

EQUALITY IMPACT ASSESSMENT

The Equality Act 2010 requires all public bodies, including local authorities, to show “due regard” to the impact their policies and procedures have on people from different groups. This includes gender, race, religion, age, disability, sexual orientation and gender identity.

Remember:

- Equality Impact Assessments (EIAs) should be carried out on **relevant** policies and procedures. Not all policies or procedures will require them. If you are unsure if one is required, please contact the Equality and Diversity Manager on 01753 875069 for advice.
- Assess any potential impacts, positive and negative, in a proportionate way and with relevance
- Make decisions that are justified, evidenced, relevant and identify any mitigating proposals
- Prioritise expenditure in an efficient and fair way
- Have a record showing that the potential impacts have been considered and that decisions are based on evidence

It is important the EIA is carried out at the earliest opportunity to ensure that you have the time to undertake any additional work that will inform your decisions, for example community engagement.

All relevant committee reports should include an equalities impact assessment. This will ensure that equalities considerations are available for members to consider as part of the formal decision-making process. If your EIA is part of a Cabinet Report, please forward it to Democratic Services, along with your other committee paperwork. It is usual to publish the EIA with the other public papers in advance of a committee meeting. Please also remember to complete the EIA section of the report checklist and the EIA summary section on the report itself.

If you have any questions or concerns, please contact the Equality and Diversity Manager on 01753 875069.

Equality Impact Assessment

Directorate: Regeneration	
Service: Housing Development & Contracts	
Name of Officer/s completing assessment: John Griffiths	
Date of Assessment: 9 September 2019	
Name of service/function or policy being assessed:	
1.	<p><i>What are the aims, objectives, outcomes, purpose of the policy, service change, function that you are assessing?</i></p> <p>The demolition of Tower House and Ashborne House and the re-development of the site to create 193 new homes for social rent. The cabinet approved the demolition of Tower & Ashborne Houses and the development and submission of a planning application on 22 January 2018.</p> <p>The demolition and development of the Tower & Ashborne site supports both:</p> <ul style="list-style-type: none"> • The Slough Joint Wellbeing Strategy Priorities - The provision and maintenance of good quality and affordable family housing can reduce housing need for local households and contribute to the identified priorities of the JSNA by increasing the availability of good quality accommodation. This initiative will provide an opportunity re remodel and improve the safety, health and well being of families in the Town Centre. • SBCs Five Year Plan Outcomes - It is well established that having a stable, attractive home has a significant impact on a person's health and well-being. Demolition of the two tower blocks and remodelling of the site to provide 193 units of housing close to the town centre will contribute to the following 5 Year Plan outcomes: <ul style="list-style-type: none"> ○ Our children and young people will have the best start in life and opportunities to give them positive lives. ○ Our people will become healthier and will manage their own health, care and support needs. ○ Slough will be an attractive place where people choose to live, work and visit. ○ Our residents will have access to good quality homes.

2.	<p><i>Who implements or delivers the policy, service or function? State if this is undertaken by more than one team, service, and department including any external partners.</i></p> <p>The demolition and construction of the new homes will be lead by Housing Development & Contracts with support from other teams with SBC. The management and delivery will be sourced through the recent procured Slough framework and will included: project management; detailed design; demolition and construction works and services.</p>
3.	<p><i>Who will be affected by this proposal? For example who are the external/internal customers, communities, partners, stakeholders, the workforce etc. Please consider all of the Protected Characteristics listed (more information is available in the background information). Bear in mind that people affected by the proposals may well have more than one protected characteristic.</i></p> <p>Tower & Ashborne consisted of 120 properties across two blocks. Of the 120 properties, 104 were tenanted and 16 were leasehold properties.</p> <p>All of the 104 tenanted properties within the two tower blocks were re-housed in appropriate SBC properties. Agreement was reached 15 of the leaseholders in both Tower & Ashborne Houses for SBC to buy back their properties based on an independent market valuation and all the agreed buy-backs have been completed.</p> <p>SBC has been unable to reach agreement with one Ashborne House leaseholder following lengthy discussions on a proposal to buy back the property using an independent market valuation with additional level of compensation.</p> <p>In order to implement the Cabinet decision and having exhausted all other options SBC is seeking a Compulsory Purchase Order (CPO) to buy back the remaining property.</p> <p>It should also be noted that appropriation powers will be used in respect of parts of the open space surrounding the towers to overcome unknown rights across that land. As these rights are unknown it is not possible to profile with certainty who use of these powers may impact but the Council takes regard to the impact which may be felt by these unknown persons.</p> <p>It is considered that there will be temporary adverse impacts upon all individuals, with protected characteristics, whilst the development is under construction, by virtue of the closure of the pedestrian route through the site, the playground facilities, removal of on-site car parking spaces and loss of residential accommodation. People with the following characteristics have the potential to be disadvantaged as a</p>

