

Cabinet

MONDAY 1 DECEMBER 2014

EQUALITIES IMPACT ASSESSMENT

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Full Equality Impact Analysis
LB Hammersmith and Fulham Local Plan (Consultation Draft): Equality Impact Analysis

(Note: the Equality Impact Analysis contained herein is referred to as EQIA, and not EIA for the purposes of this report. This is to avoid confusion with Environmental Impact Assessments, which are known as EIA in planning terms.)

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2014Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>The London Borough of Hammersmith & Fulham has prepared a key strategic planning policy document, termed as the 'Draft Local Plan'.</p> <p>The Draft Local Plan updates and amalgamates the council's Core Strategy (adopted in October 2011) and the Development Management Local Plan (adopted in July 2013) into one document and also includes a number of new policies for key regeneration areas such as Old Oak and Hammersmith town centre. The Draft Local Plan sets out the council's vision for the borough and a strategy for the period 2015-2035.</p> <p>After an examination in public and upon formal adoption, the Local Plan will form the borough's principal planning policy document. It will be used to determine planning applications in the borough and will therefore be instrumental in guiding development across the borough over the long term.</p>
Lead Officer	<p>Name: Siddhartha Jha Position: Transport and Technical Services (Development Plans Team) Email: siddhartha.jha@lbhf.gov.uk Telephone No: 0208 753 7032</p>
Date of completion of final EQIA	<p>Date for start of EQIA: 13 May 2014 Completion date for EQIA: 1 October 2014</p>

Section 02	Scoping of Full EIA
Plan for completion	The equality duty is a continuing duty and consideration of equality impacts will continue at each relevant stage in the preparation and publication of the emerging Local Plan. The expected timetable for the consultation and adoption of the Local Plan is set out below:

	Timescales	Stage
	January 2015	Preliminary Consultation (Regulation 18, Town and Country Planning (Local Planning) (England) Regulations 2012) (c 10 weeks)
	Summer 2015	Publication of Proposed Submission version of Local Plan for consultation (Regulation 19)
	Autumn 2015	Submission to independent examiner
	Winter 2015/16	Independent examination
	Spring/Summer 2016	Formal adoption of the Local Plan
	Resources: Officer time only	
	Lead Officer: Siddhartha Jha, Senior Planning Policy Officer, Development Plans Team	
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>The Local Plan contains policies and proposals regarding the development and use of land which the council wishes to encourage over the 20 year life of the Plan (2015-2035). The Local Plan contains:</p> <ul style="list-style-type: none"> • strategic objectives for sustainable development across the borough, including within five specifically identified 'regeneration areas'; • detailed development management policies which will be used to determine applications for planning permission; and • detailed policies for the borough's five identified regeneration areas and strategic sites within these areas. <p>The Local Plan must have regard to national planning legislation and statutory policies, including the Government's National Planning Policy Framework, and must also be in general conformity with the London Plan.</p>	

Section 03	Analysis of relevant data and/or undertake research
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The following documents and data have been used to help inform this Equality Impact Analysis:

DOCUMENTS REVIEWED

Community Strategy

The Community Strategy was produced in 2007. The Strategy was developed with local partners from across the public, private, voluntary and community sectors and was subject to public consultation. As partners in delivering local services the aim of the council through the Community Strategy is to combine opportunity, with social responsibility and social justice to assist the vast majority of people in the borough to help themselves while supporting the most vulnerable in the community. The Community Strategy is therefore considered to be consistent with the statutory codes in relation to race, gender, disability, etc.

Single Equality Scheme

The Single Equality Scheme simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers gave careful consideration to the statutory codes that were relevant at the time, in relation to race, gender, and disability in preparing the scheme, as well as to the duties that were expected (at the time) to arise from the Equality Act 2010. Most of the Act's provisions came into force on 01 October 2010. The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the Local Plan in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough.

London Plan

The London Plan: Spatial Development Strategy for Greater London and subsequent alterations include policies that are applicable to development in the borough. The council's Local Plan must be in general conformity to the London Plan.

Equalities Impact Assessment of 'A Transport Plan for Hammersmith and Fulham 2011-2031: Second Local Implementation Plan'

The abovementioned EIA has been referred to when analysing the Local Plan policies on Transport and Accessibility.

DATA REVIEWED

Demographics of Equality Target Groups

A summary of the demographic situation in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the Local Plan on these groups. Data includes the 2011 Census.

Population

The population of the borough is relatively young and ethnically diverse. It is also a highly mobile population with about half of all households having moved in the previous five years. In 2011, nearly half of the population (46.8%) was between 20 and 40 years old which was significantly higher than the London (37.3%) and the national (28.5%) averages.

The borough has a high proportion of single people (55.9%) compared to 34% in England & Wales, and 37.5% of all households consisted of one person households in 2011.

It is projected by the GLA (taking account of the borough's housing target of an additional 615 dwellings per annum) that the population will increase from 182,400 in 2011 to 209,000 in 2031, (a 14.6% increase). This compares to a 22% increase for Inner London as a whole.

Between 2010 and 2031, the population aged 20 to 49 is expected to grow by 6.5%, the population aged 50 to 64 by 37%, the population aged 65 to 79 by 15% and the population over 80 by 23%.

Households will increase by 9% from 76,400 households in 2008 to 83,130 in 2033 (Source: DCLG). It is projected that the main growth in number of households will be in 'one person' households (21% up to 2033), while the number of 'co-habiting couples' households will decrease by nearly 11% between 2008 and 2033.

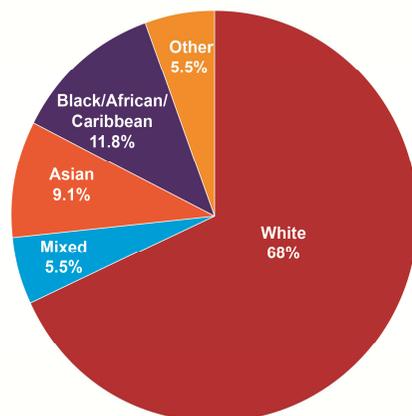
Race

According to the Census 2011, 32% of the borough's population in 2011 belonged to ethnic groups other than white. This represents an increase of nearly 10% since 2001. The main ethnicity in the borough was 'white people' (68 %) followed by people from 'black African' origin (5.7%) and the 'other'¹ group.

In 2011, the white population represented 80% of the economically active population followed by the Black African ethnic group (4.4%) and the 'other group' (3.90%).

Figure 1: Ethnic groups in Hammersmith & Fulham, Census 2011

¹ The other group refers to the two ONS 2011 Census Ethnic Category: 'other Asian or any other ethnic group'.



Source: Office for National Statistics

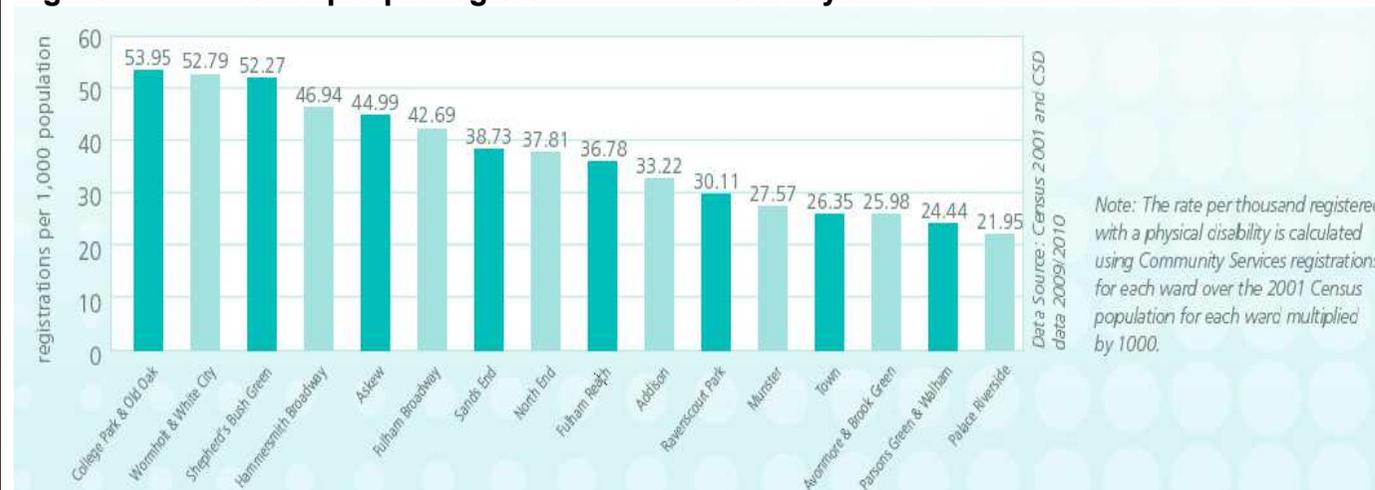
Disability

The rate of physical disability registrations for Hammersmith and Fulham as a whole is 37.3 registrations per 1,000 population. The Single Equalities Scheme (SES) from 2009-12 indicates that around 15% of residents in Hammersmith and Fulham have a disability. College Park and Old Oak has the highest rate of physical disability registrations in the borough (53.95). The five wards with the highest rates are all in the north of the borough; College Park and Old Oak, Wormholt and White City, Shepherd's Bush Green, Hammersmith Broadway and Askew. Palace Riverside has the lowest rate of registrations in the borough. Physical disability registration is voluntary so the figures do not give a complete picture of disability within Hammersmith & Fulham. In 2011, 12.6% of the borough population had limited day-to-day activities in the borough.

We recognise that people with disabilities and those that support them may be represented in one or more of the other equality groups. The other related group that is usually referenced is age, in particular, we recognise that people with disabilities who can experience difficulty accessing services and accessing the built environment are often children and young people, older people, and those who may provide care for older and younger disabled people. As disability covers a broad spectrum, we also recognise that adaptations for people with mobility impairments may not make the built environment accessible for people with sensory impairments, and that people with mental health or long-term limiting illnesses may have different requirements from their environment. It is for these reasons that we actively engaged with the Hammersmith and Fulham Disability Forum, the local user group

representing disabled people.

Figure 2: Number of people registered with a disability



Source: Community Services registrations

Gender

In 2011, there were more women in the borough than men (there were also more women than men in London).

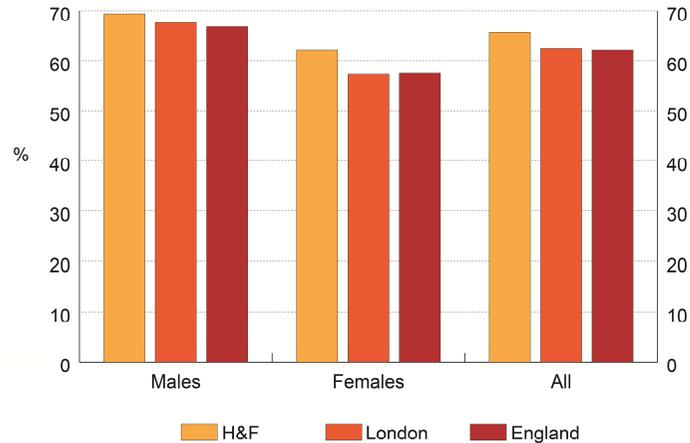
The Single Equality Scheme (SES) indicates that there are more female headed households in the borough which represents a key equality gap for Hammersmith and Fulham.

Women are less economically active than men representing respectively 70% and 78% in 2011. These figures are higher than the London figures of 66% for women and 77.5% for men (Source: Census 2011).

Hammersmith & Fulham has a marginally higher proportion of male residents in employment (69.4%) than the London (67.6%) and national averages (66.8%). The proportion of female residents in employment (62.1%) is also higher than the London (57.3%) and national averages (57.5%).

For commentary regarding transgendered or transitioning people, see 'sexual orientation (and transgender)' below. For the assessment of policies, transgendered or transitioning people are represented in the gender category (see section 05).

Figure 3: Employment in Hammersmith and Fulham, Census 2011



Source: Office for National Statistics

Religion

The religious profile of the borough is less diverse than in London as a whole. In 2011, 54.1% of residents in the borough were Christians, 10% Muslim and 23.8% stated that they had no religion.

This partly reflects the ethnic profile of the borough, with a higher White population who are predominantly Christian and a lower Asian population who have a more diverse religious profile.

The policies in the DM LP are not aimed specifically at religious groups, but it is noted that members of this population will also be represented through one or more other equality strands and that race and religion are often linked, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment. Further, places of worship are supported in the DM LP policies D1 and D2 that are concerned with community services and arts, culture and leisure respectively.

Age

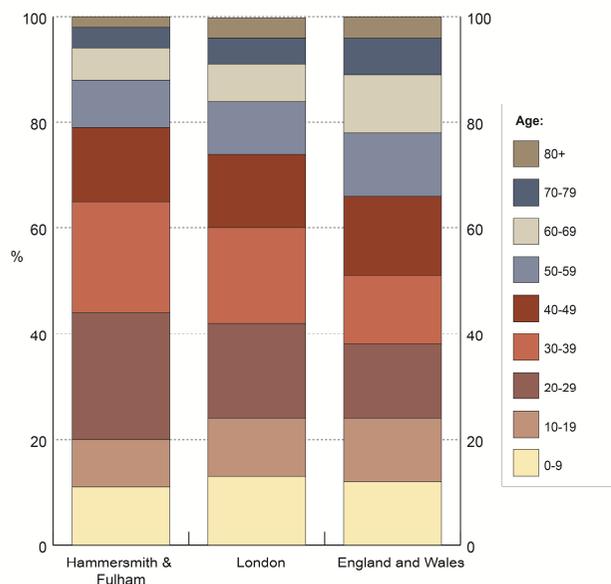
In 2011, the borough had a higher proportion of young adults aged 25-39 (35.7%) than London (28%) and England and Wales (20%). Conversely, the proportion of children and young adults (0-24) in the borough was lower than in London (26.7% compared to 32.2%) and England and Wales (30.7%).

12.7% of the population is aged 60 or over, which is slightly lower than the London (15.2%) and England and Wales (20.3%) averages.

According to the H&F Carer's Strategy 2005-2010 and Experian Mosaic Data for the borough, older residents in the

borough are more likely to live alone.

Figure 4: Age structure (% of total population, Census 2011)



Source: Office for National Statistics

Sexual Orientation (and transgender)

The nature of issues facing LGB people can be similar to transgendered or transitioning people as well, hence the council often use the term LGBT (lesbian, gay, bisexual and transgender). This is relevant when assessing impacts and looking at populations, for there are no official statistics on sexual orientation or gender identity, as these are not routinely captured by public bodies, and are not captured by the census. However:

'In 2005, the Department for Trade and Industry published a figure of 6% as the percentage of LGBT people in the general population..... the number of LGBT people in London is thought to be anywhere between 6% and 10% of the total population, increased by disproportionate levels of migration. This equates to an urban population of between 450,000 and 750,000' (Kairos in Soho, *London's LGBT Voluntary Sector Infrastructure Project*, 25:2007).

To put this in a local context so far as is possible, although there are no accurate statistics for the numbers of lesbian, gay and bisexual residents in the borough, the 2011 census recorded that 568 people (or 1.1% of couples), aged 16 and over, were living as same sex couples in Hammersmith and Fulham. In 2011, there were 299 same sex civil partnerships in the borough.

	<p>This gives us some of the picture but within the parameters of the DTI figures, we note that these local statistics may hide single LGB people, or LGB people who have not entered into civil partnerships. We do not have specific data on transgendered or transitioning people. The policies in the DM LP are not aimed specifically at LGBT people but it is noted that members of this population will also be represented through one or more other equality strands, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment.</p> <p>Source: NOMIS</p>
New research	N/A.

Section 04	Undertake and analyse consultation
Consultation	<p>Local Plan consultation The council has produced a Statement of Community Involvement (SCI) that sets out the principles to be applied in involving the community in the preparation of planning documents, including the draft Local Plan (See SCI for more details). The involvement of the community is also subject to the Town and Country Planning (Local Planning) (England) Regulations 2012.</p> <p>Informal public consultation on issues and options for the draft Local Plan took place from July to September 2013. Representations from residents and voluntary organisations, including a disability group, as well as statutory bodies and others were received and were taken into account in drafting the Local Plan for Regulation 18 consultation.</p> <p>The Regulation 18 consultation will last for a minimum of 6 weeks commencing in January 2015. Following the consideration of representations, the Local Plan and the associated documents such as the sustainability appraisal</p>

	<p>and the EQIA will be subject to a further stage of public consultation for a six week period in 2015 before being examined in public by an independent Inspector. It is expected that the Local Plan will be adopted in Spring/Summer 2016.</p>
<p style="writing-mode: vertical-rl; transform: rotate(180deg);">Page 10</p> <p>Analysis</p>	<p>Methodology of the Analysis Protected characteristics and the public sector equality duties (PSED)</p> <p>This EQIA analyses the likely impacts of the Local Plan policies on statutorily identified protected characteristics (age, disability, gender reassignment, marriage/civil partnership), pregnancy/maternity, race, religion/belief, sex, and sexual orientation), human rights and children’s rights. It also assesses the Local Plan policies against the public sector equality duties in s149 of the Equality Act 2010 which states that in the exercise of its functions the council must have due regard to the need to:</p> <ul style="list-style-type: none"> § eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act; § advance equality of opportunity between people who share a protected characteristic and those who do not; and § foster good relations between people who share a protected characteristic and those who do not. <p><u>Note:</u> Age as covered by the Equality Act 2010 does not protect young people under the age of 18, although they are protected under other protected characteristics. Reference to this group has been included under Age in this EQIA, however, in order to make it easier to understand the link between Local Plan policies and young people. Analysis of the effects of each policy on those under 18 is more fully included under Children’s Rights. The EQIA analysis of the Local Plan policies adopts a matrix-based approach to assess both the relevance of the various policies and their level of impact upon people who have the protected characteristics. The Local Plan policies are listed along the vertical axis of the matrix, with the protected characteristics listed on the horizontal axis.</p> <p>The relevance of the policies to the protected characteristics is categorised as:</p> <p>High (H) There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it</p> <ul style="list-style-type: none"> • There is substantial or a fair amount of public concern about it • The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human/children’s rights • There is some evidence that some groups are (or could be) differently affected by it

Medium (M)

- There is some public concern about it
- The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human/children's rights
- There is little evidence that some groups are (or could be) differently affected by it

Low (L)

- There is little public concern about it

Not

Applicable

(N/A)

- Not applicable

The impacts of the policy on the protected characteristics are categorised as:

Positive (+)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and that it does advance equality of opportunity, and/or fulfils PSED in another way.

Neutral(Blank)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way.

Negative (-)

The EQIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

It is not a legal requirement to consult on EQIAs, although these have been made available as part of the consultation process for residents and stakeholders to view and comment on.

The Local Plan contains policies on the following topics:

A: Housing

- HO1 Strategic Housing Supply
- HO2 Housing conversion and retention
- HO3 Affordable Housing
- HO4 Housing Quality and Density
- HO5 Housing Mix
- HO6 Accessible Housing
- HO7 Meeting needs of people who need care and support
- HO8 Hostels and houses in multiple accommodation
- HO9 Student accommodation
- HO10 Gypsy and traveller accommodation
- HO11 Basement accommodation and lightwells
- HO12 Detailed residential standards

B: Local Economy and Employment

- E1 Providing for a range of employment uses
- E2 Land and premises for employment use
- E3 Provision for visitor accommodation and facilities
- E4 Local employment, training and skills development initiatives

C: Town and Local Centres

- TCC1 Hierarchy of town and local centres
- TLC2 Managing uses in the prime retail frontage areas of town centres
- TLC3 Managing uses in the non-prime frontage areas of town centres
- TLC4 Managing uses in key local centres, neighbourhood parades and satellite parades
- TLC5 Small non-designated parades and clusters and coerner shops
- TLC6 Managing the impact of food, drink and entertainment uses
- TLC7 Addressing the concentration and clustering of betting shops and payday loan shops
- TLC8 Public houses

D: Community Facilities, Leisure and Recreation

- CF1 Supporting community facilities and services
- CF2 Enhancement of Community uses
- CF3 Enhancement of Arts, Culture, Entertainment, Leisure, Recreation and Sport uses
- CF4 Professional football grounds

E: Open Space

- OS1 Protecting parks and open spaces
- OS2 Access to parks and open spaces
- OS3 Playspace for children and young people
- OS4 Nature conservation
- OS5 Greening the borough

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F: Waterways – Thames and Grand Union Canal

- RTC1 River Thames and Grand Union canal
- RTC2 Access to the Thames riverside and foreshore
- RTC3 The design and appearance of development within the Thames Policy Area
- RTC4 Water based activity on the Thames
- RTC5 Enhancing the Grand Union Canal and improving access

-

G: Design and Conservation

- DC1 Built environment
- DC2 Design of new build
- DC3 Tall buildings
- DC4 Alterations and extensions (including outbuildings)
- DC5 Shopfronts
- DC6 Replacement windows
- DC7 Views and landmarks of local importance
- DC8 Heritage and conservation
- DC9 Advertisements
- DC10 Telecommunications

H: Tackling and adapting to Climate Change and other Environmental matters

- CC1 Reducing carbon dioxide emissions
- CC2 Ensuring sustainable design and construction
- CC3 Reducing water use and the risk of flooding
- CC4 Water quality
- CC5 Strategic waste management
- CC6 On-site waste management
- CC7 Hazardous substances
- CC8 Contaminated land

- CC9 Air Quality
- CC10 Noise
- CC11 Light pollution
- CC12 Control of potentially polluting uses and environmental nuisance

J: Transport and Accessibility

- T1 Transport
- T2 Transport Assessment and Travel Plans
- T3 Increasing the opportunities for cycling and walking
- T4 Vehicle Parking Standards
- T5 Housing with reduced parking
- T6 Parking for Blue Badge holders
- T7 Borough road network – hierarchy of roads

K: Regeneration Areas

- OORA Old Oak Regeneration Area
- WCRA White City Regeneration Area
- HRA Hammersmith Regeneration area
- FRA Fulham Regeneration Area
- SFRA South Fulham Regeneration Area

In addition there are a number of strategic site policies within the five regeneration areas.

The Local Plan also sets out how the council will deliver and implement its policies and how the effectiveness of policies will be monitored.

There is also a policy on Planning Contributions and Infrastructure.

The assessment below assesses each policy against the protected characteristics as follows:

Policy	Protected Characteristics										
	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary

Section 05

Analysis of impact and outcomes

Analysis

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
HO1	H;+	H;+	L;	L;	H;+	L;	L;	L;	L;	L;+	Increasing the number of dwellings in the borough will positively impact on the protected characteristics. The policy is of high relevance to characteristics including, age, disability and pregnancy and maternity.
HO2	L;	L;	N/A;	M;+	M;+	N/A;	N/A;	N/A;	N/A;	N/A	Permitting housing conversions whilst ensuring that the proposed units cater to families wherever possible and in doing so will help address the under-provision of family homes in the borough. The policy will also benefit pregnant women and people with young families.
HO3	H;+	H;+	N/A;	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	H;+	The affordable housing policy will benefit a number of groups, including age and disability..
HO4	H;+	H;+	N/A;	M;+	H;+	NA;	N/A;	N/A;	N/A;	H;+	Ensuring housing is built to the standards of the London Plan is of high relevance to, and will have a positive impact on the protected characteristics of age, disability and children's rights.
HO5	H;+	N/A;	N/A;	M;+	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The preferred housing mix will seek to address the lack of family sized social housing in the borough on a site by site basis. The policy is of high relevance to and can positively impact upon the protected characteristics of age, pregnancy/maternity and children's rights.
HO6	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy section seeks to address the shortage of accessible housing in London. By enhancing choice, enabling independent living and it could help reducing differences between communities. This will have a positive impact on the protected characteristics of age and disability.
HO7	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of high relevance to and will positively impact upon the protected characteristics of Age and disability.
HO8	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy on hostels and houses in multiple occupation is not relevant to and does not impact upon the protected characteristics.
HO9	N/A	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy on student housing is not generally relevant to the protected characteristics. However, it will impact positively on disability
H10	N/A	N/A;	N/A;	N/A;	N/A;	H;	N/A;	N/A	N/A;	H;+	The policy is of high relevance to, and is likely to

												impact upon the protected characteristic of race. The policy no longer contains criteria to determine the suitability of planning applications for new gypsy and traveller sites, focusing solely on exploring the potential to increase the capacity of the existing site.
H11	M	M	N/A	N/A	M	N/A	N/A	N/A	N/A	N/A	N/A	The policy on basements is of relevance to and has potential to positively impact on a number of protected groups.
H12	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H/+		The policy is of high relevance to and is likely to positively impact on a number of protected characteristics including age, disability and pregnancy and maternity rights by ensuring that new dwellings are built to standards that take account of the needs of people who share these characteristics.
Human Rights and Children's Rights												
The housing policies in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998												
There are a number of areas in which the policies will have a positive effect on Children's Rights, as defined by the UNCRC (1992). These are as follows:												
<ul style="list-style-type: none"> § The right to life, survival and development § The right to have children's views respected, and to have their best interests considered at all times § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security 												
These rights are most relevant under the following policies for the following reasons:												
<ul style="list-style-type: none"> • Housing Supply: All children will benefit from the increased provision of better quality, family-sized, accessible housing. The provision encouraging dwelling conversion containing more family sized homes with adequate amenity space will also benefit children, aiding in their mental and physical development and improving their overall quality of life. . • Housing Quality and Density: This policy will benefit children because it requires new dwellings to be designed to have adequate internal space and outdoor communal amenity and playspace areas. This will benefit younger children in particular, by allowing sufficient internal space for play, storage for prams and other items. Older children and adults will also benefit from the requirement to provide adequate private outdoor amenity/play space, positively impacting on mental and physical health. • Housing Mix: This will benefit children because it aims to address the need for family housing for all tenures of new housing. • Detailed residential standards: This policy will benefit children as it aims to ensure that new housing provides accessible, private amenity space or garden provision as appropriate. Having access to these spaces will allow all children to engage in recreational activity, improving their quality of life. 												
Local Economy and Employment												
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary	
E1	M;+	M;+	N/A;	N/A;	M;+	M;+	N/A;	M;+	N/A;	N/A	The policy will not generally impact on any protected characteristics.	

E2	N/A; ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy will not impact on any protected characteristics
E3	N/A; ;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy seeks to ensure the development of an adequate number of wheelchair friendly hotel rooms. This is of relevance to, and will benefit this group of people in particular.
E4	M;+	H;+	N/A;	N/A;	N/A;	M;+	N/A;	M;	N/A;	H		The policy seeks to improve the employment prospects of local people and as such will benefit all residents who are seeking work and training opportunities. There are likely to be particular beneficial impacts on people of working age and people with disabilities if the policy improves their overall employment prospects.
Human Rights and Children's Rights												
The policies on Local Economy and Employment in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998												
There are likely to be positive impacts particularly on older children as the increase in the type and number of new jobs may facilitate increased employment/training opportunities for younger people. This will positively influence the following rights:												
<ul style="list-style-type: none"> § The right to life, survival and development § The right to have their views respected, and to have their best interests considered at all times § The right to education, leisure, culture and the arts 												
These rights are most relevant under the following policies for the following reasons:												
<ul style="list-style-type: none"> • Providing for a range of employment uses – The council will support new employment uses and will resist the loss of viable employment sites. This policy is likely to lead to more training and employment opportunities and will particularly benefit older children. • Local employment, training and skills development initiatives – The council will seek appropriate training and employment opportunities for local people as part of larger employment generating developments. This is likely to benefit older children by offering them a diverse range of opportunities in commencing their careers. It may also benefit older people who need/want to change careers. 												
Town And Local Centres												
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary	
TLC1	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A; ;	N/A;	M	The policy seeks to direct economic development to the borough's town and local centres and neighbourhood and satellite parades. The policy is of high relevance to and will have a positive impact on the protected characteristics of age, disability and pregnancy/maternity, particularly benefitting those who are less mobile and would benefit from having close access to services and amenities.	
TLC2	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A; ;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and	

											pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas. This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC3	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas. This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC4	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas. This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC5	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas. This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC6	N/A	M;+	N/A;	The policy will generally not impact on any protected characteristics. However, the policy has potential to reduce the impact of noise on those residents sensitive to this issue.							
TLC7	N/A	N/A	N/A;	The policy will generally not impact on any protected characteristics.							
TLC8	N/A	N/A	N/A;	The policy will generally not impact on any protected characteristics.							
<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Town and Local Centres in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998</p> <p>The policies in this topic area will benefit the following children's rights:</p> <p>§ The right to life, survival and development;</p>											

§ The right to education, leisure, culture and the arts
 These rights are most relevant under the following policies for the following reasons:

- Hierarchy of town and local centres -The council aims to enhance the viability and vitality of town and local centres and neighbourhood and satellite parades by encouraging the protection and of accessible local services and amenities wherever appropriate. Having easily accessible facilities will increase families exposure to amenities including leisure, culture and the arts, thereby improving their overall quality of life. Controls over hot food takeaways will benefit children’s health.

Community Facilities, Leisure and Recreation

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children’s rights	Commentary
CF1	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the protection and additional provision of community facilities and services.
CF2	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the enhancement and additional provision of community uses.
CF3	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the enhancement and additional provision of arts, culture, entertainment, leisure, recreation and sport uses.
CF4	N/A	N/A	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the enhancement and additional provision of arts, culture, entertainment, leisure, recreation and sport uses.

Human Rights and Children’s Rights

The policies on Community Facilities, Leisure and Recreation in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998

The policies in this topic area will benefit the following children’s rights:

- § The right to life, survival and development
- § The right to have their views respected, and to have their best interests considered at all times
- § The right to education, leisure, culture and the arts

These rights are most relevant under the following policies for the following reasons:

- Enhancement of Community Facilities and Enhancement of Arts, Culture, Entertainment, leisure, recreation and sport uses – the policies aim to ensure that adequate levels of community facilities are provided in new developments taking account of local need and also aim to enhance existing facilities where appropriate. Children in particular are heavily reliant on various community facilities, such as schools, nurseries, healthcare and leisure facilities although other people also have their own community service needs. Adequate provision and protection of these community facilities along with the protection and enhancement

of arts, culture, leisure, entertainment, recreation and sport uses will ensure the rights mentioned above are protected.											
Green and Public Open Space											Commentary
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	
OS1	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy is relevant to and will positively impact on people of all ages but especially children and young people. Elderly and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.
OS2	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy is relevant to and will positively impact on people of all ages but especially children and young people. Elderly and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.
OS3	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy is relevant to and will positively impact on people of all ages but especially children and young people.
OS4	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
OS5	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
Human Rights and Children's Rights											
The policies on Green and Public Open Space in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998											
The policies in this topic area will positively impact upon the following children's rights:											
<ul style="list-style-type: none"> § The right to life, survival and development § The right to have their views respected, and to have their best interests considered at all times § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security § The right to education, leisure, culture and the arts 											
These rights are most relevant under the following policies for the following reasons:											
<ul style="list-style-type: none"> • Access to parks and open spaces – The policy aims to reduce open space deficiency and improve the quality of, and access to existing open space. Doing so will help ensure sufficient open space areas for all children and will help to address the current deficit in open space provision in the borough. Parks can also provide opportunities to contribute to healthy lifestyles through sport and recreation. • Playspace for Children and young people – The policy complements that on improving access to parks and open spaces by aiming to prevent the loss of existing playspace and requiring new, accessible, communal playspaces to be provided in new development that provides family sized developments. 											
River Thames and Grand Union Canal											

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
RTC1	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
RTC2	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	H;+	The policy seeks to improve accessibility to the riverside and as such is of high relevance to, and will have a positive impact on all people but particularly those who are less mobile.
RTC3	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
RTC4	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy seeks to protect water based activity on River Thames. This is of high relevance to and likely to have a positive impact on people who use the river for active recreation purposes.
RTC5	H/+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy seeks to improve accessibility to the canalside and as such is of high relevance to, and will have a positive impact on all people.. Regeneration in the OORA should allow for considerable access improvements.
<p><u>Human Rights and Children's Rights</u></p> <p>The policies on the River Thames and the Grand Union Canal in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998</p> <p>The policies in this topic area will positively impact upon the following children's rights:</p> <p>The policies in this topic area will positively impact upon the following children's rights:</p> <ul style="list-style-type: none"> § The right to life, survival and development § The right to have their views respected, and to have their best interests considered at all times § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security § The right to education, leisure, culture and the arts <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> • Access to the riverside and foreshore – The policy seeks to ensure accessible and inclusive public access to the riverside and foreshore. This will encourage children to use these areas resulting in positive health and leisure outcomes for them. <p>Enhancing the Grand Union Canal and improving access – The policy encourages a mix of uses within canalside development that is of a high standard of accessible and inclusive design. This will encourage children to use these areas resulting in positive health and leisure outcomes for them.</p>											
Design And Conservation											
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
DC1	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	M	The policy will not generally impact on any protected characteristics. However, accessible and inclusive design will be of benefit to people who are less

												mobile and have particular design requirements.
DC2	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M		The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to and will have a high impact upon people who are less mobile and have particular design requirements and includes young children and the elderly, disabled people and pregnant mothers and people with very young children.
DC3	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;		The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to and will have a high impact upon people who are less mobile and have particular design requirements and includes young children and the elderly, disabled people and pregnant mothers and people with very young children.
DC4	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;		The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to and will have a high impact upon people who are less mobile and have particular design requirements and includes young children and the elderly, disabled people and pregnant mothers and people with very young children.
DC5	N/A;	H;+	N/A;		Shopfronts built to an accessible and inclusive design will benefit people who are less mobile and have particular design requirements.							
DC6	N/A;		The policy will not generally impact on any protected characteristics.									
DC7	N/A;		The policy will not generally impact on any protected characteristics.									
DC8	N/A;		The policy will not generally impact on any protected characteristics.									
DC9	N/A;		The policy will not generally impact on any protected characteristics.									
DC10	N/A;		The policy will not generally impact on any protected characteristics.									
<u>Human Rights and Children's Rights</u>												
The policies on Design and Conservation in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998												
The policies in this topic area will positively impact upon the following children's rights:												
<ul style="list-style-type: none"> § The right to life, survival and development § The right to have their views respected, and to have their best interests considered at all times § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security § The right to education, leisure, culture and the arts 												
There is also the potential for a negative impact on disabled children, as some conflict may arise between the need to preserve the heritage character of listed buildings and												

meeting disability and other accessibility needs, particularly within listed properties. As such, design measures to improve accessibility in listed buildings may not be incorporated in proposals concerning these heritage assets in order to preserve their character.

These rights are most relevant under the following policies for the following reasons:

- Built environment, Design of newbuild and Alterations and Extensions (including outbuildings - These policies aim to ensure new building developments and alterations and extensions are built adopting the principles of accessible and inclusive design. This will ensure that new developments consider the accessibility needs of children and incorporate suitable design elements in their construction to allow easy access through the development for these groups.

Environmental Issues, including tackling and adapting to climate change

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
CC1	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC2	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC3	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	L	The policy will especially impact upon children and people with disabilities.
CC4	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC5	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC6	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC7	H;+	M/+	N/A;	N/A;	H/+	N/A;	N/A;	N/A	N/A;	L	While the policy is of high relevance to and will have a positive impact on all people, they are of particular relevance to people who are less mobile such as the very young and elderly, disabled people and pregnant women.
CC8	H;+	M/+	N/A;	N/A;	H/+	N/A;	N/A;	N/A	N/A;	N/A;	The policy is particularly relevant to users of openspace..
CC9	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	N/A;	The policy will impact positively on protected characteristics of age and disability.
CC10	N/A	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC11	N/A	M;+	N/A;	N/A;	N/A	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC12	N/A	N/A;	N/A	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Environmental issues and Climate Change in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998

The policies in this topic area will positively impact upon the following children's rights:

- § The right to life, survival and development
- § The right to have their views respected, and to have their best interests considered at all times
- § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security

These rights are most relevant under the following policies:

- Reducing water use and the risk of flooding – The policy aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Children and people with disabilities are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.
- Hazardous Substances, Contaminated Land, Air Quality, Noise, Light Pollution and Control of Potentially Polluting Uses and Environmental Nuisance - These policies aim to reduce and control different types of pollution. The implementation of these policies will benefit children and people with disabilities in particular.

Transport and Accessibility

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
T1	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	This strategic policy seeks among other things to improve public and sustainable transport infrastructure in the borough. This will benefit all people but especially people who are unable to drive and are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children.
T2	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	M	The policy will not generally impact on any protected characteristics.
T3	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	M	Improving the opportunities for walking and cycling is of high relevance to and will have a positive impact on people who are unable to drive and are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children.
T4	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy will not generally impact on any protected characteristics.
T5	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy will not generally impact on any protected characteristics.
T6	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	Parking for blue badge holders will particularly benefit the aged and people with disabilities.
T7	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Transport in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998

The policies in this topic area will positively impact upon the following children's rights:

- § The right to have their views respected, and to have their best interests considered at all times
- § Health and welfare rights, including rights for disabled children, the right to health and health care, and social security

These rights are most relevant under the following policies for the following reasons:

- Transport Assessments and Travel Plans – The policy will require new developments to prepare and submit transport assessments to manage the development's impact on congestion and particularly on bus routes. Managing congestion on bus routes in particular will benefit children, reducing journey times and improving their quality of life.
- Increasing opportunities for cycling and walking – The policy will benefit people who are unable or do not want to drive. Children will especially benefit from this policy as it will increase the opportunities for them to safely and conveniently access a wide range of community services and facilities using sustainable transport methods. This is likely to also have a positive effect on their physical and mental health.

Delivery and monitoring

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Delivery and monitoring	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998 or Children's rights as defined by the UNCRC (1992).

Planning Contributions , Infrastructure Planning and Viability

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Planning Contributions	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998 or Children's rights as defined by the UNCRC (1992).

REGENERATION AREA POLICIES

Old Oak Regeneration Area											
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the Old Oak Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable urban design including sustainable transport.
OORA 1	H;	H;	N/A	N/A	H;?	N/A	N/A	N/A	N/A	N/A	The policy concerns the design of the Old Oak Station. It is of particularly high relevance to the protected characteristics of age, disability and pregnancy/maternity insofar as these people who share these characteristics are likely to be comparatively less mobile.
OORA 2	H;	H;	N/A	N/A	H;	N/A	N/A	N/A	N/A	N/A	This policy sets out the overall development strategy for the Old Oak South area. It is of particularly high relevance to the protected characteristics of age, disability and pregnancy/maternity insofar as these people who share these characteristics are likely to be comparatively less mobile.
OORA 3	H;	H;	N/A	N/A	H;	N/A	N/A	N/A	N/A	N/A	This policy sets out the overall development strategy for the Old Oak North area. It is of particularly high relevance to the protected characteristics of age, disability and pregnancy/maternity insofar as these people who share these characteristics are likely to be comparatively less mobile.
<u>Human Rights and Children's Rights</u>											
The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children.											
Hammersmith Regeneration Area											
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the Hammersmith Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable urban design including sustainable transport.

HRA1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability.
HRA2	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above.
HRA3	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above.
Human Rights and Children's Rights												
The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of Children's rights as defined by the UNCRC , the policies should assist in advancing opportunities for children.												
South Fulham Riverside Regeneration Area												
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary	
Strategic Area	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the South Fulham Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable urban design.	
SFRR A1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability.	
Human Rights and Children's Rights												
The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of or Children's rights as defined by the UNCRC , the policies should assist in advancing opportunities for children.(1992).												
Fulham Regeneration Area												
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary	
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy sets out the overall development strategy for the Fulham Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable development and urban design, including sustainable transport	
FRA1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy. policy is of particularly high relevance to the protected characteristics of age and disability.	
Human Rights and Children's Rights												

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. . In respect of or Children's rights as defined by the UNCRC , the policies should assist in advancing opportunities for children.(1992).

White City Regeneration Area

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the White City Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable development and urban design, including sustainable transport
WCRA 1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy. policy is of particularly high relevance to the protected characteristics of age and disability.
WCRA 2	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above
WCRA 3	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. . In respect of or Children's rights as defined by the UNCRC , the policies should assist in advancing opportunities for children.(1992).

Section 06

Reducing any adverse impacts

Outcome of Analysis

The equalities impact analysis of the draft Local Plan has found that in general, there is unlikely to be any potential unlawful discrimination against protected groups associated with the implementation of these policies. However, the council welcomes comments from the public and other stakeholders on the findings of this equalities impact analysis.

The analysis has shown that not all protected characteristics will be impacted upon in a similar manner by the implementation of the Local Plan. The analysis has revealed that, generally, the Local Plan policies will have a positive or neutral impact upon all protected groups and characteristics and will improve the overall quality of life among people in these groups. The protected characteristics of Age, Disability, Pregnancy and Maternity and Race will be positively impacted upon most by the implementation of the Local Plan. The implementation of the Local Plan is unlikely to adversely impact upon Human and Children's rights.

The council will take the following actions to promote its equalities duties:

- it will monitor the implementation of the Local Plan policies on an ongoing basis. Potential issues that may adversely impact on the protected characteristics will be reported in the council's Monitoring Reports. The relevant Local Plan policies may then be amended accordingly, through a statutory review process, to help resolve these issues;
- it will undertake public consultation on the Local Plan and associated documents, including the EQIA. The current (and further) consultation will provide people with an opportunity to comment on the overall 'soundness' of the Local Plan policies, namely that they are 'justified', 'effective' and consistent with national and London Plan policy and meet local needs, In addition, people may comment on the EQIA and on the supporting SA/SEA; and
- it will monitor the development of equalities legislation and associated case law to help ensure that the Local Plan remains legally compliant.

It is not considered the Local Plan will adversely affect human rights as defined by the Human Rights Act 1998.

It is considered that the Local Plan will have a positive impact on children's rights under the United Nations Convention on the Rights of the Child (UNCRC), including the following:

- The right to life, survival and development;
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social

security; and
 • The right to education, leisure, culture and the arts

Section 07		Action Plan					
Action Plan		Issue identified	Action (s) to be taken	When	Lead officer	Expected outcome	Date added to business/service plan
Page 30		Ensure that the Local Plan remains legally compliant with respect to equalities matters	Monitoring emerging equalities related case law and any future legislative amendments.	Ongoing	To be confirmed	The Local Plan will continue to remain legally compliant with respect to equalities matters.	N/A
		Monitoring the effects of the implementation of the Local Plan on protected characteristics	Identifying potentially unlawful impacts of the Local Plan on protected characteristics; reporting these impacts in the council's Monitoring Reports; and making recommendations to the Council on appropriate amendments to the Local Plan.	Monitoring will be undertaken on an ongoing basis. Any recommendations on amending the Local Plan will be made when the council's Monitoring Reports are published.	To be confirmed	The Local Plan will remain up to date and fit for purpose to ensure that there are not significant detrimental impacts upon protected characteristics.	N/A

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Nigel Pallace Position: Executive Director, Transport and Technical Services Email: nigel.pallace@lbhf.gov.uk Telephone No: 0208 753 3000
Key Decision Report	Cabinet 1 December 2014 Confirmation that key equalities issues found here have been included: In section 9.

LBHF Equality Impact Analysis Tool

Conducting an Equality Impact Analysis

An EqIA is an improvement process which helps to determine whether our policies, practices, or new proposals will impact on, or affect different groups or communities. It enables officers to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristic groups.

The tool has been updated to reflect the new public sector equality duty (PSED). The Duty highlights three areas in which public bodies must show compliance. It states that a public authority must, in the exercise of its functions, have due regard to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;**
- 2. Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;**
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.**

Whilst working on your Equality Impact Assessment, you must analyse your proposal against the three tenets of the Equality Duty.

General points

1. In the case of matters such as service closures or reductions, considerable thought will need to be given to any potential equality impacts. Case law has established that due regard cannot be demonstrated after the decision has been taken. Your EIA should be considered at the outset and throughout the development of your proposal, it should demonstrably inform the decision, and be made available when the decision is recommended.
2. Wherever appropriate, the outcome of the EIA should be summarised in the Cabinet/Cabinet Member report and equalities issues dealt with and cross referenced as appropriate within the report.
3. Equalities duties are fertile ground for litigation and a failure to deal with them properly can result in considerable delay, expense and reputational damage.
4. Where dealing with obvious equalities issues e.g. changing services to disabled people/children, take care not to lose sight of other less obvious issues for other protected groups.
5. If you already know that your decision is likely to be of high relevance to equality and/or be of high public interest, you should contact the Equality Officer for support.
6. Further advice and guidance can be accessed from the separate guidance document (link), as well as from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430

LBHF Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2014-15 / Q3
Name and details of policy, strategy, function, project, activity, or programme	<p>Title of EIA: Strategic Housing Stock Options Appraisal</p> <p>Short summary: HRD intend to conduct a comprehensive stock options appraisal to consider the practical options available to the Council, and deliver to Members a recommendation which will fully consider the advantages and disadvantages of each option before proposing a recommended option.</p> <p>Key Issues</p> <ul style="list-style-type: none"> • Consideration of the future ownership and management of the Councils £4 billion Housing Stock. • Releasing £1.5 million for the initial Strategic Housing Stock Options Appraisal, and dependent upon those findings the release of a total amount up to £15 million to implement any recommendations.
Lead Officer	<p>Name: Charles Hyde</p> <p>Position: Programme Manager</p> <p>Email: Charles.Hyde@lbhf.gov.uk</p> <p>Telephone No: 020 8753 1313</p>
Date of completion of final EIA	15 October 2014

Section 02	Scoping of Full EIA						
Plan for completion	<p>Timing: The options appraisal is expected to commence in early January 2015 and report a recommendation in August / September 2015.</p> <p>Resources: Programme Team supported by external advisors</p>						
Analyse the impact of the policy, strategy, function, project, activity, or programme	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may appear in more than one protected characteristic). You should use this to determine whether the policy will have a positive, neutral or negative impact on equality, giving due regard to relevance and proportionality.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">Protected characteristic</th> <th style="width: 60%;">Analysis</th> <th style="width: 15%;">Impact: Positive, Negative, Neutral</th> </tr> </thead> <tbody> <tr> <td style="height: 40px;"> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Protected characteristic	Analysis	Impact: Positive, Negative, Neutral			
Protected characteristic	Analysis	Impact: Positive, Negative, Neutral					

Age	The Options Appraisal only considers and does not change any policies.	Neutral
Disability	Comprehensive consultation with stakeholders will be undertaken.	
Gender reassignment		
Marriage and Civil Partnership	The Options Appraisal only considers and does not change any policies.	Neutral
Pregnancy and maternity	Comprehensive consultation with stakeholders will be undertaken.	
Race	Where residents may be affected by any element of the options appraisal, they will be treated on an individual basis taking into account an special needs or requirements.	
Religion/belief (including non-belief)	Conducting the options appraisal will not have any impact on residents, the public or employees however the outcome of the Options Appraisal may have implications which will be considered during the appraisal.	
Sex		
Sexual Orientation		

Human Rights or Children’s Rights

If your decision has the potential to affect Human Rights or Children’s Rights, please contact your Equality Lead for advice

Will it affect Human Rights, as defined by the Human Rights Act 1998?

No

Will it affect Children’s Rights, as defined by the UNCRC (1992)?

No

Section 03

Analysis of relevant data

Examples of data can range from census data to customer satisfaction surveys. Data should involve specialist data and information and where possible, be disaggregated by different equality strands.

Documents and data reviewed	None
New research	If new research is required, please complete this section

Section 04	Consultation
Consultation	Details of consultation findings (if consultation is required. If not, please move to section 06)
Analysis of consultation outcomes	

Section 05	Analysis of impact and outcomes
Analysis	What has your consultation (if undertaken) and analysis of data shown? You will need to make an informed assessment about the actual or likely impact that the policy, proposal or service will have on each of the protected characteristic groups by using the information you have gathered. The weight given to each protected characteristic should be proportionate to the relevant policy (see guidance).

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Section 06	Reducing any adverse impacts and recommendations
Outcome of Analysis	There are no specific actions to take when considering the award of this contract.

Section 07	Action Plan												
Action Plan	Note: You will only need to use this section if you have identified actions as a result of your analysis												
	<table border="1"> <thead> <tr> <th>Issue identified</th> <th>Action (s) to be taken</th> <th>When</th> <th>Lead officer and borough</th> <th>Expected outcome</th> <th>Date added to business/service plan</th> </tr> </thead> <tbody> <tr> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> </tbody> </table>	Issue identified	Action (s) to be taken	When	Lead officer and borough	Expected outcome	Date added to business/service plan						
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Section 08	Agreement, publication and monitoring
Chief Officers' sign-off	Name: Melbourne Barrett Position: Executive Director, Housing & Regeneration Email: Melbourne.Barrett@lbhf.gov.uk

Key Decision Report (if relevant)	Date of report to Cabinet: 1 st December 2014 Key equalities issues have been included: Yes
Opportunities Manager (where involved)	Name: David Bennett Position: Acting Head of Change Delivery, Innovation and Change Management Division Date advice / guidance given: 16 th October 2014 Email: David.Bennett@lbhf.gov.uk Telephone No: 020 8753 1628