

Equality Impact Assessments (EIA)

Full Council

19 October 2011

<u>Item</u>		<u>Pages</u>
6.3	LOCAL DEVELOPMENT FRAMEWORK: ADOPTION OF CORE STRATEGY	1 - 25
6.4	MANAGING CHANGE OF USE IN LOCAL SHOPPING CENTRES SUPPLEMENTARY PLANNING DOCUMENT	26 - 30
6.5	LOCAL DEVELOPMENT FRAMEWORK: PROPOSED SUBMISSION DEVELOPMENT MANAGEMENT DEVELOPMENT PLAN DOCUMENT	31 - 85



LB Hammersmith and Fulham Core Strategy - Equality Impact Assessment (Draft for Consultation)

Section 1 – Details of Full Equality Impact Assessment

Overall Information	Details of Full Equality Impact Assessment (Note: the Equality impact Assessment 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.)
Financial Year	2010-2011
Name and details of policy, strategy, function, project, activity, or programme	The Core Strategy is the overarching development plan document of the Local Development Framework (LDF) and sets out the Council’s long term vision, as contained in H&F’s Community Strategy 2007, to create a borough of opportunity for all. It highlights the strategic objectives for the borough, focussing on the key issues to be addressed, and includes a delivery strategy for achieving these objectives. It identifies five major regeneration areas and allocates strategic sites for development which are considered crucial to the achievement of the Core Strategy. It also includes borough-wide policies on topics such as housing and the built environment. The plan period for the core strategy is 20 years.
Name of Service Department	Name: David Gawthorpe Position: Environment Services (Development Plans Team) Email: david.gawthorpe@lbhf.gov.uk Telephone No: 0208 753 3384
Date of completion of final EIA	Date for start of EQIA: June 2010 Completion date for finalised EQIA: July 2011

Section 2 – Scoping of Full EQIA

Section 02	Scoping of Full EQIA
Plan for completion	<p>The Core Strategy is an important document for development in the borough and of high public interest, Therefore a Full EQIA is necessary .</p> <p>Resources: Officer time only (20 hours)</p> <p>Lead Officer: David Gawthorpe, Policy and Projects Officer, Development Plans Team</p>
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>The Council’s Community Strategy 2007 has a vision to create a borough of opportunity for all. The key priorities in delivering this vision are:</p> <ul style="list-style-type: none"> • Promoting home ownership • Regenerating the most deprived parts of the borough • A top quality education for all– schools of choice • Setting the framework for a healthy borough • Tackling crime and anti-social behaviour • Creating a cleaner, greener borough • Delivering high quality, value for money public services <p>The Core Strategy’s spatial vision interprets the Community Strategy vision and outlines how the borough will have been transformed in 20 years’ time. It is based on the council’s determination to meet the aspirations of its residents by increasing opportunities for all residents to live and enjoy productive, healthier lives and by developing a safer, cleaner borough. The Core Strategy vision is for a borough of decent and aspirational neighbourhoods where people want to live and to continue living.</p> <p>In the next 20 years, the application of the Core Strategy policies is intended to have extended throughout the borough, particularly in those areas and for people experiencing high levels of deprivation, poorer housing and environments, in order that they should experience some of the benefits and improved standards of quality of life that the more affluent areas currently experience. A key part of the vision of the Core Strategy and supporting documents is that more residents and their families will have had the opportunity to develop their knowledge and skills and to own their homes, so</p>

that they can stay in the borough and really participate and share in the benefits that Hammersmith and Fulham can offer.

Through the implementation of the Core Strategy, the borough will have been transformed through public and private investment by 2031. In particular, regeneration will have taken place in the wider White City Opportunity Area, including Shepherds Bush Town Centre, and in the West Kensington/North Fulham area, as well as along the South Fulham Riverside and in Hammersmith Town Centre. The regeneration of the Old Oak area of the borough will have started with the development of the High Speed 2 rail hub and a Crossrail Station at Old Oak Common Sidings.

Housing supply in Hammersmith and Fulham will have increased with at least 13,000 additional homes, aimed at family homes in low and medium rise developments. Some of the borough's most disadvantaged estates in the most deprived wards will have been regenerated. The new housing will be fully integrated socially, economically and physically with the rest of the borough. Our town centres and smaller local centres will be important hubs within the borough, helping to sustain a strong, safe and prosperous borough community.

The principal spatial elements of the council's approach to delivering the Core Strategy are set out below. These strategic policies will provide the framework and context for more detailed planning policies, frameworks and briefs that will be critical to the future of the borough in the 20 year time span of the Core Strategy.

The Key spatial elements of the Core Strategy are concerned with:

- A: Planning for regeneration and growth**
- B: Planning for the location of employment activities**
- C: The hierarchy of town and local centres**

In addition, there are a number of borough-wide and locally specific policies to ensure that development outside the proposed regeneration areas contributes to meeting the council's objectives. The key borough-wide policies are concerned with:

These areas are:

- **Meeting Housing Need and Aspirations**
- **Local Economy and Employment**
- **Community Facilities**

- **Open Space**
- **River Thames and Canal**
- **Built Environment**
- **Tackling and Adapting to climate change**
- **Transport**
- **Delivery and Implementation**

The findings of the assessment are set out in section 5.0

Section 3: Assessment of relevant data and/or undertake research

Section 03	Assessment of relevant data and/or undertake research
Documents and data reviewed	<p>The following documents and data have been used to help inform this Equality Impact assessment:</p> <p>Single Equality Scheme</p> <p>The Single Equality Scheme contains our statutory and non-statutory equality schemes and simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers have given careful consideration to the statutory codes in relation to race, gender and disability in preparing the scheme, as well as to the duties that were expected to arise from the Equality Act 2010, which received Royal Assent in April 2010.</p> <p>The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough.</p> <p>Community Strategy</p> <p>The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Core Strategy and the Single Equality scheme. The Strategy was developed with our 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.</p> <p>Demographics of Equality Target Groups (Source: Borough profile 2010 and Census 2001)</p> <p>A summary of the current position in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the Core Strategy on these groups.</p> <p>Population</p> <p>The population of the borough is relatively young and ethnically diverse. It is also a highly mobile</p>

population with about half of all households having moved in the previous five years. Nearly half of the population (43%) is between the ages of 19 and 40 years old which is significantly higher than in London (35%) and the rest of the country (27%) - (2009 Mid-Year Estimates ONS June 2010) . The borough has a high proportion of single people, the second highest proportion (54.7%) of any local authority in England & Wales. Four in ten (40.3%) of all households consist of one person (Source: 2001 Census).

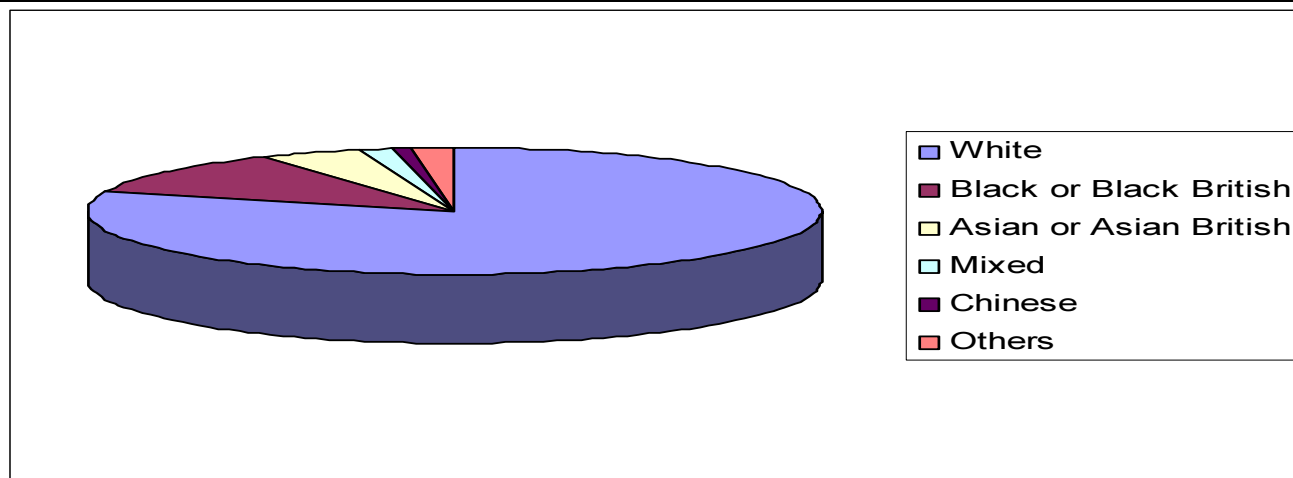
It is projected by the GLA (taking account of the borough's housing target of an additional 615 dwellings p.a.) that the population will increase from 175,800 in 2006 to 189,800 in 2031, (a 14,000 (8%) increase) and that households will increase by 14,600 from 79,880 households in 2006 to 94,400 in 2031(an 18% increase) (Source: 2009 Round of GLA Demographic Projections, Updated Jan 2010). This is a slower rate of growth than most other London boroughs. The main growth in number of households will be in 'one person' households (32% up to 2026), while the number of ' co-habiting couples' households will decrease by nearly 8%.

There is expected to be a growth in the 50 and 64 age group of 9,500 between 2009 and 2026, equivalent to 46%. The population aged 20 to 49 is expected to grow by 16% during the same period and the population aged 65 to 79 to grow by 14%, and 80+ by 23%. (Source: 2008 GLA population projections).

Race

In 2001, 22.2% of the population of Hammersmith & Fulham belonged to ethnic groups other than White, which was an increased proportion compared to the 1991 figure of 17.5%. The main minority grouping in the Borough is people of Black ethnic origin (11.1%), and the proportion of people of Black or Black British Caribbean origin (5.2%) is the eleventh highest of any local authority in England and Wales. Wormholt & White City and College Park & Old Oak wards have the highest ethnic minority populations in the borough with rates in excess of 30%.

Ethnic Groups in Hammersmith & Fulham 2001

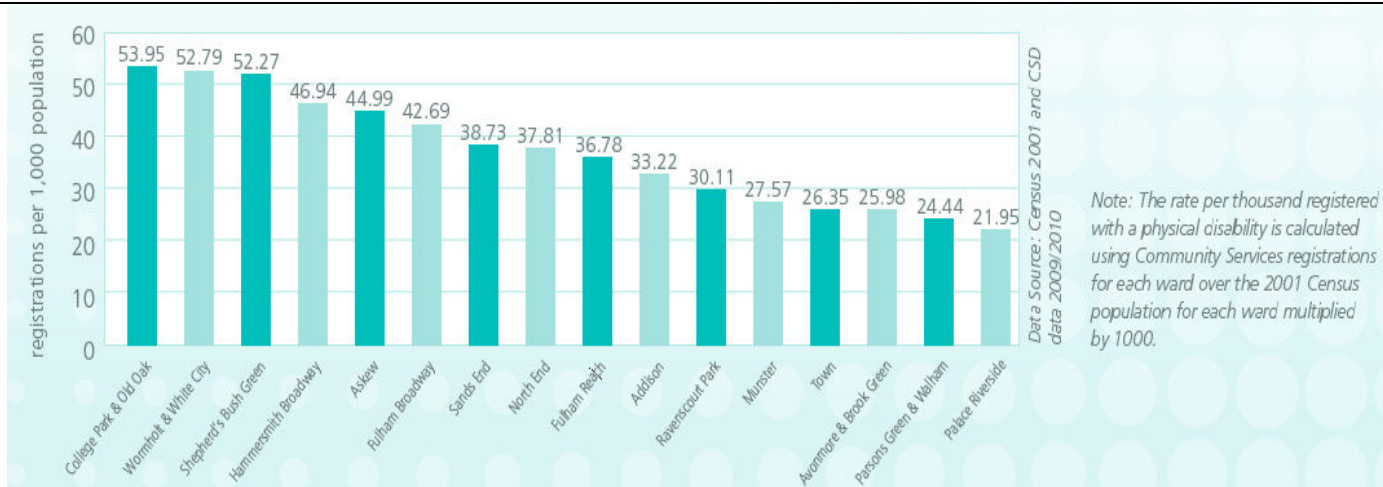


Source of data : 2001 Census Key Statistics for Local Authorities

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) indicates that 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.

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 require different uses from their environment, as examples. It is for these reasons that we have actively engaged with the Hammersmith and Fulham Disability Forum the local user group representing disabled people.



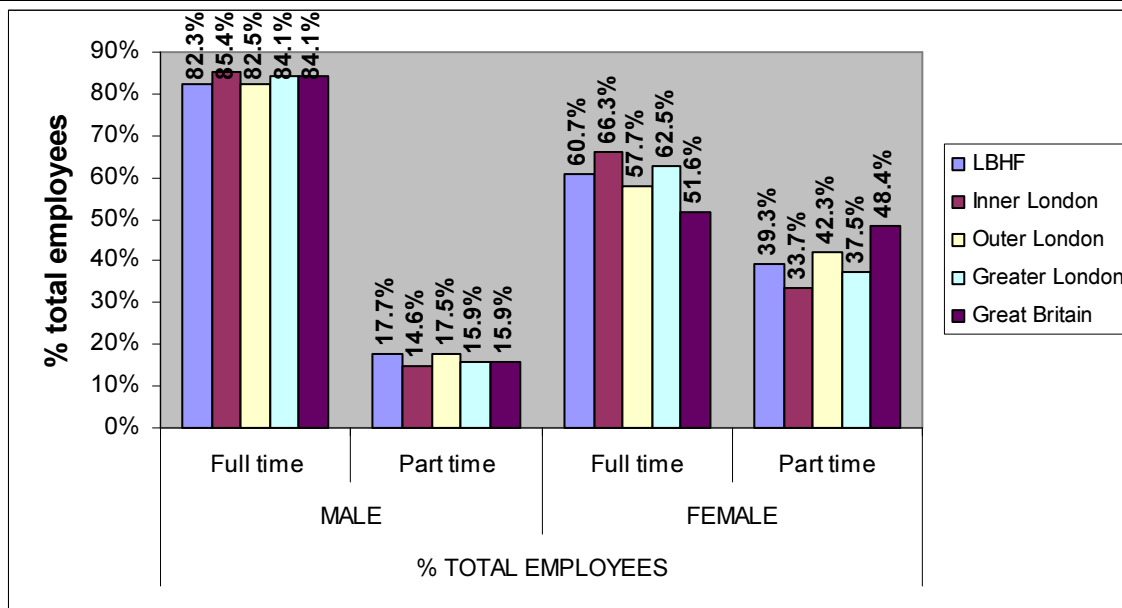
Gender

There are more women in the borough than men which is also the case in London and England. The Single Equalities Scheme (SES) indicates that there are more female headed households in the borough which represents a key equality gap for Hammersmith and Fulham.

Statistics for England and Wales show that women are less economically active than men. In Hammersmith and Fulham 64.0% of women and 75.3% of men are economically active. This is lower than the London wide figures of 67.6% for women and 82.2% for men (Source 2006 – Nomis official labour market statistics).

Hammersmith & Fulham has a marginally lower proportion of full time employed male residents (82.3%) than the London (82.5%) and national averages (84.1), but has a higher proportion of full time employed females (60.7%) than the London (57.7%) and national averages (51.6%).

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 (section 05).



Source of data : 2001 Census Key Statistics for Local Authorities

Religion

The religious profile of the Borough is less diverse than in London as a whole. In 2001, 63.6% of residents in the Borough were Christians, 6.8% were Muslim and 2.3% were other religions. 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. In 2001, 17.6% of residents in the Borough stated that they had no religion. This is similar to the proportion for Inner London (18.3%) and Greater London (15.8%).

The policies in the Core Strategy 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 by the Core Strategy through Social and Community use and for which further policies will be drafted in the emerging Generic Development Management Policies Document.

Age

The borough has a higher proportion of young adults aged 25-39 (36%) than London and the rest

of the country. Conversely, the proportion (28%) of children and young adults (0-24s) is lower than in London and the rest of the country. Some 23% of the population is aged 50 or over, which is slightly higher than the average for Inner London, but lower than the average for Outer London. 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.

Age Structure % of Total Population - 2008



Sexual Orientation (and transgender)

The nature of issues facing LGB people is such that often, the voluntary sector has worked with those supporting transgendered or transitioning people as well, hence we often use the term LBGT (lesbian, gay, bisexual, 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'

[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 2001 census recorded 568 people (or 1.1% of couples), aged 16 and over, living as same sex couples in Hammersmith and Fulham. In 2009 there were 49 civil partnerships in this borough. 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 Core Strategy 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.

