

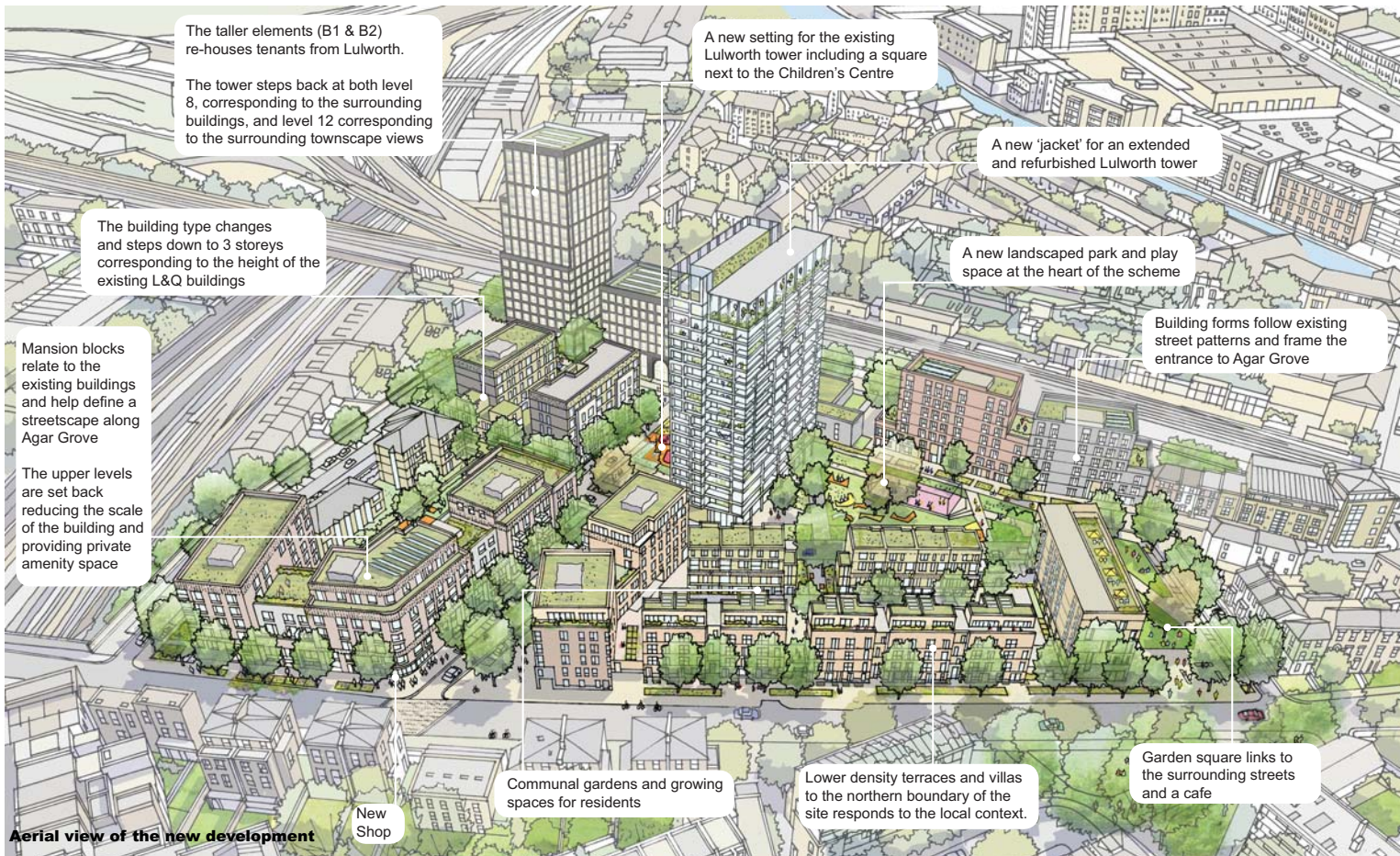


AGAR GROVE ESTATE SCHEDULE OF EXISTING ACCOMMODATION, TENURES AND STAKEHOLDERS

Existing Accommodation and Tenures

Block Name	No. of units	Tenure mix	Property size
1-5 Abbotsbury	5 units	3 Leaseholders 2 Tenants	5 x 3 bed flats
1-4 Broadstone	4 units	3 Freeholders 1 Tenant	4 x 4 bed flats
1-32 Ashmore	31 units	11 Leaseholders 20 Tenants	2 x 1 bed flats 22 x 3 bed flats 6 x 4 bed flats 1 x 6 bed flats
1-12 Frampton	12 units	1 Leaseholder 11 Tenants	9 x 3 bed flats 3 x 4 bed flats
1-137 Lulworth	137 units	6 Leaseholders 131 Tenants	17 x bed flats 18 x 1 bed flats 180 x 2 bed flats 1 x 3 bed flats
1-32 Manston	32 units	7 Leaseholders 25 Tenants	2 x 1 bed flats 24 x 3 bed flats 6 x 4 bed flats
1-16 Nettlescombe	16 units	5 Leaseholders 11 Tenants	16 x 3 bed flats
1-9 Sherborne	9 units	3 Leaseholders 6 Tenants	9 x 1 bed flats
1-3 Sturminster	3 units	3 Tenants	3 x 1 bed flats

Non-Residential
26-28 Agar Grove, London, NW1 8SY – shop and café
Lulworth offices, workshops, meeting rooms and community hall
Agar Children's Centre
Garage A – L & 1 – 8
95 Parking spaces
Shade



AGAR GROVE ESTATE REGENERATION PROJECT WILL DO THE FOLLOWING:

- Delivers 513 new homes of 217 are social rented, 38 shared ownership and 258 private sale - 50:50 affordable housing and private housing based on floorspace
- Improve the quality of life for an existing cohesive community
- Re-housing most residents in larger, warmer, more accessible housing through a single decant
- Improved sustainability measures including passivhaus certification and sets new standards for housing in London and tackles fuel poverty which is a critical issue for people on fixed incomes
- Create a safe, secure and pleasant place where people want to live
- Has a high level of resident engagement and strong support from local people
- An increase in green space including private gardens, balconies or terraces, communal gardens and public squares
- Increase in community and commercial space

Community investment programme

Street views of the new development



Key Features

- Front doors open onto streets & spaces
- Windows overlooking streets & spaces
- Trees lined streets
- 'Homezone' approach to calm traffic speed
- Streets leading to well defined public spaces
- Solar energy generation
- Rainwater harvesting for garden irrigation
- Permeable paving, green roofs and rain garden reduce surface water run-off

Street View - looking from Agar Grove down the new route to the Children's Centre

Street View - looking from Camley Street down the extended Wrotham Road

Key Features

- Wrotham Road extended to Camley Street
- Ground floor corner provides double height entrance to potential commercial spaces providing an active frontage to Camley Street
- All flats benefit from balcony space
- Shared double height concierge lobby serving both Building B1 and B2
- Community space provided at ground floor



Community investment programme

Street views of the new development



Street View - looking down Agar Grove at the corner of Agar Place

Key Features

- Proposed buildings along Agar Grove respond to the existing buildings opposite and the conservation area
- Corner dual aspect balconies provide views to Agar Grove
- Tree lined streets
- Improved connections and landscaping
- Upper levels of the buildings facing Agar Grove are set back reducing scale of the building and providing private amenity space
- Passive House fabric standards exceed Building Regulation requirements



Street View - looking from the corner of Murray Street and Agar Grove toward the new development

Community investment programme

**AGAR GROVE ESTATE REGENERATION
- CONSULTATION WITH RESIDENTS -**

The estate population

There are 249 homes on the existing estate. There are 210 tenanted homes (including current voids), comprising 209 flats and one terraced house. One of the flats is tenanted to The Camden Society and is used as supported housing for people with learning difficulties.

36 flats have been sold on a leasehold basis, and three houses sold on a freehold basis. Two of the leasehold homes are owned on a shared-ownership basis in conjunction with a housing association. The owners 16 of the leasehold homes and two of the freehold homes are non-resident, so rent out their homes privately.

Consultation has been carried out with all the estate’s residents including non-resident leaseholders / freeholders and the occupants of their home.

Within the estate boundary are also two L&Q housing association blocks, Cranbourne and Ferndown (on land no longer owned by the Council), the Agar Children’s Centre, a shop and a cafe.

Consultation

Consultation has been focused around six consultation events held between March 2012 and October 2013:

Each event has comprised of between one and four drop-in sessions. Two of the initial three sessions were held in the Agar Children’s Centre on the estate but all other sessions have been held in Lulworth Community Hall, on the ground floor of Lulworth. Each event has been staffed by members of the Council’s Regeneration Team and of the project team, including architects and consultants.

No.	Month	Dates	Times
1	March 2012	Tuesday 13 March	1pm – 4pm
		Wednesday 14 March	4pm – 7pm
		Thursday 15 March	11am – 2pm
2	June 2012	Tuesday 12 June	10am – 1pm
		Wednesday 13 June	4pm – 7pm
		Thursday 14 June	1pm – 4 pm
3	April 2013	Tuesday 16 April	4pm – 7pm
		Wednesday 17 April	10am – 1pm
		Thursday 14 June	1pm – 4pm
4	June 2013	Tuesday 4 June	4pm – 8pm
		Thursday 6 June	10am – 2pm
		Tuesday 11 June	4pm – 8pm
5	August 2013	Tuesday 6 August	5pm – 8pm
		Wednesday 7 August	2pm – 5pm
		Tuesday 13 August	5pm – 8pm
		Wednesday 14 August	10am – 1pm
		Tuesday 20 August	10 am – 1pm
6	October 2013	Wednesday 2 October	5.30pm – 7.30pm

At each event we displayed a number of exhibition boards at A0 size explaining the current proposals. We asked residents to complete a feedback form. Copies of the boards at A3 size were available for visitors to take away from the event along with the feedback form and Business Reply Envelope (no stamp needed). After each event we hand-delivered copies of the boards, the feedback form and envelope to all homes on the estate and posted the same to all non-resident leaseholders / freeholders.

A webpage concerning the proposals was set up and which has been updated throughout the consultation process. Copies of each event's exhibition boards are available for downloading. Where it was considered appropriate, the feedback form was also available as a 'wearecamden' online survey accessed through the estate's webpage.

Most events were followed up by sessions of door-knocking at the homes of residents who had not attended the event or returned a feedback form. We also made home visits on appointment by request.

First consultation event - March 2013 – for all the estate

Invite

Our letter inviting residents to the first event explained that the Council's Community Investment Programme (CIP) was seeking to make the most of council land and assets to deliver improved services and new housing. We said we thought there was potential to develop new housing on the estate.

Exhibition

The boards displayed at the exhibition included information about the CIP, our architects' analysis of the estate and its setting, and of the condition of the buildings. It informed tenants and leaseholders about the package of compensation and support that would be available should regeneration go ahead. It said that if leaseholders needed to move to enable redevelopment, the Council would buy back their property.

Members of 41 households from the estate attended the exhibition.

Feedback

The feedback form asked what residents liked and didn't like about the estate, their block, and their flat. It listed 11 design and development principles that could apply to a development scheme and asked residents to list their top three, 1st, 2nd and 3rd. It asked for suggestions of additional design and development principles, and for any other comments.

44 feedback forms were returned, including four anonymous ones.

We received a range of views and opinions from residents. Some of the things we were told more frequently were:

We asked what residents liked about the estate and were told that:

- It's in a good, central location

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- It's close to different types of public transport
- There's a close, friendly community
- There are good neighbours living on the estate
- There's lots of green space and open space
- It's quiet and safe.

We asked what residents liked about their flat and block and were told that:

- Their flat is a good size
- Their block is clean, safe and secure
- They like the 24-hour concierge service at Lulworth
- That their flat has large, double-glazed windows that let in lots of light
- They have helpful, friendly neighbours in their block
- Their block is quiet.

We asked what residents didn't like about the estate and were told that:

- Some dog-owners let their dogs to foul the grassed areas and playgrounds
- Gangs hang out on the estate, particularly at night
- More lighting, or brighter lighting, is needed
- There are no sitting-out areas
- The estate's buildings are old and ugly
- There are too many ways into the estate
- Some people don't dispose of their rubbish properly.

We asked residents what they didn't like about their flat or block and were told that:

- Their flat is too small
- The rooms in their flat are too small
- Their flat suffers from damp and condensation
- Their flat doesn't have a balcony
- Their block doesn't have a lift
- There's no storage space, or not enough storage space, in their flat
- There is no storage for bicycles
- People can hang-out too close to their flat door and windows
- Their kitchen and bathroom are old
- Their kitchen is small, open-plan and oddly-shaped
- The stairs in their block need improving.

Design and Development Principles

Below are the 11 principles we said could apply in a regeneration scheme and how residents voted for them, with the three most popular highlighted in green.

Proposed Design and Development Principle	No. of votes
no overall loss in the amount of green space, with more of the green space being usable	16
amenity space for a range of uses and ages e.g. play spaces, quieter seating areas	8
local amenities e.g. shops, cafes, community space	4
reduce number of access routes and improve them	7
reduce number of undercroft areas, create safe spaces	3

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all new homes to be of a high quality, accessible design which meets modern housing standards	16
private gardens for new ground floor homes, balconies for all other new homes	11
any new development to match density of surrounding areas	4
minimise loss of existing car parking that is used and prioritise existing car users	5
priority for new homes built at Agar Grove Estate to be given to Agar Grove Estate residents in the first instance	26
housing to be sold on outright sale or shared ownership basis to help fund the development of the council housing and contribute to some improvements on the estate	2

We asked residents for additional design and development principles and the responses included that:

- We should consider access to estate being limited to tenants and visitors with security systems in place, and to consider disabled access
- We move away from 70s modern design style to one more contemporary or post-modern
- Although seating areas are nice they tend to end up as areas for youths to congregate in the evenings and cause problems for tenants
- It would be better to build houses and maisonettes rather than blocks of flats, because it would make the area more crowded and unattractive
- There should be no open plan design
- A designated dog walking area with bins and clear signage could be created
- A designated outdoor space for Lulworth community room be created
- There should be CCTV cameras around the estate
- If elderly people who've lived on the estate since it was first built need to move, it should be a priority that they are comfortable and in suitable temporary accommodation and have first priority for ground floor premises
- There should be no building on the present car park, or any building that
- reduces the sense of adequate space around Lulworth
- Tenants should have the right to choose move back to the same spot where they were living previously if their old block was demolished.

Although the same comments were received from several residents, we were also told some opposing views. For example, one resident said they would “like to see my block demolished and new flats built with balconies and gardens” while another residents told us “not demolish but build houses around the empty spaces we have already that's not in use”.

Second consultation event - June 2012 – for all the estate

Invite

Our letter inviting residents to the second event said that our architects had designed a range of options for new housing on the estate using information gathered at the first exhibition. We said we'd like to know what residents thought of these options, which could involve demolishing some of the existing housing. We said that the

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number of homes to be demolished could be none, or it could be that residents would prefer more homes to be demolished and replaced.

Exhibition

The exhibition boards summarised the feedback we'd received in response to the first event, as above. We displayed four options for building new housing on the estate. These options showed differing levels of redevelopment and we highlighted advantages and disadvantages around each option:

- **Option 1: 'Comprehensive'** - Demolish 112 homes (all the low-rise buildings apart from the two housing association blocks and the Children's Centre), retain 137 homes (all the flats in Lulworth), and provide 361 new homes
- **Option 2: 'West and East'** - Demolish 65 homes, retain 184 homes, and provide 265 new homes
- **Option 3: 'West'** - Demolish 48 homes, retain 201 homes, and provide 193 new homes
- **Option 4: 'Infill'** - No homes demolished, and provide 85 new homes of infill development

Members of 54 households on the estate attended the exhibition.

Feedback

All residents were asked to complete a feedback form asking what they thought about each of the options, and to indicate their preferred option. 77 feedback forms were returned and the table below shows the results:

Feedback forms received - preferred development option						
	Option 1 Comprehensive	Option 2 West and East	Option 3 West	Option 4 East	Don't Know	Nothing ticked
Number of forms received	57	4	4	3	3	6
Preferred option as a %	74.0%	5.2%	5.2%	3.9%	3.9%	7.8

These figures include the forms received from Lulworth which would not be demolished as part of the comprehensive development scheme that was exhibited. But excluding the forms from Lulworth the results showed a similar level of support for comprehensive redevelopment amongst residents of the low-rise homes:

Feedback forms received excluding Lulworth - preferred development option						
	Option 1 Comprehensive	Option 2 West and East	Option 3 West	Option 4 East	Don't Know	Nothing ticked
Number of forms received	41	2	3	3	2	5
Preferred option as a %	73.2%	3.6%	5.4%	5.4%	3.6%	8.9%

Updates following consultation

Our letter of 27 September 2012 updated residents following the consultation. We showed the results of the feedback forms received from across the estate. We said that overall we'd had some form of contact (face-to-face, by phone or via the feedback forms) with more than half the estate since we first started to consult with all residents in March 2012. We said the feedback we've received indicated that there was a preference for exploring comprehensive redevelopment. We said that the next step will be to work with residents to develop these ideas in more detail. We said that a comprehensive redevelopment scheme would be built in stages so that most tenants could move straight into their new home on the estate. Some tenants could choose to move off the estate to another Camden Council property and the earliest this might start to happen was summer / autumn 2013. This is also when the Council would start negotiations to buy back leasehold and freehold properties.

Our letter of 21 February 2013 said that over the past few months we'd been choosing architects to develop the plans for redevelopment in more detail. To take the project forward, we'd needed to carry out a selection exercise and group of three practices had been appointed.

We also said we'd be carrying out a 'Housing Needs Survey' to collect current household details and to find out more about what types and sizes of new homes might be needed in the redevelopment.

Third consultation event - April 2013 – all the estate

Invite

Our invite letter to the third event said that our new architects had been developing proposals for a comprehensive redevelopment scheme for the Agar Grove estate. We wanted to know what residents thought about the estate design and to discuss the open spaces and their uses, and the internal layouts of the new homes. We said a comprehensive development scheme would involve demolition of all the low-rise buildings on the estate apart from the two housing association blocks and the Children's Centre. Lulworth would not be demolished.

Exhibition

The exhibition board showed examples our architects' previous work and introduced the new estate layout design. We showed how redevelopment would be carried out in four phases. We showed typical floor layouts of some of the proposed new homes. There were also models of some of these. We showed the proposed landscaping plan.

Members of 64 households attended the exhibition.

Feedback

Our feedback form asked residents what they thought about the new estate layout design, the layouts of the new homes, and the landscaping ideas. It asked whether they had any comments or concerns about phasing of the redevelopment.

The form also said that the proposed redevelopment did not include demolishing Lulworth but we'd suggested that improvements could be made to the concierge area and community hall, and that a private garden for Lulworth residents could be

created. We said we weren't sure yet what else could be done to the block but wanted to hear what residents would like to see happen and that, when we'd collected these ideas and investigated them to check what was feasible, we'd run another consultation to present options.

We asked all the estate's residents what changes and improvements would they like to see happen to Lulworth, the block. We asked Lulworth residents for any ideas for improving their flat.

52 feedback forms were received.

Fourth consultation event - June 2013 – for Lulworth residents only

Invite

Our letter of 23 May 2013 invited Lulworth residents to two consultation sessions where we'd be displaying different options for making improvements to Lulworth.

Exhibition

The exhibition boards described the feedback we'd received about Lulworth in response to the last consultation event. Residents had told us they enjoyed living in Lulworth, saying that the block was well managed and secure and that having a concierge was very convenient. However, other residents told us that they did not like living in a tower block.

Some of the problems residents in Lulworth told us about were that:

- their windows were draughty, hard to open, close and lock, and to clean
- their second bedrooms was too small
- their bedroom was an awkward shape for a double bed
- they didn't like their kitchen being open to the living room
- they needed more storage space
- their flat got cold quickly when the heating was turned off
- they hears too much noise from their neighbours' flats
- the communal corridors could be cold and windy in winter and suffered condensation in the summer
- the lifts broke down regularly
- their bathroom ventilation was poor resulting in mould growth
- they had problems with the electrics and needed more sockets.

Some residents supported the suggestions we'd made at earlier consultations to create a private garden for Lulworth residents and extension of the ground floor.

These are other ideas that we were told about:

- create more rooms on the ground floor with smaller rooms for groups or activities, including a computer room for doing coursework or
- add balconies or winter gardens for each flat
- install larger windows
- improve the energy efficiency of the building with better insulation and LED lighting in the communal areas, controlled by timers and sensors.

Some residents thought the building needed external refurbishment, that it should be brightened up with colour by painting or cladding so that it didn't stand out against the proposed new buildings that would be constructed around it. Others thought that the building needed demolishing. Both these ideas were also supported by some residents of the low-rise buildings in their feedback about ideas for Lulworth.

We displayed three development options for Lulworth:

- Option 1: Better Homes work only
- Option 2: Refurbishment and extension of Lulworth
- Option 3: Demolition of Lulworth and building of a new tower

Following the first session we wrote to all Lulworth's residents on 5 June 2013 reminding them about the second session and informing them of an additional third session. Our letter listed the three options and we included copies of the exhibition boards and the feedback form.

The feedback form asked residents to choose their preferred development option. It said that, with Option 1, no residents would have to move out of the block. With both Option 2 and Option 3 everyone would have to move permanently out of Lulworth, and Lulworth tenants would be offered homes in the new blocks B1 and B2 which would be managed by Agar Grove Co-op, the TMO that manages Lulworth. The Council would buy back leaseholders' flats.

Members of 28 households from Lulworth attended the event, and 77 feedback forms were received.

Updates following consultation

We wrote to Lulworth's residents on 18 June 2013 saying we'd received 57 feedback forms so far and that:

- 21% support Option 1
- 77% support Option 2, or 3, or both
- 2% didn't choose any option

We said that the outcome for residents would be the same under Option 2 or 3, so some people have told us they prefer both of them, and that we'd still like to hear from people who hadn't returned a form.

