

## Hendon Regeneration EIA - 12.02.2020



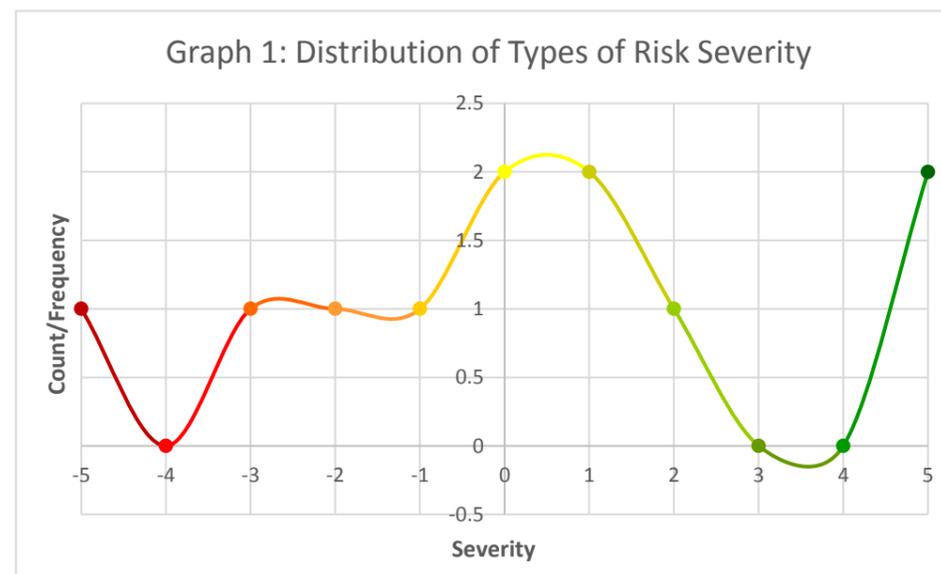
**Please note:** a full qualitative discussion of the impacts and mitigating methods for each protected characteristic can be found in the Initial EIA, the Employee Impact Assessment, and the Final EIA that have been submitted alongside this document. The purpose of this assessment is to determine any changes to equalities since they were previously assessed (at present, from Initial to Final), justify the thought process behind these changes, and determine the significance of all impacts on each group.

Protected Characteristic	Initial Impact Assessment			Final EIA			Comments (Justifying Changes from Initial)
	Probability	Impact	Severity Score	Probability2	Impact2	Severity Score2	
Age / Youth	Yes	Neutral	0	Yes	Neutral	0	Potential "studentification" of the area has been realised through further discussions so slight negative impact on the elderly/other age groups. But could bring equalisation to an area that has an ageing population (younger generation can't afford to live there as too expensive) so effects cancel out to remain neutral.
Disability	Yes	Positive	3	Yes	Positive	5	More significant impact as improves quality of life; disabled-friendly offer considerably expanded on from current position
Religion	No	N/A	N/A	Yes	Neutral	0	The need to encroach upon St Mary's Church space has been added in scheme developments; although disruption to facilities is understood to be minimal, if not non-existent MU currently provide religious facilities on main-campus but are undergoing investigations regarding whether new accommodation should also include similar worship areas
Race/Ethnicity	Yes	Positive	2	Yes	Neutral	0	Stress of relocating and attachment to current locations realised could offset the benefit of receiving a higher quality property - neutralising the anticipated effects (specifics are unknown and this may be more positive or negative depending on circumstance and project outcome)
Gender Identity	Yes	Positive	2	No	N/A	N/A	Recognised that the scheme itself does not directly impact this sub-group. So long as MU and employers comply with the 2010 Equality Act there will not be any impact on differing gender identities
Sexual Orientation	Yes	Positive	2	No	N/A	N/A	Recognised that the scheme itself does not directly impact this sub-group. So long as MU and employers comply with the 2010 Equality Act there will not be any impact on differing sexual orientations
Marital Status	No	N/A	N/A	No	N/A	N/A	No change
Pregnancy/Maternity	Yes	Positive	1	Yes	Negative	2	Workshop brought to light the potential stresses and grievances brought by the relocation of services for pregnant individuals - e.g. journey time increase / longer time to walk, are not completely extinguished by the improved accessibility of the new facilities
Gender Reassignment	No	N/A	N/A	Yes	Positive	1	The consideration of ensuite rooms throughout the student accommodation provision within the development will be a significant comfort to those undergoing gender reassignment due to their gender neutral nature
<b>OTHERS</b>							
Mental Health	Yes	Positive	2	Yes	Negative	5	Significance of the effect of a change in routine to those with mental health issues was emphasised. Recognition of this being a very vulnerable group when it comes to change. Consequential consideration must be taken to ensure these changes are limited

<b>Carers</b>	No	N/A	N/A	Yes	Positive	2	It was brought to light that the benefits experienced by those using the MenCap facility would also be recognised by their appropriate carers as service users with disabilities must be accompanied by a carer
<b>Families/Lone parents</b>	Yes	Neutral	1	Yes	Negative	3	Talks with third party lone parent residents in some of the housing to be relocated by the scheme have expressed significant attachment to the properties - the need to relocate consequently has a more negative effect than originally anticipated
<b>Low income</b>	Yes	Positive	3	Yes	Positive	1	Once again the disruption to those in low income positions on having to be relocated is likely more significant for this group. However, the provision of higher quality of homes offsets this for the most part. Plus, introduction of PBSA releases HMOs currently in use by students to the wider population
<b>Unemployed People &amp; not in education (NEETs)</b>	Yes	Positive	5	Yes	Positive	5	No change

### SUMMARY

Type	Severity	Count
Positive	5	2
	4	0
	3	0
	2	1
	1	2
Neutral	0	2
Negative	-1	1
	-2	1
	-3	1
	-4	0
	-5	1
<b>Total</b>		<b>11</b>
<b>Mean</b>		<b>0.09</b>
<b>Median</b>		<b>0</b>
<b>Mode</b>		<b>5</b>
<b>Standard Deviation</b>		<b>3.08</b>



The above demonstrated that impacts from the scheme on protected characteristics are predominantly positive or neutral in nature (55% of characteristics)

However, the remaining 45% are likely to experience varying degrees of negative impacts which will need to be mitigated (these are addressed in the Improvement Plan on the next sheet). This will allow the severity to be reduced closer to 0, or for the impact to be changed to a positive one depending on the effectiveness of the mitigation.

There is significant deviation around the median 'neutral' value, with the impacts of the scheme being skewed slightly towards the positive due to there being 20% of groups experiencing a significantly high positive effect of 5.