

**Buildings Consultation
Palingswick House**

Appendix 3fi: EIA Palingswick House organisation impact

IMPACT ON RACE, DISABILITY AND GENDER - PALINGSWICK HOUSE ORGANISATIONS (direct service provision to H&F residents)

Organisation	If relocate elsewhere in the borough	If relocate outside of the borough	If cease to operate	How Negative Impact will be addressed	Alternative Support Services
Afghan Council UK RACE	Low - The numbers of Afghan residents in the Borough is low and re-location within the Borough would not affect the type of support the organisation offers to the community.	Low - The organisation offers support to Afghan residents across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.afghanstudents.co.uk www.southernafghanclub.org.uk www.afghana.com/GetLocal/World/UK.htm www.afghan-association.org.uk www.afghanaction.co.uk www.afghanistanembassy.org.uk http://www.taha.org.uk
Afghan Council UK DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to Afghan residents across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative organisations offering similar services and disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Afghan Council UK GENDER	Low - Re-location within the borough would not affect the type of support the organisation offers to the community.	Medium - The organisation offers support to Afghan residents across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community. However women restricted to travel with a Mehram may be limited.	Medium - There are alternative organisations offering similar services. However women restricted to travel with a Mehram may be limited in accessing alternatives.	Make details of alternatives available - LBHF website etc	www.mowa.gov.af/ http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.women4change.net/ http://www.fatherhoodinstitute.org
Afghan Council UK POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiares.	Medium - as before	Low		

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<p>Breakaway Holiday Project RACE</p>	<p>Low - the service is offered to disadvantaged families across the borough.</p>	<p>Low - the service is exclusively for disadvantaged families in the borough which are likely to include a significant percentage of BME. However residents may not need to visit the offices to access the services. Relocating to outside of the borough would not disproportionately affect BME service users in comparison to all service users.</p>	<p>Medium - There are alternative and well-established organisations offering reliable holiday scheme support nationwide. However unless residents are given information on these there may be a negative impact.</p>	<p>Ensure alternatives are communicated - family support service.</p>	<p>http://www.lbhf.gov.uk/Directory/Education_and_Learning/Pre-Schools/Early_years/93361_Family_Support_Team.asp http://www.familyholidayassociation.org.uk/ www.fhaonline.org.uk www.giveabreak.org.uk www.cchf-allaboutkids.org.uk www.familyfriend.org.uk www.calvert-trust.org.uk/kielder www.brucetrust.org.uk www.trusthousecharitablefoundation.org.uk http://www.pearsonsholidayfund.org/</p>
<p>Breakaway Holiday Project DISABILITY</p>	<p>Low - The service is offered to disadvantaged families across the borough. Residents may not need to visit the offices to access the services</p>	<p>Medium - Residents may not need to visit the offices to access the services. If they did it may impact on use if to the increase costs were incurred and difficulty if disabled when travelling out of the borough.</p>	<p>Medium - There are alternative and well-established organisations offering reliable holiday scheme support and with a specific disability targets. However unless residents are given information on these there may be a negative impact.</p>	<p>Ensure alternatives are communicated</p>	<p>www.break-charity.org http://www.disaway.co.uk www.handicappedaidtrust.org.uk http://www.3hfund.org.uk/ www.holidaycare.org.uk www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk</p>
<p>Breakaway Holiday Project GENDER</p>	<p>Low - the service is offered to disadvantaged families across the borough.</p>	<p>Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.</p>	<p>Low - There are alternative and well-established organisations offering reliable support nationwide.</p>	<p>None</p>	<p>www.onespace.org.uk www.holidaysforsingleparents.com Holiday Endeavour For Lone Parents (Help) http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/</p>
<p>Breakaway Holiday Project POSITIVE IMPACT</p>	<p>Medium - potentially could relocate closer to their target beneficiaires.</p>	<p>Neutral</p>	<p>Neutral</p>		

