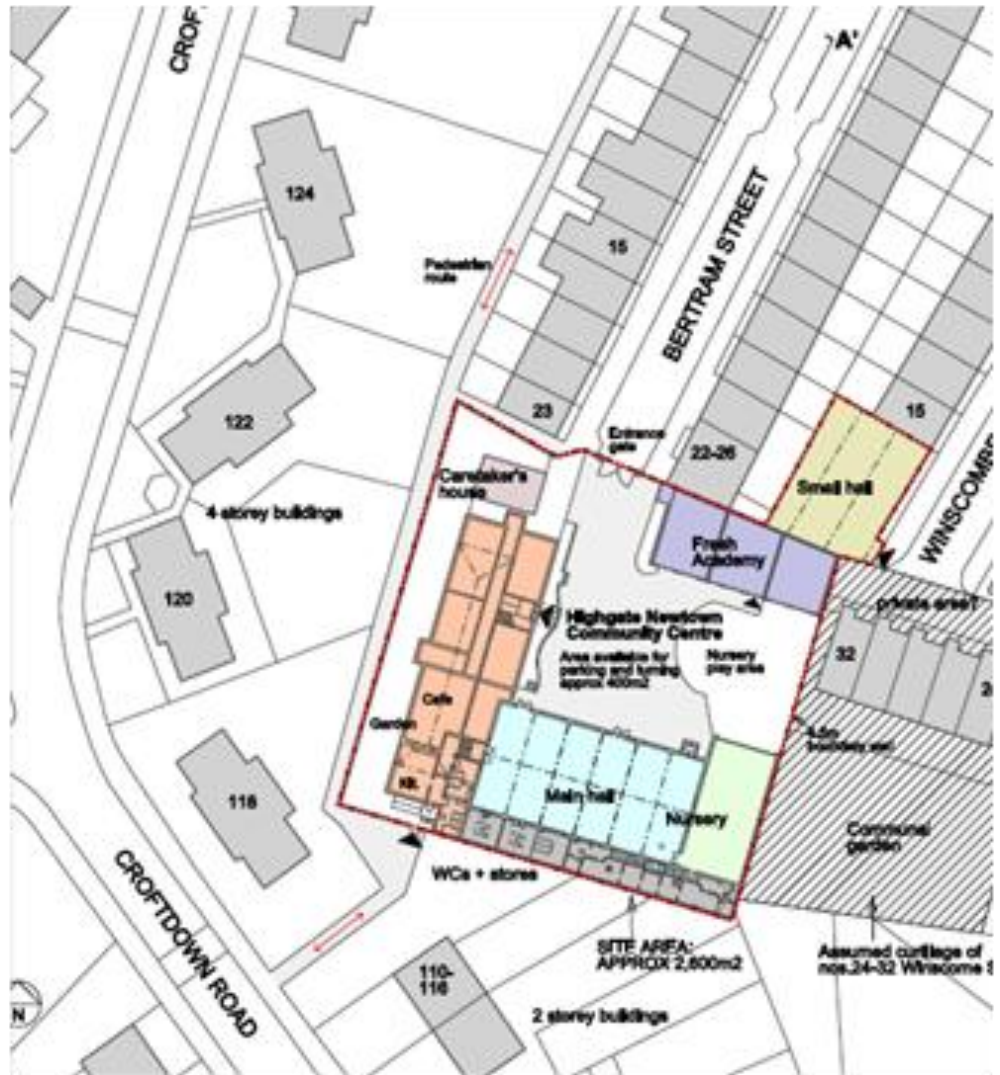


HIGHGATE PPROJECT, MAP



Highgate Newtown Community Centre (HNCC) and Fresh Youth Academy (FYA) redevelopment proposals – SUMMARY community engagement report – October 2013

Introduction

Between July and September 2013 community outreach was undertaken to engage and inform service-users, residents and local groups about the Council's redevelopment proposals for HNCC and FYA. Approximately 290 people took part through meetings, one-to-one conversations and group discussions including parents, the elderly, young people and local residents from Bertram Street, Holly Lodge and Cathcart Hill.

Context

The community engagement took place during a period of transition for HNCC and FYA which affected the number of people who took part or were reached. Many residents said they used HNCC when their children were young but no longer did so when spoken to on the door-step. Following a break in service delivery, upheaval and cuts HNCC has launched a new programme of services that is drawing in former and new service-users. At FYA, building closure, change-over of staff and a break in service delivery limited the engagement that could take place with their young service-users. This will be addressed moving forward.

