

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 Strategy, Equalities and Communities service.

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

However, please also note that you can assume that large-scale projects in terms of cost or impact on residents and/or staff will require this full EQIA to be completed and in this case you can skip the Screening Tool. This is due to the fact that a screening tool is not a legal document, while the full EQIA is. We advise that any project involving costs over £500,000, or over £1 million for capital projects, will require a full EQIA for instance. In terms of staff, we would typically consider more than 25+ staff members being affected, for example by redundancy, as a large-scale impact requiring a full EQIA. If you are unsure, you can check in with the Strategy, Equalities and Communities service for guidance.

Summary of proposal

Name of proposal	Redevelopment of Finsbury Leisure Centre and construction of new homes
Reference number (if applicable)	
Service Area	New Build & Corporate Landlord Services
Date assessment completed	1 st June 2024

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

New Build & Corporate Landlord Services seek to redevelop the site of the existing Finsbury Leisure Centre and, in Planning terms, will undertake a masterplan approach to:

- replace the existing leisure centre with a new flagship centre with improved facilities,
- build 198 new homes of which 100 will be council homes,
- create a new NHS GP practice,
- Improve landscape &
- create safe routes into and around the site whilst improving the connectivity to new and existing community facilities and open spaces.

The scheme is currently at RIBA (Royal Institute of British Architects) design stage 3, & a planning application due later this year.

The EQIA will be developed further during RIBA design Stage 4 and for the Executive paper proposed for the end of RIBA design stage 4 and before proceeding to RIBA design stage 5 (construction).

New leisure centre

The existing leisure centre was built in 1975 and whilst an important provision it currently requires significant investment to improve the facilities and make the centre more accessible. The new centre will be built more accessible to benefit the wider community and promote inclusivity. The gym from the neighbouring Ironmongers Row will be relocated here and users will have the benefit of state-of-the-art gym equipment and extensive selection of exercise classes.

The centre will also be built to Sport England standards as well as to a high sustainability standard. The centre will offer:

- Sports Hall
- Squash Court
- Studio space
- Health & Fitness Gym
- 4 x 5/6-a-side pitches

New homes

Islington Council has over 15,000 households on the housing register waiting to access social housing. The scheme is a clear fit with the Council's objective to ensure residents have a place called home by building 197 new homes in the Bunhill ward. So far this is the largest transformational scheme in decades to be delivered in Islington. With more homes built, families can be taken out of expensive temporary accommodation. By providing new

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permanent homes, this offers security for residents, enabling households to put down roots in the local community.

The homes will be high quality, energy efficient, well insulated and designed to Passivhaus principals. This will mean lower energy bills for residents and a reduction in carbon emissions. This will contribute to the Council's Net Zero carbon strategy to create a fair and green future for local people and assist in the Council's aim to achieve a net zero carbon Islington by 2030.

The scheme will also include 20 homes with wheel-chair access and of the 100 new council homes 68 will be family size homes, needed by many households on the Council's waiting list.

The sale of the 97 private sale units will help to meet the cost of building the much-needed council homes and support the overall viability of the scheme.

New GP practice

The new GP practice will be a modern medical facility designed to best serve Islington communities as they grow and intends to meet the future growth of it's patient list. The facilities include consultation and treatment rooms, administration and telephone triage office space and dedicated staff and meeting spaces.

The construction of the new GP will be developed by the Council and will receive rent from the practice over 30 years as part of the scheme's viability.

Landscape improvement & safety

The area suffers from anti-social behaviour and in response to residents' concerns the design of the new homes will provide passive surveillance i.e. 'more eyes on the street' and access onto the site will be made safer and calmer. Passive surveillance is provided by clear unobstructed and intuitive routes across the site. It is also provided by high degrees of visibility from glazing features around the leisure building and also homes fronting onto walkways. The scheme will be car free, but provision will be made available for residents with disability to be picked up and dropped off to access the new GP and leisure centre. Parking spaces for people with disabilities will be made available on the streets immediately next to the scheme. There will also be a significant investment to improve amenities for local residents including cycle parking, resident-friendly refuse and recycling facilities. Residents without cars have access to the extensive public transport system in the immediate vicinity and also basement resident cycle parking. Secure ground level parking space for mobility scooters is also included.

The landscaping strategy will provide significant improvements for residents to enjoy outdoor space including a landscaped courtyard garden, play space & outdoor seating. The importance of access to such space was highlighted during COVID where many people living in built-up inner-city areas did not have access to gardens and balconies. A strategy to maximise Urban Green Factor, Biodiversity Net Gain & tree retention is being developed with guidance and input from Planning and Arboriculture teams.

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

This section of the assessment looks at the broad impacts of the proposed changes on different groups of people such as service users, local communities and businesses.

2A. 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, businesses, visitors to the borough or others? Please note impact on staff will be assessed separately below.
- Broadly what will the impact be – reduced access to facilities or disruptions to journeys for example?

Positive impact on leisure centre users

Broadly, there will be a positive impact on existing and new users who will benefit from a new centre with improved facilities & accessibility.

Short / medium term negative impact on existing leisure centre users

Existing leisure centre users will not be able to use the centre once closed. A dispersal strategy is being developed whereby information regarding alternative facilities in the borough will be provided to centre users.

Positive impact on residents

Residents will benefit from 198 new homes that are high quality, energy efficient, well insulated and ventilated. Homes aim to be cost effective to run, easy to maintain, cutting energy use for residents and minimising carbon emissions.

To address local housing needs and increase the affordable housing provision in the borough 50% will be council homes. This will help families on low income as well as assisting with overcrowding, under occupation and those who have needs that are not being met in their current homes. Secure council tenants living in the Bunhill Ward and who also meet the local lettings criteria will be prioritised for council homes.

All applicants to the Housing Register are asked to provide details of their ethnic origin, age and gender, disability, religion/faith and sexual orientation to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.

Short/medium term negative impact on residents

Existing residents that border the site along Mitchel St, Central St and Paton St will experience periods of disruptive construction work with associated noise and dust. Where off-site

production methods are identified, these will be adopted to help reduce the amount of disruptive building work that needs to be done on site. This will help to reduce noise and dust and reduce the building time onsite.

All necessary steps will be taken by the contractor to minimise the impact of the works, including changes to accessing roads and homes that could affect residents, road users and pedestrians in general. A Resident Liaison Officer will be available on site throughout the construction phase.

It is important to highlight that the Rapid Health Impact Assessment (RHIA) has identified no negative health impacts to date, and the scheme will continue to develop and implement mitigation measures to minimise construction impacts such as dust, noise, vibration and odours.

Positive impact on children

The scheme will have a positive impact on children who will have access to a courtyard garden with play provision. Children will benefit from a playground with trees, shrubberies and play equipment built from sustainable material e.g. recycled wood. The space will cater for 0-5 year olds and 5-11 year olds so children can play safely. The site will also provide for 12+ play. Recreational provision for children and teenagers exceeds GLA and LBI policy requirements.

Impact on local businesses

The scheme is involving the Inclusive Economy Team to understand the impact on local businesses. This will include obtaining their views, understand their concerns including potential loss of business and identify ways to mitigate. Initial work will include door-to-door visits, leafleting & utilising existing comms channels to provide updates. The findings will feed into the EQIA as the scheme progresses.

City Road Medical Centre (CRMC) & Patient Impact

The North Central London Clinical Commissioning Group (CCG) is facilitating the relocation of CRMC. The practice operates out of a 1900s listed building and has outgrown their existing premises so has been earmarked by the CCG as 'with potential for redevelopment and/or expansion'. Its landlocked current estate has limited capacity and no ability to expand. The practice needs more clinical rooms for staff and patients. This justifies the relocation of the practice to the nearby Finsbury Leisure Centre, a 7-minute walk (0.3 miles) from the existing practice; a convenient relocation for the existing patients.

