

# West Kensington and Gibbs Green/Earls Court Potential Redevelopment Project

## Equalities Impact Assessment

<b>Overall Information</b>	<b>Details of Equality Impact Analysis</b>
<b>Financial Year and Quarter</b>	2012-2013
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p><b>The Earls Court Redevelopment Project</b></p> <p>The council is proposing to enter into a Conditional Land Sale Agreement (CLSA) to grant an option to EC Properties to include certain council-owned land within a comprehensive regeneration scheme that covers the Earls Court Exhibition Centre buildings and Seagrave Road car park (both owned by Capital and Counties plc, which owns EC Properties) and the TfL-owned Lillie Bridge Depot. The council-owned land includes the West Kensington and Gibbs Green estates.</p> <p>From 6<sup>th</sup> January – 12<sup>th</sup> March 2012 the Council undertook a consultation process to seek residents' views on the council's proposals to include the estates in the wider regeneration scheme. During this consultation residents were also invited to make comments on a draft Equalities Impact Analysis (EIA) that had been published on the council's website. The draft EIA sought to assess, by reference to the protected characteristics, the impact of entering into the CLSA on those directly affected by the development – the residents of the West Kensington and Gibbs Green estates, and the pupils at the Queens Mill School temporarily located at the former Gibbs Green School site.</p> <p>The council has considered the comments received as part of this consultation process, and has as a result updated the EIA and further refined its proposals.</p>
<b>Lead Officer</b>	<p>Name: Sarah Lovell          Position: Project Officer          Email: sarah.lovell@lbhf.gov.uk          Telephone No: 020 8753 5571</p>
<b>Date of completion of final EIA</b>	17 <sup>th</sup> August 2012

<b>Section 02</b>	<b>Scoping of Full EIA</b>																		
<b>Plan for completion</b>	Start date of EIA: 18 <sup>th</sup> June 2011 Lead Officer: Sarah Lovell																		
<b>What is the policy, strategy, function, project, activity, or programme looking to achieve?</b>	<p><b>The recommendations in question</b></p> <p>After a number of years of engagement and negotiation with residents of the West Kensington and Gibbs Green estates, residents of the local area and EC Properties / Capital and Counties, council Officers are considering recommending to the council that it enters into the CLSA with EC Properties. This would involve three key recommendations:</p> <ol style="list-style-type: none"> <li>1. That the Council enter into Conditional Land Sale Agreement with EC Properties LP.</li> <li>2. That the Council approve the early purchase by EC Properties of land formerly occupied by Gibbs Green School.</li> <li>3. That the Council approve the sale to EC Properties of land at 11 Farm Lane to support the redevelopment.</li> </ol> <p><b>The Potential Impact of the Recommendations</b></p> <p>Below, the recommendations are assessed against the protected characteristics. '+' indicates a positive impact, '-' indicates a negative impact and '/' indicates a neutral impact. 'L', 'M' and 'H' indicate that the impact is of low, medium or high relevance to the protected characteristic in question. Any mitigating measures are listed after each identified impact.</p> <table border="1" data-bbox="472 1166 2123 1449"> <tr> <td colspan="4" data-bbox="472 1166 2123 1238"><b>RECOMMENDATION 1</b></td> </tr> <tr> <td colspan="4" data-bbox="472 1238 2123 1310"> <ul style="list-style-type: none"> <li>• That the Council enter into Conditional Land Sale Agreement with EC Properties LP.</li> </ul> </td> </tr> <tr> <td data-bbox="472 1310 714 1390"><b>Protected Characteristic</b></td> <td data-bbox="714 1310 887 1390"><b>+/-</b></td> <td data-bbox="887 1310 1059 1390"><b>L/M/H</b></td> <td data-bbox="1059 1310 2123 1390"><b>Assessment</b></td> </tr> <tr> <td data-bbox="472 1390 714 1449"><b>Age</b></td> <td data-bbox="714 1390 887 1449"></td> <td data-bbox="887 1390 1059 1449"></td> <td data-bbox="1059 1390 2123 1449"><i>Where age is referred to, it refers to persons of a particular age (e.g. 32</i></td> </tr> </table>			<b>RECOMMENDATION 1</b>				<ul style="list-style-type: none"> <li>• That the Council enter into Conditional Land Sale Agreement with EC Properties LP.</li> </ul>				<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>	<b>Age</b>			<i>Where age is referred to, it refers to persons of a particular age (e.g. 32</i>
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		-	H	<p><i>year olds) or range of ages (e.g. 18 - 30 year olds).</i></p> <p><b>(1)</b> The impact of residents having to leave their current homes on the estates is likely to be greater for elderly residents than for other residents in general. Packing, moving and unpacking is likely to be particularly difficult for such people. Elderly residents may also suffer greater psychological effects, including stress and uncertainty, for example in relation to having to move, and as regards living in an initially unfamiliar environment (after moving). Further, elderly residents may rely more on neighbours and nearby family for support, and moving home may affect these support networks. 42 consultees raised concerns about the impact of having to move, given their age. 49 other consultees referred to concerns of this type in relation to family members, or as a general matter.</p> <ul style="list-style-type: none"> <li>▪ Each household will have a dedicated Re-housing Officer, who will help them through the re-housing process. This will include identifying residents' re-housing needs and requirements, informing them about the re-housing and move process, keeping them updated with the project and move timescales and supporting residents throughout the whole process. The Re-housing Officer will be able to allocate additional support and services to assist elderly residents when moving home. For example, this support will - if requested - take the form of allocating a packing and unpacking service to help elderly residents with the physical move, or allocating more of the Re-Housing Officers time to work with the resident and/or the resident's family / carer / support network.</li> <li>▪ The Re-housing Officer will also be able to sign older residents up to the council's 'advocate scheme.' Under this scheme an older resident can nominate an 'advocate' (usually a son or daughter), who can then liaise with the Re-housing Officer to make all the necessary arrangements for the move, and handle related matters, on the older resident's behalf.</li> <li>▪ Where residents need additional support the Re-housing Officer can refer residents to other council services. These services include Adult</li> </ul>
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		-	H	<p>Services and the Floating Support Services, which offer free support to local residents to help them with many aspects of their lives. This support can include: helping residents settle into a new home, helping residents stay in contact with friends and family, reporting repairs, sorting out rent and other tenancy issues, filling in forms and writing letters and informing residents about other services. The council will also ensure that the Re-housing Officer completes a post-move visit with all households to see if the resident has settled into their new home and to see if they have any concerns that can be addressed. If a resident is having adjustment problems, the Re-housing Officer will allocate additional support for them, including from Adult Services or the Floating support services mentioned above.</p> <ul style="list-style-type: none"> <li>▪ It is a condition of the CLSA and it will be a part of the redevelopment project's Local Lettings Policy that, where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact. A needs assessment will help the Council to know what support networks and which neighbours each resident wants to move with.</li> </ul> <p><b>(2)</b> The impact on private tenants of not being offered a replacement home in the redevelopment may be greater for elderly private tenants than for other private tenants. Elderly private tenants may find this more stressful, and may lose local support networks if they are unable to find a new home in the local area. Private tenants who have elderly relatives nearby may find it harder to support or care for them (one private resident mentioned this issue). Families with school-age children who are private tenants may also suffer a detrimental impact if they are unable to find a new home in the local area.</p> <ul style="list-style-type: none"> <li>▪ Private tenants will be offered housing advice by the Re-housing Officers. This will include information on their housing options and where they can receive additional re-housing advice and support. Where residents can demonstrate a clear connection to the local area the council will help them to find alternative accommodation within the area. However, beyond this, officers do not consider that it will be</li> </ul>
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				<p>possible to further mitigate any age-related negative impacts on private tenants.</p> <p><b>(3)</b> If the redevelopment goes ahead, council tenants will be re-housed based on their need. From the point of view of age, the impact of this would vary from case to case:</p> <p><b>(3a)</b> For an older couple or an older single person whose children have left home and who are now occupying a large flat or house, the result would be that they would be offered a smaller property (albeit that they will be offered a home with one additional bedroom above their need). This would have a negative impact on such people.</p> <p><b>(3b)</b> For a younger couple or a younger single person with children whose current accommodation is over-occupied, the result would be that they would be offered a new property that meets their needs (up to a maximum of a 5-bedroom property). This would be a positive impact.</p> <p><b>(4)</b> The provision of new homes as part of the redevelopment provides the opportunity for better access (as regards common areas, lifts, level access, and access routes to homes from the wider area), which would positively impact on older residents with age-related mobility impairments, as well as parents with young children. The new homes will be built to new accessibility standards, including as set out in the Approved Document M - Access to and Use of Buildings and in the Lifetime Homes Standard. These standards are an improvement on those that applied when the existing estates were built. The proposals will also include provision for 10% of wheelchair accessible housing across the entire redevelopment. This should include provision of wheelchair accessible housing for all existing residents of the estates who, following an individual needs assessment, are found to require it.</p> <p><b>(5)</b> During the consultation one resident mentioned that their home had been adapted due to their age. Adaptations will be made to the new</p>
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		+	H	
		+	H	
		/ and +	H	