Our letter of 15 July 2013 to all the estate said that we'd received 77 feedback forms in total and that:

- 23.4% supported Option 1
- 75.3% supported Option 2, or 3, or both
- 1.3% didn't choose any option

We said that, as a result of this response, the refurbishment or demolition of Lulworth would be included as part of the redevelopment proposals for the estate. Each option

had advantages and disadvantages which needed further investigation before we decided between refurbishment and demolition.

Our letter of 29 July 2013 said that, because everyone will move out of Lulworth under the latest proposals, we now needed to collect household details of all residents to find out more about what sizes and types of new homes will be needed in the redevelopment.

Fifth consultation event - August 2013 – for all the estate and local residents

Invite

Our invite letter to the fifth event gave details of four drop-in consultation sessions for all the estate when we would show how the designs had progressed. We said that residents living in the streets around the estate, and local amenity groups, had also been invited to third session. We said we were holding a separate fifth session for children and young people about ideas for the play spaces.

Exhibition

We exhibited images of the new scheme layout and of the new homes, streets and spaces in the scheme. We showed an updated phasing programme that included the refurbishment of Lulworth. We described key sustainability aspects of the scheme along with detailed information about the landscaping of the scheme. A new more detailed model of the scheme was displayed.

The exhibition was attended by members of 81 households on the estate and 12 local residents attended the third session

Around 30 children and young people attended their event where they asked what activities and equipment they enjoyed and what they'd like to see in the new play spaces.

Feedback

Our feedback form asked residents what they thought about the latest scheme layout design, and the look of the scheme. We asked residents what sustainability issues mattered most to them, and what they thought about the landscaping ideas exhibited.

44 feedback forms were received.

Updates following consultation

Our letter of 13 September 2013 said that around a third of the estate's households attended one of the four sessions and that:

- There was positive feedback from most tenants and leaseholders in support of the proposals and design update
- Most tenants were enthusiastic about getting a new well-designed and more spacious flat
- Residents were particularly interested in the new housing provision, landscaped areas and phasing of the development
- Generally the wider community welcomed the scheme, saying it would improve the area, particularly along Agar Grove

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- Around 30 children and young people from across the estate attended their session and there was a lot of enthusiasm for the new play and landscaped areas.

We said that some residents had raised concerns about particular aspects of the development including density, height of buildings and the new pedestrian, vehicle and cycle routes in the scheme. We added that our design team was continuing to work through the detail of the design and respond to residents' comments and concerns.

We said we would be arranging visits to new housing schemes in London for any residents who are interested in seeing how the redeveloped Agar Grove estate might look.

Sixth consultation event - October 2013 – for all the estate

Invite

Our letter informed residents that we had invited the local ward councillors to the event, as well as Councillor Fulbrook, Cabinet Member for Housing, and Frank Dobson, MP.

Exhibition

The exhibition summarised the feedback to the previous consultation. We showed new and updated images of the proposed development, and the updated 3D model, information on the size and position of the new buildings with aerial and street views. Images showed how the new buildings would look, the updated landscaping plan showed more detail of the 'Homezone' approach to the new roads, and there was information about the trees across the scheme.

Members of 63 households attended the event, along with Councillors Fulbrook and Robinson.

Feedback

Our letter following the event said that a report would be made to the meeting of the Council's Cabinet on 4 December detailing the proposed scheme and asking the Cabinet to consider whether the project should be taken forward. It said we'd first consulted with residents about potential development proposals in March 2012, and have held consultation events subsequently in June 2012, April 2013, June 2013 (for Lulworth residents only) and August 2013. The key aspects of the proposals were:

- Demolition of all the low-rise buildings on the estate (apart from the two L&Q housing association blocks and the Children's Centre)
- Enough new Camden Council homes to be built for all existing tenants who want to continue living at Agar Grove, including Lulworth's tenants who would move into new blocks managed by the Agar Grove Co-op and with a concierge
- The Council would buy back leaseholders' and freeholders' homes
- New-build flats, and refurbished flats in Lulworth, would be sold on an outright or shared ownership basis to fund the redevelopment scheme
- An integrated landscaping plan with communal gardens and play spaces, gardens shared between blocks, improved access and parking.

We included copies of the exhibition boards along with a booklet of 'Key Facts and Frequently Asked Questions' about the proposals, and also information on the support and compensation available to tenants and leaseholders / freeholders.

It said we were inviting residents to give us any further comments they had about the proposals before the Cabinet meeting in December, and asked for any responses by 3 November.

Feedback

16 feedback forms were received from residents although one respondent made no comments. Having received lots of feedback already about the proposals we were not expecting to receive many further comments and didn't carry out door-knocking sessions after the consultation event.

Eight respondents expressed support for the proposals. Three of these also mentioned their preferences concerning the location and / or features of their new home within the scheme, while two further respondents simply mentioned similar preferences.

Some respondents didn't support particular aspects of the scheme: the opening up of access to Camley Street which could allow anti-social behaviour and noise nuisance, having roads for vehicles within the scheme, that the houses included in earlier versions of the scheme had been replaced by maisonettes, and some of the features of the new homes including water meters and not having gas for cooking or heating, because of concerns about costs. One respondent was concerned about density of the new scheme.

Summary

Consultation events were held in March 2012, June 2012, April 2013, June 2013, August 2013 and October 2013. Consultation has been done with local residents, neighbouring residents and ward councillors as well as other internal Council departments and wider stakeholders. There is good resident engagement and strong support for the proposals. To date, we have had some form of contact with 85% of the estate and of those 70% are in favour of the proposals, 12% are opposed and 18% don't know or are unclear if they are supportive or not.

**KEY FACTS AND FREQUENTLY ASKED QUESTIONS
ABOUT THE PROPOSALS
- OCTOBER 2013 -**

Key facts about the proposals and answers to questions asked by residents:

- **moving home**
- **the redevelopment scheme**
- **the new blocks of homes**
- **inside the new homes**

Next steps

Design and development principals

Contact details

MOVING HOME

Will I have to move off the estate?

The redevelopment would start with the demolition of the four houses at Broadstone, so the four households living there would have to move off the estate to enable the works to commence. All other **tenants** could move from their existing flat into a new home on the redeveloped estate. The Council will negotiate with **leaseholders and freeholders** to buy back their property. Some leaseholders and freeholders may wish to buy a new home in the development, and some may be able to do with this without first moving away from the estate. The first step will be for one of Camden's in-house or appointed external valuers to inspect your home. They would make their valuation based on current market prices including comparable sale prices in the area.

***Please see separate document
'Compensation and Support for tenants and leaseholders / freeholders'***

Can I choose to move off the estate, and can I come back?

Any council tenants who'd prefer to move away from the estate will be given 300 additional rehousing points to help them when bidding on the Choice Based Lettings scheme to find a property elsewhere in the borough which meets their preferences. You will have the right to return once new homes have been built on the estate, but may have to move back into your new home before all construction and refurbishment work on the remaining buildings has been completed.

When will my new home be ready?

The redevelopment will be carried out in phases so that, as mentioned above, most tenants will be able to move straight from their existing flat into their new home. The latest phasing programme is at 'How will the development be phased?'

What types of homes will there be, and how many?

There will be council homes for rent, and homes for sale on outright or shared-ownership basis. The new homes will be a mix of 1-bed, 2-bed, 3-bed and 4-bed homes. Some of the 3-bed and 4-bed homes will be maisonettes, which are homes over two floors with their own internal stairs. There will be maisonettes on the ground / 1st floor with a garden, and others

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above them on the 2nd / 3rd floor with a balcony. The updated scheme no longer includes any houses.

The exact number of new homes and mix of types and tenures haven't been finalised but there will be enough new homes in the scheme to house all tenants who wish to continue living at Agar Grove. There will be more information about the numbers and types of new homes in the report to the Council's Cabinet meeting of 4 December. However, the current scheme involves demolishing 112 homes and creating 513 new ones, including the refurbishment of Lulworth:

- 50:50 split between affordable homes (with a mix council rented and shared ownership) and homes for sale, measured on floor space
- 255 affordable homes with a 85:15 split between council rented and shared ownership units.

These numbers are all subject to change as the design is refined, and the project goes through the planning process.

How will the new council homes be allocated?

New homes will be allocated by development phase. You will be offered a home that meets your household's housing need, subject to a maximum of four bedrooms. We will take account of any preferences, such as for a higher or lower floor. If more than one household is interested in a particular property we'll take account of how long each household has lived on the estate. People have different preferences and there will be a range of property types, so we hope to be able to offer everyone a new home they'll be happy with.

Will I still be a Camden tenant?

Yes, all Camden Council tenants will be offered a secure Camden Council tenancy of their new home, with the same conditions of tenancy as your existing ones.

Will I still have the Right-to-Buy my new home?

Yes, you will still have the Right-to-Buy.

Can my grown-up child be rehoused into a home of their own?

If your home is under-occupied or overcrowded your adult child or children may be entitled to help to find their own home. Your adult child will get assistance to move:

- 1) if you have more rooms than you need and the number of bedrooms in your new home plus the number of bedrooms in any home(s) your child or children get, would be fewer than the number of bedrooms in your current home.
For example, if you and one adult child are living in a 3-bed, you could move into a 1-bed and your child into a bedsit. That would mean you had two bedrooms between you, which is one fewer than your current 3-bed.

OR

- 2) if you are overcrowded and your children moving out will make it easier for you to find a home.
For example, if you, your partner, a son aged 12, two daughters aged 15 and 21 and the 21 year old daughter's partner and their baby live in a 3-bed, then the 21 year old, her partner and their baby could get help to move into their own home, so the others can move to another 3-bed.

If you fall into one of these groups, then your adult child may be entitled to 300 additional rehousing points on their application. If you accept a home that doesn't include space for them before they secure accommodation, we will make them one offer, so that they can

move at the same time as you. Single adults are entitled to a bedsit flat and couples to a 1-bed flat, but any property will be off the estate and not within the new scheme.

Splitting of households is, of course, not compulsory and will only be made available on request.

Can I still have an extra bedroom when I move?

If you are under-occupying your flat according to your household's housing need you can be offered 'Housing Need Plus 1' so can choose to take a flat with an extra bedroom. However, you may not be able to claim housing benefit for this extra bedroom.

Will the rent increase?

The rents for the new homes will still be Camden Council rents. They will be higher than now because the properties will be new, but they will still be in line with other Camden Council rents.

Can I move outside of the borough?

Camden is a member of Housing Moves, the Mayor of London's housing mobility scheme that allows tenants of London boroughs or housing associations to move to a different part of London. The redevelopment proposals do not give any priority for moving out of Camden, but some other areas of London are easier to access and are not as highly populated as Camden. There is more information online at: www.housingmoves.org

If I move into a new home but I'm not happy will I be able to move again once a new block has been built where my old one used to be?

No, you cannot do this as your neighbours might not then be able to move into a new home and we wouldn't be able to offer one move only to most tenants.

Will I be compensated for improvements I've made to my home?

Compensation can be considered based on a survey of the works and in relation to the property you decided to move to. We would look at what could be moved into your new home - perhaps by being adapted - and what couldn't. We would take account of when the improvement works had been done and how much they'd cost.

Can I have a dog in my new home?

The tenancy conditions include a section on 'Animals' at C7, including that you are able to keep two dogs.

THE REDEVELOPMENT SCHEME

What will be the density of the new scheme?

