

Equality Impact Analysis (EIA) Resident/Service User

Please refer to the guidance and initial Equality Impact Analysis before completing this form.

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 Public Realm and Regeneration project in Hendon, providing mix-use services to the area	
Department and Section:	
Date assessment completed: 11 th February 2020, Revisited and comments added: 28 th July 2020	
2. Names and roles of people completing this assessment:	
Lead officer	Suzi Carter
Stakeholder groups	Middlesex University, LBB, GL Hearn, Capita
Representative from internal stakeholders	
Representative from external stakeholders	
Delivery Unit Equalities Network rep	
Performance Management rep	
HR rep (for employment related issues)	
3. Full description of function, policy, procedure or service:	
Please describe the aims and objectives of the function, policy, procedure or service	
Description	
<p>The proposed development is a mix-purpose scheme across three sites on the Hendon Burroughs, as well as the rationalisation of rental agreements with Middlesex University across the same area. The sites involved are Ravensfield & Fenella, Building 9 (inc. Town Hall and Library), and the Meritage Site. The redevelopment has been made possible through the One Public Estate initiative providing funding through OPE 6 & 7.</p>	
<p>The scheme will provide:</p> <ul style="list-style-type: none"> - Over 750 units of student accommodation - 3 new retail units - New community space - New academic facilities including an Arts & Cultural Industries space, and new Business School 	

- Offices
- New Library
- Rationalised 40-year rental agreements between LBB and MU regarding: Church House Farm Museum on Greyhound Hill, and the Town Hall and Library on The Burroughs.

The scheme will most likely be delivered on a forward-funding arrangement between a funding institution (e.g. a Pension Fund), LBB, and their delivery partner.

Rationale

There is a significant lack of student accommodation within the area in close proximity to the main campus of Middlesex University. As a core strategic partner to the Council, LBB has a strategic interest in supporting this provision. Further, the emerging New London Plan recognise purpose-built student accommodation's (PBSA's) contribution to housing targets so the provision of a significant amount of accommodation fits with Barnet's Housing strategy also.

The area is also undergoing a major revival, for instance the modernisation of MU's main atrium, and is in need of a further catalyst investment to stimulate this regeneration. Many buildings across the sites in question are reaching the end of their functional life and are falling into disrepair and would significantly benefit from the development.

In order to remain policy-compliant, any and all existing amenities extinguished by the scheme will be relocated like-for-like and, where appropriate, compensation will be provided to minimise disruption to important services provided by the area.

Outcomes/Objectives

The outcomes of the scheme are summarised below. It will:

- Maximise revenue return opportunity to LBB
- Regenerate the local Hendon urban environment with new sustainably and architecturally designed buildings, landscape areas and public realm improvement;
- Use the opportunity to support Middlesex University achieve its own strategic goals (through an existing Collaboration Agreement and MOU) and help enhance the attractiveness of the University by providing a substantial amount of student accommodation on the main campus;
- Replace existing community uses with new fit for purpose accommodation.

Who is it aimed at?

The scheme is primarily catered towards students at Middlesex University who require, but lack the supply of, student accommodation in close proximity to the main campus. Improved academic facilities and offices also benefit this group significantly more than others.

The wider Hendon area is also targeted due to the relocating of improved community

facilities including the Library, and the retail units providing more convenient shopping areas.

Beneficiaries?

The scheme will provide benefits to many people across Hendon, both directly and indirectly, including but not limited to:

- London Borough of Barnet Council
- Middlesex University
- Middlesex University students
- Community Space Tenants & 3rd Parties
- Wider Hendon population

A full breakdown of the benefits experienced by the named beneficiaries can be found within the Outline Business Case document.

Equalities Considerations

At Strategic Outline Case level an initial impact assessment was carried out to determine whether the scheme considered did not negatively impact any protected characteristic in any un-mitigatable way.

At OBC stage this is now being revisited through a workshop to determine whether or not initial thinking was right and to construct an Improvement Plan to address any negative effects the scheme may have.

Due to the scale and magnitude of the proposed development, significant consideration of equalities is required. Consequently, the Full EIA will be revisited frequently and updated to ensure all potential impacts to protected groups are taken into account.

<p>How are the equality strands affected? <i>Please detail the effects on each equality strand, and any mitigating action you have taken so far. Please include any relevant data. If you do not have relevant data please explain why.</i></p>			
Equality Strand	Affected?	Please explain how affected	What action has been taken already to mitigate this? What further action is planned to mitigate this?
1. Age	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Potential negative perception/impact of studentification of the area (could upset the elderly/cause disruption)</p> <p>Council concerns re parking issues</p> <p>Mature students/post-grads brought into specific sections of new accommodation as limited provision available</p> <p>Scouts currently using the Meritage Centre due to their facility being in an improper state of use.</p>	<p>Formal letters and one-on-one meetings with neighbouring landowners to address any concerns.</p> <p>Reignition of residents' forums</p> <p>Majority of students parking on the streets are travelling in from Wembley accommodation; having a local accommodation offer could help improve the parking issue experienced in Hendon</p> <p>MU has code of conduct regarding accommodation to limit noise etc (need to communicate these assurances to local community to quell concerns and mitigate potential negative response)</p> <p>Students are already in the area. Potential to free up non-PBSA housing in the local area and stabilise rental costs</p> <p>There is an awareness of need by the council, with plans in place to repair existing building that the Scouts originally used through 106</p>
2. Disability	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Accessibility required to all new facilities</p> <p>MenCap being extinguished by the scheme</p>	<p>All new amenities provided by the scheme will be DDA compliant and keep in accordance with Building Regulations Part M.</p> <p>10% of all accommodation</p>