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Caring for Carers RACE	Low - the service is offered to BME carers across the borough.	Low - the service is for BME carers in the borough and does provide home support as well as on-site services. However there is a range of support networks for local carers.	Low - there are organisations offering similar support nationwide.	None - The council publicises the local support groups for carers.	www.afiya-trust.org www.carers.org.uk www.carers.gov.uk www.blackmentalhealth.org.uk www.nhs.uk/Carersdirect www.carersuk.org www.cafamily.org.uk www.mhcsa.org www.respond.org.uk www.carersonline.org.uk www.caringmatters.dial.pipex.com www.doh.gov.uk/carers www.carersfederation.co.uk www.bubblycrew.org.uk/
Caring for Carers DISABILITY	Medium - the service is offered to residents across the borough. They are currently in accessible offices and would need to find similar accessible offices if relocating within the borough to meet service needs.	Medium - the service is for residents of the borough, a proportion of whom will need disability support. The organisation provides home support as well as on-site services. However there are alternative organisations offering related support within the borough.	Medium - there are organisations offering similar support nationwide but not with a local focus.	Make details of alternatives available - LBHF website etc. The council publicises the local support groups for carers.	www.face2facenetwork.org.uk www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Caring for Carers GENDER	Low - the service is offered to residents across the borough irrespective of gender.	Medium - the majority of carers are female providing support within the borough. However there are alternative organisations providing support.	Low - there are organisations offering similar support nationwide.	None - The council publicises the local support groups for carers.	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Caring for Carers POSITIVE IMPACT	Neutral	Neutral	Neutral		

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CITAS RACE	Low - the service is offered to residents across the borough.	High - the service is for residents of the borough. Outreach locations should enable local access.	Medium - Community (rather than business) support in cross-cultural translation and interpretation is limited nationwide and tends to be ring-fenced to residents of local boroughs. This organisation is frequently used by various LBHF departments.	Priority for alternative LBHF accommodation	http://www.multikulti.org.uk/ www.languageline.co.uk www.emasuk.com Council provides if contacting on council matters (but sometimes uses CITAS)
CITAS DISABILITY	Low - The organisations current offices in Palingswick House are not accessible.	High - the service is for residents of the borough. Outreach locations should enable local access.	High - Community (rather than business) support is limited nationwide and tends to be ring-fenced to residents of local boroughs. Services include BSL and support for blind and disabled residents.	Priority for alternative LBHF accommodation	www.britishsignlanguage.com www.BrailleVersion.co.uk www.rnib.org.uk www.braille.org www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org
CITAS GENDER	Low - the service is offered to residents across the borough.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Medium - Support is limited nationwide. There are alternative interpretation and translation services available, but are often telephone based rather than face-to-face.	Priority for alternative LBHF accommodation	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
CITAS POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiaries.	Low	Low		
Community Transport RACE	Low - Provides a service to residents across the borough, primarily collecting from homes and community locations.	Low - the service is likely to include a percentage of disadvantaged BME. The transport collects people from home and community locations, but it is possible that costs could increase to cover longer journeys into the borough.	Medium - This is the only such service in the borough. There are limited alternatives - similar services in neighbouring boroughs do not currently operate in H&F.	Priority for alternative LBHF accommodation	Dial a Ride: http://www.tfl.gov.uk/gettingaround/3222.aspx If disabled and can't use public transport: GP, Jobcentre Plus, day centre manager or school administrator can arrange transport www.shopmobilityuk.org www.ctauk.org www.lbhf.gov.uk/Directory/Health_and_Social_Care/Community_Transport www.lbhf.gov.uk/Directory/Health_and_Social_Care/Services_for_the_elderly/Mobile_meals_meals_on_wheels/30852_Meals_on_Wheels_Service.asp

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Community Transport DISABILITY	Low - Provides a service to residents across the borough, primarily collecting from homes and community locations.	Low - The transport collects people from home and community locations but it is possible that there would be an impact on costs which could increase to cover longer journeys into the borough.	Medium - This is the only such service in the borough. There are limited alternatives - similar services in neighbouring boroughs do not currently operate in H&F.	Priority for alternative LBHF accommodation	http://www.mobilise.info http://www.motability.co.uk www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Community Transport GENDER	Low - Provides a service to residents across the borough, primarily collecting from homes.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Medium - This is the only service in the borough. There are limited alternatives - neighbouring boroughs do not currently operate in H&F.	Priority for alternative LBHF accommodation	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Community Transport POSITIVE IMPACT	Neutral	Neutral	Neutral		

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Eastern European Advice Centre RACE	Low - EEAC offer a service across Greater London - their relocation within the borough should not have an adverse affect.	Low - The organisation offers support to Eastern European residents across Greater London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative organisations offering similar services. This suggests that support is available to the community should this service not be available. However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.airecentre.org www.easterneuropeans.co.uk http://www.easteurope.org.uk/ www.hfcab.org.uk www.moda.org.uk www.jcwi.org.uk www.evelynoldfield.co.uk
Eastern European Advice Centre DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to Eastern European residents across Greater London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative and well-established organisations offering reliable support and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.jobrooms.org.uk
Eastern European Advice Centre GENDER	Low - EEAC offer a service across Greater London - their relocation within the borough should not have an adverse affect.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative and well-established organisations offering reliable support Nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Eastern European Advice Centre POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiaries.	Neutral	Neutral		
H&F BME Network RACE	Low - the service is offered to BME residents and organisations across the borough.	Low - the service is for BME residents and organisations within the borough. Alternative generic services are available, plus outreach and virtual services could be offered.	Low - Although this is a service which supports BME communities, there are other local generic, and London wide specialist support services available.	Make details of alternatives available - LBHF website etc	http://www.lvstc.org.uk www.cemvo.org.uk www.rota.org.uk Cavsa - www.vusra.org.uk www.ben-network.org.uk www.raceequalityfoundation.org.uk/ www.bmehf.org.uk http://afiyatrust.org.uk/ www.hfrf.org www.naz.org.uk http://www.catchafiya.org www.blackmentalhealth.org.uk http://www.shakaservices.org.uk/ http://www.taha.org.uk

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H&F BME Network DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - the service is for residents of the borough. However residents may not need to visit the offices to access the services.	Low - There are alternative and well-established organisations offering reliable support and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
H&F BME Network GENDER	Low - the service is offered to residents across the borough.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative and well-established organisations offering reliable support nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/ http://www.ikwro.org.uk/
H&F BME Network POSITIVE IMPACT	Neutral	Neutral	Neutral		

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Iranian Association RACE	Low - The numbers of Iranian residents in the borough is relatively low and re-location within the borough would not affect the type of support the organisation offers to the community.	Low - The organisation offers support to Iranian residents across London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as the London-wide community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.iranianuk.com www.iran-embassy.org.uk www.persianstudents.org http://www.taha.org.uk
Iranian Association DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to Iranian residents across London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as the London-wide community.	Low - There are alternative and well-established organisations offering reliable support and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Iranian Association GENDER	Low - the service is offered to residents across London.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative and well-established organisations offering reliable support nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/ http://www.ikwro.org.uk/
Iranian Association POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiaries	Neutral	Neutral		

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Iraqi Association RACE	Low - The numbers of Iraqi residents in the borough is relatively low and dispersed across the borough. Re-location within the Borough would not affect the type of support the organisation offers to the community.	Low - The organisation offers support to Iraqis across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.iraqembassy.org.uk http://www.taha.org.uk
Iraqi Association DISABILITY	Low - The organisations current offices in Palingswick House are not accessible.	Low - The organisation offers support to Iraqi residents across London and not exclusively to H&F. Residents would have the same access to support from the organisation as the London-wide community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Iraqi Association GENDER	Low - the service is offered to residents across London.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative and well-established organisations offering reliable support nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Iraqi Association POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiaries.	Neutral	Neutral		

