



HILLINGDON  
LONDON

## Equality and Human Rights Impact Assessment

### STEP A) Description of what is to be assessed and its relevance to equality

What is being assessed? Please tick

The creation of new housing and relocation of an existing library in Yiewsley town centre.

Who is accountable? E.g. Head of Service or Corporate Director

Perry Scott, Corporate Director of Infrastructure, Building Services & Transport

Date assessment completed and approved by accountable person

January 2022

Names and job titles of people carrying out the assessment

Jenny Evans, Service Manager, Capital Programme Works Service

A.1) What are the main aims and intended benefits of what you are assessing?

The main aims of the development are to deliver additional housing supply in line with planning policies in the borough.

The assessment is to ensure there is no disproportionate negative impact from the development on any particular group.

The redevelopment of the 2 linked sites will provide positive opportunities for existing local residents and the wider community, including those with protected characteristics, as defined in the Equality Act 2010.

The developments provide more affordable homes of a higher quality, that are

safer, more accessible and more fuel efficient and sustainable, and therefore have the potential to help reduce fuel poverty and improve the quality of life for people of all ages and backgrounds.

The new homes will be an opportunity to 'design out crime', therefore improving community safety.

This will also be an opportunity to build new homes and a new community library to modern accessibility standards, such as those with disabilities will be able to benefit from more appropriate and adaptable homes and community facilities, in terms of level access, wheelchair accessibility etc.

Improvements to the step-free access into the Recreation Ground from the Fairfield Road car park are part of the proposals, with disabled bays being provided in each development.

Improvements to the paths within the Recreation Ground are also proposed as part of the application.

The new state of the art library, with integrated community facility, will also be developed that will bring additional foot traffic to this part of the town centre.

The development also allows the council to build larger homes that will positively impact large families with children, who are currently overcrowded.

The planning application reference is 76795/APP/2021/3704

A.2) Who are the service users or staff affected by what you are assessing? What is their equality profile?

The residents being affected are those who live in Yiewsley Town Centre, Yiewsley Ward

Yiewsley lies in the South West of Hillingdon and is bordered by Uxbridge South, Brunel, Botwell and West Drayton as well as Buckinghamshire.

**Population:**

In 2017, Yiewsley's population is 14,410 residents, an increase of 11.0% since 2011 (12,979); this is similar to the 10.9% increase for Hillingdon overall. Yiewsley is made up of 401.3 hectares (4.0 kmsq), with 35.9 people per hectare (3,591 per kmsq). The average number of people per household in Yiewsley is 2.53.

**Age:**

22.8% of Yiewsley residents are under the age of 16. 72.9% of residents fall into the working age bracket (defined as a resident aged between 16 and 74) and the remaining 4.3% are over the age of 75.

**Gender:**

The proportion of men to women in the ward is 50.0% to 50.0%. This is a small change from 2011 when there was a 49.6% to 50.4% male to female ratio in the ward.

**Ethnicity:**

In terms of ethnicity, In the 2011 census, 66.2% of residents in the ward identify themselves as White British background (this includes English, Northern Irish, Scottish, Welsh, Irish, Gypsy or Irish Traveller and Other White). 3.8% from Mixed / Multiple Ethnic groups, 19.3% from Asian / Asian British background (including Indian, Pakistani, Bangladeshi and Chinese), 7.4% from Black / African / Caribbean / Black British backgrounds and 3.4% from other ethnic backgrounds (including Arab).

\*Yiewsley Ward Profile January 2019

A.3) Who are the stakeholders in this assessment and what is their interest in it?

Stakeholders	Interest
Residents of Yiewsley Ward and the wider borough	<p>That the proposals to redevelop the 2 sites in Yiewsley bring forward more high-quality homes of all tenures, and a new library and community facility, that are safer, more accessible and more fuel efficient and sustainable.</p> <p>That the redevelopment proposals improve the quality of life for residents.</p> <p>That the needs of residents are taken into account during the building process and disruption is kept to a minimum.</p>
Director of Infrastructure, Building Services and Transport	<p>That the proposals to redevelop the 2 sites in Yiewsley bring forward more high-quality homes of all tenures, and a new library and community facility, that are safer, more accessible and more fuel efficient and sustainable.</p> <p>That the redevelopment proposals improve the quality of life for residents.</p> <p>That the needs of residents are taken into account during the building process and disruption is kept to a minimum.</p>

	<p>That by providing additional and affordable homes, this will help to reduce waiting times on the housing register and alleviate pressure.</p>
<p>Director of Planning, Environment, Education and Community Services</p>	<p>That the proposals to redevelop the 2 sites in Yiewsley bring forward more high-quality homes of all tenures, and a new library and community facility, that are safer, more accessible and more fuel efficient and sustainable.</p> <p>That the redevelopment proposals improve the quality of life for residents.</p> <p>That the needs of residents are taken into account during the building process and disruption is kept to a minimum.</p> <p>That by providing additional and affordable homes, this will help to reduce waiting times on the housing register and alleviate pressure.</p>
<p>Chief Executive</p>	<p>That the proposals to redevelop the 2 sites in Yiewsley bring forward more high-quality homes of all tenures, and a new library and community facility, that are safer, more accessible and more fuel efficient and sustainable.</p> <p>That the redevelopment proposals improve the quality of life for residents.</p> <p>That the needs of residents are taken into account during the building process and disruption is kept to a minimum.</p> <p>That by providing additional and affordable homes, this will help to reduce waiting times on the housing register and alleviate pressure.</p>
<p>Council Leader and Cabinet</p>	<p>That the proposals to redevelop the 2 sites in Yiewsley bring forward more high-quality homes of all tenures, and a new library and community facility, that</p>

	<p>are safer, more accessible and more fuel efficient and sustainable.</p> <p>That the redevelopment proposals improve the quality of life for residents.</p> <p>That the needs of residents are taken into account during the building process and disruption is kept to a minimum.</p> <p>That by providing additional and affordable homes, this will help to reduce waiting times on the housing register and alleviate pressure.</p>
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A.4) Which protected characteristics or community issues are relevant to the assessment? ✓ in the box.

Age	✓	Sex	✓
Disability	✓	Sexual Orientation	
Gender reassignment			
Marriage or civil partnership		Carers	
Pregnancy or maternity		Community Cohesion	✓
Race/Ethnicity	✓	Community Safety	✓
Religion or belief		Human Rights	

## **STEP B) Consideration of information; data, research, consultation, engagement**

B.1) Consideration of information and data - what have you got and what is it telling you?

There is no evidence to suggest that one group of people who share a protected characteristic may be more likely to be negatively impacted by the proposals than
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another.

The council is aware that the redevelopment may have some short-term adverse impacts on certain groups, for instance older or more vulnerable residents.

The disruption of building works may cause anxiety for some residents and the council will have procedures in place to mitigate against this as part of its proposals.

## Consultation

B.2) Did you carry out any consultation or engagement as part of this assessment?

Please tick ✓      NO       YES ✓

Residents were consulted as part of the statutory planning application process.

Consultations were held with Access Officers to ensure the needs of residents with disabilities were considered in the development.

B.3) Provide any other information to consider as part of the assessment

Consultations were held with Housing Policy Officers to ensure the needs of the borough were taken into account. Hillingdon's draft Housing Strategy 2021/22 to 2025/26 has 'Increasing Access to Affordable Housing' as one of its five priorities.

There is a need for a mix of affordable homes, including low cost home ownership, to meet the needs of those with a range of income levels, the strategy is clear that the predominant affordable housing need is for low cost rented housing at Social Rent or London Affordable Rent levels.

Development would be in line with the most significant affordable housing needs. The tenure mix also includes wheelchair accessible rented dwellings which are also in short supply and in need.

## C) Assessment

What did you find in B1? Who is affected? Is there, or likely to be, an impact on

certain groups?

C.1) Describe any **NEGATIVE** impacts (actual or potential):

The impact of the disruption of the building programme may have a short-term disproportionately negative impact on older residents, vulnerable people or those with a disability. This includes the temporary library re-location.

Procedures will be put in place to mitigate against any negative impact including provision of a communication strategy during the building programme.

C.2) Describe any **POSITIVE** impacts

There are many positive impacts of the proposed redevelopment which would benefit people with protected characteristics. These are outlined below.

The new design allows for step free access to all areas – this will be particularly beneficial for those with mobility issues and parents with young children.

The new homes will incorporate 10% of all homes designed to wheelchair accessible standards – this will be particularly beneficial to those with mobility issues, their carers and some older residents.

There will be a good range of homes available, from one bed to three bed homes – this will benefit families with children and those in extended family groups.

There will be discrete residential blocks around resident only courtyard communal gardens and fewer homes per communal entrance – this will aid community cohesion and safety.

The existing Yiewsley library will be re-located in a new community facility with access afforded direct from the public car park - aiding community cohesion and bringing the existing vacant land into community use.

## **D) Conclusions**

The council believes that the redevelopment will provide positive opportunities for existing residents and the wider community, including those with protected characteristics.

This is because it provides more affordable homes of a higher quality that are safer, more fuel efficient and accessible, therefore improving the quality of life for people of all ages and backgrounds.

The council is aware that the redevelopment may have some short-term adverse impacts on certain groups, for instance older or more vulnerable residents.

The disruption of building works may cause anxiety for residents and the council will have procedures in place to mitigate against this as part of its proposals.



**Signed and dated:** .....  
15.02.2022.....

**Name and position:** Perry Scott Corporate Director of Place .....