			<p>as per New London Plan will be disability-friendly.</p> <p>Total car parking provided is limited but majority of that provided will be disabled parking spaces</p> <p>MenCap relocated to St George's Lodge prior to any demolition – improved quality of facilities and phasing of the project will be such that there are no disruptions to this vital service.</p>
3. Gender reassignment	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Consideration of toilet facilities provided by the scheme required to ensure comfort of individuals going through gender reassignment.	All accommodation units within the current scheme are ensuite and consequently gender neutral, allowing this comfort to be respected.
4. Pregnancy and maternity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>Accessibility and location of some facilities may cause inconvenience to those who are heavily pregnant</p> <p>Employee impact assessment to consider the effect on pregnant staff members.</p>	<p>Lift provisions where required to ease strain on pregnant individuals.</p> <p>DDA standards met.</p>
5. Race / Ethnicity	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	<p>African Cultural Association (ACA) to be relocated</p> <p>Chinese Mental Health Association to be relocated</p>	ACA leases structured specifically to cater for provision of new facility Relocated facilities will be improved in quality to mitigate the negative strain of having to relocate service (buildings currently in poor state of repair)
6. Religion or belief	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Need to go into St Mary's Church as adjacent to Meritage Centre but it is unlikely that this will have an adverse impact on services provided to religious worshippers Prayer room requirements are being considered by MU for new halls	There is a recognised need by the Council to repair existing building that the Scouts originally used through 106, all disruption to be kept to a minimum MU currently provide prayer rooms and other religious facilities so unlikely there is a need for the scheme to

			provide this.
7. Gender / sex	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		No impact subject to MU admissions and recruitment policy not discriminating on gender/sex
8. Sexual orientation	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		No impact subject to MU admissions and recruitment policy not discriminating on sexual orientation.
9. Marital Status	Yes <input type="checkbox"/> / No <input checked="" type="checkbox"/>		
10. Other key groups?	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	[see below]	
Carers	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Adult Carers will be affected by the relocation of the MenCap facility (those who attend must be accompanied)	Improved quality of relocated building at St George's Lodge – improved confidence of care
People with mental health issues	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Existing mental health facilities (e.g. Barnet Mental Wellbeing Hub and Chinese Mental Health Association in Meritage centre) to be moved – new location could have stronger ramifications for those with mental health issues (e.g. change to a routine could create undue stress etc)	Communication and assurance to members of the service users. Relocated and improved quality elsewhere – this is being sought to be located as close to the existing facilities as possible to avoid any excess disruption to routines New community wellbeing hub to be located in new library It is worth noting that CMHA now used for broader community purpose rather than specifically mental health so impact on community reduced
Some families and lone parents	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Some families and lone parents are needing to be relocated through CPO Land currently used as playground will be slightly encroached upon	Communication with third parties to ensure needs are met and due consideration is taken in relocating them (e.g. ensure feel safe and comfortable) Compensation will be provided where applicable to accommodate disruption Land used as playground in ownership of LBB – entire land is not being extinguished, this area was not permitted to be used in

			this way (LBB reclaiming ownership of land – remain considerate of potential disruption so communicate clearly with those affected)
People with a low income	Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/>	Loss of some affordable/R2B housing across MC and RFC sites Affordable student accommodation to be provided by the scheme	Affordable/R2B housing will be relocated to remain GLA compliant (relocation of these units is under discussion and will factor in resident response etc to minimise disruption) Compensation will be provided where necessary 50% student accommodation units will be affordable (£160pw) according to the emerging New London Plan (policy H17)
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. Contractors have policy requirements re engaging with local contractors/apprenticeships – LBB policy to engage with those with known track record of employing local contractors/sub-contractors etc MU employment policy to prioritise onboarding local persons into new roles created by the scheme Alternative relocation of CAB to facilitate loss of existing community services providing support to this protected group.
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 during both construction and operational phases of the scheme Alternative relocation of CAB to facilitate loss of existing community services providing support to this protected group.

<p>Additional note: All</p>	<p>Yes <input checked="" type="checkbox"/> / No <input type="checkbox"/></p>	<p>The Council and key stakeholders recognise that the relocation of the Citizen's Advice Bureau could impact on a wide range of individuals Noise disruption across the scheme will also affect those in the local area</p>	<p>The CAB will be relocated, with the facilities improved. This relocation will occur prior to any demolition to ensure there is no loss of service provision. Phasing of the programme will be constructed in such a way to minimise disruption to the local area, with timescales being as efficient as possible.</p>
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Note: LBB are currently collating a list of all uses from existing tenants of the Meritage Centre to determine the full extent of the services affected by the scheme. Many of the uses are short-term and small community services that are consequently, as yet, unknown to the Council. Once these have been collated, the EIA will be updated accordingly. In the event of these services being extinguished by the scheme having a significantly negative effect on certain protected communities, it is being put up for discussion that Middlesex University would be happy to house these services on campus for minimal or no rent.

