



Equalities Impact Assessment (EqIA)

EqIAs make services better for everyone and support value for money by getting services right first time.

EqIAs enable us to consider all the information about a service, policy or strategy from an equalities perspective and then create an action plan to get the best outcomes for service users and staff¹. They analyse how all our work as a council might impact differently on different groups protected from discrimination by the Equality Act 2010². They help us make good decisions and evidence how we have reached them.³

An EqIA needs to be started as a project starts to identify and consider possible differential impacts on people and their lives, inform project planning and, where appropriate, identify mitigating actions. A full EqIA must be completed before any decisions are made or policy agreed so that the EqIA informs that decision or policy. It is also a live document; you should review and update it along with your project plan throughout.

You should first consider whether you need to complete this full EqIA⁴.

Other key points to note:

- Full guidance notes to help you are embedded in this form – see the End Notes or hover the mouse over the numbered notes.
- Please share your EqIA with your Equalities Champion and the final/updated version at the end of the project.
- Major EqIAs should be reviewed by the relevant Head of Service.
- Examples of completed EqIAs can be found on the Equalities Hub

1. Responsibility for the EqlA

Title of proposal ⁵	Hendon Hub
Name and job title of completing officer	Nadine Knight, Head of Development Communications
Head of service area responsible	Stephen McDonald, Director of Growth
Equalities Champion supporting the EqlA	Iliana Koutsou, Programme Manager Special Projects
Performance Management rep	N/A
HR rep (for employment related issues)	N/A
Representative (s) from external stakeholders	GL Hearn

2. Description of proposal

Is this a: (Please tick all that apply)	
New policy /strategy / function / procedure / service <input type="checkbox"/>	Review of Policy /strategy / function / procedure / service <input type="checkbox"/>
Budget Saving <input type="checkbox"/>	Other <input checked="" type="checkbox"/>
If budget saving, please specify value below:	If other please specify below: Redevelopment of The Burroughs and the Meritage Centre within Hendon, introducing affordable homes, student accommodation units, improved academic facilities, relocating community groups, improved public realm and a new library.

Please outline in no more than 3 paragraphs⁶ the proposal which is being assessed

Hendon Hub comprises a mixed-use development opportunity in Hendon's The Burroughs, providing services to the community and Middlesex University (MDX). There are three core sites to the scheme: Ravensfield, Fenella and Car Park (collectively referred to as "RFC" Site); Building 9 ("B9", including the Town Hall, Town Hall Annex, and Hendon Library), and the Meritage Centre ("MC") site. Other satellite sites are to be incorporated to house relocations and landscaping improvements. The red line boundary for the sites is shown below.

The RFC Site currently comprises of well-used academic buildings with ancillary retail and a car park. This is intended to be redeveloped into 388 student accommodation units (50% affordable tenure, 50% market rates), a performing arts building, new Library, 28 affordable residential dwellings, and ancillary retail and commercial facilities, subject to Committee approval.

The B9 Site includes partial demolition and re-development of the existing Building 9 and 9a, converting to provide additional academic space for the University, in addition to a rental income stream for part of the Town Hall.

The MC Site incorporates the proposed re-development of 195 student accommodation units, as well as 33 Independent Living units for young adults, as well as a potential health and wellbeing centre, currently being discussed with the appropriate council services.

There will be no proposed loss in community space and no net loss of parking from the development, with the following services proposed to be relocated locally as part of the development:

- Hendon Library to the RFC Site
- Meridian from the MC Site to the RFC Site
- African Cultural Association from the MC Site to the RFC Site
- Citizen's Advice Bureau to RFC Site

Off-site developments proposed include the re-provision of the School Library Resources Service (SLRS) (moved from the existing Building 9 site) to the Quinta Club (EN5 2AP), Mencap to 154 Station Road (NW4 3SP), and the relocation of the PDSA to the Fuller Street Car Park. All community services are fully informed regarding their relocation to the proposed new facilities, providing them with an opportunity to expand their offer and reduce operational costs in modern, fit-for-purpose spaces.

The PDSA is proposed to be moved circa 170 yards away from where they are currently located with their new building proposed to be located on the current Fuller Street car park just to the rear of their current facility. The time to walk from the existing to the proposed facility is likely to be less than three minutes for a person without mobility issues. The new facility will be modern, fit for purpose accommodation with dedicated car parking spaces and has been designed to PDSA's specification and requirements. It is proposed that a long lease of the site is provided to PDSA.

The African Cultural Association (ACA), Meridian and the community hall are proposed to be relocated to a community hub that is to be located approximately 0.3 miles away from their existing facilities, on the RFC site. The time to walk from the existing to the proposed facility is likely to be circa 6 minutes for a person without mobility issues. The new facilities will be located adjacent to the proposed library building and will occupy a prominent location on The Burroughs. It is recommended that the Committee agrees to the use of the Community Benefit Assessment Tool (CBAT) on the grant of the new leases in respect of the following units. All these uses are currently assessed on the CBAT tool for their existing units. The Citizens Advice Bureau (CAB) will also be located in the same 'community hub' on the RFC site.

The MENCAP unit is proposed to be relocated to 154 Station Road, Hendon, which is a council-owned building located approximately 0.6 miles away from their current facility on the Meritage Centre (a circa 14 minute walk for a person without mobility issues, or a 5 minute drive). MENCAP have a proposed change in service offer that this building will better facilitate, and this relocation site has been worked-up in tandem with them. It is recommended that the Committee agrees to the use of the Community Benefit Assessment Tool (CBAT) on the grant of the new lease in respect of this unit.

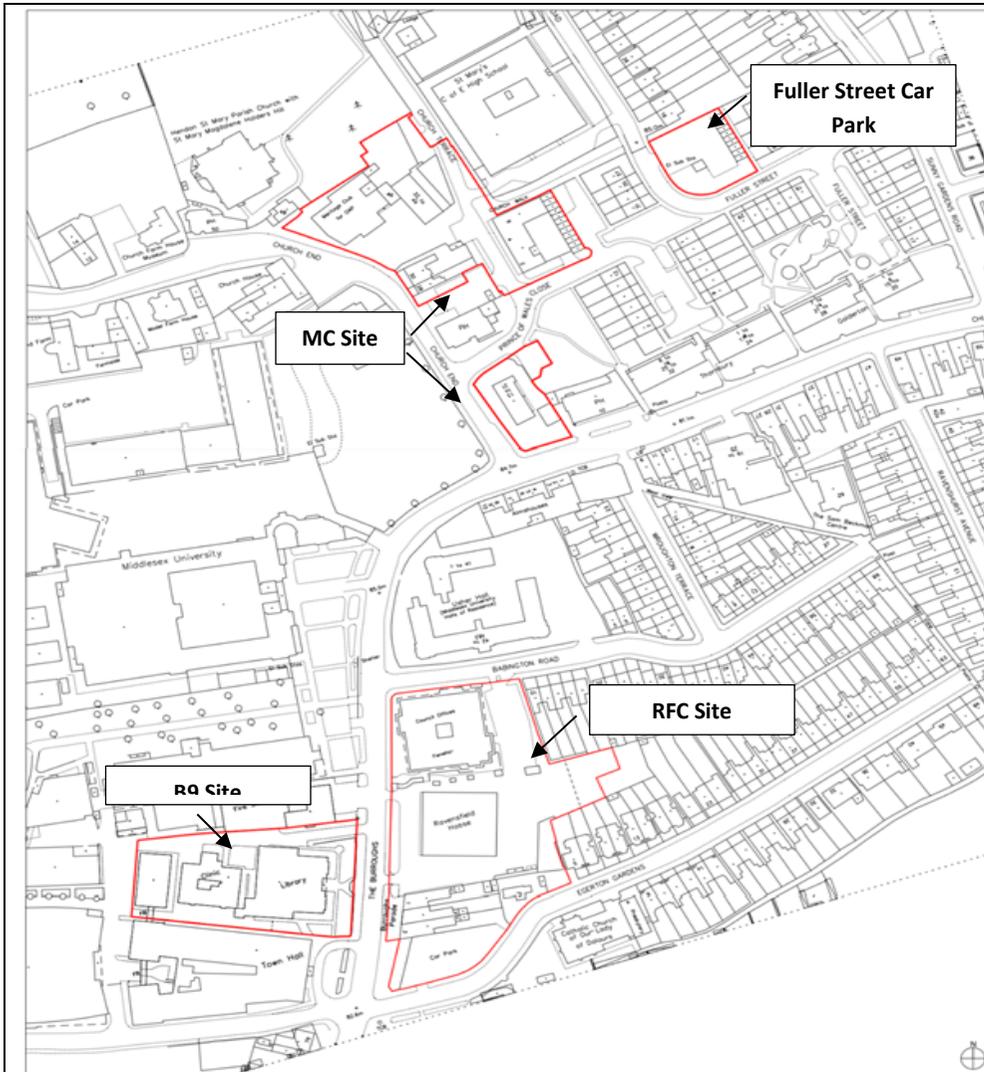
ACA, CAB, Meridian and the community hall will all require temporary facilities, whilst the development is taking place, with the earliest being required by May 2022. It is proposed that these are located locally to the existing facilities to ensure minimal service disruption. The project team are actively working on finding temporary relocation sites either on Brent Street, on the Burroughs or in other local facilities. The team are working with Middlesex University and also looking at the programming of the development, to ensure that the users who currently use the community hall can be fully facilitated during the development. Equalities Impact Assessments will be undertaken for both the temporary and permanent moves.

The proposed library is proposed to move across the road on The Burroughs circa 110 yards away (a circa 2-minute walk away for a person without mobility issues). It is proposed to include an improved disabled access, better planned space to take into account equalities for all users with the addition of 100 sqm for the use of the community and local groups. The library will be rent free.

The Schools Library Service (SLS) is proposed to be relocated to the Quinta Club, which is located circa 6.3 miles away from its current facility in Hendon Library (or a circa 16-minute drive, depending on traffic). It is a destination use as it will be used specifically by schools and will not be a facility that is generally open to the public. It will provide a far superior facility for the Schools Library Service, who currently operate in cramped conditions in Hendon Library. It will provide larger, fit for purpose accommodation for the SLA as a designated facility, with better car parking and access for local schools. The accommodation is a Council owned facility and as such will be rent free for the service.

Equalities Impact Assessments will be undertaken for all proposed moves, in conjunction with the individual uses.

Most assets, namely the student accommodation and academic offices, will be leased to Middlesex University on a circa 40-year lease agreement. It is proposed that the Council will be in receipt of all other income.