Socio-economic

Hammersmith & Fulham is ranked as the 38th most deprived local authority in England, out of a total of 342 local authorities. Hammersmith & Fulham is becoming increasingly polarised in that there are increasing proportions of residents who are high earners with a static proportion of low earners. Census measures also show very high degrees of polarisation compared to other local authorities in educational attainment and occupation levels.

Proportions of working age residents in higher-paid jobs are increasing. Four in ten adults (40.8%) are managers, senior officials or professionals compared to 35.9% in Inner London and 32.4% in Greater London. 17.9% are in higher managerial or professional positions: this has increased significantly from 1991 when only 12.3% fell within this occupation group. There have been similar significant rises in associate professional and technical occupations: 15.8% in 1991 to 23.5% in 2001. On the other hand, 11.3% are in 'routine' or 'semi-routine' operations and 5.5% have never worked or are long-term unemployed.

Section 4: Assess or undertake consultation

Section 04	Assess or undertake consultation
<p>Consultation</p>	<p>LDF consultation As part of the LDF process, the Council has produced a Statement of Community Involvement that sets out the principles to be applied in involving the community in the preparation of the Core Strategy and other LDF documents. See SCI for more details.</p> <p>Public consultation on the Core Strategy took place in June 2009 and October 2010, during which time public workshops were held to raise awareness and brief people on the emerging Local Development Framework. Representatives from disability, residents and voluntary groups attended the workshops and gave informative feedback which was subsequently used together with formal representations to draft the Core Strategy.</p> <p>EQIA consultation It is a legal requirement that consultation takes place with appropriate stakeholders as part of the EQIA process. This is to gain their perspectives on the work that is being undertaken and the services delivered. To meet the race and gender duties, it is necessary to consult with interest groups. A requirement of the disability duty is that disabled people are directly engaged in the impact assessment process.</p> <p>Consultation with other groups helps to ensure that we do not unlawfully discriminate in the provision of goods and services (age, faith/belief and sexual orientation).</p> <p>The Council ensured that consultation on the Core Strategy and the EQIA was in line with the Council's <u>Consultation Guidelines</u>.</p>
<p>Assessment</p>	<p>No specific comments were made on the EQIA during the public consultations that took place in June 2009 and October 2010. No representations or issues were raised regarding the EQIA at the Examination in Public which took place in April 2011.</p>

Section 5: Assessment of impact and outcomes

Section 05	Assessment of impact and outcomes		
Assessment	<p>This section assesses the Core Strategy Policies against the 7 key equality strands. Each Core Strategy policy and/or topic area has been given a score which indicates whether it has a positive (+) or negative (-) impact on the 7 equality strands and also whether this impact is low, medium or high. Where no impact has been identified it has been marked with a dash (/).</p>		
	Key Equality Strands		Core Strategy Policies
			Spatial Policy A: Planning for regeneration and growth
	Race	+	Medium
	Disability	+	Medium
	Gender	+	Medium
	Age	+	Medium
	Sexual Orientation	+	Low
	Religion/belief (including non-belief)	+	Low
	Socio-Economic	+	High
		Spatial Policy B: Planning for the location of employment activities	
Race	+	Low	
Disability	+	Medium	
Gender	+	Low	

The spatial policy will focus on and encourage major regeneration and growth in five key regeneration areas in the borough. The policy states that accessibility, scale, infrastructure, the environment and housing mix and affordability will be important considerations in regenerating these areas. Increasing the amount of housing, including affordable housing, will help to support the needs of all groups. In addition, promoting development in these areas will provide an opportunity to create new and accessible locations which meet the needs of all ages and disabilities.

The socio-economic benefits of regeneration are high with investment in community facilities and decent neighbourhoods together with the economic benefits of new jobs and housing to the local area. Choice of employment opportunities will benefit different ethnic groups, especially in areas such as White City, which has a higher spatial distribution of ethnic minorities.

The spatial policy seeks to target employment activities into appropriate locations in the borough. This includes promoting and improving industrial land in the north of the borough in the Hythe

	Age	+	Low	Road employment zone, office space into accessible locations such as Hammersmith Town centre and Shepherd's Bush and Creative industries and small business into the town centres and regeneration areas. Such policy provision will benefit the working population 16-74 of Hammersmith and Fulham. Both men and women will benefit from the proposals with all types of industry supported. Offices in accessible locations could help both those with a disability and the older workers who are less mobile.
	Sexual Orientation	+	Low	
	Religion/belief (including non-belief)	+	Low	
	Socio-Economic	+	High	
	Spatial Policy C: The hierarchy of town and local centres			
	Race	+	Medium	This policy seeks to provide a shopping hierarchy in which retail uses are promoted and protected. Shepherds Bush, for example, has a large proportion of ethnic stores which serve the diverse local population. By protecting local shops and local independent traders in these ethnically diverse areas, the policy should have a positive and meaningful bearing on residents of different faiths and should benefit the community as a whole. There is likely to be a marginal benefit to disability groups where shops are promoted in accessible locations such as town centres, key local centres and neighbourhood parades. This should help to encourage participation by disabled persons in public life. By promoting Neighbourhood parades the Core Strategy will also help to provide convenient and walkable facilities for the elderly and younger members of the community. The protection and promotion of both value stores and higher end stores will seek to benefit all residents in the borough irrespective of wealth or class.
	Disability	+	Low	
	Gender	+	Medium	
	Age	+	Low	
	Sexual Orientation	+	Low	
Religion/belief (including non-belief)	+	Low		
Socio-Economic	+	Low		
Strategic Policies: Regeneration Areas				
<ol style="list-style-type: none"> 1. White City 2. Hammersmith Town centre 3. North Fulham 4. South Fulham Riverside 5. Old Oak Common and Hythe road 				

	Race	+	Medium	The council hopes to support the needs of all groups by encouraging the provision of additional housing and jobs in the five regeneration areas. There is a high spatial distribution of ethnic minority groups in the White City regeneration area which should benefit from the regeneration proposals. The policies also seek to address the high level of deprivation in the north of the borough which currently contributes to Hammersmith and Fulham being the 38 th most deprived local authority area in England (2001 Census).
	Disability	+	Medium	
	Gender	+	Medium	
	Age	+	Medium	
	Sexual Orientation	+	Low	
	Religion/belief (including non-belief)	+	Low	
	Socio-Economic	+	High	
				Proposed policy for the provision of new office and employment related development in Hammersmith Town centre and at Earls Court will help to provide a choice of employment opportunities which can benefit all groups.
				The five wards with the highest rates of disabled persons (2001 Census) are mainly in the north of the borough and include White City and Shepherd's Bush Green. New development in these areas will provide an opportunity to create new and accessible locations which meet the needs of all ages and disabilities.
			The socio-economic benefits of regeneration are high with investment in community facilities and decent neighbourhoods together with the economic benefits of new jobs and housing to the local area.	
				Borough-wide Policy: Meeting Housing Need and Aspirations
	Race	+	High	The Single Equality Scheme indicates that the key equality groups in the borough are most likely to be in need of housing. The housing policy approach in the Core Strategy encourages the provision of additional housing to meet the growing population, including affordable and a mix of housing tenure aimed at all sections of the community.
	Disability	+	High	
	Gender	+	High	
	Age	+	Medium	
	Sexual Orientation	+	Medium	
	Religion/belief (including non-	+	Medium	
				Housing plays a significant role in preventing ill-health and

	belief)			<p>fostering well being and community cohesion across all the vulnerable groups. The Core Strategy policies will encourage new and existing homes to meet the Decent Homes Standard which will help our residents feel safer in their homes and have a positive impact on their health and well being. Improving the affordability of home ownership will enable people to have a greater stake in our community as well as supporting their future economic prosperity, personal security and social mobility.</p> <p>Affordable housing provision and retention should assist women who are single parents as they are statistically less economically active than men, and often earn less in similar occupations (SOURCE: ONS online http://www.statistics.gov.uk/cci/nugget.asp?id=167) and may not be able to afford to live in the borough without assistance.</p> <p>As policy H4 indicates, all dwellings with ground floor access or lift access should be built to “Lifetime Homes” standards with 10% to be wheelchair accessible, or easily adaptable for residents that are wheelchair users.</p> <p>Policies H5 and H6 seek to promote the provision of housing for Gypsies and travellers and students. This will help to provide housing for groups who may be at a socio-economic disadvantage to the rest of the community.</p>	
	Socio-Economic	+	High		
					Borough-wide Policy : Local Economy and Employment
	Race	+	High		<p>Reducing disadvantage and widening access to employment and training opportunities will allow more residents to participate, make a greater contribution to the economy, and fulfil their potential. Educational under-achievement, poor health, debt and financial exclusion, childcare costs, crime, and long term unemployment are all barriers to economic participation.</p> <p>The policy approach should help to improve the number and</p>
	Disability	+	High		
	Gender	+	High		
	Age	+	Medium		
	Sexual Orientation	+	Low		
Religion/belief (including non-	+	Low			

	belief)			<p>range of employment opportunities for all residents in the borough. Choice of employment opportunities will benefit different ethnic groups, especially in areas like White City, which have a higher spatial distribution of ethnic minorities.</p> <p>The Core Strategy does not specifically provide for the employment needs of disabled people, but new employment premises will be constructed in accordance with DDA requirements and directed into the most accessible locations of the borough such as town centres.</p> <p>Statistics show that women are less economically active than men and that in similar occupations they often earn less (ref: ONS). In Hammersmith and Fulham 64.0% of women and 75.3%.of men are economically active (2001 Census). The promotion of job opportunities in the borough will help both men and women get into full and part time employment and become more economically active.</p> <p>Provision of additional employment opportunities will benefit people of all ages, but will have the greatest benefit to those within the working age population (16 to 74).</p> <p>The impact of this policy on religion is unlikely to be significant although there are common linkages between race and religion and therefore certain pockets of ethnicity, race and religion in deprived parts of the borough could benefit from improved local job opportunities.</p> <p>The 2001 census indicates that Hammersmith & Fulham is becoming increasingly polarised in that there are increasing proportions of residents who are high earners with a static proportion of low earners. Census measures also show very high degrees of polarisation compared to other local authorities in educational attainment and occupation levels. The promotion of new employment opportunities should have a positive impact at all levels of society. Although the promotion of small businesses,</p>
	Socio-Economic	+	High	

			in particular, should help to reduce the polarisation between high and low earners which is evident in the borough.
			Borough-wide Policy: Community Facilities
Race	+	Medium	The Core Strategy supports the protection of existing facilities and provision of new social, health, education and community facilities. Improved access to sporting, social, cultural and recreational facilities, particularly in the five regeneration areas will benefit ethnic minority groups.
Disability	+	Medium	
Gender	+	Medium	
Age	+	Medium	
Sexual Orientation	+	Low	
Religion/belief (including non-belief)	+	Medium	It is widely accepted that the quality of life and participation of people with disabilities improves with proper knowledge and skills on how to live independently. This will be encouraged by increasing their technical skills through education and professional development, and functional independence through access to community facilities and services.
Socio-Economic	+	Medium	Improved access to community facilities will benefit both genders although women are likely to benefit most from the provision of health, leisure and social welfare services, as they are more likely to have care giving responsibilities. All age groups will benefit from the protection and promotion of community facilities. Young and old alike can enjoy new and improved cultural, educational and recreational facilities. In particular, such policy provision could help to contribute towards a reduction in Childhood Obesity. The promotion of new community facilities in the Core Strategy includes the provision of new places of worship, where appropriate, which will help to have a positive impact on some religious groups. Community facilities can transcend the socio economic divide within communities as they are usually accessible to all sections of society and where they provide specific assistance to particular

			groups, often, this is with the aim of integration into mainstream society. We would anticipate positive benefits for all groups.
			Borough-wide Policy: Open Space
Race	+	Low	Open space policies in the Core Strategy seek to protect existing spaces of local and borough-wide significance and also those which form a more important metropolitan function. Public open spaces benefit all members of the community and through careful maintenance and improvements will become more accessible to disabled persons and the elderly. Promoting children's play provision in new developments will benefit young people in particular, but mothers and families as a whole will also benefit.
Disability	+	Medium	
Gender	+	Medium	
Age	+	Medium	
Sexual Orientation	+	Low	
Religion/belief (including non-belief)	+	Low	
Socio-Economic	+	Medium	
			Borough-wide Policy: River Thames and Canal
Race	+	Low	The River Thames and canal policies seek to improve access to the waterside and seek to promote good design in the development of riverside and canalside sites. Such policy proposals will have a small but positive effect on equality. Disabled persons will benefit from improved access to the waterside and improvements to river-walk. All age groups will be able to benefit from the proposals and enjoy the leisure uses associated with the riverside. Riverside living and river related sports are likely to benefit the wealthier residents in the borough more as they are statistically more likely to be located near to the river (2009 Experian Mosaic data).
Disability	+	Medium	
Gender	+	Medium	
Age	+	Medium	
Sexual Orientation	/	None	
Religion/belief (including non-belief)	/	None	
Socio-Economic	+	Low	
			Borough-wide Policy: Built Environment
Race	+	High	Developing an inclusive environment will have a substantial and positive effect on society. Good design in the built environment
Disability	+	High	

	Gender	+	High	will aid access and provide better safety and security to all and could have a positive impact on the more vulnerable and less mobile members of society.	
	Age	+	Medium		
	Sexual Orientation	+	Low		
	Religion/belief (including non-belief)	+	Medium		
	Socio-Economic	+	High		
					Borough-wide Policy: Tackling and Adapting to climate change
	Race	/	None	Proposals to reduce and mitigate local causes of climate change may not have much of an impact on race, sexual orientation and religion. However, a flood event in the borough could impact upon all members of society and measures to reduce this risk can only be a positive thing. The requirements for new build development to meet energy and waste criteria will benefit all occupiers as the cost of utilities may be reduced and waste disposed of more efficiently.	
	Disability	+	Low		
	Gender	+	Low		
	Age	+	Low		
	Sexual Orientation	/	None		
	Religion/belief (including non-belief)	/	None		
	Socio-Economic	+	Medium (Long term)		
					Older people who rely more heavily on heating during the winter months may benefit from the renewable energy policies in the strategy. However, there may be a social-economic divide with regard to renewable energy in the home as at present such technology is only being considered by those who can afford it.
					Overall, it is difficult to anticipate the long term benefits of these measures for the different equality groups as the impact the proposals may only become apparent for future generations.
					Borough-wide Policy: Transport
	Race	+	Medium	A key objective of the Core Strategy is to improve public transport and accessibility in the borough, whilst reducing the adverse impact of road traffic and traffic congestion. Proposals to deliver this will benefit those who rely on public transport which could	
Disability	+	High			
Gender	+	High			
Age	+	High			

Sexual Orientation	+	Medium	include all age groups, race, disability and gender, but will mainly benefit the working population. The Core Strategy also seeks to ensure that major new development is located in areas with high levels of public transport accessibility, thereby reducing the need to travel by private car, to minimise energy use and to increase opportunities for walking and cycling. Again all groups would benefit from such proposals.
Religion/belief (including non-belief)	+	Medium	
Socio-Economic	+	High	

Human rights

Growth and change in the five regeneration areas could have a small negative impact on Human Rights in the short term. Article 8 of the Act relates to right to respect for private and family life, disruption caused by construction may impact on home and family life through noise and air pollution. However, these impacts are only short term and other wider benefits may be secured such as more housing. This will in some cases ensure that homes are available to all equality groups. This meets the requirements in Article 2 Right to life. The provision of housing will ensure people in Hammersmith and Fulham have access to housing private and family life in accordance with Article 8. The protection of open space within housing developments will encourage people to be more physically active, this supports family life by ensuring that there are spaces for children and adults to play and exercise. Policies on Open Space support Article 8 Right to respect for private and family life. The overall result of the policies is considered to be positive.

Conclusion

The Equality Impact Assessment of key Core Strategy policies and themes has had positive findings overall, across all equality groups, with some being more relevant than others.

Policies aimed at the encouragement of mixed use communities, regeneration of areas and the provision of employment floorspace ensure that local job opportunities are available, benefiting all disadvantaged groups that have difficulty accessing these opportunities. By their nature, community facilities, such as childcare and health facilities provide the greatest benefit to the very young, the elderly and women, who are more likely to have caregiving responsibilities.

The housing policies, which require the provision of new homes, a proportion of affordable housing, and a mix of types and sizes particularly benefits families, ethnic minorities and people on low incomes.

Transport and Accessibility objectives will benefit all residents. The working age population will benefit most from strategic transport improvements as will those with a disability or the less mobile members of the community.

Overall these policies make a positive contribution towards protecting people's Human Rights in accordance with the Human Rights Act 1998. This has resulted in a strong policy approach which supports all groups now and in the future protecting all equality groups who live, work and visit Hammersmith and Fulham.

The comments and conclusions of this assessment are based on quantified demographic data, and for the most part, the discussion is concerned with who will benefit most from the policies within the Core Strategy. It is acknowledged, however, that additional benefits will arise that have not been specifically identified. For example those measures associated with tackling climate change may not become apparent during the plan period. However, this is why we have assessed the Core Strategy before going out for public consultation in order that the public can read and respond to the document.

Section 6: Reducing any adverse impacts

Section 06	Reducing any adverse impacts
Outcome of Assessment	<p>The policies put forward in the Core Strategy are not considered to have any negative impacts on equality. When assessed, most policies had a positive impact, particularly those which seek to regenerate the most deprived parts of the borough which are more economically and socially diverse and where people of different ethnicity, faith and socio-economic background will benefit from proposals for more housing and job opportunities.</p> <p>Actions</p> <p>We therefore do not anticipate that any specific actions will be needed to remove or mitigate against the risk of unlawful discrimination in the delivery and implementation of the policies. However, in order to make sure this remains the case we have further assessed equality issues through the Sustainability Appraisal of the LDF. We will also monitor policies through the Annual Monitoring Report (AMR) and where equality issues are identified we will see whether it is necessary to adjust or amend policies eg. those to do with disability and other comments captured on Uniform.</p> <p>Consultation</p> <p>The opportunity to take part in consultation on the Core Strategy will be made available to all community groups and we will seek to reach the hard to reach groups in the borough through advertisements, online information, leaflets and hard copy documents. The database of consultees that we have compiled for consultation on the LDF includes a number of BME and other groups and they will be made aware of the Core Strategy and other LDF consultations and invited to make representations. Translations of the policy text will continue to be made available on request to those people in the borough whose first language is not English. Where certain groups in the borough do not comment on the Core Strategy it may be necessary to target those groups in future consultation exercises on the Local Development Framework.</p> <p>Disability</p> <p>As well as having an obligation not to indirectly discriminate against disabled people, from October 2010, the duties under the Equality Act 2010 will mean that we as service providers have an anticipatory duty to make reasonable adjustments for disabled people. The council have been in direct contact with the Hammersmith and Fulham Disability Forum (HAFAD) throughout the LDF process with HAFAD making detailed representations which have helped to shape the policies in the Core Strategy. Accessible facilities, services and transport have been specifically raised.</p>

Section 7: Action Plan

Section 07	Action Plan			
Action Plan	Issue identified	Action (s) to be taken	Who will be responsible	Targets and milestones
	Difficulty in raising awareness and interest in the Core Strategy amongst equality groups in the borough.	Continue to target hard to reach groups in future consultation on the Core Strategy and LDF.	Development Plans Team	Regulation 27- Proposed Submission Consultation (October 2010)
	Need for further consideration of equity and social justice in the Core Strategy.	Increase consideration of objectives on equality in the Sustainability appraisal.	Development Plans Team	Regulation 27- Proposed Submission Consultation (October 2010)
		Continue to monitor policies through the AMR and adjust policies where appropriate.	Development Plans Team	On-going

Section 8: Agreement, publication and monitoring

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Nigel Pallace Position: Director of Environment Email: nigel.pallace@lbhf.gov.uk Telephone No: 020 8753 3000
Key Decision Report	Date of report to Council: 19 / 10 / 10 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430

Managing Change of Use in Local Shopping Centres SPD - Equality Impact Analysis Initial Screening

Details of Initial Equality Impact Screening Analysis	
Section 01	2011 / 2012
Financial Year and Quarter	
Name of policy, strategy, function, project, activity, or programme	Managing Change of Use in Local Shopping Centres - Supplementary Planning Document (SPD)
Q1 What are you looking to achieve?	<p>The draft SPD sets out detailed supplementary planning guidance on the key principles the council will apply when considering planning applications for changes of use of shop units in the borough's local shopping centres.</p> <p>The SPD identifies quotas that will be applied to frontages in the local shopping centres to manage the mix of uses in these centres. The SPD will support the new shopping hierarchy outlined in the Core Strategy 2011 in advance of the adoption of the Development Management Development Plan Document (DMP) programmed for late 2012.</p> <p>Key Principle 1 - The quotas in Key Principle 1 limit the percentage of non shopping uses (non-A1 uses) on the street frontage in protected centres in order to maintain a balance of uses appropriate for the type of centre. Allowing some non A1 class uses within key local centres, neighbourhood parades and satellite parades will add to the diversity of the centres. Because key local centres and satellite parades are larger and have wider catchments and offer a greater range of services than neighbourhood parades, it is appropriate that a greater range of non-A1 class uses are allowed in these centres.</p> <p>Key Principle 2 – The criteria in Key Principle 2 provides detail on the considerations that will be brought to mind by the council when considering change of use applications in the three types of local centre, particularly where the quotas are not satisfactorily met. The introduction of criteria such as vacancy and evidence of marketing into the SPD provides further flexibility in the consideration of uses within the centres. A3, A4 and A5 class uses (namely restaurants, cafes, bars and pubs and takeaways) will still be limited to ensure that the centres retain their shopping function for the local community, but other uses such as community services or</p>

	small businesses could be permitted subject to meeting the criteria.		
<p>Q2 Who in the main will benefit?</p>	<p>This section assesses who might benefit from the SPD in terms of the key equality strands. The SPD has been given a score which indicates whether it has a positive (+) or negative (-) impact on the nine protected characteristics and also whether the relevance of the SPD to each protected characteristic is low, medium or high. Where no relevance to a protected characteristic has been identified, and/or it is determined as having a neutral impact it has been marked with a dash (/).</p>		
Age	<p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p> <p>Promoting accessible retail units within the local centres and parades will help to provide convenient and walkable facilities for all, including older people who are more likely to need level access. This may assist those with age-related mobility impairments, for example.</p>	M	+
Disability	<p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>There is likely to be a marginal benefit to disability groups where shops are promoted in accessible locations such as key local centres and neighbourhood parades. In a similar way to Age (above), promoting accessible retail units within local centres and parades will help to provide convenient and walkable facilities for those with mobility impairments (including all age groups) who are more likely to need level access. Both aspects should help to encourage participation by disabled persons in public life.</p>	M	+
Gender reassignment	<p>Gender reassignment is the process of transitioning from one gender to another.</p> <p>The SPD is not seeking to deliver a service for people who have transitioned or are, transitioning and so is not relevant to this protected</p>	/	/

	characteristic.		
Marriage and Civil Partnership	<p>Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.</p> <p>The law does not require service providers to take into account the impact of what they do on married people and civil partners. The draft SPD objectives have not, so far, emerged as relevant to this protected characteristic because it is not aiming to put in place a service for married people or civil partners (e.g. land use for a registrars service).</p>	/	/
Pregnancy and maternity	<p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p> <p>There is likely to be a marginal benefit to pregnant women where shops are promoted in accessible locations such as key local centres and neighbourhood parades. This should help pregnant women who need to access the local shops quickly and easily and be a place for meeting. In a similar way to Age and Disability (above), promoting accessible retail facilities within the SPD will help to provide convenient and walkable facilities for those who are more likely to need level access, such as those with small infants, in this case. Additionally, pregnant women are likely to benefit from more accessible facilities, where they do not have to deal with unnecessary physical barriers (e.g. steps and so on)</p>	M	+
Race	<p>Race refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</p> <p>Change of use applications in accordance with the SPD objectives will help promote a range of shops and uses within the designated centres</p>	L	+

	which would be available to all racial and ethnic groups.		
Religion/belief (including non-belief)	<p>Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p> <p>Change of use applications in accordance with the SPD objectives will help promote a range of shops and uses within the designated centres which would be available to all religious groups.</p>	L	+
Sex	<p>Sex means a man or a woman</p> <p>The SPD will be inclusive to all. However, the particular nature of the SPD for shopping provision will help to benefit women, as they statistically are more likely to be carers and may need access to the shops on a more regular basis than their male counterparts.</p>	M	+
Sexual Orientation	<p>Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.</p> <p>The draft SPD objectives have not, so far, emerged as relevant to this protected characteristic because it is not seeking to provide a service (e.g. land use for a service for lesbian, gay, bisexual, or heterosexual people).</p>	/	/

For all protected characteristics: there may be an opportunity within key principle 2 for community groups to benefit as the criteria seeks to provide more flexibility for community uses to locate premises within the centres.

Human Rights and Children's Rights

The provision of accessible shopping meets the requirements in Article 14: right to freedom from discrimination with respect to these rights and freedoms and for Children's Rights:

- The right to have their views respected, and to have their best interests considered at all times (because we are considering through this, access and therefore the interests of children)
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security (because we are considering through this, access issues for disabled people including children)

	<ul style="list-style-type: none"> ▪ The right to education, leisure, culture and the arts <p>The overall result of the principles is considered to be positive.</p>
<p>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Yes. Overall the key principles of the draft SPD are unlikely to have any negative impact on the protected characteristics, and in general the key principles of the SPD will have a positive impact of differing levels on the protected characteristics (except where they are non-applicable). The draft SPD does not distinguish between equality groups but considers provision of accessible local shopping centres for a range of equality groups.</p>
<p>Q4 Does the policy, strategy, function, project, activity, or programme actually or potentially contribute to or hinder equality of opportunity, and/or adversely impact human rights?</p>	<p>No. The policy has more of a neutral effect on equality where the benefits are shared across all equality strands with no particular group being disadvantaged by the objectives set out in the SPD.</p>

Equality Impact Analysis Full Tool with Guidance

Overview

This Tool has been produced to help you analyse the likelihood of impacts on the protected characteristics – including where people are represented in more than one – with regard to your new or proposed policy, strategy, function, project or activity. It has been updated to reflect the new public sector equality duty and should be used for decisions from 5th April 2011 onwards. It is designed to help you analyse decisions of high relevance to equality, and/or of high public interest.

General points

1. 'Due regard' means the regard that is appropriate in all the circumstances. In the case of controversial matters such as service closures or reductions, considerable thought will need to be given the equalities aspects.
2. Wherever appropriate, and in all cases likely to be controversial, the outcome of the EIA needs to be summarised in the Cabinet/Cabinet Member report (section 08 of this tool) 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.

Timing, and sources of help

Case law has established that having due regard means analysing the impact, and using this to inform decisions, thus demonstrating a conscious approach and state of mind ([2008] EWHC 3158 (Admin), [here](#)). It has also 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, through to the recommendation for decision. It should demonstrably inform, and be made available when the decision that is recommended. This tool contains guidance, and you can also access guidance from the EHRC [here](#). If you are analysing the impact of a budgetary decision, you can find EHRC guidance [here](#). Advice and guidance can be accessed from the Opportunities Manager: PEIA@lbhf.gov.uk or ext 3430.

Full Equality Impact Analysis Tool
LB Hammersmith and Fulham Development Management Development Plan Document (DPD): Equality Impact Analysis (Draft for Consultation)

(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	2011-2012 Q3
Name and details of policy, strategy, function, project, activity, or programme	The Development Management Development Plan Document (the 'DM DPD') is the second of two new strategic planning policy documents forming part of the Local Development Framework (LDF). The DM DPD sets out the development management policies to be used by the council in determining individual planning applications across the borough. The DM DPD must be read in conjunction with the Core Strategy, the overarching policy document detailing the long term strategic spatial plan for the borough, and with the London Plan 2011.
Lead Officer	Name: Siddhartha Jha Position: Environment Services (Development Plans Team) Email: siddhartha.jha@lbhf.gov.uk Telephone No: 0208 753 7032
Date of completion of final EIA	Date for start of EQIA: July 2011 Completion date for consultation draft EQIA: 4 October 2011

Page 32

Section 02	Scoping of Full EIA
Plan for completion	<p>The DM DPD is an important document for development in the borough and of high public interest, Therefore a full EQIA is necessary.</p> <p>Timing: The EQIA will support the consultation of the proposed submission DM DPD (in accordance with the requirements of Regulation 27 of the Town and Country (Local Development) (England) Regulations 2004) to be carried out in November and December 2011.</p> <p>Resources: Officer time only (40 hours)</p>

	Lead Officer: Siddhartha Jha, Planning Policy Officer, Development Plans Team
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>It is important to explain the context of the Development Management Development Plan Document (DM DPD) as it relates to other strategic policy documents at H&F. The DM DPD must be in conformity with the Core Strategy.</p> <p>The purpose of the DM DPD is to include policies which are relevant to the challenges and opportunities facing the borough, as identified by the Core Strategy. Both the Core Strategy and the DM DPD are part of the LDF (Local Development Framework). The LDF is seen as the 'spatial arm' of the Community Strategy. The council's Community Strategy 2007 sets the strategic long term vision for the future development of the borough. The key priorities in delivering this vision are:</p> <ul style="list-style-type: none"> • promoting home ownership; • regenerating the most deprived parts of the borough; • a top quality education for all– schools of choice; • setting the framework for a healthy borough; • tackling crime and anti-social behaviour; • creating a cleaner, greener borough; and • delivering high quality, value for money public services. <p>Planning plays a key role in facilitating the delivery of the Community Strategy. The council's adopted Core Strategy is the principal strategic planning policy document for the borough's long term development and aims to assist in the delivery of the Community Strategy priorities. The DM DPD will be in conformity with the Core Strategy and has an equivalent statutory basis to the Core Strategy, containing a number of detailed policies on a range of planning matters. Individual planning applications will be assessed against these policies, thereby ensuring that all future development is in line with the principles in both the Community and Core Strategies.</p> <p>The DM DPD policies have been prepared following earlier consultation, evidence gathering and sustainability appraisal exercises. When they are adopted (after public consultation and an independent examination), they will apply throughout the borough, including in those areas experiencing high levels of deprivation, poorer housing and living environments. A key objective of the Core Strategy and the supporting policies in the DM DPD is to increase the opportunities available for more local residents and their families to develop their knowledge and skills and to own their homes, so that they can continue to live and prosper in their local communities.</p>

The DM DPD contains policies on the following topics:

A: Housing

- Housing Supply
- Housing quality and density
- Housing Mix
- Accessible Housing
- Meeting needs of people who need care and support
- Hostels and houses in multiple accommodation
- Providing for student accommodation in appropriate locations
- Basement accommodation and lightwells
- Detailed residential standards

B: Local Economy and Employment

- Providing for a range of employment uses
- Provision for visitor accommodation and facilities
- Local employment, training and skills development initiatives

C: Town and Local Centres

- Promoting vibrant and attractive town centres
- Managing uses in the prime retail frontage areas of town centres
- Managing uses in the non-prime frontage areas of town centres
- Managing the mix of activities in key local centres, neighbourhood parades and satellite parades
- Managing the impact of food, drink and entertainment uses

D: Community Facilities, Leisure and Recreation

- Enhancement of Community facilities
- Enhancement of Arts, Culture, Entertainment, Leisure, Recreation and Sport uses

E: Open Space

- Access to parks and open spaces
- Playspace for children and young people
- Nature conservation
- Greening the borough
-

F: Waterways – Thames and Grand Union Canal

- Access to the river and foreshore
- The design and appearance of development within the Thames Policy Area
- Water based activity
- Enhancing the Grand Union Canal and improving access
-

G: Design and Conservation

- Design of new build
- Tall buildings
- Alterations and extensions (including outbuildings)
- Shopfronts
- Replacement windows
- Views and landmarks of local importance
- Heritage and conservation
- Advertisements

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

- Reducing carbon dioxide emissions
- Promoting sustainable design and construction
- Reducing water use and the risk of flooding
- Water quality
- Sustainable water management
- Hazardous substances
- Contaminated land
- Air Quality
- Noise
- Light pollution
- Control of potentially polluting uses and environmental nuisance

J: Transport and Accessibility

- Transport Assessment and Travel Plans
- Vehicle Parking Standards
- Housing with reduced parking
- Disabled Persons parking (Blue Badge)
- Increasing the opportunities for cycling and walking
- Borough road network – hierarchy of roads

Additionally, the DM DPD also sets out how progress towards the achievement of the policies will be monitored following adoption.

This EQIA will analyse all of the policies in a methodical manner across the protected characteristics, human rights and children's rights. It will look at our duties under S149 of the Equality Act 2010 which are as follows:

The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:

- 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.

Having due regard for advancing equality involves:

- removing or minimising disadvantages suffered by people due to their protected characteristics;
- taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
- encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.

The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.

It is not a legal requirement to consult on EQIAs, although it will be available as part of the consultation process for residents and stakeholders to view and comment on.

Note: Age as per the Equality Act 2010 does currently 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 DM DPD policies and young people. Analysis of the effects of each policy on those under 18 is more fully included under Children's Rights.

Methodology of the Analysis

The following section adopts a topic-based approach in analysing the policies in the DM DPD against their impacts upon the nine protected characteristics. This approach mirrors the structure of the DM DPD, making it easier for readers to compare this analysis against the DM DPD document. Only those policies that have been considered to have an impact upon any of the protected characteristics have been analysed. There are a number of technical policies such as those on managing uses in the retail frontages of town centres that are not considered to have any impact upon the protected characteristics. Accordingly, these policies have been excluded from this analysis.

The analysis also includes a rating of the relevance of the policies to the protected characteristics listed as Low, Medium, High or N/A (Not Applicable). The impacts of the policy on the protected characteristics are also analysed and rated as Positive, Negative or N/A.

Topic Area A: Housing

	A. Housing	Relevance	Impact
Age	Policy A1 (Housing supply) - The policy aims to exceed the borough's London Plan target for new housing. The policy also permits conversions that will provide family accommodation and will not result in a net reduction in housing numbers. Proposals that would result in a net reduction in housing numbers will not be supported.	High	Positive
	Policy A2 (Housing Quality and Density) – The policy seeks to ensure that all new housing is built to London Housing Design Guide standards that among other things requires new dwellings to be designed to have adequate internal space and outdoor amenity areas. This will be of benefit to younger occupants in particular by allowing convenient internal storage space for prams and other items. Children and adults will also benefit from the requirement to provide adequate private outdoor amenity space.	High	Positive
	Policy A3 (Housing Mix) – The policy aims to address the strong need for family housing in the borough by seeking family housing for all	High	Positive

	<p>tenures of new housing. This will benefit families, particularly children from protected groups. The provision of affordable family housing should assist families but in particular women who are single parents as they are statistically less economically active than men, and often earn less in similar occupations (Source - 2001 Census data).</p>		
	<p>Policy A4 (Accessible Housing) - All new homes including where feasible, conversions, changes of use and dwellings formed in extensions should be built to Lifetime Homes standards. This will benefit people particularly as they get older and their living needs change, allowing them to continue living independently in their communities for as long as possible. It will also benefit families with young children. The policy also seeks 10% of new housing in developments providing 10 or more units to be wheelchair accessible. This will increase the amount of housing available to people with age-related mobility impairments, some of whom could be wheelchair users</p>	High	Positive
	<p>Policies A5 (Meeting needs of people who need care and support) and A7 (Providing for student accommodation in appropriate places) – The policies seek to promote the provision of housing for people who need ongoing care and support, and provide appropriate accommodation for students respectively. This will help to provide housing for groups who may be older or in need of care as well as students who are generally more economically disadvantaged compared to the wider community. These policies will help people in these groups have a greater stake in the community, supporting their future economic prospects, personal security and social mobility.</p>	Medium	Positive
	<p>Policy A6 (Hostels and houses in multiple occupation) – The policy addresses an important housing issue by aiming to provide ‘fit for purpose’ accommodation for people who cannot afford self contained accommodation. The policy will benefit mostly single people of all ages who require access to decent quality, affordable accommodation.</p>	Medium	Positive
	<p>Policy A9 (Detailed residential standards) – The policy seeks all new housing to be built to the design standards listed in the London Housing</p>	High	Positive

		Design Guide. These include maximising accessibility for disabled people, adequate internal space standards and the provision of suitable amenity and garden space. These standards will have wide ranging benefits for all occupants but will particularly benefit older people with age-related mobility impairments, pregnant women and those caring for infants and toddlers, and children.		
	Disability	Policy A2 (Housing quality and design) and A9 (Residential Standards) - These policies aim for new homes to be built to London Housing Design Guide standards that specifies among other things, standards on internal space, private amenity space and ensuring accessibility for disabled people. Incorporating these measures in all new housing development will ensure homes are built 'fit for purpose' to accommodate the needs of all people including the disabled.	High	Positive
		Policy A4 (Accessible Housing) - The policy aims to ensure that all new homes are built to 'Lifetime Homes' standards to ensure that dwellings can continue to be used effectively as people age and their needs change. The policy also requires 10% of all new homes (in developments consisting of 10 or more dwellings) to be designed to be wheelchair accessible. New developments will also need to provide adequate parking space to meet the needs of blue badge holders.	High	Positive
		Policy A5 (Meeting needs of people who need care and support) – The policy will particularly benefit elderly and disabled people who need care by resisting the loss of special needs housing. The policy also introduces criteria to ensure that additional special needs housing facilities will be built to high design standards.	High	Positive
		Policy A7 (Student accommodation) – The policy will seek adequate wheelchair accessible provision in new student accommodation developments to cater to the needs of disabled students.	High	Positive
	Policy A9 (Detailed residential standards) – The policy introduces a number of design criteria new housing should comply with, including ensuring dwellings are accessible for disabled people and have adequate private indoor and outdoor amenity space. Having these	High	Positive	

	features will ensure dwellings are 'fit for purpose', improving accessibility and overall amenity and thereby improving the quality of life of disabled occupants.		
Gender reassignment	The housing policies in the DM DPD have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The law does not require service providers to take into account the impact of what they do on married people and civil partners. The law does require public authorities to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. In this respect, the housing policies in the DM DPD are not relevant to, and will not have an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Pregnant women and those with young children have specific housing needs due to reduced mobility and the need for additional space requirements associated with the care of young children. The implementation of the following housing policies will benefit women in this protected group:		
	Policy A1 (Housing Supply) – The policy aims to ensure more family housing is provided across the borough both in the form of new housing and conversions of existing houses, including supporting the reconversion of smaller dwellings into family sized dwellings in appropriate areas.	High	Positive
	Policies A2 (Housing quality and density) The policy aims for all new housing in the borough to be built to London Housing Design Guide standards, which includes the provision of both adequate internal space for the storage of prams and other equipment and private open space. Both children and parents will benefit from these better designed dwellings that are adaptable to changing needs.	High	Positive
	Policy A3 (Housing Mix) – The policy sets out targets for family sized housing across all tenures of new housing developments. This will help ensure that people from all socio-economic groups will continue to have access to suitable family sized housing.	High	Positive

		Policy A9 (Detailed residential standards) – The policy seeks all new housing to be built to the design standards listed in the London Housing Design Guide. These include standards on the provision of both adequate internal space to accommodate prams and other equipment, and private open space. These standards will improve the quality of life of pregnant women and those caring for infants and toddlers by facilitating the convenient storage of essential children’s equipment and providing sufficient private open space.	High	Positive
	Race	People from BME backgrounds are more likely to have less access to suitable housing, or to be living in dwellings unsuitable for their needs (Source - 2001 Census data). A number of policies would help address this issue:	High	Positive
		Policy A1 (Housing Supply) – The policy aims to exceed the borough’s housing targets set out in the London Plan by seeking new housing on both identified and windfall sites, through changes of use and permitting the appropriate conversion of existing dwellings into two or more dwellings range of different dwelling tenures. This will increase the overall supply of a range of new housing types across the borough benefitting all people in general, including BME communities.	High	Positive
		Policy A2 (Housing quality and density) – The policy aims to ensure that all new dwellings regardless of tenure, will be mainly low to medium rise density, built to high design standards and provided with adequate amenity space. These features will help ensure dwellings are ‘fit for purpose’ and will improve the quality of life for all occupants. BME groups will benefit in particular given that they are more likely to be living in accommodation that is unsuitable to the their needs or not fit for purpose.	High	Positive
		Policy A3 (Housing Mix) – The policy aims to ensure that large new developments will have a suitable mix of housing tenure that reflects local need, including the provision of additional family sized dwellings across all tenures. This will be of particular benefit to BME communities,	High	Positive

	some of which tend to have larger family sizes and may be housed in unsuitably sized accommodation (Source – 2001 Census data; Hammersmith and Fulham Housing Need Study).		
Religion/belief (including non-belief)	The housing policies in the DM DPD have not emerged as directly relevant to, or as having an impact on Religion or belief including non-belief. However, increased numbers of new housing may necessitate the added provision of social infrastructure such as multi-use community facilities, to cater to growing need. These facilities may be used by religious and other groups for worship and other associated purposes. The DM DPD housing policies may therefore be seen to have an indirect positive influence on Religion/belief.	Low	Positive
Sex	The housing policies in the DM DPD have not emerged as having an adverse impact on Sex. However, pregnant women and sole parents(who most often are women), have a greater need for suitable housing. Women also have longer life expectancies than men, leading to a greater need for special needs housing and other support to allow independent living for as long as possible. DM DPD policies such as Policy A3(Housing Mix); A4(Accessible Housing); A5(Meeting the needs of people who need care and support); A6(Hostels and Houses in multiple occupation) and A9(Detailed residential standards) will help to address women's special needs as outlined above.	Medium	Positive
Sexual Orientation	The housing policies in the DM DPD have not emerged as relevant to, or as having an impact on sexual orientation.	N/A	N/A

Human Rights and Children's Rights

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

No.

