

RBKC Equality Impact Assessment (EqIA)

EqIAs evidence that you have considered the impact or potential impact on groups in our community who share protected characteristics. These are characteristics that are protected against discrimination by the Equality Act 2010. We are required by law under the Public Sector Equality duty (PSED) which is contained in Section 149 of the Equality Act and requires public authorities to have due regard to several equality considerations when exercising their functions.

When do I need to complete an EqIA? You need to complete an EqIA when:

- Planning or developing new services including business services, policies, strategies, practices and plans
- Reviewing, amending or substantially changing existing services, policies, strategies, practices and plans
- Considering a change management process or organisational review, particularly those that could involve relocating staff or rationalisation of posts
- Reviewing or introducing forms, leaflets, guidance, codes of practice such as changes to how residents access services
- When considering and developing a tender document for procurement of services

Who should complete an EqIA?

The person completing the EqIA should have detailed knowledge of the proposal or project. They should be able to identify the impact on those with protected characteristics be they residents, workforce, visitors or others. They should also have knowledge or access to any consultations and where relevant, have knowledge of the area of the Borough that is impacted. The ownership and responsibility for an EqIA lies at Head of Service level and above, however, managers and staff play a key role in the assessment process as they will be involved in implementing the necessary actions identified and integrating equalities into planning. As a rule, any work that needs a decision e.g. Lead Member decision or Leadership Team should be signed off by the Executive Director. Anything that is not going through a formal decision-making process can be signed off by Head of service.

At what point do I need to complete an EqIA?

You need to complete an EqIA at the very beginning when considering your proposal and therefore before a decision is taken.

Please note an EqIA is a live document which means it must be regularly reviewed and updated considering new evidence or information.

It is important to consider equalities issues at every stage of the process. You may not have all the data you need at the beginning, or you may not have finalised what your project will look like. However, an EqIA is there to help guide your thinking on how your work might affect different groups in our community and support your planning and consultation work.

Where can I get support to complete an EqIA?

There are resources available on the SharePoint site, including example EqIAs. You can also get support from the EqIA Champion in your Team/Directorate, see the SharePoint site for details. You can email any queries to the EqIA inbox eqia@rbkc.gov.uk. Finally further support is available for strategic and crosscutting EqIAs from Mandeep Kaur Bains (mandeep.kaurbains@rbkc.gov.uk) in the Corporate Strategy Team. If your EqIA focuses on workforce changes or development, then contact Charlaine Nkum (Charlaine.nkum@rbkc.gov.uk) or Lee Sykes (lee.sykes@rbkc.gov.uk) in HR.

SECTION 1: Programme details

Name of the policy, project, service, or strategy being assessed	Council Asset Strategy
Give a brief overview of your works aims and objectives	<p>The Chartered Institute of Public Finance and Accountancy (CIPFA) requires all councils to include a five-year Asset Management Plan as part of its budget setting process.</p> <p>There are circa 700 property assets within the Council’s General Fund balance sheet. The Council owns this property to support the delivery of council services, either as operational assets used by Council departments or commissioned providers to deliver a service, or as commercial assets which generate a financial income to subsidise Council budgets. Assets sit within three portfolios, operational, commercial and operational residential.</p> <p>The operational portfolio includes a maintained estate of schools, children’s centres, youth provision, libraries, day care centres, resource centres, specialist accommodation, care homes, leisure, sport, cultural assets, and operational depot sites.</p> <p>Assets which generate revenue to fund core council services through rental income and business rates sit within the commercial property portfolio, mostly retail, office and some industrial.</p> <p>The operational residential portfolio contains residential properties acquired as part of the Grenfell recovery programme. There are also circa 9,000 homes in the Housing Revenue Account, these are largely outside of scope for the Council Asset Strategy.</p> <p>The Council Asset Strategy and Council Asset Management Plan aims to deliver a property portfolio that is efficient, fit for purpose and provides the best benefits for residents. It is important that the Council’s property portfolio performs well to ensure that the Council delivers best value and community benefit.</p> <p>This strategy sets out the current context, cross cutting themes and objectives and a series of programmes which are currently underway to meet the objectives described above. The strategy is aligned to the Council Plan, the Capital Strategy and Programme, Housing Strategy, Economic Development Strategy and the New Local Plan.</p>
Name of person completing this EqIA	Beth Kay – Asset Strategy Lead
Name of Director	Christine Addison – Director for Social Investment and Property
Team	Social Investment and Property
Directorate	Housing, Social Investment and Property
Contact Email	Beth.kay@rbkc.gov.uk

Where is this EqIA stored. (This is to ensure colleagues can pick this up in your absence.)	Social Investment and Property - 00 2024 Core Documents - All Documents (sharepoint.com)
Is this EqIA accompanying a report that is going through a formal decision process? If so which meeting, is it going to for decision?	This draft has been prepared to accompany the annual budget report for 2025/ 26 to go to Leadership Team in February 2025.

SECTION 2: EqIA Screening – Do you need to complete a full EqIA?

Please complete the checklist below, including impact to help determine if a full EqIA is necessary.

Please see table in Section 3 for a breakdown of the protected characteristics

Question	Answer (Yes, No, Unclear)	Impact (Positive, Negative or Neutral)
Does your programme have the potential to disproportionately affect men, women or those who identify as non-binary?	N	
Does your programme have the potential to disproportionately affect people of a particular race or ethnicity? This includes refugees, asylum seekers, migrants and gypsies and travellers.	Y	P
Does your programme have the potential to disproportionately affect people with a disability? Consider physical and learning disabilities and mental health conditions.	Y	P
Does your programme have the potential to disproportionately affect people of certain sexual orientations?	N	
Does your programme have the potential to disproportionately affect people of different age groups? Consider children and elderly populations.	Y	P
Does your programme have the potential to disproportionately affect those undergoing or intending to undergo the process of gender reassignment?	N	
Does your programme have the potential to disproportionately affect those due to pregnancy or maternity? The Equality Act protects women people from discrimination from when you become pregnant until your right to maternity leave ends and you return to work. If you do not have the right to maternity leave this is 2 weeks after the child is born.	N	
Does your programme have the potential to disproportionately affect those who are married or in a civil partnership?	N	
Does your programme have the potential to disproportionately affect people of different faiths and beliefs?	N	
Does your programme have the potential to disproportionately affect people on low incomes or living in poverty?	Y	P

<p>Does your programme have the potential to disproportionately affect people living in the most deprived areas of RBKC? Think about North Kensington, in particular Golborne, Notting Dale, Dalgarno and those living on the Worlds End Estate. There is further detail in Section 3 below in the socioeconomic and geographical box.</p>	Y	P
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If you have assessed the impact to any of the above questions to be Negative, Neutral or Unclear, then you will need to complete Sections 3, 4 and 5. If you have assessed all the necessary impacts as Positive, explain the rational for this in the box below and then go to Section 5.

Please use this box to outline how residents are positively impacted. Include the following information:

Data on services users or people potentially impacted

Race or ethnicity

2021 Census data shows that the broad ethnic breakdown of the borough’s population is White at 70.6%; Asian, Asian British at 11.8%; Black, Black British at 7.9%; Mixed or multiple ethnicities at 6.6%; and Other at 9.9%. Many of the sites owned by the Council are either in North Kensington or Worlds End, this area has a disproportionately high number of people from black or ethnic minority backgrounds. This population would be disproportionately affected by any changes to assets.

People with a disability

2021 census data show that 12.8% of residents in the borough said they had a long-term condition or disability that limited their life in some way. LGA Data from the academic year 21/22 highlights:

- 2,379 young people have Special Educational Needs in RBKC.
- 746 have a statement of Special Educational Need or an Education and Health Plan.
- 62 children in the Borough have a disability in schools.

Council services are delivered from a range of buildings within the operational portfolio, many of which are specifically for meeting the needs of people with disabilities including one local SEND school, two Learning Disability resource centres, two respite centres and a range of specialist accommodation. This population would be disproportionately affected by any changes to assets.

People of different age groups (children)

The Council has three maintained nurseries, 27 primary schools and six secondary schools. There are also 3 academies, seven Church of England and six Roman Catholic schools. There is also one local special school and one alternative provision school, a sixth form college and an adult education college. Children’s centre activities for early years are co-located within schools or within a range of children’s centres. There is also provision for youth and play and specific provision for families with complex difficulties. This population would be disproportionately affected by any changes to assets.

People of different age groups (elderly)

The average age of residents in Kensington and Chelsea is 40.45 years, making it the fourth oldest population in London. 2021 census data shows that 14.4% of the population is over 65, of which 6.5% is over 75. With age comes an increased risk of ill health and a risk of increased dependency upon care and support services, including health services, day care and specialist housing services for older people. This population would be disproportionately affected by any changes to assets.

Socio economic

The operational residential portfolio includes social housing (homes let at social rent on secure tenancies). Many of the sites owned by the Council are also either in North Kensington or Worlds End, in wards with high levels of deprivation. This population would be disproportionately affected by any changes to assets.

Consultation information with service users and how this has evidenced a positive impact

The process of developing of a good Asset Strategy is iterative and will involve engagement with service areas across the council over a period of time relating to individual projects, as well as the collection and analysis of data on all assets and internal meetings that have already taken place.

Consultation on the Interim Council Asset Strategy will be part of the next stage of the process. The EqIA will be updated following any feedback received before the strategy is finalised.

Explain if your proposal takes steps to meet the needs of people from protected groups, where these are different from the needs of other people; and encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low

The aim of the Council Asset Strategy is to set the purpose of, and methodology for managing change to the Council's estate portfolio to improve the efficiency, quality and sustainability of the estate, and to realise financial savings.

The Council Asset Strategy sets out the need for Council owned assets to be safe, accessible and efficient and to meet the needs of the communities and staff who use them. In response to specific risks, issues and opportunities, the following six core themes have been identified to enable the Council to make decisions about where and how to prioritise investment.

- Compliance and Safety
- Accessible and Inclusive
- Performance and Efficiency
- Social Investment
- Heritage and Design
- Net Zero

These core theme set out an ambition to ensure that council assets are safe, compliant and accessible and to invest in assets to improve their performance and ensure that they meet the needs of the building users. These objectives, leading to investment in assets, will have a positive impact on all of the protected groups who use them.

SECTION 3: Assessing the Impact

Please use this section to assess the impact of the programme on those with protected characteristics. Please answer the following questions in your assessment for each characteristic.

1. **How many people currently use the service? Or who and how many people will be affected by the policy or strategy?** We have provided data from the latest census on the population of RBKC for each protected characteristic. Additional Census data can also be accessed from the RBKC Census Dashboard. Please add data about your service users/populations in the relevant boxes.
2. **What consultation have you completed to gather feedback from service users? Or what other relevant data have you gathered to support your work?** Include the findings in each relevant group.
For more information on consultation please refer to the [12 principles of good governance and consultation in the Constitution](#). You can also speak with the Consultations Team for further advice.
3. **How will you ensure that the policy, project, service, or strategy will be accessible to all groups? and how will you address or breakdown any barriers to achieving this.** Explain if your proposal takes steps to meet the needs of people from protected groups, where these are different from the needs of other people; and encourages people from protected groups to participate in public life or in other activities where their participation is disproportionately low?
4. **How is this group impacted and determine whether the proposed activity will have a positive, neutral or negative impact.**
5. **If the impact is negative, what mitigations will you put in place to reduce the impact?**
6. **If the impact is positive, what actions have you taken to achieve a positive impact?**

Protected characteristic	Analysis	Impact (Positive, Negative or Neutral)																								
Age	<p>2021 census: The average age of residents in Kensington and Chelsea is 40.45 years, making it the fourth oldest population in London.</p> <p>The age breakdown of our population is:</p> <table border="1" data-bbox="312 1487 1238 1778"> <tbody> <tr> <td>4 years and under</td> <td>4.3%</td> <td>25-34 years</td> <td>17.5 %</td> </tr> <tr> <td>5-9 years</td> <td>4.4%</td> <td>35-49 years</td> <td>21.2 %</td> </tr> <tr> <td>10-15 years</td> <td>5.4%</td> <td>50-64 years</td> <td>20.5%</td> </tr> <tr> <td>16-19 years</td> <td>3.8%</td> <td>65-74 years</td> <td>7.9%</td> </tr> <tr> <td>20-24 years</td> <td>8.5%</td> <td>75-84 years</td> <td>4.8%</td> </tr> <tr> <td></td> <td></td> <td>85 years and over</td> <td>1.7%</td> </tr> </tbody> </table> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p>	4 years and under	4.3%	25-34 years	17.5 %	5-9 years	4.4%	35-49 years	21.2 %	10-15 years	5.4%	50-64 years	20.5%	16-19 years	3.8%	65-74 years	7.9%	20-24 years	8.5%	75-84 years	4.8%			85 years and over	1.7%	
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	5/6. Mitigations for negative impact/actions taken for positive impact:	
Disability	<p>2021 census: 12.8% of residents in the borough said they had a long-term condition or disability that limited their life in some way.</p> <p>LGA Data from the academic year 21/22 highlights:</p> <ul style="list-style-type: none"> • 2,379 young people have Special Educational Needs in RBKC. • 746 have a statement of Special Educational Need or an Education and Health Plan. • 62 children in the Borough have a disability in schools. <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
Gender reassignment	<p>The 2021 census captured this information those aged 16 and above.</p> <p>Approximately 90% of our residents stated that their sex is the same as it was at birth. Nearly 9% of residents did not answer the question. The remaining identified themselves as:</p> <ul style="list-style-type: none"> • 0.2% said that their sex is different to that registered at birth • 0.1% identify as Trans woman • 0.1% as Trans man • Less than 0.1% identify as non-binary • 0.1% identify as other <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	
Marriage and Civil Partnership	<p>2021 Census data shows 49.24% of residents are single. Nearly 35% of residents are married to someone of the opposite sex and 0.5% are married to someone of the same sex. The remaining 0.15% of our residents are in a civil partnership with someone of the opposite sex and 0.39% are in a civil partnership with someone of the same sex.</p>	

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<p>Pregnancy and maternity</p>	<p>The 2019 JSNA showed there were 1,612 births in the borough. It also showed an estimated 335 cases perinatal mental illness.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>																																													
<p>Race</p>	<p>2021 Census: The broad ethnic breakdown of the borough's population is White at 70.6%; Asian, Asian British at 11.8%; Black, Black British at 7.9%; Mixed or multiple ethnicities at 6.6%; and Other at 9.9%. A more detailed breakdown is:</p> <table border="1" data-bbox="308 1196 1233 1872"> <tr> <td>Asian Bangladeshi</td> <td>1%</td> <td>Mixed White and Asian</td> <td>2.1%</td> </tr> <tr> <td>Asian Chinese</td> <td>2.7%</td> <td>Mixed White and Black African</td> <td>0.9%</td> </tr> <tr> <td>Asian Indian</td> <td>2.2%</td> <td>Mixed White and Black Caribbean</td> <td>2.1%</td> </tr> <tr> <td>Asian Pakistani</td> <td>0.9%</td> <td>Mixed Other</td> <td>2.4%</td> </tr> <tr> <td>Asian Other</td> <td>5%</td> <td>White English, Welsh, Scottish, Northern Irish British</td> <td>32.7%</td> </tr> <tr> <td>Black African</td> <td>4.8%</td> <td>White Irish</td> <td>2.0%</td> </tr> <tr> <td>Black Caribbean</td> <td>2.3%</td> <td>White Gypsy or Irish Traveller</td> <td>0.1%</td> </tr> <tr> <td>Black Other</td> <td>0.8%</td> <td>White Roma</td> <td>0.7%</td> </tr> <tr> <td></td> <td></td> <td>White Other</td> <td>28.3%</td> </tr> <tr> <td></td> <td></td> <td>Other Arab</td> <td>4.5%</td> </tr> <tr> <td></td> <td></td> <td>Other ethnicities</td> <td>5.4%</td> </tr> </table> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p>	Asian Bangladeshi	1%	Mixed White and Asian	2.1%	Asian Chinese	2.7%	Mixed White and Black African	0.9%	Asian Indian	2.2%	Mixed White and Black Caribbean	2.1%	Asian Pakistani	0.9%	Mixed Other	2.4%	Asian Other	5%	White English, Welsh, Scottish, Northern Irish British	32.7%	Black African	4.8%	White Irish	2.0%	Black Caribbean	2.3%	White Gypsy or Irish Traveller	0.1%	Black Other	0.8%	White Roma	0.7%			White Other	28.3%			Other Arab	4.5%			Other ethnicities	5.4%	
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Religion/belief	<p>A breakdown of religious groups in RBKC from the 2021 census are:</p> <table border="1"> <tr> <td>Buddhist</td> <td>1.1%</td> <td>Jewish</td> <td>1.9%</td> <td>Other</td> <td>0.7%</td> </tr> <tr> <td>Christian</td> <td>48.4%</td> <td>Muslim</td> <td>11.8%</td> <td>No religion</td> <td>24.8%</td> </tr> <tr> <td>Hindu</td> <td>1.1%</td> <td>Sikh</td> <td>0.2%</td> <td>did not answer</td> <td>10%</td> </tr> </table> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>	Buddhist	1.1%	Jewish	1.9%	Other	0.7%	Christian	48.4%	Muslim	11.8%	No religion	24.8%	Hindu	1.1%	Sikh	0.2%	did not answer	10%	
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Sex	<p>2021 Census: Female 53.2% and Male 46.8%.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>4. Analysis of impact:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>																			
Sexual Orientation	<p>2021 census information on sexual orientation is only captured for people aged 16 and above. Approximately 85% identify as Heterosexual, nearly 3% identify as Gay or Lesbian, 1.3% as Bisexual and 0.3% as other, the remaining 10.4% did not answer this question.</p> <p>1.Data on service users/those affected:</p> <p>2. Consultation outcomes for this group:</p> <p>3. Accessibility and Inclusion:</p> <p>5/6. Mitigations for negative impact/actions taken for positive impact:</p>																			

<p>In addition to the nine protected characteristics, where relevant we ask that you also think about the socio-economic and geographical considerations of our residents. Some data has been included below for your reference.</p>		
<p>Socio-economic and Geographical</p>	<p>A recent report on data from the Index of Multiple Deprivation for 2019 showed that a high concentration of the most deprived Lower Super Output Areas being found in the Golborne, Notting Dale and Dalgarno wards.</p> <p>North Kensington also has higher numbers of people on low incomes, who are unemployed or who have no qualifications than the rest of the borough and has a higher proportion of social housing. There are also pockets of low income, higher unemployment, and lower skills levels in parts of the south and west of the borough, again in areas where there are greater proportions of social housing.</p> <p>According to recent ONS data RBKC continues to have the highest life expectancy in the country, however this varies between the north and the south, between people from different ethnic minorities, and between homeowners, private renters, and those in social housing.</p> <p>ONS data also shows that life expectancy in the borough can vary significantly by different wards. There are larger gaps between the least and most deprived wards, these are as much as 14.8 years for males and 11.9 years for females. Females in Notting Dale live on average 15 years less than their neighbours in Holland Ward.</p> <p>The 2021 census data on general health of our residents shows that 58% of all residents, reported being in 'very good' health, 29.6 reported 'good' health, 10.1% reported 'fair health', 3.7% reported 'bad health' and 1.1% of residents reported 'very bad' health. However, these figures vary greatly across the Borough. Campden residents had the highest proportion reporting 'very good' health, 67.4% and Dalgarno in the north of the Borough had the lowest, 48.5%.</p>	
<p>Other Groups</p>	<p>Please consider groups that may be affected by your work, such as Grenfell Bereaved and Survivors, Carers and Members of the Armed Forces etc</p>	

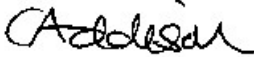
SECTION 4: Action Plan

Have you identified the need to reduce or remove any negative impacts, conduct work with those from protected groups to participate where their participation is disproportionately low, or fill any data gaps? If so, complete the Action Plan below to show the work that is planned.

None identified

Issue identified	Planned Action	Lead Officer and Timeframe
Options on how to prioritise spend within the medium-term financial plan and Capital Programme must be carefully considered in the context of the considerable financial challenges that the Council is facing.	The development of the Asset Management Plan, the delivery plan for the Asset Strategy, to take place over the next 12 months will be carefully tested both in terms of a how well they meet the cross cutting themes and also feasibility in terms in resourcing and finance.	Head of Strategic Asset management – 12 months
Any individual project or work programme involving any assets will require their own EqlA so that any equalities impacts can be tested and clearly outlined.	Each individual capital project which impacts the performance or use of a council asset should consider having its own EqlA, to be considered on a project by project basis.	Project Manager
Consultation requirement	The aim is to have a full Council Asset Strategy and Asset Management Plan presented for Leadership Team for consideration in in place by February 2026. The Council will consult with relevant stakeholders, partner agencies and local people during this next stage of the process.	Head of Strategic Asset management – 12 months

SECTION 5: Sign-off

Director/ Head of Service Name	Christine Addison – Director of Social Investment & Property 
Contact Email	Christine.addison@RBKC.gov.uk
Date of sign off	28 January 2025
<p>Review It is important to consider equalities issues at every stage of the process. Remember an EqlA is a live document which means it must be regularly reviewed and updated considering new evidence or information, for example, have you now completed your consultation or has there been news on funding. Please ask your Director or Head of Service to sign-off at every review stage. You can have as many reviews as are appropriate for your work.</p>	
Date of 1 st Review	
Name of Reviewer	

Director signature	
Date of 2 nd Review	
Name of Reviewer	
Director signature	
Date of 3 rd Review	
Name of Reviewer	
Director signature	