

New Homes Phase 5
Sceaux Gardens Estate
Garage Site
Equalities Impact Assessment

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Introduction

The council is committed to building 11,000 new council homes. To achieve this important goal, the council identifies potential development sites and works with the local community to explore the feasibility of each site. The council seeks to engage with all local residents and community groups and recognises the impact that new homes will have on improving the lives of those in housing need.

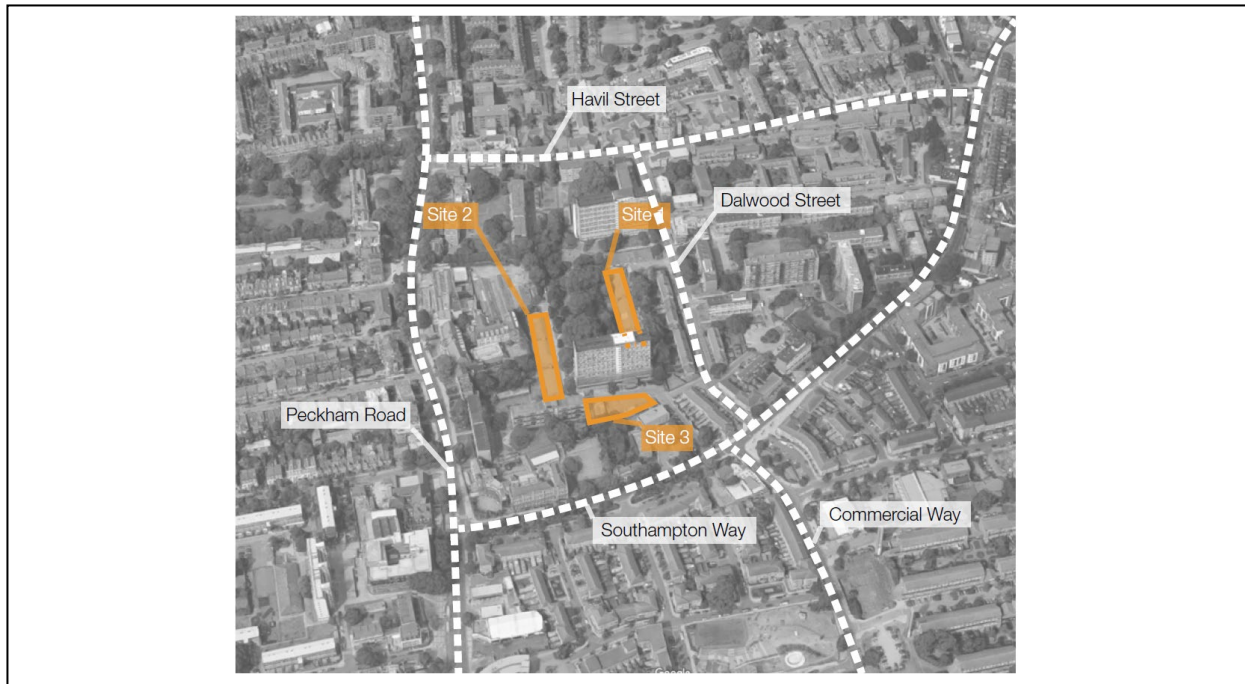
The proposal at Sceaux Gardens Estate is to demolish bungalows at Florian and Racine and garages opposite Marie Curie, and to replace this with 81 new Council 1, 2, 3 and 4 bedroom homes, alongside providing improved landscaping. This EqlA only relates to the garage block, shown here as Block 3. There has been a separate EqlA for Florian and Racine.

The plan shows the blue area where demolition is proposed. The garage site, site 3 is at the East end of the estate, between Marie Curie and the estate boundary. There is a boundary with the care home at 298 Southampton Way, and the garden of 303 Southampton Way at the rear, and Colbert to the South.



Accommodation and Population

Sceaux Gardens Estate



Sceaux Gardens Estate consists of 1960s blocks.

- Fontenelle
- Mistral
- Lakanal
- Florian
- Racine
- Marie Curie
- Colbert
- Voltaire

If the proposals for new homes are approved, Florian and Racine will be demolished along with the garage block opposite Marie Curie.

There will be an impact on the following stakeholders:

- Existing residents of Sceaux Gardens Estate
- Garage renters
- Neighbouring residents
- Sceaux Gardens TRA

This report presents an Equality Impact Assessment of the impact of the garage development proposal on the stakeholders identified above.

The report has been prepared by Neal Purvis of Open Communities for LBS.

Schedule of Accommodation

Existing and New Homes on garage site

	Bedsit	1 Bed	2 Bed	3 Bed	Garage
Existing	0	0	0	0	19
Proposed	0	1	14	6	0

(Source – Presentation to Residents by Weston Williamson April 21)

All of the new homes proposed are Council Homes at Council Rent of up to 7 storeys. 8 of the new homes will be wheelchair accessible.

On 26 March 2021, all of the 19 garages were occupied.

Home Address of Garage User	Garages
Sceaux Gardens Estate	15
Other	4

Data Collection

The data considered in this report comes from, iWorld information on garages renters.

Equality Act

The Equality Act 2010 S.149 requires local authorities and other public bodies to have due regard to the aims of the general equality duty when making decisions and when setting policies. The Act identifies nine protected characteristics that local authorities must take into account when considering how to advance equality and good relations, as well as eliminating discrimination.

The nine protected characteristics are:

- Age
- Disability
- Gender Reassignment
- Marriage and Civil Partnership
- Pregnancy and Maternity
- Race
- Religion and Belief
- Sex
- Sexual Orientation

This report considers the impact of a decision develop new homes at Sceaux Gardens Estate on those with the protected characteristics.

The key users that will be impacted by this decision are as follows:

1. 19 Garage renters
2. Neighbours who live and overlook the site

There are impacts that will be temporary during building works and impacts that are permanent with the development of new community facilities and residential accommodation.

Age

There is some Equality Data on the Garage renters.

Age of Council Tenants in 49-56 Sceaux Gardens

Age	%
19-30	0
31-70	74%
Over 70	5%
	21%

There are 5% of garage renters over 70 years old..

There is no data on the age of residents in neighbouring streets, but the residents of the care home are likely to be predominantly elderly.

Disability

Disability of Garage Renters

There is no data on the disability of garage renters. There is an indication that at least 2 garage renters have medical disabilities.

There is no data on the age of residents in neighbouring streets, but the residents of the care home are likely to be predominantly elderly and therefore likely to suffer from a variety of disabilities.

Gender Reassignment

There is no data on the transgender population among garage renters.

There is no data on gender reassignment of residents in neighbouring streets.

Marriage and Civil Partnership

There is no data on the marriage and civil partnership of garage users.

There is no data on marriage and civil partnership status of residents in neighbouring streets.

Pregnancy and Maternity

There is no data on the pregnancy and maternity status of the garage renters.

There is no data on pregnancy and maternity status of residents in neighbouring streets.

Ethnicity

There is data on the ethnicity of garage users, although records show that at least two of the garage renters do not speak English as their first language.

There is no data on the ethnicity of residents in neighbouring streets.

Religion and Belief

There is no data on the religion and belief of the garage renters.

There is no data on religion and belief of residents in neighbouring streets.

Sex

There is limited data on the sex of the garage renters. At least three of the garage renters are female.

There is no data on the sex of residents in neighbouring streets.

Sexual Orientation

There is no data on the sexual orientation of the or garage renters.

There is no data on sex of residents in neighbouring streets.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Proposed new development that includes demolish 19 garages, and to replace this with 11 new Council 1, 2, 3 and 4 bedroom homes, alongside providing improved landscaping.
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Equality analysis author		Coral Mitchell, New Homes Delivery			
Strategic Director:		Michael Scorer			
Department			Division		
Period analysis undertaken		January 2021- April 2021			
Date of review (if applicable)					
Sign-off		Position		Date	

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

Proposed new development that includes demolish 19 garages, and to replace this with 21 new Council 1, 2, 3 and 4 bedroom homes, alongside providing improved landscaping.

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
Key users of the department or service	<p>The key users that will be impacted by this decision are as follows:</p> <ol style="list-style-type: none">1. Garage renters2. Local residents on Sceaux Gardens Estate and surrounding streets3. Sceaux Gardens TRA
Key stakeholders were/are involved in this policy/decision/business plan	<p>The key community stakeholders have been consulted about the proposal to develop new homes at Sceaux Gardens Estate are:</p> <ol style="list-style-type: none">1. Existing residents of Sceaux Gardens Estate2. Garage renters3. Local residents in streets surrounding Sceaux Gardens Estate4. Sceaux Gardens TRA <p>Internal stakeholder divisions that have been involved in the decision to enable new build are:</p> <ol style="list-style-type: none">1. New Homes Delivery2. Specialist Housing Services- including Resident Services.3. Legal4. Procurement5. Finance6. Housing & Modernisation Board

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).
Potential impacts (positive and negative) of proposed policy/decision/business plan
<ol style="list-style-type: none">1. Relocation of storage and car parking space for garage users.2. Noise and disturbance during construction works for residents of Sceaux Gardens Estate and neighbouring streets.
Equality information on which above analysis is based
Information on Iworld shows that <ul style="list-style-type: none">• 5% of garage renters are over 70 years old
Mitigating actions to be taken
<ol style="list-style-type: none">1. Garage renters will be offered garages to let in the local area. In May 2021 there are 103 Council garages within 200m of the estate. 31 are occupied and 31 are recently refurbished and available for occupation.2. Works on site will be managed sensitively to reduce disruption to residents of Sceaux Gardens Estate and neighbouring streets. <p>Garage re-provision is subject to availability - users requesting re-provision will be prioritised in the following order:</p> <ul style="list-style-type: none">• Priority 1: Council tenants and resident leaseholders/freeholders who pay service charges and reside within the consultation area (Generally the T&RA radius and 100m from the proposed site).

- Priority 2: Council tenants and resident leaseholders/freeholders who pay service charges but reside outside of the consultation area.
- Priority 3: Southwark residents in the private sector, either renters/owner occupiers
- Priority 4: Non-Southwark residents

There may be specific cases where a household is outside of the consultation area but may need to be included in priority 1, for example households with specific medical needs and requiring access to a vehicle. These will be addressed on a case by case basis.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Possible impacts (positive and negative) of proposed policy/decision/business plan

1. There is limited information on the disability of garage renters and neighbouring residents.
2. New homes will be built to Lifetime Homes Standards and there will be 8 homes designed specifically for wheelchair users.

Equality information on which above analysis is based

IWorld

Mitigating actions to be taken

1. Garage users will be given help to move to a suitable LBS garage in the locality using the priority system set out on the entry on age. . In May 2021 there are 103 Council garages within 200m of the estate. 31 are occupied and 31 are recently refurbished and available for occupation.

Gender reassignment - The process of transitioning from one gender to another.
Possible impacts (positive and negative) of proposed policy/decision/business plan
Rehousing residents that have reassigned their gender could expose them to harassment in their new community. There are small minority of people with reassigned gender and currently rehousing policy does not discriminate against them.
Equality information on which above analysis is based.
There is no specific data on residents that have reassigned their gender.
Mitigating actions to be taken
1. Southwark housing management have policies and officers in specialist teams to deal with anti-social behaviour such as the Southwark Anti-Social Behaviour Unit.

<p>Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. (Only to be considered in respect to the need to eliminate discrimination.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>The allocation policy for garages does not discriminate against renters who are either single, married or in a civil partnership.</p>
<p>Equality information on which above analysis is based</p>
<p>Mitigating actions to be taken</p>
<p>N/A</p>

<p>Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p>
<p>Possible impacts (positive and negative) of proposed policy/decision/business plan</p>
<p>1. Having a garage further away from home could make using it more difficult.</p>
<p>Equality information on which above analysis is based</p>

The general fertility rate (expressed as live births per 1000 women between 16-44) for all women in Southwark between 16-44 is 51 which is lower than the General Fertility Rate for England (59), source ONS.
Mitigating actions to be taken
Garage renters will be offered relocation to a garage in the local area. Subject to availability.

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Possible impacts (positive and negative) of proposed policy/decision/business plan
1. The garage allocation policy does not disadvantage or discriminate against any race or ethnic group as both are applied fairly and equally to all groups throughout the process.
Equality information on which above analysis is based
World information on garage renters.
Mitigating actions to be taken
1. N/A

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Possible impacts (positive and negative) of proposed policy/decision/business plan

No one will have to move home to allow the development of the garage site. This will not have any impact on religion or belief.

Equality information on which above analysis is based

There is no data on the religion and belief of garage renters local residents.

Mitigating actions to be taken

N/A

Sex - A man or a woman.
Possible impacts (positive and negative) of proposed policy/decision/business plan
There is no impact on garage renters due to sex.
Equality information on which above analysis is based
There is limited information on the sex of garage renters.
Mitigating actions to be taken
N/A

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes
Possible impacts (positive and negative) of proposed policy/decision/business plan
There is no data on the sexuality of the garage renters and neighbouring residents. There is no discrimination on the basis of sexual orientation in the garage allocation policy.
Equality information on which above analysis is based
There is no information on the sexuality of garage renters and neighbouring residents.
Mitigating actions to be taken
N/A

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Possible impacts (positive and negative) of proposed policy/decision/business plan

New homes will be provided that will provide more suitable affordable accommodation for those on the Southwark Housing Register.

Information on which above analysis is based

Mitigating actions to be taken

N/A

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key mitigating actions or the areas identified as requiring more detailed analysis.			
Number	Description of issue	Action	Timeframe
1			
2			
3			
4			
5			
6			
7			

5. Equality objectives (for business plans)				
Based on the initial analysis above, please detail any equality objectives that you will set for your division/department/service. Under the objective and measure column please state whether this objective is an existing objective or a suggested addition to the Council Plan.				
Objective and measure	Lead officer	Current performance (baseline)	Targets	
			2013/14	2014/15