

GOSPEL OAK INFILL AND MAITLAND PARK SITES

Site details

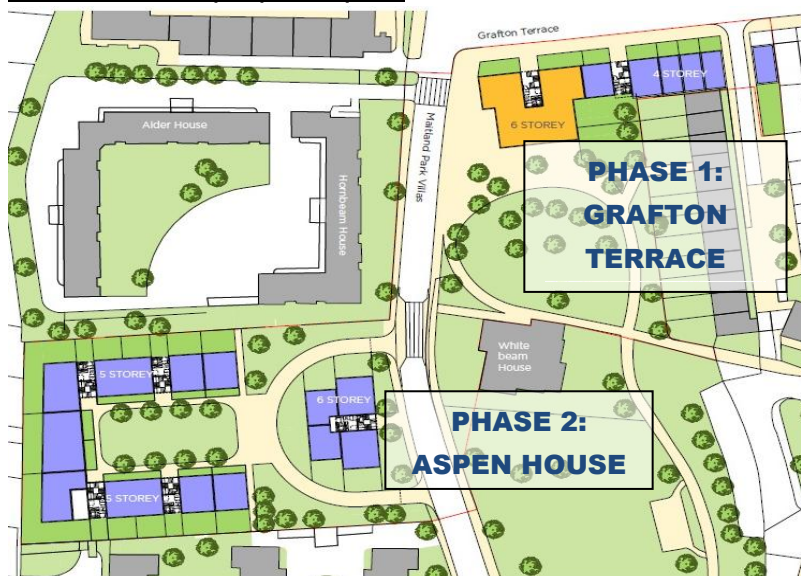
Maitland Park

Maitland Park consists of four main estates and peripheral blocks flanking Maitland Park villas in the Haverstock ward, together containing around 500 properties. While a majority of homes on the Maitland Park estate have had their Better Homes improvements, with the exception of Aspen House, meetings with residents and the TRA revealed significant concerns around anti-social behaviour around the Maitland Park Gym at the rear of the estate, and area of dilapidated garages, unofficial parking and a kick-about football pitch very close to resident's homes.

There are two main sites proposed for a phased development;

- **Site 1: Grafton Terrace**
Located at the junction of Grafton Terrace and Maitland Park Villas, and currently housing the Maitland Park TRA hall. The TRA are in the process of relocating to the gym building, freeing up the site for the development, a landmark flatted building on the corner above a new community centre/TRA hall, and more traditional terraced homes fronting Grafton Terrace to the east, totalling 37 units.
- **Site 2: Aspen House**
Currently housing the Maitland Park gym, a block of garages and the 39-unit Aspen House block. With the completion of the first phase and relocation of the TRA to the new hall the site will become available for redevelopment. The proposal is for 82 flats arranged as a courtyard development on the site of the gym, garages and Aspen House. This would provide new homes for the 39 households (36 tenants/3 leaseholders) demolished to complete the courtyard with private homes.

Maitland Park proposal plan



Aspen House visualisation



Kiln Place

The Kiln Place Estate is situated to the east of the other Gospel Oak estates, bounded by Lamble Street and Grafton Road to the north and west, Hemingway and Meru Close to the east and the mainline railway to St Pancras to the south. The estate consists of 164 units arranged over four x 4-storey blocks.

Development on the estate is proposed to take the form of two terraces of townhouses either side of Kiln Place and conversion of the underused foyers of 3 of the existing blocks in the form of flats and maisonettes, as requested by the TRA. Together these sites provide 17 units of a range of sizes.

Kiln Place proposal plan



Kiln Bank visualisation

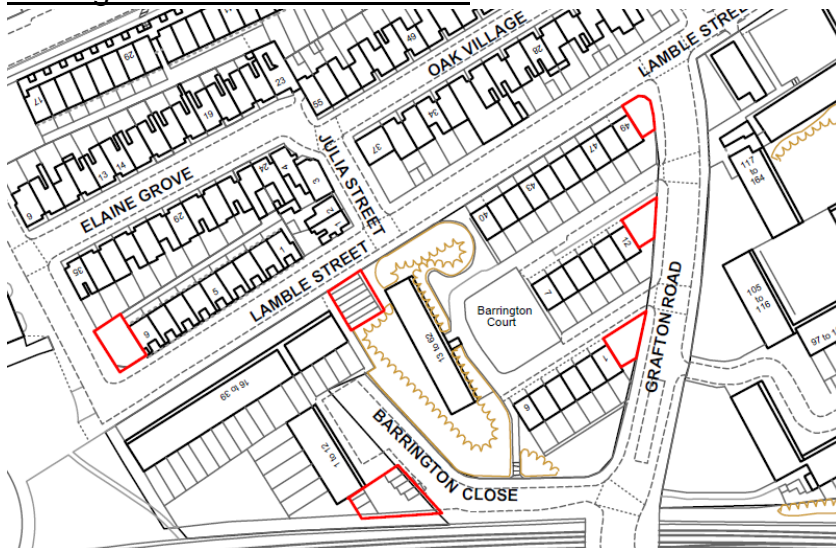


Lamble Street and Barrington Close

There are six small sites around the Lamble Street estate which could provide up to 8 units consisting of five 3-bed houses and three duplex flats.

The estate, bounded on its southern edge by the mainline railway from St Pancras, currently comprises, 107 homes arranged as an eleven storey block, three terraces of two-storey houses, and two blocks of four storey stacked maisonettes. There is an additional site on the opposite side of Lamble Street adjacent to a two storey Benson and Forsyth terrace at 1-9 Lamble Street.

Barrington and Lamble infill sites



Lamble Street visualisation



Options Appraisal

Option 1: off-site affordable

This is the proposed option, please see section 32 for details. The financial implications of this option are set in the confidential Part II appendix.

Option 2: Council as developer

The standard approach on CIP projects has been for the Council to act as the developer as this maximises the amount of new social housing and capital receipts to meet CIP targets. However it would also expose the Council to the highest level of peak debt (see table 1 below), which currently cannot be funded given the Council's other CIP borrowing commitments.

Although the Council cannot currently fund this approach, once more advanced schemes complete and capital receipts are received the pressures on borrowing will be eased and funding could become available for these projects. Two possible outcomes of the Option 2 are given in table 1 below, comprising:

- As much social rented housing units as possible with a modest net capital receipt (Option 2A), or
- 50/50 schemes in line with CIP aims, and a higher capital receipt (Option 2B)

Option 3: disposal of sites with planning consent

This option would be on the basis that the Council would dispose of some of the sites once planning permission was obtained, and deliver a planning compliant level of social housing using the sales receipts on the sites it retains.

In the modelled option the sites to be sold are:

- Maitland Park: Grafton Terrace
- Kiln Place: bank site intended for terraced housing
- Barrington and Lamble: all sites

Under this option, the Council would either make a net loss or would have to deliver fewer affordable housing units compared with options 1 and 2. The reason for this is the price that purchasers would pay for the sites is net of overheads and profit, and is insufficient to cover the cost of the affordable units.

