

EQUALITY ANALYSIS (EA) TEMPLATE

Decision

Approved

Date

March 2021

What is the Public Sector Equality Duty (PSED)?

[Double click here for more information / Hide](#)

What is an Equality Analysis (EA)?

[Double click here for more information / Hide](#)

How to demonstrate compliance

[Double click here for more information / Hide](#)

Deciding what needs to be assessed

[Double click here for more information / Hide](#)

Role of the assessor

[Double click here for more information / Hide](#)

How to carry out an Equality Analysis (EA)

[Double click here for more information / Hide](#)

The Proposal *Click and hover over the questions to find more details on what is required*

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1. What is the Proposal?

The delivery of 91 new homes on the York Way Estate in Islington, North London. The project will involve the construction of 4 new blocks of between 4 & 7 storeys, the construction of a new community centre and estate office, and the re-landscaping of the entire estate for the benefit of the new and existing residents.

2. What are the recommendations?

This project will embrace a variety of initiatives:

The new homes will all be socially rented and 10% of the homes being delivered will be wheelchair accessible and designed to meet Building Regulations ADM 4(3) (2)(b) criteria. We will also be providing one accessible car parking bay for each M4(3) (2)(b) property from completion in the basement car park. In addition, we will be providing secure mobility scooter parking and charging facilities in the basement car park.

The new community centre will be a multi-use accessible space, accessible for all with a passenger lift providing step-free access between the podium level and community centre.

The design of the new blocks and the landscaping will consider partially sighted people with appropriate visual contrast [in some cases visual contrast between elements is minimised to avoid confusion, and in others it is optimised] to delineate the different parts of the estate, building entrances and child's play areas.

The existing ramped route from Market Road towards the centre of the site will be upgraded to meet the criteria of current Building Regulations as far as possible, and a new, compliant route will be added as a slightly longer alternative route.

The new estate office will be designed to meet the criteria of Approved Document M, Volume 2 to ensure accessibility and functionality with all building control requirements around accessibility and functionality. Its new location in the middle of the estate overlooking the new western podium play area will provide passive surveillance of this space.

3. Who is affected by the Proposal? *Identify the main groups most likely to be directly or indirectly affected by the recommendations.*

Residents of the York Way Estate
Residents on our housing waiting list
Disabled residents
Elderly people
Children
Staff working in the Estate Office
Visitors

Age [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics:

The City has proportionately more people aged between 25 and 69 living in the Square Mile than Greater London. Conversely there are fewer young people. Approximately 955 children and young people under the age of 18 years live in the City. This is 11.8% of the total population in the area. Summaries of the City of London [age profiles from the 2011 Census can be found on our website](#)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

[Double click here to show borough wide statistics / hide statistics](#)

Age

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals*

Type response here

What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The provision of new social housing and a new estate office/community centre should have a positive impact on everyone of all ages, including the disabled and elderly people and children. The community centre specifically should be a positive benefit to children who are traditionally heavy users of community centres.
90% of the new homes will be designed to meet Building Regulations M4(2) criteria, which provide a good level of flexibility and accessibility for older people

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Positive and potential negative impacts have been identified.

The delivery of new social housing will benefit all ages and groups as the housing is not being restricted to any specific groups. All those on our waiting list who are eligible for social housing and in the appropriate catchment area could benefit from being offered a new home, as well as existing residents on the estate who are currently in overcrowded accommodation or who are looking to downsize. We will also have a local lettings policy which will benefit for example sons and daughters on the estate who are currently overcrowded living with their parents.

The proposed community centre will seek to support the changing nature of care provision for children and older people by providing flexible community spaces for all members of the community to use. There will be significant improvements to external areas, which will directly benefit older residents of both existing buildings and the proposed new buildings (including upgraded lighting and surfaces, more stimulating environments, provision of accessible seating, communal activities and quieter areas).

Age

The main negative impact is the disruption that the construction process will have as it is programmed to take 2 years to deliver the works and existing residents will have to endure this process. However, the contractors will be required to adhere to a robust social value strategy which will benefit all resident during construction. Clear communication and managing of people's expectations will be essential during this challenging time.

Disability [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics:

Day-to-day activities can be limited by disability or long term illness - In the City of London as a whole, 89% of the residents feel they have no limitations in their activities – this is higher than both in England and Wales (82%) and Greater London (86%). In the areas outside the main housing estates, around 95% of the residents responded that their activities were not limited. Extract from summary of the [2011 Census relating to resident population health for the City of London can be found on our website](#).

The 2011 Census identified that for the City of London's population:

- 4.4% (328) had a disability that limited their day-to-day activities a lot
- 7.1% (520) had a disability that limited their day-to-day activities a little.

Source: 2011 Census: [Long-term health problem or disability, local authorities in England and Wales](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Disability

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What is the proposal's impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The delivery of new social housing (including 10 wheelchair accessible homes) should have a positive impact on this group providing them with access to high quality and appropriately constructed new homes. The significant changes to the landscape will also benefit this group with upgraded existing access routes and creation of new accessible routes, changes in surfaces to better delineate specific areas of the estate, adding of handrails where missing, the addition of considerable extra accessible seating throughout the estate and the inclusion of play equipment which can largely be used by disabled people.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The main negative impact is the disruption that the construction process will have as it is programmed to take 2 years to deliver the works and existing residents will have to endure this process. However, the contractors will be required to adhere to a robust social value strategy which will benefit all resident during construction. Clear communication and managing of people's expectations will be essential during this challenging time.

In addition the contractors will have to provide clear and safe routes through the estate which can be easily navigated by people with disabilities so as not to make moving around the existing estate any

Disability

harder than it currently is during construction.