		+ and -	M	<p>homes in accordance with the Occupational Therapist's assessment of the individual resident's needs. Those residents who currently have homes to which adaptations have been made, and who continue to need those adaptations, will have adaptations made to their new homes. Those residents who are assessed to need adaptations by the Occupational Therapist, but who are not currently living in homes with those adaptations, will have them completed for their new home. Overall, therefore, this aspect of the redevelopment is likely to have either a neutral or a positive impact on elderly residents.</p> <p><b>(6)</b> During the consultation, the Hammersmith &amp; Fulham Disability Forum and a number of individual consultees raised issues regarding proximity to existing health / social / community / retail facilities, and bus routes. It is not possible to be precise about how far each resident who will be offered a new home will have to move. However:</p> <p><b>(6a)</b> If the resident's new home is on the main site (bounded by West Cromwell Road, the railway line, North End Road and Lillie Road) then the resident may end up being closer to or further away from existing facilities (the maximum additional distance being approximately 250m), depending on precisely where their new home is located. The impact of this may well be greater for elderly residents, and residents with young children.</p> <p><b>(6b)</b> Approximately 200 new homes will be re-provided for qualifying residents at the Seagrave Road site. The furthest distance between the furthest edge of the main site and the Seagrave Road site is approximately 800m and the nearest distance is approximately 320m. According to the plans, re-provided houses will be in a block at the rear of the Seagrave Road site. Amongst those re-housed on the Seagrave site, the increased distance from shops and other facilities is likely to be felt more by elderly residents and residents with young children.</p> <ul style="list-style-type: none"> <li>▪ The proposed redevelopment will also give rise to a range of new facilities which can be accessed by residents, such as the</li> </ul>
		-	M	

		-	M	<p>proposed Sports and Leisure Hub. This should help to mitigate the impact for those residents who end up moving further away from existing facilities.</p> <ul style="list-style-type: none"> <li>The planning process will require a new health facility to be provided as part of the redevelopment. The new health facility will be located so as to be easily accessible from across the redevelopment, as well as from the wider catchment area that it will be intended to serve. The health facility should provide, among other things, consulting/examination/treatment space, district nursing, health visiting, diagnostic services, dental surgery, optometry and a pharmacy.</li> </ul> <p><b>(6c)</b> Some elderly residents and residents with young children may be adversely affected by a move to Seagrave Road, as they may be moved further from bus routes.</p>
		-	M	<p><b>(7)</b> The need to move home may have an impact on families with school-age children in that the distance from their home to their local school may change. However, the furthest distance that a family should have to move from their current home is approximately 800m.</p>
		+/-	H	<p><b>(8)</b> There are approximately 190 houses on the estates, all of which have gardens. Should the estates be included within the redevelopment proposals the council will receive 75 houses with gardens and 66 maisonettes with gardens, resulting in a total of only 141 properties with gardens (equating to a loss of approximately 49 private gardens). The loss of a garden may well have a particular impact on families with children. 5 residents with children (and one resident with grandchildren who visited) raised this issue.</p> <ul style="list-style-type: none"> <li>The Current planning application proposes to deliver 2.97 hectares of publicly accessible green space (including a park and 3 garden squares), 2.43 hectares of publicly accessible civic space (in the form of additional squares) and 2.175 hectares of play space.</li> </ul>