The table below shows the options for delivery and the impacts on programme and cashflow

		Maitland Park	Kiln Place	Barrington and Lamble	Total	
Option 2A	▪ Council as developer				73	
	▪ Private sale units brought forward to reduce peak debt	Units (social rent)	60	10	3	47.4%
	▪ Maximum amount of social rented housing	Units (LCHO)	0	0	0	0
		Units (private sale)	69	7	5	81 52.5%

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		Expenditure	25.8m	3.8m	3.7m	33.3m
		Income	27.4m	4.3m	4.0m	35.7m
		Cumulative surplus / deficit	0.8m	0.4m	0.3m	1.5m
		Peak debt	9.4m (July 2015)	2.2m (May 2015)	2.2m (Feb 2016)	
Option 2B	<ul style="list-style-type: none"> ▪ Council as developer ▪ Private sale units brought forward to reduce peak debt ▪ Policy compliant mix on Maitland and Kiln 	Units (social rent)	37	5	3	45 29%
		Units (LCHO)	24	4	0	28 18%
		Units (private sale)	68	8	5	81 52.5%
		Expenditure	26.8m	4.0m	3.7m	34.5m
		Income	29.6m	5.0m	4.0m	35.9m
		Cumulative surplus / deficit	2.8m	1.0m	0.3m	4.1m
		Peak debt	9.5m (Nov 2015)	2.2m (May 2015)	2.2m (Feb 2016)	
Option 3	<ul style="list-style-type: none"> ▪ Sale of sites with planning consent ▪ Social units have to be built first at Aspen House to provide decant accommodation 	Social rent	37	5	0	42 27.2%
		LCHO	24	4	0	28 18.1%
		Private	68	8	8	84 54.5%
		Expenditure	20m	1.9m	0.2m	22.1m
		Income	18.9m	1.5m	1.0m	21.4m
		Cumulative surplus / deficit	-2.1m	0.1m	0.8m	-1.0m
		Peak debt	11.6m	0.5m (Mar 2016)	0.2m (Jun 2014)	

Resident Consultation

Initial Consultation

In 2012 architects were selected by panels of representatives of each of the estates following training sessions in urban design carried out by Glasshouse, along with officers from Regeneration and Place Shaping, resulting in some local, smaller, outstanding practices being appointed. Following appointment, feasibility studies were undertaken and numerous meetings held with the TRAs to develop and guide initial proposals. The infill proposals at Kiln Place and the Barrington and Lamble estates were presented at the estates and surrounding communities in October with largely positive responses.

Exhibitions of design proposals were held for the Maitland Park estate in June 2012 where it was suggested by residents that the Council should look at redeveloping Aspen House, as people living in the block reported a number of major problems with its layout and condition including damp, frequent lift breakdowns, poor drainage and general condition. This option was explored and a proposal for a courtyard development was presented to residents in August 2012. A questionnaire was sent to Aspen residents and followed up with door knocking; of the 75% who responded 70% were in favour of the proposal to explore the redevelopment of the block in more detail.

2nd Phase consultation

Following consultation on feasibility proposals officers continued to meet with estate TRAs to discuss progress and address concerns, while procurement took place for lead consultants and architects to take the schemes forward.

At Kiln Place and Maitland Park appointment of architects undertaken with interview panels including TRA representatives in June, while smaller practices were able to bid for individual sites at Barrington and Lamble and were selected by residents of the estate and surrounding area at a competitive exhibition event in July 2013.

Lamble Street and Barrington Close

The shortlisting of architects for the small infill sites was undertaken through the Supply4London procurement service followed by a competitive exhibition and interview event for residents of the estate and surrounding area to select their preferred practice. This resulted in Burd Haward Architects being chosen for three sites to the west of the estate while Hayhurst and Co were appointed to develop designs on the other 3 end of terrace sites fronting Grafton Road. Both practices undertook design workshops with residents soon after appointment to understand concerns and develop designs which responded appropriately to these.

Further consultation events were held in September with residents from the whole estate for the architects to present more advanced designs and receive feedback. Responses were largely positive to Burd Haward proposals but it was agreed the Hyahurst proposals required some modification to ensure the new homes did not damage the amenity of existing residents. It was also agreed to appoint a landscape

architect to design improvements to the wider estate environment with in consultation with residents.

Formal consultation on revised proposals with residents and ward councillors was undertaken in November 2013.

A local lettings policy for the estate has been developed which will give priority to residents in need on the estate.

Kiln Place

Peter Barber Architects were appointed in July following a competitive tendering and resident-led process with TRA representatives on the interview panel. Peter Barber have been undertaking more detailed design work in conjunction with consultants to arrive at proposals which overcome technical challenges of complex sites.

A consultation event was held on 3rd October 2013 for the whole estate to show the latest designs, and all residents were subsequently sent a leaflet and questionnaire. Proposals were generally well received, with some concerns raised over increased density, overlooking and overshadowing, parking and location of bins on the estate.

As a result of comments, designs have been modified with a small reduction in the number of units along with a new route and private entrances being explored to some existing units.

A local lettings policy for the estate has been developed which will give priority to residents in need on the estate.

Maitland Park

Cullinan Studios who carried out the initial feasibility study in 2012 were again selected by residents and officers to develop the designs in July 2013. Designs have been developed and a consulted on at a fun day for the whole estate on 21st September. A summary of the proposals and the questionnaire was sent out following the event to all residents, in total 71 feedback forms were received.

Feedback from residents was generally positive, with 72% of people said they liked the layout of the Aspen House proposal and 66% saying they liked the layout of Grafton Terrace. Areas of interest and concern were centred around the height of the new buildings, costs to leaseholders, disruption from construction traffic and concerns around rights of light and overlooking. The main area of contention was the placement of the MUGA, and further work and consultation will be carried out to establish its location on the estate.

A local lettings policy for the estate has been developed which will give priority to those from Aspen House in the first instance to the new development on Grafton Terrace. Then those properties which are not let for residents of Aspen House will be ring fenced for those residents in need on the rest of the estate. Aspen residents will be contacted on an individual basis to ensure that their needs are addressed.

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	Gospel Oak infill development and regeneration
Service and directorate responsible	Regeneration and Development, HASC
Names and posts of staff undertaking the assessment	Colin Barns - Development Manager and Julia Farr - Senior Development Manager
Date assessment completed	
Name of person responsible for sign off of the EIA	Melissa Dillon - Head of Regeneration & Development , Housing and Adult Social Care

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

A brief description of the current or proposed activity:

The infill development programme aims to build new homes and make improvements to three estates in Gospel Oak. The objectives of the programme are to:

- Create a mixture of new affordable and private homes, without the need for demolition.
- Provide opportunities for existing, overcrowded and under occupied local households to move to more suitable homes within their community.
- Upgrade the Estates by carrying out improvements to the services and fabric of existing buildings and improving communal areas on the estate.
- Be self-financing through the sale of private units on the site.

Outline of proposed changes and rationale:

The Gospel Oak infill regeneration programme is a complicated project with various development locations and styles. The programme involves utilising under-used spaces and buildings which can produce new homes for physical, environmental and social benefits to the area. Details of the three estates where infill development is proposed are given below:

17-79 Mansfield Road and 1-9 Lambie Street

These estates consist of two terraces of 2-storey housing built by LB Camden in the 1980s housing occupied by Council tenants and leaseholders. The properties are in need of improvements including concrete and roof repairs, electrical works, and new kitchens and bathrooms.

Three sites at the ends of the terraces which could be developed to provide 8 new units comprising 3x1bed, 2x4bed duplexes + 1x3bed live/work unit + 1x3-bed house for private sale

Potential estate benefits include a new bike store, new outdoor meeting area, improved refuse collection system, improved pedestrian ramp, along with repairs and improvements to the existing homes. The three 1-bed units could also be offered as social rented units to existing residents who wish to downsize, thereby freeing up larger family accommodation.

Barrington and Lambie Street estate

The estate built in 1954 and 1966 respectively consists of one 10 storey block, two four storey maisonette blocks and three rows of terraced houses. Properties are in need of significant investment in M&E services, concrete repairs, and thermal efficiency and in the high rise Barrington Court block, lift replacement.

There are five potential sites for infill development including three individual houses at the end of existing terraces on Grafton Road, and two sites to the north and south of the high rise block. This would deliver a total of eight units for sale, five 3-bed houses, a 2-bed house and three 2-bed maisonettes.

Potential estate benefits include improved public realm and security, repairs and improvements to fabric and services of existing properties, improved waste storage system, and attractive new homes at the ends of the existing blocks.

Kiln Place

The Kiln Place estate was built in 1968, and consists of four 4-storey L-shaped blocks of 164 stacked maisonettes. The blocks are in need of concrete repairs and new kitchens and bathrooms.

There are three potential infill plots on the corners of existing blocks and two stand-alone terraces that could provide a total of 17 new homes, 11 for sale and six for council tenants. A Local Lettings Policy will prioritise households on the estate by developing new homes for residents in housing need or who wish to downsize.

Potential estate benefits include the removal of unused entrances to blocks that attract anti-social behaviour, improvements to children's play area, improved routes through the estate, and improvements to existing TRA hall.

Those likely to be affected:

Residents (tenants and leaseholders) through investment in the estate environment (e.g. improved communal areas and lighting); and the provision of brand new housing. The provision of new housing may 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. There may also be training and employment opportunities for Camden residents if the schemes go ahead.

Desired outcomes:

Physical change and investment that provides an improved environment. Creating new affordable homes for local residents. Increased resident satisfaction with their homes and neighbourhood.

Gather relevant equality data and information

The demographic information has been compiled from a range of sources and has been obtained by interrogating statistical databases. The Office of National Statistics introduced a new geographic hierarchy for the 2001 Census, which are described as Census Output Areas (COAs); these are the replacement for the old 'Enumeration Districts.'

Census 2001: Demographic Information (output area level)

Summary:

There are 353 properties in the Kiln Place, Barrington and Lamble, and Mansfield Road and Lamble Street estate area. The information presented in this section uses information obtained from the Office for National Statistics (ONS) and Camden Council data sets including information on housing need, social care and tenant data. A Housing Needs Survey was also undertaken on each estate to identify family details and the repair needs of individual properties.

The proceeding sub sections provide data on the groups with protected characteristics under the Equality Act 2010 affected by the development. There are missing sections on information that was unobtainable, unrecorded or Irrelevant to this project. To begin with a description of the ward is made to put Tybald's Estate's location into context.

Gospel Oak Ward equality data

Gospel Oak Ward

The estates are located in the Gospel Oak ward which has the following key facts as defined by the 2001 Census:

- Residents 10,463
- households: 4,815
- children under 16: 2,023
- people of working age: 6,981
- people of pensionable age: 1,459

The 2001 Census also reveals that the Gospel Oak Ward, compared to other wards in Camden, was:

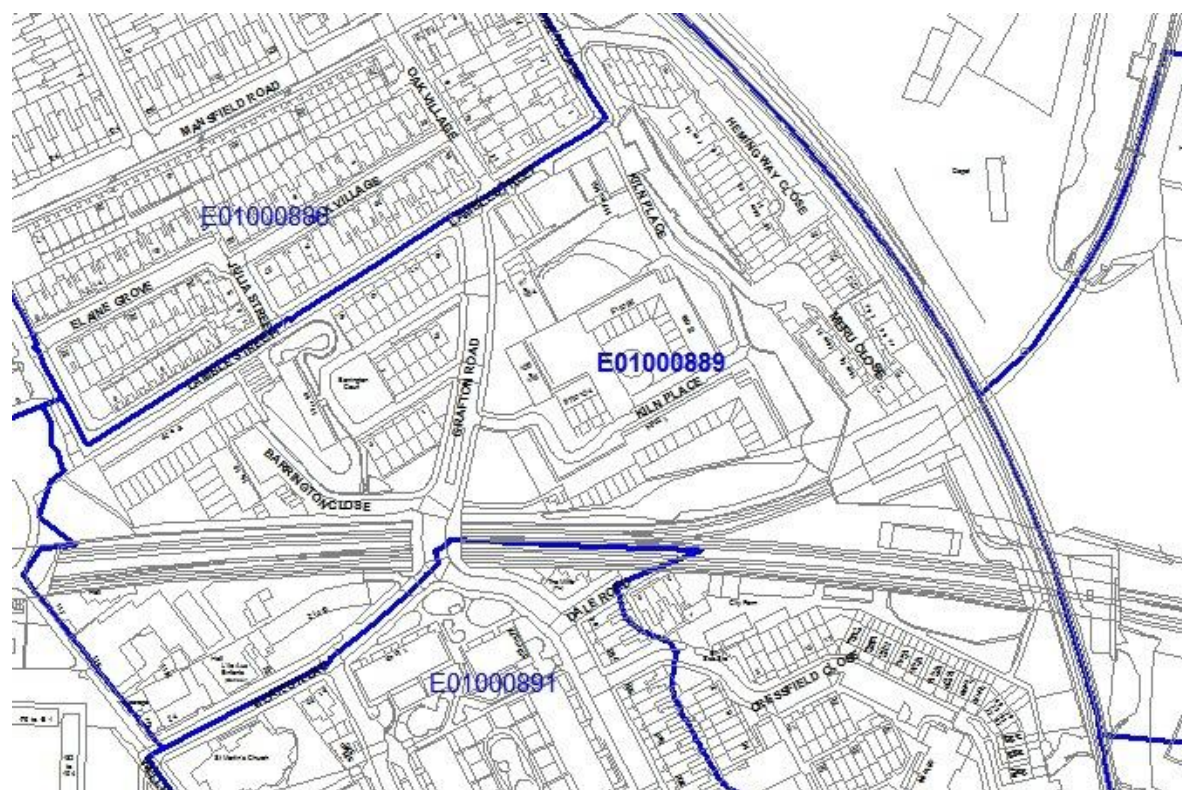
- The ward has the highest proportion of Christians (53%).
- Ranked 2nd highest for the proportion of households who rent from the Council (43%).
- Ranked 2nd highest for the proportion of lone parent households with non-dependent children (16 and over, 4%) and 3rd highest for those with dependent children (9%)
- The ward has the second highest proportion of retired persons (8.5%).
- Gospel Oak ward is one of the least ethnically diverse the in borough (rank?), with 23.64% of the population from black and minority ethnic groups, compared to 27% across the borough as a whole.

