

Community and Equality Impact Assessment

As an authority we have made a commitment to apply a systematic screening process to both new policy development or changes to services.

This is to determine whether the proposals are likely to have a significant impact on different groups within our community.

This process has been developed, together with **full guidance** to support officers in meeting our duties under the:

- Equality Act 2010.
- The Best Value Guidance
- The Public Services (Social Value) 2012 Act

As well as supporting you to look at whether there is, or will be, a significant impact, the guidance will also consider ways in which you might mitigate this in the future.

About the service or policy development

Name of service or policy	Be First
Lead Officer	Lily Kwong
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Why is this service or policy development/review needed?
<p>The Council and Be First are looking at ways to unlock the growth potential of industrial sites and to support business and job growth. The Borough still has the largest percentage of its economy in manufacturing than any London Borough and has the second most industrial land. The challenge is to make existing industrial sites in the area perform better and more intensely in terms of their site coverage and operations, as well as modernising its workforce.</p> <p>This Intensifying Barking’s Industry project aims to showcase how a 1.8-acre under-utilized site (Unit A, Creek Road, Barking, IG11 0JW) in a Strategic Industrial Location (SIL) can be transformed into a model of how industrial land can be used in much more intensive ways - critical to a Borough with London's lowest employment density and a desire to modernise its workspace. This project will be at the forefront of a new typology of intensive industrial space and will seek to showcase the learning with the industry. This project complements the Council’s emerging Local Plan, Inclusive Growth Strategy, Industrial Strategy and River Road Employment Area SPD.</p>

1. Community impact (this can be used to assess impact on staff although a cumulative impact should be considered).

<p>What impacts will this service or policy development have on communities? Look at what you know? What does your research tell you?</p> <p><i>Consider:</i></p> <ul style="list-style-type: none"> • National and local data sets • Complaints • Consultation and service monitoring information • Voluntary and Community Organisations • The Equality Act places a specific duty on people with ‘protected characteristics’. The table below details these groups and helps you to consider the impact on these groups.
<p>Demographics Based on 2011 census</p> <ul style="list-style-type: none"> • Thames Ward has a total population of 10,728 residents and in general the age profile is very young compared to the borough and most other wards. • The ward has one of the highest proportions of households living in Social Rented properties both from the Council and Registered Social landlords, a relatively low proportion of households living in owned properties, and one of the highest proportions of households living in a shared ownership property.

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- Thames Ward has the second largest proportion of Lone Parent Families with Dependent Children in the borough.
- There are relatively low proportions of Older Person Households, Married Couples or Cohabiting Couples with no Children, and Lone Parent Families with no Dependant Children in Thames Ward when compared to the rest of the borough.
- Thames Ward is one of the most ethnically diverse wards in the borough. It has high proportions of Mixed, Black and some Asian ethnic groups and low relative proportions of White British residents.
- The ward has the largest proportion of Black African residents in the borough.
- After English, the second most commonly used language used as a main language is Bengali (With Sylheti and Chatgaya).
- Whilst Lithuanian is the third most widely spoken main language in Thames Ward, it is not as widely spoken as in most other wards.
- Thames Ward has the highest proportion of residents who reported that their health was very good when compared to all other wards in the borough.
- Thames Ward has a lower than average proportion of employed residents, higher than average proportion of unemployed residents and a higher than average proportion of economically inactive residents.
- Thames Ward has significantly lower proportions of residents aged 16 and over with no qualifications.

Potential impacts	Positive	Neutral	Negative	What are the positive and negative impacts?	How will benefits be enhanced and negative impacts minimised or eliminated?
Local communities in general	X			The project address will deliver new job opportunities and employment space reflecting local residents and businesses' needs, and therefore has far reaching positive impacts on inequalities in the area.	The project will help the area to meet modern economy needs, increasing the number of quality jobs for local people, and making it easier to do business. The scheme also delivers amenity space open for local communities including the business lounge and café with its aim to provide accessible, quality spaces for people of all backgrounds to come together.
Age	X			Barking and Dagenham has a young average age in comparison with other London boroughs and similarly for Thames ward. Given this age profile, it is reasonable to assume that the availability of employment and housing opportunities would be a key priority for this group. This group will benefit from the availability of local amenities and job opportunities within a walking distance.	There is a strong emphasis on developing employment opportunities, both through creating and optimising potential employment spaces, and linking this to training and skills development opportunities. The future operator will be encouraged to actively engage with local communities and that local people are aware of opportunities available to them.
Disability	X	X		The scheme is compliant of relevant building and planning regulations. The scheme will also improve the surrounding public realm and hence accessibility.	

