



You will need to produce an Equality Impact Assessment (EqIA) if:

- You are developing a new policy, strategy, or service
- You are making changes that will affect front-line services
- You are reducing budgets, which may affect front-line services
- You are changing the way services are funded and this may impact the quality of the service and who can access it
- You are making a decision that could have a different impact on different groups of people
- You are making staff redundant or changing their roles

Guidance notes on how to complete an EqIA and sign off process are available on the Hub under Equality and Diversity. You must read the [guidance notes](#) and ensure you have followed all stages of the EqIA approval process (outlined in appendix 1). Section 2 of the template requires you to undertake an assessment of the impact of your proposals on groups with protected characteristics. Equalities and borough profile data, as well as other sources of statistical information can be found on the Harrow hub, within the section entitled: [Equality Impact Assessment](#) - sources of statistical information.

Equality Impact Assessment (EqIA)

Type of Decision:	<input type="radio"/> Cabinet <input checked="" type="radio"/> Portfolio holder <input type="radio"/> Other (state)	
Title of Proposal	Waxwell Lane Car Park development	Date EqIA created 26 November 2018
Name and job title of completing/lead Officer	Cheryl Bannerman - Regeneration officer	
Directorate/ Service responsible	Regeneration	
Organisational approval		
EqIA approved by Directorate Equality Task Group (DETG) Chair	Name Paul Walker	Signature <input type="checkbox"/> Tick this box to indicate that you have approved this EqIA Date of approval

1. Summary of proposal, impact on groups with protected characteristics and mitigating actions

(to be completed **after** you have completed sections 2 - 5)

a) What is your proposal?

Design and deliver 20 family units as part of the regeneration strategy. In addition to delivering new homes, the project will provide a safe, car-free, playable mews street to further strengthen the family and community quality of the new development.

The development of the Waxwell Lane project programme will be supported by:

- Producing a business case for the development
- Producing an options appraisal to find the most viable option
- Engaging in a tailored consultation process with key stakeholders

The Council is committed to the development having a positive impact on Pinner; the extended consultation process is designed to ensure that the project matches local expectations for the provision of context-sensitive design, appropriate public realm and ongoing support of Bridge Street businesses as far as possible, and through a range of mechanisms beyond what the car park currently provides (i.e. support beyond the provision of car parking spaces).

b) Summarise the impact of your proposal on groups with protected characteristics

Main protected characteristics that may be affected by this proposal:

Age

The following reports identified the need to develop apprenticeships and address the changing demographics of the workforce:

Chartered Institute of Building Inquiry into Skills in the UK Construction Industryⁱ, EC Harris, 2014, London Prime Residential Development Pipeline: The race to secure capacity,

COIB report: Skills in the UK Construction industry, April 2013

As such the new development provides opportunities for construction jobs and apprenticeships for young people within the construction delivery phase as well as support from the design team in providing work experience and school workshops

A percentage of the scheme has been apportioned to include two wheelchair accessible homes; to address the need for more housing for the elderly community. Aswell as some units having the capacity to be easily adapted for wheelchair users

Based on consultation with the local community it was important that the scheme provided a central car-free mews street creating a safe space for children to play with soft landscaping, trees and play equipment.

Disability

A percentage of the scheme has been apportioned to include two wheelchair accessible homes; to address the need for more housing for the elderly community. Aswell as some units having the capacity to be easily adapted for wheelchair users

Following early concerns from residents and associated planning risk that the development does not provide sufficient parking for future residents, the masterplan was developed in order to ensure that the design provides parking in a 1:1 ratio to the 20 units, including a disabled bay each for the two M3 units.

Pregnancy and Maternity

Vitality Profiles, GLA Datasets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit

b) Summarise any potential negative impact(s) identified and mitigating actions

Stretching from summer 2016 to winter 2017 a series of public consultation events were held to gather views of the community on the development of the car park and to keep Pinner residents and businesses informed of the process and proposals. Officers have also been liaising with the immediate neighbours of Waxwell Lane Car Park, such as OLM Montessori School and St. Luke's Catholic Church, to ensure the development has minimal negative impact.

There has been extensive amount of engagement with the neighbouring school on site to understand and reprovide a safe and suitable alternative for pick up and drop off for school children. The staff at the school have also been reprovided with parking facilities at the Love Lane Car Park.

The Highways team also are in the process of assessing the need for a zebra crossing to the school

A reprovision to Love Lane carp park for parents and their children have been agreed upon by both parties

The fire exist for school will be maintained to facilitate evacuation in time of fire.

The loss in town centre car parking poses an impact on neighbouring streets as new homes with potential cars come into the area. As such the projects was revised to include 1:1 parking provision for each new home aswell as 2 disabled bays.