The London Health Observatory (LHO) research shows that between 2003-2007 life expectancy for males was an average of 73, which was three years below the Camden average and four years below the average for London as a whole. Female life expectancy was better at an average of 81.6, which was slightly above the borough average and almost identical to the London average.

Kiln Place, Barrington and Lamble and Mansfield Road/Lamble Street area equality data

The data set out below is based in a combination of Council records on its tenants on the estates in question, and data from the Office for National Statistics Census Super Output

Area 007A (marked E01000889 on the map below), which covers Kiln Place and Lamble and Barrington estates. The Mansfield Road and Lamble Street estate falls within a different SOA (006A - marked E01000888) which largely consists of owner-occupied Victorian street properties. Therefore the census data used is only that related to SOA 007A as it is more likely to be representative of the estates as a whole than 006A.



(Image of Kiln Place, Lamble and Barrington, and Mansfield Road and Lamble Street estates geographical output areas)

Findings –

Age Profiling

Table 1 shows there were a high proportion of both children and older residents (aged 65+) in the area compared to the borough as a whole.

Table 1: Age Structure (%) 007A Super Output Area (Data from census April 2001)

	Camden n 007A	Camden	England and Wales
People aged 0-15	18.7	15.3	18.7
People aged 16-29	23.9	27.1	18.8
People aged 30-44	26.1	30.5	20.5
People aged 45-64	21.7	18.2	25.4
People aged 65+	9.5	8.9	16.6

Table 2: Tenant age structure Kiln Place, Barrington and Lamble and Mansfield

Road/Lamble Street estate (Housing data 2012)

Age Group	Total %	
16 - 24	4	1.4
25 - 34	39	14.1
35 - 54	122	44.2
55 - 64	51	18.5
65 - 74	22	8
75+	29	10.5
no dob	9	3.3
Grand Total	276	100

Table 3: Household Composition (2001 Census)

The table below shows that there are twice as many lone parent households with dependent children in the area compared to the borough as a whole.

The household composition of the Super Output Area is as follows:

	SOA 007A (%)	Borough average (%)
Married couple household with dependent child(ren)	12.40	10.71
Married couple household with no dependent child(ren)	12.40	12.12
Cohabiting couple household with dependent child(ren)	4.24	2.06
Cohabiting couple household with no dependent child(ren)	4.73	8.42
Lone parent household with dependent child(ren)	16.64	8.26
Lone parent household with no dependent child(ren)	7.18	3.35
One person household	37.36	46.09
Multi person household: All student	0.00	0.87
Multi person household: All other	5.06	8.12

Economic activity

The table below shows that the level of employment in the area is significantly lower than the borough average, with higher unemployment and more people who are long term sick or disabled.

Table 4: Economic activity for SOA 007A (2001 Census)

Economically active		
Type of activity	Percentage	Borough average
Employed or self employed	45.3%	56.7%
Unemployed	5.4%	4.9%
Full time students	3.6%	3.2%
Economically active totals	54.2%	64.8%
Economically inactive		
Retired	10.7%	7%
Students	9.4%	10.9%
Looking after home/family	9.2%	6.4%
Long term sick or disabled	9.8%	5.8%
Other	6.7%	5.1%
Economically inactive totals	45.7%	35.2%

Ethnicity

Table 5 – Ethnicity for SOA 007A (2001 Census)

	Percentage	Borough average
White: British	58.1	52.7
White: Irish	5.6	4.6
White: Other White	7.9	15.8
Mixed: White and Black Caribbean	1.9	0.8
Mixed: White and Black African	0.9	0.6
Mixed: White and Asian	0.9	1.0
Mixed: Other Mixed	0.9	1.3
Asian or Asian British: Indian	0.8	2.3
Asian or Asian British: Pakistani	0.4	0.6
Asian or Asian British: Bangladeshi	7.3	6.4
Asian or Asian British: Other Asian	1.3	1.1
Black or Black British: Caribbean	2.2	1.8
Black or Black British: African	7.9	6.0
Black or Black British: Other Black	0.6	0.5
Chinese or other ethnic group: Chinese	0.6	1.8

Chinese or other ethnic group: Other ethnic group	2.6	2.7
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Table 6: Ethnicity of estate residents (Camden Housing Data 2012)

Based on the information that the Council has collected from tenants of the estates involved in these infill proposals, the ethnicity of residents in the Council's properties is as follows:

	Barrington and Lamble estate	Kiln Place	17-79 Mansfield Road	1-9 Lamble St	Total	%
Asian Bangladeshi	4	10	1		15	6.3%
Asian Chinese	1	1			2	0.8%
Asian Other	1	5			6	2.5%
Asian Pakistani		1			1	0.4%
Asian Indian			1		1	0.4%
Asian UK	1	1			2	0.8%
Black African	4	8	3		15	6.3%
Black Caribbean	3	1			4	1.7%
Black Other	1	1			2	0.8%
Black Somali	1	1			2	0.8%
Mixed: White and Black Caribbean	1	3	1		5	2.1%
No data	14	30	14	5	63	26.5%
Other	9	7	4		20	8.4%
Refused	2	7	2		11	4.6%
White Irish	2	3			5	2.1%
White Other	6	9	1	1	17	7.1%
White UK	23	33	10	1	67	28.2%
Total	73	121	37	7	238	100%

Religion

Table 7 shows that the Tybald's Estate area has a larger than average Christian and Muslim populations.

Table 7: Religious belief described from 2001 Census

	Percentage	Borough average
People stating religion as: Christian	58.9	47.1

People stating religion as: Buddhist	0.2	1.31
People stating religion as: Hindu	0.2	1.53
People stating religion as: Jewish	1.07	5.63
People stating religion as: Muslim	15.18	11.57
People stating religion as: Sikh	0	0.22
People stating religion as: Other religions	0.47	0.59
People stating religion as: No religion	15.51	22.02
People stating religion as: Religion not stated	8.46	10.03

Housing tenure

The census data for SOA 007A shows that more than twice the number of people rent their housing from the Council compared to the borough as a whole.

Table 8: Housing Tenure from 2001 Census

	Percentage	Borough average
Owner occupied: Owns outright	4.6	14.4
Owner occupied: Owns with a mortgage or loan	12.7	20.0
Owner occupied: Shared ownership	0.7	0.6
Rented from Council	58.4	26.0
Rented from Housing Association / Registered Social Landlord	15.6	11.4
Rented from Private landlord or letting agency	4.9	23.5
Rented from other	3.3	4.3

Deprivation

The Indices of Deprivation (2010) ranked the 007A Super Output Area 5,267 out of 32,482 for its total deprivation levels; one being the most deprived. This places the area in the top quartile of deprived areas in England.

In the seven areas that the assessment was based income was the most significant issue along with health deprivation and disability, while access to employment and living environment were also judged as being a concern.

Disability

Information from our Social Care Client records shows there are 8 residents listed as having a Physical and Sensory Disability and Frailty. In addition there are two residents with learning disabilities. Please note these are clients of council services provided by Housing & Adult Social Care.

Sex/Gender

The population estimates from 2010 show that there are almost exactly the same number of men and women in the area, although information gathered directly by Camden from its

tenants shows there are more than double the number of females than males living on the estates covered by this EIA.

Table 9: Mid 2010 population estimates (Office for National Statistics)

Variable	Measure	SOA 007A area (ONS)	Camden estates (tenant data)
All People	Count	1,489	240
Males	Count	912	78
Females	Count	913	161

Sexual orientation.

No information available

Take up of services, by protected group:

Social Care: Information obtained from Camden’s social care records show that there are 16 households listed as clients. These include households receiving services for mental health issues (six cases), Physical and Sensory Disability and Frailty (eight cases), and learning disabilities (two cases).

Camden’s housing services: There are 353 properties in the estates covered by this EIA. Of these, at least one member of a household in 123 of the properties have applied for rehousing, of which:

- 24 households are overcrowded
- 63 households have a medical need for seeking rehousing (49 low need, 13 medium need and 1 high need)

In total there are 144 applications for rehousing from residents on these estates, as some members of the same families have submitted their own applications.

Consultation and engagement

Consultation about the redevelopment on these estates was initiated in February 2012. During this process there has been a cross section of the community represented, which has been achieved though using a mixed method approach. We have prepared newsletters which were distributed to every household, drop ins and exhibitions were held with invitations sent to every household. There has been involvement of a cross-section of residents from all ages, ethnicity and backgrounds. A number of TRA representatives who have been involved in the consultations have disabilities.

The resident consultation process entailed the Cabinet member for Housing attending meetings with each of the TRAs to ascertain the chief repairs and management priorities and for regeneration officers to present the areas considered suitable for infill development. Advice was taken from the residents on the acceptability of the proposed sites and amendments were made in some instances. Investigation into the repairs and management matters were referred to the relevant offices in the council.

Following this TRAs were asked to comment on the brief for architects to carry out feasibility studies of the sites and to sit on selection panels together with officers from Regeneration and Place Shaping. Representatives from some of the estates attended training sessions in urban design carried out by Glasshouse.

The choice of architects invited to tender was made with the involvement of residents resulting in some local, smaller, outstanding practices being appointed.

Once appointed the architects presented their initial ideas to residents in the form of models and drawings at an early stage to seek views and make changes before completing the feasibility report.

A Gospel Oak exhibition of small sites models for the wider community took place on 30th October 2012, with a generally positive response.

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 will use different types of media including models and pictures to illustrate the projects. Meetings will be held at various times of the day in TRA halls with ground floor level access in estates to accommodate everyone's needs. We are able to contact carers to ensure people with learning disabilities are involved and details are fully explained.

We will work 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.

Have you identified any information gaps?

Information gaps have been addressed throughout the course of the consultation programme. Originally there was a requirement for greater area based activities. This was integrated into the design stage strategy and will continue during the statutory consultation stage.

Although there has been a cross section of the population reached there is still a requirement for a Bangladeshi, younger persons' and older persons' focus groups. As result the team will continue to engage with these groups specifically during the statutory consultation process.

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?

Considering the evidence Gospel Oak infill programme has been judged to have more of positive impacts on local residents and the London Borough of Camden as a whole.

The potential negative impacts identified are mainly related to disruption caused by the construction process and the change in living environments that would result. On the Gospel Oak estates these negative impacts would be felt more by residents directly adjoining the proposed developments although it is very unlikely they would need to be relocated from their homes. There are 23 properties which could be directly affected by these proposals.

In order to mitigate the potential negative impacts Camden Council will produce a Local Lettings Policy which will allow residents affected the choice of moving to a new home under the allocations system. The options available would be to move to a new home in the development site or move somewhere else in the borough. Tenants would retain their tenancies and have the right to move back. Ultimately all removal costs and fees associated with moving would be paid for by the council. In addition, support services would be offered to vulnerable residents who would find the move difficult.

The positive impacts that this project proposes can be defined as following:

- A net increase of affordable social rented homes to meet the needs of Camden's residents'.
- A net increase in family sized homes to meet the needs of Camden's residents'.
- Utilising under-used spaces which are currently the focus of anti-social behaviour
- A Local Lettings policy will allow residents directly affected by the development to move into a new home suitable to their requirements. This could either be a temporary move or a permanent move depending on their circumstances.
- Improved open spaces and courtyard spaces.
- A better standard of accommodation for a proportion of current residents.
- Where possible, new homes will be built to 'Homes for Life Standard' improving quality of accommodation for elderly and people who develop disabilities
- An improved estate environment for estate residents and other residents/visitors.
- Improved pedestrian routes across the estate.
- The construction would have a positive impact on the local economy and could allow for local employment.
- Improved entrances and increased security for existing residential blocks for current residents.

Impacts will help to meet the Community Strategy priorities as follows:

- **Providing democratic and strategic leadership fit for changing times** - the project will focus on customers and citizens by addressing housing and other needs identified through consultation with residents.
- **Developing new solutions with partners to reduce inequality** - improved housing to contribute to life chances for children, young people, disabled people and older people.
- **Creating conditions for and harnessing the benefits of economic growth** - This new development intends to have a positive value on the local community and the London Borough of Camden by making better use of public assets.
- **Investing in our communities to ensure sustainable neighbourhoods** – the project will promote environmental sustainability in new buildings, access to an improved built environment and public realm, and access to housing. New homes and wider improvements on these estates would provide mixed tenure development; therefore promoting the ‘mixed community’ ideal, where people from low income families share living space with key workers for example. The project through physical change will also aim to address fear of crime and improve the attractiveness of the borough. Furthermore, development could include improved play facilities for children/young people and greater measures in tackling the crime hot spots on the estate.
- **Delivering value for money services by getting it ‘right first time’** - This project aims to be self-financing and the surplus would be channelled into the "Better Homes" repairs programme. The new homes would be built to high standards, including Lifetime Homes.

The overall vision is for a "better borough". "We want to make... a place where everyone has a chance to succeed and where nobody gets left behind. We're going to create a place that works — for everyone." 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.

Concerns held by affected residents, such as those at Barrington and Lambie in relation to the potential loss of light, privacy and views will be addressed through the commission of various studies to ascertain the level of impact and a detailed design process which will seek to minimise any such impact. In addition, the households which would be directly affected are included in the Local Lettings Policy, which allows tenants to have priority over new homes as part of the allocations system. Extra points would be provided to make a move more efficient.

The adverse impacts of building new homes on these estate are moderate and are justified and mitigated by the improvement in the standard of residents' living accommodation, improving the public environment, and increasing the supply of new family housing.

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	<p>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 major works across the estate (as noted in stage three).</p> <p>Potential disruption caused by construction. Older people may need greater support to assist in the process of moving home/having major works in their home.</p>	<p>Please see a list of all positive impacts above.</p>
Disability	<p>Disabled people may need greater support to assist in the process of moving home during construction if they are directly affected.</p> <p>Blind and deaf people may need greater support and access to information in the right formats to assist in the process of moving home/having major works in their home.</p> <p>People with learning disabilities will potentially need accessible / easy to read information, and extra time to prepare for changes such as work in their homes or a move.</p>	<p>Please see a list of all positive impacts above.</p>
Gender reassignment	<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>Not applicable for this protected group</p>

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. New parents more prone to disruption of building work (impact of noise during day & new baby etc	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.
Religion or belief	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.
Sex	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. 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.	Not applicable for this protected group
Sexual orientation	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

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?

The Gospel Oak regeneration project is an evolving process and will continue to adapt to new challenges during design process. Mitigating adverse impacts on residents will be one of those challenges which the team will endeavour to achieve.

The project team will Camden Council's Regeneration & Development team, a lead-consultant, and a multi-disciplinary design team. In consequence there are a number of professionals monitoring equalities issues and ensuring the project is inclusive.

This EIA will be reviewed by the regeneration team and policy team if the Camden's Cabinet decides to take the scheme forward. This would henceforth be part of the planning documentation.

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.	
Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.		
None		

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: February 2013 (before planning application is submitted)

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 and Adult Social Care
Quality assured by OD for organisational change / restructures:	
Signed off by:	Melissa Dillon - Head of Regeneration & Development , Housing and Adult Social Care
Date:	8 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](#).

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	Maitland Park regeneration
Service and directorate responsible	Regeneration and Development, HASC
Names and posts of staff undertaking the assessment	Colin Barns - Development Manager and Julia Farr - Senior Development Manager
Date assessment completed	
Name of person responsible for sign off of the EIA	Melissa Dillon, Head of Regeneration & Development , Housing and Adult Social Care

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 Maitland Park 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 Maitland Park Estate. Other stakeholders include –

- LBC Estate Management
- LBC Estate Services

Residents (tenants and leaseholders) living on the Maitland Park 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 Estate Regeneration 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.
- Creating new affordable homes for local residents

Gather relevant equality data and information

The demographic information has been compiled from a range of sources and has been obtained by interrogating statistical databases. The Office of National Statistics introduced a new geographic hierarchy for the 2001 Census, which are described as Census Output Areas (COAs); these are the replacement for the old 'Enumeration Districts.'

Census 2001: Demographic Information (output area level)

Summary:

There are 456 properties on the four estates covered by this EIA. The information presented in this section uses information obtained from the Office for National Statistics (ONS) and Camden Council data sets including information on housing need, social care and tenant data. A Housing Needs Survey was also undertaken on each estate to identify family details and the repair needs of individual properties.

The proceeding sub sections provide the available data on the equalities areas affected by the development. To begin with a description of the ward is made to put Maitland Park estate's location into context.

Gospel Oak Ward equality data

Gospel Oak Ward

The estates are located in the Haverstock ward which has the following key facts as defined by the 2001 Census:

- Area (Hectares): 73
- Residents: 11,225
- households: 5,025
- children under 16: 2,367
- people of working age: 7,355
- people of pensionable age: 1,503

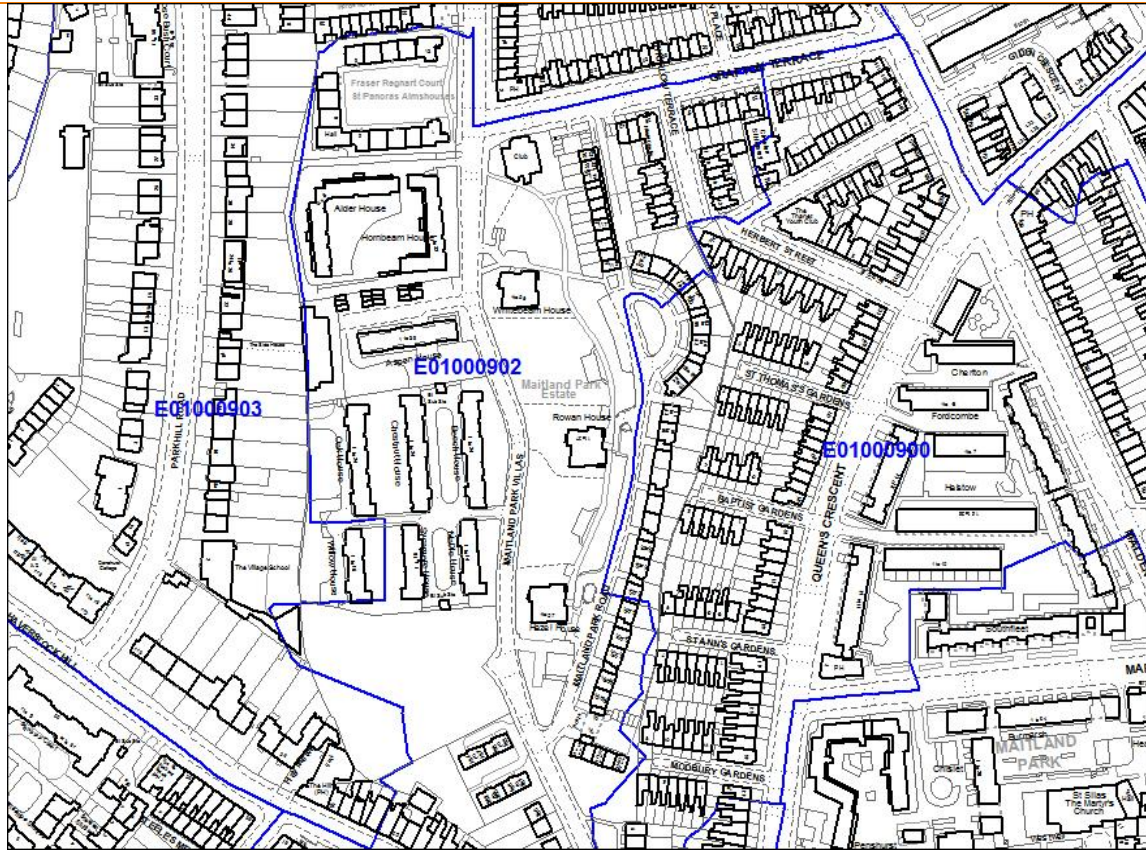
The 2001 Census also reveals that the Gospel Oak Ward, compared to other wards in Camden, was:

- 2nd most densely populated ward in Camden (154 persons per hectare).
- Has the 2nd highest proportion of children aged under 16 (21%).
- Has the 2nd highest proportion of lone parent households (14%)
- Has the 2nd highest proportion of dependent children in *workless households* – where no adult is in employment (11%)
- Has the 2nd highest proportion of people looking after home or family (8%)
- Ranked 2nd on the proportion of people having a limiting long-term illness (18%)
- Randed 3rd highest on the proportion of retired people (8%)
- Ranked 5th highest for pensioners living alone (14%)
- 35% of households contain one or more persons with a limiting long-term illness.

The London Health Observatory (LHO) research shows that between 2003-2007 life expectancy for males was an average of 74.2, which was almost three years below London's average. Female's life expectancy was better at an average of 80.4, although this was still 1.6 years below London's average.

Maitland Park area equality data

The data set out below is based in a combination of Council records on its tenants on the estates in question, and data from the Office for National Statistics Census Super Output Area Camden 012B (marked E01000902 on the map below), which covers the whole estate.



(Image of Maitland Park estate geographical output areas)

Findings –

Age Profiling

Table 1 shows there were a high proportion of children in the Maitland Park area and a lower than average number of people aged 65+.

Table 1: Age Structure (%) 012B Super Output Area (Mid 2010 population estimate)

	Camden 012B	Camden	England and Wales
People aged 0-15	20.7	15.3	18.7
People aged 16-29	29.0	27.1	18.8
People aged 30-44	26.3	30.5	20.5
People aged 45-64	16.5	18.2	25.4
People aged 65+	7.5	8.9	16.6

Table 2: Tenant age structure Maitland Park estates 1, 2, 3 and 4, and Aspen House (Housing data 2012)

Maitland Park Estate only	Age Groups							Total
	16-24	25-34	35-54	55-64	65-74	75+	no dob	
ALDER HOUSE	1	5	11	7		2	3	29

GOSPEL OAK INFILL AND MAITLAND PARK SITES, APPENDIX 20

BEECH HOUSE	1	3	11	1		1		17
CHESTNUT HOUSE	1	3	9	5				18
HAZEL HOUSE		6	6	4	1	1		18
HORNBEAM HOUSE	1	1	13	6	3	1		25
MAITLAND PARK ROAD		9	55	12	11	17	5	109
MAPLE HOUSE	1	1	7	2				11
OAK HOUSE		2	9	1	2	3		17
ROWAN HOUSE		1	4	2	1	1		9
SYCAMORE HOUSE		3	3	3	1	1	1	12
WHITEBEAM HOUSE		1	7	2	3	2		15
ASPEN HOUSE		5	17	2	6	5	1	36
WILLOW HOUSE		3	7	2		1	2	15
Total	5	43	159	49	28	35	12	331
%	1.5%	13.0%	48.0%	14.8%	8.5%	10.6%	3.6%	

Table 3: Household Composition (2001 Census)

The household composition of the Super Output Area is as follows:

	SOA 012B (%)	Borough average (%)
Married couple household with dependent child(ren)	11.31	10.71
Married couple household with no dependent child(ren)	11.93	12.12
Cohabiting couple household with dependent child(ren)	2.92	2.06
Cohabiting couple household with no dependent child(ren)	7.20	8.42
Lone parent household with dependent child(ren)	10.87	8.26
Lone parent household with no dependent child(ren)	4.84	3.35
One person household	43.82	46.09
Multi person household: All student	0.69	0.87
Multi person household: All other	6.44	8.12

Table 4: Economic activity (2001 Census)

Economically active		
Type of activity	Percentage	Borough average
Employed or self employed	55.0%	56.7%
Unemployed	5.4%	4.9%
Full time students	2.9%	3.2%
Economically active totals	63.2%	64.8%
Economically inactive		
Retired	8.5%	7%

Students	13.5%	10.9%
Looking after home/family	10.2%	6.4%
Long term sick or disabled	12.9%	5.8%
Other	7.7%	5.1%
Economically inactive totals	36.7%	35.2%

Ethnicity

Table 5 – Ethnicity for SOA 012B (2001 Census)

	Percentage	Borough average
White: British	58.9	52.7
White: Irish	4.9	4.6
White: Other White	12.6	15.8
Mixed: White and Black Caribbean	1.2	0.8
Mixed: White and Black African	0.6	0.6
Mixed: White and Asian	1.0	1.0
Mixed: Other Mixed	1.2	1.3
Asian or Asian British: Indian	1.9	2.3
Asian or Asian British: Pakistani	0.3	0.6
Asian or Asian British: Bangladeshi	4.2	6.4
Asian or Asian British: Other Asian	0.9	1.1
Black or Black British: Caribbean	1.7	1.8
Black or Black British: African	6.6	6.0
Black or Black British: Other Black	0.4	0.5
Chinese or other ethnic group: Chinese	3.2	1.8
Chinese or other ethnic group: Other ethnic group	2.0	2.7

Table 6: Ethnicity of estate residents (Camden Housing Data 2012)

Based on the information that the Council has collected from tenants of the estates involved in these infill proposals, the ethnicity of residents in the Council's properties is as follows:

GOSPEL OAK INFILL AND MAITLAND PARK SITES, APPENDIX 20

Ethnicity	ALDER HOUSE	BEECH HOUSE	CHESTNUT HOUSE	HAZEL HOUSE	HORNBEAM HOUSE	MAITLAND PARK ROAD	MAPLE HOUSE	OAK HOUSE	ROWAN HOUSE	SYCAMORE HOUSE	WHITEBEAM HOUSE	WILLOW HOUSE	T _{total}	%
Asian Bangladeshi	1	1	1	2	1	5	2	2		2	2		19	6.4%
Asian Chinese						2							2	0.7%
Asian Indian						1		1					2	0.7%
Asian Other	2	1			1	1							5	1.7%
Asian Pakistani						1							1	0.3%
Black African	1	2	1	1	1	6				2		2	16	5.4%
Black Caribbean	1				1	3		1				1	7	2.4%
Black Other	3		1		1	4	1	1	1				12	4.1%
Black Somali	3		1		2	3			1		1	1	12	4.1%
Black UK						1		1	1				3	1.0%
Mixed: White and Asian			1										1	0.3%
Mixed: White and Black African											1		1	0.3%
Mixed: White and Black Caribbean	1		1										2	0.7%
No data	9	3	5	6	5	26	3	3	2	3	3	1	69	23.4%
Other	2	3	2	1	1	15		2	1	1	1		29	9.8%
Other Mixed			1			2					1		4	1.4%
Refused		1	2	1	5	9	1	1		1	1		22	7.5%
White Irish		1		1	1	6	1		1			1	12	4.1%
White Other	1	1	1	1	1	2	2	2		2	2	2	17	5.8%
White UK	5	4	1	5	5	22	1	4	1	1	3	7	59	20.0%
Total	29	17	18	18	25	109	11	17	9	12	15	15	295	100.0%

Religion

Table 7 shows that the Maitland Park area has a larger than average Christian and Jewish populations although the area is relatively close to the average. .

Table 7: Religious belief described from 2001 Census

	Percentage	Borough average
People stating religion as: Christian	52.6	47.1
People stating religion as: Buddhist	0.9	1.31
People stating religion as: Hindu	0.9	1.53
People stating religion as: Jewish	3.2	5.63
People stating religion as: Muslim	9.4	11.57
People stating religion as: Sikh	0.3	0.22
People stating religion as: Other religions	0.9	0.59
People stating religion as: No religion	22.4	22.02
People stating religion as: Religion not stated	9.2	10.03

Housing tenure

The census data for SOA 012B shows that there is a significantly larger proportion of residents who rent from the Council in this area than in the borough as a whole.