Pregnancy and Maternity [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics:

Under the theme of population, the [ONS website](#) has a large number of data collections grouped under:

- [Conception and Fertility Rates](#)
- [Live Births and Still Births](#)
- [Maternities](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Pregnancy and Maternity

Additional Equalities Data (Service level or Corporate) *Include data analysis of the impact of the proposals.*

Type response here

What is the proposal’s impact on the equalities aims? *Look for **direct impact** but also evidence of **disproportionate impact** i.e. where a decision affects a protected group more than the general population, including **indirect impact***

The provision of new social housing, a new estate office/community centre and re-landscaping of the entire estate should have a positive impact on all groups included those who are pregnant and/or new mothers who will be offered new homes if they are eligible. The community centre specifically should be a positive benefit to this group when it is operational and able to offer services targeted to the needs of this group including mother & baby drop-in sessions, ‘Rhyme Time’ etc.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The main negative impact is the disruption that the construction process will have as it is programmed to take 2 years to deliver the works and existing residents will have to endure this process. However, the contractors will be required to adhere to a robust social value strategy which will benefit all resident during construction. Clear communication and managing of people’s expectations will be essential during this challenging time. In addition, we will be looking to provide better lighting and seating in the public realm, including places to rest, sit with children and allow for safer play

Key Borough Statistics:

Our resident population is predominantly white. The largest minority ethnic groups of children and young people in the area are Asian/Bangladeshi and Mixed – Asian and White. The City has a relatively small Black population, less than London and England and Wales. Children and young people from minority ethnic groups account for 41.71% of all children living in the area, compared with 21.11% nationally. White British residents comprise 57.5% of the total population, followed by White – Other at 19%.

The second largest ethnic group in the resident population is Asian, which totals 12.7% - this group is fairly evenly divided between Asian/Indian at 2.9%; Asian/Bangladeshi at 3.1%; Asian/Chinese at 3.6% and Asian/Other at 2.9%. The City of London has the highest percentage of Chinese people of any local authority in London and the second highest percentage in England and Wales. The City of London has a relatively small Black population comprising 2.6% of residents. This is considerably lower than the Greater London wide percentage of 13.3% and also smaller than the percentage for England and Wales of 3.3%.

[See ONS Census information](#) or [Greater London Authority projections](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Race

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Type response here

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The provision of new social housing, a new estate office/community centre and re-landscaping of the entire estate should have a positive impact on all groups who are offered a new home and those who live on the estate currently.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

The main negative impact is the disruption that the construction process will have as it is programmed to take 2 years to deliver the works and existing residents will have to endure this process. However, the contractors will be required to adhere to a robust social value strategy which will benefit all resident during construction. Clear communication and managing of people's expectations will be essential during this challenging time.

Key borough statistics – sources include:

The ONS website has a number of data collections on [religion and belief](#), grouped under the theme of religion and identity.

[Religion in England and Wales provides a summary of the Census 2011 by ward level](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Religion or Belief

Religion or Belief

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Sex Double click here to add impact / Hide

Check box if NOT applicable ☐

Key borough statistics:

At the time of the [2011 Census the usual resident population of the City of London](#) could be broken up into:

- 4,091 males (55.5%)
- 3,284 females (44.5%)

A number of demographics and projections for demographics can be found on the [Greater London Authority website in the London DataStore](#). The site details statistics for the City of London and other London authorities at a ward level:

- [Population projections](#)

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[Double click here to show borough wide statistics / hide statistics](#)

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Sex

challenging time. There will also be improvements in safety with better lighting and passive surveillance.

Sexual Orientation and Gender Reassignment [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics – suggested sources include:

- [Sexual Identity in the UK – ONS 2014](#)
- [Measuring Sexual Identity – ONS](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Sexual Orientation and Gender Reassignment

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Marriage and Civil Partnership [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☐

Key borough statistics - sources include:

- [The 2011 Census contain data broken up by local authority on marital and civil partnership status](#)

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[Double click here to show borough wide statistics / hide statistics](#)

Marriage and Civil Partnership

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Additional Impacts on Advancing Equality & Fostering Good Relations [Double click here to add impact / Hide](#)

[Check box if NOT applicable](#) ☒

Conclusion and Reporting Guidance

Set out your conclusions below using the EA of the protected characteristics and submit to your Director for approval.

If you have identified any negative impacts, please attach your action plan to the EA which addresses any negative impacts identified when submitting for approval.

If you have identified any positive impacts for any equality groups, please explain how these are in line with the equality aims.

Review your EA and action plan as necessary through the development and at the end of your proposal/project and beyond.

Retain your EA as it may be requested by Members or as an FOI request. As a minimum, refer to any completed EA in background papers on reports, but also include any appropriate references to the EA in the body of the report or as an appendix.

This analysis has concluded that...

The scheme proposals will have a positive impact on all protected characteristics whether they are eligible for a new home once constructed or are existing residents on the estate. The negative impact is also the same for all characteristics as the 2 year construction process will be disruptive and require careful management to ensure existing residents daily lives are not negatively impacted.

Outcome of analysis - check the one that applies

☐ Outcome 1

No change required where the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

☒ Outcome 2

Adjustments to remove barriers identified by the assessment or to better advance equality. Are you satisfied that the proposed adjustments will remove the barriers identified?

☐ Outcome 3

Continue despite having identified some potential adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should in line with the duty have 'due regard'. For the most important relevant policies, compelling reasons will be needed. You should consider whether there are sufficient plans to reduce the negative impact and/or plans to monitor the actual impact.

☐ Outcome 4

Stop and rethink when an assessment shows actual or potential unlawful discrimination.

Signed off by Director:

Michael Gwyther-Jones

Name:

Michael Gwyther-Jones

Date:

090321

