

Cabinet

Equalities Impact Assessments

13 May 2013

<u>Item</u>		<u>Pages</u>
4.	TRI-BOROUGH TOTAL FACILITIES MANAGEMENT - AWARD OF CONTRACT	1 - 9
6.	LINFORD CHRISTIE STADIUM : GENERAL INTERNAL AND EXTERNAL REFURBISHMENT OF CHANGING ROOM PUBLIC FACILITIES AND MAJOR UPGRADE OF COMMERCIAL KITCHEN	10 - 15
11.	HOUSING DEVELOPMENT PROGRAMME - NEW BUILD INNOVATIVE HOUSING	16 - 21
14.	PARKING PROJECTS & POLICY PROGRAMME FOR 2013/14 AND 2014/15	22 - 25

Tri-Borough Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from your service or borough leads:

LBHF Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430	RBKC Corporate Equalities Officer: angela.chaudhry@rbkc.gov.uk 020 7361 2654	WCC Senior Policy Officer: doleary@westminster.gov.uk 020 7641 8024
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Tri-Borough Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis		
Financial Year and Quarter	2013/2014 – Quarter No.1		
Name and details of policy, strategy, function, project, activity, or programme	<p>Tri-Borough Total Facilities Management Award of Contract:- In January 2012 the Cabinet approved the Business Case for the tendering of a Tri-boroughs' Total Facilities Management Contract and London-wide framework agreement using the Competitive Dialogue procedure permitted under the Public Contracts Regulations. Throughout the procurement process the relevant Cabinet Member has been asked to sign-off decisions that need to be taken by the Council (on behalf of the 3 boroughs) at the previous four key stages (selection stage, conclusion of Competitive Dialogue solution stages rounds 1 and 2, the invitation to submit final bids and the appointment of the Preferred Bidder). This is the final stage in the procurement process whereby this report is presented to the Cabinets at the three councils for the award of the contract and framework agreement.</p>		
Lead Officers	<p>LBHF:- Mike Cosgrave Head of Professional Services & Facilities Management Email: mike.cosgrave@lbhf.gov.uk Telephone No:020 8753 4849</p>	<p>RBKC:- Raj Patel Transformation Programme Manager Email:Rajesh.Patel@rbkc.gov.uk Telephone No: 020 7361 2853</p>	<p>WCC:- Glenn Woodhead FM Strategy Manager Email:gwoodhead@westminster.gov.uk Telephone No: 020 7641 6270</p>
Lead Borough	Hammersmith & Fulham Council are the procuring authority – Mike Cosgrave Reported produced by Raj Patel – RBK&C		
Date of completion of final EIA	15 th April 2013		

Section 02	Scoping of Full EIA
Plan for completion	Following the evaluation of the final bids by the Tender Appraisal Panel, which was reported to the Project Board, the appointment of the Preferred Bidder was approved by the Leader of Hammersmith & Fulham Council. In accordance with the procurement process, discussions are now taking place with the Preferred Bidder (Amey Community Ltd) in order to finalise the contract and associated documentation, in preparation for the contract award by the three Cabinets, which is the subject of this report. Following the Award of Contract and the expiration of the “Alcatel” period it is anticipated that the parties will work towards the engrossment of the contract in June / July 2013. The contractor will be

	working alongside the ICF during the mobilisation period with an operable date of Sept/Oct 2013.	
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.	
	Protected characteristic	Borough Analysis
		Impact: Positive, Negative, Neutral
	Age	LBHF :- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, irrespective of their age. The requirements and needs of the community are at the forefront of the service delivery specification for this project.
		Neutral
		RBKC:- Ditto
		WCC:- Ditto
	Disability	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community. The requirements and needs of the community are at the forefront of the service delivery specification for this project with particular attention being emphasised in respect to the delivery of all statutory compliance areas e.g. Equality Act 2010.
		Neutral
		RBKC:- Ditto
	WCC:- Ditto	
Gender reassignment	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, irrespective of their gender. The requirements and needs of the community are at the forefront of	
	Neutral	

		the service delivery specification for this project.	
		RBKC:- Ditto	
		WCC:- Ditto	
	Marriage and Civil Partnership	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, regardless of their marriage/civil partnership status. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	Neutral
		RBKC:- Ditto	
		WCC:- Ditto	
	Pregnancy and maternity	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, Irrespective of their personal circumstances. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	Neutral
		RBKC:- Ditto	
		WCC:- Ditto	
	Race	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, regardless of their race. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	Neutral
		RBKC:- Ditto	
		WCC:- Ditto	
	Religion/belief (including non-belief)	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality	Neutral

		services to all sectors of the community, regardless of their religious beliefs. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	
		RBKC:- Ditto	
		WCC:- Ditto	
	Sex	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, regardless of their sex. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	Neutral
		RBKC:- Ditto	
		WCC:- Ditto	
	Sexual Orientation	LBHF:- The contract is structured so as to provide a safe and reliable support services, thereby enabling the delivery of high quality services to all sectors of the community, regardless of their sexual orientation. The requirements and needs of the community are at the forefront of the service delivery specification for this project.	Neutral
		RBKC:- Ditto	
		WCC:- Ditto	
	<p>Human Rights or Children’s Rights If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Borough Lead for advice No it will not affect Human Rights or Children’s Rights</p>		

Section 03	Analysis of relevant data Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.
Documents and data reviewed	LBHF/ RBKC / WCC Contract Control Documents, Contract documents, OJEU Documentation, PQQ documentation, contractor's submissions / authenticated documents detailing marking procedure and outcome of PQQ assessment, Results of Competitive Dialogue process, documentation and authenticated documents marking procedure and outcome of assessment of bids, Details of financial appraisal process and table of analysis data. Supporting documents for report:- Appendix A: Scope of functions and scope of services Appendix B: Contractual Set-up Appendix C: ICF Organisation Structure Appendix D: Governance Arrangements Appendix E: Inter-Authority Governance Options Appendix F: Inter-Authority Agreement Timeline Appendix G: Principles of the Inter-Authority Agreement Appendix H: Tri-Borough TFM Cost Allocation Methodology Appendix I: Background Information on Amey Community Limited
New research	If new research is required, please complete this section LBHF / RBKC / WCC Not applicable

Section 04	Consultation Complete this section if you have decided to supplement existing data by carrying out additional consultation.
Consultation in each borough	LBHF / RBKC / WCC: Consultation has been carried out with the various stakeholder groups from each council including Councillors, Chief Officers and staff affected by the service transfer to the TFM contractor via TUPE Transfer of Undertakings (Protection of Employment) Regulations 2006 (TUPE) which will apply. The Council will ensure that all TUPE and other related employment legislation including statutory consultation with the affected staff and trade unions will be applied to the letting of this contract. There has also been

	consultation with the existing service providers, who were given the opportunity to meet the contractors who were tendering for the TFM contract.
Analysis of consultation outcomes for each borough	LBHF / RBKC / WCC: This initiative has been well received by Councillors and Chief Officers across Tri-Borough and the tender results as detailed in the report will deliver significant cost reductions, potential service improvement, improvements to compliance management and overall business continuity in respect to the delivery of FM services across the Tri-Borough Estate.

Section 05	Analysis of impact and outcomes
Analysis	<p>LBHF / RBKC / WCC:</p> <p>What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).</p> <p>The market testing of the Tri-Borough FM services has confirmed that the advantages originally envisaged at the conception of this initiative, are achievable and that the delivery vehicle of a TFM (via an external contractor) and managed by a single Tri-Borough client organisation (Hosted by RBK&C) based upon an ICF model is the correct business model to follow.</p>

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	<p>Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for each borough, and the overall outcome.</p> <p>LBHF / RBKC / WCC:</p> <p>To enter into contract with Amey Community Limited.</p>

Section 07	Action Plan
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis

	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan

Section 08	Agreement, publication and monitoring		
Chief Officers' sign-off	LBHF:- Maureen McDonald-Khan Director of Building and Property Management Hammersmith and Fulham Council 6th Floor Hammersmith Town Hall King Street Hammersmith London W6 9JU E-mail: Maureen.McDonald-Khan@lbhf.gov.uk Tel:020 8753 4701	RBKC:- Michael Clark MBA, MRICS Director for Corporate Property and Customer Services Lead Director Tri-Borough TFM Royal Borough of Kensington and Chelsea E-mail: Michael.Clark@rbkc.gov.uk Mob: 079 605 79967	WCC:- Richard Platt Head of Property WCC City Hall 64 Victoria Street London SW1E 6QP E mail: rplatt@westminster.gov.uk Tel 020 7641 9828
Key Decision Report (if relevant)	LBHF:- Date of report to Cabinet - 13/05/2013 Key equalities issues have been included: Yes	RBKC:- Date of report to Cabinet- 02/05/2013 Key equalities issues have been included: Yes	WCC:- Date of report to Cabinet - 13/05/2013 Key equalities issues have been included: Yes
Lead Equality Manager (where involved)	LBHF:- No direct involvement.	RBKC:- No direct involvement.	WCC:- No direct involvement.

LBHF Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

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The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430

LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2012-2013 Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>PROJECT: LINFORD CHRISTIE STADIUM</p> <p>WORKS: GENERAL REFURBISHMENT OF BUILDING FABRIC</p> <p>The proposed works are to be carried out at Linford Christie Stadium and consist of a full upgrade to the clubhouse kitchen, general internal refurbishment of changing rooms, remedial works to the roof covering plus refurbishment and upgrade of toilets and washing areas to the male changing room. The works will be funded from previously agreed projects within the Corporate Planned Maintenance Programme for which the Leader has responsibility and supported by a S106 contribution.</p>
Lead Officer	<p>Name: Patrick Nolan Position: Framework Project Manager Email: patrick.nolan@lbhf.gov.uk Telephone No: 020 8753 4516</p>
Date of completion of final EIA	21/01/13

Page 12

Section 02	Scoping of Full EIA		
Plan for completion	Timing: Resources:		
Analyse the impact of the policy, strategy, function, project, activity, or programme	Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.		
	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral
	Age	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral

Disability	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Gender reassignment	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Marriage and Civil Partnership	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Pregnancy and maternity	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Race	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Religion/belief (including non-belief)	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Sex	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral
Sexual Orientation	This is a maintenance/refurbishment technical contract and it will not have an effect or impact on this protected characteristic.	Neutral

Human Rights or Children's Rights

If your decision has the potential to affect Human Rights or Children's Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children's Rights, as defined by the UNCRC (1992)?

No

Section 03

Analysis of relevant data

Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.

Documents and data reviewed	NA
New research	If new research is required, please complete this section

Section 04	Consultation
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)
Analysis of consultation outcomes	NA

Section 05	Analysis of impact and outcomes
Analysis	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).

Page 14

Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	Include any specific actions you have identified that will remove or mitigate the risk of adverse impacts and / or unlawful discrimination. This should provide the outcome for LBHF, and the overall outcome.

Section 07	Action Plan												
Action Plan	No actions have been identified.												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan								

Section 08	Agreement, publication and monitoring
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Chief Officers' sign-off	Name: Position: Email: Telephone No:
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: XX / XX / XX Key equalities issues have been included: Yes/No
Opportunities Manager (where involved)	Name: Position: Date advice / guidance given: Email: Telephone No:

Appendix I

Equality Impact Assessment: Rational House, Spring Vale Project, LB Hammersmith and Fulham

AECOM have been commissioned to prepare an Equality Impact Assessment (EqIA) against the Rational House initiative for Spring Vale in the London Borough of Hammersmith and Fulham.

An Equality Impact Assessment (EqIA) is a process designed to ensure that a policy or project does not discriminate against any disadvantaged or vulnerable people. This assessment considered whether the Rational House scheme is likely to have a positive or negative impact across the diverse communities in the Borough. It concludes that the Rational House scheme will have a positive impact in meeting the needs of disadvantaged groups.

Name and brief description of proposal / policy / service being assessed

Rational House

In an attempt to provide quality homes at affordable costs, the Rational House initiative aims to respond to changing needs by creating highly flexible and adaptable family homes for the 21st century, whilst addressing issues of urban planning, urban character and density.

In summary, the key characteristics of Rational House are set out below:

- Delivering high density low rise developments - the typical product unit (two storey house with basement) can achieve a density of 426 habitable rooms per hectare, on a plot of 27 meters by 54 meters, a density that is almost double that of typical London terraced housing.
- Capable of rapid assembly in a variety of configurations to create a variety of family dwellings or flats.
- Highly flexible fitting-out, capable of accommodating changing family structures and ages, and permitting subdivisions and re-combinations of tenancies.
- Adaptable to other uses from outset and later in the life cycle of the fabric (i.e. small offices, food retailers or live work accommodation)
- Providing generous standards of internal floor space, high ceilings and natural light, and provides an essential minimum of private outdoor amenity space, whilst maintaining good density.
- Conforms to current Building Regulations and complies with important non-mandatory standards, including the London Housing Design Guide, the Code for Sustainable Homes (min. Level 4), Lifetime Homes and Secure by Design.
- Provided to a cost that is competitive in the context of new urban housing, offering different levels of quality, both in build form and fit-out, that make it suitable for affordable and the private for sale units.

The Rational House scheme at Spring Vale comprises ten new properties. Six properties will be affordable, which will be sold on a Discount Market Sale (DMS) basis, to applicants on the Council's HomeBuy register, and four will be private for sale to cross-subsidise the affordable housing. Applicants on the Council's HomeBuy register are required to live or work within Hammersmith & Fulham and have a household income of between £19,000 and £60,000. Applicants on the HomeBuy registered will receive priority, when bidding for the new properties, if they fall within one of the categories listed below;

- a Council or housing association tenant
- registered on the Council's Housing Register
- a key worker
- a first time buyer
- renting in the private sector
- have a disability

The proposed discount for the six affordable properties is set out in Table 1. All new properties will comply with London Housing Design Guidelines and Lifetime Homes Standards.

Table 1: Proposed Eligibility Criteria and Unit Discount for Spring Vale

Purchasers Household Income	Number of units	Sales receipt (3 x HHI plus 10% deposit)	Retained Equity (discount)	Open Market Value (OMV)
Up to £30,000	2	£99,000	£246,000	£345,000
Up to £40,000	2	£132,000	£258,000	£390,000
Up to £60,000	2	£198,000	£192,000	£390,000

N.B. HHI - Household Income

<u>The Assessment</u>			
Effect of implementing Rational House on each characteristic:			
<ul style="list-style-type: none"> • High (H) • Medium (M) • Low (L) • Not Applicable (N/A) 			
Magnitude of impact upon Equality:			
<ul style="list-style-type: none"> • Positive (+) • Negative (-) 			
Not Applicable (N/A)			
Age	The development at Spring Vale proposes eight flats and/or maisonettes, corresponding with borough's population profile comprising a higher proportion of young adults aged 25-39 (34%) compared to London (28%).	L	+
	Furthermore, the borough's Core Strategy indicates that there has been a significant under provision of family housing ¹ . In response to this demand, the scheme adequately offers two family homes (of 3-4 bedrooms) as well as two 2/3 bedroom maisonettes that could accommodate families. In addition, the proposals will where possible conform to both internal and external space standards set out in the London Housing Design Guide.	L	+
	Homes should be built to the Lifetime Homes standards, benefiting older people as living needs change, but also families with young children. The London Housing Design Guide requires 10% of new housing to be wheelchair accessible. The initiative will where possible conform to these non-mandatory standards.	H	+
Disability	Around 15% of residents in Hammersmith and Fulham have a disability. All new housing must deliver 10% wheelchair access and "Lifetime Homes Standards", having a direct and positive impact on disabled people's quality of life. The development offers two accessible disabled car parking spaces as part of its proposal.	H	+

¹ Hammersmith and Fulham Core Strategy, October 2011

Gender Reassignment	The Rational House initiative has not emerged as relevant to, or having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The Rational House initiative is not seeking to deliver a specific service for married people or people who are civil partners so this is not relevant to this protected characteristic.	N/A	N/A
Race	<p>In 2011, the white population represented 80% of the economically active population followed by the Black African Ethnic group (4.4%) and other groups (3.90%).</p> <p>Not surprisingly then, there are high levels of deprivation among ethnic minority households, making these groups highly represented in the allocation of affordable housing. For example, in 2011/12, 52% of affordable housing allocations were from ethnic minority groups compared to 44% from white groups.</p> <p>Furthermore, an important distinction should be made between groups on the HomeBuy register. Currently, white groups represent 61% of applicants compared to 25% from ethnic minority groups.</p> <p>This indicates that it the Rational House scheme must provide an 'inclusive' proportion of Discounted Market Sale (DMS) homes that are accessible to all ethnic groups, as well as an affordable discounted price. According to the proposed eligibility criteria in Table 1, the 'affordable' element of the initiative is delivered whereby the scheme offers 6 DMS homes for a range of household incomes (£19,000 and £60,000).</p>	H	+
Religion/Belief	The religious profile of the borough is much less diverse than London as a whole. In 2001, 63% of residents were Christian, 6.8% were Muslim, and 2.3% were other religions. The Rational House programme is not expected to have any impacts on people according to their religious beliefs.	N/A	N/A
Sex	<p>An increased provision of affordable and discounted homes is likely to have a positive impact on men and women, but more so for women.</p> <p>Referring to HomeBuy register, the average household income for female applicants is almost £2,000 less than male applicants. Given that there are more female applicants than men, 57% and 42% respectively, it is even more important to provide housing prices that are inclusive to all. According to the proposed eligibility criteria in Table 1, the 'affordable' element of the initiative is delivered.</p>	H	+
Sexual Orientation	The Rational House programme is not expected to have any impacts on lesbian, gay, bisexual or heterosexual people.	N/A	N/A

Potential adverse equality impact

No Social-rented Housing

- Although the development offers 60 per cent intermediate affordable housing (or DMS units), there is no socially-rented housing proposed. This could potentially exclude some individuals who earn less than £30,000.
- It must also be considered that although the 'DMS' initiative provides the opportunity for more groups of people to enter the housing market, individuals still do not own the property outright.

Potential positive equality impact

Lifetime Homes Standard

The Rational House Initiative will where possible conform to the London Housing Design Guide as well as Lifetime Homes Standards which will significantly benefit both the elderly and the disabled. For example, 10% of housing should be wheelchair accessible and two disabled car parking spaces are provided.

Affordability

The scheme's cost strategy is set out in Table 1. It is considered that the affordability of the proposed units is likely to have a positive impact on all groups, especially those identified in the analysis as being represented with lower incomes.

The reasons for this are:

- 60 per cent of units (6 units) will be intermediate or DMS housing units, compared to a 40% borough target. Considering only 10 units are proposed, this is a commendable proportion of affordable housing.
- The unit discount will be based on the purchaser's household income. This demonstrates that there is an equal distribution of DMS units representing the majority of low to middle income groups (from £30,000 to £60,000).

Details of how to reduce negative or increase positive impact (or why action is not possible).

Although there is no social rented housing proposed, a considerable 60 per cent intermediate affordable housing is considered to be a worthy substitute given that only 10 units are proposed and development viability must be taken into account.

Conclusion

Following this assessment, we can conclude that the most significant factor with the potential of impacting on equality is the cost of housing. Thus,

the Rational House initiative is considered to meet the provision of 60 per cent intermediate housing offering discounts of up to £250,000. This scheme is therefore considered to be accessible to all the 'disadvantaged' groups mentioned above.

APPENDIX 6: parking projects & policy programme for 2013/14 and 2014/15 - EIA Document
LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2012/13 Q4
Name and details of policy, strategy, function, project, activity, or programme	PARKING PROJECTS & POLICY PROGRAMME: APPROVAL OF THE 2013/14 & 2014/15 PROGRAMME To note and approve the 2013/14 and 2014/15 parking projects & policy programme. This report is produced every year.
Lead Officer	Name: Naveed Ahmed Position: Parking Projects & Policy Manager Email: Naveed.ahmed@lbhf.gov.uk Telephone No: 020 8753 1418
Date of completion of final EIA	04/02/2013

Section 02	Scoping of Full EIA
Plan for completion	Timing: By March 2014 Resources: Parking Projects Team
Analyse the impact of the policy, strategy, function, project, activity, or programme	Examples of works that are likely to impact more on older and disabled people include: Improving Pedestrian Environment - Street Decluttering During the planned maintenance schemes streets are analysed for 'Decluttering'. This involves reducing and consolidating, where possible, the amount of street furniture. Removal of redundant signs posts and attaching signs to lamp columns as well as the removal of bollards all helps reduce the 'clutter' on the street. These small improvements can make the street easier to negotiate for vulnerable road users such as the disabled and elderly by removing potential obstructions. Improving pedestrian environment - Ensure dropped kerbs protected from parked cars

During the review of CPZs road markings are reviewed to ensure they are DDA compliant. Single yellow lines at informal crossing points are upgraded to double yellow lines. These small improvements can make the street easier to negotiate for vulnerable road users such as the disabled and elderly because they ensure that vehicles do not obstruct the crossing points.

As a result of the overall works, there may be benefits associated with certain groups and not others as detailed below:

Protected characteristic	Analysis	Impact:
Age	Older people are more likely than others to benefit from resurfaced carriageways and footways, as it provides a smoother ride and reduces the likelihood of trip hazards. Making it easier for disabled people to get about removes barriers and encourages participation in public life.	+
Disability	Disabled people are more likely than others to benefit from protection of informal crossing points. Making it easier for disabled people to get about removes barriers and encourages participation in public life.	+
Gender reassignment	N/A	Neutral
Marriage & Civil Partnership	N/A	Neutral
Pregnancy & maternity	Continued upgrading of single yellow lines at informal crossing points to double yellow lines will ensure that vehicles do not obstruct crossing facilities for prams/pushchairs	Neutral
Race	N/A	Neutral

	Religion/belief	Places of worship within a controlled parking zone are consulted when the parking controls within that Zone are reviewed. Any impact would be unknown until a full consultation is carried out and the responses are assessed.	Unknown
	Sex	N/A	Neutral
	Sexual Orientation	N/A	Neutral
	<p>Human Rights or Children's Rights Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>		
Section 03	Analysis of relevant data		
	Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.		
Documents & data reviewed	Annual parking stress survey data helps to determine which controlled parking zones are reviewed as part of the annual parking projects programme. Those Zones that have consistently high level of parking demand are given priority.		
New research	N/A		
Section 04	Consultation		
Consultation	Our consultations are open and accessible online and by post, and can be made available in different languages and Braille when requested.		
Analysis of consultation outcomes	N/A		
Section 05	Analysis of impact and outcomes		

Analysis	Following any parking consultation the results are analysed and presented to the Cabinet Member for a decision.
Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	N/A
Section 07	Action Plan
Action Plan	N/A
Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Chris Bainbridge Position: Head of Transportation Policy & Network Management Email: Chris.Bainbridge@lbhf.gov.uk Telephone No:0208 7533354
Key Decision Report (if relevant)	Date of report to Cabinet/Cabinet Member: 20/02/2013 Key equalities issues have been included: Yes