

SSA EQUALITY IMPACT AND NEEDS ANALYSIS

Directorate	Adult Social Care / Chief Executive's Group
Service Area	Adult Social Care / Community and Partnerships
Service/policy/function being assessed	Re-provision of Elleray Hall
Which borough does the service/policy apply to	Richmond
Staff involved	Richard Wiles, Head of Commissioning – Public Health, Wellbeing & Service Development / Matt Maher, Head of Community and Partnerships
Date approved by Directorate Equality Group (if applicable)	
Date approved by Policy and Review Manager All EINAs must be signed off by the Policy and Review Manager	05/12/19
Date submitted to Directors' Board	5 December 2019

SUMMARY

Please summarise the key findings of the EINA.

- The proposal is for the re-provision of Elleray Hall on the North Lane (East) Car Park site. The current Elleray Hall Building is considered beyond its economic useful life and is no longer considered fit for purpose.
- The proposed re-provision of Elleray Hall on the North Lane (East) Car Park site will provide opportunities to develop a wider service offer to protected characteristic groups.
- Positive impacts will include improved access for people with disabilities or mobility issues. It will also provide greater opportunity for services and activities supporting under-represented groups to take place in the new building. This is due to a more flexible layout. The proposed new layout will include communal areas e.g. café where there would be an opportunity for groups to mix and promote understanding between them.
- The negative impact of the proposed plans is that the new centre is 100 metres further from public transport.

1. Background

Briefly describe the service/policy or function:

Richmond Council is exploring the feasibility of reproviding Elleray Hall in Teddington either on its existing site or on the North Lane (East) Car Park and former depot site. For both options, the site not used for reproviding the hall would have enabling housing development.

Current uses of the two sites include:

- Elleray Hall is a Social Centre offering activities including Tai Chi, bowls reminiscence, Bingo and a lunch club, which is aimed at addressing loneliness and isolation amongst older people in the Teddington area. The service offered is commissioned by the Council as part of the Community Independent Living Service (CILS).
- North Lane (East) Car Park. There are 21 parking bays on the site. The Council currently has 11 permits issued to residents and 1 permit issued to a business.

The Elleray Hall building in Teddington is considered beyond its economic useful life and is no longer considered fit for purpose. Maintenance costs are significant and extensive repairs would be required to extend its usage into the foreseeable future.

Both reprovision options would include the loss of the North Lane (East) Car Park.

The preferred option would be to rebuild Elleray Hall on the North Lane (East) Car Park and depot site.

2. Analysis of need and impact

The service user data provided is for the core users of the Elleray Hall Social Centre. Wider Community Centre users include a ballet school, AA meetings, music and exercise groups, Tutoring sessions, NCT classes, political surgeries and fairs. Data is not currently available for the wider centre use.

Protected group	Findings
Age	<p><u>Population data</u></p> <p>Of the population in Teddington approximately 17.8% are aged 0-15year, 64.5% working age (16-64 years) and 17.7% are aged 65+¹. The population of Teddington is set to increase by 8.8% by 2030 and 14.0% by 2050.</p> <p>Teddington's population will continue to "age", with the 65+ proportion of the population increasing from 17.4% in 2018, to 21.5% in 2030 and 25.8% in 2050. The working age and youth population will both fall over this period².</p>

¹ GLA 2019 <https://www.datarich.info/quick-profile/?geographyId=8fde59898d324efa9dd2149b48e19812&featureId=E05000530>

² GLA 2016-SHLAA (housing) led projections

	<p>The proportion of pensioners living alone in Teddington (38.9%) is greater than comparators for Richmond (37.3%) and England (31.5%)³.</p> <p><u>Service user data</u> Under 65: 21 (8.4%) Over 65: 135 (54%) Over 85: 94 (37.6%)</p>
Disability	<p><u>Population data</u> In Teddington 111 (1.45%) of the population of Richmond as a whole are classed as permanently sick or disabled⁴.</p> <p><u>Service user data</u> Users who state they have a disability: 118 (47.2%)</p>
Gender (sex)	<p><u>Population data</u></p> <p>In Richmond, the numbers and proportions of men (91,149: 49%) and women (95,849: 51%) are roughly equal overall, and across life-course age-bands until later life. As women experience longer life expectancy than men, by the time people are aged 85 years and over there are more than twice as many women as men⁵.</p> <p>Of the total population of 10,945 in Teddington, this is made up of 48.88% males and 51.12% females. Of the population aged 65+ 55.6% are female, and 44.4% male. Women will be disproportionately affected by the change.</p> <p><u>Service user data</u> Female: 196 (78.4%) Male: 54 (21.6%)</p>
Gender reassignment	<p><u>Population data</u> Estimates of the prevalence and incidence of gender dysphoria and Transsexualism are difficult to quantify due to the lack of robust national data. Using these data that is available, and assuming uniform distribution of individuals geographically, there may be between 16 and 39 people with gender dysphoria in Richmond Borough⁶.</p> <p><u>Service user data</u> Service data for this element is not available.</p>
Marriage and civil partnership	<p><u>Population data</u> Of the population of Teddington there is the following relationship status breakdown:</p> <ul style="list-style-type: none"> - Widowed: 5.48%

³ Public Health England

⁴ <https://www.datarich.info/groups-and-communities/disability/>

⁵ <https://www.datarich.info/groups-and-communities/sex-gender/>

⁶ <https://www.datarich.info/groups-and-communities/gender-reassignment/>

	<ul style="list-style-type: none"> - Single: 36.52% - Separated: 2.34% - Married: 47.19% - Same-sex Civil Partnership: 0.44% - Divorced: 8.02% <p><u>Service user data</u> Married/Civil partnership: 74 (29.6%) Single: 49 (19.6%) Widowed: 76 (30.4%) Divorced/separated: 27 (10.8%) Unknown: 24 (9.6%)</p>
Pregnancy and maternity	<p><u>Population data</u> In 2011 there were 3,477 conceptions in Richmond borough – an annual conception rate of 85 per 1000 women of childbearing age (15-44 years). This is lower than the conception rate for London (89.5 per 1000) but higher than the rate for England (81 per 1000)⁷. There are no statistics available for Teddington.</p> <p><u>Service user data</u> Service data for this element is not relevant.</p>
Race/ethnicity	<p><u>Population data</u> Of the population of Teddington there is the following ethnicity breakdown⁸:</p> <ul style="list-style-type: none"> - Asian / Asian British 4.08% - Black / African / Caribbean / Black British 0.82% - Mixed/Multiple Ethnic Group 3.05% - Other Ethnic Group 0.94% - White 91.11% <p>Teddington has a smaller proportion of BAME groups (9%) than Richmond and London (both 14%). It also has the lowest number of BAME individuals over 65 years (3.2%)⁹.</p> <p><u>Service user data</u> White British: 220 (88%) White Irish: 8 (3.2%) White European: 8 (3.2%) Asian: 6 (2.4%) Black: 3 (1.2%) Mixed: 3 (1.2%) Unknown: 2 (0.8%) (BAME 4.8%)</p>

⁷ https://www.datarich.info/groups-and-communities/pregnancy-and-maternity/#_edn4

⁸ <https://www.datarich.info/population-slicer/>

⁹ <https://data.london.gov.uk/census/tools/detailed-ethnicity-ward-tool/>

Religion and belief, including non belief	<p><u>Population data</u> The proportion of the population reporting themselves as Christian is declining and those reporting no religion increasing. Compared to London as a whole, Richmond continues to have a higher proportion of Christian (55% vs 48%), a higher proportion reporting no religion (28% vs 21%), and lower proportions of other religions (e.g. Muslim: 3% vs 12%)¹⁰. There is no data available at a ward level.</p> <p><u>Service user data</u> Christian: 194 (76.9%) Hindu: 1 (0.4%) Jewish: 1 (0.4%) Atheist: 4 (1.5%) Other: 6 (2.3%) Unknown: 26 (10.3%) Rather not say: 22 (8.7%)</p>
Sexual orientation	<p><u>Population data</u> Given personal sensitivity regarding sexual orientation, limited reliable information is available on the numbers of LGB, and estimates are likely to under-estimate true numbers. Beyond Richmond, surveys found that 1.5% of the national population and 2.5% in London consider themselves LGB¹¹; and a government report estimated that between 5% and 7% of the population in England and Wales is LGB¹². A conservative estimate (5%) equates to 9,500 people in Richmond. However, some local organisations suggest an estimate of 10%, equating to 19,000 people, is more realistic.</p> <p><u>Service user data</u> Service data for this element is not available.</p>
Across groups i.e older LGBT service users or bme young men	<p>Data is not available to analyse need and impact across groups.</p>

Data gaps.

Data gap(s)	How will this be addressed?
<p>The current service provider at Elleray Hall does not systematically collect data on:</p> <ul style="list-style-type: none"> • gender reassignment status • sexual orientation 	<p>Services are provided as part of the Community Independent Living Service (CILS). Gender reassignment status is not part of the core reporting dataset. Sexual orientation is, but reporting on this has</p>

¹⁰ <https://www.datarich.info/groups-and-communities/religion-and-belief/>

¹¹ <https://www.datarich.info/groups-and-communities/sexual-orientation>

¹² <https://www.datarich.info/groups-and-communities/sexual-orientation>

<p>For the age group involved, pregnancy and maternity data is not relevant.</p> <p>Comprehensive information is not available for other community centre users who hire rooms at Elleray Hall.</p>	<p>been poor from many of the organisations involved. We will be working with Age UK as the new lead provider to address this.</p> <p>The providers will be asked to collect this information where it is relevant to the delivery of their services to ensure any impact on these new categories is measured</p>
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3. Impact

Positive impact

- Initial discussions of the options with Trustees of Elleray Hall have received positive feedback.
- The current Elleray Hall building is not fit for purpose. The current proposals have been developed in discussion with the Trustees of Elleray Hall and the Adult Social Care team and Property team colleagues. Proposals are in concept design at this stage but the new building will be purpose built and designed for easy access. A lift will be available for accessing the upper floor.
- Proposals for the new building are to develop a flexible community space. Rooms would be designed to have partition walls so they can accommodate a range of activities. The layout will also take into account the use of different groups at the same time so it will be easier for more groups / other service users to make use of the space which may appeal to a wider demographic. Consideration has been given to the provision of the chiropody and hairdressing services which currently take place at Elleray Hall.
- The garden is a key part of the current Elleray Hall and the new build would allow this to be developed as a fully accessible space.
- The option to build on the North Lane (East) car park and depot site would allow for a continuation of service in current geographical location until the building is ready.
- The single move to a new building would benefit vulnerable service users by not having to decant them from Elleray Hall to other social centre provision.

Negative impact

- There will be a loss of parking at the North Lane (East) Car Park. Mitigating action - following redevelopment of the North Lane (East) Car Park site parking stress levels will remain below the 85% threshold prescribed by the Council. The North Lane (West) Car Park is able to absorb over-spill parking during the peak weekend period.
- There will be a loss of resident parking permits for the North Lane (East) Car Park. Mitigating action – investigation could be made into whether the permits could be transferred to the North Lane (West) Car Park.
- There will be a possible increase in demand for parking from the new housing development.

- North Lane is currently not located within a CPZ, but Elleray Road is designated Z1 CPZ. Any scheme will require a legal agreement to remove residential CPZ permits (for existing and future CPZs). A CPZ review is being undertaken in January 2020.
- Elleray Hall currently has six parking spaces and a space for the minibus. Under the proposed option this will be reduced to five spaces and the space for the minibus. The extra space will be dedicated for car club use as described above.
- There will be an impact of change on service users and their families / carers. Mitigating action – service users will be consulted at this initial stage and again as plans develop. Prior to the move to the new building, orientation events could be arranged to allow for a smooth transition.

Protected group	Positive	Negative
Age	The reprovision of Elleray Hall on the North Lane (East) Car Park and depot site would mean that vulnerable service users could stay in the existing building until the new development is complete.	The new site is 100 metres further from public transport, which could impact this group. The change in site could prove confusing and unsettling for vulnerable service users, particularly those suffering from Dementia. There is also a risk that the plans for a change, and especially any misinformation about these plans, could cause anxiety to service users.
Disability	The proposed new building would be fully accessible.	The new site is 100 metres further from public transport, which could impact this group.
Gender (sex)	The new building layout would provide a more flexible space which would allow for a greater variety of activities. This could include those which would appeal more to men, who are typically underrepresented in older social centre provision.	None.
Gender reassignment	The service provider does not systematically collect data on gender reassignment. They will be encouraged to collect this information where it is relevant for service delivery. Additional research will be undertaken e.g. through surveys if there is evidence	

	<p>anecdotally that this group is being discriminated against or being disadvantaged in their access to services at Elleray Hall</p> <p>The services at Elleray Hall will be promoted via the Richmond LGBT forum.</p>	
Marriage and civil partnership	<p>The service provider does not systematically collect data on marriage or civil partnership status. They will be encouraged to collect this information where it is relevant for service delivery.</p> <p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being discriminated against or being disadvantaged in their access to services.</p>	
Pregnancy and maternity	<p>The flexibility of the new building will open up opportunities for other uses. This could include pregnancy support and groups for new Mothers.</p>	<p>The new site is 100 metres further from public transport, which could impact this group.</p>
Race/ethnicity	<p>The reprovision of services and flexibility of the new building will open up opportunities for other uses. This refreshed sproach should therefore positively impact on BME residents</p>	
Religion and belief, including non belief	<p>Council services should develop the evidence base on religion and belief discrimination where appropriate to inform future provision. Due to the large number of people choosing not to disclose their belief/non-belief on Council monitoring forms it is</p>	

	difficult to draw conclusions on the impact.	
Sexual orientation	<p>Any estimates of the lesbian, gay and bisexual population are likely to be under-estimates. Some people still feel that being open about their sexuality, puts them at risk of harassment or discrimination. Research shows that homophobic bullying is particularly prevalent in schools, and there is concern about homophobic and discriminatory practices in the NHS and the workplace generally.</p> <p>The service provider will be encouraged to collect this information where it is relevant for service delivery.</p> <p>Additional research will be undertaken e.g. through surveys if there is evidence anecdotally that this group is being discriminated against or being disadvantaged in their access to services at Elleray Hall.</p> <p>The services at Elleray Hall will be promoted via the Richmond LGBT forum.</p> <p>Move of the service to a new site will enable more activity to be undertaken in smaller groups, in which participants may feel more confident to disclose their sexuality and would open up the option for support provision for LGBT people.</p>	

4. Actions

Action	Lead Officer	Deadline
Council Officers and CILS service lead organisation Age UK Richmond will work with the Elleray Community Association to	Richard Wiles /	By end of contract

better capture service user data from wider Community Centre users.	Steve Shaffelburg	(2023 with possible extension to 2025)
Service user data will be monitored by the CILS contract management process to ensure any negative changes in the profile of service users are identified and mitigating actions agreed with the provider.	Richard Wiles / Steve Shaffelburg	By end of contract (2023 with possible extension to 2025)
Council Officers will work with the Elleray Community Association to explore how the service offer can be made more attractive and inclusive for those with protected characteristics e.g. BAME / LGBT. This would include making use of the facilities offered by the new building to develop an offer that is more tailored to a variety of user groups.	Richard Wiles / Steve Shaffelburg	By end of contract (2023 with possible extension to 2025)
The Council will be working with the Elleray Community Association Trustees to identify appropriate mitigating actions within the service model which help to maintain their service focus on vulnerable residents and widen the use of the centre for the benefit of the local community.	Richard Wiles / Steve Shaffelburg	Before the lease is signed.
Investigation to be made into whether the current permits issued for the North Lane (East) Car Park could be transferred to the North Lane (West) Car Park.	Mick Potter	Prior to planning application.
To mitigate the impact of change on service users and their families / carers service users will be consulted at an initial stage and again as plans develop. Prior to the move to the new building, orientation events could be arranged to allow for a smooth transition.	Project Team	Spring / Summer 2020

5. Consultation

The Centre Manager of Elleray Hall has been consulted to gain service user information.

Consultation has also been undertaken with the Trustees of the Elleray Community Association on the proposed use and internal layout of a new building. Changes have been made to the initial designs to reflect the comments made.

A period of consultation and engagement with current Service Users will take place in January 2020.