

Addendum – Equalities Section on West Hendon

The West Hendon Estate is located within the Borough’s West Hendon ward and the Hendon Constituency.

Having regard to the Public Sector Equality Duty (PSED) the following provides a summary profile of the West Hendon ward.

Age

West Hendon ward’s age structure largely mirrors that of the borough as a whole in all age groups.

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Figure 1. Age Profile 2012	0-14	15-39	40-59	60-79	80+
West Hendon	22%	39%	24%	12%	3%
BARNET	21%	35%	26%	14%	4%

Race

West Hendon is one of three wards which have a higher rate of Black, Asian and Minority Ethnic residents than the Borough average. Over half of the West Hendon population is from a Black Asian or Minority Ethnic background.²

The 2011 census indicates that West Hendon has the joint highest proportion (8.8%) of residents who do not have English as a main language³ and 39% of school children in West Hendon do not speak English as a first language in the home. Urdu, Gujarati and Arabic are identified as the most common languages other than English spoken in the homes of West Hendon pupils attending Barnet schools.⁴

Religion or Belief

Typically follows the Borough statistics – residents who identify as belonging to the Christian faith being the largest proportion within the ward.

West Hendon has the highest proportion of Hindus among its residents, 11% as against the borough average of 6%. Also the third highest proportion of Muslims in Barnet wards, 17% against an average of 10%.

¹ Source: Barnet Hybrid Solution updated for MYE Jan 2012 update as referenced in the West Hendon Ward Profile March 2013 - <https://www.barnet.gov.uk/citizen-home/council-and-democracy/council-and-community/maps-statistics-and-census-information/document-downloads.html>

² Barnet Council Equalities and Cohesion Data Summary ; Hendon Constituency Insight and Evidence Review (2015) pg 6

³ Source: 2011 Census referenced in the Hendon Constituency Insight and Evidence Review (2015) pg 16

⁴ Source: PLASC January 2012: this data does not include pupils from West Hendon who attend private schools or schools outside Barnet as referenced in the West Hendon Ward Profile March 2013
<https://www.barnet.gov.uk/citizen-home/council-and-democracy/council-and-community/maps-statistics-and-census-information/document-downloads.html>

Religion Profile⁵

The following table shows the proportion of residents belonging to a particular faith across the Borough as a whole and those within the West Hendon ward.

Ward/ Area	Christian	Buddhist	Hindu	Jewish	Muslim	Sikh	Other Religion	No Religion	Religion not stated
BARNET	41%	1%	6%	15%	10%	0%	1%	16%	8%
West Hendon	36%	2%	11%	14%	17%	0%	1%	11%	7%

Sex

Overall the female population in Barnet is 51.1% as compared to a male population of 48.9%. Below the age of 65 the ratio of men to women within the Borough is roughly equal. However, above the age of 64 the proportion of the female population increases to 56.5% compared to the male population of 43.5%.⁶

Overall, when compared to the Borough as a whole, West Hendon has a higher proportion of people falling within the 0 – 40 age group and is one of three wards in the whole Borough where over 50% of residents are from Black Asian Minority Ethnic background.

Income / Poverty / Deprivation

Overall Barnet is an affluent Borough, however, pockets of deprivation exist. The 2015 update to the Index of Multiple Deprivation, ranks Barnet 157th out of the 326 local authorities in England and Wales for deprivation – just slightly below the national average of 163, where the authority ranked 1 is the most deprived. This is 19 places lower than the 2010 (176th) rankings⁷

One of the two most deprived LSOAs in Barnet is located around the West Hendon Estate. The West Hendon LSOA is amongst the 10% most deprived LSOAs in England, and the top 5% most deprived LSOA in London. In terms of rankings, the West Hendon LSOA is the 2,575th most deprived LSOA in England and has become more deprived since 2010, where it ranked 5,509th.⁸

West Hendon is one of three wards where the average household income falls below the Borough average of £40,000.⁹ The ward also has a higher rate of homes that fall beneath the national poverty threshold of £17,217.¹⁰ House prices vary across the Borough and West Hendon was found to be amongst four wards with the lowest house prices in the whole Borough.¹¹

By ward the highest number of reported crimes in the Borough occurred within West Hendon.¹²

⁵ Source: Census 2011 as referenced in West Hendon Ward Profile March 2013 - <https://www.barnet.gov.uk/citizen-home/council-and-democracy/council-and-community/maps-statistics-and-census-information/document-downloads.html>

⁶ Barnet Equalities and cohesion data summary

⁷ <https://www.barnet.gov.uk/jsna-home/demography.html>

⁸ Ibid based on data from Office for National Statistics, Index of multiple Deprivation, 2015.

⁹ Hendon Constituency Insight and Evidence Review (2015) pg 7

¹⁰ Hendon Constituency Insight and Evidence Review (2015) pg 23

¹¹ Hendon Constituency Insight and Evidence Review (2015) pg 31

¹² Equalities and cohesion data summary pg 15

One in ten of working age residents in West Hendon claim out of work benefits.¹³ In May 2012 there were 2,115 West Hendon residents receiving a state pension, which is lower than the borough average of 2,434 per ward.¹⁴

The West Hendon Estate itself, did not represent a mixed/balanced community with more than 70% of the residential units being affordable housing tenure.

The West Hendon ward is one of three wards within the Borough which have been found to have some of the lowest levels of participation in sports.¹⁵

Whilst income is not a protected characteristic for the purposes of the PSED, Government Guidance on the CPO process¹⁶ highlights the fact that CPOs are often used to regenerate “run-down areas”. It is not uncommon for the residents within regeneration areas to be on low incomes and for people from ethnic minorities, the elderly or people with a disability to be over-represented in low income groups.

As demonstrated above, the area around the West Hendon Estate is identified as having high levels of deprivation and one of three wards where the average household income falls below the Borough average. The West Hendon ward when compared against the Borough as a whole also has a higher proportion of residents from an ethnic minority background.

The West Hendon Regeneration Scheme

The Regeneration scheme will deliver an inclusive place for people of all ages, with a housing mix that reflects different life stages, a range of housing tenures, community and recreational facilities as well as public spaces which are accessible to all. We are committed to improving the quality of life for all and to encourage wider participation in the economic, educational, cultural, social and community life in the Borough.

The Elderly Community in West Hendon

Officers are aware that elderly residents are likely to feel the greatest impact of having to move out from their current homes on the estate in comparison to other age groups. The physical demands of moving, such as packing and unpacking, is likely to be particularly strenuous for the elderly. There are also psychological effects, such as stress and anxiety that can become prevalent due to the worry of moving out of a home that they have occupied for a number of years and moving into an unfamiliar environment. The elderly are commonly dependant on a support network, such as friends, family and neighbours, and it is possible that these networks could be weakened when they move. In order to mitigate against the elderly losing their support network, the development partners will endeavour to arrange for neighbours/friends to share the same landing so that they can continue to receive support and care.

All residents within the West Hendon Estate required to move as a result of the Scheme will be allocated a dedicated Housing Officer to assist them through the re-housing process. The Housing Officer will complete a housing needs assessment on behalf of the resident and discuss the move

¹³ Hendon Constituency Insight and Evidence Review (2015) pg 3

¹⁴ Source: DWP Information Directorate as referenced in West Hendon Ward Profile March 2013
<https://www.barnet.gov.uk/citizen-home/council-and-democracy/council-and-community/maps-statistics-and-census-information/document-downloads.html>

¹⁵ Hendon constituency Insight and Evidence Review (2015) pg 4

¹⁶ Compulsory Purchase Process and the Crichel Down Rules (2015) -
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/684529/Compulsory_purchase_process_and_the_Crichel_Down_Rules_-_guidance_updated_180228.pdf

process, development progression and proposed timescales. In the event that a resident is deemed to require additional support, the Housing Officer will arrange for this. For example, additional support could be provided for packing and unpacking. Additionally, residents can be referred on to other council services, such as Adults and Communities who can potentially provide free support.

In addition, an Independent Tenants Advisor (ITA) is appointed to provide Estate residents with access to free independent advice on the regeneration process including the CPO process.

Children in West Hendon

According to Census 2011 data, 22% of the West Hendon ward are 14 and under, which is slightly higher than the Borough (21%) and London (19%) figures.

The Scheme will provide a two-form entry primary school with nursery. The new school will be in very close proximity to all residents so they will not be required to travel for their primary education. In addition, the section 106 agreement places an obligation on the development partner to pay £5,286,043 towards Education Facilities.

The section 106 agreement for the Scheme also secures a Leisure and Recreation Contribution of £979,000 towards the provision of and/or improvements to sports recreational and open space facilities within priority areas close to the Estate. New playspaces for children will also be provided. Whilst the creation and improvement to existing greenspaces will benefit all ages, it is likely to be of particular benefit to children.

In accordance with the Principal Development Agreement a Community Trust Fund was set up and it has funded numerous projects that will benefit a vast amount of residents on the scheme. Children have benefited from funds for the weekly youth club and visits to the Phoenix Canoe Club; all ages will be able to access free fitness classes supported by the trust fund; and in order to mitigate against digital inclusions, laptops have been bought which can be used in the Community Hub. Additionally, Metropolitan Housing Trust has also funded the Homework Club which all children can use.

Disability

Residents who require adaptations in their home etc. will be referred to an Occupational Therapist. Following discussions held with the West Hendon Partnership Board and Lessons Learned exercises, the Occupational Therapist assessments have been bolstered to incorporate a telephone conversation with the residents in advance of their moves to see if anything has changed since their initial meeting and a full post-move visit and re-assessment to ensure the resident has settled in and to discuss any concerns or further adaptations that may be required.

Having to move home is likely to be particularly difficult for blind or partially-sighted residents who will, at least initially, be unfamiliar with their new homes and the immediate vicinity around their new homes. The Housing Officer will work with any visually impaired residents to ensure that they are fully supported throughout the move. This will include ensuring the necessary documents are produced in Braille, and that the resident's new home has the necessary adaptations. The Housing Officer will meet with the resident regularly to ensure that they are comfortable in their new home and the immediate vicinity, for instance by accompanying the resident to their new home and taking them to the local facilities and amenities, before the move takes place.

Residents suffering from mental illness may experience increased risk of stress and the psychological impacts of moving. Where residents have mental health difficulties the Housing Officer will work

with the residents' existing support network / carers / GPs to ensure that the necessary support and care is provided. Where appropriate, the Council will brief local health providers and any third sector support services. Where additional support is needed the council will be able to allocate additional support from Adult Services. 'Mental Health Champions' have been arranged to assist those suffering from mental illnesses and help them access the help that they require. Additionally, the champions will be trained to recognise signs of those unknowingly suffering from mental health issues and refer those to receive the treatment they need.

Where eligible, residents with disabilities will be assessed to determine their need for a ground floor homes on the redevelopment. The development partners will endeavour to re-house those with needs on the ground floor, however there may be instances where this will not be possible, which will of course negatively impact the resident.

The redevelopment will provide improved access throughout, such as lifts, automated doors, level access and improved access routes from local destinations. This will positively impact elderly residents who may have age-related mobility impairments, as well as families with young children. The new homes will be built to new accessibility standards, as set out in the Lifetime Homes Standard. These standards are an improvement on those that applied when the existing estate was built. Across the entire development, there will be provision for 10% of wheelchair accessible housing; which is more than the current demand. The housing needs assessments will determine who requires these adapted properties. All new homes will be adapted in accordance with the Occupational Therapist's assessment and recommendations.

Disabled residents are likely to be more affected by the closure of pedestrian and vehicular routes during building work than other residents. The phasing arrangements will help to mitigate this impact. Before a redevelopment works on a particular phase can commence the developer must be able to demonstrate and the council must agree how safe, commodious and adequately lit public road and footpath access and egress will be maintained for vehicles, cycles and pedestrians. This will allow access issues for disabled residents to be specifically considered and addressed.

All residents who require a disabled parking bay will be re-provided with a new car parking space in the new development, so this is likely to have a neutral impact.

Residents with learning disabilities may well find it harder to understand the implications of the redevelopment, and organise their move to new homes. The dedicated Housing Officer will work closely with any resident with learning disabilities to ensure that they are fully supported and fully understand the move process. They will ensure that information is related to the resident in a way that they can understand. The Housing Officer will also be able to organise aspects of the move for the resident including arranging household registration, disconnection of utilities and the packing and move arrangements. In the event that a resident is deemed to require additional support, the Housing Officer will arrange for this.

The Phoenix Canoe Club has plans to redevelop their centre, with assistance from the development partners. The new facility will be DDA compliant, which it is not at the moment, and have lift access to the water. This will be a new facility available to those with physical disabilities.

Update on CPO1

- In order to fully support a leasehold family with disabled children, the Council offered a Council mortgage so that they could buy a shared equity property and remain in the area. Where possible, the Council will do their utmost to ensure this assistance can be provided to others in the same or similar situations.

Low Income Households

As set out above, the average household income within the West Hendon ward falls below the Borough average and it is amongst the 10% most deprived LSOAs in England, and the top 5% most deprived LSOA in London. When compared to the Borough as a whole, the ward has a higher proportion of residents from Black, Asian and Minority Ethnic. Therefore, there is an over-representation of ethnic minorities within the ward.

All secure council tenants will be rehoused in the new development, based on their need. For example, families with children whose current accommodation is over-occupied, will be entitled to a new property that meets their needs (e.g. increased number of bedrooms). This will not be detrimental to other households who are currently under-occupied (as a result of children having moved out of the family home, for example), as they will be entitled to a like-for-like replacement home, unless they choose to downsize.