		+	<b>H</b>	<p><b>(9)</b> Increased employment opportunities (as predicted by the Economic Appraisal) will have a positive impact for residents of working age. If the CLSA is signed, a skills audit of all residents on the Estates will be carried out in order to any identify barriers to work, and skills needs. On the basis of this information, a targeted training and employment plan will be produced by the council to assist residents to gain or regain employment.</p> <p>During the consultation a number of consultees appeared to be concerned about whether the need to move home would mean that they would not be able to send their younger children to the same school as their other (older) children, or that their children would have to move school. Officers have investigated this, and consider that there would be no such impact as none of the local community schools that the majority of children attend has a specific catchment area, and, for the purposes of admissions, the 'sibling' criterion is considered before the 'distance' criterion. Further, a child would not cease to be eligible to attend their current school simply because of the move.</p>
		+/-	<b>L/M/H</b>	<b>Assessment</b>
	<b>Disability</b>	-	<b>H</b>	<p><i>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</i></p> <p><b>(1)</b> The impact of residents having to leave their current homes on the estates is likely to be greater for disabled residents than for other residents in general. Packing, moving and unpacking is likely to be particularly difficult for such people. Disabled residents may also suffer greater psychological effects, including stress and uncertainty. Further, disabled residents may rely more on neighbours and nearby family for support, and moving home may affect these support networks. Approximately 54 consultees raised impacts of this sort in relation to their own personal circumstances, or other people's circumstances.</p> <ul style="list-style-type: none"> <li>▪ The Re-housing Officers mentioned under 'age' above will take into account the different needs of disabled residents when providing</li> </ul>

		-	<b>H</b>	<p>support to them in relation to the move.</p> <ul style="list-style-type: none"> <li>▪ The Re-housing Officers will be able to allocate additional support and services to assist disabled residents when moving home. This may be support with the physical move process and will - if requested - take the form of allocating a packing and unpacking service to help residents, organising all of the connections and disconnections of appliances and/or arranging a removal service. The Re-housing officer will also be able to allocate more time to work with the resident and/or the resident's family / carer / support network to address any psychological concerns that the resident may have.</li> <li>▪ Where disabled residents need additional support the Re-housing Officer can refer residents to other council services, including Adult Services and the Floating Support Services, as set out under 'age' above.</li> <li>▪ Where it would assist, the Re-housing Officer will also put disabled residents in touch with other local disability support organisations.</li> <li>▪ The council will also ensure that the Re-housing Officer completes a post-move visit with all households to see if the resident has settled into their new home and to see if they have any concerns that can be addressed. If a disabled resident is having adjustment problems the Re-housing Officer will work to allocate additional support for them, including from Adult Services or the Floating Support Services.</li> <li>▪ It is a condition of the CLSA, and it will be a part of the Earl's Court Redevelopment Project's Local Lettings Policy that, where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact. A needs assessment will help the Council to know what support networks and which neighbours each resident wants to move with. This should help ensure that disabled residents move with local support networks, and familiar neighbours.</li> </ul> <p><b>(2)</b> Having to move home is likely to be particularly difficult for blind or</p>
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		-	<b>H</b>	<p>partially-sighted residents who will, at least initially, be unfamiliar with their new homes and the immediate vicinity around their new homes. Two blind residents raised concerns of this type during the consultation process.</p> <ul style="list-style-type: none"> <li>▪ The Dedicated Re-housing Officer will work with any blind residents to ensure that they are fully supported throughout the move. This will include ensuring the necessary documents are produced in Braille, and that the resident's new home has the necessary adaptations. The Re-housing Officer will also include work with the resident to ensure that they comfortable in their new home and its immediate vicinity, for instance by accompanying the resident to their new home and taking them to the local facilities and amenities, before the move takes place.</li> </ul> <p><b>(3)</b> Having to move home may well be particularly difficult for residents who suffer from mental illness. Many residents raised the issue of stress and the psychological impacts of moving, but only three consultees referred specifically to mental illnesses. Two of these consultees mentioned this on behalf of family members and one raised this as their own issue.</p> <ul style="list-style-type: none"> <li>▪ Where residents have mental health difficulties the Re-housing Officer will work with the residents' existing support network / carers / GPs to ensure that the necessary support and care is provided. Where appropriate, the Council will brief local health providers and any third sector support services.</li> <li>▪ Where additional support is needed the council will be able to allocate additional support from Adult Services or the Floating Support Services.</li> </ul>
		/ and -	<b>M</b>	<p><b>(4)</b> During the consultation a concern was raised about residents with disabilities having to move from ground floor homes to upper floor homes. New homes will be allocated on the basis of need, and so residents who most need ground floor homes due to their disability will be allocated them. However, it is possible that some disabled residents will move to upper floor homes from ground floor homes if, for instance, their disability</p>

		-	<b>M</b>	<p>is not mobility-related, or does not otherwise require a ground floor home. To this extent, there may be a negative impact for some disabled residents.</p> <p><b>(5)</b> The impact on private tenants of not being offered a replacement home in the redevelopment may be greater for disabled private tenants than for other private tenants. Disabled private tenants may find this more stressful, and may lose local support networks if they are unable to find a new home in the local area. Two private tenant consultees mentioned physical disability in relation to family members, and two other consultees raised it as a general concern.</p> <ul style="list-style-type: none"> <li>▪ Private tenants will be offered housing advice by the Re-housing Officers. This will include information on their housing options and where they can receive additional re-housing advice and support. Where residents can demonstrate a clear connection to the local area the council will help them to find alternative accommodation within the area. However, beyond this, officers do not consider that it will be possible to further mitigate the disability-related negative impacts on private tenants.</li> </ul>
		-	<b>M</b>	<p><b>(6)</b> During the consultation the impact of the move and construction on residents with asthma or other respiratory problems was raised. Lung disease was mentioned by two consultees directly, and by one consultee on behalf of her husband, and asthma was mentioned three times directly and once on behalf of a consultee's son. The Environmental Impact Assessment which accompanied the outline planning applications included an air quality assessment. Whilst this did not specifically address impact on asthma sufferers and those with specific respiratory problems, it did assess the impact of construction dust on local people in general, and concluded that it will only represent a '<i>nuisance</i>' which would be '<i>controlled through the application of a series of best practice measures</i>', a number of which were proposed. It is thus difficult to be sure about the extent of any negative impact on residents with asthma or other respiratory problems, but officers accept that there may be an adverse impact.</p>