The existing estate has a low density compared to the surrounding areas and the proposals increase it in line with the Greater London Authority's 'London Plan'. Density is measured by habitable rooms as it indicates the number of people living in each home. The Plan obligates the Council to maximise the use for housing when redeveloping the site and indicates the number of habitable rooms it can accommodate based on setting, size and accessibility. There are 249 homes on the current estate, and 513 homes within the proposed scheme including a refurbished Lulworth. Although the numbers of homes would more than double, the number of habitable rooms would not, so the number of people would also not double. The new development will make much better use of the space so that the redeveloped estate will be a pleasant place where people still want to live.

What will the impact be on local services?

As part of the planning application we will assess the health, education and transport infrastructure to see what additional services or capacity may be needed for the additional population arising from the development. Where appropriate, additional infrastructure will be secured as part of the development.

How will the estate feel safe and secure without railings and gates?

A lot of work has gone into the design of the new scheme to ensure that it's a safe and secure place to live. For example, kitchen windows will face onto the street to create activity, overlooking and passive surveillance whilst, for security, there will be no bedrooms on the ground floor. In addition, there will be 'defensible space' between the pavement and the new blocks as well as around the new public squares to ensure that residents feel secure and have a good level of privacy.

Blocks will have well-lit, secure entrances and there will be a clear view from the entrance straight through to the courtyard behind providing natural light, surveillance, views from the street and easy access to the courtyard bike stores.

The development as a whole will be supported by a robust management regime to ensure that any problems are dealt with quickly and efficiently. The scheme include two concierges, one in the refurbished Lulworth and one in Block B, which will be linked to all the entry door systems and to any CCTV cameras.

We are considering arrangements for securing the play areas and ball court at night.

The new development will have a mix of tenures to create a mixed and balanced community.

Will cars be able to drive through the redeveloped estate?

At the August consultation event some residents said they didn't like proposed new road through the scheme as they thought it would be used as a short cut. The scheme includes streets and squares with many front doors facing on to the street, to make the development fit in with the pattern of surrounding streets and feel less like an estate. Traffic will be calmed by the creation of 'Homezone' streets, an approach which has been used successfully elsewhere in London, with priority for pedestrian and cyclists at all times. The street surface will be a shared space for pedestrians, cars and bikes making it a safe and quiet place for children to play with minimised traffic flow. This strategy, and the concerns of residents, have been discussed with the Council's transport department. Their advice, along with the results of traffic surveys, has been used to update the scheme so that most of the proposed streets are now one-way routes, going in the wrong direction for short cutting and which discourage movement of vehicles through the site.

Why has a cycle route been introduced into the scheme?

A new east-west green street (see Exhibition Board 7) will provide a new cycle path to create a direct, safe connection between Agar Place and the existing North London Cycleway along Camley Street. This is intended to improve access and better connections to the wider London cycle network now and for the future. The layout of the new buildings and positioning of the residential frontages will open up a link between Wrotham Road and Camley Street which will make walking and cycling safer and more convenient and also increase passive surveillance of the south-east corner of the site.

Where will I park my car?

The estate's parking spaces are underused but we'll re-provide sufficient car parking spaces along the new roads in the development for all existing residents who currently rent a space or garage. Apart from this, the new development will be 'car free' in line with Camden's planning policy so that people buying onto the estate won't be able to rent a car space on

AGAR GROVE ESTATE REGENERATION, APPENDIX 14

the estate or buy a permit for the local Controlled Parking Zone. We're discussing including visitors' bays with Camden's parking section, and both the planning and transport departments. There will be disabled parking spaces in the scheme, two car club spaces, and electrical charging points.

How much green space will there be in the new scheme?

The proposed scheme aims to provide more useable green and open spaces for both public and communal use with no overall loss of green and open space area.

The landscape plan will create green streets and spaces, including private gardens, communal gardens shared between blocks, and public gardens including the central square (Lulworth Gardens) to the west of Lulworth. There will be play provision within both the public spaces and communal courtyards. As well as adding visual amenity, planting will enhance the site's ecological value with improved species diversity and a response to predicted climate change with elements including trees for shade, water sensitive urban design and sustainable urban drainage system (SUDS).

The existing estate has 16,470 sqm of green space which includes private gardens, communal green space, pedestrian spaces, children's play area and multi-games space (with no balcony space to individual properties). This figure excludes roadways and parking bays. The emerging proposals include 20,159 sqm of green space which includes private gardens, communal green space, shared surfaces, pedestrian only spaces, children's play areas, half-size multi-games space, natural and semi-natural green space, roof gardens and balconies. Every home within the scheme will have private amenity space such as a garden, balcony or roof terrace.

What will happen to the estate's trees?

We're aiming to protect as many of the estate's existing trees as possible and have undertaken a tree survey to gain a detailed understanding of them. This has identified which are healthy enough to retain, and also a tree protection zone, which the new buildings have been designed to avoid wherever possible. The unhealthy trees, and a limited number of healthy, mature trees will be removed and replaced. We're working with a specialist tree consultant and Camden's Tree Officer to ensure the long term health and amenity value of the trees is protected and enhanced. The proposal includes planting new trees in the streets, communal gardens and in the central garden square. There are 72 trees on the estate but the new proposal more than doubles this to over 160. New trees will be carefully selected and positioned to provide shade and shelter where needed, without excessive over shadowing of living accommodation.

How will you keep the new scheme looking good?

We know this is a concern for residents and are looking into improving and expanding the service provided. The development as a whole will be supported by a robust management regime to ensure that any problems are dealt with quickly and efficiently. We will be discussing this further with residents and the Lulworth TMO. The scheme is being designed with long term maintenance in mind and, for example, we have deliberately selected brick as the main building material as this is commonly found in the area but also has a robustness which stands the test of time.

Will there still be a shop and café?

Yes, the current proposals include a shop at the junction of Agar Grove and the new street leading down to the Children's Centre. A cafe will be located on the ground floor on the corner of Agar Grove and the new square on Agar Place.

Will there be any other uses / facilities on the site?

There may opportunity for other non-residential uses on the site including community facilities in Block B which we've already discussed with residents. We're researching demand in the area and there may be potential for a small cluster of workspaces, or other shops, on Camley Street. Once we have more information on what uses may be feasible, we'll discuss this with residents.

Is there a dog walking area in the scheme?

The design doesn't include a specific area for dogs but we will include dog bins and a management strategy.

How long will it take for the whole estate to be redeveloped and Lulworth to be refurbished?

This is likely to take 7-10 years depending on various factors. There will be opportunities to speed up the construction process by, for example, taking on more building activity at one time. However, this may result in more disruption for existing residents. In later phases it might be possible to accelerate the overall programme although there may financial restrictions on doing this. We will, of course, try to minimise disruption whilst maintaining the pace of construction activities to reduce the overall programme length as much as possible. We will keep residents informed throughout the process.

How will the development be phased?

At previous consultations, we showed you indicative phasing plan which includes a single move for most tenants. However, depending on how many tenants move away from the estate and the housing needs of the existing community as well as other project factors, we may need to alter the phasing plan whilst maintaining the offer of a single move for most tenants.

Many residents want to know the timescale for each phase and when they'll be able to move into their new home. We estimate that each phase will take approximately 18 months, apart from Phase 6 which may take 24 months. Our estimates are subject to further work with contractors.

The table below shows an indicative programme which may change but should give you a better idea of how the construction and phasing programme could work. There may be opportunities to accelerate the construction of phases or combine phases. This will be reviewed regularly.

	Oct 2014 - Apr 2016	Jan 2016 - Nov 2017	Apr 2017 - Oct 2019	Jul 2018 - Aug 2020	Apr 2020 – Nov 2021	Jul 2021- Jul 2025
Demolish blocks	Broadstone	Manston, Sherborne, Sturminster, shop & cafe	Ashmore, Nettlecombe	Frampton, Abbotsbury	-	Strip-out Lulworth
Build new blocks	A	F, H, G, cafe	J ,K, L, shop	B, I	C, D, E	Refurbish Lulworth

Will the Council make lots of money from this scheme?

The money raised by the sale of private flats at Agar Grove will pay for the building works, including landscaping and public realm improvement. Tenants on the estate will benefit from new homes built to modern standards of size and comfort. If the sale of homes generates a surplus above these building costs this will fund major works to other existing council housing across the borough.

What will it be like “living on a building site”?

We understand residents’ concerns about construction noise, dirt, access and “living on a building site”. We are very mindful that, if this project goes ahead (it is still subject to approval by the Council’s Cabinet), then residents could be living near to building work for some time, in their existing home, in a new home or in a neighbouring home.

Noise from demolition and construction works is subject to control under the Control of Pollution Act 1974. Planning permission will include restrictions on hours of work and the contractor’s Construction Management Plan will need to be approved before works can start. This plan will include the following:

- Scope of works
- Contacts and responsibilities
- Construction noise and vibration
- Construction lighting
- Dust management
- Traffic management plan including access
- Security
- Pollution control.

If this project goes ahead, we will choose a contractor for the building work by assessing potential firms on their quality and price. One of the quality criteria will concern resident liaison. Some degree of disruption will be inevitable due to the nature of the work. However, there are things that can be done to help mitigate the effects such as good communication and liaison between the contractor and residents, and the contractor always having someone on site for residents to contact with any concerns they have about the works.

Can anything be done about the wind tunnel around Lulworth?

We know that there is a problem with wind and microclimate on the estate and especially at the base of Lulworth. We will carry out a survey to provide the design team with information on the problem so steps can be taken to resolve it through careful design of the refurbishment of Lulworth.

THE NEW BLOCKS OF HOMES

Why is another tall building included in the proposals?

Lulworth tenants have told us that their existing community, TMO and concierge are very important to them and that, if redevelopment went ahead, they’d like to move together as a community to a new block that also has a concierge and is run by the TMO. To make this work both practically and financially the new Block B will need to be of a similar height to Lulworth. Also, many Lulworth residents have told us that enjoy high-rise living and want to stay living on an upper floor. Most flats in Block B will be 1- and 2-bed units, with five flats on each floor. So some of Lulworth’s overcrowded families would be rehoused in the lower rise blocks next to Block B which include 3- and 4-bed homes. Tenants living in bedsits in Lulworth will get a 1-bed flat and all of the flats in the new block will be larger than they are in Lulworth now and will have a good-sized balcony.

A lot of design analysis has gone into deciding the location and shape of the new tall building, including its impact on the daylight and sunlight enjoyed by neighbouring blocks, overshadowing, overlooking and privacy. Furthermore, increasing building height in the south-east corner of the site allows us to reduce height in other parts of the development and create larger areas of new open space. The height of Block B will have minimal impact on the surrounding buildings because the overshadowing will be mainly on the railway. Also the new tall building will be of a high quality, slender and elegant design.

Blocks B1 & B2 will have community and office space on the ground and first floor with accommodation starting on the second floor. There may be an opportunity for some other non-residential uses in these blocks.

Won't blocks A and B suffer from railway noise and vibration?