Capita Property and Infrastructure Limited T/A ESA, Reg'd in England & Wales (Co. No. 02018542) at 30 Berners Street, London, W1T 3LR, UK

esa
architecture | design | town planning

65 Gresham Street
London EC2V 7NQ
t: 020 7590 5896
e: info@esa-85.com
w: www.esa-85.com

Project
Hendon Hub
Drawing Title
Combined Site Redlines

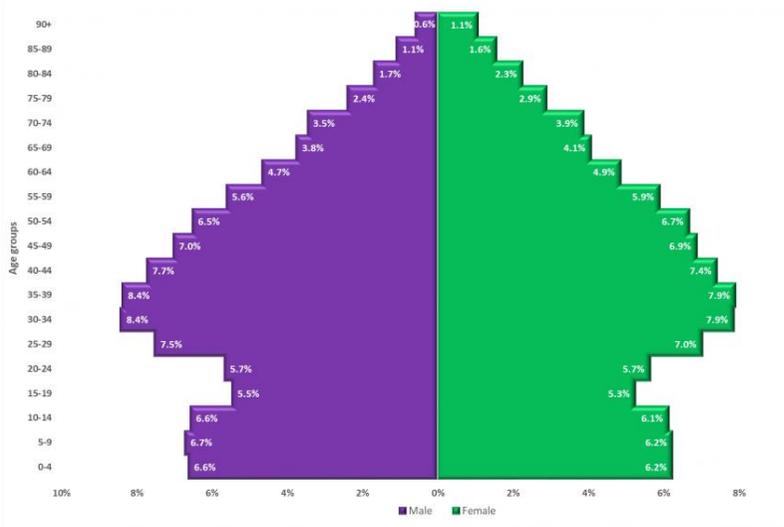
Client
LBB Barnet

Drawing No. **SK 170621** FOR INFORMATION
Revision No. **CS/097063**

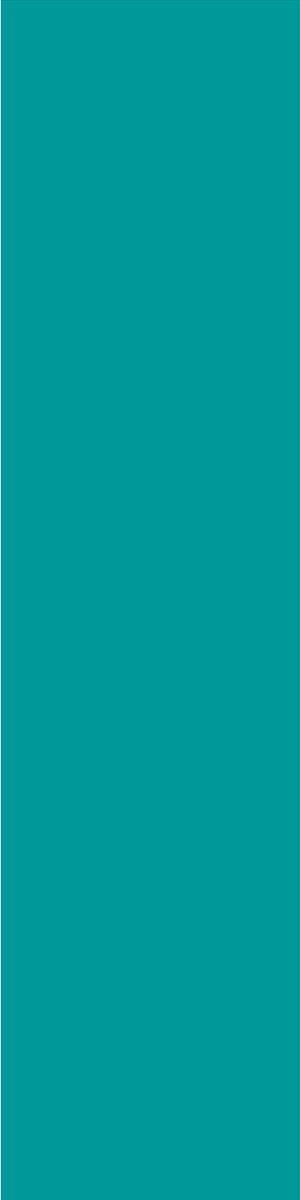
Scale: 1:500
Date: 12/07/21
Author: [Redacted]
Check: [Redacted]
Drawn: [Redacted]
Reviewed: [Redacted]

3. Supporting evidence

What existing data informs your assessment of the impact of the proposal on protected groups of service users and/or staff?

Protected group	What does the data tell you ⁷ ?	What do people tell you ⁸ ?																																																																										
Age ⁹	<p>The number of people aged 65 and over is projected to increase by 29.8% between 2020 and 2030¹, compared with a 4.9% increase in the 0-19 age group and a 9.4% increase for working age adults aged 16-64 in Barnet.</p> <p>In 2020, for both males and females in the borough, the most populous age groups are the 30-34 years and 35-39 years old and the least populous are the 85-89 years old and 90+ years old groups:</p>  <table border="1"> <caption>Population Pyramid Data (Estimated from Chart)</caption> <thead> <tr> <th>Age Group</th> <th>Male (%)</th> <th>Female (%)</th> </tr> </thead> <tbody> <tr><td>90+</td><td>1.1%</td><td>1.1%</td></tr> <tr><td>85-89</td><td>1.1%</td><td>1.6%</td></tr> <tr><td>80-84</td><td>1.7%</td><td>2.3%</td></tr> <tr><td>75-79</td><td>2.4%</td><td>2.9%</td></tr> <tr><td>70-74</td><td>3.5%</td><td>3.9%</td></tr> <tr><td>65-69</td><td>3.8%</td><td>4.1%</td></tr> <tr><td>60-64</td><td>4.7%</td><td>4.9%</td></tr> <tr><td>55-59</td><td>5.6%</td><td>5.9%</td></tr> <tr><td>50-54</td><td>6.5%</td><td>6.7%</td></tr> <tr><td>45-49</td><td>7.0%</td><td>6.9%</td></tr> <tr><td>40-44</td><td>7.7%</td><td>7.4%</td></tr> <tr><td>35-39</td><td>8.4%</td><td>7.9%</td></tr> <tr><td>30-34</td><td>8.4%</td><td>7.9%</td></tr> <tr><td>25-29</td><td>7.5%</td><td>7.0%</td></tr> <tr><td>20-24</td><td>5.7%</td><td>5.7%</td></tr> <tr><td>15-19</td><td>5.5%</td><td>5.3%</td></tr> <tr><td>10-14</td><td>6.6%</td><td>6.1%</td></tr> <tr><td>5-9</td><td>6.7%</td><td>6.2%</td></tr> <tr><td>0-4</td><td>6.6%</td><td>6.2%</td></tr> </tbody> </table>	Age Group	Male (%)	Female (%)	90+	1.1%	1.1%	85-89	1.1%	1.6%	80-84	1.7%	2.3%	75-79	2.4%	2.9%	70-74	3.5%	3.9%	65-69	3.8%	4.1%	60-64	4.7%	4.9%	55-59	5.6%	5.9%	50-54	6.5%	6.7%	45-49	7.0%	6.9%	40-44	7.7%	7.4%	35-39	8.4%	7.9%	30-34	8.4%	7.9%	25-29	7.5%	7.0%	20-24	5.7%	5.7%	15-19	5.5%	5.3%	10-14	6.6%	6.1%	5-9	6.7%	6.2%	0-4	6.6%	6.2%	<p>A total of 341 feedback forms were received during the 14-week consultation period. Of this, 58 feedback forms were completed before the questions regarding Equalities were added to the feedback form questionnaire. After that, 283 feedback forms were completed.</p> <table border="1"> <thead> <tr> <th>Type of feedback</th> <th>Number received</th> </tr> </thead> <tbody> <tr><td>Emails</td><td>105</td></tr> <tr><td>Phone</td><td>10</td></tr> <tr><td>Feedback forms</td><td>341</td></tr> <tr><td>Project website/contact us queries</td><td>22</td></tr> <tr><td>Post/Letter</td><td>11</td></tr> <tr><td>TOTAL</td><td>489</td></tr> </tbody> </table> <p>The majority of respondents (77%) were between the ages of 25 and 65. There were 5% of respondents between 16 and 24, and 8% above the age of 65. The older population were more likely to disagree with the proposals, however, those that responded negatively to the proposals did not specify it was due to their age. 10% of respondents either preferred not to say or left the question blank. It is interesting to note that there was such a low response rate for individuals of student age in the area who it is expected would benefit from the improved university facilities in the scheme.</p> <p>The relocation of the library is strongly supported by Barnet Library Services and is deemed to be the most advantageous solution to bring the service in line with modern demand, while</p>	Type of feedback	Number received	Emails	105	Phone	10	Feedback forms	341	Project website/contact us queries	22	Post/Letter	11	TOTAL	489
Age Group	Male (%)	Female (%)																																																																										
90+	1.1%	1.1%																																																																										
85-89	1.1%	1.6%																																																																										
80-84	1.7%	2.3%																																																																										
75-79	2.4%	2.9%																																																																										
70-74	3.5%	3.9%																																																																										
65-69	3.8%	4.1%																																																																										
60-64	4.7%	4.9%																																																																										
55-59	5.6%	5.9%																																																																										
50-54	6.5%	6.7%																																																																										
45-49	7.0%	6.9%																																																																										
40-44	7.7%	7.4%																																																																										
35-39	8.4%	7.9%																																																																										
30-34	8.4%	7.9%																																																																										
25-29	7.5%	7.0%																																																																										
20-24	5.7%	5.7%																																																																										
15-19	5.5%	5.3%																																																																										
10-14	6.6%	6.1%																																																																										
5-9	6.7%	6.2%																																																																										
0-4	6.6%	6.2%																																																																										
Type of feedback	Number received																																																																											
Emails	105																																																																											
Phone	10																																																																											
Feedback forms	341																																																																											
Project website/contact us queries	22																																																																											
Post/Letter	11																																																																											
TOTAL	489																																																																											

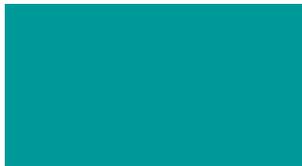
¹ Demography, JSNA, LBB, 2020



meeting the needs of all ages. The service has indicated that the new library may provide the opportunity to expand the children's library, delivering on a strongly demanded service across Hendon and improving the provision for the younger generation. A survey was conducted by the Library services to gauge customer opinion on the relocation. In all, 112 individuals responded. Respondents were typically supportive of the proposed improvements and new services, embracing the opportunity for larger spaces and a more diverse range of books. However, many wanted these new and improved services to remain in the current building, with a desire for the upper floors of the current building to be restored as part of the library footprint.

Most individuals objecting to the relocation of the library were upset at the potential loss of the historic building, with its listed features. However, these listed features will not be demolished as part of the development and will be improved with the facility renovations. In addition, public access to these features will be enhanced so this loss is considered limited. It is understood that the relocation of the library will not be received well by all of the community but council officers are mitigating this impact where possible, and it is considered that the relocation of the library is best for the public and the future of the library services (see Section 1 of the main FBC report)

Age	No. of respondents
16-17	2
18-24	12
25-34	40
35-44	59
45-54	71
55-64	49

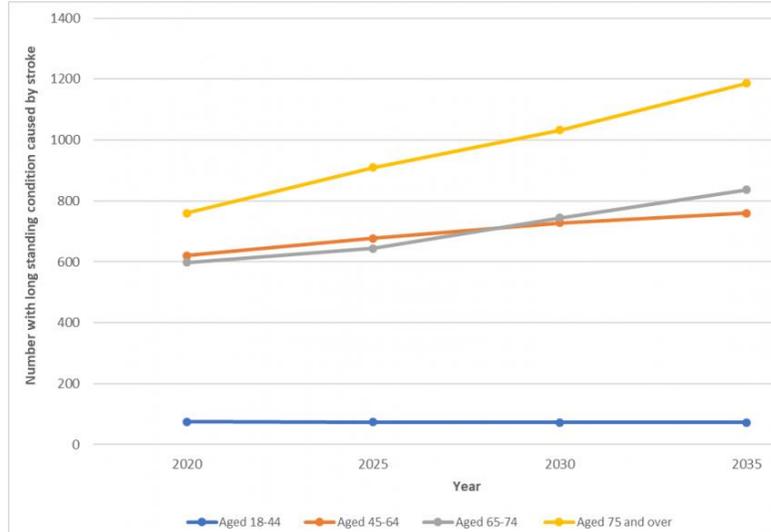


Protected group

Disability¹⁰

What does the data tell you?

The number of adults (aged 18+) in Barnet with long standing conditions associated with stroke is estimated to increase by around 39%, from about 2,100 in 2020 to 2,900 in 2035.
The number of adults (aged 18+) in Barnet predicted to have some hearing loss is projected to grow by around 41% from about 58,900 in 2020 to 82,800 in 2035. However, for adults aged 85+, an 82% increase is predicted, compared with a decrease of 2%, in the 25-34 age group.

