



**Equality Impact Assessment Full Tool – Cambridge House**

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	2010/11 4 <sup>th</sup> quarter
Name and details of policy, strategy, function, project, activity, or programme	Title of EIA: Potential decant of Cambridge House Short summary: It is proposed that the services currently located in Cambridge 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 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 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"> <li>There are no services aimed at any specific race groups using Cambridge House at present. Service</li> </ul> </td> </tr> </table>	Race	neutral	L	<ul style="list-style-type: none"> <li>There are no services aimed at any specific race groups using Cambridge House at present. Service</li> </ul>
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				<p>relocation will potentially take place into similar buildings.</p> <ul style="list-style-type: none"> <li>▪ Promotion of equal opportunities will continue as services are likely to relocate into similar premises.</li> </ul>
	Disability	neutral	L	<ul style="list-style-type: none"> <li>▪ Promotion of equality of opportunity between disabled persons and other persons will continue as the services will remain the same or similar offer. The current location is fully accessible with disabled toilets, no lift, signage and the identified sites for relocation will have similar access.</li> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ 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.</li> <li>▪ 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.</li> </ul>
	Gender	neutral	L	<ul style="list-style-type: none"> <li>▪ Eliminate unlawful sex discrimination and harassment (including for transsexual people): Services as stated</li> </ul>

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				<p>above work under the council's policies (including equal opportunities) and procedures and this would not change with relocation.</p> <ul style="list-style-type: none"> <li>Promote equality of opportunity between men and women. Again council policies and procedures apply.</li> </ul>
	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 a different location. 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>				

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

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<b>Section 04</b>	<b>Assess or undertake consultation</b>
<b>Consultation</b>	The consultation asked residents whether they agreed that disposing of buildings surplus to council 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 Cambridge House
<b>Assessment</b>	<p><b>Consultation responses for Cambridge House and Barclay House</b></p> <ul style="list-style-type: none"> <li>• Number of responses: 194</li> <li>• Responses supporting withdrawal from the building: 20%</li> <li>• Responses opposed to withdrawal from the building 13%</li> <li>• No preference: 67%</li> </ul> <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>The consultation question addressed both Cambridge House and Barclay House. There was only one minor concern expressed about Cambridge House and potential loss of services that are delivered there. As there are no plans to close front line services this should not be an issue. As with Barclay House services, as soon as practicable, residents should be advised of the new service locations.</p> <p>Several comments stated that they never understood why the services based at Cambridge House were not delivered from council premises in the first place.</p>
<b>Section 05</b>	<b>Assessment of impact and outcomes</b>
<b>Assessment</b>	There is no evidence of discrimination as services will continue and these already operate under the policies and procedures of the council.
<b>Section 06</b>	<b>Reducing any adverse impacts</b>
<b>Outcome of Assessment</b>	No adverse impacts identified

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<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	<p>Includes and is listed here:</p> <ul style="list-style-type: none"> <li>▪ Issue identified: There have been no issues identified at this time</li> <li>▪ Action (s) to be taken: Once alternative locations are identified, they will be inspected to ensure that they are disability compliant</li> <li>▪ When: Upon identification of the alternative premises</li> <li>▪ Lead officer: Relevant service head in Children's Services</li> <li>▪ Expected outcome: Arrangements put into place to adapt buildings to meet disabled access requirements</li> <li>▪ 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</li> </ul>

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