result of the construction works associated with the development eg: people with disabilities, maternity and pregnancy and younger children, older children and elderly residents/visitors using the pedestrian route from Chalvey Park to The Crescent. It is also considered that noise and dust from construction has the potential to cause nuisances to people sensitive to noise or dust. However, measures can be incorporated into the demolition method statement and construction management plan to mitigate the impact and minimise the extent of the effects.

Development of the Scheme may also impact on third party interests which sit outside of the development site. The following properties outside of the development site have been identified as potentially being impacted by the proposed development:

3-4 Shaftesbury Court;
Edwards Court;
107 The Crescent;
97 The Crescent;
76 The Crescent;
74 The Crescent;
72 / 72A The Crescent;
70 The Crescent;
68 The Crescent;
64 The Crescent;
60A The Crescent;
29 Burlington Avenue;
25 Burlington Avenue; and
21 Burlington Avenue.

Impacts on potentially relevant protected characteristics are addressed at sections 4 and 5 below and were considered in the officer's report prepared further to the planning application for the scheme.

4.	<p><i>What are any likely positive impacts for the group/s identified in (3) above? You may wish to refer to the Equalities Duties detailed in the background information.</i></p> <p>The positive impacts of the Compulsory Purchase Order and use of appropriation powers include: the purchase of the leaseholders property using an independent market valuation; all fees involved in the Compulsory Purchase paid by SBC; a level of addition compensation for the use of a Compulsory Purchase Order; The leaseholder moving from an environment where all neighbouring properties are empty to a property of the leaseholder's choice.</p> <p>Any parties with rights interfered with by either CPO or land which has been appropriated will be compensated in line with the statutory code.</p>
5.	<p><i>What are the likely negative impacts for the group/s identified in (3) above? If so then are any particular groups affected more than others and why?</i></p> <p>It is recognised that those with rights interfered with will personally suffer negative impacts up to and including the loss of their home. No particular groups have been identified as being disproportionately effected by the proposed CPO / appropriation.</p>
6.	<p><i>Have the impacts indentified in (4) and (5) above been assessed using up to date and reliable evidence and data? Please state evidence sources and conclusions drawn (e.g. survey results, customer complaints, monitoring data etc).</i></p> <p>The positive and negative impacts of the Compulsory Purchase Order have been assessed as part of the consideration of options before the decision to submit a Compulsory Purchase Order was made. Whilst there is a negative impact to the leaseholder by compulsory purchasing their property, the likely positive impacts of the Compulsory Purchase Order are considered to mitigate the negative impacts. The same applies to the use of appropriation powers with all effected parties receiving compensation of, at a minimum, that provided for under the statutory regime.</p> <p>For those most strongly affected by the CPO who will be forced to move home the compensation paid would be sufficient for those persons to purchase an equivalent home within the area without any subsidy (inclusive of all costs).</p> <p>For those with rights interfered with to a lesser extent compensation will be offered in accordance with statutory requirements.</p>
7.	<p><i>Have you engaged or consulted with any identified groups or individuals if necessary and what were the results e.g. have the staff</i></p>