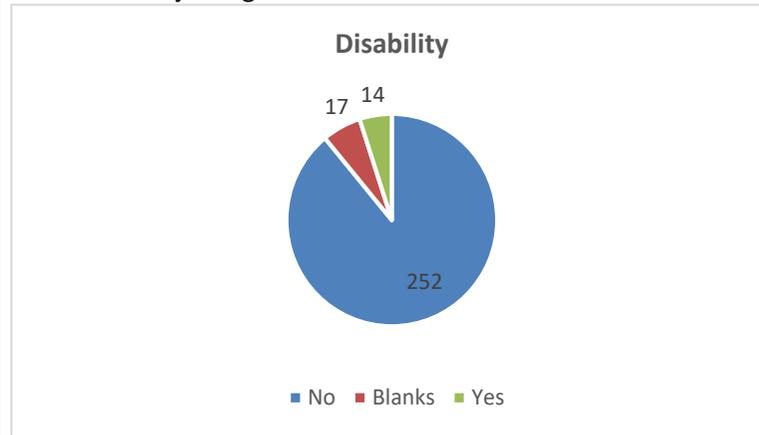


In 2020, there were around 6,100 adults in the borough aged under 65 with learning disability and about 1,200 older people (aged 65+), giving a total of 7,300 adults for Barnet:

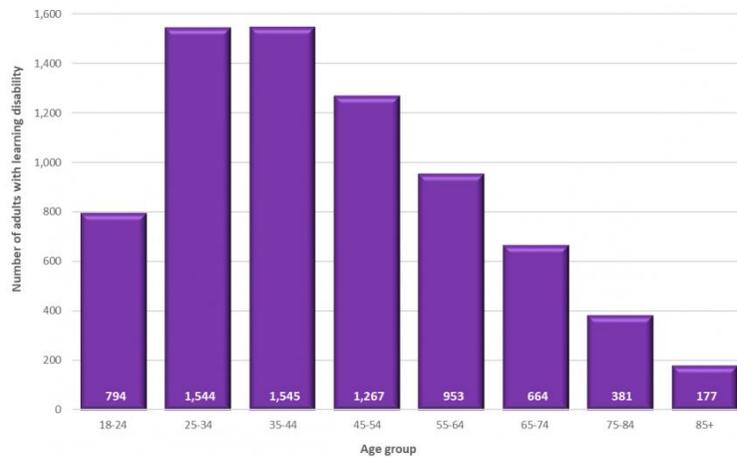
65-74	16
75+	6
Did Not Respond	14
Prefer not to say	14

What do people tell you?

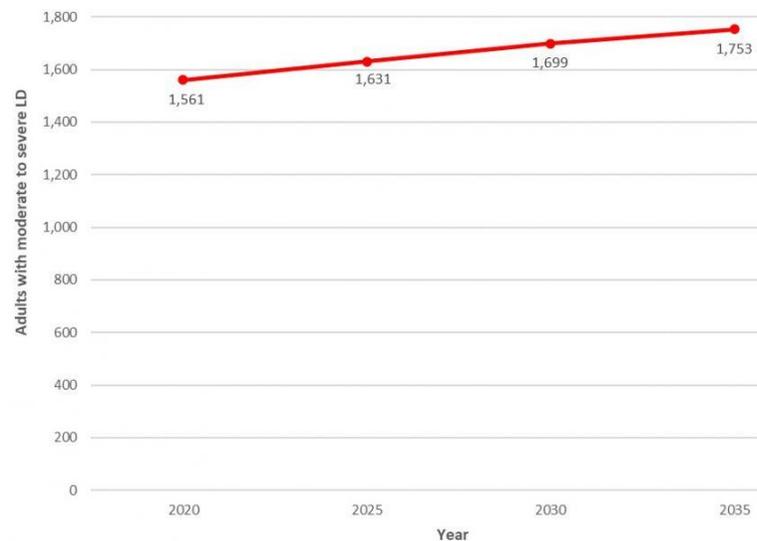
6% of feedback form respondents chose to not disclose whether they considered themselves as having a disability, 89% said that they did not, and 5% reported that they did. Of those that answered that they had a disability, the majority of them said that they objected to the proposals when asked “To what extent do you support or oppose the Hendon Hub proposals overall?” However, it is considered that the limited sample size does not allow for a direct conclusion to be drawn between disabled individuals objecting to the scheme.



In addition to this, responses from Inclusion Barnet (a peer-led Deaf and Disabled People’s Organisation) were mostly positive and proactive, identifying various ways that the project could be developed to keep the needs of disabled individuals in mind. They were very supportive of the relocation of the library, and the creation of a community hub. There was concerns raised

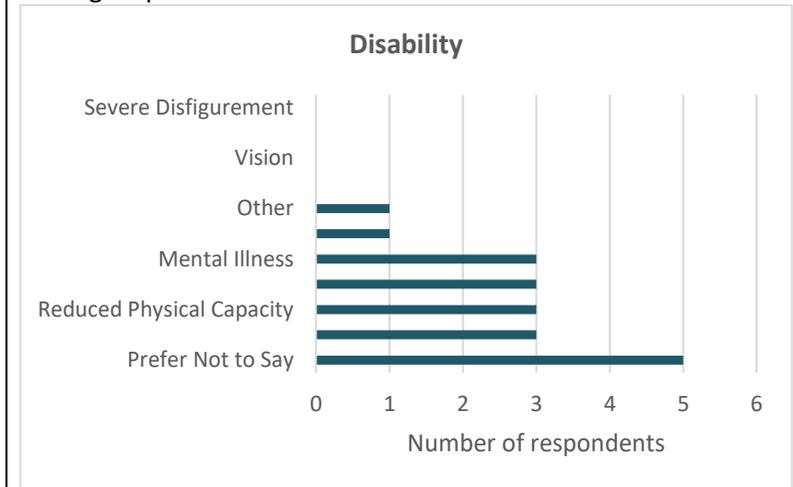


During 2017/18, of adults with LD known to Barnet Council, 97.0% were living in stable and appropriate accommodation, compared to 73.3% in London and 77.2% for England, placing the borough 2nd in the national rankings.

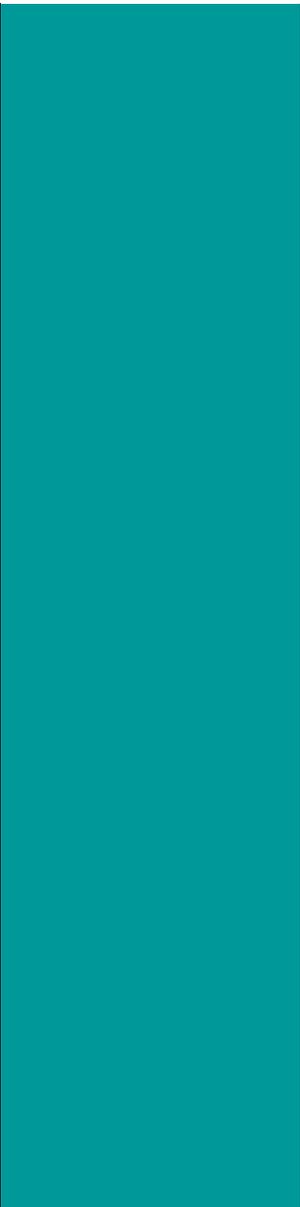


over a potential net loss in parking from the development impacting accessibility to key services, however the scheme changes proposed within the FBC result in no net loss in parking, and provision made for of disabled individuals and blue badge holders across all parking changes.

Of this 5% of people with a disability (14 individuals), 5 people chose not to detail the type of disability. 3 responses were received for each of the following: mobility issues, reduced physical capacity, learning difficulties, and mental illness. As such, these are the disabilities assumed to be the most prevalent among respondents.



The re-provision of the Meridian and the Citizen's Advice Bureau (CAB) on the RFC site, and Mencap to 154 Station Road, will also benefit service providers and users alike. It is understood that the change in premises and potential temporary relocation of assets could cause a temporary service disruption, impacting the provision to members of the service. This temporary loss will be mitigated through working with relevant organisations to help them temporarily house their facilities, in addition to minimizing



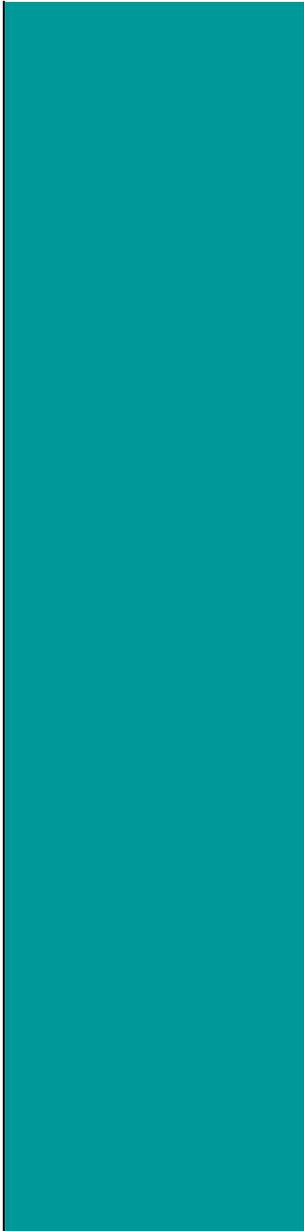
As such, the number of individuals classed as having a disability, emphasised by the ageing population of the borough, is increasing and any future developments need to consider the needs of these people going forward.

the duration of this temporary interruption to the service. However, conversations are ongoing with the ACA who are supportive of the move to more modern facilities. Further, LBB will support the service where needed regarding community engagement to maximise uptake of the CAB and will continue to remain in conversation with the service up to and leading on from decant. Any temporary relocation and permanent provision of services will be configured to best support their needs. All service hours of the proposed facilities will remain consistent with that provided currently.

Subject to committee approval, a number of local residents will need to be rehoused, of which some may be vulnerable or disabled or with mobility issues. The residential occupiers will have an equalities impact assessment undertaken going forward and this will also include leaseholders and secure or flexible tenants or indeed owners or tenants where we are seeking to acquire the property. For all residents a thorough needs assessments will be undertaken to fully understand these resident's requirements especially those that are disabled/vulnerable prior to any move and in accordance with the London Borough of Barnet allocations policy and procedures, ensuring they are rehoused into suitable accommodation.

If any issues are raised where extra support is required Barnet Homes will liaise with any supporting services such as Occupational Health, Mental Health etc. Any equalities impacts from purchasing residential premises will also be mitigated or alleviated.

The Barnet Library Service launched a consultation exercise in parallel to the Hendon Hub consultation. The Library Services' intention was to understand the sentiment of users of this existing library and to define from feedback what features and



services users would like to see in a new Hendon Library, shaping what would be an improved future library service.

The consultation was hosted separately but in alignment with the Hendon Hub Consultation and was hosted on the Engage Barnet <https://engage.barnet.gov.uk/proposed-new-hendon-library> between March to June 2021.

A summary of the Hendon Hub plans and a link to the consultation and the new Hendon Library survey were also made available to respondents online on the Barnet Library Service webpage. Details of the library survey and Hendon Hub consultation were also emailed to library users and stakeholders. The online questionnaire was widely promoted, and alternative formats were made available on request.

In total, 112 number of people responded to the survey online providing their feedback.

Though not directly and solely in correlation to protected characteristics, the council was also sent a petition on 9 June 2021 in relation to the proposal to relocate Hendon Library. This was submitted for Barnet Council's Policy & Resources Committee for consideration and discussion at the meeting on 16th June 2021.

The lead petitioner started the petition in response to the recent SPD consultation. The petition is for "Hendon Hub Library to stay as and where it is" and was signed by 1,382 signatories at the time of writing this report.

