

Form A – Relevance Test (screening)**Function/Service Being Assessed:****Cambridge Road Estate (CRE) Business Plan**

The CRE Business Plan is a strategic document that defines the approach for the estate regeneration programme. In addition to the approach for the overall programme, there will be separate Phase Business Plans for the proposed five phases of development. The Business Plans are reviewed and approved by the Finance & Partnerships Committee before planning applications can be submitted.

1. Populations served/affected:

The Cambridge Road Estate Regeneration is Kingston's most important housing development programme for many years. With our partner Countryside Properties, we will provide over 2,000 new homes, with at least 767 council homes, providing a safer neighbourhood with new parks, play areas and community facilities. Residents are at the heart of our plans and returned a positive vote for the scheme in the March 2020 ballot. We are now moving towards the delivery phase.

A number of populations are affected by the programme:

1. The current and future residents of the Cambridge Road Estate. These include secure tenants, private tenants and resident homeowners. Temporary accommodation (TA) households currently residing on the estate are affected, until they are permanently relocated during the phased vacation of all existing TA properties.
2. RBK staff in the CRE Regeneration Programme are affected in terms of their office facilities and location.
3. Users of the CRE community facilities (both temporary and new) are affected.

As identified in the June 2020 Equalities Impact Assessment for the CRE Rehousing Policy, there is great diversity within the current population of residents on the CRE, and some groups of people will require specialist support and/or facilities during the regeneration of the estate. At all stages of the regeneration, the council will consider appropriate equality requirements and undertake assessments as needed.

2. Is it relevant to the general duties as specified by the Equality Act? (see Guidance notes)

The CRE Regeneration Programme is underpinned by all three equality principles:

1. Eliminating Discrimination
2. Promoting Equality of Opportunity
3. Promoting good relations

The appointment of Countryside Properties as joint venture partner followed the council's comprehensive Competitive Dialogue selection process in which bidders were required to provide their own equality policy and demonstrate how they meet the requirements of the Equalities Act in the delivery of their services. Moreover in the formation of the joint venture a series of policies will be adopted by both parties, within which compliance to the Equalities Act will be a central tenet.

Do you monitor your users?

Yes - in 2019, as part of preparations for the Ballot process, an estate-wide household verification exercise was undertaken. In addition, as part of the rehousing process, more detailed Household Assessments will be conducted for each phase of development. These will provide information about individuals within households. These assessments will ensure an adequate supply of suitable housing is available and appropriate support mechanisms are in place for moving residents to their new homes.

There will likely be basic monitoring of user groups of the community facilities, to ensure adequate facilities are supplied and these are accessible to all groups requiring them.

Equality considerations for RBK staff in the regeneration programme are monitored by their manager, whilst any equality needs are supported by HR procedures and policies.

Is there any evidence or reason to believe that some groups could be differently affected?

Yes

Which equality groups are affected?

Throughout the regeneration programme, there are various activities and approaches which will require us to consider the particular needs of various protected characteristic groups. These activities and approaches include the design of homes and estate facilities, the rehousing of residents, the development of a Social Value strategy, and the involvement of residents in consultations, decisions and engagement activities. Not all equality groups will be affected by all activities, but across the programme as a whole, the groups we will consider are:

Age
Disability
Gender
Gender Reassignment
Marriage or Civil Partnership
Pregnancy and Maternity
Race
Religion and belief
Sexual orientation

Rehousing

A full EQIA has been completed for the Local Lettings Policy (the rehousing policy) and can be accessed [here](#). This policy provides various measures to support the needs of the above equality groups ahead of, and during, their moves to temporary and permanent properties.

Design of the estate

To support the design of the new estate homes, facilities and open spaces, Countryside Properties have contracted an inclusive design consultancy to interrogate the plans and ensure that no groups are disadvantaged. For each phase of the development they have prepared an Access Statement which will serve to satisfy the Joint Venture Board that relevant equalities have been considered and addressed. These Access Statements will also form part of the planning application submission for each phase. Amongst others, details within the Access Statements include: The Equality Act; pedestrian access routes; landscape and public open space; transport connections, car parking and mobility scooter parking; access to and use of buildings; accessible housing provision; and M4(2) and M4(3) access provisions.

The Access Statement - Accessibility Audit is on the RBK Planning Portal, in 2 parts as it is a large document. The links to both parts are:

Accessibility Audit Part 1

https://publicaccess.kingston.gov.uk/online-applications/files/6C5BBA443BBABC8446CC50E19E9BAC11/pdf/20_02942_FUL-CRE_-_Accessibility_Audit_Part_1_LR-4980958.pdf

Accessibility Audit Part 2

https://publicaccess.kingston.gov.uk/online-applications/files/3A343D141852310D4EB64E72EAE81A2F/pdf/20_02942_FUL-CRE_-_Accessibility_Audit_Part_2-4_980959.pdf

Resident engagement and participation

Residents are at the heart of the scheme and will continue to be consulted on and/or engaged with as appropriate for key programme activities. Consultation and engagement approaches have considered the access, language, and other specific needs of residents and neighbours, and adapted to the unique restrictions placed on the council and residents during the Covid-19 pandemic. Approaches to date have included a mixture of public exhibitions, face to face drop-in sessions, website pages and forms, printed brochures, newsletters and letters, text message updates, telephone calls, communication support services, and door knocking.

We have established a Community Board which is a key element of the programme's governance structure. Appropriate conversations continue between the Resident Engagement Lead and the Equalities Officer who has been consulted in the drafting of the Community Board's constitution and recruitment process to ensure we consider equalities in the establishment and operation of the Community Board.

Membership to the Community Board is open to any resident, tenant or leaseholder, whose primary home is on the estate. The board can have sub groups, and we are currently in discussion with the Youth Service about establishing a group for young people to enable their participation in the regeneration programme and community board. The next recruitment drive will focus on prioritising an age group underrepresented on the board (younger adults).

Community Board meetings have been held at convenient times for attendees. Meetings have been virtual to date in order to comply with covid restrictions and members have been supported to enable them to attend virtually (e.g. purchase of a chrome book). When meetings commence in person these will be held in an accessible location. Training and expenses such as transport, caring responsibilities or printing, will be covered for members to enable residents to participate in the Community Board. We have also provided information in advance of meetings where there may be a visual barrier, to allow members to review finer detailed drawings.

The Community Board constitution was reviewed by the Equalities Officer to ensure that the constitution supports and promotes equality of opportunity and consideration of equality issues through all its duties. The Community Board and sub-groups will be expected to adhere to the equal opportunities policy and code of conduct. Finally, in the Constitution there is the requirement to ensure the interests of all residents, regardless of background, are considered in terms of development, management and service delivery, and to encourage participation from a wide range of residents to ensure that the Board is diverse and represents communities across CRE.

A key activity for the Community Board and programme team is the development

of new community facilities on the estate and a Social Value Strategy, including the establishment and disbursement of a Community Chest fund. Appropriate equality considerations will be considered and conducted as part of this work.

In addition to the above, EQIAs have been completed at earlier stages of this programme with respect to the [GLA Housing Zone report](#) (March 2017) [Decant policies](#) (Sep 2017), [Voluntary Ballot](#) (March 2019) and [Registered Provider decant policy](#) (Sep 2019). These have been considered in the completion of this impact assessment and findings and recommendations noted and included in the programme design and component policies.

3. What is the degree of relevance?

In your view, is the information you have on each category adequate to make a decision about relevance?

Yes (for all groups)

As noted in the Local Lettings Policy EQIA, resident information has been gathered during the Household Verification exercise and early stages of our current Household Assessments, and will be continuously updated during each Phase of the development.

The CRE Executive Board has formed a joint venture with Countryside Properties with a comprehensive governance and reporting structure to ensure adherence to equality principles and to monitor, through KPIs, the support to, and impact on, protected characteristics and the Equality Act compliance of both joint venture parties. A KPI report will be available at least annually.

The CRE Regeneration programme will incorporate EQIA reviews, at appropriate stages, as part of the programme plan to enable continuous monitoring and ensure that the needs of all residents are suitably considered.

Are there any triggers for this review (for example is there any public concern that functions/services are being operated in a discriminatory manner?) If yes please indicate which:

Yes, the regeneration of the CRE and the approval of the Business Plan.

4. Conclusion

On the basis of the relevance test would you say that there is evidence that a medium or high detrimental impact is likely?

No

The CRE Business Plan is a commercial document that does not define services or policies for RBK residents. However, the regeneration programme requires the council to complete various activities which aim to have a positive impact on residents' lives. Where residents are impacted by the regeneration programme activities, appropriate equality considerations will be undertaken and assessments completed as needed. As noted, a number of assessments have been undertaken already and integrated into the programme design and approach.