We are carrying out tests and surveys to establish the levels of noise and vibration. Many new buildings are put up by railway lines but modern construction methods are used to reduce noise penetration and impact. This includes insulation in the walls and well-sealed windows with mechanical ventilation that doesn't allow noise in. Winter gardens (enclosed, glass conservatory-like balconies) rather than open balconies may also be installed to reduce the impact of noise. Current Building Regulations are also much more robust and, although the new blocks A and B will be closer to the railway, its impact on them will be less than on the current buildings.

INSIDE THE NEW HOMES

What will the layout of new homes look like?

During previous consultations we showed you some typical layouts of the new homes. The feedback received on this has been incorporated and the scheme will provide a number of different unit sizes and layouts. All new homes will meet or exceed the London Housing Design Guidance.

3-bed and 4-bed homes will have a kitchen and dining room that is separate from the living room. Some residents have told us that they don't like open plan living (with the kitchen, dining area and living room all sharing one space) so our architects are looking at options for screening or dividing off kitchen areas in the 1- and 2-bed flats.

What will the new homes look like inside?

Our architects are still working on the internal designs and specifications of the new homes, and we'll be consulting residents about these.

Council tenanted homes will include an integrated oven, hob and hood as well as curtains and / or blinds. These items will be given to the tenant, who will be responsible for any future repairs (outside the guarantee) or replacement. Space will be left in the kitchen for the tenant's own washing machine, dishwasher and tall fridge freezer. We will be pay for disconnection, removal and reconnection of any of these appliances you own. We've not decided on the flooring yet, but is likely to be vinyl tiles in all rooms.

Full specifications of homes for sale will be provided as part of a marketing package.

Will my new home be adapted for my needs?

Your new home will be built, or adapted to meet your physical needs as much as possible. This could include, for example, installing a wet room or grab rails. The scheme will include homes fully adapted for wheelchair users, and all block will have lifts or ramps.

How much storage space will there be in my flat?

In accord with the London Housing Design Guide, new 1-bed homes will have storage space that is a minimum of 2m high, with minimum of 1.5 sqm floor space. Larger homes will have an extra 0.5 sqm of floor space for each additional person the home is intended to be occupied by. We will also be introducing resident sheds for rent.

How will I get heating and hot water?

The new homes will be built to 'Passive House' standards, designed to be very comfortable and healthy, and to use much less energy than a conventional building. A small amount of space heating is only required during very cold spells.

Hot water will be provided by a central boiler for the block, or for the whole development. We know that some Lulworth residents are concerned about the reintroduction of centralised boilers. However, we are required by planning policy to explore options including district heating given the size of the development and need to reduce CO2 emissions. We are looking at a number of different options and, once we have more information on the energy strategy, we will discuss this again with residents. Whatever strategy is chosen, systems will be designed for resilience and back-up to ensure that there is heating and hot water even when maintenance takes place.

How will the homes be ventilated?

Background ventilation will be mainly be met by mechanical ventilation. The intention is to provide summer levels of ventilation while keeping noise levels during the day and night at comfortable levels. If you don't want to open your window then you will have constant fresh air in your home from the mechanical ventilation system.

How will I be charged for utilities?

All new homes will have meters for electricity and cold water provided by the utility companies. This is required by legislation for all new build properties. Hot water usage will be measured by meters installed by Camden, and the figures used to calculate charges. The new homes won't have gas for cooking.

What is a dual aspect home?

Where possible, new homes have been designed to be 'dual aspect', with views and opening windows in two directions. All tenanted single aspect homes will be south facing in order to maximise natural sunlight.

NEXT STEPS

A final decision on whether to take the project to the next stage has not been made yet. This will be decided by the Council's main decision-making body, the Cabinet, on 4 December 2013. The timetable below shows how we intend take the project forward:

Report to the Council's Cabinet	December 2013
Further design work and public consultation	Winter 2013
Submit planning application	Winter 2013
Recruitment of contractor	Spring - Summer 2014
Start of works	Autumn 2014

This timetable is subject to the outcomes of consultation, pre-application consultation with Camden's planning department and decision making procedures.

We will of course keep residents informed of any changes / updates to the timetable.

DESIGN AND DEVELOPMENT PRINCIPALS OF THE SCHEME

In March 2012, design and development principles were agreed with residents. The latest design addresses all of these principles and includes some further benefits which are outlined below.

- All new homes will be of a **high quality, accessible design** which meets modern housing standards - all **new homes will be bigger, warmer and more accessible** e.g. lifts
- New homes will be highly insulated, **cheaper and easier to heat**
- An increase in **green space** creating **two central open spaces** for the entire estate which could have **play areas** and a ball court
- A range of other green space - **private gardens, balconies or terraces and communal landscaped gardens**
- Local amenities included in the design – for example, **shops, cafes and community space**
- Reduction of the number of routes, making the estate **feel more like streets**
- No undercroft areas, creation of safe spaces and designing out crime
- **Homes for all** – for families, the elderly, couples and single people
- **Sustainable design** – such as well insulated homes, solar power, green roofs and rain water recycling for irrigation
- Housing blocks with **character** so that the estate is easy for visitors to navigate
- As many **front doors to the street** as possible
- **Safe, secure, well lit entrances** to houses
- **Generous, safe, secure entrance lobbies** to flats
- **Conveniently located** and secure **bin and bike stores**
- **Good acoustic insulation** so that you are not disturbed by your neighbours
- Generous **storage and utility cupboards**
- Separate space to **dry clothes**
- **Natural light and ventilation** in kitchens
- **No bedrooms on the ground floor** next to the street
- **Quiet space** to study or read
- **Priority for new homes** built at Agar Grove estate will be given to Agar Grove estate residents in the first instance
- Any new development will match the density of the surrounding areas without over developing
- The existing parking on the estate is under used – any new development would be car free as per Camden’s planning policy. However, the Council will look to minimise the loss of existing car parking that is used and **prioritise existing car users**

CONTACT DETAILS

If you have any further questions about the proposals please get in touch:

<p>London Borough of Camden, Regeneration Team, 33-35 Jamestown Road, London, NW1 7DB</p>	
<p>Ian Sumner Consultation and Engagement Officer P: (020) 7974 4167 E: ian.sumner@camden.gov.uk</p>	<p>Michelle Christensen Senior Development Manager P: (020) 7974 1445 E: michelle.christensen@camden.gov.uk</p>

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 of 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	Agar Grove Estate Regeneration Project
Service and directorate responsible	Housing & Adult Social Care
Names and posts of staff undertaking the assessment	Michelle Christensen, Development Manager
Date assessment completed	15 October 2013
Name of person responsible for sign off of the EIA	Denise Pittaway, Senior Policy Officer

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

The Community Investment Programme aims to improve the Agar Grove estate.

The objectives of the programme are:

- The development of new homes to meet housing need and raise investment to be utilised for the refurbishment of the existing homes.
- The refurbishment of existing homes
- The improvement of the estate environment including open and green spaces, roads and footways, play areas, and community spaces.
- The development of neighbourhood projects to meet identified needs

The groups that are likely to be affected are the residents of Agar Grove Estate. Other stakeholders include –

- LBC Estate Management
- LBC Estate Services
- Lulworth Tenant Management Organisation

Residents (tenants and leaseholders) living on the Agar Grove estate are expected to benefit through refurbishment of existing homes; investment in the estate environment (e.g. new paving and lighting); and the provision of brand new housing. The provision of new housing will benefit residents living on the estate and residents not living on the estate but in need of new housing e.g. residents currently on Camden's housing waiting list.

The Regeneration & Development Team within the Housing & Adult Social Care Directorate will implement and be responsible for this activity together with its partners that may include other council departments, consultants and contractors, residents and residents groups, community and voluntary organisations.

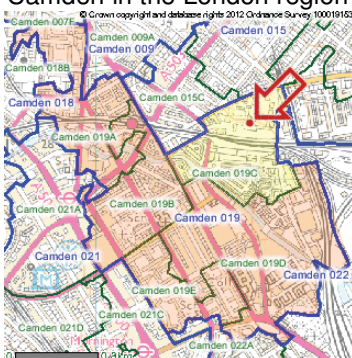
The desired outcomes are –

- Physical change and investment that provides an improved environment.
- Resident satisfaction with their homes and neighbourhood.

Gather relevant equality data and information

2011 Census

This Neighbourhood Summary provides information about Camden 019 which is an area within the London Borough of Camden in the London region – see map below.



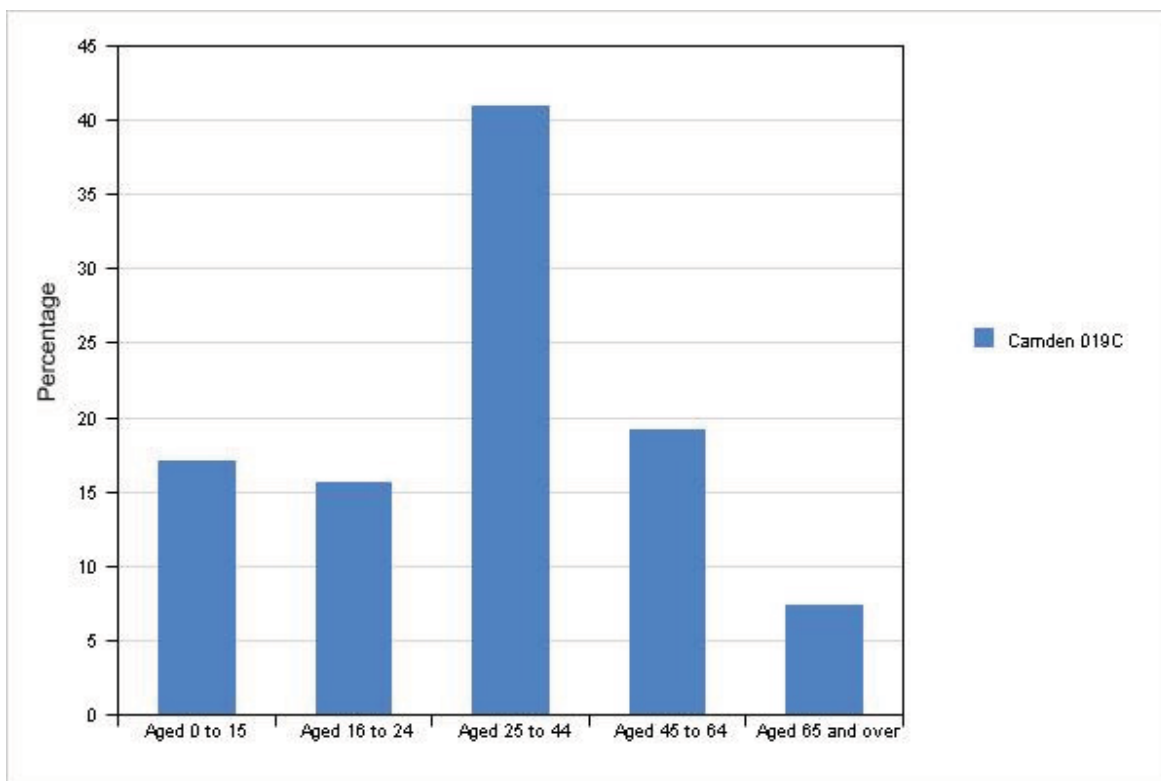
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The tables below include information on the Camden 019 neighbourhood, compared with a larger area and the London Borough of Camden.