Table 8: Housing Tenure from 2001 Census

	Percentage	Borough average
Owner occupied: Owns outright	12.8	14.4
Owner occupied: Owns with a mortgage or loan	19.1	20.0
Owner occupied: Shared ownership	0.5	0.6
Rented from Council	42.9	26.0
Rented from Housing Association / Registered Social Landlord	6.9	11.4
Rented from Private landlord or letting agency	14.5	23.5
Rented from other	1.2	4.3
Living rent free	1.9	2.5

Deprivation

The Indices of Deprivation (2010) ranked the 012B Super Output Area 5,900 out of 32,482 for its total deprivation levels; one being the most deprived. This places the area in the top quartile of deprived areas in England

In the seven areas on which that the assessment was based, income was the most significant issue, while living environment, health deprivation and disability, barriers to housing and services and access to employment were also judged as being a concern.

Disability

Information from our Social Care Client records shows there are 10 residents listed as having a Physical and Sensory Disability and Frailty. Please note these are clients of council services provided by Housing & Adult Social Care.

Sex/Gender

The population estimates from 2010 show that there are very similar numbers of men and women in the area, although information gathered directly by Camden from its tenants shows there is almost double the number of females than males living on the estates covered by this EIA.

Table 9: Mid 2010 population estimates (Office for National Statistics)

Variable	Measure	SOA 012B area (ONS)	Camden estates (tenant d
All People	Count	1,489	295
Males	Count	926	98
Females	Count	867	197

Sexual orientation.

No information available

Take up of services, by protected group:

Social Care: Information obtained from Camden's social care records show that there are 30 households listed as clients. These include households receiving services for mental health issues (19 cases), Physical and Sensory Disability and Frailty (10 cases), and substance misuse (one case).

Physical and Sensory Disability and Frailty (10 cases), and learning disabilities (two cases).

Camden's housing services: There are 456 properties in the estates covered by this EIA. Of these, at least one member of a household in 145 of the properties have applied for rehousing, of which:

- 41 households are overcrowded
- 76 households have a medical need for seeking rehousing (65 low need, 11 medium need and 0 high need)

In total there are 187 applications for rehousing from residents on these estates, as some members of the same families have submitted their own applications.

Consultation and engagement

Consultation on these estates has been ongoing since February 2012. During this process there has been a cross section of the community represented, which has been achieved though using a mixed method approach. We have prepared newsletters which were distributed to every household, drop ins and exhibitions were held with invitations sent to every household. There has been a cross-section of residents from all ages, ethnicity and backgrounds. A number of TRA representatives who have been involved in the consultations have disabilities.

The resident consultation process entailed the Cabinet member for Housing attending meetings with each of the TRAs to ascertain the chief repairs and management priorities and for regeneration officers to present the areas considered suitable for infill development. Advice was taken from the residents on the acceptability of the proposed sites and amendments were made in some instances. Investigation into the repairs and management matters were referred to the relevant offices in the council.

Following this the TRA was asked to comment on the brief for architects to carry out feasibility studies of the sites and to sit on selection panels together with officers from Regeneration and Place Shaping. 12 representatives from the estate attended a training session in urban design carried out by Glasshouse, including members of BME communities. 10 young people from a range of different ethnic backgrounds were also involved in feasibility studies through a special session carried out with Glasshouse and the Youth Service where young people presented their aspirations for the estate.

The choice of architects invited to tender was made with the involvement of residents resulting in some local, smaller, outstanding practices being appointed.

Once appointed the architects presented their initial ideas to residents in the form of models and drawings at an early stage to seek views and make changes before completing the feasibility report.

In relation to protected groups, the consultation process revealed particular concern among

families and younger people about the traffic and safety related to the existing Maitland Park gym which will be addressed through the regeneration proposals.

Going forward, 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 will work 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. We will use different types of media including models and pictures to illustrate the projects. Meetings will be held at various times of the day in TRA halls with ground floor level access in estates to accommodate everyone's needs. We are able to contact carers to ensure people with learning disabilities are involved and details are fully explained.

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

Have you identified any information gaps?

Information gaps have been addressed throughout the course of the consultation programme. Originally there was a requirement for greater area based activities. This was integrated into the design stage strategy and will continue during the statutory consultation stage.

Although there has been a cross section of the population reached there is still a requirement for a Bangladeshi, younger persons' and older persons' focus groups. As result the team will continue to engage with these groups specifically during the statutory consultation process.

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?

Considering the evidence Gospel Oak infill programme has been judged to have more of positive impacts on local residents and the London Borough of Camden as a whole.

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 older and disabled residents.

- New homes will be built to 'Homes for Life Standard' improving quality of accommodation for older and disabled residents. 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 with the provision of a new TRA/community hall,
- Community Safety improvements which aim to address fear of crime and improve the attractiveness of the estate. Development will 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 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 that overcrowding affects a number of households from Black & minority 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 and disabled residents.
- Redevelopment will include improvements to green areas on the estate including new play facilities and amenities. This could have a positive impact for children and young people.

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 living in Aspen House have expressed a desire for comprehensive redevelopment

through consultation events and door knocking undertaken by the Council. A survey was carried out in September 2012 and received 25 responses, out of 39 flats (64%) from residents of a range of different ethnic backgrounds and faiths. 84% of residents who responded thought the proposal to redevelop Aspen House should be Investigated further. The door knocking exercise was undertaken over 3 separate afternoon and evening sessions to try gather as many responses as possible. The aim was to exceed a 50% response rate.

The Council holds 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 Maitland Park/Aspen House Estates 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 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	Please see a list of all positive impacts above.

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	<p>the disruption of moving home/having major works across the estate (as noted in stage three).</p> <p>Potential disruption caused by construction. Older people may need greater support to assist in the process of moving home/having major works in their home.</p>	
Disability	<p>Disabled people may need greater support to assist in the process of moving home during construction if they are directly affected.</p> <p>Blind and deaf people may need greater support and access to information in the right formats to assist in the process of moving home/having major works in their home.</p>	Please see a list of all positive impacts above.
Gender reassignment	<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>	Not applicable for this protected group
Marriage and civil partnership	<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>	Not applicable for this protected group
Pregnancy and maternity	<p>Women are 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>New parents are more prone to disturbance from daytime building work noise.</p>	Please see a list of all positive impacts above.

Race	There could be communication barriers for residents with limited English.	Please see a list of all positive impacts above
Religion or belief	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
Sex	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. 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.	Not applicable for this protected group
Sexual orientation	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

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?

The Maitland Park regeneration project is an evolving process and will continue to adapt to new challenges during design process. Mitigating adverse impacts on residents will be one of those challenges which the team will endeavour to achieve.

The project team includes Camden Council's Regeneration & Development team, a lead-consultant, and a multi-disciplinary design team. In consequence there are a number of professionals monitoring equalities issues and ensuring the project is inclusive.

An in-depth study of the directly affected properties is being carried out and as a result measures to support the equalities protected groups during disruption will be evaluated.

This EIA will be reviewed by the regeneration team and policy team if the Camden's Cabinet decides to take the scheme forward. This would henceforth be part of the planning documentation.

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.	
Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.		
None		

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: February 2013 (before planning application is submitted)

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 and Adult Social Care
Quality assured by OD for organisational change / restructures:	
Signed off by:	Melissa Dillon - Head of Regeneration & Development , Housing and Adult Social Care
Date:	8 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.