently uses the service that will be affected by your proposal? Who will be affected by any changes? What are their current needs? Please add your data here.)

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.

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.

474 new residential properties will be provided and ancillary community space.

2. Impact on Groups having a Protected Characteristic

AGE: *A person of a particular age or being within an age group.*

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

Describe the Impact

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify

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<p><i>any differential impact on different age groups. Please note if there is no differential impact on people with this characteristic, please state this)</i></p> <p>There is no differential impact on people with this characteristic.</p>
<p>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</p>
<p>Describe the Mitigating Action</p>
<p><i>(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i></p>

<p>DISABILITY: 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 activities².</p>
<p>State whether the impact is positive, negative, a combination of both, or neutral: N/A</p>
<p>Describe the Impact</p>
<p><i>(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different types of disabilities. Please note if there is no differential impact on people with this characteristic, please state this)</i></p> <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 (47) to be made suitable for wheelchair users.</p>
<p>Alternatives and mitigating actions which have been considered in order to reduce negative effect:</p>
<p>Describe the Mitigating Action</p>
<p><i>(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)</i></p>

<p>GENDER REASSIGNMENT: This is the process of transitioning from one sex to another. This includes persons who consider themselves to be trans, transgender and transsexual.</p>
<p>State whether the impact is positive, negative, a combination of both, or neutral: N/A</p>
<p>Describe the Impact</p>

² 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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(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people from different ethnic backgrounds. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

However, there are two properties within the proposed redevelopment area (the Tudor Rose and the Monsoon Banqueting Suite) which may be considered to impact on specific racial groups.

The Tudor Rose

The Tudor Rose is a former nightclub which has been closed for three years due to the fact that the owners are not able to get a license as a result of previous advice from the Police. There are also two residential flats on the property. There have been some informal discussion with the owners about the principle of redevelopment where the owners have indicated that they would wish to redevelop the site. However, some representatives of the owners have indicated they would like to re-purpose the existing building for community use for the West Indian / Afro Carribean community. There are no clear plans about whether this would be in the existing premises or new premises and at present this aspirational use is not in line with the building's permitted use. That being said the mitigation against the loss of a possible future facility will be to discuss through the formal consultation period what suitable uses may be required in the long-term legacy community uses in the new scheme. This option will be explored through the formal consultation period prior to the submission of the planning application.

The Monsoon Banqueting Suite

This facility is predominantly used by members of the Indian Community for celebrations. It is not restricted for use by that community. It is not clear whether in the event of redevelopment the facility would close or would be located. There is some evidence locally that demand for this type of facility has fallen (for example the Milan Palace is not currently in use for Banqueting, the Centre is not being

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regularly used for Banqueting and we are no longer expecting a new Banqueting use on the Southall Waterside development due to lack of demand). The mitigation against this impact, following consultation with the owners on the proposed scheme could be the reprovision within the space allocated for commercial uses. To date the leaseholder has not indicated that he wants to continue the existing use but this will be explored as part of the formal consultation process prior to submission of the planning application.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please identify any differential impact on people with different religious beliefs. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

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(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on a persons gender, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

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(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

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

(Please be as specific and clear as possible when describing the impact and include any local data i.e. service usage. If this is lacking please include regional or national data or research. Please note if there is no differential impact on people with this characteristic, please state this)

There is no differential impact on people with this characteristic.

Alternatives and mitigating actions which have been considered in order to reduce negative effect:

Describe the Mitigating Action

(Please describe 'any' actions you will take to limit the impact of your proposal on this group. Please be open and forthright, decision makers need to be provided with as clear a picture as possible.)

3. Human Rights³

³ For further guidance please refer to the Human Rights & URNC Guidance on the Council Equalities [web page](#).

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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

(If yes, please describe the effect and any mitigating action you have considered.)

4. Conclusion

(Please provide a brief overview/summary of your analysis in light of the protected characteristics. Please describe the overall impact of your proposal where possible and mitigating actions undertaken by other areas of the Council or by local partners)

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.

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.

Informal local consultation

5. Action Planning: (What are the next steps for the proposal please list i.e. what it comes into effect, when migrating actions⁴ 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	Improved public realm. Scheme fully inclusive and accessible for disabled people. 10%	Scheme meets expected outcomes	At planning application approval stage	Eleanor Young younge@ealing.gov.uk

⁴ Linked to the protected characteristics above

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line with agreed policies	wheelchair homes to be provided.			
Race – ensure new proposals mitigate any negative impacts on particular racial groups	Impact of proposals on Monsoon Banqueting suite and aspiration for community centre in Tudor Rose to be explored before planning	Scheme meets needs of existing users if appropriate	At planning application submission stage	Eleanor Young younge@ealing.gov.uk
Additional Comments:				

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)
Signed:  Name (Block Capitals): ELEANOR YOUNG Date: 25 June 2018	Signed:  Name (Block Capitals): LUCY TAYLOR Date: 25.6.18	Signed: N/A Name (Block Capitals): Date:
For EA's relating to Cabinet decisions: received by Committee Section for publication by (date): 3 JULY 2018		

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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.