Protected group	What does the data tell you?	What do people tell you?										
Gender reassignment ¹¹	There is limited information available about the number of individuals receiving gender recognition surgery or other forms of medical support. 52% of trans people in the UK are currently undergoing or have undergone medical intervention, but many (47%) who want medical assistance are unable to due to long wait times and (45%) due to lack of financial means. ²	Amongst the 283 respondents, 14% preferred not to disclose whether their gender was the same as that registered at birth, and 4% left the question blank. Only 1 individual disclosed that their gender was different. However, due to the sensitive nature of this question it could be understated. Further to this, 16-25-year olds are the most likely to identify as part of the LGBTQ+ community ³ , of which there were lower respondents. The LGBTQ+ society at Middlesex University reached out to comment that unisex bathrooms would be appreciated to accommodate the non-binary and transgender student community.										
		<table border="1"> <thead> <tr> <th>Is the gender you identify with the same as your sex registered at birth?</th> <th>No. of respondents</th> </tr> </thead> <tbody> <tr> <td>Yes</td> <td>231</td> </tr> <tr> <td>Prefer Not To Say</td> <td>40</td> </tr> <tr> <td>Did Not Respond</td> <td>11</td> </tr> <tr> <td>No, it's different</td> <td>1</td> </tr> </tbody> </table>	Is the gender you identify with the same as your sex registered at birth?	No. of respondents	Yes	231	Prefer Not To Say	40	Did Not Respond	11	No, it's different	1
		Is the gender you identify with the same as your sex registered at birth?	No. of respondents									
		Yes	231									
		Prefer Not To Say	40									
Did Not Respond	11											
No, it's different	1											
Protected group	What does the data tell you?	What do people tell you?										
Marriage and Civil Partnership ¹²	<p>In 2017, there were 834 marriages in Barnet, with 819 of which being between individuals of the opposite sex. Of the 15 same-sex marriages, 11 were between both male partners, and 4 between female partners.⁴</p> <table border="1"> <thead> <tr> <th>Total Marriages</th> <th>Marriages of opposite-sex couples</th> <th>Marriage of same-sex couples</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>834</td> <td>819</td> <td>15</td> <td>11</td> <td>4</td> </tr> </tbody> </table>	Total Marriages	Marriages of opposite-sex couples	Marriage of same-sex couples	Male	Female	834	819	15	11	4	47% of respondents stated that they were married, with only 1% reporting that they were in a same sex civil partnership. 17% of individuals said they identified as single, with a further 6% cohabiting, 4% divorced, and 1% widowed. 18% preferred not to say, and an additional 7% left the question blank.
		Total Marriages	Marriages of opposite-sex couples	Marriage of same-sex couples	Male	Female						
834	819	15	11	4								

² Trans Report Final – LGBT in Britain, Stonewall Report, 2020

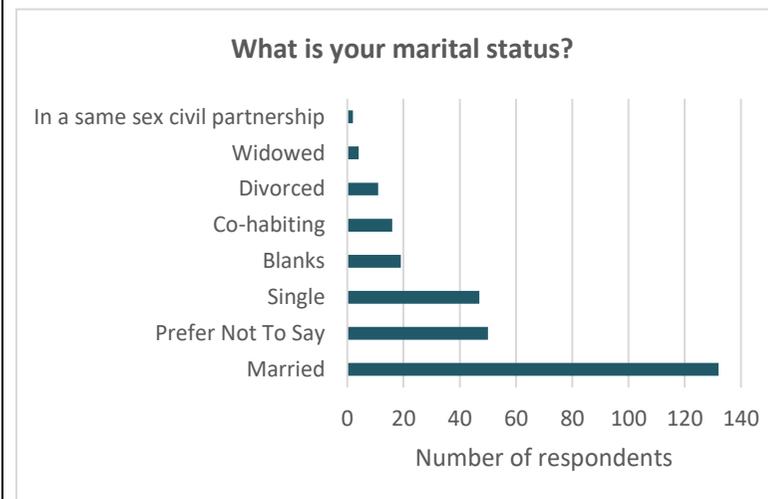
³ National LGBT Survey: Summary Report, Government Equalities Office, 2018

⁴ Marriage by Area of occurrence, ONS, 2017

The local statistics for civil partnerships are unavailable online but in 2019 there were 960 civil unions in England, which has been increasing each year by c.4%⁵.

Year	Total	% Annual Change	Male	Female
2019	960	4%	592	368
2018	922	5%	604	318
2017	876	2%	584	292
2016	859	-	584	275
Average	919	4%	593	326

No comments were made across the consultation period that indicated an impact on the marital/partnership status of respondents.



Protected group

What does the data tell you?

Pregnancy and Maternity¹³

The Pregnancy in Barnet 2016⁶ report states that there were 5,244 births in 2014. The age of mothers is sharply rising to be 40 or older (78% country-wide). Mothers in Barnet are generally happy with care received, with 50% of mothers having their preferred choice for giving birth. Many mothers were not aware of what community support is available by the Borough.

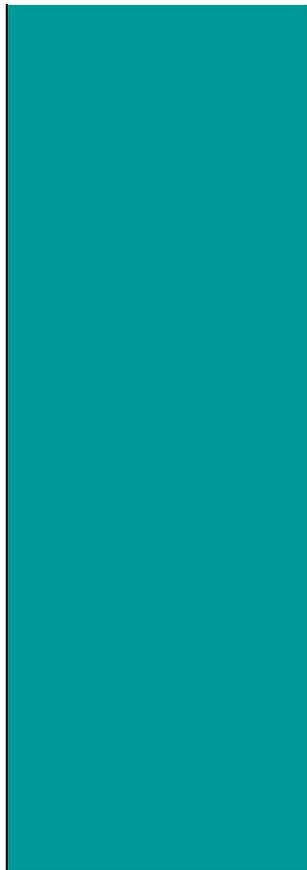
What do people tell you?

Only 148 individuals answered questions on pregnancy, and fewer still (131 individuals) on maternity leave.

Are you pregnant?	No. of respondents
No	90
Yes	2

⁵ Civil Partnership Formations, ONS, 2020

⁶ Pregnancy in Barnet, Healthwatch Barnet, 2016



These statistics are to provide context on pregnancy and maternity in Barnet to frame the responses from consultation, the data is purely quoted within the report and do not have an associated breakdown of data.

Prefer Not To Say	56
Are you on maternity leave?	
No	76
Yes	1
Prefer Not To Say	54

The majority of those who did respond said that they were not pregnant nor on maternity leave. 2 individuals disclosed that they were pregnant and a further 1 individual stated that they were currently on maternity leave.

38% preferred not to say whether they were pregnant, and an additional 41% preferred not to say whether they were on maternity leave.

There were no concerns related to pregnancy or maternity raised during the consultation. However, all designs and uses for the scheme proposed will continue to keep this group in mind to ensure no negative impact arises.

Protected group

What does the data tell you?

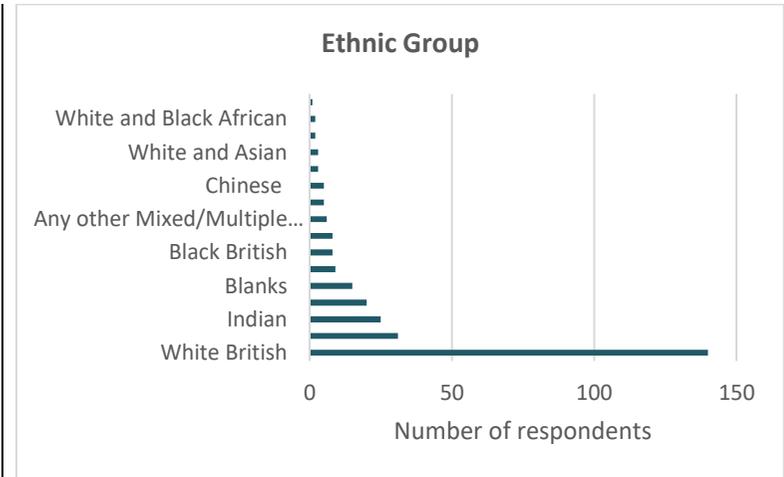
What do people tell you?

**Race/
Ethnicity¹⁴**

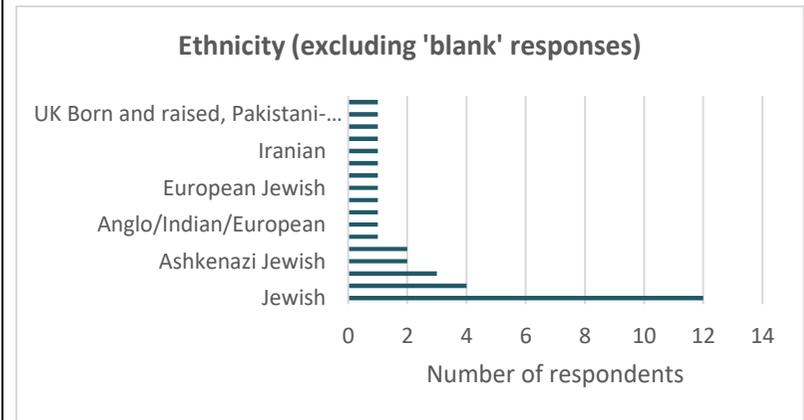
The Barnet population is projected to become increasingly diverse, with the proportion of Black, Asian and Minority Ethnic (BAME) people in the borough population rising from 40.3% in 2020 to 42.8% in 2030.

Almost half of all respondents stated that their ethnic group was White British (49%), with 11% preferring not to disclose the information. 9% of respondents were Indian, 7% from any other white background. 3% were Black British, 3% Irish, and 2% Chinese. The data shows a broad span of ethnicities living in the area with active interest in the scheme, summarised in the bar chart below:

Ethnicity	No. of persons in 2020	% of population in 2020	No. of persons in 2030	% of population in 2030
White British	158,200	38.9%	159,100	35.4%
White Irish	8,900	2.2%	9,100	2.0%
Other White	75,500	18.6%	88,500	19.7%
Arab	7,300	1.8%	8,700	1.9%
Bangladeshi	2,600	0.6%	2,800	0.6%
Black African	24,100	5.9%	27,600	6.1%
Black Caribbean	5,000	1.2%	5,500	1.2%
Chinese	11,100	2.7%	13,300	3.0%
Indian	31,000	7.6%	34,500	7.7%
Other Asian	32,500	8.0%	40,300	9.0%
Other Black	4,700	1.2%	5,400	1.2%
Other Ethnic Group	17,100	4.2%	21,300	4.7%
Other Mixed	7,000	1.7%	8,400	1.9%
Pakistani	6,600	1.6%	7,600	1.7%
White & Asian	7,400	1.8%	8,300	1.8%
White & Black African	4,000	1.0%	4,700	1.0%
White & Black Caribbean	3,600	0.9%	4,000	0.9%
White ethnic group	242,600	59.7%	256,700	57.2%
BAME	164,000	40.3%	192,400	42.8%
Total (All ethnicities)	406,600	100.0%	449,100	100.0%

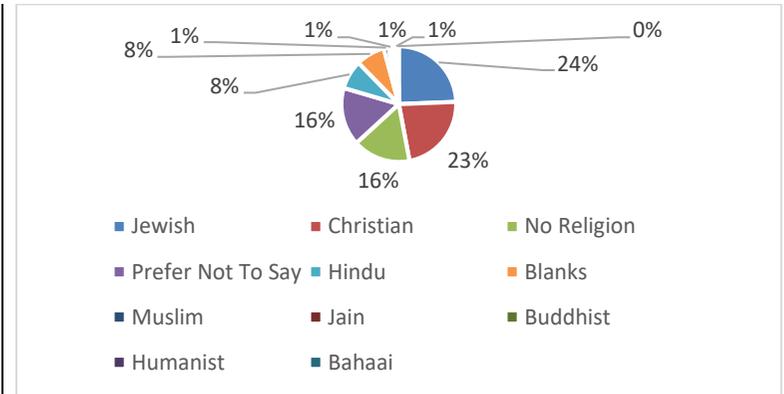
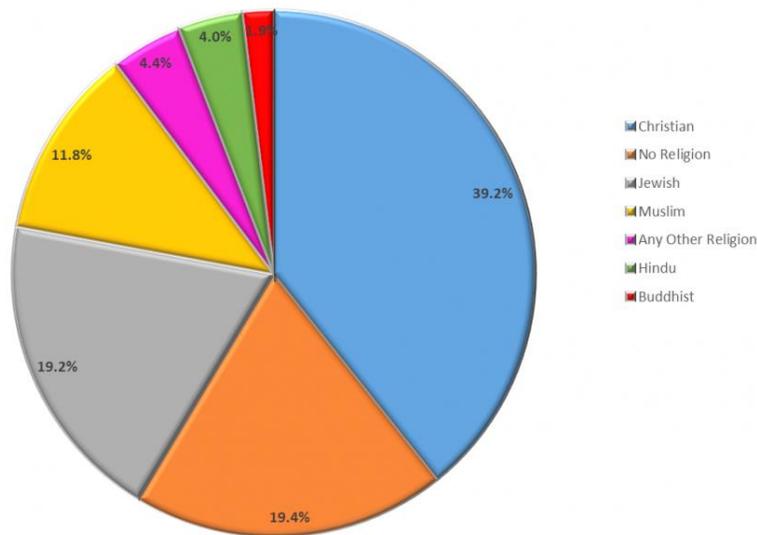


A follow-up question for ethnicity was to provide more info, in which 231 respondents chose to leave this blank and 4 individuals chose not to answer. A further 12 specified that they were Jewish, and 2 Ashkenazi Jewish.



