

Bulwer Street 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	Title of EIA: Potential disposal of 58 Bulwer Street and services decant. Short summary: Following a period of consultation with local residents. It is proposed that the services currently located at 58 Bulwer Street be decanted and the property offered for disposal. There are three organisations who lease the building – Shepherds Bush Community Centre, Shepherds Bush Families Project and The West and North West London Vietnamese Association.
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	13 Jan 2011

Section 02	Scoping of Full EIA
Plan for completion	Timing: during and post-consultation, using feedback Resources: officer time Lead Officer: Sue Spiller
What is the policy, strategy, function, project, activity, or programme looking to achieve?	Aims - The decant of services is looking to achieve relocation where possible of services which will not disadvantage borough residents who currently receive/make use of services. The building will become available for disposal thus potentially further reducing council deficit and enabling resources allocated to the council to be used to benefit residents.

	Race	Neutral	L	<p>Reasoning/comment, including N/A and impact;</p> <ul style="list-style-type: none"> • Shepherds Bush Community Association and Shepherds Bush Families Project services are not aimed at any specific groups therefore the proposals will have a neutral impact on race. • The Vietnamese Association offers services to West and North West London Vietnamese community and to residents of Chinese decent. There are alternative Vietnamese and Chinese 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. • Service relocation will potentially take place in alternative buildings or hubs where the promotion of equal opportunities is paramount and where there may be increased opportunities to work in partnership or reach residents who have not accessed services previously, thereby promoting good relations between people from different ethnic groups.
	Disability	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • The majority of the space utilised by Shepherds Bush Community Association is accessible. The community centre operates on a hall hire basis. However Shepherds Bush Families Project and the Vietnamese Association space is not fully accessible based on the first and second floors without any lift access. • Bulwer Street is easy to access via public transport. The service users of organisations based on the upper floors will benefit from moving to fully accessible premises. There are alternative community space / hub options in the local area and borough-wide which are fully accessible. • Eliminate discrimination that is unlawful under the Act: N/A Services delivered are expected to operate within council guidelines for Equal Opportunities. • Eliminate harassment of disabled persons that is related to their disabilities: N/A there is no evidence of discrimination in the

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				<p>services that are being delivered currently and no reason to assume that by changing location this will alter. The services funded by the council are therefore expected to operate within council guidelines for Equal Opportunities.</p> <ul style="list-style-type: none"> • Promote positive attitudes towards disabled persons: This area should be improved for the services currently located on the upper floors of Bulwer Street by relocation because disabled users will have access to services previously not fully accessible. This may give rise to opportunities for greater community cohesion. • Encourage participation by disabled persons in public life: by relocating the services on the upper floors 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: The services on the upper floors would benefit from relocation and greater accessibility. Currently the SBFP and Vietnamese Association are not accessible and therefore limited in any additional provision or access they can offer. The ground floor hall operates on a hall hire basis only and does not offer any specific support to disabled persons or hirers.
	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 Bulwer Street are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation. • Promote equality of opportunity between men and women: again council equality guidelines would apply.
	Age	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • Shepherds Bush Families Project actively engages families with young children. The Vietnamese association actively engages the older Vietnamese and Chinese community. There are however alternative sources of support to help residents access

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				<p>generic services (health, housing, social care, education, employment etc.), and additional services across the borough with a focus on age and related support.</p> <ul style="list-style-type: none"> • The Shepherds Bush Families Project would also benefit from relocation to enable them to provide an outdoor play area for children. • The majority of funded services delivered at Bulwer Street 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>The majority of funded services delivered at Bulwer Street are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation.</p>
	Religion/belief (including non-belief)	Neutral	L	<p>Reasoning/comment, including N/A and impact on:</p> <p>The majority of funded services delivered at Bulwer Street are supported by funding streams that operate within Equal Opportunities guidelines. This would not change with relocation.</p>
<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 3gi 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	<p>The consultation asked residents whether they agreed that disposing of building 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 58 Bulwer Street.</p>
Assessment	<p>Consultation feedback</p> <ul style="list-style-type: none"> • 271 responses received (not including the signatories to a petition) • Responses supporting disposal: 5% • Responses opposing disposal: 44% • No preference: 51% <p>The majority of respondents expressed neutral or no views regarding the proposal. More respondents were opposed to it than in support of it, asserting that a range of valuable and popular services are provided, and it forms a focal point for White City/Shepherds Bush residents. A relatively large proportion were not aware of the property or had never used it. Few were supportive of the sale.</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. • However, there may be a negative impact in terms of promoting cultural aspects for the older local Vietnamese resident community, although it is noted that the majority of service provision to older Vietnamese/Chinese residents (who would most likely reap most benefit from the services) are delivered from other locations in the borough. . • There may be a negative impact on young children and families affected by changes to the Shepherds Bush Families Project, particularly those from low income households. However, the proposal to relocate to a more accessible location will deliver a positive impact for service users.

- 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 low.

Section 06	Reducing any adverse impacts
Outcome of Assessment	<ul style="list-style-type: none"> • Shepherds Bush Families Project As the provider of a Children’s Centre, the council would undertake to identify another suitable location in the area for this service to move to. Officers are exploring a number of options including a space close to Shepherds Bush Green, and a venue on the nearby Edward Woods Estate. As an alternative space would be available within the local area, no negative impact has been identified. Any alternative accommodation will be fully accessible, offering a positive impact in terms of disability. • Shepherds Bush Community Association: The hall is well used by a number of organisations on a hall hire basis, including dance and sports groups, health and wellbeing providers and faith groups. The council has identified a number of alternative venues in the borough that users of the hall could potentially use to deliver their activities. A few respondents to the consultation have commented that a high number of people from outside of the immediate area access the faith, dance and sports activities in the centre. The impact on residents regarding these services is assessed as low. Users of alternative therapy services which operate from the hall are thought more likely to be local residents. There is a possible low to moderate negative health and wellbeing impact for local residents, particularly those from low income households, should the alternative therapy services no longer continue to be available in the immediate area. However, mitigating factors include the range of alternative locations that are available across the borough. The details of these would be provided to groups who would be displaced from this venue should the council decide to dispose of the building. • West & North West London Vietnamese Association The WNLVA group activities are based at other locations in the borough, with the office space at Bulwer Street. Alternative office space can be offered to this organisation, thus resulting in no negative impact for the community this organisation serves. Alternative accommodation will be accessible, and therefore offers a positive impact in terms of disability access.

Section 07	Action Plan
Action Plan	Includes and is listed here:

	<ul style="list-style-type: none"> ▪ Issue identified – commission CaVSA to provide premises support to organisations affected by this proposal. ▪ Action (s) to be taken – Make available details of alternative space ▪ When – Upon announcement of buildings consultation decision ▪ Lead officer – Sue Spiller ▪ Expected outcome – Alternative space research in place ▪ 3rd Sector Premises Plan was added to QCP Business Plan 2010 – 2013 dated 6 April 2010. If agreed at Cabinet the above actions will be added subsequent business plan.
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Section 08	Agreement, publication and monitoring
Chief Officer sign-off	<p>Name: Benedict Hefford Position: Acting Assistant Director, Quality Commissioning & Procurement, CSD. Email: Benedict.hefford@lbhf.gov.uk Telephone No: 020 8753 2483</p>
Key Decision Report	<p>Date of report to Cabinet/Cabinet Member: 07 / 02 / 10 Confirmation that key equalities issues found here have been included: Yes</p>
Opportunities Manager	<p>Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430</p>