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<p>Irish Repertory Theatre and Film Company RACE</p>	<p>Low - Re-location within the borough would not affect the work undertaken by the company which aims to promote Irish community theatre to residents across H&F.</p>	<p>Low - The organisation promotes work across H&F. If relocated out of the borough the organisation might consider extending their reach to residents in neighbouring boroughs. Residents would be able to continue use provided the organisation travels into the borough.</p>	<p>Low - There are alternative organisations in London and Nationwide, offering similar services. This suggests that residents would be able to find substitute options should this service not be available.</p>	<p>None</p>	<p>www.londonirishtheatre.com/ www.triskellion.org.uk</p>
<p>Irish Repertory Theatre and Film Company DISABILITY</p>	<p>Low - The organisation's current offices in Palingswick House are not accessible.</p>	<p>Low - the service is for residents of the borough. However residents may not need to visit the offices to access the services.</p>	<p>Low - There are alternative and well-established organisations offering reliable support and additional disability focussed services.</p>	<p>None</p>	<p>www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk</p>
<p>Irish Repertory Theatre and Film Company GENDER</p>	<p>Low - the service is offered to residents across the borough.</p>	<p>Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.</p>	<p>Low - There are alternative and well-established organisations offering reliable support nationwide.</p>	<p>None</p>	<p>http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/</p>
<p>Irish Repertory Theatre and Film Company POSITIVE IMPACT</p>	<p>Neutral</p>	<p>Neutral</p>	<p>Neutral</p>	<p></p>	<p></p>

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<p>KANGA (Kurdish Association for New Generation Abroad) RACE</p>	<p>Low - Re-location within the borough would not affect the type of support the organisation offers to the London-wide community</p>	<p>Low - The organisation offers support to the Kurdish youth community across London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as the London-wide community.</p>	<p>Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.</p>	<p>Make details of alternatives available - LBHF website etc</p>	<p>www.kso.org.uk www.kea96.org/ /www.khrp.org http://www.daymer.org/http://kurdishrights.org www.reap.org.uk www.hfrf.org http://www.connexions-direct.com/ http://www.asylumaid.org.uk/ www.ein.org.uk www.iasuk.org www.ircuk.org www.migrantsrights.org.uk www.jackpetcheyfoundation.org.uk www.kclondon.org.uk www.kurdishhousing.org /www.kurdishcentre.org http://www.taha.org.uk</p>
<p>KANGA (Kurdish Association for New Generation Abroad) DISABILITY</p>	<p>Low - The organisation's current offices in Palingswick House are not accessible.</p>	<p>Low - The organisation offers support to the Kurdish youth community across London and not exclusively to H&F. Residents would have the same access to support from the organisation as the London-wide community.</p>	<p>Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional disability focussed services.</p>	<p>None</p>	<p>Kurdish Disability Organisation (KDO), Manor Gardens N7 www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk</p>
<p>KANGA (Kurdish Association for New Generation Abroad) GENDER</p>	<p>Low - the service is offered to residents across London.</p>	<p>Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.</p>	<p>Low - There are alternative and well-established organisations offering reliable support nationwide.</p>	<p>None</p>	<p>http://rojwomen.com http://www.ikwro.org.uk/ http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/</p>
<p>KANGA (Kurdish Association for New Generation Abroad) POSITIVE IMPACT</p>	<p>Medium - potentially could relocate closer to their target beneficiaries</p>	<p>Neutral</p>	<p>Neutral</p>		

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Kurdish Association RACE	Low - Re-location within the Borough would not affect the type of support the organisation offers to the UK community.	Low - The organisation offers support to Kurdish refugees across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.kurdishcentre.org www.reap.org.uk www.kea96.org/ /www.khrp.org www.hfrf.org http://www.asylumaid.org.uk/ www.ein.org.uk www.iasuk.org www.ircuk.org www.migrantsrights.org.uk www.kcclondon.org.uk www.kurdishhousing.org http://www.taha.org.uk
Kurdish Association DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to the Kurdish community across the UK and not exclusively to H&F. Residents would have the same access to support from the organisation as the UK community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional disability focussed services.	None	Kurdish Disability Organisation (KDO), Manor Gardens N7 www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Kurdish Association GENDER	Low - the service is offered to residents across the UK.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative and well-established organisations offering reliable support nationwide.	None	http://rojwomen.com http://www.ikwro.org.uk/ http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Kurdish Association POSITIVE IMPACT	Medium - potentially could relocate closer to their target beneficiaries	Neutral	Neutral		

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Multifaith Book Organisation RACE	Low - The Multifaith Book Organisation is primarily an international on-line support service. Re-location within the borough would not affect the type of support the organisation offers to residents.	Low - The Multifaith Book Organisation is primarily an international on-line support service. Re-location outside the borough would not affect the type of support the organisation offers to residents.	Low - There is a wide range of online resources offering similar activities.	None	adamandeveit.net http://londoninterfaith.org.uk http://www.lbfm.org/ http://www.interfaith.org.uk/ http://www.interact-uk.org.uk/ http://www.londoncivicforum.org.uk/
Multifaith Book Organisation DISABILITY	Low - The organisations current offices in Palingswick House are not accessible.	Low - The Multifaith Book Organisation is primarily an International on-line support service. Re-location outside the borough would not affect the type of support the organisation offers Internationally.	Low - There are sufficient alternative organisations offering similar on-line support and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbfm.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Multifaith Book Organisation GENDER	Low - The Multifaith Book Organisation is an international online service.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative organisations offering reliable support internationally.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Multifaith Book Organisation POSITIVE IMPACT	Neutral	Neutral	Neutral	None	
Palingswick House Ltd (IMPACT ON ALL EQUALITIES STRANDS)	Low - PHL do not provide a direct service to local residents, as their service is the provision of office accommodation and hall hire for meeting and event purposes.	Neutral - PHL do not provide a direct service to local residents, as their service is the provision of office accommodation and hall hire for meeting and event purposes.	Low - PHL do not provide a direct service to local residents, as their service is the provision of office accommodation and hall hire for meeting and event purposes.	None	

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Play Association RACE	Low - The Play Association is a borough-wide support service to play providers and much of the support is remote, not requiring a specific location.	low - As a support service exclusively for H&F play providers, it is logical although not essential that it is based in the borough. Relocating out of the borough would not disproportionately affect BME users of the service	Low - Not all boroughs consider it necessary to have a borough-specific Play Association. There are alternative London-wide services which play providers can access for support, including racial relations support.	None	www.londonplay.org.uk http://www.ncb.org.uk http://www.playengland.org.uk/ http://www.playlink.org/
Play Association DISABILITY	Low - The Play Association is a borough-wide support service to play providers and much of the support is remote.	Low - the service is for residents of the borough. However residents may not need to visit the offices to access the services.	Low - There are alternative and well-established organisations offering reliable support and additional disability focussed services.	None	http://www.kids.org.uk www.TheChildrensTrust.org.uk www.FriendsOfBrightEyes.co.uk www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Play Association GENDER	Low - The Play Association is a Borough-wide support service to play providers and much of the support is remote.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are alternative organisations offering support in London and nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Play Association POSITIVE IMPACT	Neutral	Neutral	Neutral		

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Rampage Holiday Project RACE	Low - The Rampage Holiday Project is a holiday project for H&F pensioners.	Low - As a support service offering holidays for H&F older people, it is not essential for a borough based office as outreach could ensure that local residents are able to see staff if necessary. This would not disproportionately affect older BME residents.	Low - There are alternative organisations in London and nationwide, offering similar services. This suggests that support is available to the community should this service not be available.	None	www.nbfa.org.uk http://www.ageuk.org.uk/buy/holidays/ http://www.holidaycare.org.uk
Rampage Holiday Project DISABILITY	Low - The Rampage Holiday Project is a borough-wide holiday project for H&F pensioners.	Low - As a support service offering holidays for H&F older people, it is not essential for a borough based office as outreach could ensure that local residents are able to see staff if necessary. This would not disproportionately affect disabled residents.	Low - There are alternative organisations offering support and additional disability focussed services.	None	www.break-charity.org www.qef.org.uk www.3hfund.org.uk Disaway Trust Handicapped Aid Trust Holidays For All Vitalise www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Rampage Holiday Project GENDER	Low - the service is offered to residents across the borough.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - there are organisations offering similar support nationwide.	None	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Rampage Holiday Project POSITIVE IMPACT	Neutral	Neutral	Neutral		

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<p>RASC (Refugee Advice and Support Centre) RACE</p>	<p>Low - Re-location within the borough would not affect BME residents being able to access the service.</p>	<p>Low - The organisation offers support to refugees across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.</p>	<p>Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.).</p>	<p>None</p>	<p>www.hfrf.org www.refugees-online.org.uk www.migrantsrights.org.uk http://www.asylumaid.org.uk/ www.iasuk.org www.ircuk.org www.ein.org.uk www.hflaw.org.uk/ www.reap.org.uk Hammersmith & Fulham Refugee Forum London Asylum Seekers Consortium (LASC) www.refugeecouncil.org.uk/ Refugee Education and Training Advisory Service (RETAS) Refugee Support Centre http://www.taha.org.uk</p>
<p>RASC (Refugee Advice and Support Centre) DISABILITY</p>	<p>Low - The organisation's current offices in Palingswick House are not accessible.</p>	<p>Low - The organisation offers support to refugees across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.</p>	<p>Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.) and additional disability focussed services.</p>	<p>None</p>	<p>www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk</p>
<p>RASC (Refugee Advice and Support Centre) GENDER</p>	<p>Low - Re-location within the borough would not affect the type of support the organisation offers to the UK community.</p>	<p>Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.</p>	<p>Low - There are organisations offering similar support nationwide.</p>	<p>None</p>	<p>Bridge Counselling (women only) http://rojwomen.com http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/</p>
<p>RASC (Refugee Advice and Support Centre) POSITIVE IMPACT</p>	<p>Neutral</p>	<p>Neutral</p>	<p>Neutral</p>	<p></p>	<p></p>

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Western Kurdistan Association RACE	Low - Re-location within the borough would not affect the type of support the organisation offers to the UK community.	Low - The organisation offers support to Kurdish refugees across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	www.kurdishcentre.org www.kea96.org/ www.reap.org.uk /www.khrp.org www.hfrf.org http://www.asylumaid.org.uk/ www.ein.org.uk www.iasuk.org www.ircuk.org www.migrantsrights.org.uk www.kcclondon.org.uk www.kurdishhousing.org http://www.taha.org.uk
Western Kurdistan Association DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to the Kurdish community across London and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are alternative sources of support to help residents access generic services (health, housing, social care, education, employment etc.) and additional disability focussed services.	None	Kurdish Disability Organisation (KDO), Manor Gardens N7 www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Western Kurdistan Association GENDER	Low - Re-location within the borough would not affect the type of support the organisation offers to the UK community.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are organisations offering similar support nationwide.	None	http://rojwomen.com http://www.ikwro.org.uk/ http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Western Kurdistan Association POSITIVE IMPACT	Medium - potentially positive impact should the service be closer located to target beneficiaries	Neutral	Neutral		

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Mongolian Culture Centre RACE	Low - The numbers of Mongolian residents in the borough is low and re-location within the borough would not affect the type of support the organisation offers to the UK community.	Low - The organisation offers support to Mongolian residents across the UK and not exclusively to H&F. H&F residents would have the same access to support from the organisation as their wider community.	Low - There are sources of support to help residents access generic services (health, housing, social care, education, employment etc.). However, there may be a negative impact in terms of promoting cultural aspects for this community.	Make details of alternatives available - LBHF website etc	http://www.mongolchuud.co.uk www.embassyofmongolia.co.uk www.linguamongolia.com http://www.taha.org.uk
Mongolian Culture Centre DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible.	Low - The organisation offers support to Mongolian residents across the UK and not exclusively to H&F. There is no identified a need to provide support in the local area due to disability requirements.	Low - There are sources of support to help residents access generic services (health, housing, social care, education, employment etc.) and additional disability focussed services.	None	www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Mongolian Culture Centre GENDER	Low - Re-location within the borough would not affect the type of support the organisation offers to the UK community.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Low - There are organisations offering similar support nationwide.	None	http://www.ikwro.org.uk/ http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Mongolian Culture Centre POSITIVE IMPACT	Neutral	Neutral	Neutral		

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Upper Room RACE	Low - Re-location within the borough would not affect the range of support the organisation offers to the community. Their services are currently spread across a number of premises and are available to all residents.	Low - The organisation offers support to people across London, including ex offenders, homeless and BME communities, though not exclusively to H&F. The service located in PH is a driving tuition scheme for ex offenders. Relocation to outside of the borough would not disproportionately affect BME service users.	Medium - There are other organisations offering support services to ex offenders, and additional BME focussed services. However they may not have the opportunity to develop localised community-building events on the same scale.	Make details of alternatives available - LBHF website etc	www.thamesreach.org.uk www.mungos.org/careers www.shelter.org.uk http://www.crisis.org.uk/ http://www.sbhg.co.uk http://www.depauluk.org www.tomorrows-people.org.uk www.homelesspages.org.uk www.homeless.org.uk www.homelessdirect.org.uk www.homelesslondon.org www.homelessuk.org www.porchlight.org.uk www.lhf.org.uk/ Job Centre Plus
Upper Room DISABILITY	Low - The organisation's current offices in Palingswick House are not accessible. Their services are currently spread across a number of premises.	Low - The organisation offers support to people across London, The service located in PH is a driving tuition scheme for ex offenders. Relocation to outside of the borough would not disproportionately affect disabled service users.	Medium - There are other organisations offering support services to ex offenders, and additional disability focussed services. However they may not have the opportunity to develop localised community-building events on the same scale.	Make details of alternatives available - LBHF website etc	www.good4you.org.uk www.hafad.org.uk http://www.access2info.org.uk/ http://www.lbhf.gov.uk/directory/health_and_social_care/disabilities/ www.disabilityalliance.org www.bild.org.uk www.disabilitynow.org.uk http://www.lcdisability.org www.scope.org.uk www.rnid.org.uk www.johngrooms.org.uk
Upper Room GENDER	Low - Re-location within the borough would not affect the type of support the organisation offers to the community.	Low - Relocating outside of the borough would not disproportionately affect service users of any gender in comparison to all service users.	Medium - There are other organisations offering support services to ex offenders, and additional gender focussed services. However they may not have the opportunity to develop localised community-building events on the same scale.	Make details of alternatives available - LBHF website etc	http://www.equalitynow.org http://www.equalityhumanrights.com www.equalitybritain.co.uk WomenForWomen.org http://www.fatherhoodinstitute.org http://www.women4change.net/
Upper Room POSITIVE IMPACT	Neutral	Neutral	Neutral		

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Area 1d: ADDITIONAL AREAS Impact on ADDITIONAL AREAS		How Negative Impact will be Addressed	
Sexual Orientation	No organisations specifically target or exclude individuals from LGBT communities.	None	
Age	The following organisations specifically target the youth or elderly community - Caring for Carers (low), Community Transport (Medium), KANGA (Medium), Breakaway Holiday Project (low), Play Association (low), Rampage (Medium). There are sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional services with a focus on age.	Make details of alternatives available - LBHF website etc	www.achf.org.uk www.ageuk.org.uk http://www.independentage.org.uk www.aclondon.org.uk www.taen.org.uk
Belief	The only organisation which may have specific targets relating to beliefs is the Multifaith Book Organisation, however this does not support any single belief (low). There are sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional services with a focus on beliefs.	None	adamandevait.net http://londoninterfaith.org.uk http://www.lbfm.org/ http://www.interfaith.org.uk/ http://www.interact-uk.org.uk/ http://www.londoncivicforum.org.uk/
Socio-economic	The following organisations have specific socio-economic targets - Breakaway Holiday Project (medium), Community Transport (medium), Rampage (medium), Upper Room (medium). There are sources of support to help residents access generic services (health, housing, social care, education, employment etc.), and additional services with a socio-economic focus.	Make details of alternatives available - LBHF website etc	http://www.turning-point.co.uk http://www.personalbestprogramme.co.uk/find_out_more/news/HammersmithandFulham www.familyfriend.org.uk www.thamescommunityfoundation.org.uk http://www.lcrn.org.uk