



## Appendix 5

### Form to be used for the Full Equalities Impact Assessment

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| <b>Service Area:</b><br>Community Services  |  | <b>Section:</b> | <b>Date of Initial assessment:</b><br>15.05.19  | <b>Key Person responsible for assessment:</b><br>H Lewisman / F Afieri / L Sackey | <b>Date assessment commenced:</b><br>15.05.19 – 14.10.21 |  |  |
| <b>Name of Policy to be assessed:</b>   |  |                 | East Oxford Community Centre Development  |   |  |  |  |
| <b>1. In what area are there concerns that the policy could have a differential impact</b>  |  |                 | <u><b>Race</b></u>  |   | <u><b>Disability</b></u>                                 |  | <u><b>Age</b></u>                              |
|   |  |                 | <u><b>Gender reassignment</b></u>   |   | <u><b>Religion or Belief</b></u>                         |  | <u><b>Sexual Orientation</b></u>               |
|   |  |                 | <u><b>Sex</b></u>   |   | <u><b>Pregnancy and Maternity</b></u>                    |  | <u><b>Marriage &amp; Civil Partnership</b></u> |
| <b>Other strategic/ equalities considerations</b>   |  |                 | <u><b>Safeguarding/ Welfare of Children and vulnerable adults</b></u>   |   | <u><b>Mental Wellbeing/ Community Resilience</b></u>     |  |  |
| <b>2. Background:</b><br><br>Give the background information to the policy and the perceived problems with the policy which are the reason for the Impact Assessment. |  |                 | <p>The City Council's Community Centres Strategy (2016-2020) has a clear objective of 'considering the feasibility study on the development of East Oxford Community Centre and work with the Reference Group and stakeholders to extend and improve the range of activities offered at the centre.'</p> <p>The key intended aims of the project are:</p> <ol style="list-style-type: none"> <li>1. To create a sustainable cultural hub that is used by a broader range of the community,</li> </ol> |   |  |  |  |

2. Thereby helping celebrate local diversity and cultural identity
3. Improve skills, reduce inequalities and improve health
4. Increased occupancy and customer satisfaction
5. Removal of the Council's backlog maintenance liabilities across the 3 sites
6. For any improvement to be funded by cross-subsidisation (residential) as far as possible

In terms of Corporate priorities these aims clearly contribute as follows:

- 'Strong and active communities' theme – as illustrated by the aims above.
- 'Meeting housing need' – the potential consolidation of community facilities at OCC including 2 nearby facilities - also enables the delivery of much needed housing.

Two other nearby community facilities were included within the feasibility study as some of the activities within them could potentially be re-housed in a new improved EOCC facility, thereby creating longer terms savings through a single site operation, with associated economies of scale and efficiency of investment, resources, and management. This consolidation also offered the potential to release land for housing development to cross subsidise the new community build, subject to the floorspace requirements defined by Communities for their new facility.

These 2 other properties are:

1. East Oxford Games Hall (EOGH), Collins St, and
2. Film Oxford's premises, Catherine St

EOGH is also in poor condition, and Film Oxford are keen to co-locate with Fusion Art (at EOCC) and their current property has poor access and limitations.

The present condition of the EOCC (and EOGH) facility means that there is a poor user experience, it's unwelcoming to new users, and the facilities have a significant maintenance backlog (underlined by the estimated costs of repair and maintenance/refurbishment below). After year on year increases in visits to EOCC since we took on the management and operation from the East Oxford Community Association, the 2018/19 year has shown a dip in visits to 56,899 which we believe is a direct impact from the deteriorating condition of the building.

After the break in activities due to the lockdown, EOGH users cease their activities or relocated to

venues suggested by the Community Centre team. Not all of the groups in EOCC decided to get back to their normal bookings, as the pandemic has provided them with new ways of working or they still don't consider safe to meet in person.

Feasibility work has been undertaken to scope the potential 'property options' available to improve the EOCC facility (and potential consolidation as above). This has included conceptual scheme drawings, QS costing advice, valuation of potential residential development land, and public consultation. The aim being to deliver a scheme which is largely self-funding, but which meets the project objectives.

The conceptual scheme work has indicated the broad scale of facility which might be achievable, based on the concept of cross subsidisation through residential use on part of the sites, plus necessary capital budget allocation to enable a facility which is close to the existing level of net floorspace provided at EOCC. Albeit this will reflect an overall reduction in community floorspace across the 3 sites.

The City Council currently operate and manage the site but we are currently in discussions with the community regarding the operation and management of the site going forward.

The tenants at the site are –

- Fusion Arts
- AKCHI
- BKLUWO
- East Oxford Community Association
- Oxfordshire Chinese Community and Advice Centre (44b Princes Street)
- Phoenix Lounge
- Oxpots
- Cowley Works

As all leases expired on the 31st August 2021, tenants were offered a further one year lease from the expiry date. The lease has a mutual rolling break clause which will enable either party to terminate the lease at the end of February 2022 or any time after, on one months' notice.

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|   | <p>The key considerations for the Council will to be to continue to evolve and development of this Equalities Impact Assessment as we move along the process.</p>   |
| <p><b>3. Methodology and Sources of Data:</b></p> <p>The methods used to collect data and what sources of data</p>  | <p>We have been engaging the community through various methodologies. We have been meeting with the community through the reference group (made up of tenants, Film Oxford and local councillors) regularly and most recently monthly. Minutes are taken for each meeting and shared. We have undertaken a thorough needs analysis.</p> <p>There have been various site visit to understand best practice in this area including with members of the East Oxford Community Association.</p> <p>There has been significant and widespread consultation regarding the development in 2017.</p>  |
| <p><b>4. Consultation</b></p> <p>This section should outline all the consultation that has taken place on the EIA. It should include the following.</p> <ul style="list-style-type: none"> <li>• Why you carried out the consultation.</li> <li>• Details about how you went about it.</li> <li>• A summary of the replies you received from people you consulted.</li> <li>• An assessment of your proposed policy (or policy options) in the light of the responses you received.</li> <li>• A statement of what you plan to do next</li> </ul> | <p>There has been significant consultation:</p> <p>In September 2016 we carried out a public consultation on three design principles. This gave the public the opportunity to vote on their preferred option with option 3.1, a mix of refurb and new build being the most voted for option. This was widely promoted through a mix of social media, through the reference group, press releases and websites.</p> <p>In 2017 we gave local community groups the opportunity to fund raise to deliver the communities self-titled “option 3+”. To support this we gave a time frame of 6 months and funded a part time fundraiser to help achieve this. Unfortunately there was insufficient money raised or interest generated to progress this scheme any further. Additional information is in the below document which was created by the community.</p>  |

In 2017 we offered the reference group the chance to visit two facilities in London to look at how other organisations have gone about this. The main feedback and feeling of the trip was the importance of flexible, multi-use space. Further details about what we learnt in the document below –

#### Community Centre Visits

March 2017



We have also visited other facilities, including the below –

- Doncaster Arts <https://www.thepoint.org.uk/>
- Ipswich Arts Centre <http://ipswichartscentre.org/>
- Fitzrovia Community Centre <http://www.fitzroviacommunitycentre.org/>
- Hub 67 <http://hubsixtyseven.com/>

The clear feedback from the Community is the following –

- That option 3.1 was the development option favoured by the community
- That the entrance to the facility is difficult to find and not very accessible
- That the outside space is important
- That it is important that we maintain the vibe from the existing centre
- Modern flexible and accessible spaces are important
- That less housing on the site would be preferable if feasible

#### What works well and not so well at the existing Community Centre

| Works well   | Works not so well<br>(An opportunity to address)  |
|--|---|
| <ul style="list-style-type: none"> <li>• Good mix of users, tenants and</li> </ul> | <ul style="list-style-type: none"> <li>• Poor sense of arrival (users struggle to find</li> </ul> |

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|  | staff   | the entrance on Princes Street)<br><ul style="list-style-type: none"> <li>The entrance also provides a sheltered and unsupervised alcove that has been noted by neighbours as a night time hot spot for ASB, drug use and rough sleeping</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>Heritage at the site e.g. gable that borders Cowley road</li> </ul>  | <ul style="list-style-type: none"> <li>On entering the centre it is poorly signed and no real sense of where spaces are or where you would need to go</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>The 'vibe' at the site (a diverse mix of cultures and inclusive activities which fits with the wider Cowley road area)</li> </ul>  | <ul style="list-style-type: none"> <li>Toilets on ground floor are out at the back – with some anti-social behaviour/drug use</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>Some secure and safe outdoor space (although this can be improved on)</li> </ul>   | <ul style="list-style-type: none"> <li>Poor natural light (except for the lounge)</li> </ul>  |
|  | <ul style="list-style-type: none"> <li>Cycling, walking and public transport over cars (no parking spaces)</li> </ul>   | <ul style="list-style-type: none"> <li>Poor condition of the buildings and maintenance backlog</li> </ul>   |
|  | <ul style="list-style-type: none"> <li>There are three general bookable spaces and a commercial kitchen. This allows variety and some flexibility (although the relationship between all of the spaces is poor and might be able to be improved)</li> </ul> | <ul style="list-style-type: none"> <li>Security and access– tenants have access outside of staff times and there are push button access pads to entrance. These are often left on the latch by tenants / users, which can lead to security concerns. The site doesn't seem to be very welcoming or conversely have secure access</li> </ul> |
|  | <ul style="list-style-type: none"> <li>The general bookable spaces are busy during evening and weekends</li> </ul>  | <ul style="list-style-type: none"> <li>The general bookable spaces are quiet during the daytimes Mon-Fri</li> </ul>   |
|  |   | <ul style="list-style-type: none"> <li>There is a bar area that the community feel is essential for the centre, however more and more community spaces are moving away from this – could this be more flexible space</li> </ul>   |
|  |   | <ul style="list-style-type: none"> <li>Poor / little ICT</li> </ul>   |
|  |   | <ul style="list-style-type: none"> <li>Staff office is poor and a concealed box. It is</li> </ul>   |

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|  | not open, welcoming or well placed  |   |  |
| <p><b>5. Assessment of Impact:</b><br/>Provide details of the assessment of the policy on the six primary equality strands. There may have been other groups or individuals that you considered. Please also consider whether the policy, strategy or spending decisions could have an impact on safeguarding and / or the welfare of children and vulnerable adults</p> |   |   |  |
|  | <p><b>Race</b><br/>Neutral</p>  | <p><b>Disability</b><br/>Positive Impact</p>      | <p><b>Age</b><br/>Positive Impact</p>                      |
|  | <p><b>Gender reassignment</b><br/>Neutral</p>   | <p><b>Religion or Belief</b><br/>Neutral</p>      | <p><b>Sexual Orientation</b><br/>Neutral</p>               |
|  | <p><b>Sex</b><br/>Neutral</p>   | <p><b>Pregnancy and Maternity</b><br/>Neutral</p> | <p><b>Marriage &amp; Civil Partnership</b><br/>Neutral</p> |
|  | <p>This is an initial assessment and it will develop over time as the project moves forward. The current view is that this will have an overarching positive impact with the facility to help enable the site to become more sustainable in the longer term and turnaround the current decline in the condition of the buildings. The conditions of the buildings are poor which resulted in the recent closure of B Block and as such doing nothing would mean a real risk of eventual closure.</p> <p>The aim of the project is to improve the existing East Oxford Community by a mix of refurbishment and new build. The project will ensure that it meets the latest building control guidance to help improve access to the facility, with the current site not meeting modern guidance and access poor for those with some physical impairment.</p> <p>The user brief that the professional team will take forward includes all of the consultation to take into consideration. The community and reference group will be involved in the ongoing design development.</p> <p>We are also looking at developing a decant plan for existing users over the next few months to look at how we best accommodate user needs during the works program.</p> |   |  |

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| <p><b>6. Consideration of Measures:</b></p> <p>This section should explain in detail all the consideration of alternative approaches/mitigation of adverse impact of the policy</p>  | <p>We have involved the community at each stage of the project and will continue to do so going forward.</p> <p>Various different options for the development of the project have previously been presented to the project and option 3.1 was the most favoured affordable. Mitigations are also highlighted above.</p>   |
| <p><b>6a. Monitoring Arrangements:</b></p> <p>Outline systems which will be put in place to monitor for adverse impact in the future and this should include all relevant timetables. In addition it could include a summary and assessment of your monitoring, making clear whether you found any evidence of discrimination.</p> | <p>We have set up an EOCC officer project group that will monitor this as well as through the EOCC reference group.</p> <p>This will also be developed as we move through the project stages.</p>   |
| <p><b>7. Date reported and signed off by City Executive Board:</b></p>   | <p>It is proposed to go to Executive Board in November 2021.</p>  |
| <p><b>8. Conclusions:</b></p> <p>What are your conclusions drawn from the results in terms of the policy impact</p>  | <p>That this is a positive development that should make the building sustainable going forward and remove / reduce the risk of any unplanned closures. It will help improve the accessibility of the building and also enable the building to become more flexible and modern to accommodate existing groups and the wider community not only for now but for in the future as well.</p> <p>This will continue to evolve during the next stages of the project with key input and involvement from the community.</p> |

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| 9. Are there implications for the Service Plans?    | NO | 10. Date the Service Plans will be updated |  | 11. Date copy sent to Equalities Lead Officer     |  |
| .13. Date reported to Scrutiny and Executive Board: |    | 14. Date reported to City Executive Board: |  | 12. The date the report on EqlA will be published |  |

Signed (completing officer): H Lewisman / F Alfieri / L Sackey

Signed (Lead Officer)

**Please list the team members and service areas that were involved in this process:**

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