Methods of engagement

- *Information leaflet* – over 3,000 posted to local residents in Highgate ward
- *Three drop-in sessions* – held at HNCC, Whittington Estate and Parliament Hill School
- *Service-user engagement* – at HNCC (e.g. Over 60s exercise class), FYA (with young people at risk) and Mary Webster House (supported living unit for adults with learning and/or physical impairments)
- *Community groups* – Dartmouth Park Neighbourhood Forum, St Anne's Church
- *Resident engagement* – with secure tenants on Croftdown Road and residents on Winscombe Street

Feedback

- **Redevelopment proposals** - support was expressed for the proposals perceived to benefit users and future service provision with the current, dilapidated state of the community hall at HNCC frequently noted. The provision of space and activities for under-fives and early years on the site was also identified as a priority need.
- **HNCC** – warm support was expressed for HNCC and the role the community centre had played in training local people and strengthening community relations in Highgate between different social groups over time. Clarification in relation to HNCC's service offer, business plan, commitment to local service provision and the future use of space on the site is required.
- **New community hall** - the current height and size of the hall should be retained to allow activities such as trapeze and football to continue in a new multi-use community space that is used by and for local people.
- **Main building** - HNCC hall-hirers and service-users raised the need for good storage, improve disabled access and flexible spaces to accommodate different group sizes.

- **New housing** – the need to make affordable housing available as part of the new scheme was raised. Concerns were also raised in relation to the scale of the development in terms of the perceived impact of height, mass and design on density, privacy, access to light, property values and the conservation heritage of the site. A concern was raised in relation to social cohesion and tension arising between residents and user groups in close proximity to each other on the site.
- **Public versus private ownership** - the sale of public land to private developers should be avoided –value-for-money is required so that Camden makes a profit out of its own assets for legacy projects that ensure sustainability – not large corporations.
- **Business case** – a concern was raised that the assumptions, financial costs, surveys and business case validating the need for redevelopment had not been disclosed despite repeated requests for this information.
- **Construction** - the impact of development in terms of disruption, access, security, noise, traffic, dust, traffic and health and safety was also raised as a concern. The need for minimum disruption to existing activities and service provision at HNCC and FYA was raised by local parents and service-users.
- **Safety** - measures to improve safety in the alleyway at Croftdown Road are required with stolen bikes and drug-dealing reported.
- **Secure tenants** - support was expressed for the proposals if they were good for the community which would re-vitalise the area – however, there is a need to consider access, parking, noise, safety and density issues.
- **Fresh Youth Academy** – three vulnerable, ‘at risk’ young people expressed a concern about future interaction between Fresh service-users and new residents in relation to noise and social tension in view of previous complaints received.
- **Friends of HNCC** – On 17th September 2013, 25 residents met to discuss the proposals as the Friends of HNCC. Concerns were raised in relation to the size of the development, continuity of services, noise, disruption, the business case and the perception that this was a money-making ‘speculative’ development for the Council.
- **Engagement process** – concerns were voiced in relation to lack of information, the engagement period running over the summer holidays, changing proposals, the need for greater community involvement, a failure to invite views and the need for an ‘*impartial*’ arm of the Council to lead the engagement activity.

Next steps

Future engagement will involve further consultation with service-users and residents who live within immediate vicinity of the site, a Development Forum, statutory consultation as part of any planning application and a community working group to monitor and review the impact of any construction which takes place. The full engagement report can be found at:

www.camden.gov.uk/hncc/

Equality Impact Assessments - equality through public services



Our approach

Equality impact assessments (EIAs) are our chosen way for working out the effect our policies, practices or activities (the word activity will be used throughout this form as an umbrella term) might have on different groups before we reach any decisions or take action. They are an important service improvement tool, making sure that our services are as effective as they can be for everyone Camden serves. They also help to prevent us from taking action that might have outcomes we did not intend.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity. This is because the EIA needs to be integral to service improvement rather than an ‘add-on’. If equality analysis is done at the end of a process it will often be too late for changes to be made.

If a staff restructure or organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for **both** stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken .

Please read the council’s EIA guidance, [‘Equality impact assessments – equality through public services, a step-by-step guide’](#), before beginning the EIA process.

Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed	The rebuilding and upgrading of the Highgate Newtown Centre and Fresh Youth Academy facilities at 25 Bertram Street and the development of housing at the same site.
Service and directorate responsible	Property Services, Housing and Adult Social Care, Communities and Third Sector, Culture and Environment and Children Schools & Families
Names and posts of staff undertaking the assessment	Jaishree Dholakia - Consultation and Engagement Officer, Property Services
Date assessment completed	7 th November 2013
Name of person responsible for sign off of the EIA	Head of Service - Assistant Director

Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

Outline the activity being assessed

Redevelopment of the site at 25 Bertram Street is proposed which consists of Highgate Newtown Community Centre (HNCC), a cottage, two leasehold flats located above HNCC and Fresh Youth Academy (FYA).

HNCC

HNCC is a long-established community organisation in Highgate that provides a wide range of activities and services for local residents and vulnerable groups, including rooms and office space hired by a variety of organisations, food aid, over 50s and disability projects, low cost launderette - supporting low income households, arts and craft classes, large sports hall – used for gymnastics, sports and other activities and community luncheon club.

Fresh Youth Academy

Fresh Youth Academy (FYA) is a Children Schools and Families youth centre which occupies a recently renovated building and the old Gospel Hall on the 25 Bertram Street site. The FYA building includes a gym and juice bar. Recent improvement work has been undertaken to the FYA building in the sum of £180,000.

Redevelopment

The community facilities located at 25 Bertram Street are in poor condition and at the end of their economic life resulting in high maintenance costs for the Council and high running costs for the occupiers. Furthermore, these buildings are not sustainable and lacking insulation with windows that do not close properly. The large community hall located on the site has significant movement at one end which is also affecting the nursery building located adjacent to it – this hall is currently under investigation to determine the cause and what works need to be undertaken to stop further movement.

An initial, high level options analysis suggests a part re-development of the site could be delivered without cost to the tax payer. The sale of private homes which could also be built on the site would help to fund the new-build community facilities and upgrading of any retained community facilities to a reasonable sustainability standard. This option may also generate a receipt towards the schools capital programme.

Desired outcomes

The redevelopment proposals outlined above will deliver a wide range of benefits for local residents including improved and sustainable youth and community facilities providing continued support and activities for protected groups such as children and young people,

older people and people with learning and physical impairments; and a new community hall suitable for a wide range of activities and groups including young people and the elderly.

Groups likely to be affected by this redevelopment include residents who live on or near to the proposed redevelopment site; Highgate Newtown Community Centre – users, hall hirers, partners and staff; Fresh Youth Academy - users, their carers, Youth Action Group and staff; Highgate Library – users, Friends of Highgate Library and staff; local residents; tenants and residents associations – Lissenden Garden Estate, St Albans Villas, Whittington Estate, The Towers; Highgate Cemetery; Transition Dartmouth Park; Dartmouth Park Neighbourhood Forum; Brookfield School – pupils, staff and governors; Konstam Children’s Centre – children, parents and staff; and conservation and heritage groups.

Gather relevant equality data and information

The site proposed for redevelopment is located in Highgate ward.

