

**Equality Impact Assessment: H&F Buildings Consultation
THE IRISH CULTURAL CENTRE: 5 BLACKS ROAD**

Overall Information	Details of Full Equalities Impact Assessment
Financial Year and Quarter	2010/12, Q4
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Potential disposal of The Irish Cultural Centre, 5 Blacks Road, London W6</p> <p>Short summary: Following a period of consultation with local residents it is proposed that Cabinet revoke its decision made in January 2009 to extend the lease of the Irish Cultural Centre to Irish Cultural Centre Hammersmith Ltd (ICCH). The building is also used by the Irish Support & Advice Service. The recommendation to Cabinet is that the property to be released for disposal at best consideration with ICCH being offered the site first when the current lease expires in March 2012.</p>
Name of Service Department	<p>Name: Benedict Hefford Position: Interim Assistant Director: Quality, Commissioning & Procurement, Community Services Department Email: Benedict.hefford@lbhf.gov.uk Telephone No: 020 8753 3608</p>
Date of completion of final EIA	27/01/2011

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: Post consultation, in order to use public feedback. Resources: Staff time Lead Officer: Sue Spiller</p>
What is the policy, strategy, function,	<p>Aims: The Irish Cultural Centre building is a valuable resource which the council must seek to realise. This will enable the council to further reduce council deficit and enable resources allocated to the</p>

project, activity, or programme looking to achieve?	council to be used to the maximum benefit of all local residents.			
	Race	Negative (Short term)	M	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • The proportion of white Irish residents in Hammersmith & Fulham’s population was 4.8% in 2001, with residents from Black ethnic origins at 11%, Asian/Chinese at 5% of the population, and a further 15% from “other white” groups, made up principally of people from both Western and Eastern Europe, Australia and New Zealand. • The service offered by the Irish Cultural Centre Hammersmith Ltd is to Irish and people from any background who want to learn about Irish culture. Irish Support & Advice Service (ISAS) offer a support, advice and information service to the Irish community. • The building offers an accessible venue for ICCH activities and services to the Irish community across London and not exclusively to H&F. If ICCH are in a position to purchase the building at the end of the current lease term, it is anticipated that this position would remain unchanged. If this is not possible and ICCH and ISAS services were to relocate to alternative sites, it is likely that H&F residents would have the same access to support as is available to the wider Irish community. • There are alternative cultural and support services for the Irish community, including the London Irish Centre Camden, Irish in Greenwich, Irish in Britain, Irish Abroad, Lewisham Irish Centre, The South London Irish Club, The Irish Club EC4, The London Irish Women’s Centre and London Irish Network. • Should the building no longer be available, services and activities currently delivered at the centre (both by ICCH and ISAS plus external groups who use the hall hire aspect of the building) could potentially relocate to a number of local venues, and it would be expected that the promotion of equal opportunities would continue to be a cornerstone of the services provided. Locating services and activities of ICCH and Irish Support & Advice to other locations may enhance opportunities for residents who have not previously accessed services at the centre.
	Neutral (Long term)	L		

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				<ul style="list-style-type: none"> • ICCH and ISAS both actively promote equal opportunities and relocation should not adversely affect this. • ICCH is not funded by the Council (other than through a rent subsidy) nor does it provide a statutory service. Other groups and communities also use the centre on a hall hire basis from ICCH. Should the centre no longer be available for community use, there are a number of other locations that current users including ICCH could use to continue to provide their cultural activities. • ISAS are grant funded by the council to provided support to 1st generation Irish older residents, and would thus be prioritised for alternative available council premises. • A point raised in support of The Irish Cultural Centre petition to Full Council on 26/1/11 was that the centre fosters good relations between Britain and Ireland. The charitable object of the centre, detailed on the charity commission web-site is “to advance the public’s education in the history and culture of Ireland by maintaining an Irish Cultural Centre which provides an open access programme of the Irish arts and music and community activities of the highest quality and attracts people of all ages, different interests and diverse heritages”. While good relations may be a potential outcome if British residents were to use the services it is not a specific target. • Therefore relocation of these services should not have an adverse affect on current service users. 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	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • Should ICCH be in a position to purchase the building at the end of the current lease term, promotion of equality of opportunity between disabled persons and other persons will continue as the services will remain the same or similar offer. The building is fully accessible with disabled toilets, lift and clear signage. • Should ICCH not be in a position to purchase the building and

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				<p>both ICCH and ISAS be required to relocate, it would be expected that any alternative premises identified offer excellent disabled access.</p> <ul style="list-style-type: none"> • Should ICCH not be able to identify an alternative site within the borough, disabled residents with high mobility difficulties may have to travel further to access the cultural activities currently offered at the Irish Cultural Centre – although ISAS services would be prioritised by the council for re-accommodating within the borough. • Eliminate discrimination that is unlawful under the Act: N/A as services already operate under the principles of the Act and will continue to do so in future. • Eliminate harassment of disabled persons that is related to their disabilities: N/A there is no evidence of discrimination in the services that are being delivered currently and no reason to assume that by changing location this will alter. • Promote positive attitudes towards disabled persons: N/A as both ICCH and ISAS already operate under the principles of the Act and will continue to do so in the future. • Encourage participation by disabled persons in public life: N/A as both ICCH and ISAS already operate under the principles of the Act and will continue to do so in the future. • Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons: N/A currently but will consider if it means that a disabled person needs additional provision to enable access to services.
	Gender	Neutral	L	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • With regards to the duty to promote equality of opportunity between men and women - services delivered by ICCH and ISAS do not particular target either male or female residents and this is not anticipated to change should either organisation be required to relocate.
	Age	Neutral	M	<p>Reasoning/comment, including N/A and impact:</p> <ul style="list-style-type: none"> • Services delivered by ICCH attract users of all ages. Some services are targeted at different age groups (children and older

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				<p>people), but it is not anticipated that relocation would disproportionately affect any particular age group.</p> <ul style="list-style-type: none"> ISAS are grant funded by the council to provide a specific support service to 1st generation Irish older residents – and would be a priority to accommodate (during its funding term) should the centre no longer be available.
	Sexual Orientation	Neutral	L	<ul style="list-style-type: none"> Reasoning/comment, including N/A and impact : N/A – The centres services do not specifically target or exclude individuals from LGB communities.
	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 services delivered by the centre are supported by council departments 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? No</p>				

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

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 The Irish Cultural Centre.
Assessment	<p>Consultation responses</p> <ul style="list-style-type: none"> • 497 responses received • Responses supporting disposal 4% • Responses opposed to disposal 79% • No preference 17% <p>The majority of respondents feel strongly that the Centre should not be sold (including individuals who state they are not Irish), suggesting that it is a somewhat unique resource for the Irish Community in this area and that beneficiaries travel from beyond the Borough to make use of its services. Some also say that it offers services beyond the Irish community and to residents of other groups. There is also concern that the Irish community is being targeted unfairly.</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 if the ICCH (or another body) is not in a position to purchase the site and continue to offer community space for the Irish Community, it is likely that the Irish community will experience a negative impact in terms of no longer having a local dedicated venue for Irish cultural activities. However cultural activities could continue in alternative spaces available across the borough and there may be a positive impact if they benefit from the diversity of visitors that relocation could encourage. • ICCH is not funded by the council (other than through a rent subsidy) nor does it provide statutory services. • The Irish Support & Advice Service is funded by LBHF to provide a specific support service to 1st generation Irish older residents – and would be a priority to accommodate (during its funding term) should the centre no longer be available.

	<ul style="list-style-type: none"> No specific impact has been identified with regards to gender, religion/faith, disability or sexual orientation factors. The impact overall therefore is considered low.
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Section 06	Reducing any adverse impacts
Outcome of Assessment	<ul style="list-style-type: none"> As noted above, the Irish Support & Advice Service is funded by LBHF to provide a specific support service to 1st generation Irish older residents – and would be a priority to accommodate (during its funding term) should the centre no longer be available. Although other groups and communities also use this space, should the centre no longer be available for community use, there are a number of other locations that current users including ICCH could use to continue to provide their cultural activities. Therefore relocation of these services should not have a negative impact in term of equality law.

Section 07	Action Plan
Action Plan	<p>Includes and is listed here:</p> <ul style="list-style-type: none"> Issue identified: Need to identify priority alternative accommodation for Irish Support & Advice service. Commission CaVSA to provide premises support to organisations affected by the 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 Date added to business plan: 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.

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	<p>Name: Sue Spiller Position: Head of Community Investment Email: sue.spiller@lbhf.gov.uk Telephone No: 020 8753 2483</p>

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Key Decision Report	Date of report to Cabinet/Cabinet Member: 07 / 02 / 10 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