



Equality Impact Assessment Full Tool – Barclay House

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	2010/11, 4 th quarter
Name and details of policy, strategy, function, project, activity, or programme	Title of EIA: Potential decant of Barclay House Short summary: It is proposed that the services currently located in Barclay House be decanted and the property handed back to the landlord.
Name of Service Department	Name: Gill Sewell Position: Assistant Director, Children, Youth and Communities Email: gill.sewell@lbhf.gov.uk Telephone No: 020 8753 3608
Date of completion of final EIA	19.01.2011

Section 02	Scoping of Full EIA				
Plan for completion	Timing: during and post-consultation, using feedback Resources: officer time Lead Officer: Gill Sewell				
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>Aims The decant is looking to achieve relocation where possible of services. The building will be returned to the landlord at the end of its lease thus potentially further reducing council deficit.</p> <table border="1"> <tr> <td>Race</td> <td>neutral</td> <td>L</td> <td> <ul style="list-style-type: none"> There are no services aimed at any specific race </td> </tr> </table>	Race	neutral	L	<ul style="list-style-type: none"> There are no services aimed at any specific race
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				<p>groups using Barclay House at present. Service relocation will potentially take place into similar buildings.</p> <ul style="list-style-type: none"> ▪ Promotion of equal opportunities will continue as services are likely to relocate into similar premises.
	Disability	neutral	L	<ul style="list-style-type: none"> ▪ Promotion of equality of opportunity between disabled persons and other persons will continue as the services will remain the same or offer similar. Any identified sites for relocation will have similar access. ▪ Eliminate discrimination that is unlawful under the Act; N/A as services already operate under the principles of the Act and will continue to do so in future. ▪ Eliminate harassment of disabled persons that is related to their disabilities; N/A there is no evidence of discrimination in the services that are being delivered currently and no reason to assume that by changing location this will alter. Services delivered are run by council departments and are therefore expected to operate within council policies and procedures including Equal Opportunities, DES and SES ▪ Encourage participation by disabled persons in public life; - by moving the services to busier locations where other services are being delivered will give disabled persons increased exposure to additional opportunities that they may wish to take advantage of. ▪ Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons. N/A currently but will consider if it means that a disabled person needs additional provision to enable access to services.
	Gender	neutral	L	<ul style="list-style-type: none"> ▪ Eliminate unlawful sex discrimination and harassment (including for transsexual people): and services as stated above work under the council's policies

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				(including equal opportunities) and procedures and this would not change with relocation. <ul style="list-style-type: none"> Promote equality of opportunity between men and women. Again council policies and procedures apply.
	Age	neutral	L	All provision will comply with council policies/guidelines and procedures.
	Sexual Orientation	Neutral	L	The services delivered will in the main continue but in different locations. All work under the council's policies and procedures.
	Religion/belief (including non-belief)	Neutral	L	As previously stated the services will not change.
<p>Will it affect human rights, as defined by the Human Rights Act 1998?</p> <p>No</p>				

Section 03	Assessment of relevant data and/or undertake research
Documents and data reviewed	<p>Documents reviewed are: LBHF policies and procedures – outlines staff and council conduct to ensure due regard is given to equality and highest service standards are maintained http://www.lbhf.gov.uk/Directory/Community_and_Living/Equality_and_Diversity/</p> <p>LBHF 3rd Sector Strategy - sets out the Council's aspirations for its investment programmes and premises provision, and the parameters of this support http://www.lbhf.gov.uk/Images/LBHF%203rd%20Sector%20Strategy_tcm21-154769.pdf</p>
New research	(no new research)

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Section 04	Assess or undertake consultation
Consultation	<p>The consultation asked residents whether they agreed that disposing of buildings surplus to requirements is the best way to address the council's debt mountain, and preserve as much funding as possible for front line services. The consultation asked for specific feedback on Barclay House</p>
Assessment	<p>Consultation responses for Barclay House and Cambridge House</p> <ul style="list-style-type: none"> • Number of responses: 194 • Responses supporting withdrawal from the building: 20% • Responses opposed to withdrawal from the building 13% • No preference: 67% <p>The majority of respondents were either in support of the proposal or did not know the buildings and had no views on the matter. Many felt that as long as the services were still provided it did not matter where council staff were housed. Few were strongly opposed to the proposal.</p> <p>There was a small response to the potential non-renewal of the leases at Barclay House and Cambridge House. Of the 194 responses received 87% were either neutral or positive. The negative responses concerned loss of resources and services. As the services delivered in the buildings are in the main statutory services and there are no plans to reduce any of the services delivered from the current buildings, the loss of the sites will not effect service delivery.</p> <p>Concern was raised about the Disabled Children's team move but as this service is a borough wide service, a central location would better meet the needs of the entire borough.</p> <p>Concern was expressed about not knowing where services will be delivered, so a communication to service users at the earliest opportunity would be important.</p>
Section 05	Assessment of impact and outcomes
Assessment	<p>There is no evidence of discrimination as services will continue and these already operate under the policies and procedures of the council.</p>

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Section 06	Reducing any adverse impacts
Outcome of Assessment	No adverse impacts identified

Section 07	Action Plan
Action Plan	<p>Includes and is listed here:</p> <ul style="list-style-type: none"> ▪ Issue identified: There have been no issues identified at this time ▪ Action (s) to be taken: Once alternative locations are identified, they will be inspected to ensure that they are disability compliant ▪ When: Upon identification of the alternative premises ▪ Lead officer: Relevant service head in Children's Services ▪ Expected outcome: Arrangements put into place to adapt buildings to meet disabled access requirements ▪ Date added to business/service plan: The dates will vary depending upon when the moves are scheduled and will vary as services will not be moved until appropriate alternative venues are identified

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	<p>Name: Gill Sewell Position: Assistant Director, Children, Youth and Communities Email: gill.sewell@lbhf.gov.uk Telephone No: 020 8753 3608</p>
Key Decision Report	<p>Date of report to Cabinet/Cabinet Member: 07 / 02 / 11 Confirmation that key equalities issues found here have been included: Yes</p>
Opportunities Manager	<p>(When EIAs have been determined to be of high relevance) Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430</p>