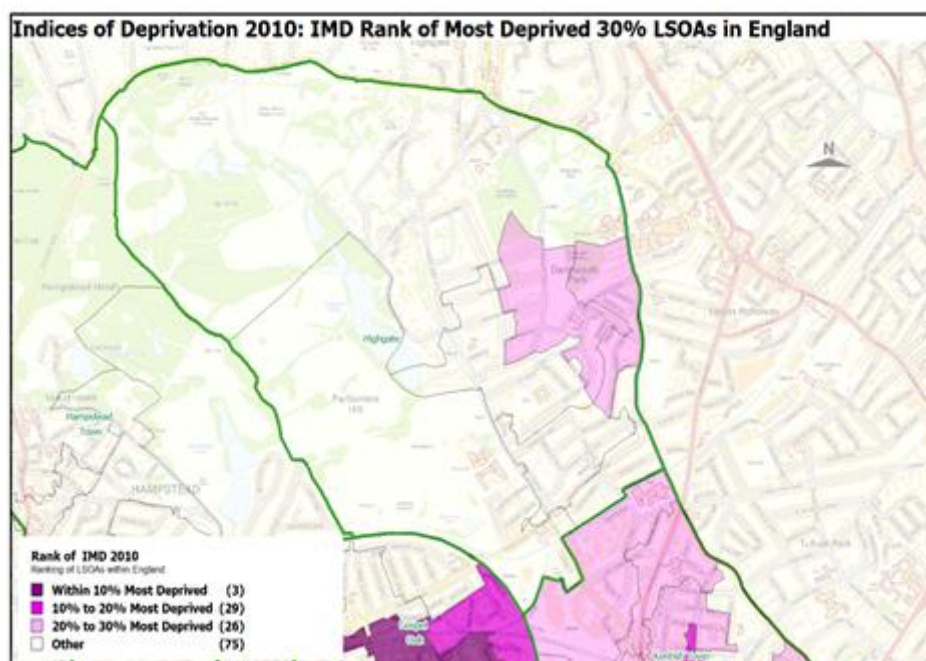
Equality data

The 2011 census data highlights the following characteristics that define this **ward**:

- An ageing population - 38.6% increase in 60–74 year olds between 2001-2011
- Low birth rate – fall in pre-school and primary children over next 15 years
- Low black and minority ethnic population – 79.8% of residents are of White origin
- High home ownership (47.4%) as opposed to private renting (16.8%)
- High level of employment - 71.4% are in work mostly in the service sector

Deprivation

Although none of Highgate ward falls within the most deprived areas nationally, **Dartmouth Park and Highgate Newtown** which includes the HNCC and FYA site falls within the **20% - 30% most deprived areas nationally** – please see the pink shading highlighted below:



Analysis of the 2011 census data for the pink area highlighted above also reveals this area is characterised by:

- A high level of **social rented** (Council) accommodation – **53%**
- A high number of **lone parents** – **16%** compared to Camden figure of 10%
- A younger age profile compared to the rest of Highgate ward – 14% increase in **0-4 year olds** and 24.8% increase in **45-59 year olds** between 2001-2011
- A more **diverse** community - 27.1% of residents are of BME origin (the figure for Camden is 33%)

The above data confirms the provision and sustainability of local community facilities plays an important role in meeting the social, educational and health needs of residents in Highgate. These are also essential to protecting the well-being, quality of life and life chances of the many vulnerable groups which live locally.

Social cohesion

Highgate appears to be characterised by communities defined by the geography of the ward which have clear identities but do not mix. The existence of vast social diversity in the area is also a distinguishing feature of this ward where pockets of immense wealth sit cheek by jowl with lower income households. The community in Highgate is also one which is very stable with many families - people stay and do not move.

A dense concentration of social housing accommodation sits to the south and east of the ward in an area that includes Dartmouth Park and Highgate Newtown (see [Deprivation](#) above). The north is characterised by large houses, leafy suburbs and a 'village' environment.

There are few Tenants and Residents Associations in the area. One TRA representative reported little if any social cohesion between the wealthy and non-wealthy residents in her immediate neighbourhood who live in close proximity to each other (Whittington Estate). Another community representative reported difficulty engaging lone parents who live locally.

Highgate Newtown Community Centre - users

Although the precise take up of HNCC services by protected groups is not known at present the community centre serves a wide range of vulnerable groups through its following activities and services such as:

- **Low income households** - 'Food For Thought' project donating crisis food parcels and £1 community luncheon club
- **Older people** - 55 plus holiday club: up to 35 people on their own who would not go on holiday are taken away for five days. Over 60s exercise classes.
- **Children and young people** – drop-in sessions, music classes, arts and crafts
- **People with learning and physical impairments** – 'Chain Reaction' run by the Kingsley Organisation which supports the development and growth of adults with moderate to high support and care needs.

Fresh Youth Academy – users

Fresh Youth Academy is a borough-wide service used by young people and pupils attending surrounding secondary schools. Young people from other parts of the borough use Fresh for specific programmes and courses.

A large proportion of young people who use Fresh are particularly vulnerable in view of their challenging, difficult backgrounds, and at risk of anti-social and offending behaviour. Young people with social, emotional and learning difficulties and disabilities use the provision, as do young carers. Fresh delivers workshops and courses for young people who are at risk of disengaging in education and learning or are at risk of becoming NEET (Not in Employment, Education or Training) through its enrichment programmes.

Around 400 young people are supported each year – including young people with Special Educational Needs (15) and young people from minority ethnic communities e.g. Bangladeshi and Black-Caribbean. The gym at Fresh is accessed by older people and pensioners in addition to young people and it is open to the local community.

Summary

In terms of meeting the area's significant social, educational and health needs the provision and sustainability of local community facilities such as HNCC and FYA are essential to protecting the well-being, quality of life and life chances of the many protected groups which live locally such as children and young people, black and minority ethnic (BME) communities and lower income households

BME groups which experience higher rates of disease prevalence (diabetes, glaucoma and stroke) require access to activities and facilities which promote their health, well being and physical exercise. Older people with increasingly complex social care needs require access to services which support their care in the community, reduce isolation and promote social networks. Children, young people and families experiencing higher rates of deprivation and significant social challenges require the best possible access to training, education and support. These needs and categories are not mutually exclusive of course, and cross-fertilise.

The redevelopment which forms the subject of this Equality Impact Assessment aims to meet these needs in addition to those of the other residents who live locally through the **Desired outcomes** detailed above and further below.

Consultation and engagement

During July – September 2013 community outreach was undertaken to engage and inform service-users, secure tenants, residents and community groups about the redevelopment. This involved the distribution of 3,000 information leaflets, three public drop-in sessions and attendance at HNCC user group sessions.

Over 290 people were engaged overall and their key feedback was as follows:

- Concerns were raised in relation to the scale of the development in terms of the perceived impact of height, mass and design on density, overlooking, privacy, over-shadowing, access to light, property values and the conservation heritage of the site
- Affordable housing should be made available as part of the new scheme
- Support was expressed for both HNCC and the proposals perceived to benefit users and future service provision – the scheme would re-vitalise the area
- The provision of space and activities for under-fives and early years on the site is a priority need.
- The impact of construction in terms of disruption, access, security, noise, traffic, dust, traffic and health and safety must be managed and minimised
- Clarification in relation to HNCC's service offer, business plan, commitment to local service provision and the future use of space on the site is required
- The current height and size of the hall should be retained to allow activities such as trapeze and football to continue in a new multi-use community space that is used by and for local people
- The sale of public land to private developers should be avoided –value-for-money is required so that Camden makes a profit out of its own assets for legacy projects that ensure sustainability – not large corporations
- The business case for the development had not been disclosed – i.e. assumptions, surveys and re-build costs

- Measures to improve safety in the alleyway at Croftdown Road were required – stolen bikes and drug-dealing reported.

Further consultation and engagement with adjoining neighbours and service-users will take place throughout the proposal development. HNCC and FYA will co-ordinate consultation with their respective stakeholders to inform this process. Consultation will also be undertaken with the wider community as appropriate once a viable option/s which achieves the desired objectives has been identified.

Have you identified any information gaps?

Equality monitoring data was not collected for the initial phase of engagement. It is noted that few young people and few members of black and minority ethnic communities were engaged – however, the absence of the latter protected group from the engagement exercise may reflect the lower presence of this group locally, proportionately.

Equality monitoring forms will be used to collect feedback by protected groups in future consultations which will include engagement with young service users at FYA, the wide range of user groups at HNCC and local schools.

Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

At this early stage the Equality Impact Assessment shows that a potential redevelopment of the site at 25 Bertram Street would not have a significant or adverse impact on protected groups.

The improvements proposed will enable HNCC to deliver much-needed services from buildings that will last long into the future, are fit-for-purpose, cheap to run, flexible and accessible. Protecting and safeguarding the sustainability of these community buildings will enable HNCC to become financially sustainable in turn - thus safeguarding services delivered for protected groups such as the elderly and children and young people.

In enabling the development and delivery of services that improve the health, well being and life chances of children and young people, older people and people with learning and physical impairments, the proposed redevelopment at HNCC will increase the numbers of those from protected groups accessing services, resulting in a significant positive impact.

The proposed redevelopment if it proceeds would seek to minimise any interruption to the services and activities provided by HNCC and FYA during construction: please see **General – Options analysis** below.

General

Options analysis

OPTION	MAIN ISSUES	VIEW TAKEN
DO NOTHING	<p>The council faces increasing maintenance costs given the community buildings on the HNCC site are old and in disrepair.</p> <p>The hall structure is moving. It is safe but needs a long term solution.</p> <p>The main community centre building is structurally sound, but the electrics are old and need replacing.</p> <p>The building is very expensive to run, it is thermally inefficient.</p>	<p>Given increasing pressure on revenue resources 'do nothing' was not considered an option.</p> <p>'Do nothing' could result in part of the HNCC community buildings being closed off in the future because to repair and make it safe would be too expensive. In any case the hall would need to be rebuilt.</p> <p>The Council has no money for major capital works. The only way it can generate money is to build private homes for sale and invest those funds in its community assets.</p>
ONLY REPAIR THE HALL	<p>Rebuilding even part of the hall would result in the hall being un-accessible for a number of months.</p>	<p>This option would still cost significantly more than is in the maintenance budget. It would also not address the longer term maintenance issues of the community centre building, or indeed improve the main hall in terms of sustainability measures.</p> <p>Therefore this option is not considered as viable.</p>
CLEAR THE SITE, REBUILD ALL THE COMMUNITY FACILITIES AND INTRODUCE PRIVATE HOUSING TO PAY FOR THE NEW FACILITIES	<p>During the past year the Council has secured funding to improve facilities at both the Fresh Youth Academy and also the HNCC community centre. HNCC has itself secured funding to improve the café, reception and other rooms.</p> <p>There are planning constraints which limit development.</p> <p>There is a significant amount of community</p>	<p>This option was not financially viable and would have resulted in a cost to the Council and tax payers.</p> <p>There is not enough scope to build sufficient private housing to cover the costs.</p> <p>It would have also resulted in significant disruptions to services. Phased development to limit the disruption to service delivery would be very difficult.</p> <p>The investment recently put into premises would be lost.</p>

	facilities to re-provide.	
PART REDEVELOPMENT	<p>Retain and improve the main community centre building and FYA buildings.</p> <p>Rebuild hall, review cottage and introduce housing to pay for the improvements.</p> <p>Phased changes will allow service continuity, retention of as many of the existing buildings as is possible and conserve recent improvements to the buildings.</p>	<p>New development needs to happen around the retained buildings which limits the options of what goes where. We share a boundary wall and residential housing would not be appropriate on the ground and first floor. Therefore this place is a good position for the new hall which would have to be sunk to keep the height.</p> <p>The position of the current hall could then become residential. This residential over looks Council land. There may also be housing on top of the new hall. We need the private housing to pay for the new hall and also improve the main community centre building.</p>

Sustainability

The impact of redevelopment on housing density and local services such as Education and Health will be explored with the relevant departments within the Council responsible for these areas and through the Project Board. At this stage an adverse or significant impact on protected groups is not assumed given the small size of the proposed redevelopment.

Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	None	Improved youth and community facilities that provide continued and enhanced services for children, young people and older people supporting their health and well-being;

Disability	None	Improved youth and community facilities that provide continued and enhanced services for people with learning and physical impairments in buildings which are fully accessible. Potential for HNCC to meet social inclusion outcomes by offering a range of flexible services targeted at those with social care needs or people requiring low-moderate support to help them remain independent and connected with the community.
Gender reassignment	None	Not applicable
Marriage and civil partnership	None	Not applicable
Pregnancy and maternity	None	Not applicable
Race	None	Improved youth and community facilities providing services, facilities and activities for BME communities that promote their health, education, social needs, well being and life opportunities
Religion or belief	None	As above vis-à-vis faith groups
Sex	None	As above vis-à-vis gender groups
Sexual orientation	None	As above vis-à-vis bi-sexual, transgender, lesbian and gay communities

Stage four - **planning for improvement**

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

Further consultation with the community would be undertaken should Cabinet agree to the proposals as part of the planning and engagement process.

Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	Yes
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	N/A
Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	N/A
Stop the activity	The EIA shows unlawful discrimination.	N/A
Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.		

Stage six - review, sign off and publication**Review**

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an ongoing process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser

will provide you with the necessary data.

Date when EIA will be reviewed: This EIA will be reviewed and updated for submission to Cabinet in support of a decision to proceed with a planning application should permission be granted for the scheme to proceed to feasibility stage (Autumn 2014). It will also be reviewed following consultation undertaken as part of any planning process that takes place, and during any demolition and construction process that might be undertaken to ensure any potential negative impacts on protected groups are minimised.

Sign off

The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:	Alan Porter (Head of Benefits, Finance) and Denise Pittaway (Senior Policy Officer, Housing and Adult Social Care)
Quality assured by OD for organisational change / restructures:	Not applicable
Signed off by:	David Tullis – Assistant Director Finance / Head of Property Services
Date:	7 th November 2013
Comments (If any)	None

Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).