		+	<b>M</b>	<ul style="list-style-type: none"> <li>▪ If construction does in fact have an adverse affect on any particular resident as a result asthma or other respiratory problems, then the Council will ensure that the resident in question is prioritised for an early move as a way of mitigating the effects of this impact.</li> </ul> <p><b>(7)</b> The provision of new homes as part of the redevelopment provides the opportunity for better access (as regards common areas, lifts, level access, and access routes to homes from the wider area), which would positively impact on disabled residents with mobility problems. As discussed above under ‘age’, the new homes will be built to improved accessibility standards. The proposals will also (as discussed above) include provision for 10% of wheelchair accessible housing across the entire development. This should include provision of wheelchair accessible housing for all existing West Kensington and Gibbs Green estate residents who require it. This will be informed by individual needs assessments conducted by the council.</p>
		/ or +	<b>H</b>	<p><b>(8)</b> 4 residents mentioned that they had adaptations in their current property, or that they would need adaptations in their new property. A number of other consultees indicated that they may have or need adaptations but they did not directly state this. Adaptations will be made to the new homes in accordance with the Occupational Therapist’s assessment of the individual resident’s needs. Those disabled residents who currently have homes to which adaptations have been made, and who continue to need those adaptations, will have adaptations made to their new homes. Those disabled residents who are assessed to need adaptations by the Occupational Therapist, but who are not currently living in homes with those adaptations, will have them completed for their new home. So, overall, this aspect of the redevelopment is likely to be either a neutral or a positive impact on disabled residents who need adapted homes.</p>
		+	<b>H</b>	<p><b>(9)</b> As has been noted above under ‘age’, the planning process will require a new health facility to be provided as part of the redevelopment. This is likely to result in a positive impact for disabled residents.</p>

		+ and -	M	<p><b>(10)</b> During consultation, the issue was raised of proximity to existing social / community / retail facilities, bus routes, and health facilities (including local hospitals). It is not possible to be precise about how far each resident who will be being offered a new home will have to move. However:</p> <p><b>(10a)</b> If the resident's new home is on the main site then the resident may end up being closer to or further away from existing facilities (the maximum additional distance being approximately 250m), depending on precisely where their new home is located. The impact of this may well be greater for disabled residents.</p> <p><b>(10b)</b> Approximately 200 new homes will be re-provided for qualifying residents at the Seagrave Road site. The furthest distance between the furthest edge of the main site and the Seagrave Road site is approximately 800m and the nearest distance is approximately 320m. According to the plans, re-provided houses will be in a block at the rear of the Seagrave Road site. Amongst those re-housed on the Seagrave site, the increased distance from shops and other facilities is likely to be felt more by disabled residents.</p> <ul style="list-style-type: none"> <li>▪ These impacts will be to an extent mitigated by the new health facility (see (9) above). The proposed redevelopment will also give rise to a range of new facilities which can be accessed by residents, such as the proposed Sports and Leisure Hub. This should also help to mitigate the impact for those disabled residents who end up moving further away from existing facilities.</li> </ul> <p><b>(10c)</b> Some disabled residents may be adversely affected by a move to Seagrave Road, as they may be moved further from bus routes.</p>
		-	M	
		-	M	
		-	M	<p><b>(11)</b> Disabled residents are likely to be more affected by the closure of</p>

		-	M	<p>pedestrian and vehicular routes during building work than other residents.</p> <ul style="list-style-type: none"> <li>The phasing arrangements will help to mitigate this impact. Before a phase can be agreed for redevelopment the developer must be able to demonstrate and the council must agree how safe, commodious and adequately lit public road and footpath access and egress will be maintained for vehicles, cycles and pedestrians. This will allow access issues for disabled residents to be specifically considered and addressed.</li> </ul> <p>(12) Three residents stated that they did not want to lose their car parking space because of their disabilities. The total number of parking spaces within the new development will be determined by planning policies. Although this cannot be precisely predicted at the present time, the overall number is likely to be approximately 456 parking spaces (as compared with is 540 at present). It is therefore likely that there will be a reduction in the number of spaces available for estate residents.</p>
		-	M	<ul style="list-style-type: none"> <li>The council's Housing and Regeneration Team will develop a parking allocation policy to ensure that the parking spaces that are provided to the council are allocated to those residents who have the greatest need for them (in particular, the policy will prioritise blue badge holders, and residents who need a parking space for disability or health reasons). On this basis, officers do not anticipate that the reduction in parking spaces will have a significant negative impact on residents who need a parking space as a result of their disability.</li> </ul> <p>(13) One disabled resident specifically mentioned the fact that she needed her garden for her disability. Officers have not been able to discover whether this is in fact the case.</p>
		-	M	<ul style="list-style-type: none"> <li>The Council will allocate properties based on need, and should it be established that a resident has a need for a garden, this will be taken into consideration during allocation.</li> </ul> <p>(14) Two residents mentioned the impact on the move on resident with</p>

				<p>learning disabilities. Residents with learning disabilities may well find it harder to understand the implications of the redevelopment, and organise their move to new homes.</p> <ul style="list-style-type: none"> <li>▪ The dedicated Re-housing Officer will work closely with any resident with learning disabilities to ensure that they are fully supported and fully understand the move process. They will ensure that information is related to the resident in a way that they can understand. The Re-housing Officer will also be able to organise aspects of the move for the resident including arranging household registration, disconnection of utilities and the packing and move arrangements.</li> <li>▪ The Re-housing Officer will also be able to sign up residents with learning difficulties to the council's 'advocate scheme', as noted under 'age' above.</li> <li>▪ Where residents need additional support the Re-housing Officer can refer residents to other council services, such as Adult Services or the Floating Support Services.</li> </ul>
	<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>
	<b>Gender reassignment</b>	-	<b>L</b>	<p><i>Gender reassignment is the process of transitioning from one gender to another.</i></p> <p><b>(1)</b> In their response, the TRAs noted the possibility that moving home may generate more anxiety related to acceptance by new neighbours in relation to persons with this protected characteristic. In the event, none of the individual consultees made any reference to this protected characteristic.</p> <ul style="list-style-type: none"> <li>▪ Insofar as this negative impact arose, the council would propose to mitigate it by ensuring that a dedicated Re-housing Officer will be able to allocate additional support and services to any residents with this protected characteristic.</li> </ul>