Daylight & Sunlight impact

Access to daylight and sunlight is a vital part of a healthy environment. Daylight, sunlight, and overshadowing assessments will be undertaken at each phase of the proposed design. This will help measure potential impact of the development on the surrounding properties as well as assess the level of daylight and sunlight in the new homes.

As this is a large urban development the scheme has taken account of Building Research Establishment (BRE) guidance, National Planning Policy Framework (NPPF), London Plan & Islington local plan. These frameworks will continue to guide the scheme to ensure a balance between daylight and other design concerns.

The resident consultation & engagement plan will ensure residents are kept up to date with the impact of the scheme on surrounding dwellings, particularly during the demolition and construction phase.

Placemaking strategy

A placemaking strategy is being developed in consultation with LBI Planning. The strategy will help guide the scheme's journey from a predominantly under-used site to a vibrant neighbourhood that responds positively to the neighbouring homes, St Luke's Church, St Luke's Garden and Ironmonger Row Baths. The aim is to provide 100 new council homes, 98 homes for sale to help pay for them, an improved leisure centre, new medical centre and, improved public spaces, all of which are sensitive to the surrounding conservation area. The strategy takes account of residents' routes through and around the site, offering a range of housing typologies, and creating permeable play streets alongside, where possible, the retention of existing trees. Specifically, this includes:

- A new residential courtyard block is proposed alongside Central Street,
- The new Leisure and Medical Centre is proposed facing St Luke's Garden, to create a cluster of community uses and a lively park edge,
- Building heights fall away from Central Street to respect heritage assets.

2B. What impact will this change have on staff?

Please consider:

- Who will be impacted? For example, which services, teams or buildings?
How many staff?
- Broadly what will the impact be? For example, changes to organisational structure, changes to reporting lines, changes to staffing levels, changes to responsibilities, relocation, changes to access to facilities, new ways of working, development opportunities. This should be a broad overview, the specific impact on people with protected characteristics and/or from disadvantaged groups will be assessed later in the form.

NB: EQIAs should be completed as part of the council's [Organisational Change process](#). Please contact your [Strategic HR Business Partner](#) to discuss organisational change.

The additional new homes will be managed by Homes & Communities and New build will work closely with the team in the lead up to ensure appropriate staffing & resources are in place for a smooth handed over. Similarly, the leaseholder properties will be managed and handed over to Home Ownership team.

Green Spaces & Leisure services will oversee the contract with GLL who will manage and maintain the centre and the new courtyard and public realm will be maintained by the Parks team.

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

State of Equalities in Islington 2023

To help understand the picture of inequality in Islington, data from the State of Equalities report has also been carefully considered. The state of equalities report draws on data from key sources including the Office of National Statistics (ONS) – Census data, Greater London Authority (GLA), the Department for Education (DfE), Public Health.

The population of Islington is estimated to be 247,463 in 2023 and it is estimated that the population of Islington will grow by 5.8% (14,362 people) between 2023 and 2033. To meet

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the increase the New Build Programme aims to start building 750 Council homes by 2027 and FLC forms part of this ambition.

Islington is the 6th most deprived borough in London. 28% of children under 16 live in low-income households and the free play provision offered by the scheme will benefit many of these families. To help break down the cycle of deprivation, the new leisure centre, GP & family homes have the potential to tackle health and social inequalities.

EQIA Resident Profiles from 2021 census

To understand the background of residents living in the Bunhill ward and how the scheme will impact various equality groups, it is important to take account resident profiles from the 2021 census. The Bunhill population is 11,167, approximately 5% of Islington's population. 35% of residents are Christian whilst 11% are Muslims. The BME communities make up 42%.

Almost 14% of the Bunhill population are under the age of 16 and 15% of the residents recognise themselves as living with a disability.

Lets talk Islington Resident 2022

Lets talk Islington Resident survey identified the lack of affordable housing was a key concern. Housing and safety were top priorities across gender, ethnic groups and disability status with 70% of respondents saying affordable decent homes was a priority. Housing was a higher priority for lower income households.

Rapid Health Impact Assessment 2024 (RHIA)

The RHIA has identified that Islington's population generally has worse health when compared with the London average & additionally, both male and female life expectancy in Islington are lower than the London and national average.

However, analysis of the Bunhill ward indicates that residents are generally in a better state of health than those within Islington, whilst also being in a similar state of health to the average across London. To ensure health benefits to residents are promoted by the scheme a (RHIA) has been carried to:

Understand how the scheme could directly and indirectly impact on the key determinants of health;

- Identify those people most likely to be affected by the Proposed Development with regard to health inequality issues; and
- Identify measures to enhance the beneficial effects and mitigate the adverse effects of the scheme on public health and establish responsibilities for delivering and monitoring these.

The RHIA highlights the following principal health benefits:

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- Provision of housing including a number of affordable housing choices, providing supply to the LBI's housing market. This provision will meet the needs of the lower income parts of the community
 - Employment creation during the construction period can potentially give rise to positive health impacts associated with increased income, the establishment of networks, job satisfaction and a sense of self-worth. The Contractor has tendered a core delivery team and is committed to providing apprenticeships as part of the Main Contract award (details of which can be provided when available). Sub-contractors will be identified once the Main Works contract has been awarded. The pre construction contractor has advised operative numbers on site will range from 50–250 per day (peaking at mid-point) for the duration of the 146 week project.
 - The re-provision of the Leisure Centre will be built to provide high visibility for residents and leisure centre users and will be located next to the new homes. Residents and leisure centre users will benefit from the public realm around the centre and new homes will promote social interactivity with seating, improved lighting, play space. The activities and sports on offer will be aimed at families, young & older people & therefore it is anticipated this will encourage social interaction and community cohesion. The leisure centre is designed to provide high levels of visibility and engagement throughout the facility. Unlike the current closed box design, the new facility uses glazing and a large central atrium to provide views of all the amenities and activities (subject to the discretion of some users). It is expected (as with Britannia Leisure Centre) that this will encourage an increased participation in sport and leisure as more local users become aware of the facility and its amenities;
 - Engagement with the community has meant that the feedback and needs of local residents has helped guide the scheme's masterplan.

In conclusion, the report highlights the scheme once operational & with appropriate design measures, will ensure potential adverse health impacts are mitigated. No negative health impacts have been identified to date, provided mitigation measures to minimise construction impacts such as dust, noise, vibration and odours are implemented in line with the CMP.

Finsbury Leisure Centre Facility Strategy 2021

LBI vision is 'to put physical activity at the heart of enabling Islington residents to start well, live well and age well.' The current leisure centre is reaching the end of its life as a serviceable building. In 2021 an assessment was carried out, including user surveys, to identify future sports facility requirements for the centre. This included reviewing the demand and supply of sports facilities within the centre's catchment, and who the centre currently serves.

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- Brief interpretation of findings

In Islington the most dominant age group is 25-29 years with nearly all the years increasing between 2020-2036. The biggest growth in population can be observed in the categories 65-69 and 70-74. This aging population will need to be considered when assessing the requirements of future facilities and in general new leisure provision will need to consider this change in age groups.

The scheme has taken account key recommendations including re-provision of sport hall and court facilities for squash & badminton, artificial football pitches & studio provision for yoga, dance, judo etc.

Analysis of patient registration and population growth

The scheme offers the potential for City Road medical Centre to relocate the new site at FLC. The scheme is just a 450m walk (6 minutes) southwest of the practice's current site.

Camden and Islington Public Health have provided an analysis of patient registration data, population growth, alongside residential housing planning information to identifying the impact of such a move and projected demand for GP services.

