

Scrutiny & Overview Committee Supplementary Agenda



8. A New Purley Pool: The Redevelopment Purley High Street Car Park and Leisure Centre (Part A) (Pages 3 - 26)

The Scrutiny & Overview Committee is provided with the Part A Cabinet report setting out decisions to be considered by the Executive Mayor on the provision of a new Purley Pool through the redevelopment of Purley High Street Car Park and Leisure Centre. The Committee is asked to: -

1. Review the information provided in the Part A & Part B report on a new Purley Pool: Redevelopment Purley High Street Carpark and Leisure Centre, and
2. Decide whether there are any comments or recommendations on the scheme to bring to the attention of the Mayor during his consideration of the report.

12. A New Purley Pool: Redevelopment of Purley High Street Car Park & Leisure Centre (Part B) (Pages 27 - 58)

The Scrutiny & Overview Committee is provided with the confidential (Part B) Cabinet report setting out decisions to be considered by the Executive Mayor on the provision of a new Purley Pool through the redevelopment of Purley High Street Car Park and Leisure Centre.

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LONDON BOROUGH OF CROYDON

REPORT:	Scrutiny & Overview Committee	
DATE OF DECISION	24 October 2023	
REPORT TITLE:	A New Purley Pool: The Redevelopment Purley High Street Carpark and Leisure Centre	
CORPORATE DIRECTOR	Nick Hibberd, Corporate Director, Sustainable Communities, Regeneration and Economic Recovery	
LEAD OFFICER:	Huw Rhys-Lewis, Interim Director of Commercial Investment & Capital	
LEAD MEMBER:	Executive Mayor Jason Perry	
AUTHORITY TO TAKE DECISION:	The attached report is due to be considered by the Mayor at the Cabinet on 25 October 2023. The report is provided for the Scrutiny & Overview Committee following a request to review the arrangements for the redevelopment of Purley High Street Car Park and Leisure Centre.	
CONTAINS EXEMPT INFORMATION? <i>(* See guidance)</i>	YES	Public with exempt Part B report and appendices Grounds for the exemption: Exempt under paragraph 3 of Schedule 12A of the Local Government Act 1972 as it relates to the financial or business affairs of any particular person (including the authority holding that information) and the public interest in withholding disclosure outweighs the public interest in disclosure. Part A Public Appendix 1 – Site Plan of existing site Appendix 2 – Polaska site development plan Appendix 3 – High level Programme Part B Exempt Appendix 1 – Agreed draft Heads of Terms
WARDS AFFECTED:	Purley and Woodcote	

1. **A New Purley Pool: The Redevelopment Purley High Street Carpark and Leisure Centre**

- 1.1. Attached at Appendix A to this cover report is a report scheduled to be considered by the Mayor at the Cabinet meeting on 25 October 2023. The appended report, together with a separate Part B report, sets out decisions for the Mayor, on a new Purley Pool through the redevelopment of Purley High Street Carpark and Leisure Centre.

- 1.2. The report is presented to the Scrutiny & Overview Committee ahead of its consideration by the Mayor. By scheduling the report on the agenda, the Committee has the opportunity to review the content and provide feedback on the recommendations before the Mayor takes the final decision.

2. RECOMMENDATIONS

- 2.1. The Committee is asked to: -
 1. Review the information provided in the Part A & Part B report on A new Purley Pool: Redevelopment Purley High Street Carpark and Leisure Centre, and
 2. Decide whether there are any comments or recommendations on the scheme to bring to the attention of the Mayor during his consideration of the report.

CONTACT OFFICER:

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Appendix A: Cabinet Report – A New Purley Pool: The Redevelopment Purley High Street Carpark and Leisure Centre (Part A)

Appendix B Cabinet Report – A New Purley Pool: The Redevelopment Purley High Street Carpark and Leisure Centre (Part B)

LONDON BOROUGH OF CROYDON

REPORT:	CABINET	
DATE OF DECISION	25th October 2023	
REPORT TITLE:	A new Purley Pool: The Redevelopment Purley High Street Carpark and Leisure Centre PART A.	
CORPORATE DIRECTOR / DIRECTOR:	Nick Hibberd, Corporate Director, Sustainable Communities, Regeneration and Economic Recovery	
LEAD OFFICER:	Huw Rhys-Lewis, Interim Director of Commercial Investment & Capital	
LEAD MEMBER:	Jason Perry, EXECUTIVE MAYOR OF CROYDON	
KEY DECISION?	YES	REASON: Key Decision – Decision significantly impacts on communities living or working in an area comprising two or more Wards
CONTAINS EXEMPT INFORMATION?	YES	<p>Public with exempt Part B report and appendices</p> <p>Grounds for the exemption: Exempt under paragraph 3 of Schedule 12A of the Local Government Act 1972 as it relates to the financial or business affairs of any particular person (including the authority holding that information) and the public interest in withholding disclosure outweighs the public interest in disclosure.</p> <p>Part A Public Appendix 1 – Site Plan of existing site Appendix 2 – EQIA</p> <p>Part B Exempt Appendix 1 – Agreed draft Heads of Terms Appendix 2 – Polaska site development plan Appendix 3 – High level Programme</p>
WARDS AFFECTED	Purley and Woodcote	

1. SUMMARY OF REPORT

- 1.1 This report outlines the progress with meeting the Mayor’s Business Plan priority to reopen a Purley Pool and Leisure Centre at the heart of Purley town centre. The site is located between High Street and Whytecliffe Road South and comprises several different/former uses notably Purley Leisure Centre and Purley Multi-Storey Car Park. The surrounding streets are a mix of commercial and residential buildings of 2-6 storeys.

- 1.2 Purley Pool and Leisure Centre is currently closed following a decision taken by Cabinet to close the centre in October 2021. This was as a result of the COVID outbreak and national lockdown. On the 24th of January 2022 Cabinet confirmed the decision not to re-open the facility after the easing of lockdown restrictions taking into consideration the failure of the mechanical and electrical (M&E) equipment and the need for significant additional investment in the facility to bring it back into operation. Since the initial reports into the mechanical and electrical systems were undertaken further deterioration has been noted to the internal concrete walls surrounding the pool ballast, including visible cracking and water leakage rendering the current pool not fit for purpose with the only viable option being redevelopment/ rebuild of the centre.
- 1.3 Polaska Assets Limited (“Polaska”), currently hold a long leasehold interest on the site and are seeking to bring forward a scheme to include a 246-unit mixed-use retirement village and public leisure centre scheme and new pool. Polaska’s proposals also include commercial units, a new civic square, a public route through the site improving connectivity to Purley station, and the car parking.
- 1.3 The council is currently exploring the option of entering into a development agreement with Polaska to enable this development to come forward and have negotiated draft heads of terms with Polaska (Part B Appendix 1), for approval.

2. RECOMMENDATIONS

For the reasons set out in the report and its appendices, the Executive Mayor in Cabinet is recommended to:

1. Approve the draft Heads of Terms between Polaska Assets Limited (Polaska) and the Council (as set out in Part B appendix 1) relating to the proposed redevelopment by Polaska of Purley Leisure Centre and surrounding site, and with a view to negotiating and entering into a development agreement and property agreements.
2. Delegate authority to the Corporate Director of Sustainable Communities, Regeneration and Economic Recovery, in consultation with the Director for Commercial Investment and Capital, to finalise and enter into the Head of Terms (HoT) between the Council and Polaska.
3. Delegate authority to the Corporate Director of Sustainable Communities, Regeneration and Economic Recovery, in consultation with the Director for Commercial Investment and Capital, to finalise the drafting of the development agreement and new head lease between the Council and Polaska.
4. Agree that there will be a further report presented to the Executive Mayor in Cabinet seeking authority to enter into a development agreement and lease agreements with Polaska for the redevelopment of Purley Leisure Centre and surrounding site, subject to further due diligence and planning permission.

5. To notes the opportunity to regenerate an important part of Purley town centre as set out in the Mayor's wider business plan (2022 – 2026).

3. REASONS FOR RECOMMENDATION

- 3.1 The redevelopment and reopening of Purley Pool Leisure centre forms an important part of the Purley Town Centre plan as set out in the Mayor's wider business plan (2022 – 2026).
- 3.2 Approval to enter into Heads of Terms between the Council and Polaska, with Polaska acting as developer, is a first step in bringing forward the redevelopment of the Purely pool site which would provide additional housing in Purley and the Borough as well as the delivery of a brand new Purley Pool Leisure centre back to the Council to benefit Purley Town Centre and its residents.

4. BACKGROUND AND DETAILS

- 4.1 Polaska are seeking to enter into an agreement with Council for the redevelopment of a site at Purley High Street (the Site). The Site currently comprises an old, unused supermarket, a currently closed Council leisure centre and a Council-operated space public car park. Polaska's proposals for redevelopment are currently subject to planning consultation and comprise:
- High street accessible Leisure Centre including six-lane pool, training pool, 80 station gym, fitness studio, café and soft play facilities
 - Public square directly off of the High Street
 - New public route linking Purley Station to Purley High Street
 - Integrated retirement community for an 'active' and 'social' retirement consisting of circa. 245 specialist older persons' homes with the amenities being shared and accessible to the public
 - New commercial space fronting high street and public square
 - Integrated retirement community with health and wellness facilities

Landholdings Lease Summary

- 4.2 The Council owns the freehold title to the Site. Polaska has a lease of the site running for a term from 25 March 1979 until 25 March 2129.

A lease deed of variation was signed by both parties in 2004 confirming that the lease term be extended from 25 March 1979 to 25 March 2129. The sum paid for the variation by Polaska is set out in Part B of this report. There is no break clause in the lease. The Leisure Centre and car park are underlet to the Council.

- 4.3 The Leisure centre and pool is currently included in the operator's agreement between Croydon Council and Greenwich Leisure Limited ("GLL"), who were also granted a sub-underlease by the Council of the Leisure Centre in September 2021 for 20 years

from 28 February 2018 to 27 February 2038. The car park is managed in-house by parking services. In the event of the development proceeding the newly constructed leisure centre and pool would be operated by GLL on behalf of the Council.

- 4.4 In January 2022 after a period of further public consultation cabinet decided to not reopen the public pool and leisure centre due to the significant capital investment required to bring the site back into operation. Alongside this was due to the limited facilities currently provided on the site it was likely that the site would require operational funding support from the Council. The previous options considered as part of those decisions have been re-considered in section 5 as part of the proposals in this report.
- 4.5 The site plan and the current site are included in Part A Appendix 1 and the PART B Appendix 2 provides details of the current proposed scheme design being developed by Polaska.
- 4.6 Details of the proposed deal structure between Polaska and the Council are included in Part B of this report.

Scheme's development programme/timetable

- 4.7 Polaska proposals with regards timings on bringing forward the development are set out in Appendix 3 of Part A of this report. The timescales are indicative at present and subject to change.

Next steps

- 4.8 The Council and Polaska to enter into the HoT.
- 4.9 The Council and Polaska to complete the design of a scheme which as far as possible, takes into consideration views/ recommendations of the Local Planning Authority and Greater London Authority and submit a planning application for the scheme.
- 4.10 The parties will commence drafting the Development Agreement, new lease and sublease covering the demolition and construction of a new Leisure Centre and Car Park. Polaska have agreed to underwrite Council external legal costs which is intended to cover the costs of developing and finalising the development agreement and various lease and sub lease documents.

5. ALTERNATIVE OPTIONS CONSIDERED

- 5.1 On July 6th 2022 Cabinet considered a report on Purley Pool which included 6 options to be considered. These being.

Option 1 Repair:

Undertake urgent and immediate repairs to bring the facility back into operable use only.

Output – that the costs of immediate short-term repairs had not been fully quantified at the time. Such an approach would be short term fix but did not address the wider need for refurbishment. This option was rejected.

Option 2 Refurbish with the same footprint:

Assess the replacement of M&E plant equipment, building repairs, and refurbishment to make it a modern and welcoming facility. Explore opportunities to install invest to save equipment, e.g. customer turnstiles, energy saving equipment, etc.

Output - In 2020 it was estimated that refurbishment of Purley Pool and Leisure Centre would cost a minimum of £3.4m. This estimate was based in surveys undertaken in 2015 and 2019. Since then there has been further deterioration of the site combined with rising levels of construction inflation which has meant that the refurbishment of the pool is no longer a viable or best value option. This option was rejected.

Option 3 Refurbish and add an additional floor:

As per option 2, but to include the option of adding a floor above the pool to create a new fitness studio and 80 station gym area. The aim is to increase the floor space to make the facility more financially sustainable. Consideration should also be given to opportunities for additional income generating spaces, for example soft play or a café.

Output – Given the cost assessment of option 2 then add an additional capital cost of introducing an additional floor. This options was not considered viable or best value. This option was rejected.

Option 4 Refurbish and knock through into the adjacent property:

As per option 2 but to include the option of knocking through into the vacant supermarket space next door to create a new fitness studio and 80 station gym area. The aim was to increase the floor space to make the facility more financially sustainable. Consideration should also be given to opportunities for additional income generating spaces, for example soft play or a café.

Output – Given the cost assessment of option 2 then add the additional capital cost of knocking through, this option was not considered viable or best value. This option was rejected.

Option 5 A new modular leisure centre on different site:

Review other local area for a site large enough to house a swimming pool, 80 station gym, and fitness suite. Provide costs and timescales for a modular construction.

Output – A review of other local area sites was undertaken, and none where found that would meet and satisfy the development brief of larger site and facilities required for a new modular built leisure centre.

Option 6 A Joint venture as part of a wider redevelopment scheme:

Work with the site owner to develop plans that allow the site to be regenerated to include:

- A new fit for purpose leisure centre with an offer for pool and gym facilities for Purley residents and schools
- Office/residential/retail units
- Parking

Output – The current proposals do meet the criteria of option 6 of working with the current site lease holder (Polaska) to allow the site to be regenerated and new leisure facilities to this location in the borough. This is the recommended option to pursue.

- 5.2 It is worth restating that the current building lacks additional leisure spaces like gym, fitness areas, concession areas which the other leisure site that the Council operates offers which has resulted in those sites not requiring any financial subsidy from the Council. The lack of these facilities on the Purley site is likely to produce a position that Council subsidy would be required to support its operation in its current form.
- 5.3 The proposed scheme from Polaska seeks to address this and does include additional spaces and facilities which allow additional income generation removing the need of operational subsidy from the Council.
- 5.4 In 2018/9 the existing leisure centre had an operational deficit of 187K. In 2019/20, this was 123k. It is recognised that a new leisure centre of similar design and configuration of the other leisure centres operated by GLL on behalf of the Council is likely to be profitable.

6. CONSULTATION

- 6.1 Polaska is responsible for securing planning permission and Polaska have already commenced a pre application process with the Local Planning Authority and have held 10 meetings with both the planners and with the GLA regarding their scheme proposal. Further details of their scheme are included in Part B of this report. As part of the process Polaska has commenced formal consultation with local residents and local Groups on their proposals
- 6.2 A summary of Polaska's community consultation thus far is noted below. It is recognised that Polaska will continue to liaise with a range of local stakeholders and the local public as it develops its designs and builds out the scheme. A key aspect of its engagement strategy to date has included:
- 6.3 Face to face or virtual meetings with residents' associations and community groups.
- 6.4 Two workshops on different topics in July and August 2023 on the details of the scheme, where partners and the general public were invited. .
- 6.5 The publication of a newsletter and updating the consultation website once the feedback deadline.

6.6 Responding to questions being raised by the residents' associations by email.

7. CONTRIBUTION TO COUNCIL PRIORITIES

7.1 The Mayors Business plan for 2022 – 2026 sets out outcomes and supporting priorities. These include making Croydon a place of opportunity for business, earning and learning.

7.2 One of the key priorities coming out of these outcomes is to support the regeneration of Croydon's town and district centres, seeking inward investment and grants. This includes the proposal to Reopen Purley Pool and Leisure Centre at the heart of Purley town centre.

8. IMPLICATIONS

8.1 FINANCIAL IMPLICATIONS

8.1.1 See Part B of this report.

8.2 LEGAL IMPLICATIONS

8.2.1 The Council have the power to do anything that individuals generally may do pursuant to section 1 of the Localism Act 2011 ("general power of competence"). The Council therefore has the power to enter into the proposed Heads of Terms. The Executive Mayor has the power to exercise executive functions pursuant to s9E of the Local Government Act 2000.

8.2.2 The current lease arrangements between the Council and Polaska are set out in paragraph 4.2 above and there is no break clause in the existing lease.

8.2.3 This report recommends entering into Heads of Terms (HoTs), which is a document setting out the terms of a commercial transaction agreed in principle between parties in the course of negotiations. HoTs are appropriate once preliminary terms have been agreed and before commencement of detailed due diligence and the drafting of definitive agreements. HoTs demonstrate serious intent but do not legally bind the parties to conclude the deal. However, some provisions can be binding on the parties, such as an agreement to pay costs.

7.2.4 Although the HoTs are not legally binding, below are the likely powers and legal considerations that will apply to the proposals:

7.2.5 Land Disposals – there are various powers the Council may rely upon to dispose of its assets and the Council must comply with the legal framework, including established public law principles, in relation to disposal of land and property. Under Section 123 of the Local Government Act 1972 and Section 233 of the Town and Country Planning Act 1990 (where land has previously been appropriated for planning purposes), it has a statutory duty to sell land at the best price reasonably obtainable ("best consideration"), unless it has the consent of the Secretary of State.

7.2.6 Development agreement - where the Council contracts with a developer to deliver works then, depending on the substance of those agreements and any relevant exemptions,

this can be considered as a contract which falls under the scope of the Public Contracts Regulations 2015 (PCR). This is an area of law which has been litigated and case law principles should be assessed when considering if the PCR will apply to a proposed development agreement. If it is considered that the PCR applies, the Council may consider use of negotiation procedure without prior publication under Regulation 32 where the works, supplies or services can be supplied only by a particular economic operator due to the protection of an exclusive right and where no reasonable alternative or substitute exists and the absence of competition is not the result of an artificial narrowing down of the parameters of the procurement.

7.2.7 Subsidy control (formerly State Aid) - the Subsidy Control Act 2022 (the Act), which took effect in January 2023, provides a new framework for the provision of subsidies within the UK, building on the provisions in the subsidy control chapters of the Trade and Co-operation Agreement (TCA) that applied in the interim of the UK's exit from the EU.

7.2.8 Under the Act, a subsidy is defined as:

2(1)In this Act, “subsidy” means financial assistance which—

(a) is given, directly or indirectly, from public resources by a public authority,

(b) confers an economic advantage on one or more enterprises,

(c) is specific, that is, is such that it benefits one or more enterprises over one or more other enterprises with respect to the production of goods or the provision of services, and

(d) has, or is capable of having, an effect on—

(i) competition or investment within the United Kingdom,

(ii) trade between the United Kingdom and a country or territory outside the United Kingdom, or

(iii) investment as between the United Kingdom and a country or territory outside the United Kingdom.

7.2.9 Section 3 of the Act (Financial assistance which confers an economic advantage) explains how to determine whether financial assistance confers an economic advantage on an enterprise for the purposes of section 2(1)(b) above, and states:

(2)Financial assistance is not to be treated as conferring an economic advantage on an enterprise unless the benefit to the enterprise is provided on terms that are more favourable to the enterprise than the terms that might reasonably have been expected to have been available on the market to the enterprise.

7.2.10 It is noted that a further report will be presented to the Executive Mayor in Cabinet prior to entering into legally binding agreements. The matters above will need to be considered further as well as further due diligence, such as detailed title investigations.

7.2.11 In relation to details in the report regarding the Local Planning Authority, it is important to note that the role and functions of the Local Planning Authority are distinct from the role of the Council. In the circumstances, the Council will be an interested party to the planning application and, as such, it is important to maintain a clear separation of duties.

Comments approved by the Head of Commercial & Property Law on behalf of the Director of Legal Services and Monitoring Officer. (Date 04/10/2023)

7.3 EQUALITIES IMPLICATIONS

8.3.1 Under the Public Sector Equality Duty of the Equality Act 2010, decision makers must evidence consideration of any potential impacts of proposals on groups who share the protected characteristics, before decisions are taken. This includes any decisions relating to how authorities act as employers; how they develop, evaluate and review policies; how they design, deliver and evaluate services, and also how they commission and procure services from others.

8.3.2 Section 149 of the Act requires public bodies to have due regard to the need to:

- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

8.3.3 The leisure centre equality impacts take into consideration the following local social trends:

- Croydon is a highly diverse borough and will continue to become more diverse. Our leisure facilities must be able to respond to this diversity;
- Croydon's population is set to increase by 5% over the next 15 years;
- Demographically Croydon's age profile is also changing quickly
- will be between 30% and 70% more adults in every age category over 60 years old in 15 years' time, compared with 10% less children under 10.

8.3.4 The new centre will improve the range and quality of facilities for all users, following a period during which the existing leisure centre has remained closed.

Comments approved by Naseer Ahmad on behalf of the Equalities Manager (Date 12/09/2023)

9. APPENDICES – PART A

Appendix 1 – Site Plan of existing site

Appendix 2 – EQIA

10. BACKGROUND DOCUMENTS

10.1 None

APPENDIX 1 – Existing site plan



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1. Introduction

1.1 Purpose of Equality Analysis

The council has an important role in creating a fair society through the services we provide, the people we employ and the money we spend. Equality is integral to everything the council does. We are committed to making Croydon a stronger, fairer borough where no community or individual is held back.

Undertaking an Equality Analysis helps to determine whether a proposed change will have a positive, negative, or no impact on groups that share a protected characteristic. Conclusions drawn from Equality Analyses helps us to better understand the needs of all our communities, enable us to target services and budgets more effectively and also helps us to comply with the Equality Act 2010.

An equality analysis must be completed as early as possible during the planning stages of any proposed change to ensure information gained from the process is incorporated in any decisions made.

In practice, the term '**proposed change**' broadly covers the following:-

- Policies, strategies and plans;
- Projects and programmes;
- Commissioning (including re-commissioning and de-commissioning);
- Service review;
- Budget allocation/analysis;
- Staff restructures (including outsourcing);
- Business transformation programmes;
- Organisational change programmes;
- Processes (for example thresholds, eligibility, entitlements, and access criteria).

2. Proposed change

Directorate	Sustainable Communities, Regeneration and Economic Recovery
Title of proposed change	The Redevelopment Purley High Street Carpark and Leisure
Name of Officer carrying out Equality Analysis	Huw Rhys Lewis - Director Commercial Investment & Capital

2.1 Purpose of proposed change (see 1.1 above for examples of proposed changes)

The Cabinet Report seek approval for

1 Approve the draft Heads of Terms between Polaska Assets Limited and the Council – as set out in Part B appendix 1 and delegates authority to the Corporate Director – Sustainable Communities, Regeneration and Economic Recovery and the Director for Commercial Investment and Capital to enter into the Head of Terms (HoT).

2 Delegates authority to the Corporate Director – Sustainable Communities, Regeneration and Economic Recovery and the Director for Commercial investment and Capital to agree in consultation with the Mayor and Cabinet member for Finance the suite of documents required to support these development proposals between Polaska and the Council. These to include a Development Agreement, new head lease, surrender of all existing leases and the agreement of the new underlease for the leisure Centre.

3. Impact of the proposed change

Important Note: It is necessary to determine how each of the protected groups could be impacted by the proposed change. If there is insufficient information or evidence to reach a decision you will need to gather appropriate quantitative and qualitative information from a range of sources e.g. Croydon Observatory a useful source of information such as Borough Strategies and Plans, Borough and Ward Profiles, Joint Strategic Health Needs Assessments <http://www.croydonobservatory.org/> Other sources include performance monitoring reports, complaints, survey data, audit reports, inspection reports, national research and feedback gained through engagement with service users, voluntary and community organisations and contractors.

3.1 Additional information needed to determine impact of proposed change

Table 1 – Additional information needed to determine impact of proposed change

If you need to undertake further research and data gathering to help determine the likely impact of the proposed change, outline the information needed in this table.

Additional information needed	Information source	Date for completion
NONE		

For guidance and support with consultation and engagement visit <https://intranet.croydon.gov.uk/working-croydon/communications/consultation-and-engagement/starting-engagement-or-consultation>

3.2 Deciding whether the potential impact is positive or negative

Table 2 – Positive/Negative impact

For each protected characteristic group show whether the impact of the proposed change on service users and/or staff is positive or negative by briefly outlining the nature of the impact in the appropriate column. . If it is decided that analysis is not relevant to some groups, this should be recorded and explained. In all circumstances you should list the source of the evidence used to make this judgement where possible.

Protected characteristic group(s)	Positive impact	Negative impact	Source of evidence
Age	The proposed scheme will not directly impact any protected characteristic group.	None	Commercial investment and Asset Management Team
Disability	The proposed scheme will not directly impact any protected characteristic group.	None	As above
Gender	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Gender Reassignment	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Marriage or Civil Partnership	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Religion or belief	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Race	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Sexual Orientation	The proposed scheme will not directly impact any protected characteristic group.	None	As above.
Pregnancy or Maternity	The proposed scheme will not directly impact any protected characteristic group.	None	As above.

Important note: You must act to eliminate any potential negative impact which, if it occurred would breach the Equality Act 2010. In some situations this could mean abandoning your proposed change as you may not be able to take action to mitigate all negative impacts.

When you act to reduce any negative impact or maximise any positive impact, you must ensure that this does not create a negative impact on service users and/or staff belonging to groups that share protected characteristics.

3.3 Impact scores

Example

If we are going to reduce parking provision in a particular location, officers will need to assess the equality impact as follows;

1. Determine the Likelihood of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the likelihood of impact score is 2 (likely to impact)
2. Determine the Severity of impact. You can do this by using the key in table 5 as a guide, for the purpose of this example, the Severity of impact score is also 2 (likely to impact)
3. Calculate the equality impact score using table 4 below and the formula **Likelihood x Severity** and record it in table 5, for the purpose of this example - **Likelihood (2) x Severity (2) = 4**

Table 4 – Equality Impact Score

Severity of Impact	3	3	6	9
	2	2	4	6
	1	1	2	3
		1	2	3
	Likelihood of Impact			

Key

Risk Index	Risk Magnitude
6 – 9	High
3 – 5	Medium
1 – 3	Low

Equality Analysis

Table 5 – Impact scores

Column 1 PROTECTED GROUP	Column 2 LIKELIHOOD OF IMPACT SCORE Use the key below to score the likelihood of the proposed change impacting each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 3 SEVERITY OF IMPACT SCORE Use the key below to score the severity of impact of the proposed change on each of the protected groups, by inserting either 1, 2, or 3 against each protected group. 1 = Unlikely to impact 2 = Likely to impact 3 = Certain to impact	Column 4 EQUALITY IMPACT SCORE Calculate the equality impact score for each protected group by multiplying scores in column 2 by scores in column 3. Enter the results below against each protected group. Equality impact score = likelihood of impact score x severity of impact score.
Age	1	1	1
Disability	1	1	1
Gender	1	1	1
Gender reassignment	1	1	1
Marriage / Civil Partnership	1	1	1
Race	1	1	1
Religion or belief	1	1	1
Sexual Orientation	1	1	1
Pregnancy or Maternity	1	1	1

Equality Analysis

4. Statutory duties

4.1 Public Sector Duties

Tick the relevant box(es) to indicate whether the proposed change will adversely impact the Council's ability to meet any of the Public Sector Duties in the Equality Act 2010 set out below.

Advancing equality of opportunity between people who belong to protected groups x

Eliminating unlawful discrimination, harassment and victimisation

Fostering good relations between people who belong to protected characteristic groups

Important note: If the proposed change adversely impacts the Council's ability to meet any of the Public Sector Duties set out above, mitigating actions must be outlined in the Action Plan in section 5 below.

5. Action Plan to mitigate negative impacts of proposed change

Table 5 – Action Plan to mitigate negative impacts

Complete this table to show any negative impacts identified for service users and/or staff from protected groups, and planned actions mitigate them.

Protected characteristic	Negative impact	Mitigating action(s)	Action owner	Date for completion
Disability	N/A	N/A	Huw Rhys Lewis	
Race	N/A	N/A	As above	
Sex (gender)	N/A	N/A	As above	
Gender reassignment	N/A	N/A	As above	
Sexual orientation	N/A	N/A	As above	
Age	N/A	N/A	As above	
Religion or belief	N/A	N/A	As above	
Pregnancy or maternity	N/A	N/A	As above	
Marriage/civil partnership	N/A	N/A	As above	

Equality Analysis

6. Decision on the proposed change

Based on the information outlined in this Equality Analysis enter X in column 3 (Conclusion) alongside the relevant statement to show your conclusion.		
Decision	Definition	Conclusion - Mark 'X' below
No major change	Our analysis demonstrates that the policy is robust. The evidence shows no potential for discrimination and we have taken all opportunities to advance equality and foster good relations, subject to continuing monitoring and review. If you reach this conclusion, state your reasons and briefly outline the evidence used to support your decision. The adoption of the Annual Asset Disposal Plan and delegation of decisions will have no direct impact on staff or services delivered. Where necessary individual decisions for the sale or letting of a specific building will fully consider any impact on the service delivery or staff as part of the individual report. This will be particularly pertinent where the relocation of a service is being considered.	X
Adjust the proposed change	We will take steps to lessen the impact of the proposed change should it adversely impact the Council's ability to meet any of the Public Sector Duties set out under section 4 above, remove barriers or better promote equality. We are going to take action to ensure these opportunities are realised. If you reach this conclusion, you must outline the actions you will take in Action Plan in section 5 of the Equality Analysis form	
Continue the proposed change	We will adopt or continue with the change, despite potential for adverse impact or opportunities to lessen the impact of discrimination, harassment or victimisation and better advance equality and foster good relations between groups through the change. However, we are not planning to implement them as we are satisfied that our project will not lead to unlawful discrimination and there are justifiable reasons to continue as planned. If you reach this conclusion, you should clearly set out the justifications for doing this and it must be in line with the duty to have due regard and how you reached this decision.	
Stop or amend the proposed change	Our change would have adverse effects on one or more protected groups that are not justified and cannot be mitigated. Our proposed change must be stopped or amended.	
Will this decision be considered at a scheduled meeting? e.g. Contracts and Commissioning Board (CCB) / Cabinet No.		Meeting title: Decision under special urgency provisions Date: October 26th 2023

Equality Analysis

7. Sign-Off

Officers that must approve this decision			
Equality lead	Name:	Naseer Ahmad	Date: 12/09/2023
	Position:	Interim Equalities Officer	
Director	Name:	Huw Rhys-Lewis	Date:
	Position:	Interim Director Commercial Investment and Capital	

Appendix One: data broken down by Protected Characteristics The information below is taken from the 2011 census unless otherwise indicated.

Age groups Number of people Percentage

0-4 years 27,972 7.7%
 5-7 years 14,388 4.0%
 8-9 years 8,708 2.4%
 10-14 years 23,130 6.4%
 15 years 4,912 1.4%
 16-17 years 9,934 2.7%
 18-19 years 8,720 2.4%
 20-24 years 23,591 6.4%
 25 -29 years 27,692 7.6%
 30-44 years 82,439 22.7%
 45-59 years 70,488 19.4%

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60-64 years 17,029 4.7%
65-74 years 23,155 6.4%
75-84 years 15,318 4.2%
85-89 years 3,881 1.1%
Over 90 years 2,021 0.6%

People with long term illnesses or disabilities 363,378

Blind or visually impaired These categories were not recorded as such in the 2011 census. However, this did record that there were 24,380 people (6.7%) whose day to day activities were limited a lot by long term Deaf or hearing impaired Other communication impairment Mobility impairment Learning difficulty or disability Mental health condition 21 HIV, multiple sclerosis or cancer illness or disability and 28,733 (7.9%) whose day to day activities were limited a little (Office of National Statistics) Other (please specify)

Gender

Male 176,224 48.5%
Female 187,154 51.5%

Ethnicity

Number of people Percentage White British 171,740 47.3%
White Irish 5,369 1.5%
White Gypsy or Irish Traveller 234 0.1%
Other White background 22,852 6.3%
Black African 28,981 8.0%
Black Caribbean 31,320 8.6%
Other Black background 12,955 3.6%
Bangladeshi 2,570 0.7%
Chinese 3,925 1.1%
Indian 24,660 6.8%
Pakistani 10,865 3.0%
Other Asian background 17,607 4.8%
Mixed White and Black Caribbean 9,650 2.7%

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Mixed White and Black African 3,279 0.9%
Mixed White and Asian 5,140 1.4%
Other Mixed background 5,826 1.6%
Arab 1,701 0.5%
Other ethnic group (please specify) 4,704 1.3%

Religion

Number of people Percentage Buddhist 2,381 0.70%
Christian 205,022 56.40%
Hindu 21,739 6.00%
Jewish 709 0.20% 22
Muslim 29,513 8.10%
Sikh 1,450 0.40%
No religion/faith 72,654 20.00%
Other (please specify) 2,153 0.60%

Sexual orientation

Lesbian There are no figures from the 2011 census. However, it is estimated that there were 20,370 lesbians, gay men, bisexual and transgender people living in Croydon in 2001. (London LGBT)
Gay Bisexual Transgender Transgender See above

Pregnancy or maternity Pregnant

These categories were not recorded as such in the 2011 census. However, there were 5,720 live births in 2011 (Office of National Statistics) On compulsory maternity leave Marriage or civil partnership Married 122,013 42.9% In civil partnership 796 0.3%

By virtue of paragraph(s) 3 of Part 1 of Schedule 12A of the Local Government Act 1972.

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