				<ul style="list-style-type: none"> <li>Where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact.</li> </ul>
	<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>
	<b>Marriage and Civil Partnership</b>	<b>N/A</b>	<b>N/A</b>	<p><i>Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.</i></p> <p>It is not anticipated that Recommendation 1 would have any particular impact on residents with this protected characteristic as compared with other residents. Officers note that none of the consultees disagreed with this assessment.</p>
	<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>
	<b>Pregnancy and maternity</b>	<b>-</b>	<b>H</b>	<p><i>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</i></p> <p><b>(1)</b> The impact of residents having to leave their current homes on the estates would be likely to be greater for pregnant women, and women on maternity leave, than for other residents in general. Packing, moving and unpacking is likely to be difficult for pregnant women, and women on maternity leave. During consultation this issue was raised by one pregnant consultee, one consultee who was concerned about their pregnant mother and 3 consultees who raised it in relation to residents in general.</p> <ul style="list-style-type: none"> <li>The dedicated Re-housing Officer will record all pregnancies at the earliest opportunity so that the associated housing issues can be taken into account by the council.</li> <li>The Re-housing Policy will ensure that pregnant women who might otherwise need to move at or shortly after their due date will be</li> </ul>

				<p>prioritised for an earlier move, with the result that they can settle into their new home before their child is born.</p> <ul style="list-style-type: none"> <li>▪ In addition, the council will provide pregnant women and woman on maternity leave, a full support package, under the management of the Re-housing Officer. The Re-housing Officer will be able to organise and pay for moving arrangements, and will be able to help the resident with the paperwork associated with the move. The Re-housing Officer will also be able to liaise as appropriate with the relevant health professionals, for instance so as to notify them of the resident's new address.</li> <li>▪ Where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact. This should help ensure that pregnant women, and women on maternity leave, move with local support networks, and familiar neighbours.</li> </ul>
		+	<b>H</b>	<p><b>(2)</b> The provision of new homes as part of the redevelopment provides the opportunity for better access, which would positively impact on pregnant women and women on maternity leave. As discussed above, the new homes will be built to improved accessibility standards.</p>
		-	<b>M</b>	<p><b>(3)</b> Pregnant women, and women on maternity leave, are likely to be more affected by the closure of pedestrian and vehicular routes during building work than other residents.</p> <ul style="list-style-type: none"> <li>▪ The phasing arrangements will help to mitigate this impact. Before a phase can be agreed for redevelopment the developer must be able to demonstrate and the council must agree how safe, commodious and adequately lit public road and footpath access and egress will be maintained for vehicles, cycles and pedestrians. This will allow access issues for pregnant women, and women on maternity leave, to be specifically considered and addressed.</li> </ul>
		-	<b>H</b>	<p><b>(4)</b> During the consultation the TRAs questioned whether pregnant women will be safe in substantially decanted blocks. The council will ensure that</p>

				<p>partially decanted blocks remain safe for any existing residents. Should a pregnant woman feel unsafe, the Council will ensure that she is prioritised for an earlier move.</p> <p>One consultee referred to a childminding business. Officers have spoken to the consultee to identify their concerns. The consultee was concerned that they would have to move out of the area and away from the schools and local residents who use their business. As the consultee is a secure council tenant and will be offered a new home in the area there should be no impact on the child minding business, or the families with young children who use it.</p>
	<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>
	<b>Race</b>	<b>-</b>	<b>H</b>	<p><i>Race refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</i></p> <p>2001 Census data is the most recent data available regarding ethnicity on the Estates. According to the 2001 Census, the predominant ethnicity of residents on the Estates is White British, accounting for 42%. This figure is considerably lower than the Borough (58%) and London (60%) averages, and particularly the national average (87%). Residents from minority (non-white) backgrounds account for 43% of the resident population of the estates. This figure is considerably higher than the Borough average (22%), London average (29%) and national average (9%).</p> <p>Accordingly, and to this extent, <b>(1)</b> the impact of having to leave homes on the estates, and any other disadvantages associated with the redevelopment, will be felt by an above-average number of residents from minority backgrounds, when compared with the ethnic profile of the Borough, London, or nationally.</p> <ul style="list-style-type: none"> <li>▪ Officers do not consider that this impact, which is itself a statistical consequences of the ethnic profile of the estates, can be mitigated in</li> </ul>

		-	<b>H</b>	<p>any practical way.</p> <p><b>(2)</b> The impact of having to leave homes on the estates and move elsewhere may be greater for certain residents from minority backgrounds, for instance because of language difficulties, or because of a lack of familiarity with the functions of local government and/or local authority decision making more generally. Language problems were raised as an issue by 3 consultees directly. One consultee identified language problems as an issue for their mother.</p> <ul style="list-style-type: none"> <li>▪ The Re-housing Officer will be able to allocate additional support and services to assist residents from different racial groups who may have language difficulties in order that they know what is happening and can interact with the council.</li> <li>▪ The Re-housing Officer will also be able to sign up residents to the council's 'advocate scheme' (described above) if for instance a resident has a son or daughter who is more fluent in English than they are.</li> <li>▪ The council will ensure that the Re-housing Officer completes a post-move visit with all households to see if the resident has settled into their new home and to see if they have any concerns that can be addressed. If a resident is having adjustment problems the Housing Advisor will work to allocate additional support for them, including from Adult Services or the Floating Support Services.</li> <li>▪ As noted above, where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact.</li> </ul> <p><b>(3)</b> Increased employment opportunities (as predicted by the Economic Appraisal) and the council's targeted training and employment plan (as described under 'age' above) is likely to be of particular relevance to those racial groups that in general have lower rates of economic activity than others, including Black Caribbean (62.5%), Pakistani (62.5%), White and Black Caribbean (60.7%) and the Other Asian (54.8%) groups (the</p>
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		+	H	borough average is 65%). The low economic activity rate among Irish residents (60.2%) partly reflects the older age structure of the population and the higher proportion who are over pensionable age (2001 Census Report 2: Ethnic Groups in Hammersmith and Fulham, p. 38).
	<b>Protected Characteristic</b>	+/-	L/M/H	<b>Assessment</b>
	<b>Religion/belief (including non-belief)</b>			<p><i>Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</i></p> <p>2001 Census data is the most recent data available regarding ethnicity on the Estates. According to the 2001 Census, the predominant religion of residents on the Estates is Christianity (60%), which is consistent with the Borough average (64%). The proportion of Muslim residents on the estates (13%) exceeds the Borough average (7%), London average (8%) and national average (2%), while other religions appear in very small proportions. Persons stating they have no religion account for 16% of residents on the estates, which is similar to the borough average (18%), London average (16%) and national average (15%).</p> <p>Accordingly, and to this extent, <b>(1)</b> the impact of having to leave homes on the estates, and any other disadvantages associated with the redevelopment, will be felt by an above-average number of Muslim residents, when compared with the religious make-up of the Borough, London, or nationally.</p> <ul style="list-style-type: none"> <li>Officers do not consider that this impact, which is itself a statistical consequences of the religious profile of the Estates, can be mitigated in any practical way.</li> </ul> <p><b>(2)</b> One consultee raised the importance of being able to practise their culture and religion in the local area. There is a risk that the new homes</p>
		-	H	
		- and +	M	

				for religious residents will be further from their current place of worship than their current homes on the estates. Equally, it is possible that re-housing religious residents would bring them closer to their place of worship. If the resident's new home is on the main site then the potential maximum additional distance from their current home would be approximately 250m. If the resident's new home was on Seagrave Road, the maximum distance a resident would have to move would be 800m.
<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>	
<b>Sex</b>	-	<b>M</b>	<p><i>Sex means a man or a woman</i></p> <p>The 2001 Census indicates that 90% of lone parent households are headed by women. The 2001 Census further indicates that 14% of households on the West Kensington estate are lone parent households and 9% of households on the Gibbs Green estate are lone parent households (there is no more recent data). Further, lone parent households are likely to find moving home particularly challenging.</p> <p>Accordingly, and to this extent, <b>(1)</b> the impact of having to leave homes on the estates would be likely to be greater for female residents than male residents.</p> <ul style="list-style-type: none"> <li>Officers do not consider that this impact, which is itself a statistical consequences of the household composition profile of the Estates (as combined with the gender data on lone parent households), can be mitigated in any practical way.</li> </ul>	
<b>Protected Characteristic</b>	<b>+/-</b>	<b>L/M/H</b>	<b>Assessment</b>	
<b>Sexual Orientation</b>	-	<b>L</b>	<p><i>Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</i></p> <p><b>(1)</b> In their response, the TRAs noted the possibility that moving home may generate anxiety for lesbian, gay and bisexual residents as regards acceptance by new neighbours. In the event, none of the individual consultees made any reference to this protected characteristic.</p>	

			<ul style="list-style-type: none"> <li>▪ Insofar as this negative impact arose, the council would propose to mitigate it by ensuring that a dedicated Re-housing Officer will be able to allocate additional support and services to any residents with this protected characteristic.</li> <li>▪ Where possible, residents will be moved in groups so as to ensure that existing support networks are kept intact.</li> </ul>
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**RECOMMENDATION 2**

- That the Council approve the early purchase by EC Properties of land formerly occupied by Gibbs Green School.

Protected characteristic	+/-	L/M/H	Assessment
<b>Age</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic (as read with the exceptions in Schedule 18 to the Equality Act 2010) as compared with other residents.
<b>Disability</b>	-	<b>M</b>	The temporarily secondary autistic school located at Queens Mill School will need be moved. This will inevitably cause disruption, which will be a negative impact for disabled children.
	+	<b>H</b>	The early purchase of the land will ensure that a secondary autistic school can be provided at a permanent and purpose-built facility in White City. This will be highly relevant to disabled children, and will in the long-term be positive for them.
<b>Gender reassignment</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>Marriage and civil partnership</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with

			other residents.
<b>Pregnancy and maternity</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>Race</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>Religion/belief (including non belief)</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>Sex</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>Sexual Orientation</b>	/	<b>None</b>	It is not anticipated that Recommendation 2 would have any particular impact on residents with this protected characteristic as compared with other residents.
<b>RECOMMENDATION 3</b>			
<ul style="list-style-type: none"> <li>• That the Council approve the sale to EC Properties of land at 11 Farm Lane to support the redevelopment.</li> </ul> <p>In February 2011, The Council's Cabinet took the decision to close the supported Hostel located at Farm Lane. The under-occupied hostel was deemed surplus to requirements and has been closed. A full EIA was completed for the decision to close this hostel. The Cabinet gave authority for the site to be disposed of in accordance with section 123 Local Government Act 1972.</p> <p>If the site is sold to EC Properties, it is anticipated that EC Properties / Capital and Counties will build residential homes on it. It is not anticipated at this stage that Recommendation 3 would in itself have any particular impact on residents with any of the protected characteristics, as compared with other residents.</p>			



<b>Section 03</b>	<b>Analysis of relevant data</b>
<b>Documents and data reviewed</b>	<p>The following documents and data have been used to help inform this EIA:</p> <p><b>The council's Community Strategy</b>  The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Core Strategy and the Single Equality scheme. The Strategy was developed with our local partners from across the public, private, voluntary and community sectors and was subject to public consultation. As partners in delivering local services the aim of the Council through the community strategy is to combine opportunity, with social responsibility and social justice to assist the vast majority of people in the borough to help themselves while supporting the most vulnerable in the community. The Community Strategy is therefore considered to be consistent with the equality duties from that time.</p> <p><b>The council's Single Equality Scheme</b>  The Single Equality Scheme contains our statutory and non-statutory equality schemes and simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers gave careful consideration to the statutory codes in relation to race, gender, and disability at the time in preparing the scheme, as well as to the duties that were expected to arise from the Equality Act 2010, which received Royal Assent in April 2010, and most of the provisions of which came into force on 1 October 2010 (see below). The Single Equality Scheme was also devised with the new equality duty from April 2011 in mind.</p> <p>The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough. A comprehensive Regeneration should work to those same objectives.</p> <p>The scheme aims to obtain the key outcomes for all groups as follows:</p> <ul style="list-style-type: none"> <li>• Greater home ownership and housing of adequate standard</li> <li>• High levels of participation in education and improved educational achievement</li> <li>• Better health and reduced inequalities in health</li> <li>• More people of working age working, greater access to sustainable employment opportunities and reduced unemployment</li> <li>• Regeneration of deprived areas and better physical environment to live, work and visit</li> <li>• Diverse cultural and ethnic identities are valued and celebrated</li> <li>• Greater community involvement, volunteering and cohesion, reduced social isolation</li> </ul>

- Positive parenting and reduced incidence of abuse and neglect
- Reduced criminal victimisation and violence
- Higher overall living standards and reduced poverty

### **Equalities Duties**

#### **Protected characteristics and the Public Sector Equality Duty**

The public sector equality duty (PSED) states that in the exercise of our functions, the council must have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
- Advance equality of opportunity between people who share a protected characteristic and those who do not; and
- Foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

- Removing or minimising disadvantages suffered by people due to their protected characteristics;
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Equality Act 2010 states that meeting the needs of disabled people that are different from the needs of people who are not disabled includes taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the PSED may involve treating some people more favourably than others.

### **General Demographic Information**

#### **Property Information**

The West Kensington and Gibbs Green estates occupy an area of 22 acres and are primarily owned by the council. There are currently 531 council-owned social rented properties, 132 leasehold properties and 39 freehold properties. There is also a number of small Housing Association developments throughout the two estates.

The table below shows the ownership and property types of all of the housing across the West Kensington and Gibbs Green estates.

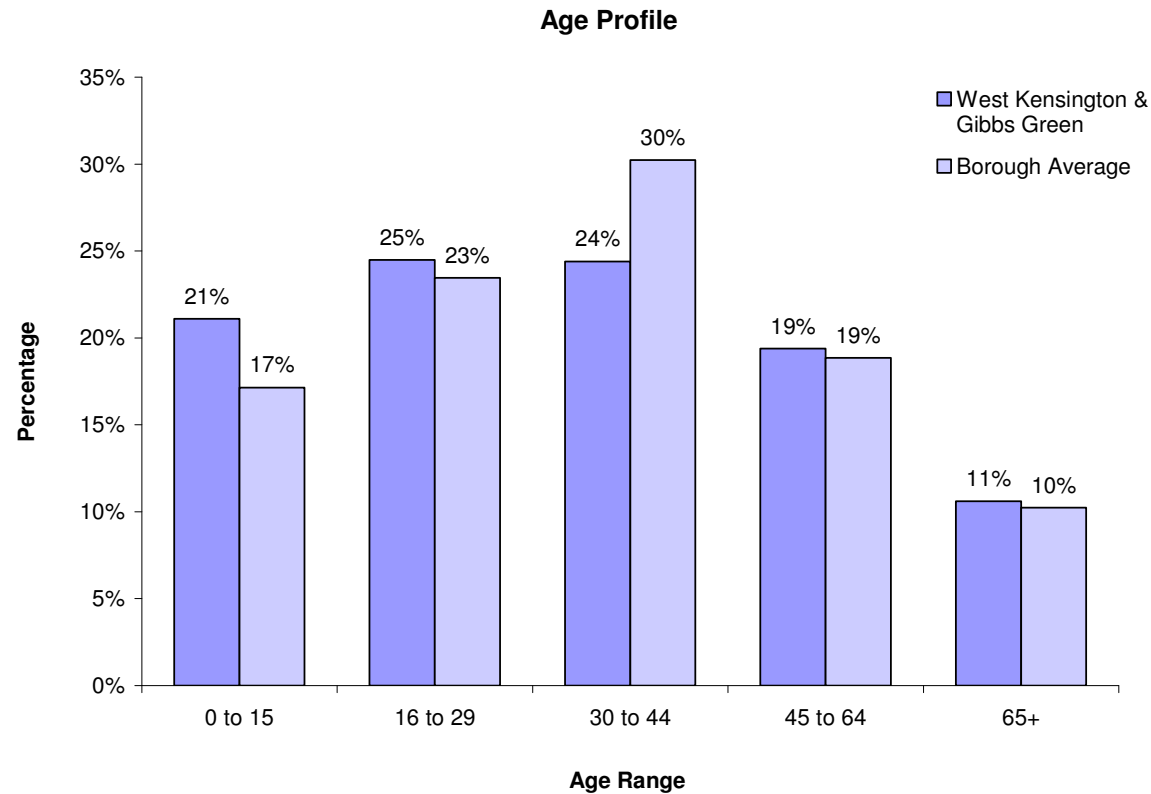
	1 Bed Flat	1 Bed House	2 Bed Flat	2 Bed House	3 Bed Flat	3 Bed House	4 Bed Flat	4 Bed House	TOTAL
Council	163	0	212	0	46	75	8	27	531
Leasehold/Freehold	21	0	85	0	24	29	2	10	171
RSL	4	3	6	13	0	25	0	7	58
Total	188	3	303	13	70	128	10	45	760

### Updated Age Profile

The age profile of West Kensington and Gibbs Green estates differs significantly from the Borough average, primarily on the basis of a lower concentration of adults aged between 30 and 44 years (24% of estate compared to 30% throughout the Borough) and higher concentration of children aged less than 16 years, accounting for 21% of residents of the estates compared to 17% throughout the Borough. 11% of adults are in their retirement age (the Borough average being 10%). (ONS SLOA Mid-Year Estimate 2010.)

The adult to child ratio on the estates is 3:1, which is consistent with the London and England averages (both 3:1) but differs from the Borough average (4:1). It is noted that the adult to child ratio in the Borough is artificially high, in terms of the number of adults, due to the prevalence of young, single professionals.

Within the 471 council-owned properties on West Kensington estate that are currently occupied (4 properties are void as at April 2012), 114 main tenants are aged in excess of 65 years, representing 24%. Of these, 57 tenants are aged between 65 and 74 years, 42 are between 75 and 84 years, and 15 are aged in excess of 85 years. On Gibbs Green estate, there are 9 main tenants aged in excess of 65 years, of which 7 are aged between 65 and 74 years, 2 are between 75 and 84 years.



### Disability

It is estimated that there are more than 10 million disabled people in the UK (Source: LBHF Access for All 2006) and more than 800,000 disabled people in London (Source: London Plan SPD: Planning for Equality 2007). This presents a significant challenge to ensure that any new development makes provision for people with disabilities.

The proportion of working age residents of West Kensington and Gibbs Green estates who are permanently sick or disabled (6%) is similar to the Borough (5%) and London (5%) averages. On the estates, 17% of residents are reported as having a Limiting Long-Term Illness (LLTI), which is slightly higher than figures recorded throughout the Borough and across London (both 15%). These data are taken from the 2001 Census. There is no more up-to-date data.

### **Gender Reassignment**

Official statistics, such as census data, are not collected on gender reassignment.

### **Marriage and Civil partnership**

Half of the residents on the West Kensington and Gibbs Green estates are single and have never been married, which is slightly lower than the LBHF average (55%). A considerable proportion of residents are married (28%), although this figure is slightly lower than the Borough average (29%). The estates comprise a higher proportion of divorced /separated residents (14%) than the Borough (11%).

### **Pregnancy and Maternity**

The teenage pregnancy rate within North End ward is very slightly higher than in the Borough, with 52 conceptions per 1,000 teenagers compared to 50 conceptions per 1,000 teenagers throughout the Borough. (LBHF Children Services Department, 2009/10)

### **Race**

The predominant ethnicity of residents on West Kensington and Gibbs Green estates is White British, accounting for 42%, although this figure is considerably lower than the Borough (58%) and London (60%) averages, and particularly the national average (87%).

Residents from minority (non-white) backgrounds account for 43% of the resident population of the estates. This figure is considerably higher than the Borough (22%), London (29%) and national (9%) averages. Between 2001 and 2009, the proportion of residents from Black and Minority Ethnic (BME) backgrounds has remained relatively unchanged on the estates. (Source: LBHF iWorld.)

The proportion on residents of West Kensington and Gibbs Green estates who are from Black / Black British backgrounds (27%) greatly exceeds the Borough (11%), London (11%) and national (2%) averages. The predominant ethnic minority groups identified on the estates are Black African (13% of residents), particularly Somalian and Eritrean communities, and Black Caribbean (10%). These figures are considerably higher than those recorded across the Borough (both 5%), London (both 5%) and England (both 1%). Only a small proportion of residents on the estates are from Chinese backgrounds (3%).

The Census 2001 provides the most recent complete dataset on the ethnicity of the estates.

Information about the ethnicity of current Council tenants on the estates is incomplete, but nevertheless indicates that the Census 2001 figures for the estates remain broadly accurate. The information suggests that 44% of tenants on the Gibbs Green estate are from White Backgrounds, compared to 39% on the West Kensington

estate. 29% of tenants on the West Kensington estate are of Black / Black British backgrounds; this compares to 24% of tenants on the Gibbs Green estate.

### **Religion/belief (including non – belief)**

The predominant religion of residents of the West Kensington and Gibbs Green estates is Christianity (60%), which is consistent with the Borough average (64%). The proportion of Muslim residents on the estates (13%) exceeds the Borough (7%), London (8%) and national (2%) averages, while other religions appear in very small proportions. Persons stating they have no religion account for 16% of residents on the estates, which is similar to the Borough (18%), London (16%) and national (15%) averages.

There are no available datasets which update the religious make-up of the estates. Census 2001 data is the only available data.

### **Sex**

There are more women in the Borough than men, which is also the case in London and England. The Single Equalities Scheme (SES) indicates that there are more female headed households in the borough which represents a key equality gap for the council. 90% of lone parent households are headed by women (2001 Census).

### **Economic Activity**

Statistics for England and Wales show that women are less economically active than men. 65.4% of women and 80.5% of men are economically active in the borough. This is lower than the London wide figures of 66.8% for women and 83.0% for men (Source – Nomis APS, 12 months to June 2011).

The Borough has a marginally higher proportion of full time employed male residents of working age (87.9%) than the London average (87.0%), but the proportion is lower than the national average (88.4). The borough has a higher proportion of full time employed females (75.6%) than the London (67.0%) and national (57.6%) averages.

The proportion of working age population on out-of-work benefits in the area (for the lower layer super output areas that the two estates fall within) stands at 23.0% (as compared to borough and London figures of 13.3% and 12.7%, respectively). (Source: DWP, Aug 2011).

The Job Seekers Allowance (JSA) claimant rate is 7.8%, which is nearly double the borough average (4.3%) and London average (4.4%). Long-term unemployment is a key issue and accounts for 42.5% of all unemployed residents (the borough average is 45.6%). Youth unemployment has increased over the past year and the youth demographic now represents 27.0% of all JSA claimants (for the borough the figure is 20.7%). (Source: DWP,

Feb 2012).

**Sexual Orientation**

Official statistics, such as census data, are not collected on sexual orientation within the borough. However, the ONS's most recent research indicates that 1.5% of the adult population identify as lesbian, gay, or bisexual (LGB). This figure differs significantly from the figure from the Department of Trade and Industry which published a figure of approximately 6% LGBT (and transgender). The proportion in London is thought to be higher, perhaps up to 10%.

Please note: The information on the West Kensington and Gibbs Green estates within this sections has been collated from various sources available to the council, including LBHF iWorld, DWP records, Source – Nomis APS, 2001 Census information, ONS SLOA Mid-Year Estimate 2010 and the West Kensington and Gibbs Green Estates Profile November 2009.

<b>Section 04</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officer sign-off</b>	Name: Melbourne Barrett Position: Executive Director Of Housing and Regeneration Email: Melbourne.barrett@lbhf.gov.uk Telephone No: 0208753 4228
<b>Key Decision Report</b>	Date of report to Cabinet/Cabinet Member: 3 <sup>rd</sup> September 2012 Confirmation that key equalities issues found here have been included: Yes
<b>Opportunities Manager for advice and guidance only</b>	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: 12 <sup>th</sup> July 2012 Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430