The practice is likely to see an increase in its registered population irrespective of a relocation due to projected growth in its core area of 900 residents. Whilst most new residents to the east are likely to register at Hackney practices, and most residents to the west at Clerkenwell Medical Centre or Pine Street Medical Centre, a relocation to the Finsbury Leisure Centre site may result in some new residents from the area to the west registering at City Road Medical Centre. However, the large site at the former Royal Mail sorting office at Farringdon, to the far west of the area, suggests that this will be limited.

In terms of population growth in the practices' area, it is projected that the population will grow by around 4,700 over the next 15 years. This is equivalent to 2.6 full-time equivalent (FTE) GPs at the generally recognised ratio of 1,800 patients per GP (although it remains that practices are best place to determine their staffing levels, and ratios vary between practices in Islington).

Analysis of registrations data also show increased uptake of remote only app-based services, particularly 'GP at Hand'. Whilst the data cannot show uptake of remote consultations offered by traditional practices, it is likely that remote consultations have accelerated because of the Covid-19 pandemic, and for many this may be a permanent change in the way in which they access primary care.

Overall, the assessment shows the proposed relocation would move the practice more towards the geographical heart of where the registered list of patients reside but a minimal negative impact should be ensured from the re-location

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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 in relation to other people.

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

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?
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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>Age (for example, young people under 25, older people over 65)</p>	<p>Positive and Negative</p>	<p>The positive impact of the new <u>leisure centre</u> will include changing facilities suitable for families with children. Young & older people will have access to football pitches etc.</p> <p>The short/med negative impact will be the existing centre will be closed to users during redevelopment.</p> <p>All applicants to the Housing Register are asked to provide details of age to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>Secure council tenants living in the Bunhill Ward and meet the local lettings criteria will be prioritised.</p> <p>The positive impact of the new council homes will address the needs of households on the Council's waiting list by providing family size</p>	<p>Potential benefits will be monitored as scheme progresses and where appropriate undertake targeted outreach work.</p> <p>The short/med negative impact will be reduced by developing a dispersal strategy that will provide current users with information on booking courts etc in the borough.</p> <p>LBI regularly review the performance of GLL and sanction the charges for the facilities to the users. LBI are currently negotiating preferential and discounted fees for local users. GLL also have a programme of communications to increase awareness of their facilities. LBI do not actively control this programme but can align with and encourage it.</p>

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>units, lifts for young families & older people; there will also be play provision for children, courtyard & seating for all age groups.</p> <p>The GP is next to the Leisure centre and new homes ensuring wide accessibility; GP will offer services including on site nurse, pharmacist to advise families, older people etc</p> <p>There will be private sale homes and potential buyers will only be known during the Marketing phase.</p> <p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women only drop in squash and 'Outplay@ LBGTQ squash. They will continue to offer these as a minimum.</p>	

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>Disability (include people with physical disabilities, people with learning disabilities, blind and partially sighted people, Deaf or hard of hearing people, neurodiverse people. This also includes carers.)</p>	<p>Positive</p>	<p>All applicants to the Housing Register are asked to provide details of disability to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>10% of new homes will be wheel chair accessible for residents with disabilities. Most of those in the council housing wheelchair accessible homes will be larger for families. The new blocks will have lifts and evacuation lifts for those with mobility issues.</p> <p>The new leisure centre will be accessible for people with mobility issues and those who require wheel chair access.</p> <p>The GP will be fully accessible for people with mobility issues and the who require wheelchair access. It</p>	<p>Potential benefits will be monitored as scheme progresses and where appropriate, undertake targeted outreach work.</p> <p>LBI regularly review the performance of GLL and sanction the charges for the facilities to the users. LBI are currently negotiating preferential and discounted fees for local users. GLL also have a programme of communications to increase awareness of their facilities. LBI do not actively control this programme but can align with and encourage it.</p>

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		will also have designated drop off & pick up areas, including for ambulance.	

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>Gender reassignment and identity (include people who identify across the trans* umbrella, not only those who have undergone gender reassignment surgery. This is inclusive of girls and or/women, men and/or boys, non-binary and genderfluid people and people who are transitioning)</p> <p>*Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth.</p>	<p>Neutral</p>	<p>All applicants to the Housing Register are asked to provide details of gender to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>The new Finsbury Leisure centre will offer a variety of changing facilities including female, male, unisex, family, group change, & 'changing places'.</p> <p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women only drop in squash and 'Outplay@</p>	<p>Potential benefits will be monitored as scheme progresses and where appropriate, undertake targeted outreach work.</p>

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?
		LBGTQ squash. They will continue to offer these as a minimum.	

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Marriage and Civil Partnership	Neutral		
Pregnancy and Maternity (include people who are pregnant in or returning to the workplace after pregnancy. Could also include working parents.)	Positive	The GP will offer services including on site nurse, pharmacist; also benefit from lifts in the new residential blocks.	Potential benefits will be monitored as scheme progresses and where appropriate, undertake targeted outreach work.

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>Race or ethnicity (include on the basis of colour, nationality, citizenship, ethnic or national origins)</p>	<p>Neutral</p>	<p>The new homes will be built in Bunhill where 42% of residents are from the BME communities.</p> <p>All applicants to the Housing Register are asked to provide details of their ethnic origin to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>Secure council tenants living in the Bunhill Ward and who also meet the local lettings criteria will be prioritised for council homes.</p> <p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women</p>	<p>Potential benefits will be monitored as scheme progresses and where appropriate, undertake targeted outreach work.</p> <p>LBI regularly review the performance of GLL and sanction the charges for the facilities to the users. LBI are currently negotiating preferential and discounted fees for local users. GLL also have a programme of communications to increase awareness of their facilities. LBI do not actively control this programme but can align with and encourage it. The new facility is designed to enable both segregated and integrated participation.</p>

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?
		only drop in squash and 'Outplay@ LBGTQ squash. They will continue to offer these as a minimum.	

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>Religion or belief (include no faith)</p>	<p>Neutral</p>	<p>All applicants to the Housing Register are asked to provide details of their religion to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>35% of residents in Bunhill are Christian, 11% are Muslims & 38% are of no faith. Secure council tenants living in the Bunhill Ward and also meet the local lettings criteria will be prioritised for council homes.</p> <p>Some of the new council homes have been designed with doors and walls separating kitchens and living room areas to be able to accommodate residents with specialist requirements related to religious or cultural beliefs. In flats where the kitchen and living areas are not separated, they are separable in future if needed.</p>	

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		<p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women only drop in squash and 'Outplay@ LBGTQ squash. They will continue to offer these as a minimum.</p>	

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<p>Sex (include trans girls and/or women and trans boys and/or men. Under the Equality Act 2010 a person's legal sex is their sex as recorded on their birth certificate. Someone can change their legal sex by obtaining a Gender Recognition Certificate.)</p>	<p>Positive</p>	<p>New Leisure centre will offer a range of changing facilities including, female, male, gender neutral, group change, family accessible & 'changing places'.</p> <p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women only drop in squash and 'Outplay@ LBGTQ squash. They will continue to offer these as a minimum.</p>	<p>Carrying out public engagement with local community and current GLL users as well as targeted engagement activities about the proposals and future leisure activities.</p> <p>LBI regularly review the performance of GLL and sanction the charges for the facilities to the users. LBI are currently negotiating preferential and discounted fees for local users. GLL also have a programme of communications to increase awareness of their facilities. LBI do not actively control this programme but can align with and encourage it. The new facility is designed to enable both segregated and integrated participation.</p>

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>Sexual Orientation</p> <p>(include people from across the LGBTQ+ umbrella, for example, people who identify as lesbian, gay, bisexual, pansexual or asexual.)</p>	<p>Positive</p>	<p>All applicants to the Housing Register are asked to provide details of their sexual orientation to enable monitoring to take place. Equalities monitoring is carried out under Islington Council's allocation scheme and the data collected is used to ensure that the scheme is being operated in a fair and non-discriminatory manner, as well as for the purposes of regular equality impact assessments and subsequent improvements to service delivery.</p> <p>The Finsbury Leisure Centre is operated by a third party (Greenwich Leisure Limited GLL), as with all LBI leisure facilities. GLL accommodate bookings for particular user groups. For instance, they currently accommodate Muslim women mixed martial arts, LBGTQ Jujitsu, women only drop in squash and 'Outplay@ LBGTQ squash. They will continue to offer these as a minimum.</p> <p>'Outplay' squash group have been consulted to get feedback on proposals.</p>	<p>Potential benefits will be monitored as scheme progresses and where appropriate undertake targeted outreach work.</p>

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 (e.g. people on low incomes, people living in poverty, looked-after children, people with care experience, people who are homeless, people who are prison leavers, people affected by menopause, people affected by menstruation and/or period poverty)</p>	<p>Positive</p>	<p>Families on low income moving into the new homes will benefit from a leisure centre that is in walking distance so no travel cost incurred</p>	<p>Further potential benefits will be monitored as scheme progresses.</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

FLC Project Board

The FLC Project Board has been set up by LBI to oversee the development of the scheme. This ensures collaborative working between departments, ensuring appropriate governance & due diligence as well as corporate 'sign off'. It's members include New Build, Environment, Legal, Communications and Planning and meet monthly.

Sub-CADB

Scheme progress is provided to the Sub Corporate Asset Development Board and is represented by ward Councillors and LBI officers.

Rapid Health Impact Assessment 2024 (RHIA)

To mitigate negative impacts on residents, many of the recommendations of the RHIA are already integrated as part of the development including:

- continue to ensure homes that promote good design, layout and provide a range of types and sizes for the local community ensuring there are homes that are accessible for older and disabled persons;
- ensure design measures address the housing needs of disabled residents are fully implemented;
- seek to maximise the number of affordable and socially rented homes available subject to viability;
- ensure all building regulation requirements are met;
- to implement & monitor mitigation measures through an effective Construction & Environment Management Plan (CEMP) to avoid potential significant effects;
- Noise and Air Quality Assessments to avoid any adverse effects;
- development and implementation of a maintenance strategy for the scheme;
- the development of an energy strategy that considers renewable energy where appropriate

In addition, the scheme:

- will continue to involve and liaise with LBI internal stakeholders and NHS to confirm the potential impact on GP services, schools and nurseries in the local area
- will seek to explore arrangements during construction phase to limit the inconvenience, mitigate any negative impact and ensure that sport centre users can continue their current sports/ activities with ease;

Please provide:

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

- explore opportunities for the voluntary and community sectors to use the new open space created

A continuous monitoring and a proactive approach to address emerging issues will be adopted to ensure that the wellbeing of the community remains a priority throughout the lifecycle of the scheme.

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)

If you are planning or completing key strategic participation and engagement work or if you need guidance and support, please get in touch with the Participation and Engagement team at engagement@islington.gov.uk.

If you have **not** completed any engagement activity and do not plan to, you should outline why this decision has been made.

Residents & key stakeholder engagement

To ensure meaningful consultation and engagement continues throughout the scheme's development a residents & key stakeholder engagement plan has been developed. The plan seeks to consider the full range of people, businesses, community groups affected by the scheme and whether representative groups exist. The plan also considers targeting specific groups if appropriate to ensure they are aware of the consultation and can access it. Consideration is given to tailoring consultation to the needs and preferences of particular

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groups, such as older people, younger people or people with disabilities that may not respond to traditional consultation methods.

Stakeholder engagement

The scheme has engaged with a diverse range of key stakeholders including Greater London Authority (GLA), Sport England, Health and Safety Executive (HSE), NHS, faith groups, local schools, Greenwich Leisure Limited (leisure centre operator), Historic England, Met Police Designing Out Crime, Islington's inclusive design, highways, building control, urban design, planning, tree, civil protection and community safety officers, the Design Review Panel, and ward councillors.

