

Croydon Council Equality Analysis Form

Stage 1 Initial Risk Assessment - Decide whether a full equality analysis is needed

At this stage, you will review existing information such as national or local research, surveys, feedback from customers, monitoring information and also use the local knowledge that you, your team and staff delivering a service have to identify if the proposed change could affect service users from equality groups that share a “protected characteristic” differently. You will also need to assess if the proposed change will have a broader impact in relation to promoting social inclusion, community cohesion and integration and opportunities to deliver “social value”.

Please note that the term ‘change’ is used here as shorthand for what requires an equality analysis. In practice, the term “change” needs to be understood broadly to embrace the following:

- Policies, strategies and plans
- Projects and programmes
- Commissioning (including re-commissioning and de-commissioning)
- Service Review
- Budgets
- Staff structures (including outsourcing)
- Business transformation programmes
- Organisational change programmes
- Processes (for example thresholds, eligibility, entitlements, and access criteria)

You will also have to consider whether the proposed change will promote equality of opportunity; eliminate discrimination or foster good relations between different groups or lead to inequality and disadvantage. These are the requirements that are set out in the Equality Act 2010.

1.1 Analysing the proposed change

1.1.1 What is the name of the change?

Taberner House Redevelopment.

1.1.2 Why are you carrying out this change?

Please describe the broad aims and objectives of the change. For example, why are you considering a change to a policy or cutting a service etc.

The primary change proposed within this report to Cabinet is to amend the commercial approach to the delivery of the Taberner House scheme by utilising the Development Company recently established by the Council. This scheme as proposed (and as previously approved) also enables the scheme to provide a greater level of affordable housing and a greater amount of open space in Queen’s Gardens.

1.1.3 What stage is your change at now?

See Appendix 1 for the main stages at which equality analyses needs to be started or updated. In many instances, an equality assessment will be started when a report is being written for Cabinet or Committee. If that report recommends that a proposed change takes place, the same equality assessment can be updated to track equality impacts as it progresses.

The proposed change to the commercial approach to the scheme is being presented to Cabinet for approval. Detailed commercial negotiations will take place subsequently.

1.2 Who could be affected by the change and how

1.2.1 Who are your internal and external stakeholders?

For example, groups of council staff, members, groups of service users, service providers, trade unions, community groups and the wider community.

With Taberner House itself having been demolished the key stakeholders for the delivery of the new scheme are local residents – in terms of the impact of the new development in planning terms – and the wider community, who stand to benefit from the improved Queen’s Gardens and the new homes. Both these groups will be engaged as part of the statutory planning process. We will ensure the engagement is inclusive and all residents and community groups are engaged.

1.2.2 What will be the main outcomes or benefits from making this change for customers / residents, staff, the wider community and other stakeholders?

In terms of the specific change within this report – the change to the commercial arrangements for the delivery of the scheme – the main outcome will be an improved financial consideration for the Council. In terms of the delivery of the scheme itself, the wider community will benefit from having access to enhanced public open space in Queen’s Gardens. Some residents of the borough will also benefit directly should they secure a home in the new scheme, be that private for sale or affordable. The Council will have nomination rights over all the affordable rented units, and allocation of affordable units will be governed by existing policy and procedure with regard to all residents and protected groups.

1.2.3 Does your proposed change relate to a service area where there are known or potential equalities issues?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response
If you don't know, you may be able to find more information on the Croydon Observatory (<http://www.croydonobservatory.org/>)

No. The specific proposed change relates to how the Council delivers this site on a commercial basis, which is not of itself an equalities issue. Within the wider service area of Housing and Planning there are of course equalities issues, however these are addressed through various other channels, including the Council's corporate housing policies and the wider statutory planning framework.

1.2.4 Does your proposed change relate to a service area where there are already local or national equality indicators?

You can find out from the Equality Strategy (<http://intranet.croydon.net/corpdept/equalities-cohesion/equalities/docs/equalitiesstrategy12-16.pdf>). Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No. The specific proposed change relates to how the Council delivers this site on a commercial basis, for which there are no equality indicators. As previously, within Housing as a whole there are equalities indicators at a macro/strategic level but nothing that would be applied specifically to this site.

1.2.5 Analyse and identify the likely advantage or disadvantage associated with the change that will be delivered for stakeholders (customers, residents, staff etc.) from different groups that share a “protected characteristic”

Owing to the nature of the proposed change – i.e. a change to the commercial arrangements underpinning the scheme – there are no groups that will be specifically impacted.

	Likely Advantage 😊	Likely Disadvantage ☹️
Disability	N/A	N/A
Race/ Ethnicity	N/A	N/A
Gender	N/A	N/A
Transgender	N/A	N/A
Age	N/A	N/A
Religion /Belief	N/A	N/A
Sexual Orientation	N/A	N/A
Social inclusion issues	N/A	N/A
Community Cohesion Issues	N/A	N/A
Delivering Social Value	N/A	N/A

1.2.6 In addition to the above are there any other factors that might shape the equality and inclusion outcomes that you need to consider?

For example, geographical / area based issues, strengths or weaknesses in partnership working, programme planning or policy implementation

During construction of the scheme there is likely to be a reduction in the amount of open space available in Queen's Gardens for a period of time. This however will have no specific equality and inclusion impacts, and appropriate measures will be taken to ensure that physical access to the Gardens is maintained for all groups.

1.2.7 Would your proposed change affect any protected groups more significantly than non-protected groups?

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response. For a list of protected groups, see Appendix.....

No. The specific proposed change relates to how the Council delivers this site on a commercial basis, and as such would not affect any protected group more significantly than a non-protected group.

1.2.8 As set out in the Equality Act, is your proposed change likely to help or hinder the Council in advancing equality of opportunity between people who belong to any protected groups and those who do?

In practice, this means recognising that targeted work should be undertaken to address the needs of those groups that may have faced historic disadvantage. This could include a focus on addressing disproportionate experience of poor health, inadequate housing, vulnerability to crime or poor educational outcomes etc.

Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response

No. The specific proposed change relates to how the Council delivers this site on a commercial basis, and as such would not advance equality of opportunity per se.

1.2.9	<p>As set out in the Equality Act, is the proposed change likely to help or hinder the Council in eliminating unlawful discrimination, harassment and victimisation in relation to any of the groups that share a protected characteristic?</p> <p><i>In practice, this means that the Council should give advance consideration to issues of potential discrimination before making any policy or funding decisions. This will require actively examining current and proposed policies and practices and taking mitigating actions to ensure that they are not discriminatory or otherwise unlawful under the Act</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response.</p>
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No. The specific proposed change relates to how the Council delivers this site on a commercial basis, which does not in itself impact upon discrimination, harassment and victimisation in relation to groups that share a protected characteristic.

1.2.10	<p>As set out in the Equality Act, is your proposed change likely to help or hinder the Council in fostering good relations between people who belong to any protected groups and those who do not?</p> <p><i>In practice, this means taking action to increase integration, reduce levels of admitted discrimination such as bullying and harassment, hate crime, increase diversity in civic and political participation etc.</i></p> <p>Please answer either "Yes", "Don't know" or "No" and give a brief reason for your response</p>
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No. The specific proposed change relates to how the Council delivers this site on a commercial basis, and as such would not impact on relations between protected groups.

1.3 Decision on the equality analysis

If you answer "yes" or "don't know" to ANY of the questions in section 1.2, you should undertake a full equality analysis. This is because either you already know that your change or review could have a different / significant impact on groups that share a protected characteristic (compared to non-protected groups) or because you don't know whether it will (and it might).

Based on this initial equality analysis it is considered that a full equality analysis will not be required because the proposed changes in the Cabinet report are focused on the nature of the commercial deal underpinning the Taberner House scheme. This will not of itself have a different/significant impact on protected groups (compared to non-protected groups). This approach and analysis has been agreed with the Equality and Community Relations Team.

Officers that must approve this decision	Name and position	Date
Report author	James Collier, Regeneration Manager	2 nd July 2015
Director	Colm Lacey, Director of Development	2 nd July 2015