

Initial Equality Analysis (EIA) Resident/Service User

1. Details of function, policy, procedure or service:	
Title of what is being assessed: Proposed Hendon Development on The Burroughs	
Is it a new or revised function, policy, procedure or service? New mix-purpose services	
Department and Section:	
Date assessment completed: 10/02/2020	
2. Names and roles of people completing this assessment:	
Lead officer	Suzi Carter
Other groups	GL Hearn, Capita, MU, LBB
3. Employee Profile of the Project	<p>Will the proposal affect employees? YES/ NO</p> <p>If no please explain why.</p> <p>If yes, please seek assistance from HR to complete the employee EIA.</p> <p>LBB HR have confirmed that less than 10 employees would be affected which is too small a number to justify a detailed Employee EIA. Employees have consequently been considered within the Initial and Full EIAs.</p>

How are the following equality strands affected? Please detail the effect on each equality strand, and any mitigating action you have taken / required. Please include any relevant data. If you do not have relevant data please explain why / plans to capture data			
Equality Strand	Affected?	Explain how affected	Indicate what action has been taken / or is planned to mitigate impact?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Students will be primary beneficiaries of the scheme through provision of over 700 units student accommodation	Students are being benefited through more convenient location of accommodation
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Existing offer not the most accessible; new facilities require accessibility so can be truly benefited by whole community	Proposal will be DDA and Building Regs part M compliant to ensure this
3. Gender reassignment	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
4. Pregnancy and	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Access to proposed buildings could cause	Ease of access Building Regs part M

maternity		stress etc	compliant once again (similar mitigations for ease of access and use as with disabilities)
5. Race / Ethnicity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Student intake increase in the area would affect the amount of people in the local area and consequent increase in diversity African Cultural Association (ACA) to be relocated	More culturally diverse area; sense of community Providing alternative relocation to facilitate loss of existing community facilities such as the ACA (nearing end of useful life in current location so improved quality amenities)
6. Religion or belief	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	No particular religion is being impacted by the scheme	N/A
7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Subject to Middlesex University student admissions equalities process – no discrimination permitted based on gender
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	Subject to Middlesex University student admissions equalities process – no discrimination permitted based on sexual orientation
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	N/A	N/A
10. Other key groups?	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>		
Carers	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>	Please indicate if Young, Parent or Adult carer.	N/A
People with mental health issues	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	MenCap to be relocated on Meritage Site and MU staff need to be relocated from RFC site. Chinese Mental Health Association also needs to be relocated.	Provide alternate location to facilitate loss of existing community uses; improved quality of new residence.
Some families and lone parents	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Relocating some residents (3 rd parties); potential need to remove families/lone parents from the area	Alternative housing will be delivered through the scheme and appropriate compensation provided where necessary
People with a low income	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Rent to Buy accommodation being removed on MC Site. Provision of affordable homes and	Residential units replaced like-for-like through the development GLA London Plan compliant (50% affordable student

		accommodation within the scheme would benefit these individuals.	accommodation)
Unemployed People	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Job opportunities available in the planning, construction, and operational phases of the development.	Providing construction and operational end-user jobs to the area through local procurement.
Young people not in employment education or training	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Citizens Advice Bureau relocated Training and apprenticeship opportunities generated by scheme	Local procurement policy on training and apprenticeships Alternative relocation of CAB to facilitate loss of existing community services providing support to this protected group.

5. Please outline what data sources, measures and methods could be designed to monitor the impact of the new policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact?

Include how frequently monitoring could be conducted and who will be made aware of the analysis and outcomes

Employee diversity information / data is to be provided by LBB HR to allow completion of the Employee Impact Assessment. Further, Middlesex University have agreed to provide information on their policy and equalities data to ensure that all aspects of the scheme have been considered. Library and Town Hall staff will also be consulted to ensure that their needs and the effects of their potential relocation within the project programme have been considered proportionately.

An Improvement Plan will be constructed to ensure any and all negative impacts of the scheme are identified and the plan for how to mitigate this impact is identified, identifying the officer responsible for ensuring this is done proportionately and effectively.

We recognise that the Equalities assessment is an ongoing one and, consequently, the EIA will be revisited in full at OBC and FBC stages in the form of a detailed workshop to discuss any changes or updates to the scheme and their impacts on the equality assessment. During the life cycle of the project the EIA will be regularly updated should any significant impact on a protected characteristic be recognised and the Improvement Plan to mitigate these impacts will also be addressed accordingly. Should any significant changes arise all relevant parties will be notified and the officer responsible for ensuring the effect is mitigated and monitored will be identified.

Workshops will be used to collaboratively decide upon the type and severity of any effects on minority/protected groups, with a scoring matrix being produced each time the EIA is reconsidered to determine whether the severity of any impacts have changed.

6. Initial Assessment of Overall Impact

Positive Impact <input checked="" type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input type="checkbox"/>	No Impact <input type="checkbox"/>
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7. Scale of Impact

Positive impact: Minimal <input type="checkbox"/> Significant <input checked="" type="checkbox"/>	Negative Impact or Impact Not Known Minimal <input type="checkbox"/> Significant <input type="checkbox"/>	
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8. Outcome

No change to decision <input checked="" type="checkbox"/>	Adjustment needed to decision <input type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>
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9. Please give a full explanation for how the initial assessment and outcome was decided. .

A collaborative workshop was held, considering the 2010 Equalities Act and PSED requirements. Appropriate stakeholders and council members were invited to discuss the potential impact on the development to a variety of minority groups and other protected/vulnerable individuals according with the Barnet Fairness Act. Scoring the significance of all effects allowed an average to be taken across the piece, identifying that the overall effect from the Hendon Scheme was a positive one, with a significance level of __, showing a strong positive impact overall.

This experiment will be revisited in the Full Impact Assessment and another workshop will be held and scoring performed, with invitations to be sent to HR and Middlesex University. It is likely that there will be deviations from this initial assessment due to an increase in the number

¹ 'Impact Not Known' – tick this box if there is no up-to-date data or information to show the effects or outcomes of the function, policy, procedure or service on all of the equality strands.

of people invited, potential changes to the scheme, as well as an improved understanding of the Equalities Impact Assessment by all parties.