	<p><i>forums/unions/ community groups been involved?</i></p> <p>SBC has held length discussions and negotiations with the remaining leaseholder at Ashbourne House over a period of years and considered the leaseholders views at every stage of the process against the overall positive benefits of the development of the Tower & Ashborne site.</p> <p>All other parties who's rights may be impacted by the development have been written to by the Council as well as having had the opportunity to engage with the planning process.</p>
8.	<p><i>Have you considered the impact the policy might have on local community relations?</i></p> <p>The re-development of the Tower & Ashborne site and the building of 193 new properties for social housing will enhance local community relations by creating additional housing which benefits the people of Slough. The creation of additional housing will support those in real need through the reduction of homelessness in Slough and the use of Temporary Accommodation within Slough and outside of the borough. A number of additional benefits for the local community are set out at 9 below.</p>
9.	<p>What plans do you have in place, or are developing, that will mitigate any likely identified negative impacts? For example what plans, if any, will be put in place to reduce the impact?</p> <p>The CPO process is designed to mitigate the negative impacts on the leaseholder as much as reasonable possible given the overall objective of the process.</p> <p>It is considered that the development will make suitable provisions to address the temporal removal of the playground, external spaces, accommodation and car parking. Such provisions are integrated into the design and layout and are identified in the report to planning committee. For example, new play facilities will be provided on-site (to address the removal of the existing facilities); a fully accessible, clear well-lit, safe and secure pedestrian route and landscaped open space from east-west will be provided through the central green (to replace the existing route) and additional and replacement affordable dwellings will be provided at a more wide ranging mix of dwelling sizes (including adaptable and accessible wheelchair user dwellings, and accommodation for families).</p> <p>The developer has also offered to make a financial contribution towards off-site leisure/sports facilities for older children in accordance with the Chalvey Regeneration Strategy, in order to re-provide and improve publicly accessible leisure facilities. In addition, the proposed</p>

	<p>development includes provision of non residential floorspace in Block E which would comprise Class B1 (housing office), or Class D1 (Community Facility) or Class D2 (Community Leisure Facility). This floorspace has been designed to have level access (at the ground floor entrance) for all individuals (noting the needs of people with pregnancy/maternity, age and disability characteristics. The internal layout has been designed to enable provision of wc facilities that are considerate of the needs of people with gender reassignment. The provision for a range of use classes would provide opportunities for users with other protected characteristics to be addressed. Eg; a community facility could provide floorspace that would be used by individuals whom have protected characteristics including religion, pregnancy/maternity, age and race.</p> <p>In relation to the car parking provisions, there are potential adverse impacts on individuals within the pregnancy/maternity, disability and age protected characteristics if the occupier/individual does not have access to a car parking space in the development, or off-site in the CPZ. The needs of disabled occupiers and occupiers with blue badges would be provided for through the provision of accessible car parking standard bays (5% of the total) and blue badge holders would be able to apply for (and obtain) a parking permit for the local CPZ. A justification for the level of car parking is provided in the transport section of this report to demonstrate compliance with the NPPF and transport planning policies in the Local Plan/Core Strategy.</p>
10.	<p><i>What plans do you have in place to monitor the impact of the proposals once they have been implemented? (The full impact of the decision may only be known after the proposals have been implemented). Please see action plan below.</i></p> <p>The impact of the proposal will be monitored and managed through the Tower & Ashborne project team who lead the CPO and appropriation process as part of the delivery of the Tower & Ashborne demolition and construction project.</p>

What course of action does this EIA suggest you take? More than one of the following may apply	✓
Outcome 1: No major change required. The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken	✓
Outcome 2: Adjust the policy to remove barriers identified by the EIA or better promote equality. Are you satisfied that the proposed adjustments will remove the barriers identified? (Complete action plan).	
Outcome 3: Continue the policy despite potential for adverse impact or missed opportunities to promote equality identified. You will need to ensure that the EIA clearly sets out the justifications for continuing with it. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact (see questions below). (Complete action plan).	
Outcome 4: Stop and rethink the policy when the EIA shows actual or potential unlawful discrimination. (Complete action plan).	

Action Plan and Timetable for Implementation

At this stage a timetabled Action Plan should be developed to address any concerns/issues related to equality in the existing or proposed policy/service or function. This plan will need to be integrated into the appropriate Service/Business Plan.

Action	Target Groups	Lead Responsibility	Outcomes/Success Criteria	Monitoring & Evaluation	Target Date	Progress to Date

Name: Signed:(Person completing the EIA)
Name: Signed:(Policy Lead if not same as above)
Date: