

Equalities Impact Assessment: Full Assessment

Before completing this form you should have completed an Equalities Screening Tool and had sign off from your Head of Service and the Fairness and Equality Team.

This Equality Impact Assessment should be completed where the Screening Tool identifies a potentially negative impact on one or more specific groups but it can also be used to highlight positive impacts.

Summary of proposal

Name of proposal	New Barnsbury Estate Redevelopment
Reference number (if applicable)	n/a
Service Area	Community Wealth Building, Corporate Landlord
Date assessment completed	10/04/2022

Before completing the EQIA please read the guidance and FAQs. For further help and advice please contact equalities@islington.gov.uk.

1. Please provide a summary of the proposal.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

It is proposed that the council may require to use its powers in respect of compulsory purchase to support Newlon Housing Trust in the redevelopment of the New Barnsbury Estate if agreement by negotiation cannot be reached with both residential and commercial leaseholders.

The provision of new affordable housing is a key strategic need and as such those residential leaseholders who exercised their right to buy under legislation need to be bought out to facilitate this comprehensive redevelopment. So to do the commercial interests on Caledonian Road.

Whilst it is proposed that Newlon will try to achieve this by negotiation with those parties the need for CPO is important as a tool of last resort.

All parties impacted will be fully compensated as required by law.

Please provide:

- Context on how the service currently operates (if relevant) and the scope of suggested changes
- The intended beneficiaries and outcomes of the proposal
- Reference to any savings or income generation

2. What impact will this change have on different groups of people?

Please consider:

- Whether the impact will predominantly be external or internal, or both?
- Who will be impacted – residents, service users, local communities, staff, or others?
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

The use of CPO will, if necessary, acquire both homes and business premises of current leaseholders should they not agree to a private treaty transaction, albeit they would be fully compensated under law.

3. What impact will this change have on people with protected characteristics and/or from disadvantaged groups?

This section of the assessment looks in detail at the likely impacts of the proposed changes on different sections of our diverse community.

3A. What data have you used to assess impacts?

Please provide:

- Details of the evidence used to assess impacts on people with protected characteristics and from disadvantaged groups (see guidance for help)
- A breakdown of service user demographics where possible
- Brief interpretation of findings

n/a

3B: Assess the impacts on people with protected characteristics and from disadvantaged groups in the table below.

Please first select whether the potential impact is positive, neutral, or negative and then provide details of the impacts and any mitigations or positive actions you will put in place.

Please use the following definitions as a guide:

Neutral – The proposal has no impact on people with the identified protected characteristics

Positive – The proposal has a beneficial and desirable impact on people with the identified protected characteristics

Negative – The proposal has a negative and undesirable impact on people with the identified protected characteristics

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Age	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Disability (include carers)	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Race or ethnicity	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the re-provision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Religion or belief (include no faith)	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Gender and gender reassignment (male, female, or non-binary)		<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.
Maternity or pregnancy	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the re-provision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Sex and sexual orientation	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the re-provision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
Marriage or civil partnership	Positive and Negative	<u>The loss of leaseholder interests in homes and commercial property</u>	The substantial increase in new affordable homes and the reprovision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.

Characteristic or group	Positive/Neutral/Negative	What are the positive and/or negative impacts?	How will potential benefits be enhanced or negative impacts be eliminated or reduced?
<p>Other Age (e.g. elderly) (e.g. people living in poverty, looked after children, people who are homeless or refugees)</p>	<p>Positive and Negative</p>	<p><u>The loss of leaseholder interests in homes and commercial property</u></p>	<p>The substantial increase in new affordable homes and the re-provision of commercial space provide opportunities for leaseholders to remain within the estate but otherwise those leaseholders will be financially compensated for their loss of interest.</p>

4. How do you plan to mitigate negative impacts?

Please provide:

- An outline of actions and the expected outcomes
- Any governance and funding which will support these actions if relevant

Leaseholders are and will continue to be engaged in consultation. The process includes a range of opportunities from straightforward financial compensation to the opportunity to return to the estate under a new leasehold structure if possible and practicable.

5. Please provide details of your consultation and/or engagement plans.

Please provide:

- Details of what steps you have taken or plan to take to consult or engage the whole community or specific groups affected by the proposal
- Who has been or will be consulted or engaged with
- Methods used or that will be used to engage or consult
- Key findings or feedback (if completed)

Consultation By Newlon has been ongoing for several years and engagement will continue to do so throughout the course of this 10 year programme of redevelopment. This will be supported by the council.

6. Once the proposal has been implemented, how will impacts be monitored and reviewed?

Please provide details in the table below.

Action	Responsible team or officer	Deadline
Continued consultation	Corporate Landlord	2022 to 2028

Please send the completed EQIA to equalities@islington.gov.uk for quality checking by the Fairness and Equality Team. All Equality Impact Assessments must be attached with any report to a decision-making board and should be made publicly available on request.

This Equality Impact Assessment has been completed in accordance with the guidance and using appropriate evidence.

Member	Name	Signed	Date
Staff member completing this form	Mark Grant		10/04/2022
Fairness and Equality Team			11/04/2022
Director or Head of Service	Simon Mills		11/04/2022