Once again, there were no comments received in response to the consultation that indicated people felt a particular ethnic group

		<p>was impacted more. The re-provision of the ACA on the RFC site is also likely to benefit service providers and users alike. It is understood that the change in premises and potential temporary relocation of assets could cause a temporary service disruption, impacting the provision to members of the service. However, conversations are ongoing with ACA who are supportive of the move to modern facilities, LBB will support the service where needed regarding community engagement to maximise uptake of the CAB, and will continue to remain in conversation with the service up to and leading on from decant. Any temporary relocation and permanent provision of services will be configured to best support their needs. All service hours of the proposed facilities will remain consistent with that provided currently.</p>
Protected group	What does the data tell you?	What do people tell you?
Religion or belief¹⁵	<p>The most common religion in Barnet is Christianity (39.2%), followed by the Jewish (19.2%) and Muslim (11.8%) faiths (refer to Figure 1.8). Almost one in five people in the borough has no religion (19.4%), which equates to around 75,600 people, compared to the 152,500 Christians in Barnet. Whilst almost a third of people in the borough are either Jewish or Muslim (31%) roughly one in twenty-five are Hindu (4.0%) and Buddhists account for just under one in fifty (1.9%).</p> <p>Hendon has particularly strong Jewish presence, with 32-38% of its population.</p>	<p>In line with the actual borough-wide data analysis, 24% of respondents identified as Jewish, with 23% as Christian. 16% stated that they had no religion, and 16% also said that they would prefer not to say. 8% left this question blank but the majority chose to disclose this information.</p> <p>During the first stage of consultation there were concerns raised regarding holding face to face events on religious holidays. During the second stage of consultation this was considered, with events organised around holidays of all faith groups to ensure people from all religious backgrounds could provide their feedback on the scheme. Other than this initial issue, there has not been any concern raised pertaining to religion or belief raised through the consultation. This will be reviewed throughout the project and if anything is raised later, it will be considered and mitigated at that time.</p>

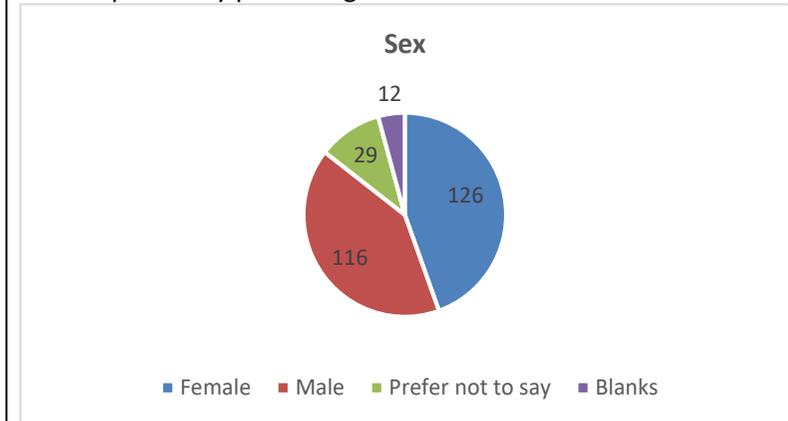


Protected group	What does the data tell you?	What do people tell you?
Sex ¹⁶	50.5% of the population as of 2020 is female, and 49.5% is male. The most populous age bands for both sexes are 30-39 years.	45% of respondents identified as female, and 41% as male, reflective of the female-dominated demographic reflected in the borough-wide statistics. 4% of respondents to the survey left the question pertaining to sex blank, with 10% stating that they would prefer not to say. Both sexes were more likely to disagree with the proposed development based on the consultation (c.86% of each sex respectively noted that they objected to the proposals). Men, on the surface, appeared more likely to support the proposal than

Age group	Male	Female
0-4	13,200	12,700
5-9	13,400	12,700
10-14	13,100	12,500
15-19	10,900	10,700
20-24	11,300	11,500
25-29	15,000	14,300
30-34	16,800	16,000
35-39	16,700	16,100
40-44	15,400	15,100
45-49	14,000	14,000
50-54	13,000	13,600
55-59	11,200	12,000
60-64	9,300	9,900
65-69	7,500	8,300
70-74	6,900	7,900
75-79	4,800	5,900
80-84	3,400	4,600
85-89	2,200	3,200
90+	1,200	2,200
Total	199,400	203,300

Women in Barnet have a significantly higher life expectancy than men (85.8 years vs 82.4 years), both being significantly better than London and England averages.

women, with 12% supporting and 4% supporting, respectively. However, significance cannot be drawn due to the limited number of respondents overall. In addition, no concerns were raised specifically pertaining to sex.



Protected group	What does the data tell you?	What do people tell you?																																																								
Sexual Orientation¹⁷	<p>In 2019 it was reported that 89% of London’s population identified as straight or heterosexual, with 2.6% identifying as gay/lesbian, 1.2% as bisexual, 0.7% as other, and 6.5% unknown or refusing to answer⁷. These statistics have shown a slight increase in the population identifying as LGBTQ+ since 2014 as acceptance grows. There has been an increase in 3% of people who are unsure or refuse to answer.</p>	<p>59% of individuals stated that they identified as straight or heterosexual, with a further 29% preferring not to say and 11% leaving the response blank. 1% of respondents identified as bisexual, and only 1 individual identified as gay or a lesbian. This is lower than the statistical average of London, potentially due to the age distribution of respondents, with younger people more likely to identify as part of the LGBTQ+ community, as mentioned previously.</p>																																																								
	<table border="1"> <thead> <tr> <th>Year</th> <th>Identity</th> <th>Estimate</th> <th>% of Total</th> </tr> </thead> <tbody> <tr> <td rowspan="6">2014</td> <td>Heterosexual or straight</td> <td>6,240</td> <td>93%</td> </tr> <tr> <td>Gay or lesbian</td> <td>131</td> <td>2%</td> </tr> <tr> <td>Bisexual</td> <td>51</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>21</td> <td>0%</td> </tr> <tr> <td>Don't know or refuse</td> <td>299</td> <td>4%</td> </tr> <tr> <td>Total</td> <td>6,742</td> <td></td> </tr> <tr> <td rowspan="6">2019</td> <td>Heterosexual or straight</td> <td>6,326</td> <td>90%</td> </tr> <tr> <td>Gay or lesbian</td> <td>131</td> <td>2%</td> </tr> <tr> <td>Bisexual</td> <td>87</td> <td>1%</td> </tr> <tr> <td>Other</td> <td>53</td> <td>1%</td> </tr> <tr> <td>Don't know or refuse</td> <td>466</td> <td>7%</td> </tr> <tr> <td>Total</td> <td>7,063</td> <td></td> </tr> </tbody> </table>	Year	Identity	Estimate	% of Total	2014	Heterosexual or straight	6,240	93%	Gay or lesbian	131	2%	Bisexual	51	1%	Other	21	0%	Don't know or refuse	299	4%	Total	6,742		2019	Heterosexual or straight	6,326	90%	Gay or lesbian	131	2%	Bisexual	87	1%	Other	53	1%	Don't know or refuse	466	7%	Total	7,063		<p>Sexual Orientation</p> <table border="1"> <thead> <tr> <th>Category</th> <th>Count</th> <th>Percentage</th> </tr> </thead> <tbody> <tr> <td>Straight or Heterosexual</td> <td>167</td> <td>81%</td> </tr> <tr> <td>Prefer Not To Say</td> <td>81</td> <td>31%</td> </tr> <tr> <td>Blanks</td> <td>3</td> <td>1%</td> </tr> <tr> <td>Bisexual</td> <td>1</td> <td>0%</td> </tr> </tbody> </table>	Category	Count	Percentage	Straight or Heterosexual	167	81%	Prefer Not To Say	81	31%	Blanks	3	1%	Bisexual	1
Year	Identity	Estimate	% of Total																																																							
2014	Heterosexual or straight	6,240	93%																																																							
	Gay or lesbian	131	2%																																																							
	Bisexual	51	1%																																																							
	Other	21	0%																																																							
	Don't know or refuse	299	4%																																																							
	Total	6,742																																																								
2019	Heterosexual or straight	6,326	90%																																																							
	Gay or lesbian	131	2%																																																							
	Bisexual	87	1%																																																							
	Other	53	1%																																																							
	Don't know or refuse	466	7%																																																							
	Total	7,063																																																								
Category	Count	Percentage																																																								
Straight or Heterosexual	167	81%																																																								
Prefer Not To Say	81	31%																																																								
Blanks	3	1%																																																								
Bisexual	1	0%																																																								

⁷ Sexual Identity by Region, ONS, 2019

Protected group	What does the data tell you?	What do people tell you?																												
<p data-bbox="107 751 293 815">Other relevant groups¹⁸</p>	<p data-bbox="409 245 1308 491">These other relevant groups have been identified based on the questions asked during the consultation period via the feedback forms to provide further supporting information regarding the demographic of respondents. Household size and affordability of housing have been included as affordable residential dwellings are a new important addition to the scheme, and the initial EQIA presented at OBC assessed that there would be an impact on low income individuals and lone parents.</p> <p data-bbox="409 571 645 600">Ward Respondents</p> <p data-bbox="409 608 1308 794">The table below shows the estimated ward populations in Barnet for 2018. The wards are ranked according to population size, with Colindale (27,000) accounting for 6.8% of the total borough population. In contrast, High Barnet with an estimated population of 15,900 represents only 4.0% of the Barnet population, in 2018.</p>	<p data-bbox="1330 245 1570 274">Ward Respondents</p> <p data-bbox="1330 282 2085 384">The majority of responses to feedback forms (256 out of 283) were Barnet residents, and only 2 individuals were students or staff members from Middlesex University.</p> <table border="1" data-bbox="1323 421 2123 1002"> <thead> <tr> <th data-bbox="1323 421 1727 459">Ward</th> <th data-bbox="1727 421 2123 459">No. of respondents</th> </tr> </thead> <tbody> <tr> <td data-bbox="1323 459 1727 497">Hendon</td> <td data-bbox="1727 459 2123 497">214</td> </tr> <tr> <td data-bbox="1323 497 1727 536">West Hendon</td> <td data-bbox="1727 497 2123 536">16</td> </tr> <tr> <td data-bbox="1323 536 1727 574">Mill Hill</td> <td data-bbox="1727 536 2123 574">9</td> </tr> <tr> <td data-bbox="1323 574 1727 612">Brunswick Park</td> <td data-bbox="1727 574 2123 612">7</td> </tr> <tr> <td data-bbox="1323 612 1727 651">Colindale</td> <td data-bbox="1727 612 2123 651">4</td> </tr> <tr> <td data-bbox="1323 651 1727 689">Golder Green</td> <td data-bbox="1727 651 2123 689">4</td> </tr> <tr> <td data-bbox="1323 689 1727 727">Edgware</td> <td data-bbox="1727 689 2123 727">4</td> </tr> <tr> <td data-bbox="1323 727 1727 766">Finchley Church End</td> <td data-bbox="1727 727 2123 766">3</td> </tr> <tr> <td data-bbox="1323 766 1727 804">High Barnet</td> <td data-bbox="1727 766 2123 804">2</td> </tr> <tr> <td data-bbox="1323 804 1727 842">Underhill</td> <td data-bbox="1727 804 2123 842">2</td> </tr> <tr> <td data-bbox="1323 842 1727 880">Burnt Oak</td> <td data-bbox="1727 842 2123 880">1</td> </tr> <tr> <td data-bbox="1323 880 1727 919">East Finchley</td> <td data-bbox="1727 880 2123 919">1</td> </tr> <tr> <td data-bbox="1323 919 1727 957">Did Not Respond</td> <td data-bbox="1727 919 2123 957">17</td> </tr> </tbody> </table> <p data-bbox="1330 1042 2096 1321">Respondents living within Hendon were more likely to respond negatively to the scheme, with the perception that the loss of parking and intensification of MDX and student presence in the area would negatively impact the local community. However, some of these local respondents believe that the improved community offer and relocated services from the MC site would provide an improvement to the local community service provision.</p>	Ward	No. of respondents	Hendon	214	West Hendon	16	Mill Hill	9	Brunswick Park	7	Colindale	4	Golder Green	4	Edgware	4	Finchley Church End	3	High Barnet	2	Underhill	2	Burnt Oak	1	East Finchley	1	Did Not Respond	17
	Ward	No. of respondents																												
Hendon	214																													
West Hendon	16																													
Mill Hill	9																													
Brunswick Park	7																													
Colindale	4																													
Golder Green	4																													
Edgware	4																													
Finchley Church End	3																													
High Barnet	2																													
Underhill	2																													
Burnt Oak	1																													
East Finchley	1																													
Did Not Respond	17																													

Ward name	Ward population	% of borough population
Colindale	27000	6.8%
Childs Hill	22200	5.6%
Mill Hill	21200	5.4%
Golders Green	20600	5.2%
Edgware	20400	5.2%
Burnt Oak	20000	5.1%
West Hendon	20000	5.1%
Hendon	20000	5.1%
Woodhouse	18800	4.8%
Hale	18400	4.7%
Coppetts	17900	4.5%
West Finchley	17600	4.5%
East Finchley	17200	4.4%
Finchley Church End	17100	4.3%
East Barnet	16900	4.3%
Oakleigh	16900	4.3%
Brunswick Park	16800	4.3%
Garden Suburb	16700	4.2%
Totteridge	16500	4.2%
Underhill	16400	4.2%
High Barnet	15900	4.0%

Employment Status and Affordability

For the year to June 2018, both the employment and unemployment rates for Barnet are similar to both London and England. The wards localized in the west and south of the borough with a greater overall deprivation (shown on the map as darker blue patches). The Burroughs shows a median level for income deprivation.

The Strategic Housing Market Assessment (SHMA⁸) for Barnet identified a need for 76,500 homes to be delivered between 2016 and 2041, with 3,060 dwellings per year across all tenures. The requirement for affordable homes across the 25 years is projected at 17,600, resulting in an annual requirement of 704 affordable dwellings per annum.

Barnet is an expensive place to live, with private rents considerably higher than the national average, and an average house price of £555,000 (2020). This is compared to an average annual salary of £34,999 in 2020. That

The impact of construction of the development, due to the proximity of sites, is likely to impact local residents more. A robust construction management plan is being produced, with LBB endeavoring to support residents and services during this period, and residents and local stakeholders will be engaged with throughout this process.

Employment Status and Affordability

The feedback form did not ask questions in relation to housing affordability due to its sensitive nature and no comments relating to affordability were raised through consultation by other means, e.g. face to face and emails. As such, consultation did not conclude anything significant in this regard

The provision of independent living accommodation for young adults who have recently left the care system to live affordably while they work will be benefited through the scheme. The same can be said with the affordable accommodation proposed to be introduced above the new library. Further to this, 50% of all student accommodation provided by the scheme will be at affordable tenure, improving the accessibility of low-income individuals and students to quality accommodation.

The reprovision of the CAB on the RFC site will also benefit service providers and users alike. It is understood that the change in premises and potential temporary relocation of assets could cause a temporary service disruption, impacting the support to residents in the area. However, conversations are ongoing with CAB who are supportive of the move to modern facilities, LBB will support the service where needed regarding community engagement to maximise uptake of the CAB, and will continue to remain in conversation with the service up to and

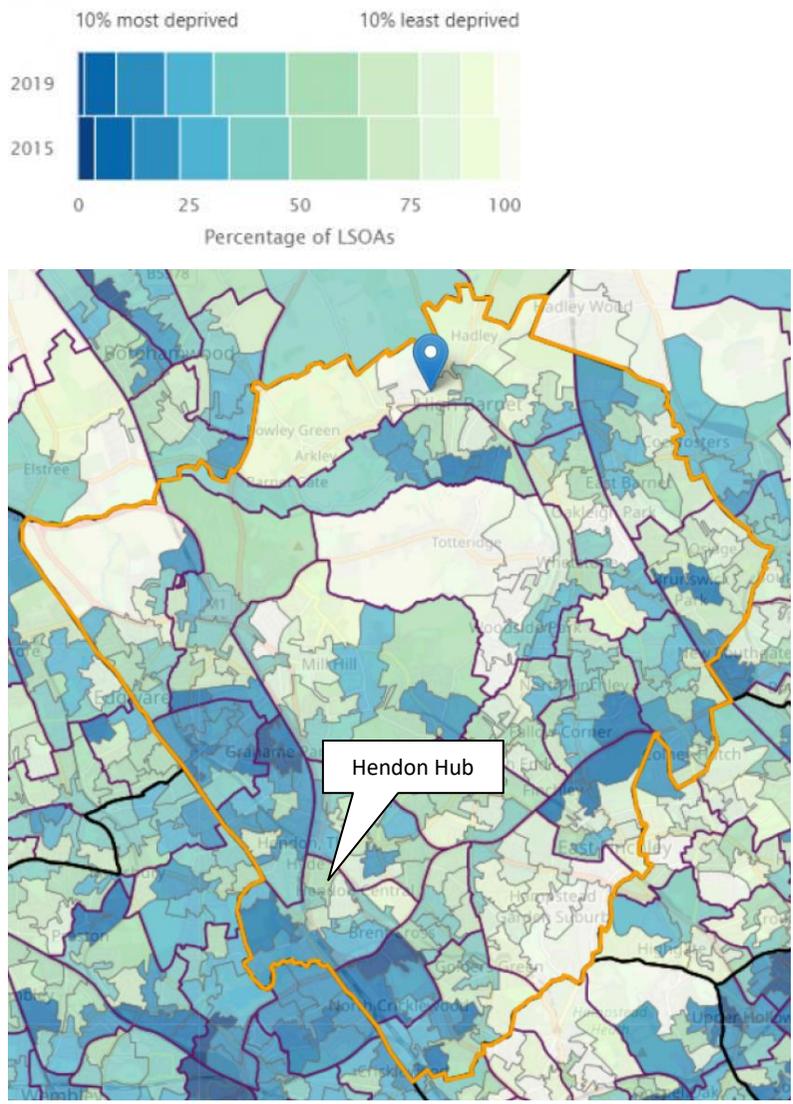
⁸ London Borough of Barnet Strategic Housing Market Assessment Update, Opinion Research Services, 2018

results in an affordability ratio of 15.9 times their annual salary to buy a home. The gulf between earnings and house prices in Barnet is the largest since records began in 2002 when the house-price-to-income ratio was 7.4 and has increased by 19% since 2015⁹ where it was 13.3.

leading on from decant. Any temporary relocation and permanent provision of services will be configured to best support their needs. All service hours of the proposed facilities will remain consistent with that provided currently.

The PDSA is frequented by some low income individuals. As such, the reprovision of the facilities to the Fuller Street car park will impact this group further. The veterinary clinic is happy with the proposed relocation, with an upsizing from their current facility, improved parking access for staff and visitors (including disabled parking spaces), and a larger vet surgery as part of the unit. Since OBC, the PDSA is proposed to no longer be relocated outside of Hendon, with the continuation and improvement of the service to the local community.

⁹ House Price to Residence-Based Earnings Ratio, ONS, 2021



Household Size

The estimated household size for Barnet in 2019 is 2.51 persons per household, which is similar to both Outer London (2.51) and England (2.32). Over the next 20 years, the household size is predicted to decrease for Barnet, Outer London and England, but in all cases, these reductions are not statistically significant.

Affordable housing

As of October 2018, over 10,000 houses have been built in Barnet since 2011, of which 2,657 have been classified as “affordable” for sale or rent. It is predicted that 35,000 new homes will be delivered during the next 15 years, based on the Barnet Housing Trajectory. However, based on a recent Strategic Housing Market Assessment (SHMA) for 2016-2041, there are a total of 76,500 houses required for Barnet over that period, of which 58,900 (77%) are market housing and 17,600 (23%) are affordable housing. This represents a total of 3,060 houses per year, of which 704 are affordable housing.

4. Assessing impact: What does the evidence tell you about the impact your proposal may have on groups with protected characteristics ¹⁹?

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>Virtual consultation and email responses indicated an impact on age, especially on older individuals due to an increase in young people moving into the area as a result of the scheme.</p> <p>There is concern, raised through email feedback, that parking issues could increase if student presence across the Boroughs grew. Many students who are currently parking on the streets are likely to be travelling in from Wembley accommodation and having a local accommodation offer could help reduce these numbers. Further to this, the current CPZ is proposed to be extended, with MDX prohibiting students in the accommodation from bringing cars to the University and parking in the area (and this will be written into their tenancy agreement).</p> <p>An additional issue raised by virtual and face-to-face consultation events was that of antisocial behaviour increasing due to an uplift in student population living locally. The university has a strict code of conduct regarding accommodation to limit noise, which has been communicated to the local community during the consultation process. Further to this, the placemaking improvements to the area are designed to reduce the presence of hot spots for crime (e.g. low lighting, outmoded buildings, etc). The proposed changes for the scheme (to be approved at P&R on the 20th July 2021) also include the potential inclusion of a Safer Neighbourhood Team base of operations (currently in discussions with the Met Police) on the RFC site which will increase police presence and security in the area. MDX are putting immediate steps in place to reduce the amount of anti-social behaviour, and this will be regularly reviewed with them and local residents.</p> <p>Placemaking improvements to the Sunny Hill playground and the Prince of Wales Terrace are part of the Hendon Hub development and should provide a safe space for children to meet and play, improving Hendon's place as a safe space for children to learn and grow. Further, individuals responding to the library design survey showed support over an enhanced library offer in general, with a potential separate children's area which would benefit the young people of Hendon.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

The feedback forms raised that local residents have concerns students will put a strain on the local infrastructure and are interested in community facilities such as a community hall, more green spaces, and a GP surgery. The project team are currently in discussions with the Clinical Commissioning Group (CCG) to introduce a healthcare service on the MC Site to help mitigate this strain and improve local support for age-related health issues.

The population of Hendon is c.20,100 as of 2020. There is concern among local residents raised in letters to LBB that the provision of student accommodation could increase the local population by 3% (based on the 600 units) and that this increase in population would not be diverse in age. While this is a valid point to be raised, it is not necessarily at the detriment to the ward. For instance:

- Ageing population of Barnet balanced out by introduction of younger generation
- Inward investment and spending into the local economy – improved business performance and community usage
- Reduction of student unit numbers by 26% since OBC, with introduction of key worker accommodation and independent affordable living support, broadening the age of potential new residents to the area
- The Joint Strategic Needs Assessment (JSNA) does not predict that Hendon will have a substantial increase in population by 2030 (c.6% from current) and students are visiting the University and living locally in HMO's. So, while increase and capacity of local services should be monitored, a boost in residents is considered to be within a tolerable level

A minor negative impact has been selected to accommodate for the mitigations already in place helping reduce the concerns raised during consultation, and these will be reviewed regularly.

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?	Positive	Minor -ve	Major -ve	None
Disability	<p>The design team are putting disabled toilets into the proposals including changing place toilets as per the updated building regulations, representing an enhanced provision for people with profound physical disabilities.</p> <p>All new amenities provided by the scheme will be Disability Discrimination Act (DDA) compliant and will comply with Building Regulations Part M. And 10% of all accommodation as per New London Plan will be disability-friendly.</p> <p>MENCAP is to be relocated to 154 Station Road prior to any demolition where it will improve the quality of facilities (in line with Mencap’s specification), and the phasing of the project will be such that there are no disruptions to this vital service.</p> <p>Conversations are ongoing with the CCG regarding the inclusion of health services being provided on the Meritage Centre. This would provide a local point of contact for support for disabled individuals, should it be required. Subject to adult social services requirements, the project team are further considering the inclusion of additional care onto the Meritage Site.</p> <p>A few individuals reached out to inform the project team via email that the scheme approved at OBC interfered with parking access and routes to car parks for disabled individuals. It is important to note that the proposed scheme at FBC no longer includes permanent location of residential buildings on the large Burroughs car park, and this car park is recommended to be removed entirely from the scheme, leaving these parking and the access to the parking spaces untouched and accessible. No temporary relocation of the library is now proposed, but if programme delays cause a necessary temporary relocation of the Hendon Library, this will be on a short-term basis only and it will be ensured it does not interfere with disabled parking spaces and access. The team will make every effort to communicate about these changes and support residents throughout.</p> <p>Inclusion Barnet appear to be supportive of the scheme in principal, with acknowledgement that new provision of community services is typically more accessible. There is no net loss of parking from the scheme and individuals with a disability will continue to have access to sufficient parking spaces across</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	<p>the area. Inclusion Barnet’s comments regarding the potential design improvements to help maximise accessibility of the proposed scheme. LBB will ensure thorough and ongoing consideration of internal and external accessibility, in consultation with both accessibility specialists and local disabled people</p> <p>Some residents including local church goers, who attend the two nearby churches, have raised concerns that they use the car park close to Hendon Town Hall. The mitigation is that we will speak to the groups about alternative parking arrangements.</p>				
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?	Positive	Minor -ve	Major -ve	None
Gender reassignment	<p>A lack of gender-neutral bathrooms in the scheme’s design (namely in the academic facility amenities) was raised as issue by MDX’s LGBTQ+ society. This has now been addressed within the proposed new scheme design for FBC.</p> <p>All accommodation units within the current scheme are ensuite and consequently gender neutral, allowing this comfort to be respected.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Marriage and Civil Partnership	The JSNA and consultation events do not indicate a significant change or impact on marriage and civil partnerships in the area, with no services interfering with this protected characteristic.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	<p>The overall impact of the scheme on pregnant individuals is considered to be negligible but positive. Lift provisions where required to ease strain on pregnant individuals. Further to this, access to toilet facilities in public spaces like the library will be part of the design.</p> <p>The new library is designed to be a more flexible and accessible space, reducing the strain on any pregnant staff.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?	Positive	Minor -ve	Major -ve	None
Race/ Ethnicity	<p>There hasn't been any direct feedback or concerns over the development reported that impact people due to their race or ethnicity. At OBC it was identified that the African Cultural Association and Meridian (formerly Chinese Mental Health Services) being moved would impact the individuals that use and occupy them. Virtual conversations with these two occupiers has shown support towards the new upgraded facilities, to the extent that the negative strain of relocating is mitigated. Both parties consider the proposed provision to be preferable compared to the current situation. Facilities will also be relocated locally, within a 5-minute walk from where they are currently situated.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	<p>There is a small negative impact on faith groups in Hendon, with a slight disruption in parking for church goers during the construction period due to the need to access St Mary's Church as it is adjacent to the Meritage Centre. However, this disruption is only temporary, with construction method statements issued to ensure site safety. Disruption to key church services and dates will be minimised, with little to no works to proceed on a Sunday. The loss of the Town Hall car park could impact some local church goers and alternative arrangements will be discussed with these groups.</p> <p>At OBC it was raised that Middlesex University could provide prayer rooms and other religious facilities as part of the new developments to help improve the quality of life of incoming students. However, it has since been discovered that MDX already provides this offer and there is limited demand to provide more as part of the new development.</p> <p>There is a strong Jewish community across Hendon, as noted in the Joint Strategic Needs Assessment (JSNA) and from feedback forms, yet no comments have surfaced regarding a particular impact on them. Any and all events going forward will take consideration of all religious holidays to ensure communication and accessibility to the public is open to all.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Is there an impact on service deliver? Is there an impact on customer satisfaction?	Positive	Minor -ve	Major -ve	None
Sex	Based on JSNA data and consultation, it is not expected that there will any significant impact based on sex. The feedback from consultation events and feedback forms has not raised concerns regarding impact on biological sex, nor gender expression.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Sexual Orientation	Based on JSNA data and an extremely small number of respondents on feedback forms identifying as homosexual or bisexual, it is not anticipated that there will be a significant impact based on sexual orientation. No specific comments have been made pertaining to sexual orientation in face-to-face events nor via email or phone.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

5. Other Key Groups		Positive	Minor -ve	Major -ve	None
<p>Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i></p>					
Key groups	<p>Carers It was identified at OBC that adult carers will be slightly affected by the relocation of the MENCAP facility as those who attend must be accompanied. However, the facility is remaining local and will be of an improved quality at 154 Station Road.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Mental health Existing mental health facilities (e.g. Barnet Mental Wellbeing Hub and Meridian in Meritage Centre) are to be moved. Feedback forms and face to face events stressed the importance of maintaining and improving the provision of mental health services in the area. Relocating facilities such as these could have stronger ramifications for those with mental health issues (e.g. change to a routine could create undue stress etc). Since OBC these facilities are now set to only move to around a 5-minute walk away so as to mitigate as much stress as possible. Communication and assurance will be ongoing to ease the transition for service users.</p> <p>It is worth noting that Meridian is now used for broader community purposes rather than specifically mental health so impact on the community has reduced from that anticipated at OBC.</p> <p>Further to this, the new library building design includes an open frontage and plenty of access to natural light. This is expected to improve mental health of library staff, offering an improvement from the current dimly lit, deep rooms of the current Hendon Library.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

<p>Are there any other vulnerable groups that might be affected by the proposal? <i>These could include carers, people in receipt of care, lone parents, people with low incomes or unemployed</i></p>		Positive	Minor -ve	Major -ve	None
	<p>Lone parents/Household Size Some families and lone parents may need to be relocated. Regular communication with residents and key affected parties is important to ensure needs are met and due consideration is taken in relocating them to ensure they feel safe and comfortable. Compensation will be provided where applicable to accommodate this disruption. All statutory requirements will be met with regard to any relocations undertaken.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<p>Affordability / Low incomes/unemployed Some of the residents living of the housing will be require to be relocated and equalities impacts will be undertaken prior to this happening, and during this process. Due process will be followed, involving compensation as necessary.</p> <p>Since OBC, the scheme has improved in its overall affordability to the public. A reduction in student accommodation numbers (50% of which remains at an affordable level of £160pw as defined in the London Plan 2021), has facilitated the inclusion of 33 Independent Living and 28 affordable key worker accommodation (an improvement to the current offer). Feedback forms raised concerns over any kind of housing provision, regardless of whether this was affordable or not.</p> <p>There are job opportunities available in the planning, construction, and operational phases of the development and local procurement will be prioritised. Contractors have policy requirements that specifically engage with local contractors/apprenticeships, aligning with LBB policy to engage with those with known track record of employing local contractors/sub-contractors etc. Further to this, MDX employment policy prioritises onboarding local persons into new roles created by the scheme</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

5. Cumulative impact²⁰

Considering what else is happening within the council and Barnet could your proposal contribute to a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

Overall, it is not thought that any of the protected characteristics are majorly negatively affected. It is considered that the majority of vulnerable groups are impacted positively to some extent, including: disability, pregnancy/maternity, gender reassignment, and race/ethnicity.

The main groups that are thought to be impacted negatively are age, religion, and mental health. At OBC the impact on these groups was thought to be fairly substantial and so, as a result, a significant number of mitigations and adjustments have been made to the scheme since then to accommodate for concerns regarding equalities and from consultation feedback. These include:

- Reduction in student accommodation unit numbers by 26%
- Introduction of additional placemaking improvements improving lighting and quality of space, and further service provisions, including a healthcare service and a potential Safer Neighbourhoods Team base
- CPZ and parking restrictions for new student population (introduced for non-disabled students only)
- DDA compliance of buildings, with 10% of accommodation provided being disability-friendly
- Removal of 2 car parks from the scheme with no overall net loss in parking
- Introduction of gender-neutral toilets in public space
- Relocation of community uses to a more prominent community hub on the RFC site

As a result, the cumulative impact of the scheme is thought to be slightly positive, with the negative impact on older people (65+) being mitigated wherever possible.

Residents' forums will continue to be open across the remainder of the development period in case of any rising concerns of the public to ensure protected characteristics are considered and accommodated in the final scheme. This EqIA will be updated throughout the lifecycle of the Hendon Hub development to manage Equalities considerations.

6. Actions to mitigate or remove negative impact

Only complete this section if your proposals may have a negative impact on groups with protected characteristics. These need to be included in the relevant service plan for mainstreaming and performance management purposes.

Group affected	Potential negative impact	Mitigation measures ²¹ <i>If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.</i>	Monitoring ²² <i>How will you assess whether these measures are successfully mitigating the impact?</i>	Deadline date	Lead Officer
Age	Increase in the student population has raised the concern of increasing antisocial behaviour and parking issues. There is also a concern of the population rise that could result from the scheme due to increasing pressures on local services.	There will be no net loss in parking as a result of the scheme. A CPZ will be in place and extended, with MDX prohibiting students in the accommodation from parking in the area. Proposed scheme revisions include the potential to include a Safer Neighbourhoods Team base of operation which will increase police presence and security in the area to limit anti-social behaviour concerns. Improved community facilities will bring the well-used services in line with modern demand, increasing their sustainability and durability against an increase in the local population.	Communication with residents will continue throughout the development's lifecycle, including key milestones, and general updates to those that register for regular project updates. Parking in the area will continue to be monitored to determine if any adjustments are needed.		
Religion/Belief	Slight disruption to Christian services due to access requirements onto the St Mary's	Phasing of the construction will be as efficient as possible to limit noise and access disturbance to the local facilities.	As above – the impact on these Christian services is expected to be eradicated post construction.		

	Church due to its proximity to the Meritage Centre & parking for other church goers on town hall car park	Construction will be limited during key religious service times and holidays.	Alternative parking to be discussed with relevant groups.		
Group affected	Potential negative impact	Mitigation measures	Monitoring	Deadline date	Lead Officer
Mental Health	Relocation of mental health services has exacerbated impact on this protected characteristic due to disturbance in routine.	Relocations are to be provided within a 5-minute walk from the previous facilities, reducing the impact on routine as much as possible. Further to this, services will be in contact to support service users through this change and ensure that they are comfortable. The Mental Health service anticipates that the new location will enable improved delivery as the current location is well-used and unsustainable; Temporary facilities to be managed with the service providers to ensure limited disruption. Equalities Impact Assessments will be undertaken for all proposed moves, in conjunction with the individual uses.	As above		

7. Outcome of the Equalities Impact Assessment (EqIA)²³

Please select one of the following four outcomes

Proceed with no changes

The EqIA has not identified any potential for a disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Proceed with adjustments

Adjustments are required to remove/mitigate negative impacts identified by the assessment

Negative impact but proceed anyway

This EqIA has identified negative impacts that are not possible to mitigate. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below

Do not proceed

This EqIA has identified negative impacts that cannot be mitigated and it is not possible to continue. Outline the reasons for this and the information used to reach this decision in the space below

Reasons for decision

Overall, the Hendon Hub development does not have a significant impact on the protected characteristics identified. It is important that this status is consistently monitored across the course of the project and, if need arise, mitigations and changes to ensure no group is negatively impacted are made. The adjustments proposed within the Hendon FBC improve the equalities position since OBC, with inclusions such as a health centre, local relocations, CPZ, reduction in parking disruption. and gender-neutral bathrooms providing benefits to service users that were not previously available. The main equalities concern raised in public consultation is that of the increase in student population in the area, which will need to be carefully monitored going forward to ensure anti-social behaviour and hot spots are addressed and this work has already started.

