

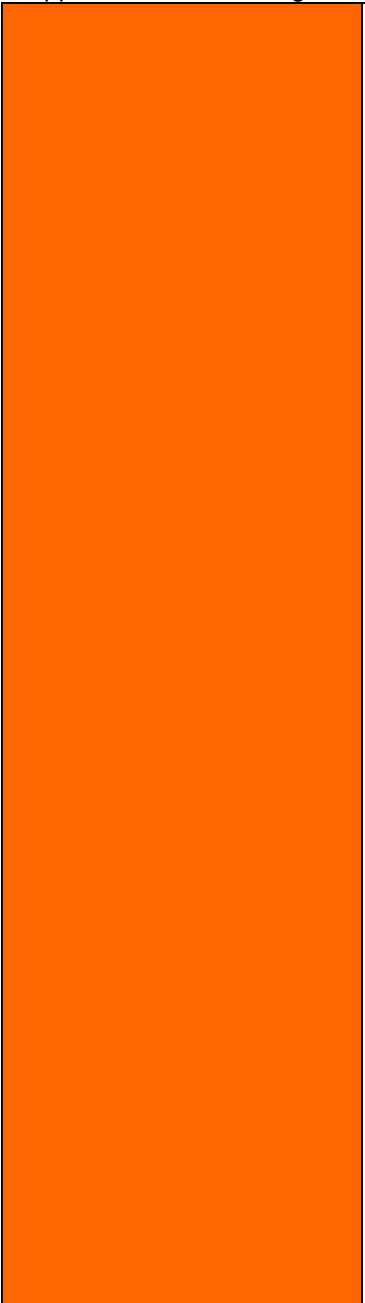
Potential disposal of Palingswick House and services decant: Equality Impact Assessment

Overall Information	Details of Full Equalities Impact Assessment																																										
Financial Year and Quarter	2010/11, Q4																																										
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Potential disposal of Palingswick House and services decant. Short summary: Following a period of consultation with local residents. It is proposed that the services currently located at Palingswick House be decanted and the property offered for disposal. There are approximately twenty organisations who occupy the building:</p> <table border="1" data-bbox="645 655 1944 1439"> <thead> <tr> <th data-bbox="645 655 1442 691">Organisation</th> <th data-bbox="1449 655 1944 691">Funded by LBHF*</th> </tr> </thead> <tbody> <tr><td data-bbox="645 695 1442 730">Afghan Council UK</td><td data-bbox="1449 695 1944 730">No</td></tr> <tr><td data-bbox="645 735 1442 770">Breakaway Holiday Project</td><td data-bbox="1449 735 1944 770">No</td></tr> <tr><td data-bbox="645 775 1442 810">Caring for Carers</td><td data-bbox="1449 775 1944 810">No</td></tr> <tr><td data-bbox="645 815 1442 850">CITAS</td><td data-bbox="1449 815 1944 850">Yes – spot purchased</td></tr> <tr><td data-bbox="645 855 1442 890">Community Transport Project</td><td data-bbox="1449 855 1944 890">Yes – grant funded until 30.9.11</td></tr> <tr><td data-bbox="645 895 1442 930">Eastern European Advice Centre</td><td data-bbox="1449 895 1944 930">No</td></tr> <tr><td data-bbox="645 935 1442 970">H&F BME Network</td><td data-bbox="1449 935 1944 970">No</td></tr> <tr><td data-bbox="645 975 1442 1010">Iranian Association</td><td data-bbox="1449 975 1944 1010">No</td></tr> <tr><td data-bbox="645 1015 1442 1050">Iraqi Association</td><td data-bbox="1449 1015 1944 1050">No</td></tr> <tr><td data-bbox="645 1054 1442 1090">Irish Repertory Theatre and Film Company</td><td data-bbox="1449 1054 1944 1090">No (Fast Track small grant)</td></tr> <tr><td data-bbox="645 1094 1442 1129">KANGA (Kurdish Association for New Generation Abroad)</td><td data-bbox="1449 1094 1944 1129">No</td></tr> <tr><td data-bbox="645 1134 1442 1169">Kurdish Association</td><td data-bbox="1449 1134 1944 1169">No</td></tr> <tr><td data-bbox="645 1174 1442 1209">Multifaith Book Organisation</td><td data-bbox="1449 1174 1944 1209">No</td></tr> <tr><td data-bbox="645 1214 1442 1249">Palingswick House Ltd (leaseholder of the building)</td><td data-bbox="1449 1214 1944 1249">No (other than rent subsidy)</td></tr> <tr><td data-bbox="645 1254 1442 1289">Play Association</td><td data-bbox="1449 1254 1944 1289">No</td></tr> <tr><td data-bbox="645 1294 1442 1329">Rampage Holiday Project</td><td data-bbox="1449 1294 1944 1329">Yes – grant funded until 30.9.11</td></tr> <tr><td data-bbox="645 1334 1442 1369">RASC (Refugee Advice and Support Centre)</td><td data-bbox="1449 1334 1944 1369">No</td></tr> <tr><td data-bbox="645 1374 1442 1409">Western Kurdistan Association</td><td data-bbox="1449 1374 1944 1409">No</td></tr> <tr><td data-bbox="645 1414 1442 1449">Mongolian Culture Centre</td><td data-bbox="1449 1414 1944 1449">No</td></tr> <tr><td data-bbox="645 1453 1442 1489">Upper Room</td><td data-bbox="1449 1453 1944 1489">No</td></tr> </tbody> </table>	Organisation	Funded by LBHF*	Afghan Council UK	No	Breakaway Holiday Project	No	Caring for Carers	No	CITAS	Yes – spot purchased	Community Transport Project	Yes – grant funded until 30.9.11	Eastern European Advice Centre	No	H&F BME Network	No	Iranian Association	No	Iraqi Association	No	Irish Repertory Theatre and Film Company	No (Fast Track small grant)	KANGA (Kurdish Association for New Generation Abroad)	No	Kurdish Association	No	Multifaith Book Organisation	No	Palingswick House Ltd (leaseholder of the building)	No (other than rent subsidy)	Play Association	No	Rampage Holiday Project	Yes – grant funded until 30.9.11	RASC (Refugee Advice and Support Centre)	No	Western Kurdistan Association	No	Mongolian Culture Centre	No	Upper Room	No
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	<i>*3rd Sector Investment Fund or LBHF departmental funding</i>
Name of Service Department	Name: Benedict Hefford Position: Interim Assistant Director: Quality, Commissioning & Procurement, Community Services Department Email: Benedict.hefford@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: Post consultation in order to use public feedback Resources: Officer time Lead Officer: Sue Spiller		
What is the policy, strategy, function, project, activity, or programme looking to achieve?	Aims: to realise the disposal buildings considered surplus to LBHF requirements. The building will become available for disposal thus potentially further reducing council deficit and enabling resources allocated to the council to be used to the maximum benefit of all local residents.		
	Race	Negative (short-term)	M

		Neutral (long-term)	L	<p>Repertory Theatre and Film Company, KANGA, Kurdish Association, Multifaith Book Organisation, RASC (Refugee Advice and Support Centre), Western Kurdistan Association, and the Mongolian Culture Centre offer services to particular BME communities. In that these organisations would have to move and that this would cause some disruption to their services, there would be a medium, negative impact on BME communities in the short-term. There are a range of alternative BME specific services offered pan-London. There is also generic support in the borough to help residents access services (health, housing, social care, education, employment etc.) However, there may be a negative impact in terms of promoting cultural aspects for the immediate H&F resident community.</p> <ul style="list-style-type: none"> • Palingswick House Ltd do not provide a service direct to local residents – they provide a premises service to organisations. The impact on Palingswick House Ltd would be negative, as they would cease to operate. More from service...However they would have the opportunity to bid to manage the Edward Woods Estate hub. • The exception is CITAS who provide community (rather than business) support in cross-cultural translation and interpretation. This is limited nationwide and tends to be ring-fenced to residents of local boroughs. This organisation is frequently used by residents and various council departments. CITAS would therefore be a priority for alternative accommodation. • Alternative accommodation available from the Council (subject to availability and eligibility criteria) will offer accommodation where the promotion of equal opportunities is paramount and where there may be increased opportunities to work in partnership and be located in areas of highest deprivation – thereby locating services more closely to residents who may benefit from them. This may help to promote good relations between people from different ethnic groups. For this reason, officers consider that any medium, negative impacts on BME communities in the short-term will, in the long-term be felt to be low, and become neutral.
	Disability	+	M	Reasoning/comment, including N/A and impact:

				<ul style="list-style-type: none"> • Afghan Council UK, Eastern European Advice Centre, H&F BME Network, Iranian Association, Iraqi Association, Irish Repertory Theatre and Film Company, KANGA, Kurdish Association, Multifaith Book Organisation, Community Transport Offices, RASC, Western Kurdistan Association and the Mongolian Culture Centre, Upper Room and CITAS offices are not currently accessible to staff or residents and would therefore benefit from relocating to fully accessible premises. • Breakaway Holiday Project, Rampage Holiday Project, Play Association, Caring for Carers and Palingswick House Ltd offices are accessible to disabled staff and residents. • Palingswick House is also easy to access via public transport. • However due to the layout of Palingswick House (multiple buildings and rooms off winding corridors) even the organisations who have accessible offices are separated from each other and there is not natural interaction. The organisations may therefore benefit from moving to fully accessible premises designed to encourage partnership working, where this would be more achievable. There are alternative community space / hub options in the borough which would be better set up to offer this option. • The nature of the services offered by Community Transport Project does however encourage interaction between disabled and other persons but not at Palingswick House premises. The vast majority of their service is community based - transferring users from their homes to places of interest. There are limited alternative premises options to Community Transport Project. The organisation would therefore be a priority for alternative accommodation. • CITAS can also offer services to support BSL and blind residents but their current offices are not fully accessible which limits the support they can offer. Disabled residents wanting to use their service would therefore benefit from relocation. • Eliminating discrimination that is unlawful under the Act: N/A The majority of services delivered at Palingswick House are supported by funding streams which operate within Equal

Appendix 3f: EIA Palingswick House

				<p>Opportunities guidelines. This would not change with relocation.</p> <ul style="list-style-type: none"> • 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. • Promote positive attitudes towards disabled persons: This area should be improved by relocation because disabled users and staff will have improved access to premises. This may give rise to opportunities for greater community cohesion. • Encourage participation by disabled persons in public life: by relocating the services to fully accessible locations where other services are being delivered it will increase exposure and opportunities for disabled persons. • Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons: N/A The services would benefit from relocation and greater accessibility - currently the majority of organisations are not fully accessible and they are therefore limited in any additional provision or access they can offer.
	Gender	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • Eliminate unlawful sex discrimination and harassment (including for transsexual people); The majority of services delivered at Palingswick House are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation. • Re-location would not affect the type of support the organisations offer to men and women. Again, equal opportunities guidelines apply.
	Age	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • The following organisations specifically target the young or older people: Caring for Carers, Community Transport, KANGA, Breakaway Holiday Project, Play Association and Rampage. However there are sources of support to help residents access generic services (health, housing, social care, education, employment etc) and alternative services available to the

Appendix 3f: EIA Palingswick House

				<p>community who have a specific focus on age.</p> <ul style="list-style-type: none"> The majority of services delivered at Palingswick House are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation.
	Sexual Orientation	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <p>N/A – None of the organisations at Palingswick House are known to specifically target or exclude individuals from LGB communities.</p>
	Religion/belief (including non-belief)	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> N/A. The only organisation which could be identified as having a specific target relating to beliefs is the Multifaith Book Organisation, however this organisation has stated in the past that it is not a faith based service, nor is it known to support any single belief. As previously stated - The majority of services delivered at Palingswick House are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation.
<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:</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 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	<p>Please refer to appendix 3fi for research undertaken:</p> <ul style="list-style-type: none"> • Impact if organisations relocate elsewhere in the borough • Impact if organisations relocate outside of the borough • Impact if organisations cease trading • alternative organisations
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Section 04	Assess or undertake consultation
Consultation	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 Palingswick House.
Assessment	<p>Consultation responses</p> <ul style="list-style-type: none"> • 241 responses were received in relation to Palingswick House • Responses supporting disposal: 8% • Responses opposed to disposal: 64% • No preference: 28% <p>There is strong opposition to this proposal, predominantly highlighting the value of the Community Transport Project that enables isolated residents to access local services. A number of respondents voiced fears of becoming lonely and isolated should the Community Transport Project service no longer be available. Some respondents also suggested that Palingswick House would offer a central 3rd Sector Hub. A small number supported the proposal, some suggesting that efforts should be made to sell it to a community group, while others appreciated that it would be economically sensible. Some respondents did not use the services located in Palingswick House themselves but were aware that many others did and therefore thought the services were probably important.</p>

Section 05	Assessment of impact and outcomes
Assessment	<ul style="list-style-type: none"> • The EIA shows that there is no evidence of discrimination. • Due to the high number of BME organisations based at Palingswick House there is a higher impact on Race if they were to cease to operate as a result of being unable to secure suitable alternative premises. However, the council is confident that alternative space would be available across the

	<p>borough (from both council and other landlords) which would be sufficient to accommodate current Palingswick House occupants – even if the location of the alternative may not be their preferred choice.</p> <ul style="list-style-type: none"> • If members recommend disposal Palingswick House Ltd will cease to operate which will be a negative impact. However they will have the opportunity to bid to manage the Edward Woods 3rd sector hub. • The research in appendix 3fi indicated that both CITAS and Community Transport Project offer services that are otherwise in scarce supply and would have a negative impact on age, disability and race if they were to cease to exist. However, these are two services that have been prioritised for support to relocate, given the service that each provides and the impact on local residents should either service cease to function. • No other impact has been identified with regards to race, gender, age, religion/faith, disability or sexual orientation factors. The impact overall therefore is considered medium.
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Section 06	Reducing any adverse impacts
Outcome of Assessment	<ul style="list-style-type: none"> • Officers considered the impact on organisations based in the building should Palingswick House no longer be available for 3rd sector premises. The most likely possible outcome for organisations based in the building would be one of three options: <ul style="list-style-type: none"> • Organisations will relocate to alternative premises in the borough • Organisations will relocate to alternative premises outside the borough • Organisations will not be able to find suitable alternative accommodation and will cease to operate. • For many organisations based in Palingswick House, alternative accommodation in other local authority premises is most likely to be available through the local hubs – however, all organisations seeking space in this location will need to demonstrate that their service will meet local priorities, including delivering services that benefit local residents. • CITAS and Community Transport Project would be a priority for alternative accommodation based on the specific niche services they provide. • A number of PH based organisations have stated that their service users would be unable to access their services if they were to relocate to other parts of the borough. The council does not agree with this position. H&F is a geographically small borough, with excellent transport links to both the north and south. The council would expect that a high proportion of service users are from deprived households – with local deprivation data indicating that the majority of these households are located

	<p>in the W12 and north Fulham areas of the borough. The majority of 3rd sector organisations known to LBHF are based in the Hammersmith area, with few organisations directly located within those communities where needs are known to be highest.</p> <ul style="list-style-type: none"> • Relocation is considered beneficial to the BME organisations currently based at Palingswick House because the highest proportion of BME and refugee communities live in the borough's highest areas of deprivation (most notably in the north of the borough). Therefore relocating closer to areas of deprivation could benefit the local residents and BME organisations. • Palingswick House is not considered to be required for 3rd sector premises on the basis of: <ul style="list-style-type: none"> • A reasonable level of space will continue to be available elsewhere • The likely cost of improving Palingswick House accessibility is prohibitive • Full market rent is unlikely to be achieved in the current circumstances • Palingswick House does not meet the criteria of a 3rd sector hub location - it is not a sustainable or cost-effective environment to run, it is not a fully accessible or flexible space, and it is a property that could potentially achieve a sale). • Reducing the council's level of debt is a key issue that must be given a high level of priority • Therefore the council can no longer afford to keep and maintain Palingswick House and it should be released for disposal in order to preserve as much funding as possible for vital services for vulnerable residents
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Section 07	Action Plan
Action Plan	<p>Includes and is listed here:</p> <ul style="list-style-type: none"> ▪ Issue identified: Commission CaVSA to provide premises support, helping groups to identify alternative community / office space. ▪ CITAS and Community Transport priority for assistance securing alternative accommodation ▪ Action (s) to be taken: CaVSA to help to promote availability of space, contact potential landlords and assist groups to access premises resources ▪ CIT team to work closely with CITAS and Community Transport to help identify priority accommodation provision ▪ When: Upon announcement of buildings consultation decision ▪ Lead officer: Sue Spiller ▪ Expected outcome: Alternative accommodation research in place ▪ Date added to business/service plan: Not applicable

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Benedict Hefford Position: Acting Assistant Director, Quality, Commissioning & Procurement, CSD Email: Benedict.hefford@lbhf.gov.uk Telephone No: 020 8753 2483
Key Decision Report	Date of report to Cabinet/Cabinet Member: 07/02 /11 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager	(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