Usual resident population, March 2011

Variable	Measure	Your neighbourhood	Your area	Camden
All people	Count	1,729	8,882	220,338
Males	Count	884	4,342	107,885
Females	Count	845	4,540	112,453
Population density (number of people per hectare)	Rate	148.2	133.6	101.1

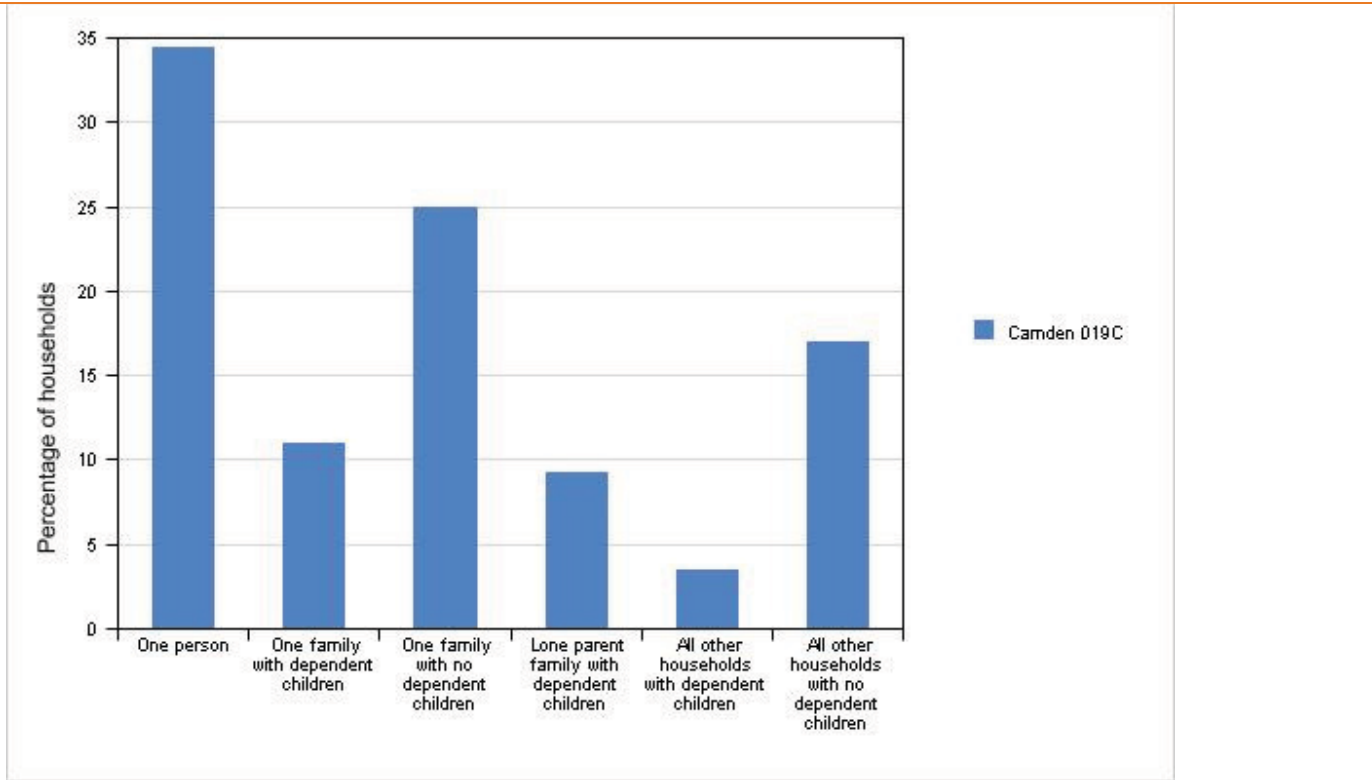
Percentage of people in each age band in Camden 019 neighbourhood, March 2011



The 2011 Census recorded 765 households in Camden 019C neighbourhood.

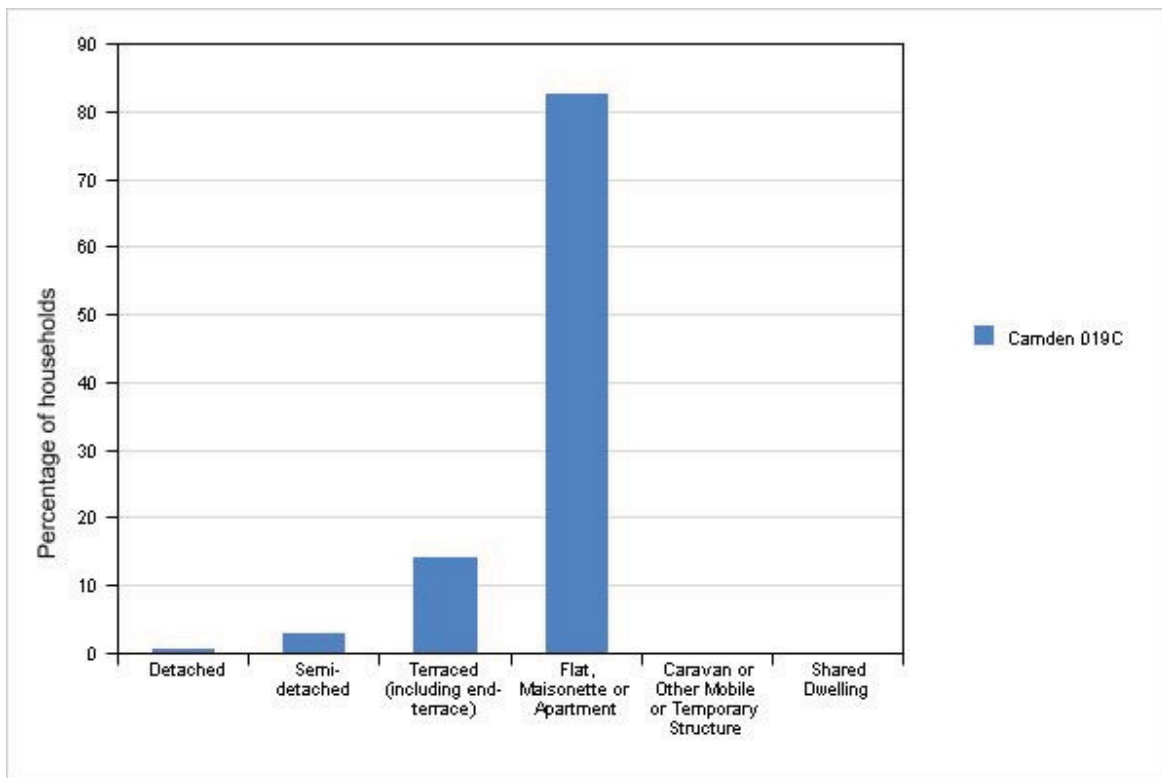
The percentage breakdown of different types of household in this neighbourhood is shown in the chart, below.

Household composition in this neighbourhood, March 2011



People were asked in the 2011 Census about what kind of dwelling they were living in at the time. The chart, below, shows the percentage of different types of accommodation in this neighbourhood.

Accommodation type in your neighbourhood, March 2011



The 2011 Census asked people to describe their general health over the preceding 12 months as 'very good', 'good', 'fair', 'bad' or 'very bad'.

People's general health, March 2011

Variable	Measure	Your neighbourhood	Camden	England
Very good	%	48.6	53.4	47.2
Good	%	32.4	30.6	34.2
Fair	%	11.8	10.4	13.1
Bad	%	4.4	4.2	4.2
Very bad	%	2.7	1.4	1.2

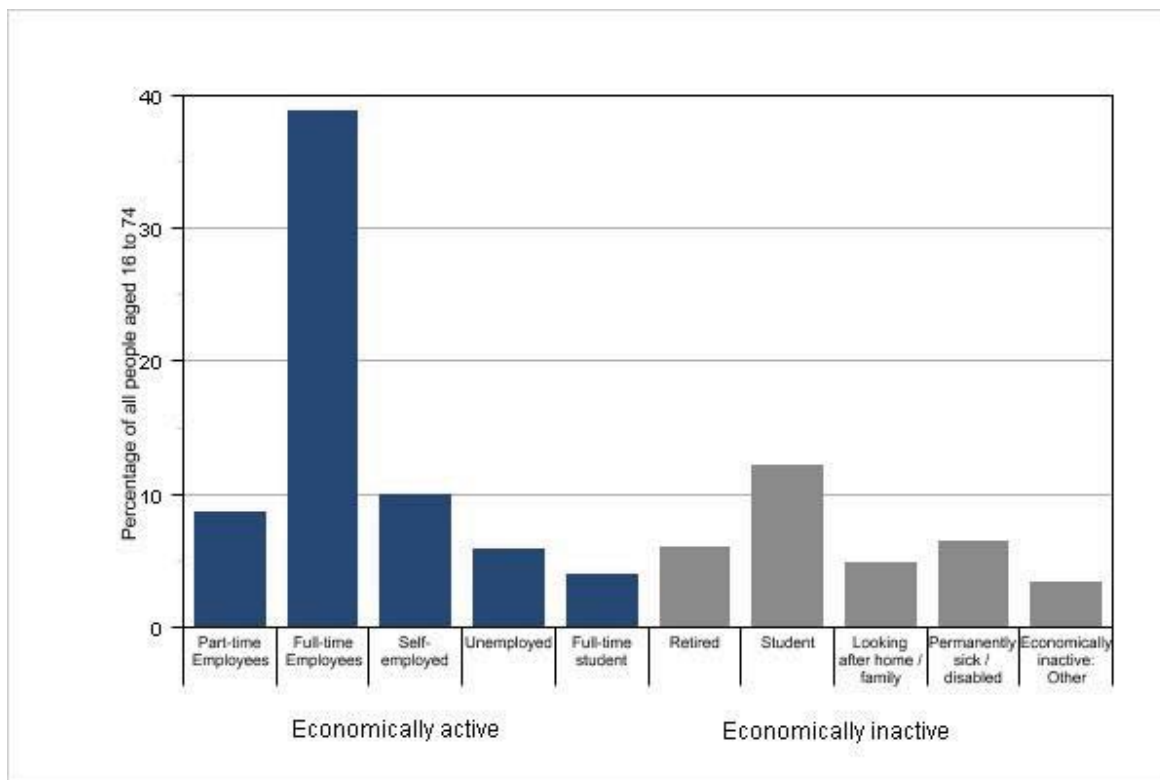
The Census also asked people whether they were providing unpaid care to family, friends or neighbours with long-term physical or mental health problems. This gave the following results:

Carers, March 2011

Variable	Measure	Your neighbourhood	Camden	England
People providing unpaid care	%	8.0	7.8	10.3

The 2011 Census asked people about their working lives.

Economic activity in this neighbourhood, March 2011



Occupations of all people in employment, March 2011

Variable	Measure	Your neighbourhood	Camden	England
Managers, directors and senior officials	%	9.7	14.1	10.9
Professional occupations	%	29.6	31.9	17.5
Associate professional and	%	18.8	21.8	12.8

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technical occupations				
Administrative and secretarial occupations	%	10.3	8.4	11.5
Skilled trades occupations	%	6.5	4.3	11.4
Caring, leisure and other service occupations	%	5.8	5.6	9.3
Sales and customer service occupations	%	7.6	5.4	8.4
Process, plant and machine operatives	%	3.4	2.2	7.2
Elementary occupations	%	8.4	6.3	11.1

Ethnic Group of all people Camden 019C neighbourhood, March 2011

Ethnic Group (QS201EW)	Camden 019C	Camden	London	England
Count - Persons	Super Output Area Lower Layer	London Borough	Region	Country
All Usual Residents	1729	220338	8173941	53012456
White; English/Welsh/Scottish/Northern Irish/British	678	96937	3669284	42279236
White; Irish	76	7053	175974	517001
White; Gypsy or Irish Traveller	0	167	8196	54895
White; Other White	303	41898	1033981	2430010
Mixed/Multiple Ethnic Groups; White and Black Caribbean	22	2494	119425	415616
Mixed/Multiple Ethnic Groups; White and Black African	14	1800	65479	161550
Mixed/Multiple Ethnic Groups; White and Asian	20	3880	101500	332708
Mixed/Multiple Ethnic Groups; Other Mixed	34	4148	118875	283005
Asian/Asian British; Indian	24	6083	542857	1395702
Asian/Asian British; Pakistani	1	1489	223797	1112282
Asian/Asian British; Bangladeshi	132	12503	222127	436514
Asian/Asian British; Chinese	53	6493	124250	379503
Asian/Asian British; Other Asian	48	8878	398515	819402
Black/African/Caribbean/Black British; African	161	10802	573931	977741
Black/African/Caribbean/Black British; Caribbean	28	3496	344597	591016
Black/African/Caribbean/Black British; Other Black	69	3762	170112	277857
Other Ethnic Group; Arab	32	3432	106020	220985
Other Ethnic Group; Any Other Ethnic Group	34	5023	175021	327433

Source: Office for National Statistics

Summary

- Very densely populated (47% higher than Camden as a whole).
- Vast majority of people (83% approximate calculation, looking at bar chart) lives in flats or maisonettes.
- Young population – 41% aged 25-44 at time of Census.
- Around 23% (approximate calculation, looking at bar chart) have dependent children.
- 39% of population are White UK.
- 13% are Black/African/Caribbean/Black British; African and Black/African/Caribbean/Black British; Other Black which are the main BME Groups and this is compared to 7% in Camden as a whole.
- 7.1% have bad or very bad health compared to 5.6% in Camden as a whole (which in turn is slightly higher than the 5.4% national average).

AGAR GROVE ESTATE REGENERATION, APPENDIX 15

Agar Grove Estate Regeneration - Consultation March 2012 Equalities Monitoring Information - 36 forms received

Occupancy Status		
Council tenant	31	86.1%
Council leaseholder	3	8.3%
Council leaseholder's tenant	0	0.0%
Private tenant	1	2.8%
Owner occupier	1	2.8%
Business	0	0.0%
Other	0	0.0%
Nothing ticked	0	0.0%

Age		
0-17	0	0.0%
18-24	1	2.8%
25-34	5	13.9%
35-44	3	8.3%
45-54	9	25.0%
55-64	4	11.1%
65+	11	30.6%
I don't want to disclose this	1	2.8%

Gender		
Male	15	41.7%
Female	20	55.6%
I don't want to disclose this	0	0.0%
Nothing ticked	1	2.8%

Race			
<i>Asian or Asian British</i>	Bangladeshi	3	8.3%
	Indian	1	2.8%
	Pakistani	0	0.0%
	Any other Asian background	1	2.8%
<i>Black or Black British</i>	African	7	19.4%
	Caribbean	2	5.6%
	Any other black background	0	0.0%
<i>Mixed</i>	White and Asian	0	0.0%
	White and black African	1	2.8%
	White and black Caribbean	2	5.6%
	Any other mixed background	0	0.0%
<i>White</i>	British	16	44.4%
	Irish	1	2.8%
	Any other white background	0	0.0%
<i>Other Ethnic Group</i>	Chinese	0	0.0%
	Any other ethnic group	0	0.0%
	I don't want to disclose this	2	5.6%
	Nothing ticked	0	0.0%

Sexuality		
Bisexual	0	0.0%
Gay	0	0.0%
Heterosexual	22	61.1%
Lesbian	0	0.0%
I don't want to disclose this	9	25.0%
Nothing ticked	5	13.9%

Religion		
Atheism / no faith or religion	4	11.1%
Buddhism	0	0.0%
Christianity	16	44.4%
Hinduism	0	0.0%
Islam	11	30.6%
Jainism	0	0.0%
Judaism	0	0.0%
Sikhism	0	0.0%
Other	0	0.0%
I don't want to disclose this	4	11.1%
Nothing ticked	1	2.8%

Disability		
Yes	8	22.2%
No	21	58.3%
I don't want to disclose this	3	8.3%
Nothing ticked	4	11.1%

AGAR GROVE ESTATE REGENERATION, APPENDIX 15

Agar Grove Estate Regeneration - Consultation June 2012 Equalities Monitoring Information - 49 forms received

Occupancy Status		
Council tenant	45	91.8%
Council leaseholder	1	2.0%
Council leaseholder's tenant	0	0.0%
Private tenant	0	0.0%
Owner occupier	1	2.0%
Business	0	0.0%
Other	2	4.1%
Nothing ticked	0	0.0%

Age		
0-17	0	0.0%
18-24	0	0.0%
25-34	4	8.2%
35-44	9	18.4%
45-54	9	18.4%
55-64	14	28.6%
65+	10	20.4%
I don't want to disclose this	2	4.1%
Nothing ticked	1	2.0%

Gender		
Male	25	51.0%
Female	24	49.0%
I don't want to disclose this	1	2.0%
Nothing ticked	2	4.1%

Race			
Asian or Asian British	Bangladeshi	8	16.3%
	Indian	0	0.0%
	Pakistani	0	0.0%
	Any other Asian background	1	2.0%
Black or Black British	African	6	12.2%
	Caribbean	1	2.0%
	Any other black background	0	0.0%
Mixed	White and Asian	0	0.0%
	White and black African	0	0.0%
	White and black Caribbean	1	2.0%
	Any other mixed background	0	0.0%
White	British	16	32.7%
	Irish	3	6.1%
	Any other white background	7	14.3%
Other Ethnic Group	Chinese	1	2.0%
	Any other ethnic group	1	2.0%
	I don't want to disclose this	4	8.2%
	Nothing ticked	0	0.0%

Sexuality		
Bisexual	2	4.1%
Gay	0	0.0%
Heterosexual	30	61.2%
Lesbian	0	0.0%
I don't want to disclose this	10	20.4%
Nothing ticked	7	14.3%

Religion		
Atheism / no faith or religion	5	10.2%
Buddhism	0	0.0%
Christianity	20	40.8%
Hinduism	0	0.0%
Islam	17	34.7%
Jainism	0	0.0%
Judaism	0	0.0%
Sikhism	0	0.0%
Other	1	2.0%
I don't want to disclose this	6	12.2%
Nothing ticked	0	0.0%

Disability		
Yes	14	28.6%
No	26	53.1%
I don't want to disclose this	8	16.3%
Nothing ticked	1	2.0%

Consultation and engagement

A consultation event was held in March 2012 to find out what residents thought about Agar Grove Estate. The feedback form asked residents what they liked and didn't like about the estate, their block, and their flat. It listed 11 design and development principles that could apply to a development scheme and asked residents to list their top three, and for suggestions of additional principles.

The three most popular design and development principles were:

- no overall loss in the amount of green space, with more of it being usable
- all new homes to be of a high quality, accessible design meeting modern standards
- priority for new homes built at Agar Grove estate to be given to the estate's residents in the first instance.

Many residents told us that there was a strong sense of community on the estate, and within their block, that they had good neighbours and friends at Agar Grove. However, residents also told us of problems with their flat, estate and block which confirmed the analysis by our architects e.g. damp and condensation, lack of lifts and difficulty using the stairs, lack of private balconies and gardens, and unusable communal green space.

Four development options were exhibited in June 2012:

- Option 1 - demolition and replacement of all the low-rise housing
- Option 2 - demolition and replacement of some of the low-rise housing
- Option 3 - demolition and replacement of less of the low-rise housing
- Option 4 - no demolition, with only 'infill' of new-build.

The feedback form asked residents what they thought about each of the options, and to indicate their preferred option. 75% of respondents preferred maximum demolition (Option 1). Residents - both tenants and leaseholders - felt the problems with the existing buildings listed above could only be fully solved by redevelopment. They also thought this would improve the estate's layout, security and access, and landscaping. They felt limited redevelopment would be only a partial solution and create an estate of two halves. Residents understood that, by phasing the redevelopment, the majority of residents would only need to move once, from their existing home to a new one on the estate, minimising disruption. Maximum development was favoured by a cross-section of residents including some of the estate's longest-standing, older residents whose families had grown up and moved away, and newer ethnic-minority households with young children. Residents with mobility problems, or those expecting these to develop with age, favoured new homes with lifts. Demolition was mainly opposed by often long-standing residents whose homes did not suffer from the hard-to-solve problems of neighbours' homes, or who thought the upheaval of redevelopment wasn't worth its potential benefits.

All residents will have an opportunity to review, discuss and comment on the proposals that are developed. This will be done through direct mailing, knocking on people's doors, home visits, email and telephone contact, survey forms, exhibitions, and meetings.

We have and worked with colleagues within LBC, contractors and consultants, and partners in the voluntary sector to seek their advice on matters relating to the impact of the project. For example, we will meet regularly with colleagues in LBC Housing Needs who have experience of projects involving residents having to move because of regeneration or major works programmes.

On-going engagement and consultation will enable us to continue to gather views of stakeholders and identify new impacts as the programme develops.

To date, we have held further consultation events in April 2013, June 2013, August 2013 and October 2013 on the design and layout of the new development, the layout of the new homes, the landscaping and public realm proposals, the play areas and sustainability of the new development. We have had some form of contact with 85% of households on the estate and have received completed Housing Needs Surveys forms from 62% of the estate. The consultation and door knocking done by officers has shown that of the 85% of households we have had some form of contact with, 70% of the estate's households are supportive of the council's proposals, 12% are opposed and 18% are don't know or it is unclear if they are supportive or not.

Following a request from Lulworth Tenant Management Organisation, we looked at what improvements could be made to Lulworth as part of the regeneration. The consultation we carried in April 2013 asked residents what they

would like to see happen to Lulworth. We recorded their views via the feedback forms and door knocking. This fed into the options which we presented to the TMO committee on 29 May and we held drop-in consultation sessions for Lulworth residents in early June 2013. Proposals now include re-housing Lulworth residents into a new block on the estate and the refurbishment of Lulworth tower for private sale. Consultation and door knocking showed that of the 57% of Lulworth residents who returned their feedback form, 75% were in favour of either refurbishment or redevelopment of Lulworth. In both options, tenants in Lulworth will be offered a new, larger home on the estate as part of the wider regeneration and tenants in Lulworth will be able to stay in their existing flat until their new home is built and move directly into their new home. As a result of this response, and after investigating the different advantages and disadvantages of refurbishment compared with those of redevelopment it's been decided to include refurbishment of Lulworth within the development proposals. The key reasons for retention and refurbishment of Lulworth are the reduced disruption to the estate and its neighbouring residents, a shorter build period, retention of a recognised landmark, savings in costs, and a more environmentally friendly solution due to the re-use of elements of the existing building rather than producing new.

All residents were invited to all the consultation events held in March 2012, June 2012, April 2013, June 2013, August 2013 and October 2013. The offer to all tenants is the same apart from one tenant – this is generally accepted and generally residents are positive and supportive of the proposals. There is no difference of opinion between different groups.

Have you identified any information gaps?

We are aware of who the stakeholders and we are in regular contact with residents on the estate who are the main stakeholders. To date we have had some form of contact with 85% of households on the estate and have received completed Housing Needs Surveys forms from 62% of the estate. The consultation and door knocking done by officers has shown that of the 85% of households we have had some form of contact with, 70% of the estate's households are supportive of the council's proposals, 12% are opposed and 18% are don't know or it is unclear if they are supportive or not.

There are no information gaps. We will continue to with on-going engagement and consultation will enable us to continue to gather views of stakeholders and identify new impacts as the programme develops.

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?

The adverse impacts of building new homes on the estate and refurbishing existing homes on the estate are justified on the grounds of raising the standard of residents' living accommodation, improving the estate environment, and increasing the supply of new housing.

In addition there may be positive gains for the 9 protected groups:

- A better standard of accommodation for current residents
- Improved thermal insulation (in new and refurbished homes) will reduce home running costs of benefit to those on low incomes including the elderly and people with disabilities
- New homes will be built to 'Homes for Life Standard' improving quality of accommodation for elderly and people who develop disabilities
- Some new homes will be designed particularly for those whose impairment requires use of a wheel chair
- Improvements to the public realm may improve the pedestrian environment and accessibility improving quality of life particular for those who feel more vulnerable.
- Improved access to local facilities if facilities such as retail are developed alongside new housing
- Community Safety improvements which aim to address fear of crime and improve the attractiveness of the estate. Development could include improved play facilities for children/young people and greater measures in tackling the crime hot spots on the estate.
- It is well documented that a child's growing environment has a dramatic impact on their life chances (health and education). Therefore, meeting this housing need by moving to suitable accommodation would have a high probability of positive outcomes.
- New affordable housing at Agar Grove Estate may be allocated to equalities groups if they are identified as being in housing need and they qualify. A Local Lettings Policy will prioritise local people for the new housing. We know from the Transfer List and the Housing Needs Survey March 2013 & July 2013 that overcrowding affects a number of households from ethnic groups so new affordable housing could alleviate overcrowding. New affordable housing designed specifically for people with disabilities could benefit disabled people living on the estate. New affordable housing may be allocated to families with children and young people as part of the household.
- Development could improve accessibility to the estate and this may have positive impacts for older people and those with disabilities.
- Redevelopment includes improvements to green areas on the estate including new play facilities and amenities. This could have a positive impact for children and young people.
- Existing homes on the estate are undersized and all new homes will be larger, warmer and more accessible.

The housing directorate has a key role to play as a provider of services, an allocator of housing, a place shaper and as a housing manager. Camden is a borough rich in diversity, home, for instance, to the third largest Bangladeshi population in London, a substantial lesbian and gay community and a high proportion of young people and students. At the same time the borough is home to striking inequality and deprivation. Deprivation and social exclusion are concentrated in areas of social housing; we estimate that 43% of households renting their homes from the Council are headed by someone of working age who is not in employment. The recent housing needs survey showed that Black and Asian households are particularly likely to live in the social rented sector. Furthermore the housing needs survey found that just under a third of Asian households (29%) and a fifth of Black households (19%) are unsuitably housed. In terms of new allocations to Council housing, 43% of lettings are to BME households. In terms of average income the housing needs survey found that Black and Asian households tended to have below average income, £23k and £31k respectively compared to a borough average of £37k. The provision of new, more and more sustainable housing will be of particular benefit to our BME communities.

Evidence:

Residents have expressed a desire for comprehensive redevelopment through consultation events and door knocking undertaken by the Council.

The Council hold stock condition information and has undertaken survey work to establish the level of investment and improvements needed on the estate.

The Council holds information about the borough wide need for additional housing supply to address housing needs and shortages within the borough.

The development of new housing on the Agar Grove Estate may involve the demolition of existing Council owned housing which would be replaced with new housing for all residents who might need to move as a result. In this scenario the Council would seek possession of existing tenancies, leaseholds and freeholders, provide temporary accommodation (where and if necessary) and provide permanent re-housing within the A development or elsewhere in the borough depending on individual preferences. New housing would be developed on identified plots within the estate, generating a surplus receipt some of which may be invested back into the existing properties.

This process may produce the following adverse impacts:

- Disruption to family life
- Concern and anxiety about the process of moving
- Inconvenience caused by construction works on the estate.

All of these impacts could be felt by any residents, but may be felt more deeply by certain groups. This has been outlined in the Equality Impact Summary below.

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	Children and young people who rely on stability at home for education and development may be more affected by the disruption of moving home/having works in their home. Older people may need greater support to assist in the process of moving home/having works in their home.	Please see a list of all positive impacts above.
Disability	Disabled people may need greater support to assist in the process of moving home/having works in their home. Blind and deaf people and people with learning disabilities may need greater support and access to information in the right formats to assist in the process of moving home/having works in their home.	Please see a list of all positive impacts above.
Gender reassignment	Regeneration, including demolition of existing housing, building of new housing, and refurbishment of existing housing, may be disruptive for everyone who lives in the local area. However, this group of residents will not be more adversely affected.	Please see a list of all positive impacts above.
Marriage and civil partnership	Regeneration, including demolition of existing housing, building of new housing, and refurbishment of existing housing, may be disruptive for everyone who lives in the local area. However, this group of residents will not be more adversely affected.	Not applicable for this protected group
Pregnancy and maternity	Women more likely to be lone parents possibly more susceptible to disruption from construction work and limited access to green spaces, play spaces during improvement work.	Please see a list of all positive impacts above.
Race	There could be communication barriers where English is not a first language, and essential information is not conveyed.	Please see a list of all positive impacts above.

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Religion or belief	<p>Regeneration, including demolition of existing housing, building of new housing, and refurbishment of existing housing, may be disruptive for everyone who lives in the local area. However, this group of residents will not be more adversely affected.</p>	<p>Please see a list of all positive impacts above.</p>
Sex	<p>Regeneration, including demolition of existing housing, building of new housing, and refurbishment of existing housing, may be disruptive for everyone who lives in the local area. However, this group of residents will not be more adversely affected.</p> <p>Women more likely to be lone parents possibly more susceptible to disruption from construction work and limited access to green spaces, play spaces during improvement work.</p>	<p>Please see a list of all positive impacts above.</p>
Sexual orientation	<p>Regeneration, including demolition of existing housing, building of new housing, and refurbishment of existing housing, may be disruptive for everyone who lives in the local area. However, this group of residents will not be more adversely affected.</p>	<p>Please see a list of all positive impacts above.</p>

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?

There are a range of actions we propose to mitigate against and minimise adverse impacts:

An on-going consultation and communication programme aimed at involving residents in decisions about their estate, and keeping them updated with progress of the project. The project has a dedicated consultation and engagement officer who, in addition to working with local residents to understand and mitigate impacts associated with the physical regeneration with local residents around the consultation, will also look at engaging residents into the estate regeneration through community projects aiming to improve social and environmental conditions for residents.

A Local Lettings policy will ensure that residents who may be directly affected by the project will have priority for rehousing either within the new development, within the existing estate, or elsewhere in the borough depending on their individual preferences.

A housing needs survey will be undertaken to give us a better idea of the housing needs and preferences on the estate, and the Council holds information about the borough wide need for additional housing supply to address housing needs and shortages within the borough. We have already had contact with 85% of the households on the estate and may need to move home to enable regeneration / redevelopment of the estate. We also are aware of some of the overcrowding issues on these from those who are registered as overcrowded and on the transfer list as well as from the Housing Needs Survey March 2013 & July 2013. This information has been used to model and design the proposals.

A (statutory) financial compensation package that will provide Home Loss payments (compensation for having to move) to all residents who move because of the development, and disturbance payments to cover the actual costs of moving.

Direct practical support for all households having to move, with targeted support for those identified (including specific groups identified above who may feel the impacts more deeply) as requiring specific and tailored support, will be provided by the Regeneration & Development Team. This will include a programme of communication and information to ensure households know the process and assistance with the practical arrangements for moving.

The impacts of construction on residents will be managed through construction management plans that will cover issues such as vehicle movements, noise, working hours, control of dust etc.

Project and contract monitoring will include monitoring of the impact of the project on residents and specifically protected groups.

The activities are all intended to promote positive impacts as described above – new and refurbished housing, an improved estate environment, community and social projects.

An estate based community engagement approach has been developed to try to ensure estate regeneration has a positive impact on all residents in the short, medium and long term.

Activities have included:

- An estate walkabout with residents from the tower block Lulworth (managed by a TMO) and the low-rise blocks (which don't have a tenants' and residents' association)

- Presentations to two of Lulworth TMO's committee meetings
- Two exhibitions held in fully accessible buildings, each comprising three drop-in sessions held morning, afternoon, evening to suit both working and non-working households
- Several subsequent sessions of door-knocking, again in the afternoon, morning and evening.
- Appointments for visits made on request, and also at times when there would be an English-speaking household member at home
- Hand-delivery of relevant documents to all homes on the estate and by post to non-resident leaseholders; posting of exhibition boards on the Council's website.
- Our approach is that all residents will have an opportunity to review, discuss and comment on the proposals that are developed. This will be done through direct mailing, knocking on people's doors, home visits, email and telephone contact, survey forms, exhibitions, and meetings.

If a particular regeneration option is developed in detail, activities will be arranged to engage particular groups in the design and development of the scheme. These could include a working party of residents especially interested in architecture and design (a number of people have already told us about their interest), children and young people interested in the play and sports facilities, and older people wanting a sitting out area which was one of the common wishes for a re-landscaped estate.

It is well documented that a child's growing environment has a dramatic impact on their life chances (health and education). Therefore, meeting this housing need by moving to suitable accommodation would have a high probability of positive outcomes.

We will continue to amend project activity to promote positive impacts. All of the actions identified in Section 10 of this assessment will be reviewed and amended as the project develops.

As the project progresses on-going consultation and communication with residents will enable officers to monitor impacts for individual households and the trends. The implementation of mitigation measures described above (such as the consultation & engagement staffing, and the support provided for individual households) will have feedback and review as part of the process.

Feedback from individual households will be collected including feedback from households directly affected (e.g. evaluation surveys will be conducted).

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	X
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.	
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.	
Stop the activity	The EIA shows unlawful discrimination.	
<p>Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.</p>		

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: Summer 2013

Sign off

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

Quality assured by:	Denise Pittaway, Senior Policy Officer, Housing Strategy Unit x 3515
Quality assured by OD for organisational change / restructures:	N/A
Signed off by:	Melissa Dillon, Head of Regeneration & Development x 3100
Date:	15 October 2013
Comments (If any)	

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](#).