Sign-off

9. Sign off and approval by Head of Service / Strategic lead ²⁴	
Name Stephen McDonald	Job title Director of Growth
<input checked="" type="checkbox"/> Tick this box to indicate that you have approved this EqIA	Date of approval: 7 th July 2021
<input type="checkbox"/> Tick this box to indicate if EqIA has been published Date EqIA was published: Embed link to published EqIA:	Date of next review: August 2021 Regular Equalities meetings occur and will continue to do so going forward. This EQIA will be regularly reviewed as and when necessary

Document Control

Record the information relevant to this document in this section

File Name	Appendix 2_Hendon Hub FBC EQIA 7 July 2021
Reference	
Version	V1
Date created	7 th July 2021
Status	Final

Document History

If the document has been altered or amended, please track the versions and changes in this section

Date	Version	Reason for change	Changes made by
07.07.2021	Appendix 2_Hendon Hub FBC EQIA 6 July 2021	Stats proofing	NK, HD
06.07.2021	Appendix 2_Hendon Hub FBC EQIA 5 th July 2021 v1	Addressing comments and formatting	NK, HD
30.06.2021	Appendix 2_Hendon Hub FBC EQIA June 2021 v4	Additional changes and comments from others	NK, HD, SC

29.06.2021	Appendix 2_Hendon Hub FBC EQIA June 2021V3	Inclusion of outcomes from library services survey	HD
29.06.2021	Appendix 2_Hendon Hub FBC EQIA June 2021V2	Further information on relocated services provided	NK, HD, JK
25.06.2021	Appendix 2_Hendon Hub FBC EQIA June 2021V1	Initial draft as appendix	NK, HD, IK
20.06.2021	20.06.2021 Hendon Hub FBC EQIA Second Draft_Capita	Second draft for internal circulation	RE, JF, NK, IK, SC, HD
10.06.2021	10.06.2021 Hendon Hub FBC EQIA First Draft_Capita	Initial draft for internal circulation	RE, JF, NK, IK, SC, HD

Footnotes: guidance for completing the EqIA template

¹ The following principles explain what we must do to fulfil our duties under the Equality Act when considering any new policy or change to services. They must all be met or the EqIA (and any decision based on it) may be open to challenge:

- **Knowledge:** everyone working for the council must be aware of our equality duties and apply them appropriately
- **Timeliness:** the duty applies at the time of considering proposals and before a final decision is taken
- **Real Consideration:** the duty must be an integral and rigorous part of your decision-making and must influence the process.
- **Sufficient Information:** you must assess what information you have and what is needed to give proper consideration.
- **No delegation:** the council is responsible for ensuring that anyone who provides services on our behalf complies with the equality duty.
- **Review:** the equality duty is a continuing duty – it continues after proposals are implemented/reviewed.
- **Proper Record Keeping:** we must keep records of the process and the impacts identified.

² **Our duties under the Equality Act 2010**

The council has a legal duty under this Act to show that we have identified and considered the impact and potential impact of our activities on all people with ‘protected characteristics’ (see end notes 9-19 for details of the nine protected characteristics). This applies to policies, services (including commissioned services), and our employees.

We use this template to do this and evidence our consideration. You must give ‘due regard’ (pay conscious attention) to the need to:

- **Avoid, reduce or minimise negative impact:** if you identify unlawful discrimination, including victimisation and harassment, you must stop the action and take advice immediately.
- **Promote equality of opportunity:** by
 - Removing or minimising disadvantages suffered by people with a protected characteristic
 - Taking steps to meet the needs of these groups
 - Encouraging people with protected characteristics to participate in public life or any other activity where participation is disproportionately low
 - Consider if there is a need to treat disabled people differently, including more favourable treatment where necessary
- **Foster good relations between people who share a protected characteristic and those who don’t:** e.g. by promoting understanding.

³ **EqIAs should always be proportionate to:**

- The size of the service or scope of the policy/strategy
- The resources involved
- The size of the likely impact – e.g. the numbers of people affected and their vulnerability

The greater the potential adverse impact of the proposal on a protected group (e.g. disabled people) and the more vulnerable the group is, the more thorough and demanding the process required by the Act will be. Unless they contain sensitive data – EqIAs are public documents. They are published with Cabinet papers, Panel papers and public consultations. They are available on request.

⁴ **When to complete an EqIA:**

- When developing a new policy, strategy, or service
- When reviewing an existing service, policy or strategy
- When making changes that will affect front-line services

-
- When amending budgets which may affect front-line services
 - When changing the way services are funded and this may impact the quality of the service and who can access it
 - When making a decision that could have a different impact on different groups of people
 - When making staff redundant or changing their roles

Wherever possible, build the EqlA into your usual planning and review processes.

Also consider:

- Is the policy, decision or service likely to be relevant to any people because of their protected characteristics?
- How many people is it likely to affect?
- How significant are its impacts?
- Does it relate to an area where there are known inequalities?
- How vulnerable are the people who will be affected?

If there are potential impacts on people but you decide not to complete an EqlA you should document your reasons why.

⁵ **Title of EqlA:** This should clearly explain what service / policy / strategy / change you are assessing.

⁶ **Focus of EqlA:** A member of the public should have a good understanding of the proposals being assessed by the EqlA after reading this section. Please use plain English and write any acronyms in full first time - eg: 'Equality Impact Assessment (EqlA)'

This section should explain what you are assessing:

- What are the main aims or purpose of the proposed change?
- Who implements, carries out or delivers the service or function in the proposal? Please state where this is more than one person or group, and where other organisations deliver it under procurement or partnership arrangements.
- How does it fit with other services?
- Who is affected by the service, or by how it is delivered? Who are the external and internal service-users, groups, or communities?
- What outcomes do you want to achieve, why and for whom? E.g.: what do you want to provide, what changes or improvements, and what should the benefits be?
- What do existing or previous inspections of the service tell you?
- What is the reason for the proposed change (financial, service, legal etc)? The Act requires us to make these clear.

⁷ **Data & Information:** Your EqlA needs to be informed by data. You should consider the following:

- What data is relevant to the impact on protected groups is available? (is there an existing EqlA?, local service data, national data, community data, similar proposal in another local authority).
- What further evidence is needed and how can you get it? (e.g. further research or engagement with the affected groups).
- What do you know from service/local data about needs, access and outcomes? Focus on each characteristic in turn.
- What might any local demographic changes or trends mean for the service or function? Also consider national data if appropriate.
- Does data/monitoring show that any policies or practices create particular problems or difficulties for any group(s)?
- Is the service having a positive or negative effect on particular people or groups in the community?

⁸ What have people told you about the service, function, area?

- Use service user feedback, complaints, audits
- Conduct specific consultation or engagement and use the results
- Are there patterns or differences in what people from different groups tell you?
- Remember, you must consult appropriately and in an inclusive way with those likely to be affected to fulfil the equality duty.
- You can read LBB [Consultation and Engagement toolkit](#) for full advice or contact the Consultation and Research Manager, rosie.evangelou@barnet.gov.uk for further advise

⁹ Age: People of all ages, but consider in particular children and young people, older people and carers, looked after children and young people leaving care. Also consider working age people.

¹⁰ Disability: When looking at disability, consideration should be given to people with different types of impairments: physical (including mobility), learning, aural or sensory (including hearing and vision impairment), visible and non-visible impairment. Consideration should also be given to: people with HIV, people with mental health needs and people with drug and alcohol problems. People with conditions such as diabetes and cancer and some other health conditions also have protection under the Equality Act 2010.

¹¹ Gender Reassignment: In the Act, a transgender person is someone who proposes to, starts or has completed a process to change their gender. A person does not need to be under medical supervision to be protected. Consider transgender people, transsexual people and transvestites.

¹² Marriage and Civil Partnership: consider married people and civil partners.

¹³ Pregnancy and Maternity: When looking at pregnancy and maternity, give consideration to pregnant women, breastfeeding mothers, part-time workers, women with caring responsibilities, women who are lone parents and parents on low incomes, women on maternity leave and 'keeping in touch' days.

¹⁴ Race/Ethnicity: Apart from the common ethnic groups, consideration should also be given to Traveller communities, people of other nationalities outside Britain who reside here, refugees and asylum seekers and speakers of other languages.

¹⁵ Religion and Belief: Religion includes any religion with a clear structure and belief system. As a minimum you should consider the most common religious groups (Christian, Muslim, Hindu, Jews, Sikh, Buddhist) and people with no religion or philosophical beliefs.

¹⁶ Sex/Gender: Consider girls and women, boys and men, married people, civil partners, part-time workers, carers (both of children with disabilities and older cares), parents (mothers and fathers), in particular lone parents and parents on low incomes.

¹⁷ Sexual Orientation: The Act protects bisexual, heterosexual, gay and lesbian people.

¹⁸ Other relevant groups: You should consider the impact on our service users in other related areas.

¹⁹ Impact: Your EqIA must consider fully and properly actual and potential impacts against each protected characteristic:

- The equality duty does not stop changes, but means we must fully consider and address the anticipated impacts on people.
- Be accurate and transparent, but also realistic: don't exaggerate speculative risks and negative impacts.
- Be detailed and specific where you can so decision-makers have a concrete sense of potential effects.

-
- Questions to ask when assessing whether and how the proposals impact on service users, staff and the wider community:
 - Are one or more protected groups affected differently and/or disadvantaged? How, and to what extent?
 - Is there evidence of higher/lower uptake of a service among different groups? Which, and to what extent?
 - Does the project relate to an area with known inequalities (where national evidence or previous research is available)?
 - If there are likely to be different impacts on different groups, is that consistent with the overall objective?
 - If there is negative differential impact, how can you minimise that while taking into account your overall aims?
 - Do the effects amount to unlawful discrimination? If so the plan **must** be modified.
 - Does it relate to an area where equality objectives have been set by LBB in our [Barnet 2024 Plan](#) and our [Strategic Equality Objective](#)?

²⁰ **Cumulative Impact**

You will need to look at whether a single decision or series of decisions might have a greater negative impact on a specific group and at ways in which negative impacts across the council might be minimised or avoided.

²¹ **Mitigating actions**

- Consider mitigating actions that specifically address the impacts you've identified and show how they will remove, reduce or avoid any negative impacts
- Explain clearly what any mitigating measures are, and the extent to which you think they will reduce or remove the adverse effect
- Will you need to communicate or provide services in different ways for different groups in order to create a 'level playing field'?
- State how you can maximise any positive impacts or advance equality of opportunity.
- If you do not have sufficient equality information, state how you can fill the gaps.

²² **Monitoring:** The Equality Duty is an ongoing duty: policies must be kept under review, continuing to give 'due regard' to the duty. If an assessment of a broad proposal leads to more specific proposals, then further monitoring, equality assessment, and consultation are needed.

²³ **Outcome:**

- Make a frank and realistic assessment of the overall extent to which the negative impacts can be reduced or avoided by the mitigating measures. Also explain what positive impacts will result from the actions and how you can make the most of these.
- Make it clear if a change is needed to the proposal itself. Is further engagement, research or monitoring needed?
- Make it clear if, as a result of the analysis, the policy/proposal should be stopped.

²⁴ **Sign off:** You will need to ensure the EqIA is signed off by your Head of Service, agree whether the EqIA will be published, and agree when the next review date for the EqIA will be.