4. What will be the impact of delivery of any proposals on satisfaction ratings amongst different groups of residents?

Satisfaction ratings may initially drop as the public become aware of the upcoming changes/relocation/potential disruption, potentially manifesting in slight public unrest. The upcoming decision to relocate established services is a difficult one but the provision of higher quality relocated amenities should ultimately raise stakeholder and resident satisfaction.

5. How does the proposal enhance Barnet's reputation as a good place to work and live?

The development proposes a major catalytic investment to stimulate and revitalise The Burroughs in Hendon. It will provide high quality facilities, demonstrating that the Council is invested in meeting the needs of the community and does not sit idle when buildings are falling into disrepair and the need for student accommodation and new accessible facilities are not provided for. The facilities provided by the scheme are fully accessible, and provide further end-user employment opportunities for the local community.

6. How will members of Barnet's diverse communities feel more confident about the council and the manner in which it conducts its business?

Consultation with stakeholders has been carried out with a high level of transparency, with engagement with local people such that they have been involved in decisions which matter to them. This open channel of communication between citizens and the council aids by empowering local communities, promoting greater independence and resilience, and developing closer relationships between the council and the community. Further, the provision of upgraded community uses will also provide confidence that the council is invested in the local peoples.

7. Please outline what measures and methods have been designed to monitor the application of the policy or service, the achievement of intended outcomes and the identification of any unintended or adverse impact? *Include information about the groups of people affected by this proposal. Include how frequently the monitoring will be conducted and who will be made aware of the analysis and outcomes? This should include key decision makers. Include these measures in the Equality Improvement Plan (section 16)*

There will be a mid-point review period to monitor uptake and enable targeted work with any underrepresented groups should there be any concerns regarding the outcome of the scheme. The EIA will also be revisited at FBC to address any concerns raised between OBC and this point.

There will remain an open channel of communication between all parties to allow concerns to be raised and addressed accordingly.

8. How will the new proposals enable the council to promote good relations between different communities? *Include whether proposals bring different groups of people together, does the proposal have the potential to lead to resentment between different groups of people and how might you be able to compensate for perceptions of differential treatment or whether implications are explained.*

Due to the provision of a large quantity of student accommodation, the presence of students in the area at all times is going to increase. This will increase the diversity in the area (e.g. the number of international students attending MU is estimated to grow by 10% per annum), bringing different groups of people together. The relocation of the community space within Hendon, in addition, will bring diverse communities together.

The Council and key stakeholders recognise the risk of potential resentment stemming from the high number of students in the area. However, due to Hendon's being the home to Middlesex University's main campus, inhabitants will already be accustomed to their presence. Further, codes of conduct to assure minimal noise disruption etc are required to be signed prior to occupancy of the student accommodation units provided by the scheme.

9. How have employees and residents with different needs been consulted on the anticipated impact of this proposal? How have any comments influenced the final proposal? *Please include information about any prior consultation on the proposal been undertaken, and any dissatisfaction with it from a particular section of the community.*

Service level consultation will be required due to the new service being provided to demonstrate that local people/the community has been involved in decisions which matter to/involve them. This is with the aspiration of empowering local communities, as well as ensuring that the development caters to Hendon residents with a variety of needs and requirements. For instance:

Third-Party Consultations

Formal letters, one-on-one meetings, community meetings

In-depth interviews with vulnerable members suffering from mental health issues located in the affordable accommodation to be moved in the scheme have also been conducted to ensure these individuals are comfortable with changes to the scheme, providing assurance that new buildings will be safe and meet their key requirements.

Overall Assessment

To be reassessed when Improvement Plan has been finalised.

10. Overall impact		
Positive Impact <input type="checkbox"/>	Negative Impact or Impact Not Known ¹ <input checked="" type="checkbox"/>	No Impact <input type="checkbox"/>

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

12. Outcome			
No change to decision <input type="checkbox"/>	Adjustment needed to decision <input checked="" type="checkbox"/>	Continue with decision <i>(despite adverse impact / missed opportunity)</i> <input type="checkbox"/>	If significant negative impact - Stop / rethink <input type="checkbox"/>

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.

13. Please give full explanation for how the overall assessment and outcome was decided.

14. Equality Improvement Plan

Please list all the equality objectives, actions and targets that result from the Equality Analysis (continue on separate sheets as necessary). These now need to be included in the relevant service plan for mainstreaming and performance management purposes.

Equality Objective	Action	Target	Officer responsible	By when

1st Authorised signature (Lead Officer/Project Sponsor)	2nd Authorised Signature (Service lead/Project Manager)
Date:	Date: