

Consultation Summary

22nd October to 22nd November 2013

All residents on the estate were invited to an exhibition on the 22nd October in the TRA hall to discuss the change of phasing and the next steps for the regeneration of the estate. Around 25 residents attended and feedback was positive.

After the event the information was sent to all residents on the estate requesting feedback. At time of writing, we had received 25 forms back from the exercise, 84% of responses thought it was a good idea, 8% did not and 8% were unsure.

As well as the consultation event officers met with the working group to discuss the change of phasing on the estate. All residents of the working group agreed it was a good idea but raised concerns around the temporary provision of TRA facilities, play facilities and the multi-use games area. It was explained that these facilities would be provided during the works but that how this was delivered would be the subject of individual tender returns and further discussion.

Residents of Mawson House are continued to be offered one to one support for their move and officers have been working with allocations, voids and estate officers to ensure suitable measures are in place in order for them to move before vacant possession is required.



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?

Name of the activity being analysed	Bourne estate regeneration
Service and directorate responsible	HASC
Names and posts of staff undertaking the assessment	Claire Callow Consultation and engagement officer, Nick Clough Senior development manager
Date assessment completed	
Name of person responsible for sign off of the EIA	

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

Bourne estate redevelopment is the building of 75 new homes on the estate, which will include the demolition of a post war block Mawson House which consists of 20 flats and is in poor condition. The development will only be taking place on the south side of the estate.

The development will also include the reprovision of a tenant's hall and the caretakers facilities, a replacement football pitch and improved landscaping on the estate

The Regeneration Team in the repairs and improvements section are leading on the development of Bourne Estate, with support from Consultation and Engagement team.

Gather relevant equality data and information

The Bourne estate consists of 520 households with 395 residents and 125 leaseholders.

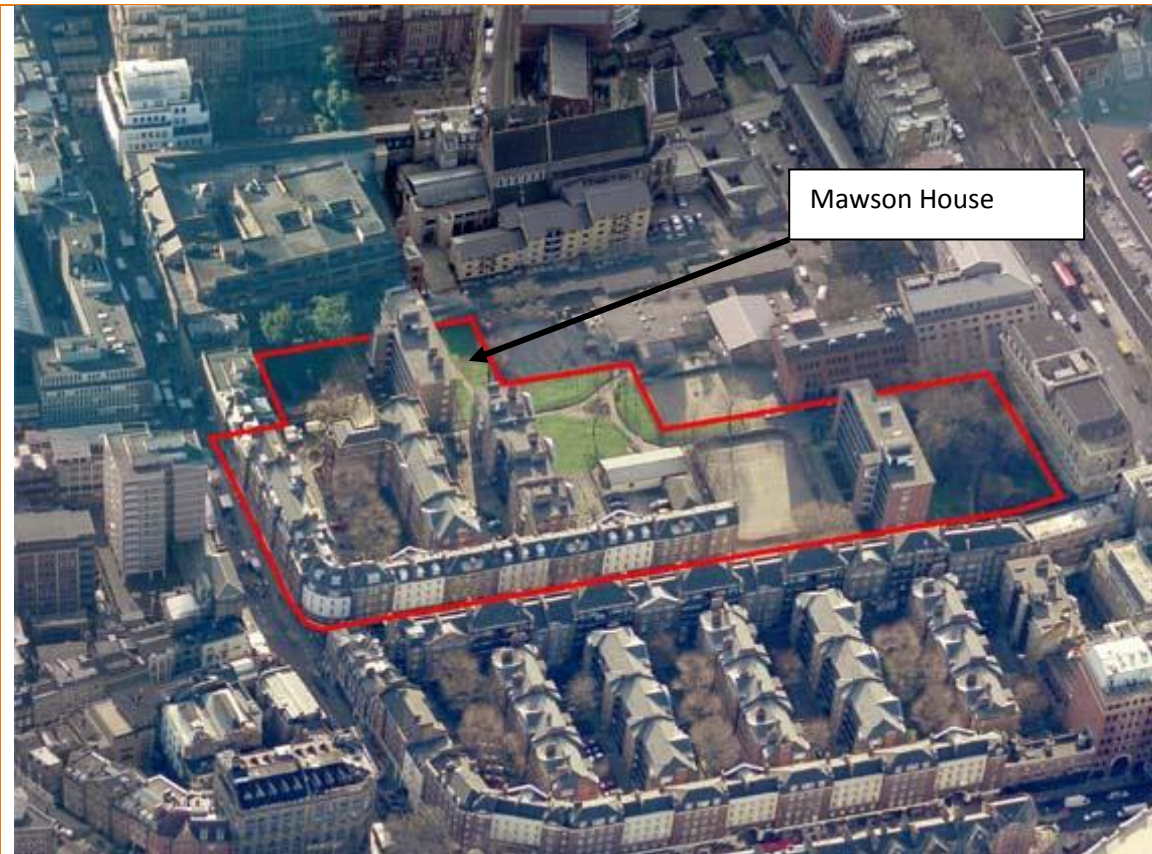
There are 119 residents on the estate who are currently on the transfer list to move home, the majority of these families are living in overcrowded conditions.

Properties required by those on the estate:

1 bed	1
0B1P	5
1B1P	27
1B2P	6
2B2P	19
2B3P	8
2B4P	7
2B5P	5
3B3P	2

	Number
Like for like	31
undisclosed	2
overcrowded	74
under occupied	11
mutual exchange	1

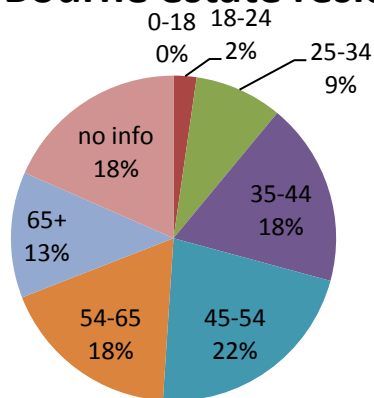
Residents on the south side of the estate are indirectly affected by the works on the estate, this is highlighted in the picture below with the red outline. Mawson House is highlighted below and is set for demolition.



Data for the whole estate:

0-18	0
18-24	12
25-34	46
35-44	96
45-54	115
54-65	95
65+	66
no info	97

age of Bourne estate residents



The above data was taken from Northgate; it demonstrates that about a third of residents of the estate are over the age of 54. This means that any impact on older people must be taken into account.

Female	261
Male	197
no info	62

The residents of Mawson House are directly affected by the development on the estate as their block is to be demolished.

The block consists of 20 homes. We have already decanted 6 residents with 2 more expected to move shortly. There are 13 tenants and 1 non-resident leaseholder remaining .The current residences are broken down as follows:

Age and ethnicity data from current tenants in Mawson House:

Asian	6
Black British	3
Chinese	1
white British	3
white other	1

	number
18-24	2
25-34	2
35-44	4
45-54	1
54-65	3
65+	1

Equality data from initial consultations

Gender & Age

	number	%
female	16	44
Male	16	44
do not wish to disclose	3	8
no answer	1	3

The number of females and males recorded are fairly equally split which is in alignment with data received from Northgate.

	number	%
18-24	4	11
25-34	8	22
35-44	4	11
45-54	7	19
54-65	6	17
65+	5	14
I do not wish to disclose	1	3
no answer	1	3

The ages gathered at the initial consultation reflect the wider estate data from northgate.

Ethnicity

	number	%
African	1	3
any other black background	1	3
any other white background	2	6
Bangladeshi	3	8
black African	4	11
black Caribbean	1	3
Chinese	1	3
do not wish to disclose	1	3
Indian	1	3
Kurdish Iraq	1	3
mixed-white and Asian (British)	1	3
white	1	3
white & black African	1	3
white British	16	44
white Irish	1	3

From the data received the majority of residents on the estate are from white British backgrounds. There are a number of Bangladeshi and black African families on the estate. They may have additional communication needs which should be taken into consideration when communicating with residents.

Disability

	number	%
yes	10	28
no	22	61
do not wish to disclose	2	6
no answer	2	6

There are a small proportion of residents disabled on the estate; these must be taken into consideration when consulting and during construction.

Consultation and engagement

Consultation Stage 1 (Summer 2011)

The first stage of the community wide consultation started on 1 June 2011 with an exhibition. Local residents were invited to come and learn about our proposals, discuss ideas and provide feedback. Four examples of possible regeneration schemes were explained to visitors.

The consultation period ran until 22 July 2011 and during this time we received 48 feedback forms, seven emails and ten phone calls. At the exhibition conversations were had with 77 residents. A separate consultation was held with young people and there were further opportunities for residents to tell us what they thought while we were out and about on the estate.

What people told us during the consultation

Overall people’s views of the project were positive, with 81% of respondents agreeing with the objectives and supporting the redevelopment of parts of the estate. Only 13% of respondents disagreed and 6% did not answer.

The areas of interest and concern respondents raised were:

- The creation of new homes, affordable and private, that complemented the Grade II Listed character of the estate
- That Gooch House should not be redeveloped
- That the problem of noise on the estate be addressed
- The need to address anti-social behaviour (ASB) hot spots on the estate, outside Mawson House and Gooch House and within Laney House
- That the multi-use games area (MUGA) should remain in its current position. Many residents felt strongly about this as it had taken a long time for them to secure funding and have it installed. But they said improvements were needed to help with sound problems
- That the green area around Gooch House be improved and opened to residents
- That the potential impact of any new buildings on residents’ privacy and light be investigated.

Consultation Stage 2 (Spring / Summer 2012)

The consultation on Bourne estate from May to July 2012 consisted of a number of events and meetings with the estate’s residents and which are summarised in the following report.

Summary of activity on the estate:

Date	Activity
14 th May	Meeting with Bourne estate TRA and Gooch House TRA
16 th May	Shortlisted architects exhibition
17 th May	Architects interviews with residents
23 rd May	Landscape architects interviews
14 th / 15 th June	Initial consultation with newly appointed architects
21 st June	Local lettings session with residents
28 th June	Consultation on developed scheme
3 rd July	Meeting with Gooch House TRA and landscape architects Dally Henderson to discuss the gardens at the back of Gooch House
4 th July	Meeting with representatives from Bourne estate TRA, Gooch House TRA, representatives from Nigel House and Buckridge Building as well as project team and councillors
12 th July	Consultation on two options
w/c 16 th July	The consultation boards from the last consultation were sent to the whole estate for comment by 17 th August
13 th September	Consultation on the estate to look at the selected plans and concentration on the landscaping elements of the regeneration
18 th September	Consultation Officer attended the Estate officers surgery to answer any questions residents may have on the development
September	Meetings with Mawson house residents to discuss their needs.

and on-going	
20 th September	Meeting with head teacher at St Albans School
20 th September	Letter sent to residents of Kirkeby and Buckridge asking for their opinions on courtyard options
28 th September	First working group meeting on the estate
18 th October	Working group meeting on the estate
5 th October	Letter sent to Gooch House and Mawson house asking for feedback on proposed courtyards between block one and Gooch House
23 rd October	Attended St Albans primary school parents evening to discuss concerns about the development with parents and staff.
24 th October	Letter sent to Kirkeby and Laney to ask for opinion on landscaping option for courtyard
29 th October	Consultation with young people
8 th November	Working group meeting on the estate

At the commencement of stage 2 consultation it became clear that there were residents who felt that the initial option (option 1) was not the best solution for the estate.

Option 1

The TRA hall and new block would be developed in a similar position to its current location and residential will be above. There is also an additional smaller block at the blank gable end of Nigel House. In this option the MUGA remains in its current position but improvements are made to the pitch to ensure it is brought up to standard and that noise abatement measures are taken.

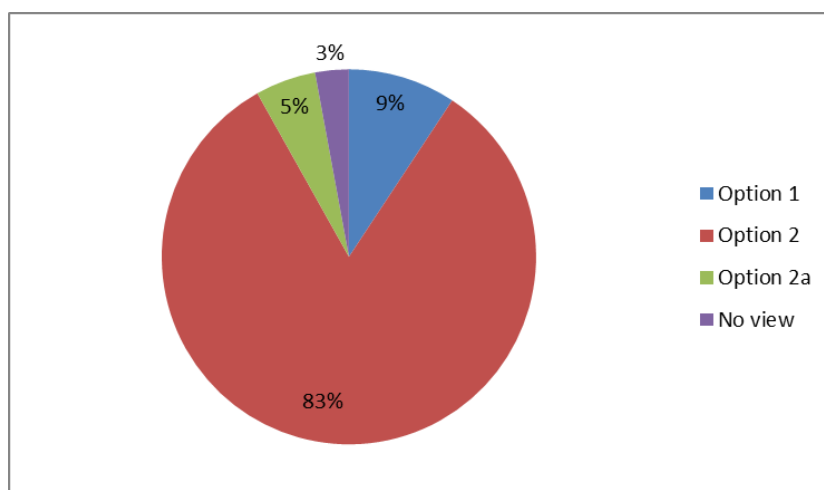
The replacement block where Mawson House is currently will consist of a new block on Baldwin's Gardens which continues the line of Buckridge Building and Kirkeby House and creates a new frontage along Baldwin's Gardens. There is a new arch on Baldwin's Gardens to replicate those existing ones around the perimeter of the estate.

Option 2

Block one will be built out from the side of the blank gable of Nigel House and extends across where the MUGA currently is. The MUGA is recited within the centre of the estate and rebuilt to ensure noise abatement issues are addressed.

Around 40 residents came to this event and viewed the plans for the estate. As a result of the lower than expected turn out we sent out the consultation boards to the whole estate and gave them a month to respond in writing to the proposals using the feedback form from the event. From this we gained 172 responses to the mail out. The vast majority of these indicated a preference for option 2. (83%)

Chart indicating residents preference for options presented in spring/summer 2012



This consultation concluded with the preferred option being number 2. There is still a feeling with some residents that the MUGA should remain in its current position. Work has been completed with these residents to explain the benefits of this option including that there will be more housing, that a MUGA is to remain in use throughout the construction process, the TA hall will remain intact until the replacement is ready, and that the impact on rights of light and privacy is reduced through this option.

There were still a number of issues to look at within the scheme that was of concern at the end of the consultation, these included:

- Noise attenuation measures in the new MUGA
- Keeping a MUGA in use throughout construction
- Management of the TRA hall, MUGA and Portpool Gardens post-construction, to enable safe and more effective use for all
- Landscaping between buildings
- Types of play areas
- The location of car parking and how to integrate it into the estate
- Rights of light and privacy be fully investigated
- Development of a working group and membership of this group.

When the location of the buildings Dally Henderson worked on designs for the landscaping on the estate. Letters were sent to blocks for each of the options on the courtyards. The responses received were quite low but particularly helpful addressing the issue of seating within courtyards, residents felt that this was a bad idea and would encourage people to hang around and cause anti-social behaviour. Through working group meetings we found that the reason response rates were low on Gooch House and Mawson was that residents were happy with the plan and felt no other comments were needed in regards to this.

On the 29th October we had a consultation with the young people on the estate to discuss their opinions on the play areas and football pitch on the estate. We spoke to around 40 young people of varying ages with the assistance of the detached youth workers on the estate. These gave us an idea of what the young people liked in terms of play and the treatment of the football pitch. In the main many of them wanted a football pitch similar to that at Calthorpe street, further consultation will be held with young people on the estate and from the school.

Working Group meetings

We have formulated a working group on the estate, all residents were invited to take part in the group. The group consists of residents from Bourne TA, Gooch TRA, Nigel House, Buckridge, Kirkeby, Redman. At each of the meetings we have focused on specific issues and addressed them at length. These discussions have allowed us to make changes in our plans and address residents' concerns. From the outset on this project we have engaged with residents and stakeholders on the estate and will continue to do so throughout the construction process.

Change of phasing consultation

A statutory consultation period is currently underway with residents to ask their opinion on the change of phasing from a two phased approach to a single phase approached which would decrease the time on site up to 18 months. This has been suggested for 2 reasons it will reduce the time on site and impacts on all groups on the estate and the other is reducing the tender price which in turn means there will be more money to invest from the community investment programme. This has involved an exhibition in the TA hall where around 25 residents attended and after this we sent out information with a feedback form; so far we have had a low response at 20 forms back with the majority of those feeding back thinking that this is a good idea.

Summary of consultation activities:

- Presentations to Bourne TA and Gooch House TRA meetings
- Exhibitions have been held in a fully accessible building.
- Door-knocking sessions have taken place with those affected in Mawson House and also Gooch House in the early stages when they may have been potentially developed.
- Appointments for visits made on request, and also at times when there would be an English-speaking household member at home
- Mail delivery of relevant documents to all homes on the estate and 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, email and telephone contact, survey forms, exhibitions, and meetings.
- Formation of a working group which has been involved in the selection of the architects and will be involved in the selection of the contractor later this year.
- Focused youth events, taking to the young people on the estate about their preferences. This work will continue with them once we have a contractor onboard and we will work the children on the estate to look at play areas and equipment.
- Officers have attended estate officer drops ins to answer any questions residents may have around the development on the estate and will continue to do so throughout the process.
- One to one meetings with residents in Mawson House to explain the changes to phasing are ongoing and direct support with finding new properties is also given. This includes the voids on the estate being held and matched with resident's needs.

Have you identified any information gaps?

No gaps have been identified. Any gaps which arise will be dealt with.

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.

All of these impacts could be felt by any residents, but may be felt more deeply by the following groups:

Children and young people

There are young families living in Mawson who will be directly affected by the redevelopment. These families are all overcrowded in their current properties. The development proposals include plans for extra family housing to address housing provision for families, which will be a positive outcome for this affected group.

The disruption of moving home may be felt more acutely by children and families with children, particularly where this affects schooling. We are working closely with these families to ensure that new properties are found near schools so that schooling is not affected.

The disruption of major works adjacent to homes could cause additional anxiety to families with young or disabled children.

Major works (inside homes and on the estate) can cause hazards that will need to be managed to ensure they pose no danger for children and young people.

There is a school on the site and works/noise may affect the school. We have been working with the school to obtain dates, times and other important information which will affect them.

Older people

A housing needs survey has been carried out looking at the needs of older and disabled residents within Mawson House. At present there are four residents over the age of 54 with one of these being over 65 who will require greater care and attention.

Older people can have health issues (mental or physical) that make them more vulnerable. Having to move could leave them more vulnerable and requiring extra practical and emotional support. With these residents, officers have been in contact with support workers and family networks to ensure their specific needs are dealt with.

Older people who have to move may rely on a local network of support (friends, family, care support packages etc.) that could be disrupted. We are working to ensure that these residents are rehoused within the area to avoid this.

Older people may also be more adversely affected by the increased traffic and movement of heavier vehicles in the area and may feel the impact of increased pressure on existing health services due to rises in local density.

Disabled people

At present in Mawson house there is one disabled resident. Officers have been working closely with the resident to ensure that their specific needs are met.

People with limited hearing, sight or other sensory impairments might miss important

information if it is not provided in a format that they can understand.

People with learning disabilities may need additional assistance to prepare for disruption.

Race/ethnic groups

There is one resident in Mawson house who has poor English but young adults in the home and neighbours act as a translator to ensure that they understand what the process is in any meeting.

People for whom English is not their first language could miss important information, if it is not provided in a format which they understand.

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. Fuel poverty is an increasing issue for residents as a whole.
- 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.
- 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 growing child's 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 positive outcome.
- A Local Lettings Policy will prioritise local people for the new housing. We know from the housing needs register that overcrowding and under occupancy affect 119 households on the estate from all ethnic groups so the new affordable housing could alleviate overcrowding. New affordable housing designed specifically for people with disabilities could benefit disabled people living on the estate.
- 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 will have a positive impact for children and young people. The redevelopment of the gardens at the back of Gooch House will be of benefit for all groups' older residents who will be able to use the space to sit and enjoy the quiet. The development of the gardens will also include a small food planting area which could have potential for intergenerational work and allow residents from all groups to grow food.

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 works near their home.</p> <p>Older people may need greater support to assist in the process of moving home/having works in their home.</p> <p>Older people who have to move may rely on a local network of support (friends, family, care support packages etc.) that could be disrupted. We are working to ensure that these residents are rehoused within the area to avoid this.</p> <p>Older people may also be more adversely affected by the increased traffic and movement of heavier vehicles in the area and may feel the impact of increased pressure on existing health services due to rises in local density.</p>	<p>New purpose built homes which are built to a higher specification with a prime focus on the reduction of fuel poverty , new community facilities, play spaces, landscaping improvements and football pitch improved.</p> <p>Other under occupying residents who are older may benefit from being able to downsize to new properties built.</p>
Disability	<p>Disabled people often face additional practical difficulties in moving home. Potentially harder to find appropriate, accessible temporary accommodation which meets their needs.</p> <p>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</p>	<p>New purpose built homes which are built to a higher specification with a prime focus on the reduction of fuel poverty , new community facilities which are DDA compliant and landscaping improvements to the estate including the opening up of the gardens at the back of Gooch house</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</p>	<p>Please see a list of all positive impacts above.</p>

	residents will not be more adversely affected.	
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.	Please see a list of all positive impacts above.
Pregnancy and maternity	Women more likely to be lone parents possibly more susceptible to disruption from construction 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.
Religion or belief	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.
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.	Please see a list of all positive impacts above.
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. Members of LGBT community may be concerned about moving into a new community and prejudice they may encounter there.	Please see a list of all positive impacts above.

	<p>However, this group of residents will not be more adversely affected.</p>	
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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 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 dedicated engagement and development officers who, in addition to working with local residents to understand and mitigate impacts associated with the physical regeneration with local residents around the consultation he 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 all residents who may be directly affected by the project will have priority for re-housing either within the new development, within the existing estate, or elsewhere in the borough depending on their individual preferences. The local lettings policy also means that all groups will have an opportunity to gain new housing after they have been allocated to residents of Mawson.

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 Estate Regeneration Team and the Housing Needs team. This will include a programme of communication and information to ensure households know the process and assistance with the practical arrangements for moving. Those residents who have to move have been met with on a regular basis and all their needs have been assessed via the choice based lettings scheme.

Each resident in Mawson house has specific needs and therefore a tailored approach for each tenant has been adopted. The consultation and engagement officer is acting as the decant officer and obtains relevant information from residents including :

- Ensuring all residents are on the councils housing needs register and ensures that their

- extra 300 regeneration points are added
- Organises the moving of residents when they have found an alternative properties
- Facilitates with voids and estate officers specific queries which may arise
- Ensures that residents needs are addressed
- Processes any payments due to them through the move
- Ongoing discussions with allocations about residents needs and finding suitable accommodation through direct offers and other means
- Ensure issues with benefits are dealt with in a timely manner.

Throughout discussions with the residents in Mawson House a summary of each residents needs has been recorded and changed when with any situation change.

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

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 will be developed to try to ensure estate regeneration has a positive impact on all residents in the short, medium and long term.

Throughout the process we will be addressing any specific group's needs.

The next step is to appoint a contractor who will develop a construction management plan which has to take into consideration the impact on all groups within the development. A meet and greet the contractor will be organised for residents to communicate any questions, concerns and comments to the contractor, this will be held in an accessible community hall on the estate and all residents will be invited via letter and posters on the estate. Once a contractor is appointed they will develop a

Changes to phasing

The development will now be completed in one phase of building rather than a two phase approach which had initially been considered. The enabling works such as a temporary TA hall and half football pitch will be built first.

This means that residents in Mawson House will have to be decanted before the original date; officers from the estate regeneration team have secured current and future voids on the estate to enable residents to move within the estate. These residents have also been allocated extra points in order to find them suitable accommodation more easily and direct offers will be given to residents closer to the time when vacant possession is required.

There has always been a high number of residents in Mawson who have expressed a desire to move before the first new build was completed due to the poor quality of insulation and build where they are living now. This approach will mean that all residents will benefit from their new homes in a shorter timeframe.

The shortening of the programme from over 4 years to 2.5 years will minimise the length of disruption for residents on the estate, it may be slightly more disruptive in the short term.

Stage five - outcome of the EIA

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

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	Yes
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	
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> <p>Positive impacts of this capital project have been identified as follows:</p> <ul style="list-style-type: none"> A better standard of accommodation for current residents An improved estate environment for estate residents and other residents/visitors Increased housing supply to meet housing needs of Camden residents <p>Impacts will help to meet the Community Strategy priorities as follows:</p> <ul style="list-style-type: none"> A sustainable Camden – the project will promote environmental sustainability in new and refurbished buildings, access to an improved built environment and public realm, and access to housing. A connected Camden – improved housing to contribute to life chances for children and young people. A safe Camden – the project through physical change will aim to address fear of crime and improve the attractiveness of the borough. A leading Council – the project will focus on customers and citizens by addressing housing and other needs identified through consultation with residents. 		

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: _____

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:	21 November 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](#)