Resident consultation & feedback so far

Whilst it is a statutory obligation to consult residents when building new homes, the scheme has engaged the community from early design stage to ensure the proposals are developed in response to ongoing discussions with local residents and both LBI stakeholders and external stakeholders. To mitigate negative impact LBI have been working with the community since 2017 to explore how to improve the Finsbury Leisure Centre site, improve and modernise the Leisure Centre facilities, and deliver wider benefits for the local community.

Community engagement since 2022 has included 11 public community engagement events - eight in-person and three on-line, all prior to planning submission. These took place at different times of the week and weekend to ensure as wide opportunities for participation as possible. In addition, residents received letters notifying them of events and access to a website – [Islington.gov.uk/FinsburyLeisureCentre](https://www.islington.gov.uk/FinsburyLeisureCentre) with key information about the proposals.

There were 64 people who attended in-person events during the July 2022 public engagement. There were 244 attendees across seven public events during the January 2024 public engagement.

Two online surveys were conducted, one in July 2022 and the second in January 2024. The July 2022 survey was completed by 393 respondents with 74% of responses from current

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leisure centre users. The January 2024 survey was completed by 363 respondents, of which 289 live in the local area, 78 work locally and 178 are active users of the leisure centre.

Three further in-person engagement events are planned for 13-18 July 2024 to update the local community on the designs prior to planning submission, and to provide more detailed information and responses to the most recent phase of public engagement in January 2024. Topics will include:

- designs & quality of the new homes including proposed height of the tall building and leisure centre building
- local lettings priority for the new council homes
- alternative facilities for existing sport centre users when centre closes
- spectator viewing of the football pitches and access to the leisure centre
- Name of the GP surgery relocating to the FLCR site

Accessibility workshop March 2024

An Accessibility workshop was chaired and represented by Councillors including the Executive Member for Health and Social Care & Cabinet Member for Equalities, Culture and Inclusion. A number of accessibility and disability groups attended including Age UK Islington, Islington Mind, Disability Sports Coach as well as City Road Medical centre.

The purpose of the workshop was to hear from people with experiences of navigating Islington with disabilities, or caring for or representing people with disabilities, and to discuss:

- The proposals for transforming Finsbury Leisure Centre and refurbishing Sobell Leisure Centre
- People's experience of accessing Islington's leisure facilities
- barriers to accessing leisure services experienced by groups with accessibility needs
- How to encourage wider participation

How to make the new facilities more inclusive.

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)

If you are planning or completing key strategic participation and engagement work or if you need guidance and support, please get in touch with the Participation and Engagement team at engagement@islington.gov.uk.

If you have **not** completed any engagement activity and do not plan to, you should outline why this decision has been made.

Additional targeted stakeholder engagement has taken place with the aim of reaching members of the community under-represented at public events. The project has met with local schools, local faith organisations, local youth groups, and a local community centre. This engagement will continue up to and during the July 2024 public engagement events.

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
Take steps during the construction phase to minimise impact on residents, local businesses etc for example, consultation events, newsletters, meet the contractor event	Project Team & Contractor	Prior to Start on site
Ensure new leisure centre meets needs of users. Continue dialogue with representative groups, existing users. Negotiation with GLL on their contract to operate FLC.	Project team & GLL	Ongoing
Co-ordinate transfer of residents into new homes. Also undertake post occupancy evaluation.	Project Team & Housing Team	Prior to handover
Ensure new Medical Centre meets demand of patients	Project Team, NHS, CRMC	Ongoing

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

You are legally required to monitor and review the proposed changes after implementation to check they work as planned and to screen for unexpected equality impacts. In general, we expect that EQIA documents are revisited and reviewed between every 6 to 12 months. If you have additional information or unexpected impacts are found, you can update your EQIA and send to the Strategy, Equalities and Communities service again for quality checking and guidance.

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 Jankó		June 2024
Strategy, Equalities and Communities service	Hezi Yaacov-Hai	<i>Hezi Yaacov-Hai</i>	3 rd July 2024
CWB Corporate Director	Stephen Biggs		June 2024