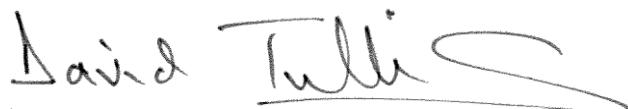
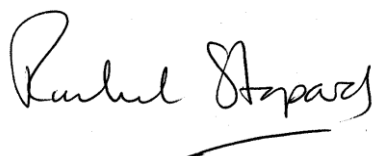


LONDON BOROUGH OF CAMDEN	WARD: ALL
REPORT TITLE: CAMDEN COMMUNITY INVESTMENT PROGRAMME (CENV/2012/39)	
REPORT OF: Directors of Finance, Culture and Environment, Housing and Adult Social Care and Children, Schools and Families.	
FOR SUBMISSION TO: The Cabinet	DATE: 24 October 2012
SUMMARY OF REPORT: <p>The Community Investment Programme (CIP) is a long-term programme bringing together a range of work focussed on ensuring best use of the Council's assets to improve, shape and transform key places and services within Camden, whilst simultaneously addressing a critical capital funding gap. The programme is making and will continue to make an important contribution to the delivery of objectives within the Camden Plan, particularly harnessing the benefits of economic growth, tackling inequality, investing in our communities to ensure sustainable neighbourhoods and delivering value for money.</p> <p>This report is the sixth in a series of consolidated CIP Cabinet reports. It provides proposals for the redevelopment of sites in Plender Street, Camden Street and Carol Street and considers a proposal to expand the schooling provision from Hawley Infant School. The report also proposes a new model lease for VCS tenants in LBC properties, as part of the VCS Investment and Support Programme.</p> <p>Local Government Act 1972 – Access to Information No documents were used in the preparation of this report which are required to be listed.</p> <p>Contact Officer: Ed Watson, AD – Regeneration and Planning Address: Culture & Environment Directorate, Town Hall Extension Telephone: 020 7974 5622 Email: Ed.Watson@camden.gov.uk</p>	
RECOMMENDATIONS: The Cabinet is asked to: <ol style="list-style-type: none"> 1. Agree the project-specific decisions set out within the body of the report as at: <ul style="list-style-type: none"> • Section 2: Plender Street / Camden Street – decision following section 2.48 • Section 3: Carol Street – decision following section 3.22 • Section 4: Hawley Infant School – decision following section 4.35 • Section 5: VCS Leases – decision following section 5.18 	

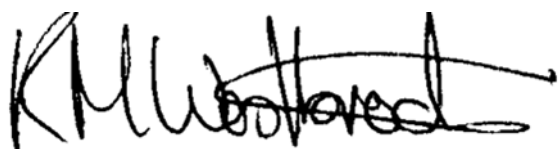
Signed:



David Tullis on behalf of Mike O'Donnell, Director of Finance



Rachel Stopard, Director of Culture and Environment



Rosemary Westbrook, Director of Housing and Adult Social Care



Richard Lewin on behalf of Ann Baxter, Director of Children, Schools and Families

Date:

12 October 2012

1. Introduction

- 1.1 The first CIP report to Cabinet in December 2010 set the parameters for the programme including the approach to consultation and approval was given to begin or continue initial work on over 60 individual sites. Since then considerable work has taken place across the programme to bring forward individual projects and there have been a series of reports to Cabinet updating on progress at both the programme and individual project levels and approval has been given for a range of steps in relation to particular schemes.
- 1.2 This report is the sixth CIP report presented to the Cabinet and seeks approval to proceed with the development of sites in Plender Street, Camden Street and 43 Carol Street. The report also seeks approval to expand the schooling provision provided from Hawley Infants School.
- 1.3 Finally, the report proposes the implementation of a new model lease for VCS tenants in LBC properties that includes a break clause providing a minimum of 3 years notice for VCS tenants in properties that may be included within a proposed CIP project.
- 1.4 These schemes and the Community Investment Programme as a whole will make a vital contribution to the delivery of the Camden Plan – most notably to the meeting the objective to invest in our communities to ensure sustainable neighbourhoods.

2. Plender Street / Camden Street scheme

Background

- 2.1 The principal sites which form this project (as shown on **Appendix 1**) are:
 - 30 Camden Street (HRA) – current premises of St Pancras Community Association (SPCA);
 - 67-72 Plender Street (HRA) – accommodating a row of five retail units and a GP surgery;
 - Richard Cobden Changing rooms site on Plender Street (GF);
 - Bayham Place Garages (HRA).
- 2.2 In addition to these there are proposals to swap playground sites adjoining the Richard Cobden Primary School playing fields and the Bayham Place Estate in order to optimise use of the respective parcels of land and ensure that there is no loss of school external playspace.
- 2.3 The objectives which the project seeks to deliver provide a strong example of the contribution that CIP will make to the delivery of the Camden Plan. These project objectives are as follows:

- The provision of a new fit-for-purpose fully accessible sustainable community centre;
- The delivery of affordable housing;
- A retail offer that meets the needs of the community;
- Increased access to sports facilities;
- New public amenity space promoting health and well-being;
- Urban realm improvements;
- Improve community safety;
- An improved Richard Cobden School nursery offer and better laid out external areas for the school.

These benefits would be made possible by the sale of new private housing.

- 2.4 The Somers Town and St Pancras ward which the community centre serves is the second most ethnically diverse in Camden, with the highest proportion of Black African (11%) and the second highest proportion of people of Bangladeshi origin in Camden. Nearly a quarter (23%) of residents are Muslim, the highest proportion of all wards. The ward ranks highest for lone parent households (16%) and has the largest proportion of Council tenants (51%).
- 2.5 St Pancras Community Centre is occupied by St Pancras Community Association (SPCA). The building, situated at 30 Camden Street, is a former exhibition hall for local artists built in the 1970s. It was not designed for its current purpose resulting in it being un-flexible and not fully accessible. The building fabric itself is at the end of its economic life and is both expensive to run and increasingly costly to maintain. SPCA provide services and facilities for the community including a luncheon club for the elderly, under fives drop-in centre and a youth club. SPCA also manages the smaller St Martin's Community Centre in Carol Street which is primarily hired out to groups and the community.
- 2.6 A new community centre on Plender St would enable SPCA to consolidate its services in a new community facility which is fit-for-purpose, efficient to run, fully accessible and flexible. This would accommodate different concurrent uses including those that are income generating to cross-subsidise other activities for vulnerable members of the community. This proposition is further strengthened by the proposal to place it alongside the Camden Sports Pitches, also known as the Richard Cobden Primary school playing fields. The pitches are accessed by the community outside school hours; these arrangements are currently managed in partnership with Greenwich Leisure Ltd.
- 2.7 The new community centre will incorporate not only improved facilities for young people but also an IT training suite. SPCA already provides space for use by City Lit and other training organisations and this offer will be enhanced through increased flexibility in space. The new centre will also provide a venue for small business occasional hire. There will be increased opportunities of linkages between different users of the centre. A recent workshop held by SPCA attracted over 15 VCS organisations alongside residents, demonstrating the

interest in the new facility. As a result of this meeting the concept for the new centre emerged - a hub to rest, work and play.

- 2.8 Engagement with SPCA and the residents of Camden Studios adjoining the centre has taken place since 2010. Various sites for the re-provision of the community facilities have been explored since that time. In 2011 the option to place the new centre on the Plender Street retail parade formed the basis of a report to Cabinet; the adjoining Bayham place garages were also included in the development footprint.
- 2.9 In July 2011 the Cabinet agreed that consultation and feasibility work would be undertaken with a report coming back to Cabinet subsequent to the consultation. A budget of £300,000 up to planning submission stage D was also agreed. At this stage the Richard Cobden changing room site was not included in the project scope. In order to inform the brief for this work, further engagement took place with residents in connection to both sites. As a result of the exercise, a re-provision of a retail element was included in the feasibility brief. It was also confirmed subsequently that the GP surgery would move to either the Crowndale Health Centre or a unit on Crowndale Road which would be fitted out to NHS requirements as part of the project.
- 2.10 During the initial feasibility work in January 2012 the opportunity to include the Richard Cobden changing room site and a land swap within the school site was examined and subsequently added into the project. Inclusion of this proposal provided the opportunity to increase the scope of benefits for Richard Cobden School and the community. This would contribute positively to the daily running of the school by improving the movement of parents and children around the site during school time and at start and end of day and enable reconfiguration of the site to improve general site management. By increasing the space available around the existing school building, options for a proposed re-location of the school nursery building will be improved which will allow for consideration of re-siting the nursery adjacent to reception classes and for provision of dedicated foundation stage play/external learning. The school may also benefit from the new community facilities that will be provided adjacent to the school site, this includes proposals for the community hall to have a sprung floor which could benefit curriculum teaching. Inclusion of this proposal also improves the project viability.
- 2.11 Six community design workshops were held between February and June 2012. As a result of this, the option to put the community centre on the Richard Cobden changing rooms site was favoured by both the community and project board officers.

Recommended Option and Business Case

- 2.12 A number of options for the sites have been examined in terms of viability, numbers of units, tenure and retail mix across the three sites; however in all 30 Camden Street provides a 100% affordable through a mix of social rented and low cost home ownership. The most viable option and therefore **the Recommended Option** results in the following development on each site.
- 30 Camden Street - 15 affordable units over a development of four floors;

- Richard Cobden Changing room - two floors of community centre with changing room integrated into the first floor and 16 private residential units on the floors above resulting in a development of five floors;
- 67-72 Plender St– two to four retail units with residential above, again resulting in a development of five floors accommodating a total of 14 or 16 private residential units.

2.13 The Bayham Place garages would be demolished and replaced with new open space. A section of the current Richard Cobden playground currently used for the nursery playground would also be added to this strip of new amenity space which could accommodate a new public playground, outside gym, table tennis or other activities. This would be either accessed by the public from Plender Street or through the community centre, subject to consultation.

2.14 The table below summarises the components of the development.

	Private units	Affordable Units	Retail	Community centre	New public open space
Max. No.	30 - 32	15	2- 4	1	1
Msq (GIA)	2384 - 2446	1435 (37-38%)	167 - 275	813	542

2.15 The number of retail units to be retained on the 67-72 Plender Street site impacts on the number of residential units.

2.16 A retail survey has been imbedded within the statutory consultation survey in order to understand current usage and future needs. The retail survey concludes that there is strong use and support for the general store/off licence offer and the launderette, see **Appendix 2**.

2.17 Alongside this an analysis of what is viable as a sustainable retail offer at this location has been undertaken and the conclusion is that the site will generate 'strong demand from independent local operators.' (Mace retail survey September 2012).

2.18 A financial analysis of the scheme accounting for the retail variable but excluding the capital value of the increased rental, demonstrates the following:

CAPITAL COMPARISON	Development cost	Net capital surplus
2 retail units	£12,000,000	£450,000
4 retail units	£11,900,000	£68,000

2.19 While replacing two retail units with ground floor studios improves the near term capital position, retaining four retail units presents a valuable investment with a strong potential for growth in revenue.

- 2.20 In addition, further employment opportunities are likely to emerge from an expanded community centre operation.
- 2.21 The four retail unit option is recommended because it reflects consultation feedback and provides for additional rental revenue income with potential for growth over the life of the buildings.
- 2.22 The property investment analysis compares the existing and the two proposed options:

YIELD COMPARISON	Units	Annual Rent	Yield %	Yield
Existing	5 retail and GP	£59,400	10%	£594,000
Proposed	2 retail	£23,500	7.5%	£358,000
Proposed	4 retail	£44,400	7.5%	£592,000

- 2.23 Development costs and additional project costs such as compensation, S106 and CIL levy, professional fees, relaying of the pitches, temporary changing rooms, off-site GP surgery fit-out and a 5% build cost contingency are built into the appraisal.

Break down of costs assuming option of 4 units	
Affordable units	2,152,500
Private units	4,074,400
Retail	206,205
Community centre	1,707,300
Public realm and other works	1,009,535
On-costs	2,733,084
Total Development Cost	11,883,024

- 2.24 Advice on the sales rates for the private flats has been provided by external property consultants. Build cost advice has been provided by external quantity surveyors.
- 2.25 The costs of funding the build in advance of receipts will be built into the appraisal. It should be noted that due to phasing, receipts from private sales will be achieved in advance of the affordable units being built which supports the project cashflow.

	2013/14	2014/15	2015/16	2016/17	2017/18	Total
	£'000	£'000	£'000	£'000	£'000	£'000
Works	2,112	7,038	-	-	-	9,150
On-Costs	521	1,770	212	212	18	2,733
Private Sales	-	-1,770	-9,803	-378	-	-11,951
Net Cashflow	2,633	7,038	-9,591	- 166	18	- 68

- 2.26 The housing tenure mix and viability will be assessed at key stages through the development of detailed design. This will enable designs to be value-engineered to optimise the benefit of the scheme, taking account of the

prevailing trends in building cost and property values; the project relies on the future housing market for viability.

Planning and other consents

- 2.27 School land is protected under current education legislation through the Academies Act 2010 and the School Standards and Framework Act 1998 and Secretary of State consent is required for any disposal, appropriation and change of use. Consents are currently being applied for and officers are aiming to obtain these prior to planning submission should the Cabinet decide to proceed with the project.
- 2.28 The changing rooms are on designated open space and so in response to Camden's planning policy which resists loss of open space the garages would be demolished and replaced with open space. There remains an overall loss of open space in the region of 80msq. However there are a number of benefits which this option generates which Development Management have indicated can be considered as mitigating this overall loss:
- Placing the community centre on the sports pitches provides an opportunity for the community centre to manage the sports pitches and derive an income that would significantly improve sustainability;
 - Providing improved and compliant changing facilities would broaden both accessibility to the pitches and also the range of activities that could be delivered from the proposed community centre's main hall;
 - The new open space would be more accessible than the current private open space.
- 2.29 In relation to 30 Camden Street, daylight, sunlight and overshadowing analysis has been undertaken and the scheme is fully compliant with planning requirements.
- 2.30 In relation to Plender Street, the recommended option described in 2.12 and 2.13 is also considered fully planning compliant.
- 2.31 Should there be any Rights of Light impacts these will be addressed as required within the next stage of the project.
- 2.32 The impact on the school will also be a key consideration in terms of the phasing, minimising disruption during phasing and maintaining safeguarding during the development period.

Statutory Consultation

- 2.33 Statutory consultation complying with both the Housing Act and Secretary of State requirements with respect to changes in school land/playing fields has taken place between 16 July and 5 October 2012. **See Appendix 2 - Consultation report** (please note that the report also includes a summary of engagement prior to statutory consultation).
- 2.34 Copies of the consultation document, questionnaire and Freepost envelopes were distributed to 1,618 residents in the areas surrounding the sites.

2.35 400 people participated in the consultation overall. An overwhelmingly positive response was received concerning the aims of the proposals, however there remains localised objection to the removal of garages and the proposed development remains a concern for residents of Camden Studios who are most affected by proposals on the 30 Camden Street site.

2.36 There has been a low response rate from parents or carers with children, just 8% (40 in number), which makes it difficult to access preferences and responses to proposed changes to playgrounds from this group. There has been a significantly lower response rate from young people and slightly lower response rate from black and minority ethnic communities compared to their profile in the ward.

2.37 Key concerns

30 Camden Street:

- Scale, mass and height of the development – loss of light, privacy and views
- Loss of parking

67-72 Plender Street

- Proposed height of the development – loss of light, privacy and views
- Loss of shops
- Fate of the existing shopkeepers at Plender Street trusted and known locally

Garage site in Bayham Place Estate

- Loss of the garages
- Loss of parking
- Noise, crime and anti-social behaviour from the open space and new community centre impacting on local residents and compromising the security of a safe estate currently protected from problems in the wider area such as drug/alcohol mis-use

Richard Cobden School

- Height of development on the Richard Cobden changing room site
- Future management of the pitches to ensure security of school premises
- Relationships with residents and resident groups

2.38 A key theme to emerge from the feedback was general distrust and scepticism that the affordable housing would be truly affordable. The sustainability of the development was also raised – i.e. ability of services to cope with increase in population.

2.39 A retail survey has been included in the statutory consultation document to ascertain usage of the current retail offer and the priorities of the residents.

2.40 58% of respondents confirmed they used the shops at 67-72 Plender Street with 84% walking to reach them. There is frequent and consistent use of the General Store (20% - 2-3 times a week, 18% - more often,) and Off Licence (19% - 2-3 times a week, 18% - more often). There is a likelihood that customers of the Off Licence may have ticked 'General Store' and vice versa.

Therefore no distinction is made between the noted use of these two retail units whose percentage scores are very close to each other in any event.

- 2.41 The lower (50% - not at all) or monthly (24% - once a month) use of the launderette recorded by residents requires consideration alongside feedback provided from consultation in 2011, the community workshops, drop-in sessions, group discussions, door-knocking exercise and questionnaires – all of which highlighted the importance of the launderette to local residents, particularly the elderly. Residents have also ranked the launderette as one of their top ‘very important’ shops that should be re-provided at 67-72 Plender Street.
- 2.42 Desk top analysis is also taking place to understand the surrounding retail offer. This survey will be used to inform the decision on the level and nature of the retail within the scheme.

Equalities Impact Assessment

- 2.43 An Equality Impact Assessment has been undertaken on the impact of the redevelopment proposals on protected groups – **see Appendix 3**. The analysis demonstrates no adverse impacts on protected groups arising as a result of these redevelopment proposals. Those which do arise are not deemed significant and / or justified by the positive gains that will result for these groups. They can also be mitigated.
- 2.44 Furthermore and in terms of meeting the area’s challenging social, health and educational needs, the provision of new and enhanced community facilities, amenity space and housing will have a positive impact in protecting the well-being, quality of life and life chances of the many vulnerable groups which live locally.

Development and Procurement Approach

- 2.45 Given the financial impact of delivering the scope of community benefits and the progress made during the consultation process the business case is developed on the basis that the Council would act as the developer.

Sustainability

- 2.46 The cost model for both the residential units and the community centre seeks to achieve BREEAM Very Good to Excellent for the community and commercial elements under the BREEAM 2008 scheme. The costs currently allow for code level 4 for all residential.

Employment

- 2.47 The recommended option results in the loss of one retail unit with four units retained. Any loss of employment is expected to be more than compensated through increased employment as a result of the expanded community centre offer which is expected to increase its staffing due to increased operational activities. In addition the new community facilities will provide increased opportunities for the self-employed to deliver services to the community as well as support for small business through the access to the proposed ICT suite and the use of space as a venue for events and networking.

- 2.48 In addition the community centre will be in a position to increase the range of training offered by its partners. This would include sports related training undertaken by the Council and others.

Recommendations

That the Cabinet, taking into account the results of the consultation and giving due regard to the equalities issues raised in the report:

1. Agrees the recommended option and the business case for the proposed comprehensive development of 30 Camden Street, 67-72 Plender Street, the Richard Cobden Changing room site and Bayham place garages, providing 2 or 4 retail units;
2. Authorises the Director of Finance, in consultation with the appropriate Cabinet Member/s, Head of Property Services, and the Borough Solicitor, to take all steps necessary to implement of the development of the recommended option;
3. Delegates to the Director of Finance the option to undertake prudential borrowing to support the capital funding requirements of the scheme if required;
4. Agrees that the framework of delegations as agreed by the Cabinet in July 2012, **see Appendix 4**, should specifically apply with respect to:
 - 4.1 - any necessary appropriations required by the project;
 - 4.2 – contract award strategies and contract awards for the implementation of the recommended option;
 - 4.3 - obtaining vacant possession of commercial and other non-residential properties affected by projects.

3. 43 Carol Street

Background

- 3.1 This section of the report seeks authority to sell for redevelopment the part of 43 Carol Street site that is leased to St Pancras Community Association (known locally as St Martin's Community Centre) and specifically described as Unit 23 and adjoining land as shown by shading on the plan within the report (**Appendix 5**). If this authority is granted, officers will also undertake further investigations into increasing the amount of employment space provided within the retained built part of the Carol Street workshop site.

Description of Site and Occupancies

- 3.2 The site occupies area of 0.16 hectares (0.39 acres) to the west side of Carol Street within an established and densely populated residential area. The property provides 23 single storey light industrial units providing an income currently in the region of £175,000 p.a. Unit 23 is occupied by St Martin's Community Centre including the open area to the east side of Carol Street. There is a linked opportunity to consolidate community facilities from this site to the Richard Cobden Changing Rooms site, as part of the Camden Plender St project (see section 2 above), which will deliver a new community centre with significantly improved quality sustainable space.
- 3.3 The various employment units are occupied by virtue of leases which are a mixture of protected leases under the Landlord and Tenant Act 1954 and others do not have statutory protection with the latest expiry date in May 2014. Those with protected leases would be entitled to statutory compensation under the Landlord and Tenant Act 1954 should leases not be renewed on expiry.

Consultation

- 3.4 In response to the public meeting held on 29 June 2011, it was agreed to extend the consultation from 4 November 2011 until 23 December 2011. Copies of a consultation document and questionnaire were distributed to 5,000 households across Camden Town with Primrose Hill ward and an additional public meeting to gather further views from the community on the proposals for 43 Carol Street. Thirty two people responded to the consultation questionnaire in writing. In addition, fifteen people from the user groups at St Martins Community Centre attended separate meetings about the proposals. Analysis of the written responses demonstrated an even split of those in favour and those not. Please see **Appendix 6** for the full report.
- 3.5 Following this consultation, officers have considered a number of options that include retaining and intensifying the B1 employment use as well as the provision of residential units. There is a clear intention to re-provide and incorporate the St Martin's Community Centre off site at Plender Street.

Equalities Impact Assessment

- 3.6 Given the re-provision of community facilities from St Martin's Community Centre to a new fit-for purpose community facility on Plender Street, the impact on protected groups which use St Martin's currently is not deemed significant. In terms of accessibility and convenience for local residents, the two sites are less than 15 minutes walking distance and 0.8 miles apart. The Equality Impact Assessment is attached at **Appendix 7**.

Planning Issues

- 3.7 The site has potential for redevelopment for residential purposes having regard to the nature of the surrounding area. Adjoining housing is 3 storeys in height as is the office building adjoining to the rear.
- 3.8 Planning policy seeks to protect both employment and community use unless there is re-provision or it can be shown the premises are no longer suitable for those uses.

- 3.9 The community space would be re-provided within the proposed consolidated community centre development on the Richard Cobden changing rooms site.
- 3.10 The garden area is not part of the adjoining public open space.
- 3.11 The Camden Plan states one of its objectives as “Creating conditions for and harnessing the benefits of economic growth” in order to attract businesses, jobs and investment to the Borough.
- 3.12 The CIP and planning policy has regard to employment activities provided from the site and should redevelopment of the site be considered reprovision of employment space on site or offsite with specific timescales for implementation.
- 3.13 Maximising housing in Camden is also a key priority and affordable housing policy seeks to achieve the provision of 50% of the borough wide housing target as affordable. So, whilst there remains a priority requirement for new housing in the local area and the Borough generally there are a number of potential restrictions on residential development that include a planning presumption in favour of the retention of employment generating uses as well as planning presumption in favour of the retention of community uses.
- 3.14 There are pertinent planning issues that require consideration when considering the various options for the Council. Future redevelopment of the site is constrained given the current density and high site cover. As it is bounded on three sides overlooking issues need addressing. One aspect to consider for a mixed use scheme is the need to design a scheme to ensure employment uses can function properly side by side with residential. A detailed assessment of the residential environment for the new units would need to be carried out, as there may be issues regarding noise, outlook etc.
- 3.15 In general, the key planning issue for this site is that it currently provides good quality employment space that is almost 100% occupied. The Council's planning policies (CS8 of the Core Strategy and DP13 of the Development Policies) seeks to retain viable employment floor space. Mixed use development may be acceptable subject to a number of criteria, including that the existing floor space is maintained or increased. The Camden Planning Guidance provides further information on the approach to employment land in the borough. This categorises sites based on the quality of the accommodation provided. 43 Carol Street is a Category 2 site, as it has access for larger vehicles, has freedom of operation without unduly restrictive hours, and has double height entrance doors and double height space in parts of the building.
- 3.16 Replacing such space is difficult. Evidence from the Council's Employment Studies suggests that stacking employment uses below residential uses does not result in the same quality of employment accommodation as currently exists on the 43 Carol Street, as it provides more constraints to operation. With this in mind, residential and employment uses may be better separated, in order to avoid conflict between the two uses. Although a series of options for future development have been considered by officers, none of the outline schemes are straightforward as planning issues are complex for this particular site and detailed design work will be required to try and reach a viable outcome.

Proposal

- 3.17 Following careful consideration of a series of options the recommended options is that the Council retains the employment workshop site, but sells the premises occupied by St Martin's CC, i.e. building and garden area. This option best reflects the aims and objectives of the Community Investment Programme and the Camden Plan. The sale is subject to the Legal Comments as contained within section 6 of the report.
- 3.18 It is proposed that the Council sells this space without restriction for best price and retains the existing workshop space, therefore ensuring the site continues to make an important contribution to the Camden Plan objective to create conditions for, and harness the benefits of, economic growth.
- 3.19 In the future, opportunities for enhancing and potentially increasing the usable employment space will be considered. Such situations may occur when leases expire and if configurations permit such enhancement these can be considered at the appropriate time.
- 3.20 The benefits of this approach are the retention and possible enhancement of the employment space and an opportunity for a capital receipt.
- 3.21 The proposal involves building on land presently laid out as a private garden to which there is no direct public access.
- 3.22 The outline financial implications of the proposal are set out in the confidential Part II item at **Appendix 8**.

Recommendations

That the Cabinet, taking into account the results of the consultation and giving due regard to the equalities issues raised in the report:

1. Agrees to the retention of the workshop space;
2. Agrees to the sale of area currently let to St Pancras Community Association at open market value;
3. Agrees to further investigations into increasing the amount of employment space provided within the retained workshop part of 43 Carol Street as opportunities arise."

4. Hawley Infants' School

Background

- 4.1 At its meeting on 1 December 2010, the Cabinet considered a CIP report which outlined a possible solution for the school. The report explained that the developers of the proposed Hawley Wharf development had stated that they could provide a new one form entry primary school at Hawley Wharf if that was what was needed in the local area and was acceptable in planning terms. The proposed new site for the school within the proposed development would be less than 300 metres from the existing school site and the intention is that the new school would be provided at no cost to the authority or local tax payers. The proposed new building would be designed in accordance with the authority's and the governing body's requirements. **Appendix 9** shows the current site and proposed location of the school within the Hawley Wharf development.
- 4.2 The local authority must follow a statutory school organisation process when considering the expansion of a maintained school, as outlined in this report at paragraphs 4.19 – 4.33. The Cabinet agreed at the December 2010 meeting that officers should begin the first stage of this process and undertake statutory consultation on the proposed expansion of Hawley Infants' school to admit junior aged pupils. It was agreed that the results of this consultation would be provided to the Director of Children, Schools and Families, who in consultation with the Cabinet Member for Children would consider the result of the consultation and decide whether to proceed to the next stage of the school organisation process.
- 4.3 In July 2011 the Cabinet was presented with an update on the expansion proposals for the school following further discussions that officers had had with the developer. The Cabinet was informed that the statutory proposals process had not yet been commenced as clarity was still being sought regarding viability of the proposed scheme. The report also noted that the proposed site for the new school within Hawley Wharf was originally earmarked for affordable housing and therefore that a new school within the development would therefore mean less new affordable housing. The Cabinet agreed that officers should explore the use of the existing Hawley school site for affordable housing and also gave an in principle support for the proposal of a new Hawley Primary school within the proposed Hawley Wharf development subject to the outcome of the consultation process.
- 4.4 Existing school land is protected under education legislation and in order to secure future use of the existing Hawley Infant's school site for non-school activities officers had to consider the legislation and decide whether there was a need to apply for consent from the Secretary of State or whether a General Consent applied (both pieces of legislation have self-awarding General Consents that can be applied if relevant factors apply). At the time (July 2011), the relevant legislation was:

- Section 77 of the School Standards and Framework Act 1998 as amended by the Education and Inspections Act 2006 which protects the disposal and changes of use of playing fields; and
 - Schedule 35A to the Education Act 1996 as amended by Schedule 7 to the Education Act 2002 which protected the disposal and appropriation of land at community schools. This need for consent under this legislation was later replaced by the Academies Act 2010.
- 4.5 Having considered these pieces of legislation, officers wrote to the Department for Education stating that they felt General Consents applied in both cases. The General Consents have been noted by the Department. This now means that the authority can dispose, appropriate and change the use of the existing site as it sees fit.
- 4.6 Discussions have continued since the last Cabinet meeting between officers, the school and the developer in order to develop the proposals for the school and the requisite legal arrangements, including the s106 requirements. Officers and the school have been keen to ensure that control is retained over the proposed design of the new building and that the authority is not exposed to unnecessary risks. Detailed discussions will continue regarding the most appropriate option for securing the proposed school building within the proposed Hawley Wharf development and these will feed into the legal documentation prior to the scheme being considered for planning permission.
- 4.7 The proposed new school at Hawley Wharf would be a one form entry school and would be able to admit 210 pupils plus the school would still be able to have a nursery. The plan is that the new junior places would gradually fill over a four year period after the school opens as pupils move up through the school. There would be a number of benefits arising from the proposal such as:
- Brand new school building with improved facilities for teaching and learning and flexible areas for group work. Additional areas would allow the school to teach a wider curriculum to pupils;
 - New sports pitch or MUGA (multi-use games area) which would enhance the bigger outdoor areas of the school;
 - Pupils would be able to stay at the school until they needed to move on to a secondary school. The last Ofsted report for Hawley Infants' noted that the school is affected by a significant outward movement of pupils between Years 1 and 2 as parents seek to guarantee a Key Stage 2 (junior) place for their children. The Ofsted rating for the school is good;
 - 30 pupils would be able to be admitted to the school each year. The school currently admits just 29 pupils in Reception and Years 1 and 2 as the classrooms are too small to take full infant classes;
 - The number of pupils in the school would gradually increase to 210 from Reception through to Year 6. The school would continue to have a nursery;
 - The new school would be provided very close to the existing school site;
 - The existing school could continue to operate whilst the new school is built thereby limiting disruption to pupils and staff;

- More staff would be gradually employed as the school grows, creating a wider range of skills amongst teaching staff which will help enhance the school's curriculum offer;
 - The local community could use parts of the school outside school hours, by agreement with the school. The intention is that the school would be provided by the Hawley Wharf developers at no cost to the authority, school and governing body, or Camden taxpayers;
 - The authority would save money by not having to invest in the existing old building. This funding would then be used to invest in other schools and homes within the borough;
 - Expansion of the school would allow the school to increase its offer to children over the age of 7 from vulnerable groups, such as those with SEN, on free school meals or those where English is an additional language. These pupils would have the opportunity to continue to access the new facilities at the school rather than have to find alternative schooling.
- 4.8 Effectively the proposals are subject to three factors namely (i) the developer obtaining planning permission for redevelopment of the Hawley Wharf site (ii) the developer agreeing terms with the Council in a s106 Agreement linked to any such permission for the provision of the new school and (iii) such permission being implemented by the developer. The Development Control Committee (DCC) considered a planning application for the wider Hawley Wharf development and an outline planning application for the proposed school site on 15 March 2012. The DCC rejected the planning application, mainly on the basis of the proposed design, massing and the amount of open space. The developers have since been working on revisions to their proposals and resubmitted their application on 10 September 2012. DCC is likely to reconsider the matter in late November/ December. If the applications are approved a further reserved matters application or full planning application will need to be made regarding the school development.

Statutory proposals

- 4.9 There are five stages of the statutory proposals process - consultation, publication of proposals, representation, decision, and implementation. The process falls within The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 as amended. As set out in 4.14, any agreement to approve these proposals would be subject to the outcome of the related planning process which is entirely separate from the statutory proposals process outlined within this report.
- 4.10 On 3 January 2012 officers started the statutory proposals process by beginning the period of consultation. The consultation ran for 6 term-time weeks ending on 20 February however consultation documents were distributed prior to Christmas 2011 to give consultees as much notice of the consultation and chance to respond as possible. A total of 3000 consultation brochures were distributed to parents, staff and governors at the school, local residents living near the school and a wide range of other interested parties, including statutory consultees outlined within the statutory proposals legislation such as local MPs, neighbouring local authorities, and trade unions. The consultation was also

available on Camden's website. Consultees were invited to respond either by post, email, or via the authority's website.

- 4.11 35 consultation responses were received in total, 16 by post, 3 by email and 16 via the authority's website. A summary of the responses received and the officer response to them is set out in **Appendix 10**.
- 4.12 On 6 July 2012, the Director of Children, Schools and Families, having consulted the Cabinet Member for Children agreed to proceed to the next stage of the process and issue a statutory public notice. The notice was published on 2 August 2012 and the representation period ran for 6 weeks from this date and finished on 13 September 2012.
- 4.13 There were no responses received during the representation.
- 4.14 The Cabinet can make one of four decisions regarding these proposals – reject the proposals, approve the proposals, approve the proposals with a modification (for instance the implementation date), or give the proposals conditional approval. In this case, officers are recommending that the Cabinet consider the decision makers guidance set out at points 4.19 – 4.33 and **Appendix 11** and give conditional approval to these proposals subject to the granting of planning permission under Part 3 of the Town and Country Planning Act 1990(a) by 1 December 2013 and the acquisition of the proposed new school site within the Hawley Wharf development.
- 4.15 The Regulations provide that the authority must make a decision within 2 months of the end of the representation period. In this case, a decision must therefore be made by 13 November 2012. If the authority fails to make a decision within this statutory timeframe it must forward proposals and any representations received to the schools adjudicator for decision within one week of the end of the 2 month period.
- 4.16 All school organisation decision makers must give reasons for the decision, irrespective of whether the proposals were rejected or approved, indicating the main factors/criteria for the decision. In this case, officers are recommending that the proposals receive conditional approval in order to meet the needs of Hawley Infant's school and the local community.
- 4.17 The following bodies may appeal against this decision by the Authority:
- the local Church of England Diocese;
 - the Bishop of the local Roman Catholic Diocese;
 - the governing body of Hawley Infant's school.
- 4.18 Appeals must be submitted to the authority within four weeks of the decision. The authority must then refer the matter to the schools adjudicator within 1 week of the receipt of the appeal.

Factors to be considered in decision-making

- 4.19 Regulation 8 of The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 (as amended) provides that the authority have regard to the guidance issued by the Secretary of State when taking a decision on proposals. The relevant statutory guidance is attached to this report at **Appendix 11** for the Cabinet to consider. The most relevant factors for this

proposal are listed below along with supporting evidence showing how the proposals address the guidance.

A system shaped by parents

- 4.20 The Government wishes to see the best schools able to expand and spread their ethos and success and believes that every parent should be able to choose an excellent school for their child. There is a strong presumption within the school organisation regulations in favour of expanding popular and successful schools. The governors of Hawley Infant's believe this presumption should apply in this case.
- 4.21 The school is popular. In 2011/12, there were 26 first preference applications and 32 second place (a total of 58) – for just 29 available places at the school. In total 140 applicants put forward a preference for the school. In general, there are around four times as many applicants for a place at the school than there are places available.
- 4.22 The last Ofsted report noted that the school is affected by a significant outward movement of pupils between Years 1 and 2 as parents seek to guarantee a Key Stage 2 (junior) place for their children. Expansion of the school will address this as pupils would be able to continue to move up the school until they reached secondary school age rather than have to look for junior schooling in alternative schools.
- 4.23 The school will continue to operate the admissions policy currently used in other community schools across the borough – this is set in accordance with the School Admissions Code.
- 4.24 The last Ofsted of the school stated that Hawley was a good school with children making outstanding progress in the Early Years Foundation Stage (EYFS). Ofsted stated that the outstanding curriculum was broad and balanced and rightly prioritised literacy and numeracy. In 2011, 75% of pupils achieved a good overall level of development in the EYFS. Key stage 1 results showed that pupils at the school achieved well above average results in reading, writing and maths - 91% reading (camden average 71%, national average 74%), 83% writing (camden average 54%, national average 61%) and 91% maths (camden average 69%, national average 74%). Expansion of Hawley will mean that the school will be able to teach a wider curriculum to pupils which will be a huge benefit to all age groups throughout the school.

Standards

- 4.25 Proposals should boost standards and opportunities for young people whilst matching school place supply as closely as possible to pupils' and parents' needs and wishes. The governors believe the senior leadership team and other staff at the school have an outstanding capacity to build on their current successes with the aid of an expanded new school.

Creating Additional Places

- 4.26 Where proposals will increase provision, the authority, in its role as the decision maker, should consider the supporting evidence presented for the increase in places. The Cabinet will also need to consider the effects on other Camden schools in the area.

- 4.27 The proposed expansion of Hawley School will increase the admission number of the school from 29 to 30. The additional junior places at the school would gradually fill over a four year period after the proposed new school opened as pupils moved up through the school. Existing pupils have to leave the school after the infants to find alternative junior and infants schools and generally go to a number of different schools both within the borough and outside the borough. Therefore officers do not believe that there would be any significant impact on the authority's existing schools. Generally only about two pupils from Hawley manage to get a place at Holy Trinity and St Silas, which would be the closest Camden school to the proposed new Hawley site. As Holy Trinity is a popular school itself, it is likely that any vacant places at the school would be filled.

Expansion of successful and popular schools

- 4.28 The guidance states that the government is committed to ensuring that every parent can choose an excellent school for their child and that it should be easier for popular and successful schools to expand to grow to meet parental demand. The strong presumption is that proposals to expand successful and popular schools should be approved.

Travel and Accessibility for all

- 4.29 Decision makers should satisfy themselves that accessibility planning has been properly taken into account and that journey times and costs will not be unreasonably increased. The proposed new site for the school is located less than 300 metres from the existing Hawley site and is therefore not anticipated to unreasonably increase journey times. The school travel plan encourages parents and pupils to walk to school wherever possible. The new school building will also be built to be fully accessible.

Capital

- 4.30 The decision maker should be satisfied that any land, premises or capital required to implement the proposals will be available. In this case it is intended that the new school would be provided by the developer at no cost to the authority. However, the scheme has yet to receive planning permission and therefore officers are recommending that conditional approval only be given to the proposal subject to the granting of planning permission and acquisition of the new school site. The developer has confirmed that there is sufficient funding available to provide a new school within the Hawley Wharf development and there will be legal documentation tying the developer into delivery of the school building as part of any planning permission consents.

New site or playing fields

- 4.31 Proposals dependent on the acquisition of an additional site or playing fields may not receive full approval but should be conditionally approved subject to the acquisition of the site. In this case, officers are recommending conditional rather than full approval for this scheme.

School Playing Fields

- 4.32 The decision maker's guidance states that the decision maker will need to ensure that the proposals meet The Education (School Premises) Regulations 1999 which set out the standards for school premises, including minimum areas

of team game playing fields to which schools should have access and that the decision maker will need to be satisfied that either:

- a) the premises will meet minimum requirements of The Education (School Premises) Regulations 1999; or
- b) if the premises do not meet those requirements, the proposers have secured the Secretary of State's agreement in principle to grant a relaxation.

4.33 The Cabinet should note that the school premises regulations have been revised and the changes will come into force on 31 October 2012. The new revised regulations are simplified and there are fewer standards that schools will have to meet. The regulations now state that suitable outdoor space must be provided in order to enable (a) physical education to be provided to pupils in accordance with the school curriculum and (b) pupils to play outside.

Equality Impact Assessment

4.34 An Equality Impact Assessment (EIA) has been undertaken regarding this proposal and was made available to the Director of CSF and Cabinet Member for Children prior to them agreeing to the publication of a statutory notice. The EIA is attached at **Appendix 12** (including a map of the spread of applicants to the school in October 2011) and has not identified any adverse impacts regarding this proposal. The assessment has shown that there are a number of positive impacts on equality of opportunity as a direct result of the proposed expansion of the school including:

- increasing opportunities for vulnerable groups of children, such as SEN pupils, those with English as an additional language, or those on free school meals, to access Key Stage 2 education at the school;
- providing a new fully accessible school building.

4.35 If the proposed school is established, further evaluation work will be undertaken to monitor where pupils at the new school are being admitted from in order that the intake can be compared to the current intake at the existing site. In addition there could be a breakdown of the ethnicity to ascertain whether there has been any shift in the ethnicity of the school population. The authority will also monitor the pupils on roll to scrutinise the intake of vulnerable groups such as SEN, EAL, and FSM children to ensure that the intake is in line with expectations.

Recommendations

That the Cabinet, taking into account the results of the consultation and giving due regard to the equalities issues raised in the report, and having considered the decision makers guidance set out at points 4.19-4.33 and **Appendix 11**:

1. gives conditional approval to proposals to expand Hawley Infant's school and increase the age range of the school as part of a proposed move of the school to a new site within the Hawley Wharf development in line with the requirements of The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 as amended;

2. that should the Cabinet agree to give conditional approval to the proposals, the approval should be given subject to:
 - a. the granting of planning permission under Part 3 of the Town and Country Planning Act 1990(a) by 1st December 2013; and
 - b. the acquisition of the proposed new school site within the Hawley Wharf development.

5. Leases for voluntary & community sector (VCS) organisations in Camden Council buildings

Background

- 5.1 In February 2011, Cabinet agreed a rent policy for VCS tenants in Council buildings as part of the VCS Investment and Support Programme 2012/15 and which complements the Community Investment Programme (CIP). A budget of £950k was established in Culture & Environment to meet the cost of awarding appropriate rent relief to those VCS organisations whose services and activities directly benefit Camden residents as part of the VCS Investment and Support Programme.
- 5.2 The report to Cabinet included the following provisions:
 - In order for a VCS organisation to occupy a Council property and benefit from rent-relief available through the new policy, that organisation will be required to enter into a lease agreement that supports the Council's CIP and agree to the fact that the property they occupy could be subject to development. **If the organisation does not agree to this they will be required to pay the full market rent for the property;**
 - The Council will work with the sector to develop a model lease document for the VCS that might be slightly different in its composition to the strictly commercial lease for shop tenants, industrial users and others. This work will take place over the coming months and officers will report back to Members with proposals;
 - Model leases would specify market rent for premises. Rent relief, if awarded, would take the form of an accompanying letter from the Council stating the amount of rent due, e.g. 50% rent or nil rent, the period for which the award is valid, subject to conditions being satisfied. If conditions change, the position of rent relief would be reconsidered. This would create a position which is clear in the event of a dispute between the Council as landlord and the VCS organisation as tenant;
 - Leases would also include suitable break clauses allowing termination of the agreement in certain circumstances. This would give organisations the ability to raise funding against a clear stated lease term and as long as the use and services remains supported by the Council.

Progress in developing the new model VCS lease

5.3 Since February 2011, officers have been meeting and working with a group of representatives, also referred to as “the VCS Working Group” or “the Group”. In order to discuss and negotiate the Council’s principal heads of terms for the New Model VCS lease, also referred to as “the VCS lease”. The membership of the Group was defined at a series of meetings that officers initially held with a wider group of VCS organisations that occupy Council buildings

5.4 The core of the VCS Working Group has been representatives of:

- Queen’s Crescent Community Association;
- Sidings Community Centre;
- Abbey Community Centre;
- Kingsgate Community Centre;
- Camden BME Alliance;
- Women and Health;
- Voluntary Action Camden (VAC).

The Group have employed an independent legal advisor to assist them.

The original heads of terms which was first drafted and sent to the Group in September 2011, has since been varied several times as a result of on-going negotiations between the Council and the Group during the course of several meetings and written communications.

5.5 To date, virtually all of the proposed lease terms and related issues have been resolved and agreed with mutual satisfaction. The main point of disagreement is the Council’s requirement to have the option to terminate any lease, i.e. break option, on two specific grounds. These conditional break options are:

(1) Redevelopment as part of the CIP or subsequent capital asset programme; and

(2) Provision of suitable alternative accommodation by the landlord. These grounds are hereafter referred to as the “Relevant Termination Grounds”.

5.6 The current offer is that the Council, acting as landlord, can terminate the lease on these grounds, at any time during the 20 year term, subject to serving notice on the tenant 36 months before the proposed termination date.

5.7 Under the terms of the lease, the Council will endeavour to find alternative premises for the tenant if these break clauses are implemented. The Council has also offered to provide a “legally binding side letter” that will be referenced in the lease, stating that it will support any funding bid where the lease terms present any difficulties and that it will work with the tenant and the potential funder to endeavour to address any lease related problems.

5.8 However, despite these offers, the VCS Group are still seeking a minimum 5 year break notice since they claim that any break clause presents a barrier to accessing funding from alternative sources e.g. The National Lottery.

5.9 Prior to making a decision on the offer of a VCS lease to any of the organisations, each property will be carefully inspected and a clear assessment

made of all the prevailing circumstances. Where the property is in the HRA, views shall also be sought from HASC.

- 5.10 It is recommended that, as policy standard, every lease should be offered on the basis of a landlord's 36 month break notice, for the entire length of the term. The principal heads of terms for new model VCS lease is attached at **Appendix 13**.
- 5.11 However, if it is identified that a particular property presents any immediate CIP opportunity, then a lease will not be offered whilst a review is undertaken with the VCS organisation in occupation and a report will be presented to the Director of Finance in consultation with the Cabinet Members for Finance and Culture and Communities on the options available.
- 5.12 In the event of medium term CIP opportunities, the operation of the break options for each property will reflect the required lead-in. This may include a 3 year break notice or a 3 year notice period deferred by a number of years.
- 5.13 Only where a property is identified as presenting no CIP development or subsequent capital asset programme, then the lease can be offered with either a landlord's 5 year break notice, applicable only to the Relevant Termination Grounds, or any other necessary variations as agreed by the Director of Finance in consultation with the Cabinet Members for Finance and Culture and Communities.
- 5.14 A legally binding side letter will provide additional support to the tenant for funding bids if other lease terms create difficulties, and therefore no further concessions need to be offered to the tenant.
- 5.15 In the event that a break option is exercised under the Relevant Termination Grounds, the Council will make all reasonable endeavours to reprovide the tenant with suitable alternative accommodation and therefore the tenant should not be left without premises.

Financial implications

- 5.16 The current portfolio of 74 VCS properties has a rental value of approximately £1,170,000 per annum. This valuation is based on current terms offered to the VCS Group, in addition to the proposed recommended terms relating to the landlord's break options set out above in the recommendations. The amount of rent relief grant that will be required in respect of these properties is circa £1,085,000 pa. As the VCS rent relief budget, approved by Cabinet, is £950,000 pa, this represents a shortfall of approximately £150,000 pa.
- 5.17 HASC currently contribute £200,000 pa towards the rent for approximately 14 community centres, which are properties that fall within the VCS rent relief policy. Accordingly, this contribution completely covers the £150,000 shortfall.
- 5.18 The above values are based on the current estimated rental value of properties and the amount of rent relief awarded. These values may change once all the properties are inspected and revalued or if more properties are introduced or if the existing categorisation of VCS tenants who are offered rent relief is changed.

Recommendation

That the Cabinet:

1. Approves the implementation of the principal heads of terms for the VCS lease including the break clause policy set out at points 5.10 - 5.15.

6. COMMENTS OF THE BOROUGH SOLICITOR

Hawley Infant School

- 6.1 Expansion of a school is governed by the Education and Inspections Act 2006 (EIA 2006) and The School Organisation (Prescribed Alterations to Maintained Schools)(England) Regulations 2007 (as amended by The School Organisation and Governance (Amendments)(England) Regulations 2007, and requires statutory notices to be published.
- 6.2 The Education and Inspections Act 2006 gives local authorities the responsibility for determining school reorganisation proposals. However the governing bodies and local strategic education partners are able to refer proposals to the independent Schools Adjudicator.
- 6.3 Section 9 of the Education Act 1996 places a general duty on the council to have regard to the general principle that children are educated in accordance with their parents' wishes, but this must be balanced against the provision of efficient education and reasonable expenditure.
- 6.4 In reaching a decision regarding the proposed expansion of the school the Cabinet must take into account the assessment of local need, the results of the consultation, and our equality duties.
- 6.5 The Cabinet needs to carefully consider the results of the consultation and take it into account when reaching a decision. In particular it is important to consider the alternative of maintaining the status quo. The Cabinet should also be satisfied that it was a reasonable, proportionate and effective exercise which meets the basic requirements of good consultations being that it was clear, had enough time allowed to ensure adequate participation and that the results are fully taken into account. In addition the impact upon equalities needs to be considered and due regard given to it.
- 6.6 The obligations upon the Council are summarised at:
<http://www.camden.gov.uk/ccm/content/community-and-living/your-local-community/equalities/equality-impact-assessment-.en?page=4> and these need to be considered in light of the Equality Impact Assessment at **Appendix 10**.
- 6.7 In addition, the Equality and Human Rights Commission has produced on Local Authorities' general equality duty; The Essential Guide to the Public Sector Equality Duty. The link for which is:
http://www.equalityhumanrights.com/uploaded_files/EqualityAct/PSED/essential_guide_guidance.pdf
- 6.8 In summary the legal obligations upon us in regard to equalities requires the Council, when exercising its functions, to have 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the Act, and to advance equality of opportunity and foster good

relations between those who share a 'protected characteristic' and those who do not share that protected characteristic.

- 6.9 Having due regard to the need to 'advance equality of opportunity' between those who share a protected characteristic and those who do not includes having due regard to the need to remove or minimize disadvantages suffered by them. Due regard must also be had to the need to take steps to meet the needs of such persons where those needs are different from persons who do not have that characteristic, and encourage those who have a protected characteristic to participate in public life.
- 6.10 The steps involved in meeting the needs of disabled persons include steps to take account of the persons' disabilities. Having due regard to 'fostering good relations' involves having due regard to the need to tackle prejudice and promote understanding. It should be noted that complying with the duty may involve treating some people better than others, as far as that is allowed by discrimination law.
- 6.11 Camden's duty under Section 149 of the Act is to have 'due regard' to the matters set out in relation to equalities when considering the Hawley proposal. Accordingly due regard to the need to eliminate discrimination, advance equality, and foster good relations must form an integral part of the decision making process. The Cabinet must consciously consider the effect that implementing a particular policy will have in relation to equality whilst formulating the recommendations.
- 6.12 In summary therefore the Cabinet must take into account the results of the consultation and the authority's equality duties before making a decision.

43 Carol Street

- 6.13 The Council has power under Section 123 Local Government Act 1972 to dispose of these premises. Section 123 stipulates that a local authority may dispose of land as it chooses, but the consent of the Secretary of State at the Department for Communities and Local Government is required, if it is intended to dispose of land at a consideration less than the best that can be reasonably obtained. The recommendation in the report is that the premises shall be sold at open market value, which would represent the best consideration reasonably obtainable and accordingly the consent of the Secretary of State will not be required under the provisions of Section 123 Local Government Act 1972.
- 6.14 The interest which the Council is proposing to sell is its freehold interest in these premises. Currently, such freehold interest in part of the premises is subject to a lease which was granted by the Council to British Linen Leasing Limited in 1989 for a term of 30 years from 31 July 1988 and an underlease granted back in favour of the Council for a term of 30 years from 31 July 1988 (less three days). British Linen Leasing Limited is now the Bank of Scotland ("the Bank"). This lease and leaseback arrangement enabled the Bank to claim tax allowances under the Capital Allowances legislation and facilitated the construction of the buildings on the site by the Council. The Bank has indicated that it views such lease and underlease as surrendered, but the legal documentation to effect formal surrender has not been put in place. Officers are pursuing this with the relevant representatives of the Bank. The sale of the

premises shall proceed once formal surrender of the lease and underlease has taken place.

- 6.15 Other comments of the Borough Solicitor relating to 43 Carol Street have been incorporated within the main body of the report.

Other comments

- 6.16 Other comments of the Borough Solicitor have been incorporated within the main body of the report.

7. COMMENTS OF THE DIRECTOR OF FINANCE

Plender Street / Camden Street

- 7.1 This report proposes a scheme with a total cost of development of £11.8m, which delivers a wide range of community benefits, affordable housing and homes for private sale. The development costs will be met from receipts arising from the sale of flats on the Plender St and Richard Cobden changing room sites. Estimated sales receipts are £11.9m, based on valuations by external property consultants Drivers Jonas, plus sales price inflation of 1% per annum. This equates to sales prices at the point of sale as follows:

	Estimated sale price at point of sale
1 bed	£318,570 to £321,604
2 bed	£377,430 to £474,434
3 bed	£546,120

- 7.2 There is a small capital surplus forecast for this scheme of £68k, which if realised will contribute towards existing CIP targets. The surplus generated is highly sensitive to pricing assumptions; if works costs are just 1% greater than anticipated then the scheme will generate a capital deficit. Similarly, if sales prices are 1% less than anticipated then a capital deficit would arise.
- 7.3 The addition of the Plender Street / Camden Street scheme to the capital programme will add £11.9m to the Council's total capital receipts target. This means that Camden's overall capital programme will be dependent upon sales receipts totalling £660m.
- 7.4 The report seeks authority for the Director of Finance to undertake prudential borrowing to support the capital funding requirements of the scheme if required. Based on currently forecasts, there is no long term borrowing required for this scheme ie capital receipts are forecast to cover the capital cost of development. However, short term financing will be required during the construction period. The cashflow provided indicates that there will be a peak borrowing requirement of £9.7m by the end of 2014/15, which can be repaid from capital receipts in 2015-17. The interest cost will be split between the HRA and the General Fund and is estimated at £125,000 in 2014/15.
- 7.5 As outlined in the report a land transfer is proposed between GF and HRA, in relation to playground sites adjoining the Richard Cobden Primary School and

the Bayham Place Estate. The market value of these sites is likely to be broadly similar and therefore the financial impact of the transfer is expected to be minimal. However, all costs and valuation will be assessed by the Director of Finance to whom delegated power is sought to make this decision

43 Carol Street

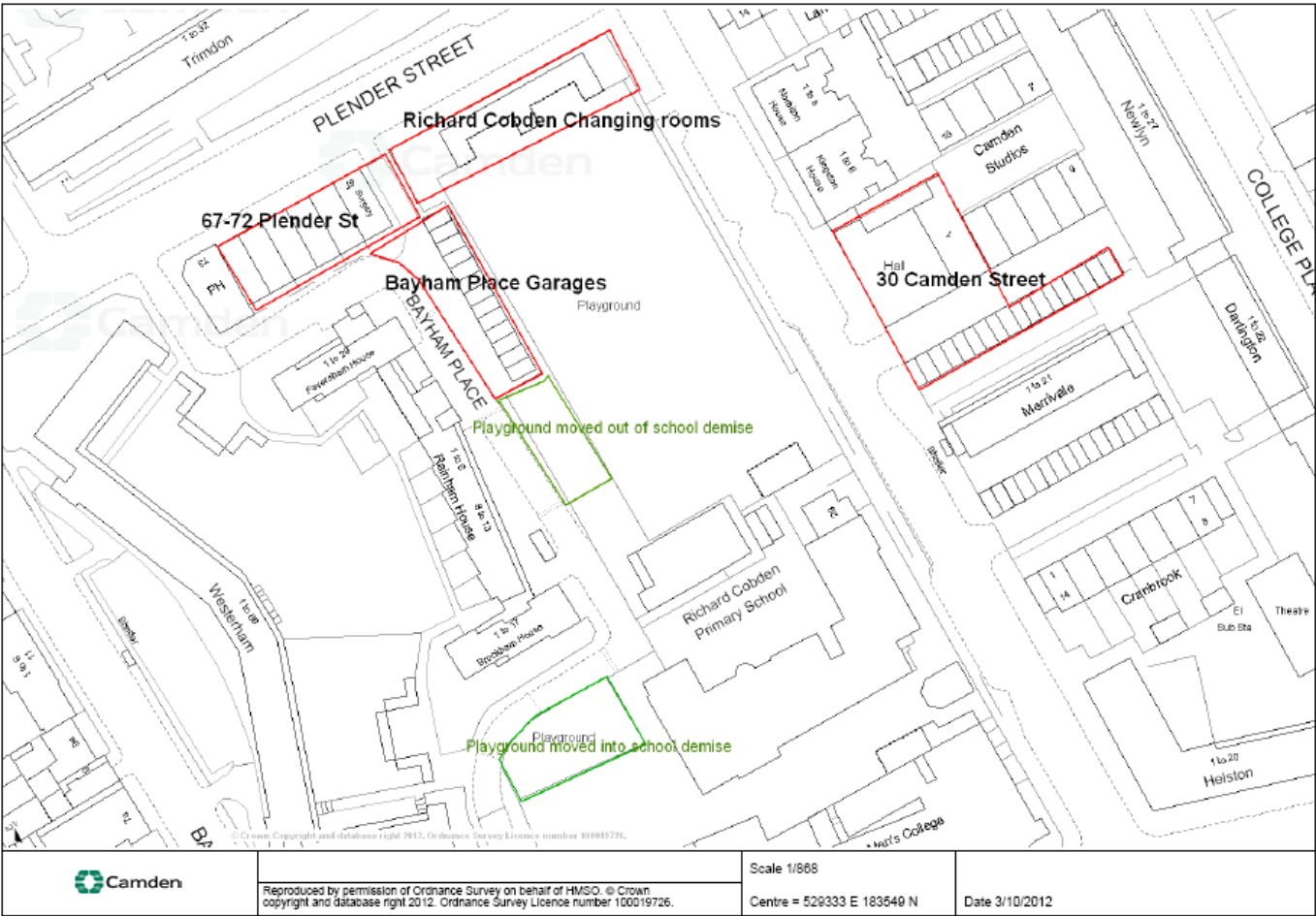
- 7.6 This report proposes that the Council retains ownership of the workshop site at 43 Carol Street, but sells the premises let to and manage by St. Pancras Community Association and occupied by St Martin's Community Centre.
- 7.7 The capital receipts generated by the sale will contribute to meeting the capital receipts target set by the Cabinet on 22 February 2012 from disposals of General Fund land and property over the period 2012/13 to 2015/16. These capital receipts are required to fund the existing approved Capital Programme over this period.
- 7.8 The proposed retention of the workshops mean that estimated rental receipts are equivalent to those achieved at present and therefore there will be a negligible impact on the Council's revenue budget. Similarly, as employment space is maintained it is not anticipated that there will be any impact on business rates arising from the proposal.

Hawley

- 7.9 Other than the staff time involved in liaison with the developer, the intention is that the project will be achieved at no cost to the authority. The intention is that the capital cost will be funded by the developer and on-going revenue costs met from the dedicated schools grant received from the government. The amount of dedicated schools received and funding provided to the school will be determined by the number of pupils in the school.

REPORT ENDS

APPENDIX 1 – PLENDER ST / 30 CAMDEN ST MAP



APPENDIX 2 – CONSULTATION REPORT – PLENDER ST / 30 CAMDEN ST

Introduction

This report covers the consultation relating to the Council's redevelopment proposals for 30 Camden Street, Plender Street, Bayham Place and the Richard Cobden School playground. It provides community feedback from a preliminary consultation undertaken in 2011, workshops held in 2012 and the statutory consultation which ran from 16 July – 5 October 2012.

The statutory consultation was undertaken in compliance with the Department for Education's 'The Protection of School Playing Fields and Land for Academies' Guidance (July 2007) and Section 105 of the Housing Act 1985 which provides statutory housing guidance - in view of proposals to change the use of the Richard Cobden School playground and sites held in the Housing Revenue account.

The questions were constructed to meet the Council's duty under s105 of the Housing Act 1985 to seek views on the management, maintenance, improvement and demolition of housing sites, or provision of services or amenities in connection with the same. They also sought feedback on the introduction of new proposals and sites to the project.

Consultation undertaken in 2011

The proposals consulted on were developed in response to feedback received from a first round of consultation which took place in 2011, and six community workshops held in 2012 (see paragraph below).

148 feedback forms were returned in response to the first round of consultation held in 2011 from a cross-section of the local community. This feedback and a petition highlighting the importance of the shops on Plender Street resulted in the re-introduction of retail units in the proposals for 67-72 Plender Street. Concern was also raised by some residents about the potential loss of garages on Bayham Place Estate, and the impact of redevelopment on vehicle and pedestrian access. This concern remains.

Community workshops held in 2012

103 people took part in six community workshops held in 2012 to maximise resident input into the design of these proposals prior to public consultation. A number of design options were reviewed at these workshops.

The workshops attracted a diverse range of people including local residents, university students, users of the St Pancras Community Centre and members of black and minority ethnic communities local to the area - including a number of parents with young children of Somali origin. A wide age range was also represented including a young person from 'The Shed' – a music project based at St Pancras Community Centre.

The Plender Street shopkeepers, tenants and residents association representatives from Bayham Place Estate, the resident caretaker and a local youth worker also attended these workshops.

The community workshops shaped the design of the proposals submitted for public consultation as follows:

- The proposal to locate the new community centre on the Richard Cobden School changing rooms site came from participants at the workshops – this preferred location has minimal negative impacts on local residents
- The developments proposed at 30 Camden Street and Plender Street were stepped back to include sloping roofs with the number of housing units proposed at 30 Camden Street also reduced in response to concerns about height and scale
- Access to a small outside play area for children who use the drop-in service at St Pancras Community Centre was incorporated into the design for the new community centre in response to feedback received from parents and local residents

Opposition to the proposals by Camden Studio and other residents directly impacted by the proposals for 30 Camden Street and a number of local residents and Tenants and Resident Association members directly impacted by the proposals for Plender Street remained at the end of the community workshop process - based on the following concerns:

30 Camden Street:

- The proposed height of the development – loss of light, privacy and views
- Loss of parking

Plender Street

- Loss of the garages on Bayham Place Estate
- The proposed height of the developments – loss of light, privacy and views
- Loss of shops
- Noise, crime and anti-social behaviour from the open space and new community centre impacting on local residents and compromising the security of a safe estate currently protected from problems in the wider area such as drug / alcohol mis-use
- Fate of the existing shopkeepers at Plender Street who are trusted and known locally

The concerns outlined above are still current and also emerged from feedback received in response to the public consultation that was undertaken – please see **Feedback** below.

At the community workshops there was:

- Regular attendance by a diverse group of women of BME origin to support the hairdresser in Plender Street who caters for the needs of women of African-Caribbean origin
- A mixture of views concerning the need for safe green spaces and play areas for children and young people to use

St Pancras Community Association (SPCA) visioning event – April 2012

St Pancras Community Association (SPCA) which runs St Pancras Community Centre hosted a visioning event in April 2012 to discuss what a new community centre should provide for tomorrow's community, which generated many positive ideas. 46 people attended this event including voluntary and community sector organisations such as Camden BME Alliance and Disability in Camden, residents, community centre users including local parents, Council officers and a Tenants and Residents Association representative from College Place Estate.

The rest of this report focuses on the statutory consultation which ran from 16 July – 5 October 2012.

Statutory consultation

The following methods were used to raise awareness of the public consultation that was undertaken and maximise the response rate:

Articles about the consultation were placed in:

- Our Lady's Catholic Primary School - newsletter
- Richard Cobden Primary School - newsletter
- St Pancras Community Association – Spring 2012 newsletter
- 'We are Camden' – online forum and magazine
- Voluntary Action Camden - newsletter

Large colour posters depicting a large map of the sites proposed for redevelopment were displayed at:

- The Richard Cobden School changing rooms site
- St Pancras Community Centre
- Dr Shina's surgery – 67 Plender Street

Consultation flyers to raise awareness of the consultation and details of the drop-in sessions were distributed by / displayed at the following community focal points:

- 67-72 Plender Street shopkeepers
- Richard Cobden School changing rooms site
- Crowndale Health Centre – Crowndale Road
- Crowndale Library – Crowndale Road
- Origin Housing – provider of affordable housing, care and support services
- Talacre Community Sports Centre – Dalby Street
- Somers Town Community Centre – Ossulston Street
- Somers Town Community Sports Centre – Chalton Street
- Somers Town Youth Centre – Chalton Street
- Pharmacies on Camden High Street: Medicine Box, JP Pharmacy and Boots
- Working Men's College – Crowndale Road
- Royal Veterinary College – Royal College Street
- Al-Rahman Mosque and Community Centre – Crowndale Road
- St Pancras Community Association – 30 Camden Street
- Dr Shina's surgery – 67 Plender Street
- Tenants and Resident Association noticeboards - Bayham Place Estate, Curnock Estate and College Place Estate

Online feedback was enabled via:

- Camden Council's website – www.camden.gov.uk/plenderstreet
- 'We are Camden' - www.wearecamden.org

Copies of the consultation document, questionnaire and Freepost envelopes were distributed to:

- 1, 618 residents including Bayham Place, College Place and Curnock Estate
- 467 family households with children registered at Richard Cobden School
- The governing body, Head of PE and Head at Richard Cobden School
- The shops located at 67-72 Plender Street for reach to their customers
- Crowndale Library – Crowndale Road
- Crowndale Health Centre – Crowndale Road
- The 2,732 patients registered with Dr Shina at 67 Plender Street
- SPCA staff, trustees, hall hirers and users
- Members of SPCA's 'Good Neighbour Scheme' for older people
- Members of SPCA's 'Befriending Scheme' for older people
- Al-Rahman Mosque and Community Centre - Crowndale Road
- The ward councillors for St Pancras & Somers Town
- Camden staff – via the Council's intranet website 'Essentials'

- The Marr on Camden Street – resource centre for tenants and residents
- The following users of the Camden Town Sports Pitches who also received email alerts:
 - Families in Focus: Camden service that offers universal and targeted support
 - One Netball
 - Cumberland Netball
 - Jon Ramster - Football Team
- Voluntary and community organisations such as Age UK Camden, Hopscotch Asian Women’s Centre and Camden Carers Centre.

Three drop-in sessions were held at the proposed redevelopment sites for members of the public to view a model of the scheme, speak to officers and provide feedback on the following dates:

- **18 July 2012, 6.30pm to 8.00pm**

Venue: Richard Cobden School, 29 Camden Street, London, NW1 0LL

- **14 August 2012, 9.30am to 11.00am**

Venue: Dr Shina – GP surgery, 67 Plender Street, London, NW1 0LB

- **13 September 2012, 6.30pm to 8.00pm**

Venue: St Pancras Community Centre, 30 Camden Street, London, NW1 0LG

Residents on local estates engaged during an early door-knocking exercise were contacted again to encourage participation in the public consultation.

During the consultation face-to-face engagement with community groups using the consultation document, visual images and focussed discussions to capture feedback was also attempted. A special effort was made to reach seldom heard groups such as children and young people, older people and BME groups to secure representation from Camden’s diverse communities.

Meetings took place with the following groups:

- St Pancras Community Association luncheon club for older people (6)
- Families in Focus – group discussion with local children aged 8 – 13 (11)
- ‘The Shed’ – group discussion with young people aged 15 – 21 (10)

Challenges

Challenges raised by this consultation included communicating complex, multi-site Proposals to the locally large Bangladeshi and Somali community, a consultation launch that coincided with the Olympics and low turnout at support groups winding down in the run up to the summer break.

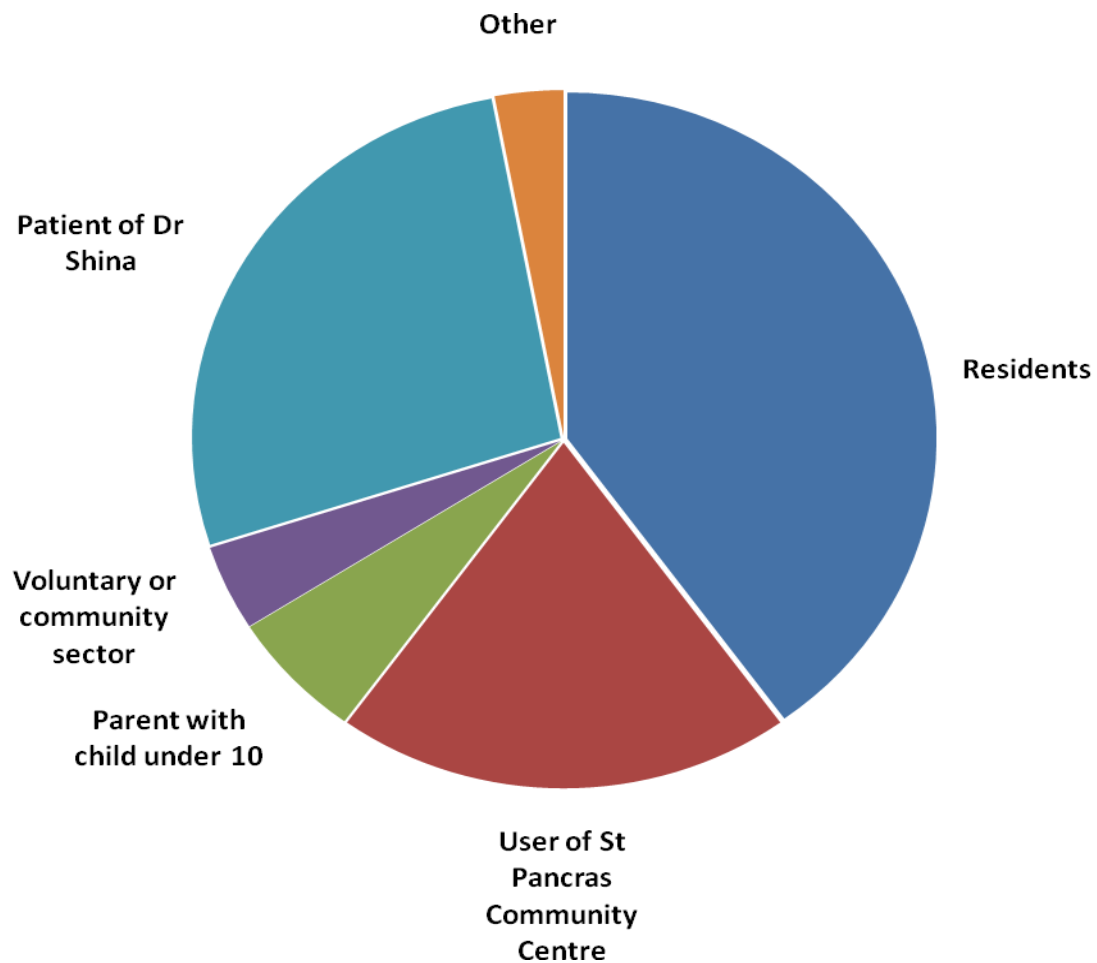
Response

Over 40 people attended the drop-in sessions. 21 responses were submitted online, 333 people completed a questionnaire, two responses were received by email, two responses were received by letter and 32 people took part in group discussions.

Over **400** people participated in the consultation overall. This figure does not include attendees at the drop-in session who may have also completed a questionnaire, or 50 plus parents from Richard Cobden School spoken to at the school gates – see Question 6-8 below.

Profile

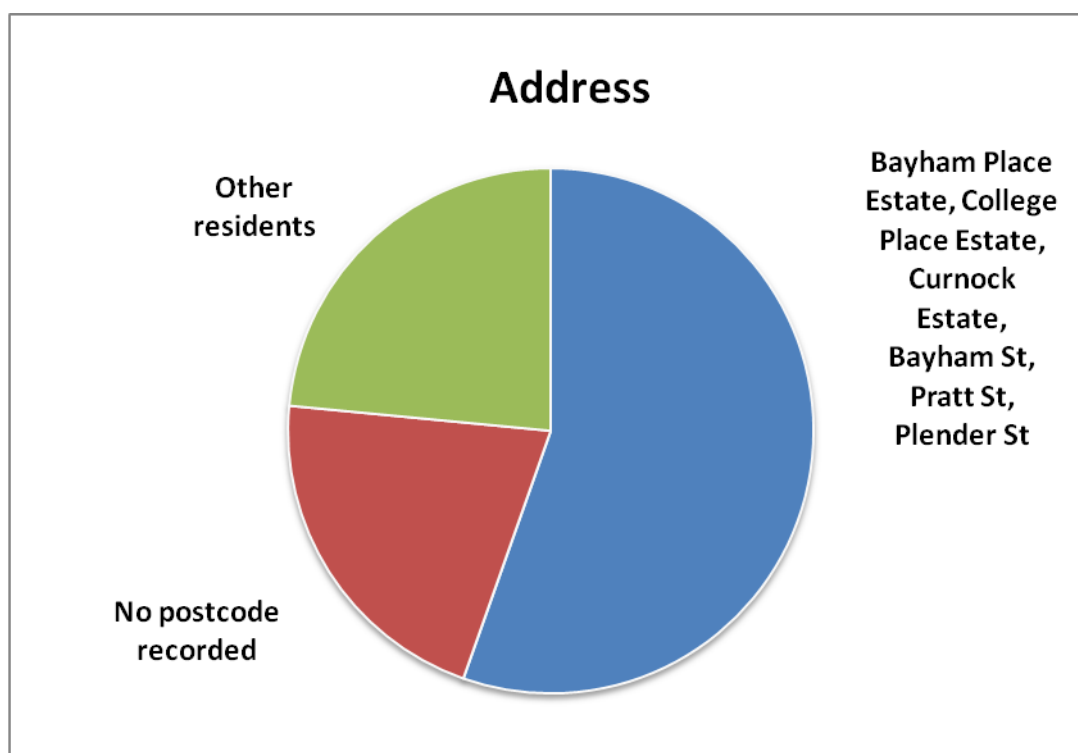
The following pie chart records the background of participants involved in this consultation:



The categories noted above are not mutually exclusive as a number of residents will have also identified themselves as patients of Dr Shina and / or users of St Pancras Community Centre.

Few parents took part in this consultation although a concerted attempt was made to engage them through the under fives drop in service at SPCA and Richard Cobden School. The results could also reflect the fact that older people are more likely to respond to consultations and / or in their capacity as regular patients of Dr Shina.

The next pie chart records the address of respondents who took part in this consultation:



55% of respondents who recorded their postcode were residents from local estates and streets close to the proposed redevelopment sites.

Unfortunately, a number of respondents did not record their postcode on the feedback form as requested, and this result is also reflected in the pie chart above. Furthermore, the category 'other residents' includes many residents who live close if not immediately adjacent to the redevelopment sites such as Lyme St, St Pancras Way and Arlington St – and may also use the shops at 67-72 Plender Street.

The following table records the socio-demographic profile of people who responded to the consultation – figures in bold indicate a response rate that fell below the ward profile for the specified category:

SOCIO-DEMOGRAPHIC INDICATOR	PUBLIC CONSULTATION	WARD PROFILE
ETHNICITY		
Asian – Asian British	16 %	18.2%
White	69 %	60.2%
Black-Black British	12 %	13.9%
Mixed / Dual	3%	3.7%
AGE		
0 – 15	0%	24.9%
16 – 24	8%	22.5%
25 – 55	55%	38.4%
55 +	37%	14.3%
GENDER		
Male	46%	47.7%
Female	54%	52.3%

The following requires note:

- No category was provided for 'Religion' on the consultation equality monitoring form to allow for the capture of data on background of respondent – see above.

However, 60% of respondents in the category 'Asian' identified themselves as being of Bangladeshi origin and 74% of respondents in the category 'Black or Black British' identified themselves as being of African origin – therefore it may be reasonable to assume that many of these respondents also carry a Muslim identity (the Somali community is assumed to dominate the 'African' category given the predominance of this community in the ward).

- The age categories are not wholly equivalent because different ranges have been used by the data-sets under comparison - therefore these figures are slightly skewed.

The information above is based on responses provided to equality monitoring forms which were not always or fully completed by participants.

As such this data should be reviewed alongside the list of community groups engaged for a picture of the diversity of participants who took part in this consultation - see above for engagement with children and young people through 'Families in Focus' and below vis-à-vis engagement with parents at Richard Cobden School.

Generally, the figures above show that low numbers of people in the following groups did not engage in this consultation compared to their actual presence in Plender Street:

- Children and young people (significantly lower)
- Black and minority ethnic communities – Bangladeshi, Somali and other (only slightly lower)

A concerted effort was made to reach local ethnic communities by distributing the consultation document through the Al-Rahman Mosque and Community Centre on Crowndale Road.

Finally, the figures provided above require consideration alongside the strong attendance at the community workshops held earlier this year by women of BME origin supporting the hairdresser in Plender Street including parents of Somali origin from Richard Cobden School, older residents, students and engagement with parents at Richard Cobden School where over 50% of the school population is of Somali and Bangladeshi origin – see below.

Feedback

Analysis of comments received about the proposals was undertaken using the following coding to track and draw out key themes which emerged from the feedback:

- Positive view
- Negative view
- Unclear
- No opinion
- No response

The reporting which follows incorporates feedback received from residents at the drop-in sessions, online feedback and discussions held with community groups, as well as responses to the consultation questionnaire. Quotation marks have been used to record verbatim feedback.

Question 1 – The aim of this plan is to build new council homes which people can afford to rent or buy, a new community centre for local residents, modern shops and housing at 67-72 Plender Street, a new open space in Bayham Place and a new nursery for Richard Cobden School.

Please give us your comments on these aims:

Over 80% of the responses received about the aims of the proposals were positive with the following quote typical of the plethora of comments recorded:

‘Overall this sounds like a good idea’

Reasons provided for supporting the proposals included:

- Buildings are ‘old’, ‘tired’, ‘ugly’, ‘run down’, area is ‘closed and dark’ – need renovation to improve overall look
- New council housing in Camden is vital due to need and ‘overpopulation’
- Positive contribution to the community – local shops, council homes for city workers
- Larger space for ‘The Shed’ (music project) in new community centre will be available
- New community centre key to social cohesion – will support people with disabilities
- Open space in Bayham Place new and useful – leisure activities for local community

The support given was often qualified and subject to the following provisos:

- Homes are **affordable** for local working people – and not offered for sale

Distrust and scepticism concerning affordability emerged as a key theme from the feedback – ‘*affordable to whom please?*’ - with questions raised about priority (homes will not be accessible to working people), prices for rent and purchase and whether these would be realistic.

- Need for different sized family homes with priority given to older / disabled people
- All residents benefit from the new facilities – not just the new residents
- Need to check when / how community centre is used to limit noise / nuisance
- General shop on Plender Street and GP walk-in service is retained nearby
- There is improved lighting, trimmed trees and no anti-social behaviour
- Maximum development on Plender Street should be two storeys - overlooking issues (Trimdon resident)

Those who did not support the proposals raised the following concerns:

- Distrust that affordable housing will really be ‘affordable’ - see above
- Need for GP to remain where he is or fear that GP will close
- Overcrowding – more housing not sustainable - current services unable to cope
- Loss of light, privacy and views resulting from high storey buildings
- The affordable homes will be sold off
- Why not improve / upgrade the current community centre if necessary?
- Reduction in number of shops from five to two
- Regents Park and Hampstead only 5-10 mins away – no need for new open space
- Value for money when Council is making savings
- Close proximity of supermarkets on Camden High St cheaper than ‘small’ shops
- Availability of good sports pitch as space for children

There was little segmentation in response to this question with most respondents either embracing or rejecting the proposals wholesale. One respondent supported the new community centre and housing but not the new shops as ‘*there are plenty in Camden Town*’. Another liked the idea of modern shops but was unsure about Council homes.

A handful of respondents provided no opinion, no response or were unclear.

Question 2 – Proposal to replace the St Pancras Community Centre and garages at 30 Camden Street with affordable council homes and eight car parking spaces – Site 1.

Please give us your comments:

Residents at Camden Studios and others directly impacted by the redevelopment proposed for 30 Camden Street do not support this proposal.

The feedback provided is that any development should be limited to a maximum of two storeys to avoid the loss of their light, privacy and views – the potential loss of light being particularly essential to residents who work as artists (Camden Studios was originally founded as an artists' colony).

Strong concerns are also held regarding the size, function, depth, form, scale, pattern, grain, character, orientation and sustainability of a development believed to be out of keeping with the original design and layout of the estate, local artistic heritage, Camden's Core Strategy, Camden's Development Policy and London Plan:

".....it would be like living in a goldfish bowl as we would be oppressively boxed and hemmed in".

Over 70% of the responses received from the postal and online questionnaires returned were positive about this proposal:

"I use St Pancras Community Centre, we need a better place as it's a life line, for older people to meet. There are no windows in the centre and only main hall for cooking and meeting and have the smells of cooking, all afternoon".

A key theme that emerged was recognition of the need for more social housing.

The following comments were also provided:

- An improvement on existing building and use of space
- The flats need to be safe
- Profitable for the community
- Centre must stay open until the new one is ready
- 'I am concerned that too many car parking spaces are being provided'
- Retain low wall running along Merrivale – open space will attract gangs
- Model the new community centre on the old building
- Number of homes to be limited otherwise area will be overcrowded
- Affordable homes are required – not more car parking spaces - excessive
- Separate entrance in community centre for young people who will increase
- Good for community but too noisy and worry about increase in crime rate

- Garages a waste of space – modern cars don't fit – used as storage space – attract anti-social behaviour
- Parking spaces a good idea as there is a lack - more may be needed – must be secure

Once again the support expressed was subject to the houses being truly affordable – *'as long as right people get them'*.

Those who opposed the redevelopment at 30 Camden Street expressed the following concerns, some of which involved a mis-understanding of the proposals (*):

- 'Losing parking spaces but introducing more people!'
- 'Rebuild St Pancras Community Centre where it is'
- 'Relocating the community centre will cause traffic problems'
- Open space will attract gangs of youths
- Need for secure and sheltered cycle storage
- 'A lot of upheaval for 15 flats and 8 garages – look for plots which will have 50 flats'
- 'Overpopulation – more housing is not sustainable – current services cannot cope'
- No assurance services offered at the old community centre will run uninterrupted (*)
- It will close my GP surgery (*)

A handful of respondents provided no opinion, no response or were unclear.

Question 3 – Proposal to build a new community centre and changing rooms on the Richard Cobden School changing rooms site with housing above - Site 2.

Please give us your comments:

Over 70% of the views expressed about this proposal were positive:

"The community centre is a very important resource so I am glad we are not losing it and that it's not moving far"

The following comments were provided:

- Brings community together – a pivotal meeting place
- Use community space for business start-ups
- Youngsters have nowhere to go – schools closed over summer holiday

- Will fulfil needs of older generation
- Great use of space – design of the centre is all important
- ‘As this centre will be accessible to wheelchairs I think it may get more use’
- Changing rooms maintained on site where sports are played is good
- New centre requires clear, bright, airy rooms – activities must be affordable
- Important for children using the new centre to have safe, outdoor space
- Sensible as available space is not being used to its full potential
- Current changing rooms could do with an update
- Plender Street is more easily accessible to all areas
- Need for more secure cycle parking
- Essential to consult the school regularly
- No parking rule is required – tenants should not have a right to a parking space
- Very good – we need a quality environment for our children
- Community centre at Richard Cobden might put children at risk from strangers
- Packing a lot into one area – hope it can be done without restricting play spaces
- Current community centre is run down – finished – about time they pulled it down
- More social housing in the area is an excellent idea especially if services are not lost

For a number of residents from local estates including Bayham Place who attended the community workshops and drop-in sessions, the community centre did not provide them with a benefit - a new community centre if required should be built where it is.

The following issues were also raised – some of which also involved a misunderstanding of the proposals (*):

- Three storeys of private housing is too high – five storey development is too high – loss of privacy, loss of views and impact of noise on residents directly affected by proposal
- Loss of sports pitches and loss of changing rooms (*)
- It will close my GP surgery (*)
- Housing overlooking school play area – privacy for children
- New site too small for community centre
- Too much noise and road too narrow to cope with transport from centre
- Loss of resident permits in front of changing rooms site on Plender Street
- Overcrowding – not what Camden needs
- Where will children change during the building work?
- ‘I believe it might be hazardous’
- Opposed to rebuilding community centre on different site and sale of housing

- ‘Depends on whether it will be high quality – design must be a visual improvement’
- Will school pupils using the changing rooms respect facilities for vulnerable groups?
- Impact of noise from ‘The Shed’ music project on residents living above the community centre
- Proposal vague about whether affordable housing will be incorporated into the new community centre
- Current arrangements are fit for purpose – changing rooms on ground floor are adapted for wheel chair use – low take up of classes during austerity – more housing is not sustainable

A handful of respondents provided no opinion, no response or were unclear.

Users of the Camden Town Sports Pitches

23 responses were received from netball players who use the sports pitches in the evenings with at least one respondent identifying herself and other players as Camden residents. As many as 100 netball players are known to participate in a netball league held at the courts which also accommodates football teams and tennis-playing.

Feedback about this proposal from users of the sports pitches focussed on the effect of redevelopment on their ability to continue playing sport at the courts.

The following comments were provided:

- Security of personal belongings if access to the centre is through the courts
- Courts are not closed, lost or disrupted – temporarily or permanently
- Four netball courts of current size with floodlighting need to remain for league
- Value of pitches in improving health and social lives
- Changing rooms need upgrading - facilities are limited, poor, tired
- Smell from sewerage is noticeable
- Will football pitch go?
- Better surface for courts is required with better drainage
- Cost to rent court will not increase if there is a new community centre
- ‘.....I hope there will still be sunlight on the courts.’
- Applaud better changing rooms that disabled people can also use
- Better drinking fountains and more secure area for bags and valuables
- Residents in new housing will not appreciate the use of floodlights in the evening
- Effect of building works on use of courts and facilities – how long will this take?
- Will anyone want to live on top of a community centre with sports pitches just outside?

- Good idea for community in long term – loss of one court sustainable, other venues available

Question 4 – Proposal to move the land which forms the playground in Bayham Place into the Richard Cobden School site for use as a new nursery - Site 3.

Please give us your comments:

Residents from Bayham Place Estate who attended the drop-in sessions approved of this proposal provided that all or some the garages on Bayham Place Estate were retained (see Question 5 below).

Over 70% of responses were positive about this proposal with support for a new or better nursery particularly evident:

“Nursery is very much needed. I am a local resident and will be happy to see a new nursery”.

The following comments were received:

- ‘Safe – no accidents’
- Better use of space
- Good idea if there is a demand – or playground attracts anti-social behaviour
- Important for children to have more space – they love outdoor play
- More education is a good thing
- ‘Any improvements would be nice as the school does look a little dull’
- ‘They should put it in a safer place’
- Old playground is not in a good place
- Toddlers have to cross a car-park to eat their lunch in the current nursery
- Playground in current nursery is very small for children
- Good idea but road into estate is only one way
- Good idea provided users of drop-in centre at SPCA get automatic use
- Good idea although amount of play space will be reduced
- Fine but there should be a new place for playground for children
- There should be no exit into Bayham Place – front entrance should be in Camden Street - safer with traffic lights at either end of the road
- Good idea as long as playground is accessible to people who are going to use it
- Parents have to exit the school to reach the current nursery – should be on same site

- Affordable/free nursery provision must be expanded for working mothers - shortage
- 'You do not state the playground is under-used – are current users happy to lose it?'

Those negative about the proposal provided the following feedback:

- Share access with Sure Start? School may not always be under Council control
- There is a road and hardly any pavement so not suitable for a nursery
- Young children will be influenced by the estate (young person, The Shed)
- Loss of open access play space which can be used by the whole community
- Children will not have an area to enjoy looking forward to after school
- Not a good idea as nursery is fine – maybe you could renew the playground
- The playground should be rebuilt as an adventure park – like Coram's Field
- Not needed – there are many nurseries within Camden (young person, The Shed)

A handful of respondents provided no opinion, no response or were unclear.

Engagement with parents at Richard Cobden School was undertaken half-way through the consultation given the low response rate from this group to gauge their views on and use of the playground in Bayham Place. Over 50 parents were spoken to before / after school.

Most parents supported use of the playground to build a new nursery for the school – reporting the current nursery is crowded and the current nursery playground is small. The playground in Bayham Place appeared to be small / wasted space. The playground if re-located should be re-sited at a location that is close by.

A small number of parents did not support the proposal – reporting the playground was convenient for children to use during parent evenings or before / after school.

Two parents from Bayham Place Estate expressed concern about the lack of play space and activities for their children within the estate itself and wider area.

No anti-social behaviour in the playground has been reported to the Safer Neighbourhood Team in the last two and a half years. The school have reported intimidation from youths congregating after hours in the playground, and having to remove used condoms from the site prior to children using it before school opens.

Residents from Bayham Place Estate have reported that rubbish in the playground is cleared and the playground is safe – however it is not certain whether the playground complies with health and safety requirements, drug dealers could access it and it cannot be seen. One parent reported older youths use the playground after 5.00pm.

Further investigation is required through liaison with community safety officers and TRA representatives.

Question 6 – Do you use the playground in Bayham Place – Site 3?
Question 7 – Do you use other playgrounds in the area?
Question 8 - Where could we put a new playground in Bayham Place?

Question 6 - Use of the playground in Bayham Place

91% of respondents confirmed they did not use the playground in Bayham Place as they were too old, not local or did not have children – an unsurprising result as only 8% of respondents identified themselves as a parent with a child or children under 10.

The following reasons were also provided (figures in brackets indicate number of responses):

- Not aware of it – hidden – difficult to locate – not very accessible (6)
- Because it is locked (3)
- Too many condoms / drugs laying about - unsafe (2)
- Dirty and untidy – poor condition (2)
- Very crowded by the time I get there (1)
- Dangerous road access, road is only one way (1)
- Not suitable for children, especially babies and toddlers (1)
- Hasn't got much facilities and hidden within Bayham flats (1)
- Nothing interesting (1)

The following information was also provided by parents, local children and residents about the playground:

- Playground is usually locked
- Playground is used before and after school by Richard Cobden School children
- Attendance varies from no children to packed in the summer
- Cars go up and down there – younger kids get run over
- Unaccompanied children who use this playground cannot hear the school-bell
- Young children squeeze between or open the bars of the playground when it is locked - cannot be reached by parents left on the outside – this is dangerous and unsafe
- Mini playground in Bayham Place Estate at Site 6 is not used – '*a waste of space*' (Ref: families from Bayham Place Estate)

Question 7 - Use of other playgrounds

90% of respondents confirmed they did not use other playgrounds for the same reasons cited above.

The most popular, alternative playgrounds are used locally are:

- Plot 10 – Curnock Estate
- St Martins Gardens
- Regents Park

Respondents also reported using Barker Drive, Hampstead Road Playpark, Munster Square, Cumberland Market, Paradise Park – Islington, St Mary's Park (near Camden tube), Somers Town, Godwin and Crowndale Play Centre, Polygon Open Space, Parliament Hill, Primrose Hill, Russell Square, Camley Street Wildlife Centre and Primary Square, St Pancras Community Gardens, playground near South Camden Community School, park opposite St Michael's School, Elm Village, Rochester Square and Gloucester Gate playground.

Location of new playground

The following table records views provided on where a new playground should be located:

LOCATION	RESPONSE	REASONS GIVEN
Neither	29%	<ul style="list-style-type: none">• No need for play-space – will encourage drug-taking, anti-social behaviour. Regents Park is close enough.• Don't know area• Not conducive for houses or residents• Fine where it is• Would not be used much• Reasonable number of play areas already• Use and develop St Martin's Gardens up the road• Playgrounds in the area are all trashed – a new one would be as well• Too much noise, mess and

		<p>children flocking into estate after school</p> <ul style="list-style-type: none"> • Should be on play area of estate as asked for by TRA but rejected by Camden in 2005-06 • It's time parents went out to play with their own kids instead of dumping them in playgrounds
Both	29%	<ul style="list-style-type: none"> • To cater for growing number of under 5s • More playgrounds – more places to play • Regents Park too far • Sharing is good • Should be one area to cater for young children and another for all ages • Many children are stuck indoors with nowhere to play on good sunny days • Must be visible and have space
Within mini playground in Bayham Place Estate – Site 6	22%	<ul style="list-style-type: none"> • Playgrounds all in one place • Tenants can see their children • Not in favour of loss of garages • Spacious • Keeps open space quiet and chilled out • Next to playground already • Safer because enclosed and inside the estate – for residential use only
Within new open space – Site 4	20%	<ul style="list-style-type: none"> • Don't like play-park in estates – safety • Return Site 6 to useful square for all residents • Most unobtrusive • More space for it here • Makes sense to use existing space <u>and</u> provide open space for adult use • Close to adult activities so

		<p>children are part of wider community</p> <ul style="list-style-type: none"> • Looks more accessible than Site 6 • It's got more • Closer to school • Everybody can use it – not just estate • Goes well with shops • Could disturb people in Site 6 • Area needs to be more child-oriented - lacking
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The response rate for 'Neither' also reflects responses submitted on the basis that the respondent did not have children or was not local or had no opinion.

One young person made the following observation about relocating playgrounds:

"Kids not used to change - parents who use it may say – 'where's the park gone?'"
(young child, Families in Focus)

The figures presented demonstrate overall support for a re-located playground with opinion almost equally divided between the options presented.

Question 5 – Proposal to demolish the 13 garages on Bayham Place Estate and replace them with a new open space and two blue badge parking spaces – Site 4. A 191m² section of the Richard Cobden School playground would be taken out of the playground and also used to create the new open space – Site 5.

Please give us your comments:

There is strong opposition to the loss of the 13 garages and creation of a new open space from a number of residents from Bayham Place Estate and those directly impacted by the proposal:

"I am getting a community centre which I do not use, losing shops which I do use and getting play equipment which I do not use. I am losing a playground at Site 3, losing garages and losing views. There will be more equipment on the pitches."

"We accept again that Bayham Place Estate gains nothing from this and loses what the TRA fought hard to get"

The concerns are:

- Noise, vandalism, crime and anti-social behaviour from the open space and new community centre will impact on local residents and compromise the security of a safe estate that is currently protected from problems in the wider area such as drug and alcohol mis-use
- Rise in car insurance premiums for cars not parked in a garage
- Loss of parking - no parking for workmen
- The open space and playground would be overlooked by windows

Over 60% of the responses to this proposal received from the public consultation were supportive with the following feedback provided:

- Good idea for children – at least somewhere to play
- Nice to see more open space and greenery - relaxing
- New open space will create better atmosphere around the place
- Outdoor gym in Chalton Street is too far
- Green open space a necessity – Camden has a lot of ugly built up areas
- Garages look dingy – maybe use as community garden / growing project
- Green space is vital for well-being
- Must be well policed and well maintained
- Need cycle parking
- ‘You are putting cars before children. Wake Up!’
- Shame for the garage users but there is car space in front of Westerham
- Sounds like a nice idea as there are not many open spaces around
- ‘Good use of prime estate’
- Kids climb on top of garages so good – won’t do this anymore (young child)
- Garages not all used – make better site as all run down and untidy
- Good idea as open spaces are better than housing the old garages
- Playground not big enough so I would like to see a new open space
- No objections – all needed - area a bit grotty and could do with new investment
- More blue badge space needed – is it enough?
- ‘Demolish garages – used by drug dealers and prostitutes. Should have five blue badge spaces – as a blue badge holder I of course approve’.
- Good idea to demolish garages – maybe move market stall in Plender St to there?
- There are no playgrounds in College Place – my children play on the street with rocks
- Camden needs more spaces and seating for elderly in flats who want to sit outside
- Garages not important – useful outdoor gyms and space for food growing very good

- Will the open space be available to local residents / general public or just people living immediately adjacent to the site?
- Cutting down garages will cut down pollution – will benefit disabled in community
- ‘Garages very ugly – pleased they’re disappearing – hope school happy and pupils / staff not adversely affected’

A number of the responses received about this proposal, just under 20%, did not support it::

- Not in favour unless at least six garages are built nearby
- Shortage of parking spaces
- Garages are a valuable asset – shield estate from pitches and provide privacy
- Not very necessary – keep garages, integrate open space with playground
- Sounds wonderful but in reality it won’t work – loitering, anti-social behaviour, drunks, drug users score during the day – CCTV won’t help
- Keep as parking or do a little play area
- Outdoor gyms are massively underused
- Already have plenty of open spaces – 3-4 in Curnock Estate
- Move garages forward to utilise space behind garages for gym or garden area
- Makes no sense to grow food - Camden needs more parking – in short supply
- 13 garages a lot of car parking you are taking away
- Agree but worry about parking facilities as not many alternatives available
- Housing is a better option for this site
- Not enough for Camden to make vague suggestions as to where people will park, cannot compare green gym in small space with gyms in large parks, estate could not find enough people to start a gardening club – why would it now? What evidence does Camden have that the space will be used as such?
- Losing parking yet adding more people – incorporate underground parking lot and sell spaces to fund building

A handful of respondents provided no opinion, no response or were unclear.

The following suggestions were provided about how a new open space could be used:

- Skate park or performance area (young people, The Shed)
- Park to sit down with tables and chairs (older person, SPCA luncheon club)
- Food growing – allotments in short supply – priority for people who will benefit
- Community garden – greenery, green areas – bee friendly flowers and trees
- Use it to encourage physical activity and exercise
- Playground – play equipment
- IT / employment centre
- Food market, fun fair, exhibitions

- Natural playground – logs, stumps, stones
- Strange place for play area – very narrow – must be good quality so safe and used
- Football / basketball pitches – table tennis for all ages – outdoor gym – sports centre
- Workshop for residents to repair / make things - e.g. woodwork shed
- Open and accessible during weekday evenings and weekends for people who work
- Light and patrolled of drug addicts and anti-social behaviour that takes place in open spaces e.g. Trimdon

A handful of comments were received about the use of a section of the Richard Cobden School playground to create the open space – expressing the following concerns:

- Children's play area very important in school as local homes do not have gardens
- Playground needed for children to play in – gives them larger surface area to play
- School playground big enough – it will become very small for school / evening use
- May not go down well with pupils but new open space is fantastic for community
- Does not sound like a good idea for children who play on it or sports users

Question 9 – Proposal to replace the existing shops and GP surgery on 67-72 Plender Street with new shops and private housing – Site 7. The GP surgery would be relocated within 360 metres of its current address.

Please give us your comments:

There is strong opposition by a number of local residents directly impacted by this proposal from Bayham Place and other estates concerning the height of a development affecting their loss of light, privacy and views – five storeys is too high and obstructive.

Almost 70% of the feedback received through the consultation exercise was supportive of the proposals for 67-72 Plender Street - with many responses citing the need to upgrade buildings:

“Badly needs redeveloping. Good use of the space. Happy with proposed new setting of surgery”

There were caveats to this support however, with the following issues also raised:

Housing

- Private homes should be council homes for rent as there is greater need
- Affordable homes will be sold or sub-let
- More housing in small area is not sustainable – current services unable to cope
- Three storey development only – four storeys too high and out of league with the area

GP surgery

Most of the feedback that was received in response Question 9 concerned the GP. Patient feedback concerning the proposed relocation of the GP surgery reflected strong support and loyalty for Dr Shina – particularly among his elderly patients:

“The GP surgery is very essential and communal as the residents build a relationship with their local GP”.

Many of the responses received accepted the proposed relocation in light of assurances given in relation to continuity of care, relocation nearby and liaison with the GP.

A number of the responses also reflected concern about the current state of surgery and need for improvement – *“it needs updating”* – *“the current GP surgery is grim and uninviting – an improvement would be welcome”*.

A small number of patients resisted any change at all - remaining concerned that the GP would be taken away, services would change, extra patients could not be accommodated, the move was too far.

Shops

Support was also expressed for redeveloping the shops - *“we need brand new shops in that parade”* - provided that important shops for the community were returned - *“they have to be shops we all need and use”*

The following issues were also raised:

- Loss of jobs - long-standing, trusted shopkeepers to be relocated / assisted
- Do not replace with chains – too many Tesco's – no coffee bar!
- Need more than two shops
- Shops to be equally affordable for families on low income, like Asda
- Close proximity of cheap supermarkets on Camden High Street already

Retail survey

The consultation included a retail survey to understand local shopping habits and give residents an opportunity to provide feedback on the types of shops that are important to them at 67-72 Plender Street.

Residents reported some confusion when completing the retail survey because they also use the shop / category 'Off Licence' to purchase convenience items that are available in this shop and not necessarily alcohol. This error in coding has been taken into account when interpreting the findings of the retail survey which now follows.

58% of respondents confirmed they used the shops at 67-72 Plender Street with 84% walking to reach them - 77% live within a mile of the site.

Analysis of feedback received from residents in relation to their use of the Plender Street shops is provided below:

[Figures in square brackets indicate the number of responses recorded]

	Not at all	Once a month	Once a week	2-3 times a week	More often
General store	26% [54]	18% [36]	19% [38]	18% [35]	20% [39]
Hairdressers	69% [124]	8% [15]	5% [9]	4% [7]	14% [25]
Butcher	64 % [110]	15% [25]	5% [9]	6% [11]	9% [16]
Launderette	50% [85]	24% [41]	12% [21]	6% [10]	7% [12]
Off Licence	33% [61]	15% [27]	15% [27]	19% [35]	18% [33]

The results indicate:

- Frequent and consistent use of the **General Store** (20% - more often, 18% - 2-3 times a week) and **Off Licence** (18% - more often, 19% - 2-3 times a week).

As noted above there is a strong likelihood that customers of the Off Licence may have ticked 'General Store' to record this patronage. Therefore no distinction is made between the noted use of these two retail units whose percentage scores are very close to each other in any event.

- Lower (50% - not at all) or monthly (24% - once a month) use of the Launderette

- Lower (64% - not at all) or monthly (15% - once a month) use of the Butcher
- Lower (69% - not at all) use of the Hairdresser.

The following table provides an 'importance' ranking by residents of retail use that should be re-provided at the 67-72 Plender Street site:

TABLE A:

	Very important	Important	Not important
General store	64% [162]	25% [62]	11% [28]
Newsagent	54% [122]	30% [69]	16% [37]
Off licence	30% [62]	25% [53]	45% [94]
Butcher	28% [60]	31% [67]	40 % [86]
Bakery	27% [53]	36% [72]	37% [74]
Fruit and veg shop	35% [69]	34% [68]	32% [63]
Launderette	42% [102]	33% [79]	25% [61]
Hairdresser / beauty salon	25% [51]	58% [46]	52% [104]
Chemist	44% [96]	26% [56]	30% [66]

Retail use scored as 'Very important' in highest order of rank follows:

TABLE B:

GENERAL STORE	64%
NEWSAGENT	54%
CHEMIST	44%
LAUNDERETTE	42%
FRUIT AND VEG SHOP	35%
OFF LICENCE	30%

The findings above mirrors current use of the shops at Plender Street with a **General Store**, **Newsagent** and **Launderette** ranked as the top 'very important' shops that should be re-provided at this site. Although Off Licence appears at the bottom of this table with a 30% response rate for 'Very important', this may again reflect coding issues.

Although 50% of responses concerning use of the Launderette reported 'no use at all' in Table A above, the appearance of the Launderette in third place in Table B is significant.

This result for the **Launderette** and those for the **General Store** and **Newsagent** mirrors feedback provided during the first round of consultation in 2011, community workshops, online feedback, postal questionnaires, drop-in sessions, group discussions and door knocking exercise.

For most residents, the elderly and members of the local community, retail types denoting the ready availability of perishable goods, foodstuffs and other convenience items is key (the 35% rating for Fruit and Veg shop in Table B also serves to confirm this).

Furthermore, the importance of the **Launderette** was emphasized consistently during the feedback process – particularly for the elderly, students and local residents in small flats or bedsits unable to accommodate white goods:

"Vital for majority residents who can't afford their own machine"

“I would like to see a newsagents and a launderette in the development as many elderly residents use these”

Other comments

The following issues have also been raised during the consultation process:

- Area must not lose community feel
- Consultation document is too vague - ‘could’, ‘up to’, ‘possibly’
- Why not refurbish empty derelict properties – cheaper
- Need to consider impact on security – high railings in area there for a reason
- Shops and GP surgery pointless as stone’s throw from Camden High St - amalgamate
- Importance of good design, high quality visual improvements, aesthetics – use brick, wood, green roofs, wind / solar generators, not too ‘boxy’
- Sustainability - ability of services (transport, health and sewers) to cope with new residents

Voluntary and community sector

30 respondents identified themselves as belonging to the voluntary and community sector although some may have marked this category in error.

Responses were received from Camden Town Unlimited, SPCA, Mornington District Association, Regents Park Estate Football Club, UCL Volunteering Services, the Bengali Workers Association, Camden Carers Centre, Women + Health, Disability in Camden, Origin Housing and Royal Veterinary College, amongst others.

Taken together, these responses mirror the feedback detailed above and express overall support for the Plender Street redevelopment proposals.

Plender Street shopkeepers

No consultation responses were received from the Plender Street shopkeepers that could be identified although a number attended the community workshops and drop-in sessions.

Next steps

The findings of this report will be used to inform recommendations made to Cabinet and provided to Members. The consultation feedback will also be made available for wider dissemination.

APPENDIX 3 – EIA PLENDER ST / 30 CAMDEN ST

Equality Impact Assessments -
equality through public services



Our approach

Equality impact assessments (EIAs) are our chosen way for working out the effect our policies, practices or activities (the word activity will be used throughout this form as an umbrella term) might have on different groups before we reach any decisions or take action. They are an important service improvement tool, making sure that our services are as effective as they can be for everyone Camden serves. They also help to prevent us from taking action that might have outcomes we did not intend.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity. This is because the EIA needs to be integral to service improvement rather than an 'add-on'. If equality analysis is done at the end of a process it will often be too late for changes to be made.

If a staff restructure or organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for **both** stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken .

Please read the council's EIA guidance, ['Equality impact assessments – equality through public services, a step-by-step guide'](#), before beginning the EIA process.

Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed	The development of affordable homes at 30 Camden Street; a new community centre and private housing on the Richard Cobden School changing rooms site; a new open space on the garage site in Bayham Place Estate and a section of the Richard Cobden School Playground; and new shops and private housing at 67-72 Plender Street.
Service and directorate responsible	Property Services, Housing and Adult Social Care, Communities and Third Sector, Culture and Environment and Children Schools & Families

Names and posts of staff undertaking the assessment	Jaishree Dholakia - Consultation and Engagement Officer, Property Services
Date assessment completed	8 October 2012
Name of person responsible for sign off of the EIA	Head of Service - Assistant Director

Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

Outline the activity being assessed

The following redevelopment activity is proposed for the sites presented on the map below:



30 Camden Street – Site 1

30 Camden Street is occupied by St Pancras Community Centre and 18 garages.

The proposals for 30 Camden Street are to:

- replace St Pancras Community Centre with up to 15 new affordable council homes. These could be one, two or three bedroom family homes, up to four storeys high. A new community centre is proposed to be built on the Richard Cobden School changing rooms site – see **Site 2** below.
- replace the 18 garages with at least eight car parking spaces and landscaping

The building at 30 Camden Street is a former exhibition hall for local artists built in the 1960s. The current building has a main and rear hall, two small kitchen areas, a meeting room, basement rooms, a number of small offices and a small outside area. It has become increasingly clear and urgent over the past ten years that the original 1960s layout of the St Pancras Community Centre does not fully meet the needs of existing users including those with disabilities, and would not enable expansion of existing services or the development of new needed services. Various parts of the building have adapted over the years and the internal condition of the centre is suffering badly from 35 years of hard use.

St Pancras Community Centre is managed by St Pancras Community Association (SPCA). A new community centre that is cheap to run, flexible and accessible would allow SPCA to become financially sustainable, deliver savings for tax payers and protect services for the vulnerable such as the elderly, and children and young people.

The new building would also replace the St Martin's Community Centre at 43 Carol Street which is also run by SPCA and services delivered from there – subject to agreement with SPCA. Consultation on a proposal to dispose of the 43 Carol Street site which includes the St Martin's Community Centre and workshops was undertaken in 2011. Following the feedback provided options concerning the future use of this site including the option to retain it were reviewed. Please see the separate EIA for 43 Carol Street submitted.

Rebuilding the community centre where it is now would be too expensive and lead to an interruption of services delivered by SPCA. Plender Street is the only site in the immediate area that is large enough to build a new community centre and affordable council homes.

St Pancras Community Association (SPCA)

SPCA is a long-established community organisation which provides provide services and facilities for vulnerable groups and local residents including the following core activities:

- A Sure Start drop in centre for parents with children under five - three sessions a week
- Music project for young people aged 14–24 – ‘The Shed’
- ‘Older People’s Project’ that provides activities for older people in the area who are housebound, ill and disabled. Activities include a Good Neighbour Scheme.
- Lunch club for older people – five days a week

St Pancras Community Centre is open seven days a week from 10am – 10pm except for Christmas and Bank Holidays. The centre provides facilities and office space for a range of organisations that deliver advice and support to the locally diverse community such as a Citizens Advice Bureau. A variety of recreational and leisure activities are also delivered from the centre which has a large hall hired for use by the community e.g. Weight Watchers, Bridge Club and Basket Weaving. Weekly councillor surgeries are also held in the centre.

SPCA estimate at least 750 service user contacts in the building each week. This figure does not include their outreach work with older people and other groups. Most of their service users are drawn from local estates although hall hirers draw users from a wider catchment area.

30 Camden Street would be redeveloped to provide new affordable family homes – these would be a mix of social rented and shared ownership.

Richard Cobden School changing rooms site on Plender Street – Site 2

This site is occupied by changing rooms used when the adjoining playground converts into sports pitches (Camden Town Sports Pitches) for netball and other activities out of school hours.

The proposals for this site are to:

- relocate St Pancras Community Centre from 30 Camden Street to a new building constructed on the site
- Build on a 163m² section of the Richard Cobden School playground that borders the changing rooms site to accommodate the new community centre building
- Build up to three storeys of private housing for sale and possibly affordable homes above the new community centre building. Up to 17 family units could be built, some of which may include council homes for rent or affordable homes to buy.

A development on this site could be up to five storey high.

The new community centre would occupy two floors with the existing changing rooms incorporated into the first floor. Combining the changing rooms with the community centre would enable the community centre to offer sports-related classes such as yoga, martial arts and other exercise – resulting in more residents using the centre and sports pitches. A community centre on this site would allow residents to combine their use of the centre with use of the adjoining sports pitches.

The suggestion to locate the new community centre on the Richard Cobden School changing rooms site came from residents and community representatives who attended a series of six community design workshops held with architects in 2012.

A new community centre on Plender Street will enable SPCA to consolidate its services in a new facility that is fit-for-purpose, easy to run, fully accessible and flexible - enabling concurrent uses including those that are income generating to cross-subsidise other activities.

Playground in Bayham Place – Site 3

The playground in Bayham Place located outside the boundary of Bayham Place Estate contains play equipment for young children. This playground is isolated, difficult to reach and invisible to the public. It also attracts anti-social behaviour.

The proposal for the playground in Bayham Place is for the playground to become part of the Richard Cobden School site so that it can be used for a proposed new nursery.

Richard Cobden Primary School has secured money through the Community Investment Programme to re-build its nursery which is in poor condition. Access to the land occupied by the playground in Bayham Place would allow the Council to rebuild the school nursery in a better position and create a new playground. This would also enable part of the existing school site to be freed up for other community uses.

Garage site in Bayham Place Estate and Richard Cobden School playground – Site 4 and Site 5

The garage site in Bayham Place Estate is occupied by a row of 13 garages. The proposal for the garage site in Bayham Place is to replace the 13 garages on this site with a new open space. A 191 m² section of the Richard Cobden School playground would also be taken out of the playground and used to create the new open space.

The new open space could include food-growing that would improve health and well-being, an outdoor gym or that would also increase physical activity and encourage inter-generational contact, table tennis or a relocated playground.

Mini playground in Bayham Place Estate – Site 6

The proposal for the mini playground within Bayham Place Estate is to improve this playground by providing new play equipment - subject to feedback received from public consultation.

67-72 Plender Street – Site 7

67-72 Plender Street is occupied by a single storey row of five shops that includes a GP surgery (Dr Shina's surgery), a hairdresser that meets the needs of women of African-Caribbean origin, a halal butcher that meets the needs of the local Muslim community, an off licence and a newsagents.

The shops at 67-72 Plender Street are expensive to maintain, at the end of their life span and run down.

There is an opportunity to build private homes for sale on this site to fund the new community centre and new affordable housing.

The proposals for this site are to:

- replace the five shops at this site with at least two new retail units
- re-locate the GP surgery at 67 Plender Street to either to the Crowndale Health Centre or a vacant unit at 4 Crowndale Road that would be refitted to meet NHS standards. Both locations are within 370 metres and 5-10 minute walk of the current surgery
- build up to four storeys of private residential housing units for sale above the retail parade at 67-72 Plender Street. Up to 18 housing units could be built

A redevelopment at this site could be up to five storeys high.

A retail survey included in the public consultation exercise supplemented by desk top research will be used to inform the decision on the level and nature of the retail that would be included at this site, should Cabinet agree that this scheme should proceed.

Desired outcomes

The redevelopment proposals outlined above will deliver a range of benefits for local residents as follows:

- A new, fit-for-purpose, fully accessible and sustainable community centre providing continued support and activities for children and young people, older people, those with disabilities and BME groups.

- The new centre is of importance to Camden's strategy to promote inclusivity of those with adult social care needs, especially those with learning disabilities because it is situated in an excellent location for individuals with special needs who live in the area. It will also provide much needed, new accessible facilities where activities can be offered that enable integration as well as the provision of tailored services.
- Affordable housing which improves the quality of accommodation for those in housing including protected groups - there are currently 24, 500 households on Camden's waiting list
- A retail offer that meets the needs of the community
- Increased access to sports facilities for all ages, abilities and backgrounds
- New amenity space promoting the health and well being of all ages, abilities and backgrounds that is safe and well-used
- Urban realm improvements
- Improved community safety that will benefit all residents including protected groups such as children and older people particularly vulnerable to crime and the fear of crime
- An improved nursery provision for Richard Cobden School benefiting local children

These benefits would be made possible by the sale of the new private housing.

In summary, the combination of these development sites provides an exciting opportunity to contribute towards the delivery of a new sustainable and fully accessible community centre, improved access to health and recreation space for all of Camden's residents including those with social care needs, much needed new affordable homes and an improved nursery provision for Richard Cobden School.

Groups likely to be affected by these proposals are:

- Local residents – Camden Studios, Bayham Place Estate, College Place and Curnock Estate
- Garage owners in Bayham Place Estate and Camden Studios
- Tenants and Residents Associations
- Dr Shina at 67 Plender Street
- Dr Shina's patients
- St Pancras Community Association – 30 Camden Street
- Users and hirers of St Pancras Community Centre - 30 Camden Street
- Shopkeepers at 67-72 Plender Street
- Parents and children at Richard Cobden School
- Users of the Camden Town Sports Pitches (Richard Cobden School playground)
- Users of the changing rooms located at Richard Cobden School

Gather relevant equality data and information

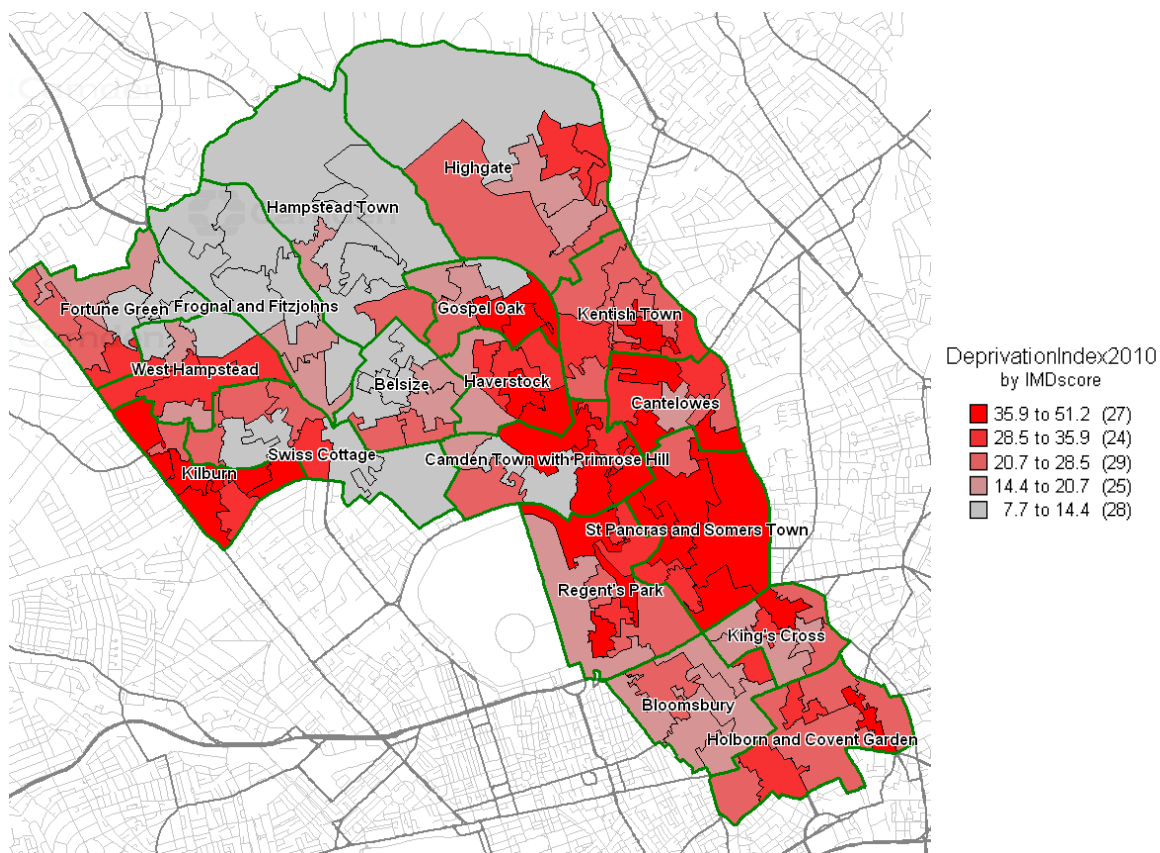
All the sites proposed for redevelopment are located in St Pancras and Somers Town ward.

Equality data

The 2001 Census profile for St Pancras and Somers Town highlights the following characteristics that define this ward when compared to other wards in Camden:

- Largest population (12,490)
- Largest average household size (2.33)
- Largest proportion of Council tenants (51%)
- Second most ethnically diverse ward with highest proportion of people of Black African (11%) and second highest proportion of people of Bangladeshi (15%) origin
- Highest proportion of Muslim residents (23%)
- Highest proportion of lone parent households (16%)
- Highest overall unemployment rate (14%)
- A high proportion of purpose-built flats (78%)

In terms of deprivation, St Pancras and Somers Town records the highest score on the Deprivation Map below:



In terms of disability a significant cluster of people with learning disabilities lives close to the proposed redevelopment sites – it is estimated that approximately 15 -20% of users of Camden's Learning Disability Services live within a ¼ mile radius of Plender Street.

Social cohesion

Contact made with local residents through a door-knocking exercise conducted in 2012 on Bayham Place Estate, College Place Estate and Curnock Estate highlighted that, on a wider level the area suffers from many of the challenges and social issues faced by inner city areas across the UK.

These include polarising populations, ie residents who have lived locally since the estates were built and are now elderly living alongside younger, newer incomers; high student occupancy; itinerancy; absent leaseholders; little interaction and a lack of social cohesion.

TRA representatives reported difficulty engaging local residents – one TRA has reduced its activity due to lack of involvement. Anti-social behaviour, drug scoring and alcohol misuse has also been reported in the area.

Local attachment to the neighbourhood does not seem to coalesce around a wider 'community' or recognise the same as residents appear to identify solely with the estate in which they live – which is where their interests and concerns seem to lie in the main.

One long-standing resident and TRA representative referred to 30 Camden Street and Bayham Place Estate as two different, distinct, non-interacting communities at a workshop - even though the two sites are located very close to each other and only separated by a road.

At a series of community workshops held in 2012 local residents referred to Plender Street as quiet, an important road leading into Camden High Street with a "community village feeling" created by safe estates and trusted shops with familiar faces. Vis-a-vis 30 Camden Street residents provided feedback in relation to "existing community and sense of place", 'it feels safe', privacy, the street view and history of the site.

GP patients

The local GP practising at Plender Street (Dr Shina) reports the area is deprived, '*one of the worst in Camden*'. Dr Shina reports that his patients are of all ages and come from very diverse backgrounds. He also reports seeing few families with two parents, many single people and many mental health as well as physical problems.

The Public Health Observatory profile for the Plender Street confirms these trends in terms of diversity (16.1% of patients are of other non-white ethnic origin), deprivation (the practice scores on the second most deprived decile on the Deprivation Index) and an above average younger patient population (20-29).

SPCA users

The following estimates have been provided by SPCA in relation to the profile of their service users by protected groups:

- 90% of 'The Shed' users are from BME communities (male and female)
- 60-70% of the drop-in users are women from BME communities with significant and increasing representation from the Somali community
- 25% of the Older People's Project are from BME communities

The centre is used extensively by BME groups including the Bengali, Somali and African communities.

Richard Cobden School - pupils

The Richard Cobden School playground is used by school children during school hours. Of the 467 children registered as pupils at Richard Cobden School, 159 children are of Bangladeshi origin and 100 children are of Somali origin. These two communities therefore comprise more than half of the school's pupil population.

Outside of school hours the playground converts into sports pitches which are heavily used by netball teams comprised of female players (100 plus). Football teams, tennis players and other groups also use the changing rooms site.

Summary

In terms of meeting the area's challenging social, health and educational needs the provision, availability and stability of community, education, health and housing facilities are essential to protecting the well-being, quality of life and life chances of the many vulnerable groups which live locally.

BME groups which experience higher rates of disease prevalence (diabetes, glaucoma and stroke) require access to activities and facilities which promote their health, well being and physical exercise. Older people with increasingly complex social care needs require access to services which support their care in the community. Children and young people who live in families experiencing high rates of deprivation and significant social challenges require the best possible access to training and education opportunities. These needs and categories are not mutually exclusive of course, and cross-fertilise.

The redevelopment proposals which form the subject of this Equality Impact Assessment aim to meet these needs in addition to those of all the other residents who live locally through the **Desired outcomes** detailed above and further below.

Consultation and engagement

The proposals for public consultation were developed in response to feedback received from a first round of consultation held in 2011 and six community workshops held earlier this year.

Consultation undertaken in 2011

148 feedback forms were returned in response to the first round of consultation held in 2011 from a cross-section of the local community. This feedback and a petition highlighting the importance of the shops on Plender Street resulted in the re-introduction of retail units in the proposals for 67-72 Plender Street. The convenient location of these shops was reported to be of particular importance for the elderly and those with mobility problems.

Community workshops held in 2012

103 people took part in six community workshops held in 2012 to maximise resident input into the design of these proposals prior to wider, public consultation. A number of design options were reviewed at these workshops with the preferred option taken forward for consultation.

The workshops attracted a diverse range of people including local residents, university students, users of the St Pancras Community Centre and members of black and minority ethnic communities local to the area - including a number of parents with young children of Somali origin. A wide age range was also represented including a young person from 'The Shed' – a music project based at St Pancras Community Centre.

The Plender Street shopkeepers, tenants and residents association representatives from Bayham Place Estate, the resident caretaker and a local youth worker also attended these workshops.

The community workshops played an important part in shaping the design of the proposals now under public consultation.

At these workshops there was:

- Regular attendance by a diverse group of women of BME origin to support the hairdresser in Plender Street who caters for the needs of women of African-Caribbean origin.
- A mixture of views concerning the need for safe green spaces and play areas for children and young people to use – some residents were supportive, some were not

St Pancras Community Association – visioning event held in 2012

St Pancras Community Association (SPCA) which runs St Pancras Community Centre hosted a visioning event in April 2012 to discuss what a new community centre should provide for 'tomorrow's community', which generated many positive ideas.

46 people attended this event including voluntary and community sector organisations such as Camden BME Alliance and Disability in Camden, residents, community centre users including local parents, officers of the Council and a tenants and residents association representative from College Place Estate.

Service user engagement at SPCA with young people from The Shed, female parents of BME origin and older people including those with mobility difficulties was undertaken to develop the requirements for the new community centre. These include disabled toilets and lifts.

Have you identified any information gaps?

The following table records the profile of people who responded to the public consultation – figures in bold indicate a response rate that fell below the ward profile for the category specified:

SOCIO-DEMOGRAPHIC INDICATOR	PUBLIC CONSULTATION	WARD PROFILE
ETHNICITY		
Asian – Asian British	16 %	18.2%
White	69 %	60.2%
Black-Black British	12 %	13.9%
Mixed / Dual	3%	3.7%
AGE		
0 – 15	0%	24.9%
16 – 24	8%	22.5%
25 – 55	55%	38.4%
55 +	37%	14.3%
GENDER		
Male	46%	47.7%
Female	54%	52.3%

The following requires note:

- No category for 'Religion' was provided on the consultation equality monitoring form to allow for the capture of data on the background of respondents. However, 60% of respondents in the category 'Asian' identified themselves as being of Bangladeshi origin and 74% of respondents in the category 'Black or Black British' identified themselves as being of African origin –therefore it may be reasonable to assume that many of these respondents also carry a Muslim identity (the Somali community is assumed to dominate the 'African' category given the predominance of this ethnicity in the ward).

- The age categories are not wholly equivalent because different ranges were used in the data-sets compared - therefore these figures are slightly skewed

The information above is based on responses provided to equality monitoring forms which were not always or fully completed by participants. As such this data should also be reviewed alongside the following groups engaged for a picture of the diversity of participants who have taken part in this consultation:

- St Pancras Community Association luncheon club for older people (6)
- Families in Focus – group discussion with children aged 8 – 13 (11)
- The Shed – group discussion with young people aged 15 – 21 (10)

Generally, the figures above show that low numbers of people in the following groups did not engage in this consultation compared to their actual presence in Plender Street:

- Children and young people (significantly lower)
- Black and minority ethnic communities – Bangladeshi, Somali and other (just slightly lower)

The views of children and young people who use the Richard Cobden School playground are not known.

Analysis of the consultation responses returned by protected groups showed no marked difference from the feedback provided by other respondents.

The figures provided require consideration alongside strong attendance at the community workshops held earlier this year by women of BME origin supporting the hairdresser in Plender Street including parents of Somali origin from Richard Cobden School, older residents, students and parents at Richard Cobden School where over 50% of the school population is of Somali / Bangladeshi origin.

Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

Affordable homes at 30 Camden Street – Site 1

The redevelopment proposed at 30 Camden Street is not deemed to have a significant or adverse impact on protected groups.

Concerns held by affected residents such as Camden Studios in relation to the potential loss of light, privacy and views have been addressed through the early commission of daylight / sunlight surveys which demonstrate minimal impact in relation to Rights of Light.

New community centre and private housing on the Richard Cobden School changing rooms site – Site 2

SPCA is committed to ensuring the wide range of services and facilities it currently delivers for the local community groups and vulnerable groups continues at the new building.

These include:

- A music studio, rehearsal, performance and production space for its youth music project - Shed
- Regular weekly drop in sessions for parents and carers with under five children and babies;
- An older people's project which provides a range of services including: lunchtime meals, daytime activities in the centre, outings, holidays, home visiting, advice and information, gardening, window cleaning and special events. SPCA currently supports older people with mild, moderate and complex needs, although the organisations is currently limited in the level of support it can offer to older people within the centre who have complex needs;
- Hall hire and meeting room facilities for local people, community and other voluntary, statutory and private sector groups;
- Activities and events for local people and their families;
- A range of volunteering opportunities within and outside the existing community centre.

New opportunities to provide services and activities for the following groups are also under exploration as SPCA develops its business case:

- Disabled and older people with complex needs (washing and showering facilities)
- People with long-term conditions and complex health needs
- Outreach for the housebound
- Exercise and sports programmes for all ages that link to the Camden Town Sports Pitches
- Activities and training for children and young people such as an IT training suite

In developing and delivering services that improve the health, well being and life chances of children and young people, older people, faith groups and BME communities with changing needs, the proposed redevelopment at this site will increase the numbers of those from protected groups accessing services, resulting in a significant positive impact.

These benefits arise in the context of changing statutory service provision, increasing demand for the provision of social care to older people living longer, a significant cluster of people with learning difficulties and of BME origin that lives locally and Camden's growing population of young people.

The new building will also be fully accessible and DDA compliant which is not currently the case – allowing full access for those with mobility problems.

Finally, the proposed development if it proceeds would not involve an interruption to services provided by SPCA. The move would be seamless as the new community centre would be constructed prior to decant to assure continuity of service.

Some local residents including those who are elderly have expressed concerns about anti-social behaviour connected to the new community centre. Although crime and the fear of crime affects all people it particularly impacts on the vulnerable such as the elderly and children and young people.

The location proposed for the new community centre was suggested by local residents as having minimal impact on neighbouring properties. There will also be limits on when and how the community centre is used which will also deter noise, nuisance and anti-social behaviour.

Lastly, there are concerns about the impact of redevelopment at this site on the potential loss of light, privacy and views. These concerns are not deemed to have a significant impact on protected groups.

Richard Cobden School Playground / Camden Town Sports Pitches

The proposed redevelopment at this site if agreed would result in the loss of a 163m² section of the Richard Cobden School playground to accommodate the new community centre building and a 191m² section of the playground to create the new open space at Site 5. However the school would then gain the same area through the current estate playground land transferring into the school playing field footprint.

Therefore there is no net loss of playground space and the proposed changes are not deemed to have a significant, adverse impact on this protected group.

Users of the playground which converts into the Camden Town Sports Pitches out of school hours include children and young people and female netball players. The redevelopment proposed at this site is not deemed to have an adverse impact on these groups either. No reduction in the size and number of pitches currently available is proposed. Temporary changing rooms will also be provided during the construction period to ensure continuity of use and privacy, which will be timed to minimise disruption to playing schedules.

Playground in Bayham Place – Site 3

The playground in Bayham Place is reported to be used by Richard Cobden School pupils before and after school in varying degrees. Concerns are held about the location of this playground (isolated and invisible to the public), safety and anti-social behaviour. It is proposed that this land moves into the school playing field footprint.

The proposal for the playground in Bayham Place is not deemed to have an adverse impact on the children who use it because the proposal is to relocate this provision in the neighbourhood to a safer, more overlooked site, therefore the amenity is not lost and it is hoped will be improved through increasing access.

The public consultation provided for feedback from residents as to where a relocated playground should be sited. Public opinion is equally divided between the options presented.

New open space on the garage site in Bayham Place Estate and a section of the Richard Cobden School playground – Sites 4 and 5

The 13 garages in Bayham Place Estate are used by two people with disabilities. Three garages are recorded as 'void'. It has been reported that they are also used for storage. 16 blue badge holders are resident in Bayham Place Estate according to Council records.

The loss of the garages in Bayham Place Estate may have a potential negative impact on older people / disabled groups. By way of mitigation two parking bays for blue badge holders have been provided in the development proposal for this site with a parking assessment expected to find that any parking displaced may be absorbed in neighbouring estates.

The 'proportionality' argument also applies – please see reasoning provided below under **New shops and private housing at 67-72 Plender Street – Site 7.**

A handful of comments have been received expressing concern about the use of a section of the Richard Cobden School playground to create the new open space – children's play areas are important, the playground is not big enough and will become too small for school / evening use.

The proposal to take a 191m² section of the Richard Cobden School playground to create the new open space is not deemed to have a significant, adverse impact on children and young people as the school would gain the same area through the current estate playground land in Bayham Place transferring into the school playing field footprint.

Some local residents including those who are elderly have expressed concerns about anti-social behaviour connected to the creation of a new open space. Although crime and the fear of crime affects all people it particularly impacts on the elderly and children and young people.

By way of mitigation the new open space will be locked, kept secure and managed at all times. Consideration is also being given to routing access to the new open space through the new community centre or SPCA managing this space – thereby and further enhancing the security of this site.

Mini playground in Bayham Place Estate – Site 6

The redevelopment proposal for the mini playground in Bayham Place Estate is not deemed to have an adverse impact on children who may use it as the proposal is to enhance and not withdraw this provision.

New shops and private housing at 67-72 Plender Street – Site 7

The retail parade at 67-72 Plender Street includes a launderette, halal butcher and hairdressing salon which caters for the needs of women of African-Caribbean origin and / or Muslim faith.

Feedback from a first round of consultation undertaken by the Council in 2011 taken with current feedback from the public consultation and a retail survey underway confirms that, for most residents and members of the local community, a launderette, newsagent and general store at Plender Street are key in terms of meeting local need. Please see the consultation report provided for further details.

The results of desktop market research and further fieldwork commissioned to supplement the retail survey will also be used to make a recommendation to Cabinet concerning retail use proposed for the 67-72 Plender Street.

The following is noted:

- Strong support for the launderette has been expressed by elderly residents (some with mobility problems) from a highly deprived area characterised by low incomes where the availability of white goods may also be low
- The potential loss of the halal butcher and / or hairdresser salon would not be deemed to have a **significantly** adverse impact on residents of Muslim faith and / or women of African-Caribbean origin should this outcome result.

In terms of ‘proportionality’, the impact on the afore-mentioned protected groups resulting from the loss of a specialist hairdressing facility or food outlet is deemed to be low when compared, for example, to the loss or withdrawal of a health or social care service that protected their needs in terms of essential well being.

Furthermore, any adverse impacts which may arise are mitigated and / or justified by the positive gains for these protected groups arising from the redevelopment proposals – detailed at **Desired outcomes** (p64-65) and **Summary** (p67-68) above.

The results of the retail survey demonstrates low use of the hairdresser (69% - Not at all) and halal butcher (64% - Not at all) by local residents in comparison to the Off Licence, Launderette and Newsagents.

However, these results when broken down by ethnicity reveal high use of the halal butcher by respondents of Bangladeshi origin (2-3 times a week or more often) and monthly use of the hairdresser by 40% of the residents who responded to the survey of Black / Black – British origin – with support expressed by both groups for these outlets.

In terms of field observation, the hairdressing salon was often observed to be shut and fairly empty when it was open during the door-knocking exercise and community engagement process.

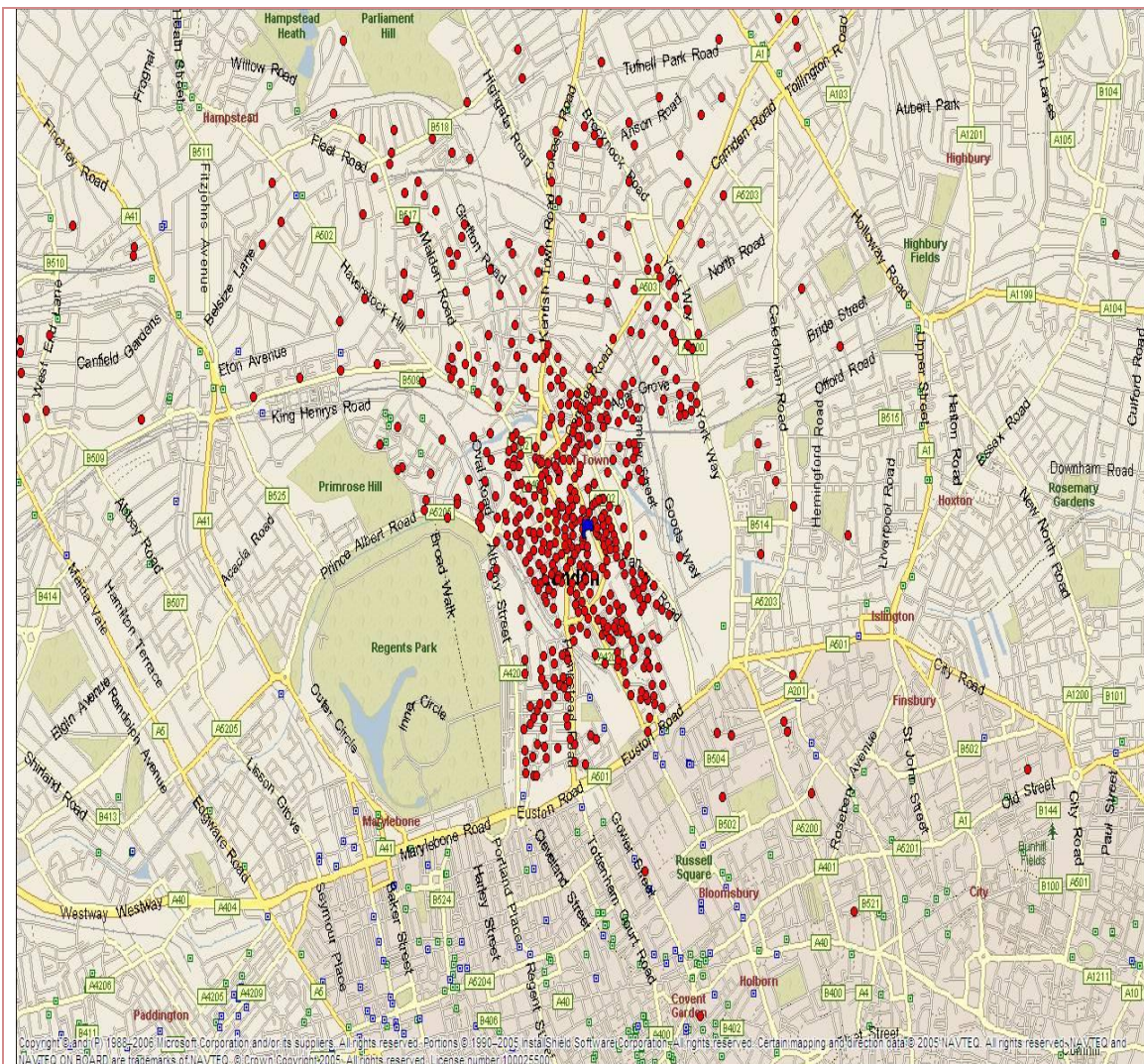
By way of mitigating any adverse impacts the desktop research will help to identify alternative provision in the local area should this be required. Alternative accommodation will also be offered to these retail outlets by the Council where this is possible.

Loss of access to the shops on Plender Street during the re-build phase will impact adversely on older people, children and young people and those with mobility problems who live nearby and use the shops to meet their daily shopping / washing needs. By way of mitigation the re-build period will only last for twelve months and be temporary in nature.

Concerns held by affected residents in relation to the potential loss of light, privacy and views are not deemed to have a disproportionate impact on protected groups.

Relocation of GP surgery

Dr Shina's patient list registered at 2,732 draws from a wide area in Camden – please see the diagram below:



The proposed re-location of the GP surgery at 67 Plender Street is not deemed to have an adverse impact on protected groups such as the elderly or those with mobility problems who would be most affected by the move, or on Dr Shina's patients generally.

Both re-location options proposed for the surgery meet the 20-30 minute travel limit for patients requiring access to a GP (Ref: NHS North Central London Primary Care Strategy, January 2012, p.17).

Both options are sited within 370 metres and a 5-10 minute walk of the current surgery. Both options are also close to transport links including bus stops and tube stations (Mornington Crescent and Camden Town).

The scatter diagram also confirms the proposed relocation within 370 metres of the current site falls well within the margins of acceptability given the geographical range across which Dr Shina's patients are spread.

One respondent to the public consultation reported the new GP surgery may be more accessible if moved as the road outside is practically impassable in a wheel-chair and the step very high to enter – another reported the present surgery is easy to negotiate for those who lack physical stability because it has a minimum number of steps. Feedback was also provided concerning the need for an en suite toilet to provide urine specimens.

A walk of 10 to 15 minutes can mean 30 minutes for some disabled people – further engagement will take place with this vulnerable group to ensure their needs are understood and any adverse impacts minimised.

The Council has engaged in on-going discussions with Dr Shina and NHS North Central London. Dr Shina would continue to treat all his patients registered at 67 Plender Street from his new surgery, continue to operate alone and continue to offer the same level and quality of services – including the same waiting times for appointments and clinical treatment.

In terms of patient care the Crowndale Health Centre option also offers co-location of the surgery with other health services delivered from there such as Community Nursing, School Nursing Service, Health Information for Young People, Foot Care, Palliative, Sexual & Reproductive Health, Chlamydia Screening, Contraception & Related Services, Emergency Contraception, HIV Services and STI & HIV Testing.

Lastly, there would only be a short interruption of 1-2 weeks to the service provided by Dr Shina who would move to his preferred re-location option prior to decant.

The majority of patients who responded to the consultation exercise accepted the proposed relocation of their GP in light of assurances given in relation to continuity of care, re-location nearby and the Council's on-going liaison with Dr Shina. A number also welcomed the opportunity to upgrade the current premises perceived as requiring updating.

General

Options analysis

The following options for redevelopment at Plender Street and their dis-benefits / benefits were considered in the development of these proposals through the community workshop process:

- An option to retain the garages in Bayham Place Estate was drawn up and considered at length. However, this option resulted in the main accommodation for the community centre being on the first floor – making it less accessible for its users. Therefore this option had to be discounted.
- An option to locate most of the community centre in Plender Street and part of the community centre with less retail re-provided on the changing rooms site was also presented for consideration. However, this option was not preferred by residents who voted in favour of the current proposals which provide for all the facilities within the community centre to be located together in a building located away from local estates; and more shops re-provided on the 67-72 Plender Street site.

Sustainability

Although housing density will increase this is not a large development, and we believe that local services will be able to cope with the increased number of school age children and increased use of health services.

We have factored the development into our projections and at present this is not a hotspot for increasing pupil places. NHS North Central London has confirmed that the increase in population resulting from this development (150) can be easily absorbed in terms of GP access.

Demolition and construction

The impact of demolition, construction or disruption as vehicles access the redevelopment sites located close to Richard Cobden School and work commences on this site may increase risk to young children and older people in the area. This impact would be managed through construction management plans that would cover heavy vehicle movements, walking routes, traffic management, secure access to building sites, noise, working hours, control of dust and travel plans for pupils and other residents during construction. Any adverse impacts that arise are judged to be relatively low, and temporary in nature.

Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	None	A new community facility with access to the Camden Town Sports Pitches provides the opportunity for continued and enhanced provision of services for children, young people and older people; new open space will promote the health and well being of all ages in an urban

		environment where green areas are in short supply; an improved nursery provision for Richard Cobden School would benefit young children who would enjoy access to a new, safe nursery playground.
Disability	None	The new community facility provides the opportunity for continued and enhanced provision of services for people with learning and physical impairments - the availability of a building that is fully DDA-compliant would also promote this access.
Gender reassignment	None	Not applicable
Marriage and civil partnership	None	Not applicable
Pregnancy and maternity	None	Not applicable
Race	None	The new community facility, open space and nursery provision would provide services, facilities and activities for BME communities that would promote their health, education, social needs, well being and life opportunities
Religion or belief	None	As above vis-à-vis faith groups
Sex	None	As above vis-à-vis gender groups
Sexual orientation	None	As above vis-à-vis bi-sexual, trans-sexual, lesbian and gay communities

Lastly, the new housing proposed including new affordable family homes plus the new community facility will improve the quality of life of all the protect groups listed above, foster good relations and facilitate partnership working with local organisations that support these groups (e.g. faith, BME and service user support networks).

Stage four - planning for improvement

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

Further consultation with the community would be undertaken should Cabinet agree to the proposals as part of the planning process.

Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	Yes
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	N/A
Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	N/A
Stop the activity	The EIA shows unlawful discrimination.	N/A

Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.

Stage six - review, sign off and publication

Review

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an ongoing process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser will provide you with the necessary data.

Date when EIA will be reviewed: [Should Cabinet give approval for the scheme to proceed to a planning application the EIA will be reviewed following consultation undertaken as part of the planning process. It will also be reviewed during the demolition and construction process to ensure the potential negative impacts on protected groups highlighted are minimised.](#)

Sign off

The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:	To be advised
Quality assured by OD for organisational change / restructures:	To be advised
Signed off by:	To be advised
Date:	To be advised
Comments (If any)	To be advised

Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).

APPENDIX 4 – DELEGATION ARRANGEMENTS FOR CIP PROJECTS AS APPROVED BY CABINET IN JULY 2012

Appropriation of existing Council land under relevant powers as necessary enable the implementation of the scheme:

This relates to the purposes for which land is held by the Council. Local authorities have different powers available to them in relation to land – for example, where land is held under the Housing Act 1985, the Council has power to provide housing; where it holds land under its powers as a planning authority it may develop or enable the development of land to promote the economic well-being of an area or community. In order to exercise these powers in relation to CIP projects it may be necessary to ‘switch’ land between the different powers.

Subject to meeting certain requirements under the relevant legislation, land held as part of the Council's general fund portfolio may therefore be re-designated as land held for housing and vice versa, or land from either portfolio may be designated as held for planning purposes. Land held for planning purposes may subsequently be re-designated as held for housing or other purposes upon completion of a development. This delegation does not involve any actual change of ownership of any land in question.

Officers taking decisions under any delegated powers will do so with due regard to equalities impact assessments.

To agree contract award strategies and awards for the implementation of a project

This is another area where current constitutional arrangements can build in delays. At present two separate decisions are required to give effect to a decision to enter a contract in excess of £5m – contract award strategy and subsequently a contract award report.

There are a large number of CIP projects which might exceed £5m in development costs and whilst proposals for some of these sites can be brought forward in reports combining more than one site it is likely that there will be a significant increase in Cabinet business.

All projects which are proposed will be the subject of a strategy report setting out development and/or refurbishment proposals, cost estimates and funding arrangements. All procurement at this level is carried out under the oversight of the Strategic Procurement Board and in consultation with the Director of Finance and the Borough Solicitor.

This section provides a limited delegation of authority for those other schemes within the CIP where Cabinet has approved or does in future approve the proposed strategy for the site. The relevant decisions would be taken in consultation with the relevant Cabinet Member and where necessary reported to Cabinet as part of regular update report on the Community Investment Programme.

It is worth noting that in the context of the Council's constitution, the term ‘contract award strategy’ refers to the specifics of what it is that is tendered, how much it is

likely to cost, and how tenders are evaluated and awarded. Recommendations as to the means by which a project is delivered, e.g. if the Council acts as a developer or whether a partner is involved in the delivery, will be put to the Cabinet as part of the project strategy report.

Agree terms for obtaining vacant possession of commercial and other properties affected by projects.

Where Cabinet has taken a decision on a strategy to be implemented in relation to a CIP site, it may be necessary to implement arrangements to obtain vacant possession of Council-owned properties currently occupied by businesses or other individuals or organisations. This could involve, for example, obtaining the timely surrender of commercial premises where there is no actual lease extant but where there are protected rights to occupy the premises.

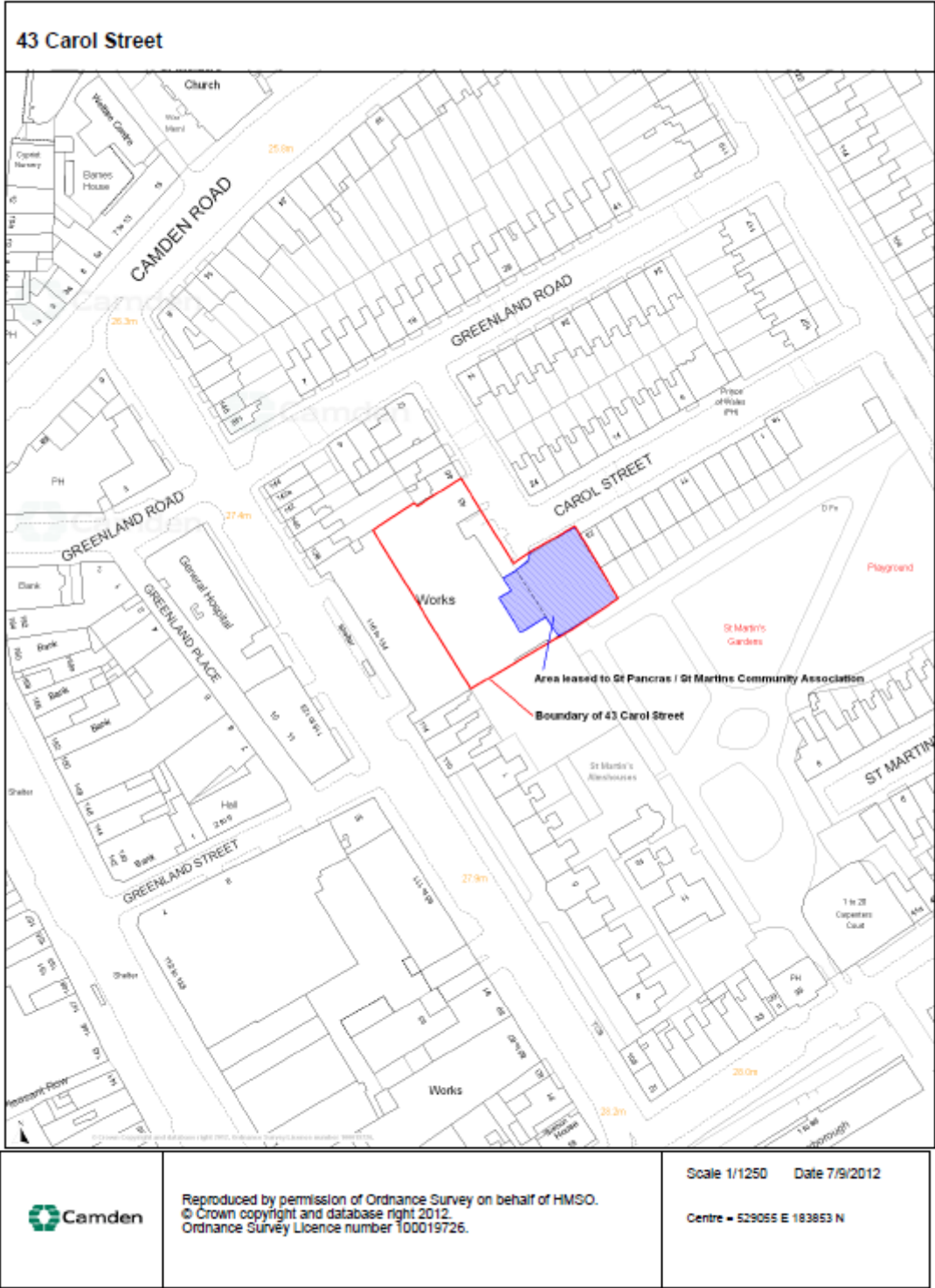
In many instances, the Head of Property Services already has delegated authority to effect such transactions though where the site is primarily held for housing purposes this is not the case.

Agreed Delegations for these areas:

That the Cabinet delegates authority to the relevant Service Director in consultation with the Director of Finance to:

- Appropriate existing Council land under relevant powers as necessary to enable the implementation of the scheme in consultation with the relevant Cabinet Member, the Head of Property Services and the Borough Solicitor.
- Agree contract award strategies and contract awards for the implementation of a project in consultation with the relevant Cabinet Member, the Cabinet Member for Resources, the Head of Property Services and the Borough Solicitor.
- Agree terms for obtaining vacant possession of commercial and other non-residential properties affected by projects in consultation with the Cabinet Member for Resources, the Head of Property Services and the Borough Solicitor.

APPENDIX 5 - 43 CAROL STREET MAP



APPENDIX 6 – CONSULTATION REPORT ON THE PROPOSED SALE OF 43 CAROL STREET

1 Introduction

This report provides feedback on the public consultation carried out with residents and local stakeholders on the Council's proposed sale of 43 Carol Street.

This proposal forms part of our 15 year Community investment programme.

In the face of deep cuts to local government funding, this is our strategy to ensure that we make the best use of our assets to continue investing in Camden's future and services.

The site at 43 Carol Street includes St Martins Community Centre - managed by St Pancras Community Association, and 22 commercial workshops.

The money that is generated from selling 43 Carol Street could be reinvested in improving community facilities, protecting services, repairing school buildings and providing affordable housing.

Activities and services that are currently delivered from St Martin's Community Centre could be re-provided at a proposed new community facility at Plender Street subject to arrangement with the St Pancras Community Association who would manage the new centre. The new centre at Plender Street would also replace SPCA's main premises currently at 30 Camden Street.

In response to the feedback we received from the community at an initial public meeting held on 29 June 2011, Camden Council's Cabinet agreed to extend the consultation period by seven weeks. This was agreed to increase the community's involvement and widen participation.

In addition, following the community's request, a further public meeting was organised on 9 November 2011, at which officers explained the proposals and answered people's questions and concerns.

This report will focus mainly on the outcomes of the second round of consultation which was officially launched on 4 November 2011 and ran until 23 December 2011.

2 Consultation

Local residents and other community stakeholders were asked to respond to a consultation questionnaire with the following questions:

1. What do you think about the Council's proposal to sell the buildings and land at 43 Carol Street?
2. Do you currently use St Martins Community Centre? If you do, please explain what services and facilities you use there.

3. Do you use any other community halls or facilities in the area? If so, which ones?
4. Do you agree that selling the site is a good way for the Council to raise money to pay for improvements to community facilities, housing and schools across Camden?
5. Are there any activities or services that you would like to see delivered from a proposed new community centre at Plender Street?
6. Do you have any other comments about these proposals?

3 Our approach

Copies of a consultation document and questionnaire were distributed to 5,000 households across Camden Town with Primrose Hill ward. Posters and leaflets publicising the public meeting and consultation were put up and left in key locations in the local area. These included Greenland newsagents, St Martin's community centre, the workshops, a halal butcher and grocery store, St Pancras Community Centre, Women and Health, and Our Lady Roman Catholic Primary School.

A web page about the consultation was set up on the Council's website with an online version of the questionnaire at Camden.gov.uk/43carolstreet.

In addition, separate meetings were carried out with a range of the community centre's user groups. These included the British Somali Association and the Ethiopian Theatre Group. Contact was also made with Solace Women's Aid, Healthy Hearts and a Christian church group.

Meetings were arranged with tenants and residents associations (TRAs) for Carol Street, Georgiana Street, Bayham Street, Curnock Estate and College Place in September and on 20 October 2011. The Camden Association of Street Properties were invited to represent those streets in the area which did not have TRAs.

As part of the Council's objectives to ensure that the consultation was inclusive and to give all sections of the community the opportunity to become involved, the consultation questionnaire was sent to voluntary and community sector organisations for feedback. Such organisations included Age Concern, Mind in Camden, the BME Alliance, and Disability in Camden.

3.1 Consultation with occupiers of the workshops

Notification letters were sent to the commercial tenants informing them of the Council's proposals. It was explained that should the Council sell the site, there will be no immediate change to their current lease arrangements, only a change in landlord.

Commercial tenants were offered one-to-one appointments with the project manager to discuss any concerns or to ask further questions about how they might be affected. They were also notified of the wider community consultation and were invited to attend the public meetings as local stakeholders.

4 Response

Thirty two people responded to the consultation questionnaire in writing. Twenty two of these were hard copy forms and nine were submitted online. One person submitted a response via email.

In addition, fifteen people from the user groups at St Martins Community Centre attended separate meetings about the proposals. These were a mix of service users and group co-ordinators. The organisations represented during the consultation included the British Somali Association, Solace Women's Aid, Healthy Hearts and Ethiopian Theatre Group.

As part of the consultation the Council organised two public meetings in June and November 2011 and in total 120 people attended.

Overall 167 people participated in the consultation in writing or in other forums.

5 Views on the proposal to sell 43 Carol Street

5.1 Community feedback

At a meeting with four tenants and residents association representatives on 20 October 2011, a concern was expressed that the site would not be able to cope if housing replaced the building, and would be likely to generate problems related to noise and congestion. It was stated that although used for children's parties and after school clubs the centre is not used much now.

The responses to the questionnaire revealed an almost even split between those who supported the proposal to sell the buildings and land at 43 Carol Street (12 people), and those who disagreed and thought it was a bad idea (13 people). Five respondents had no comment to make or did not know.

Seventeen people said they agreed that selling the site was a good way for the Council to raise money to pay for improvements to community facilities, housing and schools. Twelve people did not think this was a good idea.

Most people who supported the proposals agreed that it was important for the Council to raise money to build new housing and upgrade Council owned sites identified as being under-used or derelict.

The following comments were made by two residents:

"Yes, the building is not the point - it is access to services and the difference they make in people's lives"

"I appreciate the difficulty Camden Council has in reconciling human need and fulfilment with severe cuts. In principle I think that maximising the portfolio in the way you suggest is a good way forward"

Among those who disagreed with the Council's proposal concern was expressed about the potential loss of the workshops which would result in the loss of small, local

businesses. The potential loss of local employment and opportunities for young people was of also of concern.

Concerns were voiced about the potential sale of publicly owned land, which is used by the community, to private developers. It was felt that a private developer would be only interested in developing luxury flats for profit, which the community did not want.

One person expressed the view that the Council was trying to plug immediate financial gaps at the expense of the community in the long term. Another person said that the Council had chosen a site that would generate high profits rather than taking into account the needs of the community and local businesses.

Residents disliked the potential for the loss of creative arts space (provided by the workshops), the green area adjoining the community centre in which children could play safely, and the community centre. These residents said the site as a whole played an important role in the community and was frequently used.

The following comments were made:

“I think to sell land owned in common by the community as capital assets for temporary non-returnable projects is non-sustainable in the long term.”

“I think there are many more appropriate EMPTY buildings LBC could dispose of. They should be instead supporting the small creative businesses within 43 Carol Street. LBC should be proud of its ‘arts’ not be driving them away.”

People were invited to give any other comments about the proposal. The following is a summary of what was said:

- the community centre has been allowed to become run down and the Council should refurbish the existing centre or the community centre at 30 Camden Street
- demolition and rebuilding will cause disruption and property values will fall
- the business case has not been made and proposed new Council offices at Kings Cross was viewed as an ‘extravagant expenditure’
- it will be difficult for the Council to re-purchase land that once sold will increase in value
- there is adequate community provision in the area already so no need to knock down existing community centres at Carol Street and Camden Street and build a new one at Plender Street as there is a lack of public support. Why not modernise the community centre at Kings Cross?
- there has been a lack of information.

5.2 User group feedback

All the user groups of the centre were concerned about the proposed sale of 43 Carol Street. This was summed up by one centre user who said:

“Very sad about this. Very good idea to raise money, beside that, please think about us and try to make a hall in this place” (Male, Ethiopian Theatre Group)

Users expressed the wish for the community centre to stay on the site. The primary reasons given included:

- **accessibility** – as the centre is easy to reach for local people and is close to transport links. The co-ordinator of one user group said this was important for victims of domestic violence in the Bangladeshi community who have anxieties about travelling alone. Good transport links to and from the centre made it easier for them to access the activities and services.
- **convenience** – this was important for local residents, including low income households and mothers. In addition, people said that they had encountered difficulties in finding an alternative space and the availability of the centre at the weekends is valued as it suits the schedules of families that work.

The user group co-ordinators said they were concerned about the potential impact on services.

However, users also said that they thought the community investment programme and what it aims to achieve is a good idea.

As one community centre user said:

“It is a good idea to raise money for community facilities, housing and schools provided the Council ensures or promises the money benefits the community 100%.” (Female, Somali Womens Group).

5.3 The commercial workshops

As mentioned in section two of this report, the business tenants occupying the workshops were sent letters notifying them of the Council's proposals. They were also invited to give their views as part of the wider community consultation and attend all public meetings.

Tenants were also offered the opportunity of one-to-one appointments with the Council to find out more about how they might be affected or to express any concerns – however to date no one has taken up this offer.

Three people who responded to the consultation were current workshop occupiers. All three stated that they did not agree with the Council's proposals:

‘The emphasis of all discussions about this proposal is on the replacement of the community centre. It is surely also important to consider the fate of all the people in the workshops who have paid a lot of money to the council in rent and rates over the years, and will find themselves without a business or employment if this proposal goes ahead’

At both public meetings that took place in June and November 2011, there was high representation from the workshop occupiers. The tenants voiced strong opposition to the proposals and raised a number of concerns including:

- potential loss of livelihood and local employment opportunities including for young people
- issues with leases not being renewed
- concerns about the break-up of the established community
- concern about losing the reputation they had built up in the area if they were forced to relocate

6 Current use of St Martins community centre

6.1 Resident feedback

Five residents said that they attended childrens' parties and meetings at the community centre.

Overall however, 23 people said that they did not use the centre as they were not local or were not aware that it existed.

However at the public meetings, residents and business tenants said that the hall was well used and that there were a range of events and activities taking place regularly. One resident who had lived in the area for 30 years said that in the past she and other parents used to get together to run an after school club for local children. She said that this had had to stop as the Council had said it was no longer permitted for health and safety reasons.

At the public meeting residents also commented that a lot of work had gone into the centre over the years and that it had become a focal point for the community.

Fifteen people who responded to the questionnaire said that they used other community facilities. These included the Salvation Army Church in Chalk Farm, Hopkinson's Community Centre in Fitzroy Road, and the Pirate Castle in Oval Road.

In addition to health centres and local libraries, people said they used the following facilities:

- Roundhouse
- Mornington Sports and Fitness Centre
- St Pancras Community Centre
- Kelly Street Congregational Church Hall for Brownies
- Primrose Hill Community Centre
- Castlehaven Community Association.

6.2 User group feedback

In addition to the British Somali Association, Healthy Hearts, Solace Women's Aid, the Ethiopian Theatre Group and the Christian Church group - the community centre is used by Radical Anthropology and a police consultative group.

The community centre is the only venue from which nearly all user groups run their activities. The exception to this is Healthy Hearts, which runs community programmes from other venues across the borough.

The British Somali Association used to book the Charlie Ratchford Centre in Chalk Farm, but this is no longer available.

There was no feedback from commercial tenant on use of the centre.

7 Services from a new community centre

7.1 Resident feedback

As part of the consultation people were asked to give their views on what services they would like to see delivered from a new centre at Plender Street which could meet local needs. The following is a summary of the suggestions:

- **Children and families:** a nursery, baby clinic and advice for mothers, and a high quality children's playground
- **Services for the elderly:** a day centre for elderly people, seats for elderly people to sit and flower beds, older peoples luncheon club
- **Healthcare:** dentist, a counselling service, health promotion activities , foot clinic,
- **Youth services:** self-advancement training for vulnerable young people, scouts, cubs,
- **Sports and exercise:** yoga, dance, fitness, trampoline, swimming pool, table tennis, pilates, tai chi
- **Community learning and social activities:** arts, crafts, events for women and people over 50, social evenings

7.2 User feedback

The following is a summary of the facilities and services that current centre users said should be provided or delivered from a new community centre on Plender Street:

- a hall similar in size to the current hall at St Martins Community Centre with a kitchen and toilets
- space to exercise and hold performances
- storage space for items such as educational materials, art equipment, weights or a trampoline
- more places and activities for young people who need somewhere to go

8 Next steps

The council is reviewing its approach to this site which includes the option to sell. In October 2012, Camden Council's Cabinet will make a final decision about what will happen to 43 Carol Street. The feedback we received as part of the community consultation will be used to inform this decision.

In October 2012, Cabinet will also make a decision about the proposal to relocate St Pancras Community Centre to Plender Street. This will happen first and will also help to inform the decision about the preferred option for 43 Carol Street.

If you have any further questions about the proposals, please contact Samuel Aligbe, senior project manager on 020 7974 4506 or email samuel.aligbe@camden.gov.uk. Please note that you can access this report on our website at Camden.gov/43carolstreet.gov.uk

We would like to thank all those involved in the consultation process over the past year. Your feedback is valuable and will help us to improve the way we deliver local services and meet the needs of the community.

APPENDIX 7 – EIA 43 CAROL STREET

Equality Impact Assessments - equality through public services



Our approach

Equality impact assessments (EIAs) are our chosen way for working out the effect our policies, practices or activities (the word activity will be used throughout this form as an umbrella term) might have on different groups before we reach any decisions or take action. They are an important service improvement tool, making sure that our services are as effective as they can be for everyone Camden serves. They also help to prevent us from taking action that might have outcomes we did not intend.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity. This is because the EIA needs to be integral to service improvement rather than an 'add-on'. If equality analysis is done at the end of a process it will often be too late for changes to be made.

If a staff restructure or organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for **both** stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken .

Please read the council's EIA guidance, ['Equality impact assessments – equality through public services, a step-by-step guide'](#), before beginning the EIA process.

Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed

Disposal of St Martins Community Centre and the 22 workshops located at 43 Carol Street. The funds generated from this disposal would be reinvested in improving community facilities, protecting services, repairing school buildings and providing affordable housing as part of the Council's Community Investment Programme.

Service and directorate responsible	Property Services, Communities and Third Sector, Culture and Environment
Names and posts of staff undertaking the assessment	Jaishree Dholakia - Consultation and Engagement Officer, Property Services
Date assessment completed	28 August 2012
Name of person responsible for sign off of the EIA	Head of Service - Assistant Director

Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

Outline the activity being assessed

The site at 43 Carol Street includes St Martins Community Centre managed by St Pancras Community Association (SPCA), St Martin's Gardens and 22 commercial workshops.

Following feedback from a public consultation on the Council's proposal to sell this site held in 2011, the Council is currently reviewing its approach to this site which still includes the option to dispose.

43 Carol Street is a single storey development built in the 1950s that houses the following uses:

St Martins Community Centre

St Martin's Community Centre consists of a hall for hire (capacity up to 50 people), small kitchenette and storage space. The centre is managed by St Pancras Community Association (SPCA) which also manages St Pancras Community Centre at 30 Camden Street – SPCA's main operation.

St Pancras Community Centre is also the subject of redevelopment proposals. The proposal for St Pancras Community Centre at 30 Camden Street is to replace this building which is in poor repair with affordable homes. St Pancras Community Centre would be relocated to a new building constructed on the Richard Cobden School changing rooms site in Plender Street. The new building would also replace St Martin's Community Centre at 43 Carol Street and services delivered there – subject to agreement with SPCA.

Please refer to the EIA completed for 30 Camden Street, Plender Street, Bayham Place and Richard Cobden School playground for full details.

Community groups known to use St Martins Community Centre at the time of the public consultation in 2011 included:

- **British Somali Association** – older people, youth and women’s groups that meet weekly / bi-monthly: groups attract between 10 – 30 participants
- **Solace Women’s Aid** - support group for children exposed to domestic violence which runs two sessions weekly at the centre - intention to run four groups bi-weekly from January 2012
- **Healthy Hearts class** – low cost one hour exercise class for clinically referred residents run by the Council which meets on Saturdays - eight attendees on average
- **Ethiopian Theatre group** – community cultural group which meets weekly for performances, rehearsals and readings
- **Church group** – weekend prayer and music meetings attended by 7-15 participants on average

Other groups that were known to use St Martin’s Community Centre at the time of consultation included Radical Anthropology, a police consultative group which convenes there every 3-4 months and a theatre group.

The centre is also used occasionally for meetings and children’s parties.

Commercial workshops

Specific data confirming the number of people employed by the commercial tenants and socio-demographic profile of the business owners and their employees is not available.

However, surveyors who manage the commercial relationships at Carol Street have confirmed the workshop occupiers are, in the main, small companies or individuals including artists and creative businesses. During visits to the premises the Council surveyors have observed perhaps 35 employees.

Desired outcomes

These will be advised on completion of the options appraisal that is underway for this site.

Groups likely to be affected by a change to the current site at 43 Carol Street include:

- Local residents
- Users of St Martin’s Community Centre
- The commercial workshops

Gather relevant equality data and information

The site at 43 Carol Street is located in Camden Town with Primrose Hill ward.

The 2001 Census profile for Camden Town with Primrose Hill ward highlights the following characteristics that define this ward when compared to other wards in Camden:

- Highest proportion of long-term unemployed men (4%)
- Second highest proportion of Irish people (7%)
- Third highest proportion of people that provide unpaid care (9%)

Consultation and engagement

Feedback on the proposed disposal of 43 Carol Street was sought from members of the public, user groups at St Martin's Community Centre and occupiers of the workshops during a public consultation held in 2011.

The public response to the consultation undertaken was low with just 22 feedback forms returned and of these at least two were received from commercial tenants with workshops at 43 Carol Street. Nine responses were received online via Camden's website - of these at least one was received from a commercial tenant with a workshop at 43 Carol Street. One member of the public responded to the consultation by email.

A total of 32 people responded to the consultation - this figure rises to 47 when engagement with the user groups is taken into account. Slightly over half of the respondents (17) agreed that selling the site was a good way for the Council to raise money to pay for improvements to community facilities, housing and schools.

12 respondents did not agree with this proposition. One concern related to loss of the workshops at 43 Carol Street resulting in the loss of small, local businesses vital during an economic crisis, and loss of local employment opportunities.

As part of the consultation the Council organised two public meetings in June and November 2011 attended by 120 people. Taking these meetings into account 167 people participated in the consultation in writing or other forums overall.

Protected groups

As equality monitoring forms were not used for the consultation on 43 Carol Street it is not possible to provide a further breakdown of views by protected groups.

However, feedback from the Ethiopian Theatre Group and British Somali Organisation who hire the hall at St Martin's Community Centre expressed concern about the proposed sale because the site is accessible at weekends and convenient for residents who live locally. Difficulty finding alternative space and the potential impact on services was also raised. Users also supported the Community Investment Programme and what it aimed to achieve.

Have you identified any information gaps?

As equality monitoring forms were not used for the consultation on 43 Carol Street it is not possible to provide a further breakdown of views by protected groups.

Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

St Martin's Community Centre

The proposal to relocate services delivered at St Martin's Community Centre to a new community centre building on the Richard Cobden School changing rooms site in Plender Street is not deemed to have an adverse impact on protected groups.

The new building in Plender Street has been designed to accommodate all of SPCA's operations under one roof – and also include a main hall, kitchen, toilets, storage space and performance space in line with requirements that were specified for the new community centre by protected groups during consultation (British Somali Organisation, Ethiopian Theatre Group).

In terms of accessibility and convenience for local residents the two sites are less than 15 minutes walking distance and 0.8 miles apart.

Commercial workshops

The workshops at Carol Street provide employment for a number of people and an appraisal is underway to consider options for preserving the small businesses in situ in order to minimise any impact on the local economy should the site be disposed.

With regard to protected groups, further comment and analysis is difficult to make in the absence of information about the owners of the workshops, staff they employ, future plans for the site and the impact of development.

However, given the assumed mixture of businesses operating in situ serving a variety sectors a significant, adverse or disproportionate impact on protected groups is not assumed.

The final EIA will be updated otherwise should further information become available.

Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	Not applicable	Not applicable
Disability	Not applicable	Not applicable
Gender reassignment	Not applicable	Not applicable
Marriage and civil partnership	Not applicable	Not applicable
Pregnancy and maternity	Not applicable	Not applicable
Race	Not applicable	Not applicable
Religion or belief	Not applicable	Not applicable
Sex	Not applicable	Not applicable
Sexual orientation	Not applicable	Not applicable

Stage four - planning for improvement

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

Not applicable

Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	N/A
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	N/A
Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	N/A
Stop the activity	The EIA shows unlawful discrimination.	N/A
Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.		

Stage six - review, sign off and publication

Review

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an ongoing process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser will provide you with the necessary data.

Date when EIA will be reviewed:____To be advised_____

Sign off

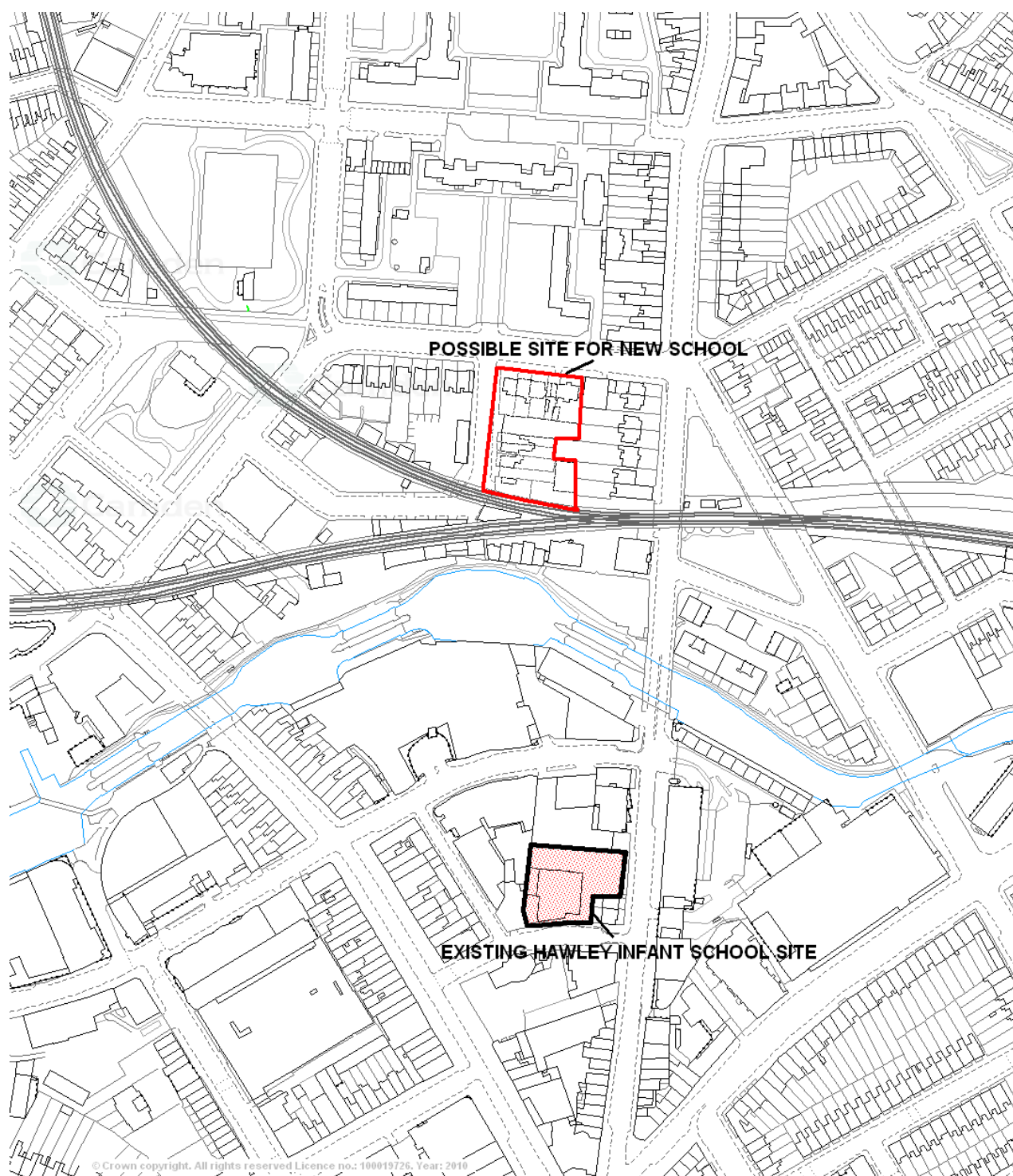
The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:	To be advised
Quality assured by OD for organisational change / restructures:	To be advised
Signed off by:	To be advised
Date:	To be advised
Comments (If any)	To be advised

Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).

APPENDIX 9 – EXISTING / PROPOSED HAWLEY INFANT SCHOOL SITE



APPENDIX 10 – CONSULTATION SUMMARY OF RESPONSES

Summary of responses

Question 1:	Postal	Web	Email (*see note below)	Summary
Should the school be rebuilt and enlarged as part of a move to a new site within the proposed Hawley Wharf development?	Yes 16 responses	Yes 15 responses No 1 response	Yes 2 responses	Yes - 97% No – 3%
Question 2:				
Should the school raise its age limit to admit junior pupils aged seven to 11 as well as infants?	Yes 16 responses	Yes 16 responses	Yes 1 response	Yes – 100%

*Although 3 email responses were received, only 2 specifically answered the consultation questions and these responses have been included in the above table. The 3rd response was from a local ward councillor whose objections to the Hawley Wharf development as a whole are outlined below

As well as responding to the consultation questions themselves, consultees were also asked if they had any further comments to make on these proposals and these responses are broadly summarised below. (An officer response has been included for those comments that had concerns).

- Comments supporting the proposal
- The current location is challenging for the school and the building is not suitable for current teaching. The school needs more space
- Transfer at the end of year 2 causes anxiety, fear and disruption - it breaks friendship groups. Expansion would be a huge benefit to local children.
- Siblings often have to attend schools far apart when they leave Hawley which makes the school run very difficult for parents
- Camden is short of primary school places and this proposal would be an ideal way for an already popular, over-subscribed infants' school to step up to primary status.
- Would be beneficial for the local community to use the site after school hours.
- There is enough social housing in the area already.
- Building developments around the school are detrimental to Hawley.

- Comments with concerns about the proposal
- Concerned that there will not be enough space within the new site and that school will lose its identity – preserve the village feel. The fact that it is a small school is one of its strengths
 - Officer response: The proposed new site for the school within the Hawley Wharf development is large enough for a new 1FE school (a school admitting 30 children per year) according to guidance issued by the Department for Education, but the proposal will still mean that it is a small school. It is not unusual to have constrained sites in inner city areas and indeed is something that officers are generally faced within Camden. Preserving the village feel of the proposed site is important to both the school and the authority and there are innovative ways that this could be done, even though the proposed school itself will be bigger. For instance, areas could be zoned using colours and the proposed building could be designed in ways that still keep that ‘small school’ feel. The intention would be to take what works best at the existing school and replicate it on the proposed new site. These are all factors that will need to be considered as part of the design process if the proposals move forward.
- Many families around the existing school site will not be able to get a place in the new school
 - Officer response: If the school expands it will continue to have the same admission criteria as Camden’s other community schools. This means that priority would be given to looked-after children, children with a sibling still on roll at the school and children with a social or medical need to attend the school. The remaining places would then be offered on the basis of distance from the centre of the school to the child’s home. If the school moves, the point from which this distance is measured will also move. However, this is likely to only be about 300metres further north.
 Analysis of where the current pupils at the school live shows that there is a spread of applicants from around both the existing school site and the proposed new school site. It is anticipated that the housing within the proposed Hawley Wharf development will yield 6 more children per year group but of course not all families will send their children to the proposed new school.
 These factors lead officers to believe that residents living around the existing site could still get places for their children at the proposed new school and not be disadvantaged by the proposal of the school moving to Hawley Wharf.
- Need detailed information about the new school before the larger Hawley Wharf application has been determined. Concerned that the school are having to make this decision without seeing the detail and quality of the proposed new school and school site.
 - Officer response: The main Hawley Wharf planning application is due to be considered by the Development Control Committee on 15th March 2012. The developers have also submitted an outline planning

application for the proposed new school site, but a more detailed application would need to follow once the proposal has been worked up in more detail. There would be further consultation regarding this as part of the planning process.

This consultation has been about the school organisation changes to the school and the principle of expanding Hawley and admitting junior aged pupils rather than the actual design of the new school building. In order for the consultation to be relevant, it was important that the authority identified whether there was support for these principles before working up the designs for the proposed new school.

- The proximity of the school to Hawley Road is a concern
 - Officer response: Although the proposed school is adjacent to Hawley Road, the entrance and exit arrangements to the proposed school will be carefully managed, for instance by parents picking their children up from the school playground rather than Hawley Road itself. The school operates this arrangement at its existing site and there is no reason why a similar arrangement could not be put in place at the proposed new site. In addition, there is likely to be a requirement to investigate whether there should be a new zebra crossing on Hawley Road.
- Who will own the proposed new site?
 - Officer response: The proposed new site is owned by the Hawley Wharf developer. Discussions have not yet been finalised regarding the final site ownership. If the authority is not transferred the freehold of the site, then the proposed site will be given to the authority on a long leasehold basis, but this would need further discussion between the authority and the developer.
- Could there be closer ties between Hawley and Holy Trinity and St Silas once the school moves – for instance a federation between the two schools?
 - Officer response: This is not part of this particular consultation process, and it would be a matter for the schools to decide on this particular point. However, it would seem to make sense for the two schools to work closer together and both schools could consider this further if this proposal moves ahead.

In addition to the above, although the specific consultation questions were not answered, a local ward councillor who is a member of the Hawley Wharf Working Group had the following comments to make regarding the proposals:

- Opposition to the application for the Hawley Wharf site as a whole on grounds of height and bulk.
 - Officer response: The height and bulk of the Hawley Wharf planning application will be a decision for the Development Control Committee (DCC) rather than through the statutory proposals process and the DCC will no doubt take into account all factors in reaching their decision.
- Housing should be the priority for the site in line with Camden's agreed LDF and the design brief for the area. The proposed school directly reduces the

amount of housing in the scheme - there is a clear opportunity cost of some 50-100 flats forgone. Keen to keep the existing school building as it is part of Camden's heritage.

- There is a 'trade-off' by having a proposed school within the development as this will mean that there is less space for new housing. However, there will still be around 184 new homes created, 17 of which are likely to be affordable. The Cabinet has also already made the decision that, should the proposal be accepted, then affordable housing on the existing school site is a corporate priority and should be investigated further, but no final decisions have been made regarding the future use of the school site by the authority.
- The new school would be close to Holy Trinity and St Silas. A new school in this area could disrupt the current mix of household incomes, ethnicities, etc at Holy Trinity.
 - There is a spread of pupils who attend the school from around both the existing and the proposed sites and moving the location of the school by 300 metres is not anticipated to alter the current mix of pupils who attend either Hawley or Holy Trinity and St Silas. Whilst the proposed expansion of the school will increase the number of places at Hawley, the school would just admit one additional child a year into the Reception class (30 instead of 29). The additional junior places at the proposed school would gradually fill over a four year period after the proposed new school opened as pupils moved up through the school. Generally only about two pupils from Hawley manage to get a junior school place at Holy Trinity and therefore if these pupils moved through Hawley school this would not have a significant impact on Holy Trinity which is a popular school itself and therefore likely to fill any vacant places.
- While a new school might have lower maintenance costs because it is new, the greater size of the new school might quite likely outweigh any savings.
 - The existing school building is very expensive to run. Sustainability and reducing carbon emissions will be a key element in designing the proposed new school and should help reduce energy consumption. In addition the school may get its power from a central energy centre within the proposed Hawley Wharf development which could also help reduce the school's energy bills.

APPENDIX 11 – DECISION MAKERS GUIDANCE

Statutory Guidance – Factors to be Considered by Decision Makers

Regulation 8 of The Regulations provides that both the LA and schools adjudicator **must** have regard to guidance issued by the Secretary of State when they take a decision on proposals. Paragraphs 4.17 to 4.73 below contain the statutory guidance.

The following factors **should not** be taken to be exhaustive. Their importance will vary, depending on the type and circumstances of the proposals. All proposals **should** be considered on their individual merits.

EFFECT ON STANDARDS AND SCHOOL IMPROVEMENT

A System Shaped by Parents

The Government's aim, as set out in the Five Year Strategy for Education and Learners and the Schools White Paper Higher Standards, Better Schools For All, is to create a schools system shaped by parents which delivers excellence and equity. In particular, the Government wishes to see a dynamic system in which:

- a. weak schools that need to be closed are closed quickly and replaced by new ones where necessary; and
- b. the best schools are able to expand and spread their ethos and success.

The EIA 2006 amends the Education Act 1996 to place duties on LAs to secure diversity in the provision of schools and to increase opportunities for parental choice when planning the provision of schools in their areas. In addition, LAs are under a specific duty to respond to representations from parents about the provision of schools, including requests to establish new schools or make changes to existing schools. The Government's aim is to secure a more diverse and dynamic schools system which is shaped by parents. The Decision Maker **should** take into account the extent to which the proposals are consistent with the new duties on LAs.

Standards

The Government wishes to encourage changes to local school provision which will boost standards and opportunities for young people, whilst matching school place supply as closely as possible to pupils' and parents' needs and wishes.

Decision Makers **should** be satisfied that proposals for a school expansion will contribute to raising local standards of provision, and will lead to improved attainment for children and young people. They **should** pay particular attention to the effects on groups that tend to under-perform including children from certain ethnic groups, children from deprived backgrounds and children in care, with the aim of narrowing attainment gaps.

Diversity

Decision Makers **should** be satisfied that when proposals lead to children (who attend provision recognised by the LA as being reserved for pupils with special educational needs) being displaced, any alternative provision will meet the statutory SEN improvement test (see paragraphs 4.69-4.72).

The Government's aim is to transform our school system so that every child receives an excellent education – whatever their background and wherever they live. A vital part of the Government's vision is to create a more diverse school system offering excellence and choice, where each school has a strong ethos and sense of mission and acts as a centre of excellence or specialist provision.

Decision Makers **should** consider how proposals will contribute to local diversity. They **should** consider the range of schools in the relevant area of the LA and whether the expansion of the school will meet the aspirations of parents, help raise local standards and narrow attainment gaps.

Every Child Matters

The Decision Maker **should** consider how proposals will help every child and young person achieve their potential in accordance with "Every Child Matters" principles which are: to be healthy; stay safe; enjoy and achieve; make a positive contribution to the community and society; and achieve economic well-being. This **should** include considering how the school will provide a wide range of extended services, opportunities for personal development, access to academic and applied learning training, measures to address barriers to participation and support for children and young people with particular needs, e.g. looked after children or children with special educational needs (SEN) and disabilities.

SCHOOL CHARACTERISTICS

Boarding Provision

In making a decision on proposals that include the expansion of boarding provision, the Decision Maker **should** consider whether or not there would be a detrimental effect on the sustainability of boarding at another state maintained boarding school within one hour's travelling distance of the proposed school.

In making a decision on proposals for expansion of boarding places the Decision Maker **should** consider:-

- a. the extent to which boarding places are over subscribed at the school and any state maintained boarding school within an hour's travelling distance of the school at which the expansion is proposed;
- b. the extent to which the accommodation at the school can provide additional boarding places;
- c. any recommendations made in the previous CSCI/Ofsted reports which would suggest that existing boarding provision in the school failed significantly to meet the National Minimum Standards for Boarding Schools;
- d. the extent to which the school has made appropriate provision to admit other categories of pupils other than those for which it currently caters (e.g. taking pupils of the opposite sex or sixth formers) if they form part of the expansion;
- e. any impact of the expansion on the continuity of education of boarders currently in the school;

- f. the extent to which the expansion of boarding places will help placements of pupils with an identified boarding need; and
- g. the impact of the expansion on a state maintained boarding school within one hour's travelling distance from the school which may be undersubscribed.

Equal Opportunity Issues

The Decision Maker **should** consider whether there are any sex, race or disability discrimination issues that arise from the changes being proposed, for example, that where there is a proposed change to single sex provision in an area, there is equal access to single sex provision for the other sex to meet parental demand. Similarly there needs to be a commitment to provide access to a range of opportunities which reflect the ethnic and cultural mix of the area, while ensuring that such opportunities are open to all.

NEED FOR PLACES

Creating Additional Places

The Decision Maker **should** consider whether there is a need for the expansion and **should** consider the evidence presented for the expansion such as planned housing development or demand for provision. The Decision Maker **should** take into account not only the existence of spare capacity in neighbouring schools, but also the quality and popularity with parents of the schools in which spare capacity exists and evidence of parents' aspirations for places in the school proposed for expansion. The existence of surplus capacity in neighbouring less popular or successful schools **should not** in itself prevent the addition of new places.

Where the school has a religious character, or follows a particular philosophy, the Decision Maker **should** be satisfied that there is satisfactory evidence of sufficient demand for places for the expanded school to be sustainable.

Where proposals will add to surplus capacity but there is a strong case for approval on parental preference and standards grounds, the presumption **should** be for approval. The LA in these cases will need to consider parallel action to remove the surplus capacity thereby created.

Expansion of Successful and Popular Schools

The Government is committed to ensuring that every parent can choose an excellent school for their child. We have made clear that the wishes of parents **should** be taken into account in planning and managing school estates. Places **should** be allocated where parents want them, and as such, it **should** be easier for successful and popular primary and secondary schools to grow to meet parental demand. For the purposes of this guidance, the Secretary of State is not proposing any single definition of a successful and popular school. It is for the Decision Maker to decide whether a school is successful and popular, however, the following indicators **should** all be taken into account:

- a. the school's performance;
 - i. in terms of absolute results in key stage assessments and public examinations;

- ii. by comparison with other schools in similar circumstances (both in the same LA and other LAs);
 - iii. in terms of value added;
 - iv. in terms of improvement over time in key stage results and public examinations.
- b. the numbers of applications for places;
 - i. the Decision Maker should also take account of any other relevant evidence put forward by schools.

The strong presumption is that proposals to expand successful and popular schools **should** be approved. In line with the Government's long standing policy that there **should** be no increase in selection by academic ability, this presumption does not apply to grammar schools or to proposals for the expansion of selective places at partially selective schools.

The existence of surplus capacity in neighbouring less popular schools **should not** in itself be sufficient to prevent this expansion, but if appropriate, in the light of local concerns, the Decision Maker **should** ask the LA how they plan to tackle any consequences for other schools. The Decision Maker **should** only turn down proposals for successful and popular schools to expand if there is compelling objective evidence that expansion would have a damaging effect on standards overall in an area, which cannot be avoided by LA action.

Before approving proposals the Decision Maker **should** confirm that the admission arrangements of schools proposed for expansion fully meet the provisions of the School Admissions Code. Although the Decision Maker may not modify proposed admission arrangements, the proposer **should** be informed that proposals with unsatisfactory admission arrangements are unlikely to be approved, and given the opportunity to revise them in line with the Code of Practice. Where the LA, rather than the governing body, is the admissions authority, we will expect the authority to take action to bring the admission arrangements in to line with the School Admissions Code.

Travel and Accessibility for All

In considering proposals for the reorganisation of schools, Decision Makers **should** satisfy themselves that accessibility planning has been properly taken into account. Facilities are to be accessible by those concerned, by being located close to those who will use them, and the proposed changes **should not** adversely impact on disadvantaged groups.

In deciding statutory proposals, the Decision Maker **should** bear in mind that proposals **should not** have the effect of unreasonably extending journey times or increasing transport costs, or result in too many children being prevented from travelling sustainably due to unsuitable routes e.g. for walking, cycling etc.

16-19 Provision

The pattern of 16-19 provision differs across the country. Many different configurations of school and college provision deliver effective 14-19 education and training. An effective 14-19 organisation has a number of key features:

standards and quality: the provision available **should** be of a high standard – as demonstrated by high levels of achievement and good completion rates;

progression: there **should** be good progression routes for all learners in the area, so that every young person has a choice of the full range of options within the 14-19 entitlement, with institutions collaborating as necessary to make this offer. All routes **should** make provision for the pastoral, management and learning needs of the 14-19 age group;

participation: there are high levels of participation in the local area; and,

learner satisfaction: young people consider that there is provision for their varied needs, aspirations and aptitudes in a range of settings across the area.

Where standards and participation rates are variable, or where there is little choice, meaning that opportunity at 16 relies on where a young person went to school, the case for reorganisation, or allowing high quality providers to expand, is strong.

Where standards and participation rates are consistently high, collaboration is strong and learners express satisfaction that they have sufficient choice, the case for a different pattern of provision is less strong. The Decision Maker therefore will need to take account of the pattern of 16-19 provision in the area and the implications of approving new provision.

Addition of post-16 provision by “high performing” schools

The Government remains committed to the principle that high performing 11-16 schools **should** be allowed to add post-16 provision where there is parental and student demand, in order to extend quality and choice. But the context in which this principle will operate is changing. From April 2010, the Apprenticeships, Skills, Children and Learning Act 2009 will transfer the responsibility for 16-19 planning and funding from the LSC to LAs. LAs will be responsible for maintaining an effective and coherent system of 14-19 organisation which delivers the new entitlement – to a new curriculum and new qualifications, including all 17 Diploma lines from 2013 and an Apprenticeship place for those who meet the entry criteria - to all young people in their area. Collaboration will be a key feature of 14-19 provision.

So, while there is still a strong presumption of approval for proposals from high performing schools, that decision **should** now be informed by additional factors: the need for local collaboration; the viability of existing post-16 providers in the local area; and the improvement of standards at the school that is proposing to add post-16 provision. Only in exceptional circumstances* would these factors lead Decision Makers not to approve a proposal. If the Decision Maker were minded not to approve a proposal, he **should** first consider whether modification of the proposal would enable the proposer to comply with these conditions (see paragraph 4.49).

** Exceptional circumstances in which the Decision Maker might reject the proposal to add a sixth form to a presumption school would include if there is specific evidence that a new sixth form was of a scale that it would directly affect the viability of another neighbouring, high quality institution that itself was not large in comparison to other institutions of that type. Exceptional circumstances might also include a situation*

where there are a number of presumption schools in the same area at the same time and/or where there is clear evidence that the scale of the aggregate number of additional 16-18 places far exceeds local need and affordability and is therefore clearly poor value for money.

There **should** be a strong presumption in favour of the approval of proposals for a new post-16 provision where:

- a. the school is a high performing specialist school that has opted for an applied learning specialism; or
- b. the school, whether specialist or not, meets the DCSF criteria for 'high performing' and does not require capital support.

The school **should** ensure that, in forwarding its proposals to the Decision Maker, it provides evidence that it meets one of the criteria at paragraph 4.42 above.

Where a new sixth form is proposed by a specialist school that has met the 'high performing' criteria and which has opted for an applied learning specialism, capital funding may be available from the 16-19 Capital Fund.

This presumption will apply to proposals submitted to the Decision Maker within:

- a. two years from the date a school commences operation with applied learning specialist school status; or
- b. two years from the date a school is informed of its Ofsted Section 5 inspection results which would satisfy DfE criteria for 'high performing' status.

NOTE: 'submitted to the Decision Maker' above refers to when proposals and representations are with the Decision Maker, following the end of the representation period.

The increase in the period in which a school is eligible to expand its post-16 provision recognises the time required to embed the new presumption places within a local 14-19 delivery plan and for effective collaboration to take place.

New post-16 provision in schools **should**, as appropriate, operate in partnership with other local providers to ensure that young people have access to a wide range of learning opportunities. In assessing proposals from 'high performing' schools to add post-16 provision, Decision Makers **should** look for:

- a. evidence of local collaboration in drawing up the presumption proposal; and
- b. a statement of how the new places will fit within the 14-19 organisation in an area; and
- c. evidence that the exercise of the presumption is intended to lead to higher standards and better progression routes at the 'presumption' school.

If a school has acted in a collaborative way and has actively attempted to engage

other partners in the local area, but it is clear that other institutions have declined to participate, that fact **should not** be a reason for declining to approve a proposal. The onus is on other providers to work with a school which qualifies for the presumption of approval for new post-16 provision.

The Decision Maker **should** only turn down proposals to add post-16 provision from schools eligible for the sixth form presumption if there is compelling and objective evidence that the expansion would undermine the viability of an existing high quality post-16 provider or providers. The fact that an existing school or college with large numbers of post-16 students might recruit a smaller number of students aged 16-19 is not, of itself, sufficient to meet this condition, where the “presumption” school can show that there is reasonable demand from students to attend the school after age 16.

The existence of surplus capacity in neighbouring schools or colleges that are not high performing **should not** be a reason to reject a post-16 presumption proposal. It is the responsibility of the LA to consider decommissioning poor quality provision as well as commissioning high quality provision. The LA should therefore plan to tackle any consequences of expansion proposals for other schools.

Before approving proposals the Decision Maker **should** confirm that the admission arrangements of schools proposed for expansion fully meet the provisions of the mandatory Schools Admissions Code. Although the Decision Maker may not modify proposed admission arrangements, the proposer **should** be informed that proposals with unsatisfactory admission arrangements are unlikely to be approved, and given the opportunity to revise them in line with the Code. Where the LA, rather than the governing body, is the admissions authority, we will expect the authority to take action to bring the admission arrangements into line with the School Admissions Code.

Conflicting Sixth Form Reorganisation Proposals

Where the implementation of reorganisation proposals by the LSC¹ conflict with other published proposals put to the Decision Maker for decision, the Decision Maker is prevented (by the School Organisation Proposals by the LSC for England Regulations 2003) from making a decision on the “related” proposals until the Secretary of State has decided the LSC proposals (see paragraphs 4.13 to 4.14 above).

16-19 Provision ‘Competitions’

Non-statutory competitions for new 16-19 provision were introduced from January 2006. They are administered by the regional arm of the LSC, in line with the LSC’s current role as commissioner of 16-19 provision. The Government intends to transfer the responsibility for 16-19 provision from the LSC to LAs from 2010.²

The current arrangements for the establishment of new institutions by competition involves a two-stage approval process:

- a. the competition selection process;
- b. approval of the outcome by existing processes (e.g. Decision Maker approval of

¹ References throughout this document to the LSC only apply up to April 2010. The ASCL Act 2009 will transfer the responsibilities of the LSC in respect of 16-19 education and training to LAs, supported by the Young People’s Learning Agency. This guidance will be revised by April 2010 to take account of these changes.

² The ASCL Act will remove the LSC and also the power of LAs to establish sixth form schools, whether by a competition or otherwise. Section 126 of the Act amends section 16 of the Education Act 1996 and sections 7,10 and 11 of EIA 2006.

school/LA proposals and Secretary of State approval of college/LSC proposals, as required by law).

Competitors will be eligible to apply to the 16-19 Capital Fund. Where a competition is 'won' by a school, they **must** then publish statutory proposals and these **must** be considered by the Decision Maker on their merits.

Where proposals to establish sixth forms are received, and the local LSC is running a 16-19 competition, the Decision Maker **must** take account of the competition when considering the proposals.

FUNDING AND LAND

Capital

The Decision Maker **should** be satisfied that any land, premises or capital required to implement the proposals will be available. Normally, this will be some form of written confirmation from the source of funding on which the promoters rely (e.g. the LA, DCSF, or LSC). In the case of an LA, this **should** be from an authorised person within the LA, and provide detailed information on the funding, provision of land and premises etc.

Where proposers are relying on DCSF as a source of capital funding, there can be no assumption that the approval of proposals will trigger the release of capital funds from the Department, unless the Department has previously confirmed in writing that such resources will be available; nor can any allocation 'in principle' be increased. In such circumstances the proposals **should** be rejected, or consideration of them deferred until it is clear that the capital necessary to implement the proposals will be provided.

Proposals **should not** be approved conditionally upon funding being made available, subject to the following specific exceptions: For proposals being funded under the Private Finance Initiative (PFI) or through the BSF programme, the Decision Maker **should** be satisfied that funding has been agreed 'in principle', but the proposals **should** be approved conditionally on the entering into of the necessary agreements and the release of funding. A conditional approval will protect proposers so that they are not under a statutory duty to implement the proposals until the relevant contracts have been signed and/or funding is finally released.

Capital Receipts

Where the implementation of proposals may depend on capital receipts from the disposal of land used for the purposes of a school (i.e. including one proposed for closure in "related" proposals) the Decision Maker **should** confirm whether consent to the disposal of land is required, or an agreement is needed, for disposal of the land. Current requirements are:

- a. Community Schools – the Secretary of State's consent is required under paragraph 2 of Schedule 35A to the Education Act 1996 and, in the case of playing field land, under section 77 of the Schools Standards and Framework Act 1998 (SSFA 1998).

- b. Foundation (including Trust) and Voluntary Schools:
- i. playing field land – the governing body, foundation body or trustees will require the Secretary of State's consent, under section 77 of the SSFA 1998, to dispose, or change the use of any playing field land that has been acquired and/or enhanced at public expense.
 - ii. non-playing field land or school buildings – the governing body, foundation body or trustees no longer require the Secretary of State's consent to dispose of surplus non-playing field land or school buildings which have been acquired or enhanced in value by public funding. They will be required to notify the LA and seek local agreement of their proposals. Where there is no local agreement, the matter **should** be referred to the Schools Adjudicator to determine. (Details of the new arrangements can be found in the Department's guidance "The Transfer and Disposal of School Land in England: A General Guide for Schools, Local Authorities and the Adjudicator").

Where expansion proposals are dependent upon capital receipts of a discontinuing foundation or voluntary school the governing body is required to apply to the Secretary of State to exercise his various powers in respect of land held by them for the purposes of the school. Normally he would direct that the land be returned to the LA but he could direct that the land be transferred to the governing body of another maintained school (or the temporary governing body of a new school). Where the governing body fails to make such an application to the Secretary of State, and the school subsequently closes, all land held by them for the purposes of the discontinued school will, on dissolution of the governing body, transfer to the LA unless the Secretary of State has directed otherwise before the date of dissolution.

Where consent to the disposal of land is required, but has not been obtained, the Decision Maker **should** consider issuing a conditional approval for the statutory proposals so that the proposals gain full approval automatically when consent to the disposal is obtained (see paragraph 4.75).

New Site or Playing Fields

Proposals dependent on the acquisition of an additional site or playing field may not receive full approval but **should** be approved conditionally upon the acquisition of a site or playing field.

Land Tenure Arrangements

For the expansion of voluntary or foundation schools it is desirable that a trust, or the governing body if there is no foundation, holds the freehold interest in any additional site that is required for the expansion. Where the trustees of the voluntary or foundation school hold, or will hold, a leasehold interest in the additional site, the Decision Maker will need to be assured that the arrangements provide sufficient security for the school. In particular the leasehold interest **should** be for a substantial period – normally at least 50 years – and avoid clauses which would allow the leaseholder to evict the school before the termination of the lease. The Decision Maker **should** also be satisfied that a lease does not contain provisions which would obstruct the governing body or the headteacher in the exercise of their functions under

the Education Acts, or place indirect pressures upon the funding bodies.

School Playing Fields

The Education (School Premises) Regulations 1999 set out the standards for school premises, including minimum areas of team game playing fields to which schools **should** have access. The Decision Maker will need to be satisfied that either:

- c. the premises will meet minimum requirements of The Education (School Premises) Regulations 1999; or
- b. if the premises do not meet those requirements, the proposers have secured the Secretary of State's agreement in principle to grant a relaxation.

Where the Secretary of State has given 'in principle' agreement as above, the Decision Maker **should** consider issuing conditional approval so that when the Secretary of State gives his agreement, the proposals will automatically gain full approval.

SPECIAL EDUCATIONAL NEEDS (SEN) PROVISION

Initial Considerations

SEN provision, in the context of School Organisation legislation and this guidance, is provision recognised by the LA as specifically reserved for pupils with special educational needs. When reviewing SEN provision, planning or commissioning alternative types of SEN provision or considering proposals for change LAs **should** aim for a flexible range of provision and support that can respond to the special educational needs of individual pupils and parental preferences, rather than necessarily establishing broad categories of provision according to special educational need or disability. There are a number of initial considerations for LAs to take account of in relation to proposals for change. They **should** ensure that local proposals:

- a. take account of parental preferences for particular styles of provision or education settings;
- b. offer a range of provision to respond to the needs of individual children and young people, taking account of collaborative arrangements (including between special and mainstream), extended school and Children's Centre provision; regional centres (of expertise) and regional and sub-regional provision; out of LA day and residential special provision;
- c. are consistent with the LA's Children and Young People's Plan;
- d. take full account of educational considerations, in particular the need to ensure a broad and balanced curriculum, including the National Curriculum, within a learning environment in which children can be healthy and stay safe;
- e. support the LA's strategy for making schools and settings more accessible to disabled children and young people and their scheme for promoting equality of opportunity for disabled people;

- f. provide access to appropriately trained staff and access to specialist support and advice, so that individual pupils can have the fullest possible opportunities to make progress in their learning and participate in their school and community;
- g. ensure appropriate provision for 14-19 year-olds, taking account of the role of local LSC funded institutions and their admissions policies; and
- h. ensure that appropriate full-time education will be available to all displaced pupils. Their statements of special educational needs will require amendment and all parental rights must be ensured. Other interested partners, such as the Health Authority should be involved.

Taking account of the considerations, as set out above, will provide assurance to local communities, children and parents that any reorganisation of SEN provision in their area is designed to improve on existing arrangements and enable all children to achieve the five Every Child Matters outcomes.

The Special Educational Needs Improvement Test

When considering any reorganisation of provision that would be recognised by the LA as reserved for pupils with special educational needs, including that which might lead to some children being displaced through closures or alterations, LAs, and all other proposers for new schools or new provision, will need to demonstrate to parents, the local community and Decision Makers how the proposed alternative arrangements are likely to lead to improvements in the standard, quality and/or range of educational provision for children with special educational needs. All consultation documents and reorganisation plans that LAs publish and all relevant documentation LAs and other proposers submit to Decision Makers **should** show how the key factors set out below have been taken into account by applying the SEN improvement test. Proposals which do not credibly meet these requirements **should not** be approved and Decision Makers **should** take proper account of parental or independent representations which question the LA's own assessment in this regard.

Key Factors

When LAs are planning changes to their existing SEN provision, and in order to meet the requirement to demonstrate likely improvements in provision, they **should**:

- a. identify the details of the specific educational benefits that will flow from the proposals in terms of:
 - i. improved access to education and associated services including the curriculum, wider school activities, facilities and equipment, with reference to the LA's Accessibility Strategy;
 - ii. improved access to specialist staff, both education and other professionals, including any external support and/or outreach services;
 - iii. improved access to suitable accommodation; and
 - iv. improved supply of suitable places.
- b. LAs **should** also:
 - i. obtain a written statement that offers the opportunity for all providers of existing and proposed provision to set out their views on the changing

- ii. pattern of provision seeking agreement where possible; clearly state arrangements for alternative provision. A 'hope' or 'intention' to find places elsewhere is not acceptable. Wherever possible, the host or alternative schools should confirm in writing that they are willing to receive pupils, and have or will have all the facilities necessary to provide an appropriate curriculum;
- iii. specify the transport arrangements that will support appropriate access to the premises by reference to the LA's transport policy for SEN and disabled children; and
- iv. specify how the proposals will be funded and the planned staffing arrangements that will be put in place.

It is to be noted that any pupils displaced as a result of the closure of a BESD school (difficulties with behavioural, emotional and social development) **should not** be placed long-term or permanently in a Pupil Referral Unit (PRU) if a special school place is what they need. PRUs are intended primarily for pupils who have been excluded, although LAs can and do use PRU provision for pupils out of school for other reasons such as illness and teenage pregnancies. There may of course be pupils who have statements identifying that they have BESD who have been placed appropriately in a PRU because they have been excluded; in such cases the statement **must** be amended to name the PRU, but PRUs **should not** be seen as an alternative long-term provision to special schools.

The requirement to demonstrate improvements and identify the specific educational benefits that flow from proposals for new or altered provision as set out in the key factors are for all those who bring forward proposals for new special schools or for special provision in mainstream schools including governors of foundation schools and foundation special schools. The proposer needs to consider all the factors listed above.

Decision Makers will need to be satisfied that the evidence with which they are provided shows that LAs and/or other proposers have taken account of the initial considerations and all the key factors in their planning and commissioning in order to meet the requirement to demonstrate that the reorganisation or new provision is likely to result in improvements to SEN provision.

OTHER ISSUES

Views of Interested Parties

The Decision Maker **should** consider the views of all those affected by the proposals or who have an interest in them including: pupils; families of pupils; staff; other schools and colleges; local residents; diocesan bodies and other providers; LAs; the LSC (where proposals affect 14-19 provision) and the Early Years Development and Childcare Partnership if one exists, or any local partnership or group that exists in place of an EYDCP (where proposals affect early years and/or childcare provision). This includes statutory objections and comments submitted during the representation period. The Decision Maker **should not** simply take account of the numbers of people expressing a particular view when considering representations made on proposals. Instead the Decision Maker **should** give the greatest weight to representations from those stakeholders likely to be most directly affected by the proposals.

APPENDIX 12 – EIA – HAWLEY INFANT SCHOOL

Equality Impact Assessments - equality through public services



Our approach

Equality impact assessments (EIAs) are our chosen way for working out the effect our policies, practices or activities (the word activity will be used throughout this form as an umbrella term) might have on different groups before we reach any decisions or take action. They are an important service improvement tool, making sure that our services are as effective as they can be for everyone Camden serves. They also help to prevent us from taking action that might have outcomes we did not intend.

It is essential that you start to think about the EIA process before you develop any new activity or make changes to an existing activity. This is because the EIA needs to be integral to service improvement rather than an 'add-on'. If equality analysis is done at the end of a process it will often be too late for changes to be made.

If a staff restructure or organisational change is identified as necessary following the review of an activity then an EIA needs to be completed for **both** stages of the process, i.e. one when the activity is reviewed and one when the restructure or organisational change is undertaken .

Please read the council's EIA guidance, ['Equality impact assessments – equality through public services, a step-by-step guide'](#), before beginning the EIA process.

Stage one - what is being analysed and who is responsible for the equality impact assessment?

This section should be completed to help you plan how you will analyse an activity.

Name of the activity being analysed	Expansion of Hawley Infants' School to admit junior aged pupils as part of a planned move of the school to a new site within the proposed Hawley Wharf development.
Service and directorate responsible	Property and Contracts Service Children, Schools and Families Directorate
Names and posts of staff undertaking the assessment	Mark Kemp - Property Strategy and Investment Manager

Date assessment completed	7 th June 2012
Name of person responsible for sign off of the EIA	Sarah Bourne - Head of Property and Contracts Service

Stage two - planning your equality analysis

This section of the form should be completed when you are developing your proposals for assessing the activity.

The information you will need to collect should be proportionate to the activity that you are looking at. A small change in policy, for example, does not need to be supported by the same amount of evidence and analysis as a major change in service provision.

Outline the activity being assessed

Hawley is a nursery and infants' school in Camden Town and is the only infants' school in Camden without a linked junior school. Hawley Infants' School has been on its current site for more than 100 years and is popular, with a village feel. Discussions have been undertaken with the developer who is redeveloping Hawley Wharf as they have said that a school could be provided within Hawley Wharf if that is what is needed in the local community and is acceptable in planning terms.

Expansion of the school will address a number of issues that the school faces on the existing site such as:

- very small classrooms
- cramped play area
- cramped site meaning the school cannot expand or resolve lack of space issues on the current site
- surrounding developments which are likely to cause disturbance and disruption to the school
- no linked junior school for pupils to attend once they reach aged seven
- significant repairs

The authority has been looking for a solution to the problems the school faces on its existing site for some time but has been unable to identify a suitable alternative site. If this proposal was approved the intention is that a new school building could be provided at no cost to the authority or local tax payers as the developer of Hawley Wharf would meet the cost of providing the proposed school.

The desired outcomes are:

- New fully accessible school building with improved facilities for teaching and learning and flexible areas for group work. Additional areas would allow the

school to teach a wider curriculum to pupils.

- New sports pitch or MUGA (multi-use games area) which would enhance the bigger outdoor areas of the school.
- Pupils would be able to stay at the school until they needed to move on to a secondary school. The last Ofsted report for Hawley Infants' noted that the school is affected by a significant outward movement of pupils between Years 1 and 2 as parents seek to guarantee a Key Stage 2 (junior) place for their children.
- 30 pupils would be able to be admitted to the proposed school each year. The school currently admits just 29 pupils in Reception and Years 1 and 2 as the classrooms are too small to take full infant classes.
- The number of pupils in the proposed school would gradually increase to 210 from Reception through to Year 6. The proposed school would continue to have a nursery.
- The new school would be provided very close to the existing school site.
- The existing school could continue to operate whilst the new school is built thereby limiting disruption to pupils and staff.
- More staff would be gradually employed as the school grows, creating a wider range of skills amongst teaching staff which will help enhance the school's curriculum offer.
- The local community could use parts of the proposed school outside school hours (by agreement with the school).
- The authority would save money by not having to invest in the existing old building. This funding would then be used to invest in other schools and homes within the borough.
- Expansion of the proposed school will address this as pupils would be able to continue to move up the school until they reached secondary school age rather than have to look for junior schooling in other schools.

This proposal will affect the school governing body, staff, parents and pupils at the school and the local community as the existing school would be closed when the school moved to Hawley Wharf.

Gather relevant equality data and information

The school census information showed that the existing intake to the school is about 39% British, and 60% black and minority ethnic groups and it is anticipated that the proportion of ethnicity at the school will stay roughly the same.

There would be 123 additional places provided within the local area as a result of this proposal for pupils aged up to 11 years old. 120 of these places would gradually fill over a four year period as pupils moved from the infants up to the juniors.

The proposal will also enable the school to admit 30 children a year for the first time – the existing classrooms are too small for the school to admit full classes.

The school is not currently able to cater for vulnerable groups like children on free school meals (FSM), those who speak English as an additional language (EAL) or those with special educational needs beyond the Infants'. The proposed new school

would create continuity of provision for all of those children and enable them to make continuous progress unhindered by the necessity to manage transition to junior education in an alternative school.

The existing school is not fully accessible for disabled people. The proposed new school would be built fully accessible apart from a small section of the site which includes a listed building. It is proposed that the lower floors of this building would be fully accessible but the upper floor would not be accessible due to the complexities of adapting listed buildings. The school have not agreed how they will use the listed building but will ensure that they timetable the curriculum appropriately so that any disabled children are not adversely affected.

Consultation and engagement

The proposed changes to the school require a statutory consultation process to be followed in accordance with The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 as amended. The legislation outlines key statutory consultees and these were consulted on as part of the consultation process. These were:

- Hawley governing body
- Families of pupils, teachers and other staff at the school
- Other local authorities (15 in total were consulted)
- The governing bodies, teachers and other staff of any other school that may be affected
- Families of any pupils at any other school who may be affected
- Trade unions
- Diocesan authorities
- Local MPs
- Local interested groups (camden town unlimited, camden world, Hawley wharf action group, stables market)
- Councillors

The consultation regarding the principles of expansion ran from 3rd January to 20 February 2012 and a public meeting was held as part of the process. A total of 3000 consultation brochures were distributed and the consultation was also made available on Camden's website. Consultees could respond by email, via Camden's website, or via a freepost address.

The Director of CSF, in consultation with the Cabinet Member for Children consider these responses on 06 July 2012 and decided that the authority should proceed to the next stage of the statutory process and publish a public notice. The consultation period for the notice ran until 13th September 2012 and the Cabinet will be asked to make a final decision after considering the responses and the Department for Education guidance for decision makers in October 2012.

A full summary of the consultation responses received is outlined within **Appendix 8** of the CIP report. In summary, consultees were asked 2 question:

- Should the school be rebuilt and enlarged as part of a move to a new site within the proposed Hawley Wharf development?
 - Responses: 97% yes, 3% no
- Should the school raise its age limit to admit junior pupils aged seven to 11 as well as infants?
 - Responses: 100% yes

In addition to the consultation questions, consultees were asked if they wished to make any comments regarding the proposal. These comments are also set out within the report detailed above but the key equality issues raised, along with the officer responses, were:

- Many families around the existing school site will not be able to get a place in the new school
 - Officer response: If the school expands it will continue to have the same admission criteria as Camden's other community schools. This means that priority would be given to looked-after children, children with a sibling still on roll at the school and children with a social or medical need to attend the school. The remaining places would then be offered on the basis of distance from the centre of the school to the child's home. If the school moves, the point from which this distance is measured will also move. However, this is likely to only be about 300metres further north.
Analysis of where the current pupils at the school live shows that there is a spread of applicants from around both the existing school site and the proposed new school site. It is anticipated that the housing within the proposed Hawley Wharf development will yield 6 more children per year group but of course not all families will send their children to the proposed new school.
These factors lead officers to believe that residents living around the existing site could still get places for their children at the proposed new school and not be disadvantaged by the proposal of the school moving to Hawley Wharf.
- The new school would be close to Holy Trinity and St Silas. A new school in this area could disrupt the current mix of household incomes, ethnicities, etc at Holy Trinity.
 - There is a spread of pupils who attend the school from around both the existing and the proposed sites and moving the location of the school by 300 metres is not anticipated to alter the current mix of pupils who attend either Hawley or Holy Trinity and St Silas. Whilst the proposed expansion of the school will increase the number of places at Hawley, the school would just admit one additional child a year into the Reception class (30 instead of 29). The additional junior places at the proposed school would gradually fill over a four year period after the proposed new school opened as pupils moved up through the school.

Generally only about two pupils from Hawley manage to get a junior school place at Holy Trinity and therefore if these pupils moved through Hawley school this would not have a significant impact on Holy Trinity which is a popular school itself and therefore likely to fill any vacant places.

Other issues included concern about the site area being made available to the school, lack of detailed information on the proposed new school, location of the proposed new school adjacent to Hawley Road, height and bulk of the Hawley Wharf scheme, and maintenance costs of the proposed new school

There will be further opportunity for comments to be made as part of the planning process should this proposal be taken forward. There have already been a number of workshops with interested parties and the local community to formulate the school design.

Have you identified any information gaps?

No information gaps have been identified.

A public meeting has been held to discuss this proposal and the notes of that meeting are attached to the report entitled 'Proposed expansion and increase in the age range at Hawley Infants' School' (CSF/2012/22). There were about 25 attendees to the meeting and issues raised included a discussion around the design information for the proposed new school, concerns about the school losing its village feel, the loss of affordable housing as a result of the scheme, and the impact of the scheme on other schools.

Statutory consultation regarding this proposal has been carried in line with the requirements of The School Organisation (Prescribed Alterations to Maintained Schools) (England) Regulations 2007 as amended. The next stage of the process would involve the publication of a statutory notice regarding the proposals – this notice will be published in the local paper, displayed at the entrances to the existing site and around the proposed new site, and made available in the local library. There will be another six week period for any further comments to be made – this will mean 12 weeks consultation in total.

Stage three - analysing your equality information and assessing the impact

This section of the EIA should be completed when you are reviewing this activity and considering different options for future delivery.

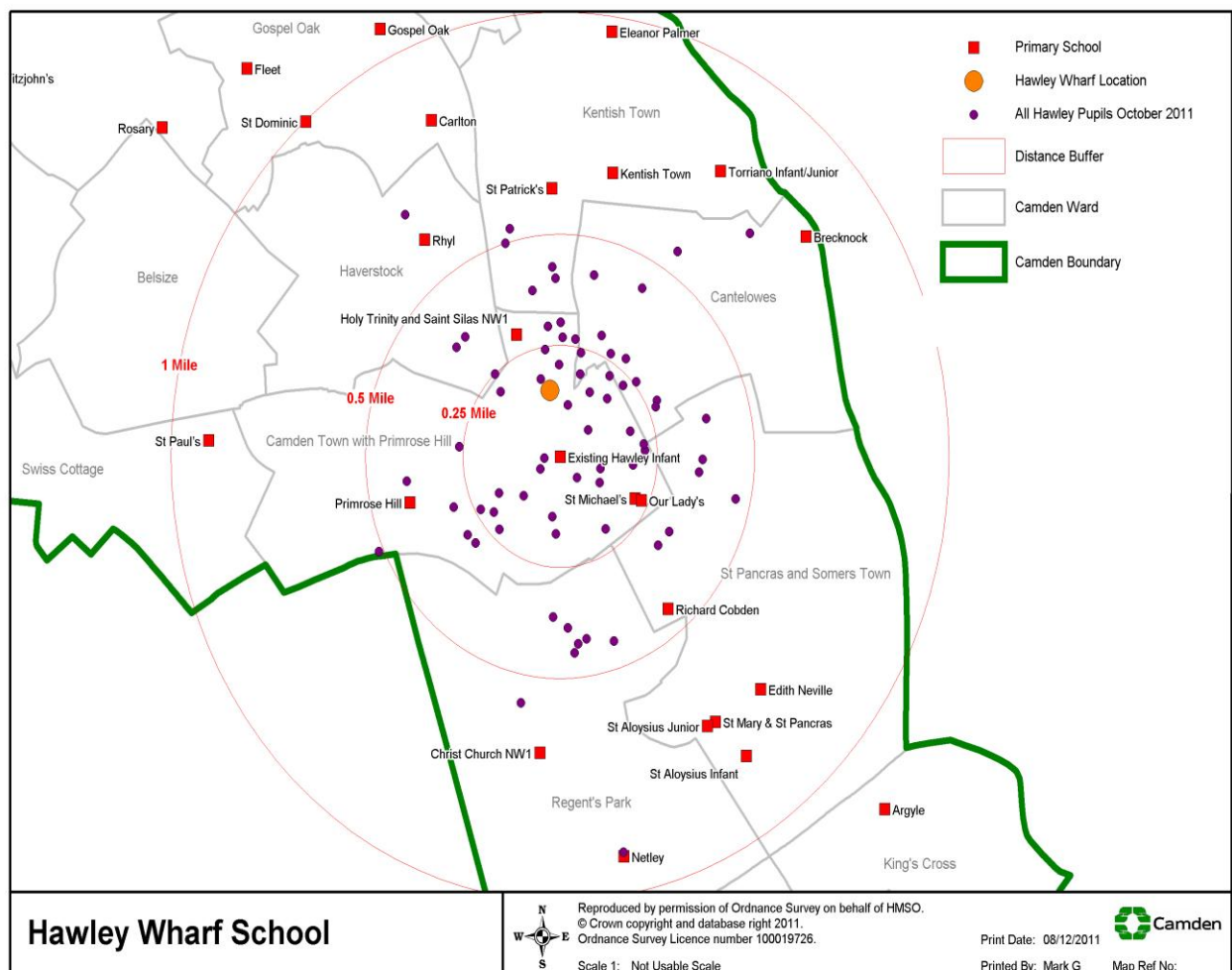
Analysing the evidence outlined above, could the activity have a negative or positive impact on protected groups?

The proposed school is less than 300 metres from the existing school site. Whilst this therefore would mean a slight change to the admission point for the school, this is not anticipated to adversely impact on any sections of the community as there is currently a spread of applicants to the existing school from around both the existing school site and the proposed school site.

More places will be created at Hawley which will increase the chances of applicants from all sections of the community gaining a place at the school.

Expansion of the school will also allow pupils to stay at the school until they reach secondary school age rather than having to leave the school at the end of the infants as they currently do.

A map of the spread of applicants to the school as of October 2011 is presented below. It shows a similar spread of applicants around both the existing and proposed sites. The average distance that pupils travel to the school is 0.3 miles.



There are a number of positive benefits arising from this proposal:

- Creation of additional junior places will ensure that children can stay at the school beyond the infants. This will benefit children in this age group who would have had to travel longer distances to find a junior place at another school or go to a school outside the borough.
 - The school is not currently able to cater for vulnerable groups like children on free school meals (FSM), those who speak English as an additional language (EAL) or those with special educational needs beyond the Infants'. The proposed new school would create continuity of provision for all of those children and enable them to make continuous progress unhindered by the necessity to manage transition to juniors. The proposed expanded school and wider age range will enable the proposed school to teach an enhanced curriculum which will benefit all children at the school.
 - The proposed new school building will be fully accessible.
-
- Respondents to the recent school organisation consultation have highlighted the difficulties faced by parents when pupils leave Hawley Infants' school. Analysis of destinations of pupils from Hawley shows that a number of the children have to attend a primary school some distance away from Hawley, either within Camden or outside the borough, which increases their journey from home to school significantly.
 - The school are fully supportive of the expansion of Hawley and embrace the positive changes that this could bring to the school. Having a junior department within the school would increase the opportunity for a wider variety of curriculum teaching and shared knowledge across the school including the option of enhanced extended services.
 - The school is not currently able to cater for vulnerable groups like children on free school meals (FSM), those who speak English as an additional language (EAL) or those with special educational needs beyond Key Stage 1 (Years 1 and 2). A new school would create continuity of provision for all of those children and enable them to make continuous progress unhindered by the necessity to manage transition to Key Stage 2 (Years 3-6).

Equality impact summary

Please use this grid to summarise the impacts outlined above.

Protected group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of the activity	Summarise any positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	No negative impacts have been identified for this protected group	The proposed new school site would be less than 300 metres from the existing

		<p>school. Although the point of admissions would therefore move it is not anticipated that this would have an adverse impact on pupils attending the school</p> <p>.</p> <p>The school currently admits 29 pupils across three year groups (Reception to Year 2) so can admit a total of 87 pupils (plus a nursery). The proposed school would be able to admit up to 210 pupils once it has expanded. This means that there would be 123 additional places provided within the local area as a result of this proposal for pupils aged up to 11 years old.</p> <p>120 of these places would gradually fill over a four year period as pupils moved from the infants up to the juniors. The proposal will also enable the school to admit 30 children a year for the first time.</p> <p>Pupils at the school at the time of the move would just transfer to the new site.</p> <p>-The school is not currently able to cater for vulnerable groups like children on free school meals (FSM), those who speak English as an additional language (EAL) or those with special educational needs beyond the Infants'. The proposed new school would create continuity of provision for all of those children and enable them to make continuous progress unhindered by the</p>
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		necessity to manage transition to junior education in an alternative school.
Disability	No negative impacts have been identified for this protected group	The existing school is not fully accessible for disabled people. The proposed new school would be built fully accessible apart from a small section of the site which includes a listed building. It is proposed that the lower floors of this building would be fully accessible but the upper floor would not be accessible due to the complexities of adapting listed buildings. The school have not agreed how they will use the listed building but will ensure that they timetable the curriculum appropriately so that any disabled children are not adversely affected.
Gender reassignment	Not applicable for this protected group	Not applicable for this protected group
Marriage and civil partnership	Not applicable for this protected group	Not applicable for this protected group
Pregnancy and maternity	Not applicable for this protected group	Not applicable for this protected group
Race	No negative impacts have been identified for this protected group	The proposed new school would be moving less than 300 metres from the site of the existing school and it is not anticipated to have an adverse affect on any race or ethnic group. The spread of applicants to the current school is evenly spread around both the existing school site and the proposed new site therefore it is expected that the school will

		continue to have a diverse school population. The school census information showed that the existing intake to the school is about 39% British, and 60% black and minority ethnic groups and it is anticipated that the proportion of ethnicity at the school will stay roughly the same.
Religion or belief	No negative impacts have been identified for this protected group	The proposed new school would be moving less than 300 metres from the site of the existing school and it is not anticipated to have an adverse affect on any religious or faith groups. The spread of current applicants is evenly spread around both the current and proposed site and it is anticipated that the existing intake of the school and other local schools will not therefore be adversely affected. The school does not have a faith based curriculum and will continue to adopt the admission policy used throughout Camden's community schools.
Sex	No negative impacts have been identified for this protected group	The school would continue to admit both boys and girls, however, this proposal would increase the number of places available to both sexes.
Sexual orientation	Not applicable for this protected group	Not applicable for this protected group

Stage four - planning for improvement

This section of the form should be completed when you are developing plans for the future delivery of the activity.

The actions identified below can also be included in your service plan to help mainstreaming and for performance management purposes. They should also be included in any decision making reports relating to the activity you are analysing. You may find it helpful to document the actions in an [action plan](#).

What actions have been identified:

- to mitigate against or minimise any negative impacts?
- to advance equality, and therefore improve the activity?

- Once the new school is open, further evaluation work can be undertaken to investigate where pupils at the new school are being admitted from and this can be compared to the current intake to the existing site
- A breakdown of the ethnicity can also be undertaken again to see whether there has been any noticeable shift in the school population as a result of the school moving. Again, it is anticipated that there will be a similar mix of ethnicities as there is now.
- The authority will be also able to look closely at the pupils on roll and establish whether, in line with expectations, there have been increased equality of opportunity for vulnerable groups such as SEN, EAL, and FSM children

Stage five - outcome of the EIA

Use this stage to record the outcome of the EIA. An EIA has four possible outcomes.

Outcome of analysis	Description	Select as applicable
Continue the activity	The EIA shows no potential for discrimination and all appropriate opportunities to advance equality and foster good relations have been taken	Yes
Change the activity	The EIA identified the need to make changes to the activity to ensure it does not discriminate and/ or that all appropriate opportunities to advance equality and /or foster good relations have been taken. These changes are included in the planning for improvement section of this form.	

Justify and continue the activity without changes	The EIA has identified discrimination and / or missed opportunities to advance equality and / or foster good relations but it is still reasonable to continue the activity. Outline the reasons for this and the information used to reach this decision in the box below.	
Stop the activity	The EIA shows unlawful discrimination.	
Reasons for continuing with an activity when negative impacts or missed opportunities to advance equality have been identified.		

Stage six - review, sign off and publication

Review

Your EIA will have helped you to anticipate and address the activity's likely effect on different protected groups. However the actual effect will only be known once it is introduced. You may find you need to revise the activity if negative effects do occur. Equality analysis is an ongoing process that does not end once an activity has been agreed or implemented.

Please state here when the activity will be reviewed, and how this will be done, for example through the service planning process, when the service is next procured etc. This will help you to determine whether or not it is having its intended effects. You do not necessarily need to repeat the equality analysis, but you should review the findings of the EIA, consider the mitigating steps and identify additional actions if necessary.

For restructures or organisational change a review should take place once the restructure has been completed. In addition to the areas identified above your review should include an evaluation of how the staff profile after the organisational change compares to Camden's profile, the division profile and the staff profile prior to the change. Your HR change adviser will provide you with the necessary data.

Date when EIA will be reviewed: Once the new school is opened – date to be confirmed at present

Sign off

The EIA must be quality assured within the directorate before sign-off by the service head /AD.

Quality assured by:

Shahin Bakth

Quality assured by OD for organisational change / restructures:	Not applicable
Signed off by:	Sarah Bourne Head of Property and Contracts Service
Date:	27 June 2012
Comments (If any)	Updated on 13 th September 2012 following publication of a public statutory notice and completion of the representation period

Publication

If the activity will be subject to a Cabinet decision, the EIA must be submitted to committee services along with the relevant Cabinet report. Your EIA should also be published on Camden Data. All EIAs should now be uploaded to the [SharePoint site](#).

PRINCIPAL HEADS OF TERMS FOR NEW MODEL VCS LEASE

Subject to Contract

1 INTRODUCTION

This paper sets out the final principal Heads of Terms for the new model Voluntary and Community Sector (VCS) template Lease. These terms are the framework that Camden Council (the Council) will adopt for leases with VCS organisations, as agreed by Cabinet as part of the 2012/15 VCS Investment and Support Programme.

It should be noted that, as these are the 'principal' Heads of Terms there will be much detail relating to individual leases which fall outside these Heads. The Council recognises that each organisation is unique, and that each property is distinctive, therefore making each lease different. When we contact each organisation, those individual characteristics which need to be reflected in the lease will be discussed and agreed separately.

2 MAIN PROVISIONS

2.1 Length of Lease

20-year standard term, unless the requirement for a variation can be clearly demonstrated by the tenant or if special circumstances require the Council to adopt a shorter term.

The Council will provide lease plans and do its utmost to deduce title to each property. Whilst the registration of the lease at Land Registry will be the tenant's responsibility, the Council will assist as necessary in answering any requisitions made by Land Registry in that respect.

2.2 Rent

Market rent - reflecting the restricted voluntary and community use of the property and the terms of the lease. This rent will be calculated on the basis of the market rent for the property assuming open commercial D1 use, minus 35% to reflect the terms of the VCS lease. (e.g. User and break clauses)

The initial rent level to be agreed between the two parties before being stated in the lease document.

The level of rent relief, whether none, 50% or 100% will be based on the rent stated in the Lease. Note that any award of rent relief will be evidenced in a side letter rather

than being mentioned in the Lease. Please see paragraph 5.1 regarding determination of future rent reviews.

2.3 Early Termination by Tenant

Tenant's unconditional break option, subject to 6 months' notice. Where the tenant can clearly demonstrate that it is in serious financial difficulty, the notice period may be reduced to 3 months.

The tenant must meet its rental obligations up to the expiry of the appropriate break notice, whether 3 or 6 months.

2.4 Early Termination by Landlord

As standard, the Council's conditional break options, subject to 36 months' notice, unless otherwise stated. Standard conditions of exercising the break option are:

1. The Council's intention to redevelop as part of the Council's Community Investment Programme or any subsequent capital asset programme.
2. Provision of suitable alternative accommodation by the Council.
3. The landlord's repairing liability Firstly, exceeds the higher of either (i) £30,000 or (ii) the annual rent of the premises; and Secondly, such repairs are either (a) essential for health and safety purposes or for the structural integrity of the premises or building of which the demised premises are comprised OR (b) the repairs are required by the tenant.
4. Where the tenant uses the premises solely for a service commissioned by the Council such that the tenant has no other official or recognised commissions from other bodies, and the Council's commission is subsequently withdrawn or terminated. (exception: landlord may terminate on 6 months' notice).
5. In the event the tenant is a registered charity and its charitable status is removed. (exception the landlord may terminate on 6 months' notice).

In the event that a break option is exercised under conditions 1 (landlord's intention to redevelop) or 3 (Landlord's repairing liability exceeding the above figures), the Council will use all reasonable endeavours to re-provide the tenant with suitable alternative accommodation within the Council's own property portfolio to ensure continued service provision for residents. In condition 3 the mechanism for assessing the repairing cost will be set out in sufficient detail when the Lease is drafted. It will be assessed by a qualified building surveyor and based on measured building rates as published in SPONS or similar recognised trade publications.

If the Council assesses in its sole discretion that a particular property does not in the foreseeable future present any development or CIP opportunities, then the Landlord's notice period under conditions 1 (landlord's intention to redevelop) and 2 (provision of suitable alternative accommodation) may be extended up to a maximum of 5 years.

In addition, the Council will provide a legally-binding side letter which will be referenced in, and annexed to, the lease, stating that the Council will support any funding bid where the lease terms present any difficulties to the tenant in raising funds or grants for use in the tenant's services at the premises. The Council will work with any bidding organisation and potential funder to determine what may be required and to the extent reasonably practicable overcome the difficulties presented by lease terms. However, in these circumstances, the Council will not bear any financial loss or liability if the tenant's bid is unsuccessful or the Council finds itself unable to reasonably agree the funder's requirements.

2.5 Security of Tenure under the Landlord & Tenant Act 1954, Part 2

As standard, leases will be contracted outside the security of tenure provisions of the L&T Act 1954 and, therefore, will not be subject to automatic renewal or continuation on expiry or sooner determination of the term.

3 TENANT'S COVENANTS

3.1 Service Charge

The tenant will be required to contribute a fair portion of all expenses, including VAT where charged, of cleaning, lighting, repairing and maintaining any part of the building, estate or other larger property of which the demised premises form part, and any other works deemed necessary by the Landlord for any such property. The cost of fulfilling the landlord's external and structural repairing obligations in the lease will not be re-charged to the tenant through service charge apportionments or otherwise.

The tenant will not contribute toward repairs, replacement or overhaul of high cost plant and machinery belonging to the landlord.

What constitutes "high cost plant and machinery" will be assessed on individual bases after each property has been inspected, but is expected to include (although not limited to) lifts, air conditioning units, boilers and hot water systems, if any, with a net capital replacement cost, excluding labour, in excess of £5,000 (index-linked to the RPI and adjusted annually).

There will be a cap on the service charge payable by the tenant equivalent to the £7.00 psf (index linked to RPI and adjusted annually) multiplied by the gross internal area of the premises, which will exclude any outside / external space.

3.2 Repairs

The tenant will be responsible for internal repairs, including landlord's fixtures and fittings, but excluding structural elements of the interior. If the premises are shop premises or a workshop, then the repairing obligation will extend to the non-structural elements of the shop-front or front of the unit respectively. The tenant will take on the premises in their condition at the time of completion of the lease and will have been given the opportunity to undertake any appropriate surveys, maintenance or repairs at its own cost.

For clarity, the phrasing of the tenant's repairing obligation will be as similar to the following as practicable in the circumstances:

“Throughout the term to keep the interior of the demised premises (including the Landlord's fixtures and fittings but excluding the structure) the exterior and interior of all doors and windows (including frames) the glass in doors and windows and all fixtures and additions thereto in good and substantial repair maintenance and condition and to maintain renew and replace all sinks glass sash cords sanitary fittings keys washers to taps and ball valves (if any) as and when necessary without any alteration.”

At the tenant's request, a photographic schedule of condition relating only to the existing internal condition of the premises may be included in the Lease, which will limit the tenant's repairing obligations only to the condition at date of grant.

3.3 Use

The precise VCS use of the premises will be stated in the Lease. The premises will not be used for any other purpose without the landlord's prior consent. Where the premises are shared with a third party (see Para 3.5 below), subject to approval and planning consent, the use by the third party may be different from the main use but must either be ancillary or complementary to the main use or serve a different voluntary or community purpose for the benefit of Camden residents .

The precise use will be agreed with individual tenants as part of negotiations for the lease and in relation to paragraph 3.5 below.

3.4 Assignment

No Assignment will be permitted.

3.5 Subletting and Sharing of Premises

The tenant may be permitted to share occupation of the premises with a third party whose use of the premises will either be ancillary or complementary to the main user or will serve a different voluntary or community purpose for the benefit of Camden residents. Before these sharing arrangements are in place, the landlord will need to be notified and its approval sought. The landlord may also require the tenant to enter into a formal licence agreement with the third party. The area that may be shared must be less than 50% of the total area of the premises. As standard, no subletting will be permitted.

The tenant may generate income through any permitted sharing arrangements by hiring out space, as long as the income is re-invested to support the tenant's primary service at the premises. Where the period of hire is less than a single day, the 50% rule will not apply.

The Council will consider arrangements where two or more VCS organisations enter into a lease as joint tenants and share the space, subject to eligibility and award of rent relief.

3.6 Legal Costs

The tenant will pay a fee of £750 towards the landlord's legal costs of preparing, negotiating and completing the Lease. This fee will be refunded on completion of the Lease. Additional costs may accrue if negotiations become complex or lengthy and these would not be refunded.

VAT will not be charged on this fee.

Consideration will be given to affordability on an individual basis.

3.7 Reimbursement of Landlord's Building Insurance Premium

The tenant will reimburse the landlord for premiums paid on the premises for buildings insurance (see Para 4.2).

The landlord will provide the tenant with full details of buildings insurance policy.

4. LANDLORD'S COVENANTS

4.1 Repairs

The landlord will be responsible for keeping the exterior of the premises and the structure in reasonable repairing condition.

The exact definition of the "exterior" will be set out, in the Lease, although it will in principle be as follows: "the external walls of the building of which the demised premises form part, the roof, foundations, door and window frames of the building (but not the glass in doors and windows), the boundary walls and structures (if any) and any part of the curtilage of the building not demised exclusively to any tenant".

The landlord will be responsible for any costs relating to essential repairs to high cost plant and machinery which will not be recoverable from the tenant under the service charge provision of Para. 3.2.

4.2 Buildings Insurance

The landlord will be responsible for insuring the building against loss or damage due to "fire, aircraft, explosion, lightning, subsidence, riot, impact, flood, earthquake, theft, escape of water, accidental damage, storm, malicious damage and civil commotion and such other risks as the landlord may determine from time to time".

The landlord will recharge insurance premiums to the tenant (Para 3.7).

5 OTHER PROVISIONS

5.1 Rent Reviews

Rent reviews every 5 years. Upwards only. Time not of the essence.

The tenant will have the opportunity to negotiate rent on reviews with the landlord. If agreement is not reached, the matter may be referred to an independent expert by either party for determination.

An upwards-only rent review does not mean the rent will necessarily increase: it means that the rent cannot decrease.

5.2 Guarantor & Surety

The tenant will not be required to provide a guarantor or surety for the lease.

5.3 Timescale for Agreeing Terms and Completing Lease

The tenant will endeavour to agree in writing Heads of Terms for the individual lease within 12 weeks of receipt of the Heads of Terms. Completion of the Lease must take place within 12 weeks after agreement of Heads of Terms. If the tenant has exceeded these timescales due to unreasonable delay or by acting unreasonably or without the landlord's prior agreement to extend time, then rent relief may cease for any period after the expiry of these periods and the tenant will be treated on the bases of commercial market terms, which would include paying full rent for the premises.

LBC : 22 August 2012