All non-secure tenants are assessed in accordance with the Council's Housing allocation policy. The Housing Allocations Policy was prepared having regard to the Council's PSED obligations and is applied not only to the Regeneration Project but also across the Council's wider homelessness obligations.

Those non-secure tenants identified as eligible for assistance will be rehoused in suitable alternative accommodation. Every effort is made to house existing residents locally but this will depend on housing available. The location of a child's school or the location of work will both be taken into account in considering where to house residents.

Update from CPO1 :

- Of the non-secure tenants rehoused as a result of CPO1, 84% were rehoused by the Council; the remaining 16% were not rehoused for various reasons including non-occupation, tenancy breaches, tenancy fraud and refusals to accept reasonable offers of alternative accommodation.
- Of the 84%, over half of the tenants were rehoused on a form of secure tenancy and around 95% remained in the Borough (2 households requested to move out of the Borough).

Residents who purchased their homes on the Estate through the Right to Buy scheme will receive statutory compensation as a result of any confirmed CPO. Statutory compensation includes the current market value of the existing property. It is acknowledged that the current market values on the Estate are unlikely to enable existing resident leaseholders to purchase a new home within the Scheme.

Eligible leaseholders will be entitled to purchase a shared equity property on the redevelopment. Which will allow the resident to purchase a stipulated percentage equity stake within the property – unlike the shared ownership product no rent is payable.

Where an existing resident leaseholder cannot readily access the mortgage market the Council may use and/or explore its mortgage lending powers to assist. The use of such powers will be assessed on a case by case basis. In CPO1 these powers were used to allow a leaseholder and their family with protected characteristics to port a mortgage when access to the general mortgage market was not available.

Assistance in locating and securing alternative suitable accommodation where existing resident leaseholders wish to relocate away from the Estate will also be provided.

Update from CPO1 :

- Of the 34 leasehold interests held within that Phase 3b of the Scheme, the Council was able to acquire 33 leasehold interests through private treaty negotiations, only vesting the interests of one empty Estate residential property owned by a limited company through the exercise of compulsory powers

CPO 2 Update

- To date, the acquisition of 30 out of 34 leasehold interests have been agreed through private treaty negotiations

As always, the Council will only seek to exercise its compulsory purchase powers as a last result.

The developer is obligated to pay £519,000 towards the delivery of skills training enterprise and employment opportunities in connection with the Development Adults of working age will also be get assistance from an Outreach Support Officer who can help to elevate the barriers to work. This will be extremely beneficial as the individuals will improve skills to gain or regain employment.

Barnet Homes Housing Officers will offer private tenants housing advice and assist with re-housing where they can. This will include information on their housing options and where they can receive additional re-housing advice and support

Benefits arising from the Scheme

The Council is committed to advancing equality of opportunity between people from different groups and is working with its development partner to foster good relations between people from different groups as part of the regeneration scheme. This can be evidenced as follows:

- Free access to the Scheme ITA – who can provide residents with independent advice on the CPO process;
- Translation process available for residents who may require it particularly if English is not their first language;
- The allocation of a Housing Officer to every household affected by the regeneration proposals. The Housing Officer is able to ascertain whether a resident has any particular needs that would warrant extra assistance / support through the process;
- Regular meetings between the Council, the development partner and residents. This has fostered a better working relationship between all parties and enables residents to raise issues any issues / concerns that they may have with the Scheme;
- In addition to the formal statutory notices, CPO workshops have been held in order to explain the process to residents and answer queries;
- 10% of all units across the Scheme will be wheelchair accessible and homes adapted to meet Occupational Therapist recommendation where necessary;
- The Scheme will deliver a new two-form entry primary school and a community centre;
- Improved access to recreational spaces and the creation of play spaces will benefit all residents but particularly children;
- Over half of the non-secure tenants that were rehoused as a result of CPO1 were rehoused on a form of secure tenancy;

- Shared Equity product for eligible leaseholders to mitigate the impact of differences in housing values between existing properties and new homes;
- The creation of a Community Trust Fund which has funded: a Mothers & Baby group to support pre and post natal mothers on the Estate, weekly youth club and visits to the Phoenix Canoe Club, and the provision of laptops within the community hub;
- Potential use of Council mortgage lending powers to support residents who might otherwise face challenges accessing a mortgage in the market;
- A better balance in housing tenures (minimum 25% affordable housing throughout the Scheme).

The demographics of the West Hendon ward indicate that the regeneration proposals may have an impact on some protected groups. However, as can be seen above, the Council has been and continues to work with its development partner to mitigate the impacts arising. Overall, the regeneration proposals present a positive benefit to all existing and future residents (including those sharing a protected characteristic) of West Hendon.