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Gender reassignment		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Marriage and civil partnership		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Pregnancy and maternity		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Race (including Gypsies, Roma and Travellers)		X		Thames Ward is one of the most ethnically diverse wards in the borough. The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Religion or belief		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Sex		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Sexual orientation		X		The benefits of the scheme (increased employment opportunities, training and skills development opportunities, new amenity spaces) will be accessible for all residents, without discrimination.
Socio-economic disadvantage	X			In 2019, Barking and Dagenham was ranked the 21 st most deprived borough in England, with Thames Ward neighbourhoods in the 10%

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			most deprived in the country. Thames Ward has higher than average unemployed and economically inactive people. Local residents would benefit from skills and training opportunities, which would enable them to access the new employment spaces created by this scheme.	
Any community issues identified for this location?			n/a	

2. Consultation.

Provide details of what steps you have taken or plan to take to consult the whole community or specific groups affected by the service or policy development e.g. on-line consultation, focus groups, consultation with representative groups?

In the early design phase, there were intensive consultations with both local and London industrial occupiers to ensure optimal design, layout and facilities provision, designing a product that would look attractive to potential occupiers. Engagement continued throughout to the concept design stage in summer 2020 through targeted interviews and a public local business workshop. A public consultation was held in September for a 2.5-week duration, with a record of 698 visits to the consultation webpage and material. Of the 22 written responses, the majority of which are living or working locally, the scheme received generally positive comments, with the provision of a café, design aesthetics, job creation and green features highlighted as welcoming elements. The project's Statement of Community Involvement (available through the [planning portal](#)) detail the consultant process and relevant design response to all received comments. For the expected planning application submission in November 2020, the project will also receive further consultation feedback open to general public as part of the usual planning consultation processes.

3. Monitoring and Review

How will you review community and equality impact once the service or policy has been implemented?

*These actions should be developed using the information gathered in **Section 1 and 2** and should be picked up in your departmental/service business plans.*

Action	By when?	By who?
The scheme will be managed by a letting and management company appointed by the Council. The Council will ensure that the company pays due regard to equality implications, as well as being accountable for the monitoring and review of the community and equality impact in relation to the stated aims and objectives.	From Autumn 2022	Inclusive Growth Team Be First Appointed letting and

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		management team

4. Next steps

It is important the information gathered is used to inform any Council reports that are presented to Cabinet or appropriate committees. This will allow Members to be furnished with all the facts in relation to the impact their decisions will have on different equality groups and the community as a whole.

Take some time to précis your findings below. This can then be added to your report template for sign off by the Strategy Team at the consultation stage of the report cycle.

Implications/ Customer Impact

The project is to be agreed at Cabinet in December 2020. The scheme aims to showcase how a council owned 1.8-acre under-utilized site in a Strategic Industrial Location (SIL) can be transformed into a model of how industrial land can be used in much more intensive ways - critical to a Borough with London's lowest employment density and a desire to modernise its workspace. It also aims to tailor and deliver the right type of employment space and opportunities for local residents while delivering significant on-site employment, targeting identified growth sectors.

5. Sign off

The information contained in this template should be authorised by the relevant project sponsor or Divisional Director who will be responsible for the accuracy of the information now provided and delivery of actions detailed.

Name	Role (e.g. project sponsor, head of service)	Date
David Harley	Head of service	25.11.2020
Darren Mackin/Graeme Cook	Project Sponsor	25.11.2020
Sarah Myers	Policy and Partnerships Manager	24.11.2020