2. Assessing impact					
You are required to undertake a detailed analysis of the impact of your proposals on groups with protected characteristics. You should refer to borough profile data , equalities data , service user information, consultation responses and any other relevant data/evidence to help you assess and explain what impact (if any) your proposal(s) will have on each group. Where there are gaps in data, you should state this in the boxes below and what action (if any), you will take to address this in the future.		What does the evidence tell you about the impact your proposal may have on groups with protected characteristics? Click the relevant box to indicate whether your proposal will have a positive impact, negative (minor, major), or no impact			
Protected characteristic	For each protected characteristic, explain in detail what the evidence is suggesting and the impact of your proposal (if any). Click the appropriate box on the right to indicate the outcome of your analysis.	Positive impact	Negative impact		No impact
			Minor	Major	
Age	<p>The following reports identified the need to develop apprenticeships and address the changing demographics of the workforce:</p> <p>Chartered Institute of Building Inquiry into Skills in the UK Construction Industryⁱⁱ, EC Harris, 2014, London Prime Residential Development Pipeline: The race to secure capacity,</p> <p>COIB report: Skills in the UK Construction industry, April 2013</p> <p>Contractors employed as part of the projects will have a social value commitment to make sure apprentices are included as part of their delivery strategy.</p> <p>There has been extensive amount of engagement with the neighbouring school on site to understand and reprovide a safe and suitable alternative for pick up and drop off for school children. The staff at the school have also been reprovided with parking facilities at the Love Lane Car Park.</p> <p>The Highways team also are in the process of assessing the need for a zebra crossing to the school</p> <p>A reprovision to Love Lane carp park for parents and their children have been agreed upon by both parties</p> <p>The fire exist for school will be maintained to facilitate evacuation in time of fire.</p>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Disability	<p>Approximately 240,000 people living in Harrow are reported to have long term health problems or disability. Of these, 15% reported that day to day activities are limited either a lot or a little compared to 17.6% in England and 14.1% in London.</p>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

	(Taken from Harrow Joint Strategic Needs Assessment 2015-20) A percentage of the scheme has been apportioned to include two wheelchair accessible homes; to address the need for more housing for the elderly community. Aswell as some units having the capacity to be easily adapted for wheelchair users				
Gender reassignment	Vitality Profiles, GLA Datasets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Marriage and Civil Partnership	Vitality Profiles, GLA Datasets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Pregnancy and Maternity	Vitality Profiles, GLA Datasets, Local Economic Assessment reviewed no data to determine impact. Although improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Race/ Ethnicity	Addressing the skills base of low paid workers through regeneration would have a positive impact on addressing income equality for BAME groups, which experience the highest levels of low pay in London, it would also help to address the ESOL needs, which have been identified as a barrier to employment. Evidence base ESIF Programme for Basic Skills and Job readiness . Contractors employed as part of the projects will have a social value commitment to make sure apprentices are included as part of their delivery strategy.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Religion or belief	Data suggest no impact to said protected characteristics however improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Gender	Data suggest no impact to said protected characteristics however improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Sexual Orientation	Data suggest no impact to said protected characteristics however improving infrastructure; housing, transport, schools, creating jobs and improving access to employment, skills development, and business start up will be of universal benefit	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
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2.1 Cumulative impact – considering what else is happening within the Council and Harrow as a whole, could your proposals have a cumulative impact on groups with protected characteristics?

Yes No

If you clicked the Yes box, which groups with protected characteristics could be affected and what is the potential impact? Include details in the space below

2.2 Any other impact - considering what else is happening nationally/locally (national/local/regional policies, socio-economic factors etc), could your proposals have an impact on individuals/service users, or other groups?

Yes No

If you clicked the Yes box, Include details in the space below

3. Actions to mitigate/remove negative impact

Only complete this section if your assessment (in section 2) suggests that your proposals may have a negative impact on groups with protected characteristics. If you have not identified any negative impacts, please complete sections 4 and 5.

In the table below, please state what these potential negative impact (s) are, mitigating actions and steps taken to ensure that these measures will address and remove any negative impacts identified and by when. Please also state how you will monitor the impact of your proposal once implemented.

State what the negative impact(s) are for each group, identified in section 2. In addition, you should also consider and state potential risks associated with your proposal.	Measures to mitigate negative impact (provide details, including details of and additional consultation undertaken/to be carried out in the future). If you are unable to identify measures to mitigate impact, please state so and provide a brief explanation.	What action (s) will you take to assess whether these measures have addressed and removed any negative impacts identified in your analysis? Please provide details. If you have previously stated that you are unable to identify measures to mitigate impact please state below.	Deadline date	Lead Officer

4. Public Sector Equality Duty

How does your proposal meet the Public Sector Equality Duty (PSED) to:

1. Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Equality Act 2010
2. Advance equality of opportunity between people from different groups
3. Foster good relations between people from different groups

Include details in the space below

1. The scheme meets the needs of people from protected groups where the needs for each group are different; for example a percentage of the units have been apportioned into affordable; shared and wheelchair accessible to meet socio economic needs, disability & elderly housing needs; and a need for areas for childrens safe play.
2. The mix of units aim to provide an advanced quality of living between people from different groups which include but are not limited to: disability, age and socio economic protected characteristics
3. The unit mix within the proposal provides an opportunity for encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low. The scheme includes a shared car free communal space to encourage social interaction for the health and well being of all residents. The units face towards the centralised landscaped area to also provide a natural surveillance for children aswell as those who use the space.

5. Outcome of the Equality Impact Assessment (EqIA) click the box that applies

Outcome 1

No change required: the EqIA has not identified any potential for unlawful conduct or disproportionate impact and all opportunities to advance equality of opportunity are being addressed

Outcome 2

Adjustments to remove/mitigate negative impacts identified by the assessment, or to better advance equality, as stated in section 3&4

Outcome 3

This EqIA has identified discrimination and/ or missed opportunities to advance equality and/or foster good relations. However, it is still reasonable to continue with the activity. Outline the reasons for this and the information used to reach this decision in the space below.

Include details here

ⁱ CIOB:
ⁱⁱ CIOB: