

Equality & Health Impact Assessment (EqHIA)

Document control

Title of activity:	Future of Chafford Sports Complex
Lead officer:	Guy Selfe, Health & Wellbeing Manager, Customer, Communication and Culture, Chief Operating Officer
Approved by:	Jane West, Chief Operating Officer
Date completed:	20 December 2018
Scheduled date for review:	This has been reviewed at the end of the consultation.

Did you seek advice from the Corporate Policy & Diversity team?	Yes
Did you seek advice from the Public Health team?	Yes
Does the EqHIA contain any confidential or exempt information that would prevent you publishing it on the Council's website?	No

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

1. Equality & Health Impact Assessment Checklist

Please complete the following checklist to determine whether or not you will need to complete an EqHIA and ensure you keep this section for your audit trail. If you have any questions, please contact EqHIA@havering.gov.uk for advice from either the Corporate Diversity or Public Health teams. Please refer to the Guidance in Appendix 1 on how to complete this form.

About your activity

1	Title of activity	Review of Chafford Sports Complex		
2	Type of activity	The review will ultimately consider whether Chafford Sports Complex remains within the Leisure Management Contract operated by Sport and Leisure Management Limited (SLM)		
3	Scope of activity	<p>The review of Chafford Sports Complex included an eight week period of public consultation. The review considered the impact to residents and user groups if Chafford Sports Complex was withdrawn from the Leisure Management Contract.</p> <p>The results of the public consultation will be reported to the Council's Cabinet committee to make a decision on whether Chafford Sports Complex is withdrawn from the Leisure Management contract.</p> <p>If Cabinet agree to withdraw Chafford Sports Complex from the Leisure Management contract, the Complex will revert to Harris Academy Rainham as the Complex is owned by them.</p>		
4a	Are you changing, introducing a new, or removing a service, policy, strategy or function?	Yes	If the answer to <u>any</u> of these questions is 'YES', please continue to question 5.	If the answer to <u>all</u> of the questions (4a, 4b & 4c) is 'NO', please go to question 6.
4b	Does this activity have the potential to impact (either positively or negatively) upon people (9 protected characteristics)?	Yes		
4c	Does the activity have the potential to impact (either positively or negatively) upon any factors which determine people's health and wellbeing?	Yes		
5	If you answered YES:	Please complete the EqHIA in Section 2 of this document. Please see Appendix 1 for Guidance.		

6	If you answered NO:	N/A
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Completed by:	Guy Selfe, Health and Wellbeing Manager, Customer, Communications and Culture, Chief Operating Officer
Date:	20 December 2018

2. The EqHIA – How will the strategy, policy, plan, procedure and/or service impact on people?

Background/context:
<p>Central Government funding to Havering has reduced by over £29 million since 2014/15 and we are anticipating a further loss of the remaining £7 million in general Government grant over the next two years so that from 2021/22 we don't expect Havering to be in receipt of any general Government grant. Over the same period, and into the future, we are seeing Havering's population rising which is causing cost pressures. Since 2014 the Council has had to make reductions of over £77m and we know that we need to go further if we are to tackle the challenges facing the public sector. The Council will be considering a number of ways of meeting these budget challenges.</p> <p>The Chafford Sports Complex is owned by the Harris Academy Rainham but is run by the Council's Leisure contractor SLM Ltd (Everyone Active). The Council funding for this site does not currently extend beyond February 2019; the funding for this year (2018/19) comes from 'one off' reserves and there is no provision in the Council's base budget for its continued operation.</p> <p>The Council is therefore looking at the options regarding the future of Chaffords Sports Complex and is considering whether to cease funding in May 2019. A decision will be taken in February 2019, having considered the feedback from the consultation exercise.</p> <p>1. Introduction and Background</p> <p>1.1 Chafford Sports Complex was built in 1971 and is located at the site of Harris Academy Rainham, a secondary school. The Sports Complex is a dual use facility in that the Academy has use during school hours, and outside of this it is open for community use. Facilities include:</p> <ul style="list-style-type: none"> • 4 badminton court sports hall • Small health and fitness suite • 4 lane 25m swimming pool • Sauna and steam

1.2 Chafford Sports Complex is owned by Harris Academy Rainham as part of the wider Harris Academy Federation. It is used by the Academy for school use. The Complex is currently operated, outside of school hours, as part of the Council's current Leisure Management Contract by SLM Ltd. Cabinet previously agreed at their meeting on 17 November 2017 to continue this funding until December 2018. To enable the Complex to remain in the leisure management contract until a decision is taken in February 2019, an Executive Decision has been signed by the Section 151 Officer to fund from business risk reserves the management fee for the Complex until a decision is taken.

1.3 The Sports Complex is now 47 years old and in need of significant capital investment if it is to continue to operate as a publicly accessible sports complex. Indeed, it could be said that the Complex is at the end of its life with ongoing investment being required just to keep it open due to the age of the buildings. The Complex would also require a significant ongoing revenue subsidy for a management fee to SLM since unlike other leisure centres it does not self fund and is highly unlikely to do so in the future under any circumstances while it is a dual use site and only available outside school hours. In a competitive market, the Complex does not meet with current expectations for the quality of facilities and the usage of this Sports Complex is significantly lower than the use of others.

Sports Centre Attendances 2017/18			
	Dry Side (gym/sports hall)	Swimming	Total
Chafford Sports Complex	8,501	31,820	40,321
Central Park Leisure Centre	134,726	258,160	392,886
Hornchurch Sports Centre	155,157	200,928	356,085
Sapphire Ice and Leisure (attendances from February 2018 to August 2018)	Gym only: 75,627	113,784	189,411

1.4 If the Council were to decide to cease the funding arrangement for Chafford Sports Complex it is likely that public use, and possibly club use, would not continue, and the Academy would need to determine the cost of continuing to maintain the pool; in reaching any view on possible future use the Academy would face similar issues as the Council does in relation to the state of the

facilities and the financial challenges. As part of its decision making process the Council will consider the impact of closure upon service users; other leisure facilities available to residents are set out in this consultation document.

1.5 If the Council decides to continue to provide funding under the current arrangements this will have significant financial implications since that funding is not currently provided for in the budget and therefore the money will need to be found from other service changes or reductions, or by council tax changes.

1.6 The Council does have aspirations to provide a new sports facility in the south of the borough on a self-funding basis and will continue to look for opportunities for a dedicated stand-alone site rather than a shared site that restricts public access to the facilities.

2. Options

2.1 A number of options are set out below, all with reference to the financial challenges faced by the Council;

Option One: LBH and SLM agree to cease the current arrangements to manage Chafford Sports complex out of school hours. The explanation for this Option is outlined above.

Option Two: Continue with current arrangement – this will create a budget pressure of at least £232k per annum as the council does not have any funding in its base budget. That sum represents the cost the council has to pay SLM to manage the public use of the facilities, because unlike other facilities managed under the SLM contract, this requires financial support to continue to operate. Those costs may rise if public use falls as could be reasonably expected with no investment. The facilities are in need of updating if they are to continue to be used by the public and the estimated cost of this is approximately £1M, with the possibility of further future spend being required over time. However, the Council is not permitted by law to invest capital in a site it does not own and so any improvements would need to be met from revenue, and as explained the Council needs to make savings and has no revenue for this without making changes to other aspects of the budget. The Council would need to consider whether it is prudent to invest such large sums in a building it does not own, on a dual use site which will always require financial support for use by the public.

Option Three: Land and Asset Transfer – Harris Academy Rainham ('HAR') have offered to transfer ownership of the complete school site to LBH. HAR would need to seek agreement from the Education and Skills Funding Agency (ESFA) to do this as without their approval the transfer could not progress. The Council would then lease the school site on a long term arrangement to HAR, with a joint use agreement being agreed providing HAR access to the Sports Complex. Under this arrangement the necessary investment of approximately £1m in the Sports Complex, required by the SLM contract, would again fall to the Council but could be funded from capital. The Council would also be responsible for the repair and maintenance of the Sports Complex. If at a future

time the Council decided to remove Chafford Sports Complex from the SLM contract, the Complex would revert to HAR. As with Option 2 there are real financial questions about whether such high levels of investment are prudent or affordable in an asset which has an uncertain long term future.

Option Four: New build on school site – funding from LBH and possibly HAR, although capital funding through HAR would likely be limited to the sports hall and changing rooms. Considerable capital investment would be required – approximately £11m generating an ongoing revenue subsidy of approximately £500k per year inclusive of capital borrowing costs. Again, consideration would need to be given to whether a school site is the correct location for a new sports complex. A stand-alone site would allow greater day time use of the facility and would be more likely to achieve a self-financing position. A new sports complex on the school site would require the demolition of the existing sports complex prior to building the new; it is expected that there would be no sports complex for a period of up to two years.

3. Alternative Provision

3.1 Were the Council to withdraw from the management of Chafford Sports Complex through the Leisure Management Contract, there are a number of alternative facilities that would be considered able to continue service provision of sport and leisure opportunities for residents in the south of the borough. These are:

- Hornchurch Sports Complex – 4.9 miles from Chafford Sports Complex. Approximately a 16 minute drive, with it taking 32 minutes by bus
- Abbs Cross Health & Fitness Centre – 3.8 miles from Chafford Sports Complex. Approximately a 12 minute drive, with it taking 24 minutes by bus.
- Sapphire Ice and Leisure – 6.4 miles from Chafford Sports Complex. Approximately a 19 minute drive, with it taking 53 minutes by bus.
- Central Park Leisure Centre – 9.1 miles from Chafford Sports Complex. Approximately a 24 minute drive, with it taking 57 minutes by bus.
- Belhus Leisure Centre (Thurrock) – 3.4 miles from Chafford Sports Complex. Approximately a 10 minute drive, with it taking 30 minutes by bus including a 1 mile walk.
- Becontree Heath Leisure Centre (B&D) – 5.1 miles from Chafford Sports Complex. Approximately a 16 minute drive, with it taking 50 minutes by train and bus.

4. Consultation Process

4.1 In order to assist the Council with the decision making about the future of Chafford Sports Complex a comprehensive consultation exercise has been carried out.

4.2 The consultation sought to gather:

- Information to help it understand how ceasing management of Chafford Sports Complex would impact on the stakeholders of the Sports Complex were such a decision to be taken
- Ideas for alternative provision in the area
- Information about residents' use of alternative sites if the arrangement at Chafford Sports Complex ceased
- Characteristics of respondees and potential impact of a decision to cease provision
- Ideas to maintain current provision

4.3 The consultation involved:

- An online survey
- Hard copy surveys available at Chafford Sports Complex, Rainham Library, Romford Town Hall, Harris Academy Rainham
- Specific consultation with HAR and clubs/organisations that have block bookings at the Complex.
- Programme of press releases and social media posts to promote awareness of the consultation
- Adverts in local press advising of consultation
- Time FM radio campaign for a week advising of the consultation
- LBH website banner
- Meetings with key stakeholders to include Disability Swimming Club, Harris Academy Rainham, SLM and clubs that block book the Complex.

4.4 The consultation lasted for 8 weeks and commenced on 16 October 2018 and closed on 10 December 2018.

Who will be affected by the activity?

The people who may be affected if Chafford Sports Complex is withdrawn from the Leisure Management Contract are:

- Residents who use Chafford Sports Complex or who might use the Complex in the future
- Voluntary sector clubs that currently use Chafford Sports Complex
- The Havering Learning Disability Society that use the swimming pool every Saturday for an hour.
- Four local Primary Schools that use the swimming pool
- One private swim school that use the swimming pool for swimming lessons
- Harris Academy Rainham
- Residents in nearby South Hornchurch regeneration area
- Young people

Protected Characteristic - Age: Consider the full range of age groups		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		Young people as users of the Complex during both school hours and during community use hours could be negatively impacted. Whilst other sports centres are available within a reasonable distance, some children and young people will be reliant on an adult to take them to these other centres.
Neutral		
Negative	X	
<i>*Expand box as required</i>		
Evidence:		
SLM data of Everyone Active card holders.		
<i>*Expand box as required</i>		
Sources used:		
SLM (Everyone Active) data		
<i>*Expand box as required</i>		

Protected Characteristic - Disability: Consider the full range of disabilities; including physical mental, sensory and progressive conditions		
<i>Please tick (✓) the relevant box:</i>		Overall impact:
Positive		A learning disability group hires the swimming pool every Saturday for an hour. There could be a negative impact if the group cannot find another suitable swimming pool to hire within the borough that can accommodate them. Due to the nature of disability, the users require sole use of the swimming pool. The leisure centre operator has discussed with the Group use of another swimming pool if they do need to relocate from Chafford Sports Complex. Whilst the group would prefer to remain at Chafford Sports Complex, Abbs Cross Sports Complex is the most appropriate alternative venue for the club. The club do have some concerns about Abbs Cross such as there being mixed changing facilities, no separate showering facilities, limited number of changing cubicles, no pool hoist, no changing facilities for the physically disabled, no grab rails or fold down shower chair for disabled people to use. However, the club has stated that with co-operation on both sides it may be possible to come to some
Neutral		
Negative	X	

	<p>compromise. For example, the hoist currently serving Chafford Sports Complex can be moved.</p> <p>The consultation responses identified that of all respondees, 56 identified themselves as having a disability. It is believed not all of these respondees will be members of S.E. Lions Swimming Club, so there might be a negative impact on those that are disabled and not members of the Club if they cannot access another sports centre to participate in sport and physical activity.</p>
<p>Evidence: SLM data of Everyone Active card holders indicates only three users declaring a disability.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
<p>Sources used: SLM (Everyone Active) data.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	

Protected Characteristic - Sex/gender: Consider both men and women		
<i>Please tick (✓) the relevant box:</i>	Overall impact:	
Positive	<p>If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of sex/gender.</p> <p style="text-align: right;"><i>*Expand box as required</i></p>	
Neutral		X
Negative		
<p>Evidence:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		
<p>Sources used:</p> <p style="text-align: right;"><i>*Expand box as required</i></p>		

Protected Characteristic - Ethnicity/race: Consider the impact on different ethnic groups and nationalities		
<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of ethnicity/race. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence:		
<i>*Expand box as required</i>		
Sources used:		
<i>*Expand box as required</i>		

Protected Characteristic - Religion/faith: Consider people from different religions or beliefs including those with no religion or belief		
<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of religion/faith. <i>*Expand box as required</i>
Positive	<input type="checkbox"/>	
Neutral	<input checked="" type="checkbox"/>	
Negative	<input type="checkbox"/>	
Evidence:		
<i>*Expand box as required</i>		

Sources used:

**Expand box as required*

Protected Characteristic - Sexual orientation: Consider people who are heterosexual, lesbian, gay or bisexual

<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of sexual orientation.
Positive		
Neutral	X	
Negative		

**Expand box as required*

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic - Gender reassignment: Consider people who are seeking, undergoing or have received gender reassignment surgery, as well as people whose gender identity is different from their gender at birth

<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of gender reassignment.
Positive		
Neutral	X	
Negative		

**Expand box as required*

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic - Marriage/civil partnership: Consider people in a marriage or civil partnership

<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of marriage/civil partnership. <i>*Expand box as required</i>
Positive		
Neutral	X	
Negative		

Evidence:

**Expand box as required*

Sources used:

**Expand box as required*

Protected Characteristic - Pregnancy, maternity and paternity: Consider those who are pregnant and those who are undertaking maternity or paternity leave

<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way irrespective of pregnancy, maternity and paternity status.
Positive		
Neutral	X	

Negative			<i>*Expand box as required</i>
Evidence:			
<i>*Expand box as required</i>			
Sources used:			
<i>*Expand box as required</i>			

Socio-economic status: Consider those who are from low income or financially excluded backgrounds

<i>Please tick (✓) the relevant box:</i>		Overall impact: If the decision is taken to withdraw from managing Chafford Sports Complex and then subsequently the Complex was to be closed to the public, it would affect all users in the same way. However, Chafford Sports Complex users that have low income or are from financially excluded backgrounds might find the additional costs of travelling to an alternative leisure centre to be a barrier to participating in leisure centre activities.	
Positive			
Neutral	x		
Negative			
<i>*Expand box as required</i>			
Evidence:			
<i>*Expand box as required</i>			
Sources used:			
<i>*Expand box as required</i>			

Health & Wellbeing Impact: Consider both short and long-term impacts of the activity on a person's physical and mental health, particularly for disadvantaged, vulnerable or at-risk groups. Can health and wellbeing be positively promoted through this activity? Please use the Health and Wellbeing Impact Tool in Appendix 2 to help you answer this question.		
<i>Please tick (✓) all the relevant boxes that apply:</i>	Overall impact: Participation in sport and physical activity does positively contribute to an individuals' health and wellbeing. Should Chafford Sports Complex be withdrawn from the leisure management contract and subsequently the Complex was to close, this might impact some users of the Complex. The following impacts have been identified: <ol style="list-style-type: none"> 1) Loss of positive contribution of sports and leisure facilities on health and wellbeing: The proposal to close Chafford Sports Complex would mean that all of the positive impacts that Leisure Centres can have on supporting people in the community, as outlined above, would be lost for the people of Rainham and Wennington and the surrounding area. Currently the centre offers fitness classes and sporting facilities and it can act as a social meeting point and brings community groups together. 2) Potential increased travel time for some current users of the service relocating to alternative centres: There are the same facilities available within 4 miles of Chafford Sports Complex that are accessible to residents. However, the option to close the centre would mean that residents of Rainham and Wennington and South Hornchurch would be expected to travel further to access the activities and programmes. Despite the increased travel time, it should be noted that 71% of respondents to the consultation survey (389 answered, 42 skipped the question) stated they had access to, and 70% regularly used a car. So, there is a chance that the increased distance would only have a minimal impact on the majority of people who use Chafford Sports Complex. 3) Less opportunity for walking by some users: 15% of people stated they do not have access to a car, or public transport and walk to the sports centre. These people may experience a greater impact, as they would both no longer be walking to the centre nor taking additional physical activity whilst at the centre. 4) Potential loss of independence: Opportunities for independence may be lost if people are no longer able to walk to a local centre. Carers within the local community may no longer be able to access facilities with the people they care for due to transportation issues. The option to close would mean that people are not being supported within their community to live fulfilled lives, with specific regards to providing access to leisure 	
Positive		
Neutral		X
Negative		X

facilities.

- 5) Potential loss of employment/impact on the local economy: Closure of the centre may have a negative impact on employment for staff at the complex itself and on Cridders Swim School. Leisure Centres often provide good job opportunities and training for young people, e.g. lifeguards, sports trainers and assistants etc.

Mitigating Factors:

- 1) Opportunities for free or low cost alternative forms of physical activity in the area: It should be noted that a Sports Complex is only one way of being physically active. Individuals can improve their health and wellbeing through activities such as walking, cycling and jogging, all of which are possible in the local area. Indeed, residents in the Rainham and Wennington area benefit from a designated Site of Special Scientific Interest (SSSI) – Rainham Marshes. Encouraging people to engage in moderate, but regular, intensity physical activity through walking or cycling can be cheaper than membership of a sports centre.
- 2) Age and condition of the complex: At 47 years old, the complex is no longer fit for purpose. The condition of the facilities to maintain its required standard to protect health and safety would require a significant investment over and above the Council's available resources and budget.
- 3) Low and falling attendance: Deterioration in the condition of the complex has contributed to the decline in numbers of people attending the complex. In comparison with other sports centres in the borough, which have been identified as reasonably accessible by the majority of the users of Chafford Sports complex, attendance is roughly 10 – 20% of the numbers attending alternative centres.

Actions in place to mitigate for identified negative impacts:

- 1) Sports development and local partners (such as local health champions) will target promotions and community involvement in the area to encourage and support people to take up alternative forms of physical activity
- 2) Regeneration of South Hornchurch area will include opportunities for physical activity within the built environment
- 3) Potential for action with TfL to increase/improve bus routes from the Lambs Lane South area to Abbs Cross, Hornchurch and Sapphire Leisure centre

**Expand box as required*

Do you consider that a more in-depth HIA is required as a result of this brief assessment? Please tick (✓) the relevant box

Yes No

Evidence:

See ward profiles for evidence of local population profile and needs:

www.haveringdata.net/JSNA

**Expand box as required*

Sources used:




- Consultation Survey: The Future of Chafford Sports Complex
- Options appraisal Cabinet Report

**Expand box as required*

3. Outcome of the Assessment

The EqHIA assessment is intended to be used as an improvement tool to make sure the activity maximises the positive impacts and eliminates or minimises the negative impacts. The possible outcomes of the assessment are listed below and what the next steps to take are:

Please tick (✓) what the overall outcome of your assessment was:

	<p>1. The EqHIA identified <u>no significant concerns</u> OR the identified <u>negative concerns</u> have already been <u>addressed</u></p>		<p>Proceed with implementation of your activity</p>
	<p>2. The EqHIA identified some <u>negative impact</u> which still needs to be <u>addressed</u></p>		<p>COMPLETE SECTION 4: Complete action plan and finalise the EqHIA</p>
	<p>3. The EqHIA identified some <u>major concerns</u> and showed that it is <u>impossible to diminish negative impacts</u> from the activity to an acceptable or even lawful level</p>		<p>Stop and remove the activity or revise the activity thoroughly. Complete an EqHIA on the revised proposal.</p>

4. Action Plan

The real value of completing an EqHIA comes from the identifying the actions that can be taken to eliminate/minimise negative impacts and enhance/optimize positive impacts. In this section you should list the specific actions that set out how you will address any negative equality and health & wellbeing impacts you have identified in this assessment. Please ensure that your action plan is: more than just a list of proposals and good intentions; sets ambitious yet achievable outcomes and timescales; and is clear about resource implications.

Protected characteristic / health & wellbeing impact	Identified Negative or Positive impact	Recommended actions to mitigate Negative impact* or further promote Positive impact	Outcomes and monitoring**	Timescale	Lead officer
Disability	Negative impact if an alternative facility is not suitable for a regular hirer group at Chafford Sports Complex	Seek to find an alternative venue that meets the needs of this specific group.	S.E. Lions Swimming Club have visited a number of alternative facilities in the borough, and would accept a move to Abbs Cross Health and Fitness Centre if necessary. Whilst there are some issues to overcome with the facility, these can be worked through with the group. They have been offered the same time and day that they currently use at Chafford sports Complex.	December 2018	Guy Selfe

			It has also been confirmed that they can have sole access to the pool for their session.		

Add further rows as necessary

* You should include details of any future consultations and any actions to be undertaken to mitigate negative impacts

** Monitoring: You should state how the impact (positive or negative) will be monitored; what outcome measures will be used; the known (or likely) data source for outcome measurements; how regularly it will be monitored; and who will be monitoring it (if this is different from the lead officer).

5. Review

In this section you should identify how frequently the EqHIA will be reviewed; the date for next review; and who will be reviewing it.

Review: This EIA has been reviewed following the completion of the public consultation on Chafford Sports Complex.

Scheduled date of review:

Lead Officer conducting the review: Guy Selfe

**Expand box as required*

Please submit the completed form via e-mail to EqHIA@havering.gov.uk thank you.

