

## SSA EQUALITY IMPACT AND NEEDS ANALYSIS

<b>Directorate</b>	Housing & Regeneration
<b>Service Area</b>	Regeneration
<b>Service/policy/function being assessed</b>	Proposals for the redevelopment and regeneration of the Wandsworth Town Hall complex, as set out in <b>Paper No. XXX</b>
<b>Which borough (s) does the service/policy apply to</b>	Wandsworth
<b>Staff involved</b>	Katie McElligott, Jamie Fisher
<b>Date approved by Directorate Equality Group (if applicable)</b>	N/A
<b>Date approved by Policy and Review Manager</b> All EINAs must be signed off by the Policy and Review Manager	
<b>Date submitted to Directors' Board</b>	26/08/2021

### SUMMARY

<p><b>Paper No. XX</b> sets out proposals for the redevelopment of the Wandsworth Town Hall complex, which includes:</p> <ul style="list-style-type: none"> <li>- The consolidation of staff from Putney Bridge Road, Frogmore (Tadmire &amp; Reed House only), the Town Hall Extension, and Fairfield Annexe into a refurbished Town Hall</li> <li>- The creation of a new Customer Service Centre in the former Rates Hall of the Town Hall, which will combine the current receptions in the Town Hall Extension and Bidas House, Putney Bridge Road</li> <li>- Improved permeability through the site, connecting Wandsworth High Street, Ram Street, and Fairfield Street</li> <li>- The creation of new open spaces at the heart of the borough</li> <li>- New housing and retail units</li> </ul> <p>The key benefits of the masterplan are as follows:</p> <ul style="list-style-type: none"> <li>- Wider regeneration benefits to the town centre through increased employment and housing density, additional retail space together with improved public realm and connectivity</li> </ul>
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- Provision of additional housing
- Reduction in the Council's carbon footprint through the consolidation of offices and the development of a car-free scheme
- More efficient use of the Council's estate
- The embedding of agile working through the workforce

There are several positive impacts identified in this EINA. The co-location of council services into one main site and improved accessibility means that key civic functions will be easier for residents to access, particularly benefiting those with disabilities who may have to visit more than one site currently. The promotion of agile working will be beneficial for all staff, particularly those with disabilities (who may find it easier to manage their condition with additional flexibility in their work), those with caring responsibilities (often older staff or women), and those with children (often younger staff or women).

The permanent relocation of services may cause confusion at first, which will need to be mitigated by good external comms, signposting and wayfinding. Residents may have further to travel for Housing Services, which will move from Putney Bridge Road to the Town Hall, though there are good transport links between the two sites. During the construction period, the majority of services will stay as is, but registry services (including wedding ceremonies) will need to be moved off site – this will require good communications with residents.

The removal of car parking from the site will negatively impact on staff who rely on driving to work such as those with caring responsibilities (often older staff or women), those with children (often younger staff or women), and those who are pregnant. It should be noted that accessible parking will still be available for staff and residents. The promotion of agile working will help to mitigate this, as staff can be flexible with their workplace and start/end times. With a move towards more agile working the Council will need to ensure that reasonable adjustments will continue to be supported for those staff with disabilities.

## **1. Background**

In November 2018 (Paper No. 18-429), the Executive agreed to a high-level feasibility study into options for the regeneration of the Wandsworth Town Hall complex, including the refurbishment of the Town Hall. Initial proposals were presented in July 2020 (Paper No. 20-210) as part of wider plans for placemaking within Wandsworth Town Centre.

These proposals have now been developed further and are set out in **Paper No. XX**, and involve significant changes to the site, which will benefit both residents and staff. The proposals include:

- The consolidation of staff from Putney Bridge Road, Frogmore (Tadmore & Reed House only), the Town Hall Extension, and Fairfield Annexe into a refurbished Town Hall
- The creation of a new Customer Service Centre in the former Rates Hall of the Town Hall, which will combine the current receptions in the Town Hall Extension and Bidas House, Putney Bridge Road
- Improved permeability through the site, connecting Wandsworth High Street, Ram Street, and Fairfield Street
- The creation of new open spaces at the heart of the borough
- New housing and retail units

## 2. Analysis of need and impact

Protected group	Findings								
Age	<p data-bbox="454 719 584 746"><u>Residents</u></p> <p data-bbox="454 799 775 826"><i>GLA 2020 Borough Data:</i></p> <table border="1" data-bbox="454 868 1093 1031"> <thead> <tr> <th data-bbox="454 868 884 900"><i>Age</i></th> <th data-bbox="884 868 1093 900"><i>Population %</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="454 900 884 932">0-15</td> <td data-bbox="884 900 1093 932">17.8</td> </tr> <tr> <td data-bbox="454 932 884 963">16-64</td> <td data-bbox="884 932 1093 963">72.6</td> </tr> <tr> <td data-bbox="454 963 884 995">64+</td> <td data-bbox="884 963 1093 995">9.6</td> </tr> </tbody> </table> <p data-bbox="454 1078 1765 1106">Wandsworth has a higher proportion of young people (0-15) at 17.8% compared to London at 19.7%.</p> <p data-bbox="454 1158 517 1185"><u>Staff</u></p> <p data-bbox="454 1238 2011 1302">Equality data was collated for staff who will be affected by the masterplan proposals i.e. staff who are recorded as being based in one of the following:</p> <ul style="list-style-type: none"> <li>- Town Hall Complex (Town Hall, Town Hall Extension, Fairfield Annexe)</li> <li>- Putney Bridge Road Complex (Bidas House, Watershed House, Disraeli House, Gladstone House)</li> </ul>	<i>Age</i>	<i>Population %</i>	0-15	17.8	16-64	72.6	64+	9.6
<i>Age</i>	<i>Population %</i>								
0-15	17.8								
16-64	72.6								
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- Frogmore Complex (Reed House and Tadmore House only)

*Equality Data for Affected Staff (August 2021):*

<i>Age</i>	<i>Staff %</i>
Under 25	3.7
25-34	17.5
35-44	21.9
45-54	26.1
55-64	28
65+	2.8

The largest age group of staff is 55-64 at 28%.

**Disability**

Residents

*ONS 2011 Census Data:*

11.2% of the population has a disability or health problem that affects day-to-day activities.

Staff

*Equality Data for Affected Staff (August 2021):*

<i>Disability</i>	<i>Staff %</i>
Disabled	9.4
Not-Disabled	82.4
Not known	8.3

9.4% of staff have declared themselves as having a disability – however, this may be higher in reality due to people choosing not to declare their disability, or not recording whether they have a disability.

<p><b>Gender (sex)</b></p>	<p><u>Residents</u></p> <p><i>ONS 2011 Census Data:</i></p> <table border="1" data-bbox="454 392 1093 515"> <thead> <tr> <th><i>Gender</i></th> <th><i>Population %</i></th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>52</td> </tr> <tr> <td>Male</td> <td>48</td> </tr> </tbody> </table> <p><u>Staff</u></p> <p><i>Equality Data for Affected Staff (August 2021):</i></p> <table border="1" data-bbox="454 711 1093 834"> <thead> <tr> <th><i>Gender</i></th> <th><i>Staff %</i></th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>60.6</td> </tr> <tr> <td>Male</td> <td>39.4</td> </tr> </tbody> </table> <p>The percentage of female staff is high at 60.6%. This is broadly reflected in the pay grades Apprentice, Sc1-6, and PO1-6 for all SSA staff, as seen in the Annual Workforce Equality Monitory Report 19/20. However, this decreases significantly at the two highest pay grade groups (MG – 52%, HB1-3 – 28.6%).</p>	<i>Gender</i>	<i>Population %</i>	Female	52	Male	48	<i>Gender</i>	<i>Staff %</i>	Female	60.6	Male	39.4
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<p><b>Gender reassignment</b></p>	<p><u>Residents / Staff</u></p> <p>No data available.</p>												
<p><b>Marriage and civil partnership</b></p>	<p><u>Residents</u></p> <p><i>GLA 2020 Borough Data:</i></p> <table border="1" data-bbox="454 1310 1093 1390"> <thead> <tr> <th><i>Marital Status</i></th> <th><i>Population %</i></th> </tr> </thead> <tbody> <tr> <td>Divorced</td> <td>6.5</td> </tr> </tbody> </table>	<i>Marital Status</i>	<i>Population %</i>	Divorced	6.5								
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Civil Partnership	0.6															
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<p><b>Pregnancy and maternity</b></p>	<p><u>Residents</u></p> <p><i>PHOF 2016 Data:</i> <u>54.11</u> live births per 1000 females (15-44)</p> <p><u>Staff</u> No data available.</p>															
<p><b>Race/ethnicity</b></p>	<p><u>Residents</u></p> <p><i>GLA 2020 Borough Data:</i></p> <table border="1"> <thead> <tr> <th><i>Race / Ethnicity</i></th> <th><i>Population %</i></th> </tr> </thead> <tbody> <tr> <td>Arab</td> <td>1.1</td> </tr> <tr> <td>Bangladeshi</td> <td>0.4</td> </tr> <tr> <td>Black African</td> <td>5.2</td> </tr> <tr> <td>Black Caribbean</td> <td>3.5</td> </tr> <tr> <td>Chinese</td> <td>1.1</td> </tr> <tr> <td>Indian</td> <td>2.5</td> </tr> </tbody> </table>		<i>Race / Ethnicity</i>	<i>Population %</i>	Arab	1.1	Bangladeshi	0.4	Black African	5.2	Black Caribbean	3.5	Chinese	1.1	Indian	2.5
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Other Asian	3.0
Other Black	2.0
Other Ethnic Group	1.6
Other Mixed	2.1
Other White	19.5
Pakistani	3.2
White & Asian	1.5
White & Black African	0.9
White & Black Caribbean	1.7
White – British	47.6
White – Irish	2.9

Staff

*Equality Data for Affected Staff (August 2021):*

<i>Race / Ethnicity</i>	<i>Staff %</i>
<i>Arab</i>	<i>0.1</i>
<i>Asian – Bangladeshi</i>	<i>0.9</i>
<i>Asian – Chinese</i>	<i>0.6</i>
<i>Asian – Indian</i>	<i>2.5</i>
<i>Asian – Other</i>	<i>1.9</i>
<i>Asian – Pakistani</i>	<i>1.2</i>
<i>Black – African</i>	<i>10.0</i>
<i>Black – Caribbean</i>	<i>10.8</i>
<i>Black – Other</i>	<i>4.0</i>
<i>Mixed – Other</i>	<i>0.8</i>
<i>Mixed – White &amp; Asian</i>	<i>0.4</i>

	<table border="1"> <tr><td>Mixed – White &amp; Black African</td><td>0.8</td></tr> <tr><td>Mixed – White &amp; Black Caribbean</td><td>1.4</td></tr> <tr><td>Other – Any other ethnic group</td><td>1.3</td></tr> <tr><td>White – British</td><td>41.1</td></tr> <tr><td>White – Gypsy or Irish Traveller</td><td>0.1</td></tr> <tr><td>White – Irish</td><td>2.1</td></tr> <tr><td>White – Other</td><td>6.6</td></tr> <tr><td>Prefer Not to Say</td><td>0.8</td></tr> <tr><td>Unknown</td><td>12.8</td></tr> </table>	Mixed – White & Black African	0.8	Mixed – White & Black Caribbean	1.4	Other – Any other ethnic group	1.3	White – British	41.1	White – Gypsy or Irish Traveller	0.1	White – Irish	2.1	White – Other	6.6	Prefer Not to Say	0.8	Unknown	12.8	<p>There are high percentages of black staff compared to GLA Borough data, for example: Black – African (10.0% compared to 5.2%), Black – Caribbean (10.8% compared to 3.5%), and Black – Other (4% compared to 2%). There is also a high percentage of Bangladeshi staff (0.9% compared to 0.4%).</p> <p>The SSA Annual Workforce Equality Monitory Report 19/20 shows that there are higher proportions of staff from minority ethnic groups at pay grades Sc1-6 (40.6%) and SO1-2 (41.8%). Staff from minority ethnic groups are underrepresented at the two highest pay grade groups (MG – 18.8%, HB1-3 – 7.1%).</p>
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<p><b>Religion and belief, including non belief</b></p>	<p><u>Residents</u></p> <p><i>GLA 2020 Borough Data:</i></p> <table border="1"> <thead> <tr> <th><i>Religious Belief</i></th> <th><i>Population %</i></th> </tr> </thead> <tbody> <tr><td>Buddhist</td><td>0.8</td></tr> <tr><td>Christian</td><td>53.0</td></tr> <tr><td>Hindu</td><td>2.1</td></tr> <tr><td>Jewish</td><td>0.5</td></tr> <tr><td>Muslim</td><td>8.1</td></tr> <tr><td>Sikh</td><td>0.3</td></tr> <tr><td>Other Religion</td><td>0.4</td></tr> </tbody> </table>		<i>Religious Belief</i>	<i>Population %</i>	Buddhist	0.8	Christian	53.0	Hindu	2.1	Jewish	0.5	Muslim	8.1	Sikh	0.3	Other Religion	0.4		
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<p><b>Sexual orientation</b></p>	<p><u>Residents</u></p> <p>No reliable data available for Wandsworth – however, in 2017, the ONS produced the following estimate for Inner London:</p> <table border="1"> <thead> <tr> <th><i>Sexual Orientation</i></th> <th><i>Population %</i></th> </tr> </thead> </table>	<i>Sexual Orientation</i>	<i>Population %</i>																										
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<i>Sexual Orientation</i>	<i>Staff %</i>														
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### 3. Impact

<b>Protected group</b>	<b>Positive</b>	<b>Negative</b>
<b>Age</b>	<p><u>Residents</u></p> <p>The masterplan delivers the following benefits for residents:</p>	<p><u>Residents</u></p> <p>The relocation of some services (either temporarily during the construction period or permanently as a result of the</p>

	<ul style="list-style-type: none"> <li>- Key civic functions co-located in the town centre, therefore easier for residents to access</li> <li>- Strengthened links through the town centre</li> <li>- Additional open spaces in the heart of the borough</li> </ul> <p><u>Staff</u> The masterplan supports and promotes agile working, which is beneficial for all staff. This will particularly benefit staff with caring responsibilities, who tend to be in the older age groups, as well as younger staff with children.</p>	<p>masterplan) may mean residents have further to travel. However, the borough has excellent transport links and the permanent co-location of key services will be in the Town Hall, located in the town centre.</p> <p>Residents may find the site harder to navigate at first due to the relocation of key services. In order to mitigate this, good external comms, signposting and wayfinding will be installed.</p> <p><u>Staff</u> The removal of staff parking will impact on staff with caring responsibilities (often in the older age groups) who may rely on driving to/from work. It will also affect younger staff with children, who may drive them to/from school before and after work.</p> <p>The promotion of agile working should help to mitigate this, as staff will have more flexibility with their start/end times and place of work. The Town Hall is also located in Wandsworth Town Centre, with excellent transport links.</p>
<p><b>Disability</b></p>	<p>Residents As above re key benefits of the masterplan.</p> <p>The masterplan will significantly improve accessibility to the Town Hall, specifically into the new Customer Service Centre. Co-locating key services into one reception will also be easier to navigate for residents.</p> <p>Staff</p>	<p>Residents As above re the relocation of services – this may be harder for residents with disabilities such as visual impairment or mobility issues. However, accessible parking will still be available for disabled residents as necessary.</p> <p>As above re navigation of the site post co-location of services – this will likely impact on residents with visual impairment or mobility issues.</p>

	<p>As above re agile working – this will benefit staff who find it easier to manage their disabilities and health conditions by working from home and/or having flexible start and end times.</p>	<p><u>Staff</u> The removal of car parking from the site may cause concerns amongst staff with disabilities – however, accessible staff parking will still be available.</p> <p>Neurodivergent staff may find the move to open-plan offices difficult. However, there will be dedicated ‘quiet’ / ‘focus’ areas integrated in to the design.</p> <p>With a move towards more agile working the Council will need to ensure that reasonable adjustments will continue to be supported for those staff with disabilities.</p> <p>Staff on sick leave may also miss any staff engagement on the proposals, decant of the Town Hall, or permanent relocation to the Town Hall. Steps will be taken to ensure that all staff on leave will be provided with the information at the same time as other staff and the opportunity given for these staff to feed back as appropriate.</p>
<p><b>Gender (sex)</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working – this will benefit staff with caring responsibilities, who are often female.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location.</p> <p><u>Staff</u> As above re the removal of staff parking – this will impact on staff with caring responsibilities, who are often female, as they may rely on driving to/from work.</p>
<p><b>Gender reassignment</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p>	<p><u>Residents</u></p>

	<p><u>Staff</u> As above re agile working.</p>	<p>As above re relocation of services and navigation of the site post co-location.</p> <p><u>Staff</u> As above re the removal of staff parking.</p>
<p><b>Marriage and civil partnership</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location. This particularly impacts on registry services (including wedding ceremonies), which will be moved off-site during the refurbishment of the Town Hall.</p> <p><u>Staff</u> As above re the removal of staff parking.</p>
<p><b>Pregnancy and maternity</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working – this will benefit pregnant staff who may encounter mobility issues or other health concerns during the pregnancy, and therefore prefer to be flexible in their work.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location. This could impact on pregnant women, who may have mobility issues or other health concerns during the pregnancy.</p> <p><u>Staff</u> As above re the removal of staff parking. This may impact on pregnant staff who wish to drive to work.</p> <p>Staff on maternity leave may also miss any staff engagement on the proposals, decant of the Town Hall, or permanent relocation to the Town Hall. Steps will be taken to ensure that all staff on leave will be provided with the information at the same time as other staff and the opportunity given for these staff to feed back as appropriate.</p>

<p><b>Race/ethnicity</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location.</p> <p><u>Staff</u> As above re the removal of staff parking.</p>
<p><b>Religion and belief, including non belief</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location.</p> <p><u>Staff</u> As above re the removal of staff parking.</p>
<p><b>Sexual orientation</b></p>	<p><u>Residents</u> As above re key benefits of the masterplan.</p> <p><u>Staff</u> As above re agile working.</p>	<p><u>Residents</u> As above re relocation of services and navigation of the site post co-location.</p> <p><u>Staff</u> As above re the removal of staff parking.</p>

**4. Actions**

<b>Action</b>	<b>Lead Officer</b>	<b>Deadline</b>
<p>Ensure good signposting / wayfinding is built into the masterplan design</p>	<p>Project Manager</p>	<p>Stage 3 – Detailed Design</p>
<p>Ensure good external communications to residents during the relocation of any services during the construction period or post-implementation</p>	<p>Project Manager</p>	<p>Implementation Stage</p>
<p>Staff on leave during staff engagement / decant / relocation period will be given information at the same time as other staff and given the opportunity to feed back to the team if appropriate.</p>	<p>Head of HR</p>	<p>TBC when the programme is finalised.</p>

**5. Consultation.**

Trade Unions will be consulted regarding the changes at the appropriate time.