

Equality Impact Assessment Full Tool with Guidance – Greswell Centre

| Overall Information | Details of Full Equalities Impact Assessment |
|---|--|
| Financial Year and Quarter | 2010/11 4 th quarter |
| Name and details of policy, strategy, function, project, activity, or programme | Title of EIA: Potential disposal of The Greswell Centre and services decant. Short summary: Following a period of consultation with local residents, it is proposed that the services currently located at The Greswell Centre be decanted and the property offered for disposal. The Greswell Centre is a large single storey building. The current occupants (Hammersmith & Fulham Action on Disability (HAFAD)) are commissioned by Community Services and by Children's Services departments to provide a range of services for disabled residents. |
| 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 | 21/01/2011 |

| Section 02 | Scoping of Full EIA |
|---|--|
| Plan for completion | Timing: during and post-consultation, using feedback Resources: officer time Lead Officer: Benedict Hefford |
| What is the policy, strategy, function, project, activity, or programme looking | 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. |

Appendix 3i EIA Greswell Centre

to achieve?

Objectives
Who is intended to benefit from it from across the six strands (including where people or groups are represented in more than one strand)?

| | | | |
|------------|--|---|---|
| Race | Neutral | L | <ul style="list-style-type: none"> • A range of services for disabled residents is offered to people from any background. • There is alternative support and information available specifically for disabled BME residents (including Black Disabled People Assoc, BME Health Forum, TAHA, ACMHC, MBMEMHN, Black Mental Health Organisation). • HAFAD services are not aimed at any specific racial groups. There isn't any data analysis of users to show that there will be a negative impact on race if relocated. Therefore the proposals will have a neutral impact on race. • It has been proposed that HAFAD could be relocated to the White City Collaborative Care centre when it opens (anticipated in 2013), where the promotion of equal opportunities is a cornerstone of the services currently delivered and there may be enhanced opportunities for residents who have not previously accessed services at the centre. • Relocation to a shared building could also offer the benefit of working alongside organisations promoting good relations between ethnic groups. |
| Disability | <p>Negative in short-term</p> <p>Positive in long-term</p> | <p>High in short-term</p> <p>Low in long-term</p> | <ul style="list-style-type: none"> • The Greswell Centre is currently mostly accessible (with the exception of one office). However the building is not ideal in terms of access by public transport, as the site is located some distance from Fulham Palace Road which can be difficult for some disabled people to negotiate. Relocation to the White City Collaborative Care centre would offer a highly accessible building, with two bus routes serving the area. • HAFAD deliver a range of services to disabled people from the Greswell Street Centre – including a range of 1-2-1 advice and support services, plus a number of group activities for disabled young people which take place after school hours and during |

Appendix 3i EIA Greswell Centre

| | | | | |
|--|--------|---------|---|--|
| | | | | <p>school holidays in the centres halls and outside space. HAFAD specifically promotes equality of opportunity between disabled persons and other persons and will continue to do so if relocated. HAFAD may benefit further by moving to shared premises which encourage partnership working and joined up services to residents that minimises the need to visit multiple sites to access support.</p> <ul style="list-style-type: none"> • Eliminate discrimination that is unlawful under the Act: N/A HAFAD exists to support and operates within Equal Opportunities guidelines. This would not change with relocation. • Eliminate harassment of disabled persons that is related to their disabilities: N/A There is no evidence of discrimination at HAFAD 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 and encourage participation by disabled persons in public life: HAFAD actively seeks to provide this support. This area should be improved further by relocation to a shared building where integration and increase in exposure may give rise to opportunities for greater community cohesion. • Take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons: N/A HAFAD already operate on this basis and will continue to do so if relocated. • In the short term there may be a negative impact due to the need to re-locate to a shared building and find additional space for group activities. However in the long term there will be a positive impact from the benefits of the new building whether this is at the White City Collaborative Care Centre or an alternative property for group activities if this is identified as necessary. Benefits would include newer facilities requiring less maintenance, improved location and joined up services. |
| | Gender | Neutral | L | <ul style="list-style-type: none"> • Eliminate unlawful sex discrimination and harassment (including for transsexual people); The services delivered by HAFAD are supported by council departments that operate within Equal |

Appendix 3i EIA Greswell Centre

| | | | | |
|---|--|---------|-------|---|
| | | | | <p>Opportunities guidelines. This would not change with relocation.</p> <ul style="list-style-type: none"> Promote equality of opportunity between men and women; Again equal opportunities guidelines apply. Re-location would not affect the type of support the organisation offers to the community. |
| | Age | Neutral | L / M | <ul style="list-style-type: none"> The services delivered by HAFAD include specific support for older residents and the 'agenda for youth' programme. These services would continue to be offered with relocation. |
| | Sexual Orientation | Neutral | L | N/A – HAFAD services do not specifically target or exclude individuals from LGBT communities. |
| | Religion/belief (including non-belief) | Neutral | L | N/A. The services delivered by HAFAD 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 new research) |

Appendix 3i EIA Greswell Centre

| Section 04 | Assess or undertake consultation |
|---------------------|---|
| Consultation | <p>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 Greswell Centre.</p> |
| Assessment | <p>Consultation responses</p> <ul style="list-style-type: none"> • Responses to this building 208 • Responses supporting disposal: 8% • Responses opposed to disposal: 22% • No preference: 70% <p>The majority of respondents either were unaware of the property or had no view regarding its sale. Those who were opposed to the sale expressed significant concern for the effect it would have on HAFAD. They worried that the needs of HAFAD are relatively specific and therefore it may be hard to find an alternative suitable accommodation. Some of those who supported the sale suggested that they would only do so if HAFAD were suitably re-housed.</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 is a possible negative impact should HAFAD need to split its services over several sites (office and 1-2-1 space vs group activity locations), where group activities are often delivered with service staff and managers from other HAFAD services contributing to service delivery. HAFAD is a user led organisation, with a high number of disabled staff and volunteers. The ability for staff and volunteers to work across different services and activities is extremely important, and services spread across several locations may impact on the organisation's ability support staff to work in this way. • The council proposes to offer HAFAD accommodation in the Collaborative Care Centre on White City Estate, plus provide space for the group activities in other locations in the borough – for those services commissioned by the Council. For the additional services not funded by the council that HAFAD currently provides, it is not yet known whether additional space would be available to |

Appendix 3i EIA Greswell Centre

| | |
|--|---|
| | <p>HAFAD to rent at the Collaborative Care Centre, as plans for the building are not yet complete. However, should this additional space not be available, the council will work with HAFAD to identify suitable alternative accommodation available in the borough that HAFAD could lease.</p> <ul style="list-style-type: none"> • HAFAD are likely to have some understandable concerns regarding the negative impact of relocation to a building which would be shared with other organisations – including the council, health and other providers. These concerns are likely to be in relation to confidentiality, maintaining organisational identify, and that a co-located service where staff would expect to share offices and space with other organisations may be off putting to service users who would prefer a separate and distinct space at which to access HAFAD services. • No other impact has been identified with regards to race, gender, age, religion/faith, disability or sexual orientation factors. The impact overall is assessed as high in the short-term for disabled people and low in the long-term over all equality groups. |
|--|---|

| Section 06 | Reducing any adverse impacts |
|------------------------------|--|
| Outcome of Assessment | <ul style="list-style-type: none"> • As the proposal is to offer HAFAD accommodation in the Collaborative Care Centre, plus identify suitable space for the group services/activities commissioned by LBHF, the majority of HAFAD's service users would feel little impact of this decision – so long as the alternative site offers good access. • Relocating to a site better served by public transport would offer a positive impact for disabled people in terms of easier access to HAFAD services. • The Greswell Centre has had a number of maintenance issues in recent years, some of which have affected HAFAD's ability to run a full service. The Collaborative Care Centre will offer new facilities and much less maintenance issues - therefore there will be a positive impact for staff and users in relocating. • For the additional services not funded by the council that HAFAD currently provides, it is not yet known whether additional space would be available to HAFAD to rent a the Collaborative Care Centre, as plans for the building are not yet complete. However, should this additional space not be available, the council will work with HAFAD to identify suitable alternative accommodation available in the borough that HAFAD could lease that will enable HAFAD to deliver its added value services that benefit local disabled residents. • There would be a possible positive impact in identifying accommodation for the group activities – accommodation could be identified that provides the benefit of newer facilities requiring less maintenance, improved location for travel or specific locations for outreach work, and joined up |

Appendix 3i EIA Greswell Centre

| | |
|--|---|
| | <p>services.</p> <ul style="list-style-type: none"> • Examples of local shared sites demonstrate that co-location can be managed and offers distinct benefits to service users. Co-locating also offers opportunities for organisations to work more closely together, providing a joined up service to residents that minimises the need to visit multiple sites to access support. • The White City Collaborative Care Centre offers a fantastic opportunity to co-locate services that disabled people access. By relocating HAFAD's main office to the CCC, disabled residents will have the opportunity to access both statutory and voluntary sector services, offering a joined up service, less duplication and easier customer access journeys. • Cabinet is asked to agree that the Greswell Centre is no longer required by the council, and can be released for disposal on condition of space being offered in the White City Collaborative Care Centre and suitable premises identified for commissioned group activities... |
|--|---|

| | |
|--------------------|---|
| Section 07 | Action Plan |
| Action Plan | <p>Includes and is listed here:</p> <ul style="list-style-type: none"> ▪ Issue identified: Identify alternative space for group services / activities. Time frame to availability of CCC ▪ Action (s) to be taken: Make available details of alternative space for groups service / activities. Set up regular reports re. availability of CCC. ▪ When: Upon announcement of buildings consultation decision ▪ Lead officer: Sue Spiller ▪ Expected outcome: Alternative space research in place. CCC completed and available to deadlines. ▪ 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> |

Appendix 3i EIA Greswell Centre

| | |
|------------------------------|--|
| 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: Position: Email: Telephone No: |