

LONDON BOROUGH OF LAMBETH CORPORATE EQUALITY IMPACT ASSESSMENT PANEL FEEDBACK FORM	
DOCUMENT TITLE:	49 Brixton Station Road/6 Canterbury Crescent - Decision to Award Contract to Preferred Delivery Partner
PANEL DATE:	18.01.2022
FEEDBACK ISSUE DATE:	20.01.22

Enabling evidence-based inclusive decision making

The primary objective of an Equality Impact Assessment is to determine the potential impact of a policy, service or function on different equalities groups. The EIA must consider any influence the policy could potentially have on individual equality strands and socio-economic status. It should examine and clearly identify:

- The aim/purpose of the policy
- Relevant strategic objectives, local plans and population needs
- Equality legal requirements
- Improvement actions
- The policy outcomes
- How progress will be measured
- Relevant data, research and consultation
- Potential differential impact (adverse/positive) on equality groups
- Measures to mitigate adverse impact
- Monitoring arrangements
- Publication arrangements

Promoting positive impact and mitigating negative impact

The EIA process should not be regarded as an end in itself, findings emerging from the process and the outcomes are what is most important. If the assessment shows a potential for adverse impact or unlawful discrimination, this must be addressed.

Recommendations made by the Panel aim to ensure compliance with the equalities duties and demonstrate the Council's commitment to tackling inequalities and social exclusion.

Equality Impact Assessment Presenting Officers:

49 Brixton Station Road/6 Canterbury Crescent - Decision to Award Contract to Preferred Delivery Partner
Alessia Montero Castro, Neighbourhood Regeneration Manager
Nyemu Holness, Neighbourhood Regeneration Manager

Recommendations	Department Response to Recommendations (Please insert your response to each recommendation here.)
<p>Is there anything controversial that has arisen? Do we have adequate accommodation for the tenants to move to?</p>	<p><i>The perceived loss of affordable workspace as part of the redevelopment of International House. Currently, a large amount of workspace in international house is affordable; the new scheme will provide a total of 20% as affordable workspace.</i></p> <p><i>The project team has been engaging with 3space, the workspace operator. The next step will be to engage with existing tenants to understand their needs.</i></p> <p><i>This will provide the team with a better understanding of actual needs and aspirations to be able to align these with existing and future opportunities both within the Council's portfolio and the private offer.</i></p> <p><i>Currently half of the building is on market rents and the other half, mostly occupied by VCS organisations, are considerably lower or free of rent. VCS tenants are being prioritised given their lower rents to ensure they find new affordable premises.</i></p> <p><i>A relocation strategy working group has been set up with representatives from Property, Neighbourhood Regeneration and Economy and Skills to identify a pipeline of spaces</i></p>

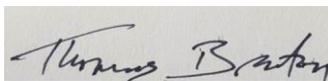
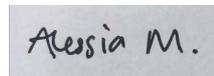
	<i>which may be suitable for VCS tenants in line with the council's VCS asset strategy.</i>
What types of businesses occupy the building, it would be helpful to know whether there is a high proportion of BAME tenants?	<i>These groups are being communicated with through the Council's Relocation Working Group to collate and understand EDI data so that BAME tenants are helped to transition to new spaces in Brixton or the wider borough.</i>
This approach needs to continue to ensure tenants are not pushed out of the area. Is this project working with VCS team as they are currently working on the VCS assets strategy so we can ensure that tenants are appropriately relocated?	<i>Yes, we are working closely with VCS colleagues to ensure we provide full support to VCS organisations that currently occupy International House and align the Relocation Strategy with the Council's VCS assets strategy.</i>
Who is the Council using to engage with in order to reach the young disabled people community? AB will share some contacts so young disabled can be engaged with	<i>There was lots of pre-engagement with the local community and key stakeholders, and we had targeted engagement for young people led by a consortium of consultants Building Young Brixton, Beyond the Box and Urban Symbiotics. Through workshops and engagement activities with a diverse group of young people (aka Brixton Youth Design Advocates) including a disabled young person. We would like to engage more young people going forward and have added Lambeth Information, Advice and Support Service contacts to the project stakeholder list to ensure we engage meaningfully with these groups in the future particularly young disabled people.</i>
We have a challenge with our older population as we have a lack of accommodation on the ground floor	<i>Bidder F proposals for the future development will be expected to comply with London policies and Lambeth Local Plan policy H8: 'Housing to meet specific community Needs' which, seeks to ensure homes are designed to provide accessible and convenient homes for a large segment of the population from young children to frail older people and those with temporary or permanent physical or sensory impairments. The proposed development will benefit older people and those with a range of disabilities by providing inclusive access to public realm, communal</i>

	<p><i>and residential amenity spaces, disabled parking and Lifetime Homes.</i></p>
<p>There needs to be a clear plan of how tenants will be relocated and also strengthening work with the VCS Asset Strategy</p>	<p><i>The procurement process requires Bidder F to set out a robust business relocation strategy as part of its workspace strategy and commit to supporting the relocation of existing tenants from Pop Brixton and International House wherever possible. As part of their lease and having been envisaged as a meanwhile project, 3space are required to prepare and agree an Exit Strategy with the council, setting out plans to re-house occupiers within Brixton and the wider borough.</i></p> <p><i>This will be in line with the Council's Relocation Working Group and property team to understand the needs of tenants and find solutions informed by the VCS Asset strategy to align these businesses with existing and future workspace opportunities within the Council's portfolio and the private offer.</i></p>

NOTE:

Please sign and return the response to equalities@lambeth.gov.uk within 1 week of the feedback issue date.

A copy of this completed form should be attached to your cabinet report.

Director Tom Branton

Presenting officer Alessia Montero

Date: 24/01/22

Date: 24/01/2