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

Yes. As noted under Age above, there are a number of areas in which the policies will have a positive effect on

children. These are as follows:

- 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 for the following reasons:

- Policy A1 (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. .
- Policy A2 (Housing Quality and Density): This 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.
- Policy A3(Housing Mix): This will benefit children because it aims to address the need for family housing for all tenures of new housing.
- Policy A5 (Meeting needs of people who need care and support):This will benefit children because it seeks to provide a suitable mix of housing and to provide family housing.
- Policy A9 (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.

Topic Area B: Local Economy and Employment

	B. Local Economy and Employment	Relevance	Impact
--	--	------------------	---------------

Age	<p>Policy B1 (Providing for a range of employment uses) – The policy will support proposals for the development of new employment uses and will resist the loss of viable existing employment sites. Encouraging an increase in a diverse range of employment opportunities will positively benefit all people of working age.</p> <p>Policy B3 (Local Employment, training and skills development initiatives) – The policy seeks to initiate appropriate employment and training opportunities for local people. This will have a beneficial impact especially on younger people wishing to enter the workforce and on older people seeking new employment opportunities.</p>	High	Positive	
Disability	There is no policy in this topic area that expressly seeks to benefit disabled people. However, the effect of other policies aiming to maximise accessibility within new developments may mean that accessing the employment and training opportunities detailed in policies B1 and B3 is made slightly easier, though ultimate success at application and selection will depend on the applicant and employer.	Low	Positive	
Gender reassignment	The policies on Local Economy and Employment have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A	
Marriage and Civil Partnership	The employment policies in the DM DPD have not emerged as relevant to, or as having an impact on marriage and civil partnership.	N/A	N/A	
Pregnancy and maternity	Policies B1 and B3 may increase the opportunities available for women to seek and obtain a diverse range of employment both during and after pregnancy. The availability of new employment opportunities within local communities will also provide a greater incentive for pregnant women and new mothers to take up appropriate employment.	Low	Positive	
Race	BME communities generally have higher rates of unemployment and underemployment (Source – 2001 Census data). Policies B1 and B3 will increase the opportunities available for people in BME communities to seek and obtain a diverse range of new	High	Positive	

	employment opportunities. The availability of new employment opportunities within local communities will also provide a greater incentive for people from BME communities to take up appropriate employment opportunities.		
Religion/Belief	The policies on Local Economy and Employment in the DM DPD are not relevant to, and will not have any adverse impacts on protected characteristics concerning religion or belief.	N/A	N/A
Sex	According to the 2001 census, 91% of single parent households of all age groups are headed by women, of whom only 16% are in full-time employment. Opportunities for more employment may have a positive effect for women. It is expected that where men are single parents, the same effect will occur, albeit on a smaller scale due to the difference in the figures for men and women as single parents	Medium	Positive
Sexual Orientation	The policies on Local Economy and Employment have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. 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:</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 ▪ 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"> • Policy B1 (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.

- Policy B3 (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.

Topic Area C. Town and Local Centres

	C. Town and local Centres	Relevance	Impact
Age	Policies C1-C5 (Promoting vibrant and attractive town centres; Managing uses in the prime retail frontage areas of town centres; Managing uses in the non-prime frontage areas of town centres; Managing uses in key local centres, neighbourhoods and satellite parades and Small non-designated parades and clusters and corner shops) – These policies will benefit people of all ages but especially young and older people by sustaining an accessible range of shops in close proximity to their homes. These policies also aim to restrict the proliferation of food and drink uses including hot food takeaways. Doing so may have a positive impact on the physical health of young people in particular by reducing the opportunities for the consumption of less healthy foods.	High	Positive
	Policy C6 (Managing the impact of food and drink and entertainment areas) – The policy aims to control the operating hours of food, drink and entertainment uses. This is likely to have a positive impact on all age groups by reducing the impacts of antisocial behaviour. Older people and families with young children can especially be affected by noise and will benefit by the implementation of this policy in particular.	Medium	Positive
Disability	Policies C1-C5 will benefit disabled people who would benefit from	Medium	Positive

	<p>access to a diverse range and variety of shops in close proximity to their homes. Having close access to vibrant town centres will also positively impact on the quality of life of disabled people allowing them to lead independent lives as far as possible.</p> <p>There is also likely to be a marginal benefit to disability groups where shops are promoted in accessible locations such as town centres, key local centres and neighbourhood parades. This should help to encourage participation by disabled persons in public life.</p> <p>Seeking the provision of Shopmobility schemes for large town centre developments will also assist disabled people to access town centre facilities.</p>		
Gender reassignment	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies C1-C5 will benefit women during and after pregnancy by facilitating continued access to a wide range of shops in relatively close proximity to their homes. Additionally, having access to vibrant town and local centres will result in an improved quality of life for people within this category.	High	Positive
Race	All ethnic groups, including BME communities will benefit from policies C1-C5. Shepherds Bush, for example, has a large proportion of ethnic stores which serve the diverse local population (Source – 2001 Census data). By managing proposals for the change of use of units in A1 use in town and local centres, these policies should have a positive impact on residents and shop owners from different ethnic communities and should also benefit the community as a whole.	High	Positive
Religion/belief (including non-belief)	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	Policies C1-C5 will benefit both men and women by facilitating continued access to a wide range of shops in relatively close proximity to their homes. However, these policies are more likely to be of relevance and of benefit to women, since over 91% of single	Medium	Positive

	parents are women and they are more likely than men to provide daily care for young children.		
Sexual Orientation	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will benefit the following children's rights:</p> <ul style="list-style-type: none"> ▪ The right to life, survival and development; ▪ 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"> • Policy C1 (Promoting vibrant and attractive town centres) – The council aims to enhance the viability and vitality of town centres by encouraging the development of accessible local services, arts, cultural, leisure and entertainment facilities. Having these easily accessible facilities will increase children's exposure to leisure, culture and the arts aiding their overall development. 			
Topic Area D – Community Facilities, Leisure and Recreation			
	D. Community Facilities, Leisure and Recreation	Relevance	Impact
Age	Policies D1 (Enhancement of Community Facilities) and D2 (Enhancement Of Arts, Culture, Entertainment, Leisure, Recreation and Sport Uses) – These policies will protect existing facilities and will support the development of new facilities in accordance with local need. Implementation of these policies will benefit people of all ages but will particularly benefit those who are less mobile such as young children(including toddlers) and the elderly. Access to	High	Positive

	community and leisure facilities will greatly improve the quality of life of people within these demographics.		
Disability	Policies D1 and D2 - Disabled people are likely to have restricted mobility. Policies D1 and D2 aim to ensure that both existing and new community, leisure and recreation facilities are accessible to all people, including the disabled. Having access to a range of local community and leisure facilities will greatly increase the opportunities for disabled people to participate in the community, live as independently as possible and in so doing, improve their quality of life.	High	Positive
Gender reassignment	The policies on Community and Leisure facilities have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Community and Leisure facilities have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies D1 and D2 - Pregnant women and those who have infants or toddlers are likely to have limited mobility. Policies D1 and D2 aim to ensure that both existing and new community, leisure, recreation and sport facilities are accessible to all people, including pregnant mothers and those with young children. Having access to a wide range of local community, leisure and recreation facilities will greatly benefit the quality of life of women in these situations and will allow them to better participate in community life.	High	Positive
Race	People from BME communities tend to live in disadvantaged areas and generally have less access to high quality community and leisure facilities (Source – 2001 Census data). The provision of better and new facilities in areas of identified need will greatly benefit BME groups, allowing them to participate better in community activities and benefitting their overall quality of life.	High	Positive
Religion/belief (including non-belief)	Community facilities includes religious meeting places and therefore policy D1 which seeks the enhancement and replacement of existing facilities where there is an identified need will benefit religious groups. The promotion of new community facilities in Policy D1 will also allow for the multiple use of these facilities, providing the opportunity for them to be used as new	High.	Positive

	places of worship for different religious groups.		
Sex	Policies D1 and D2 will benefit women, especially those looking after young children or in other caregiver roles as the provision of a range of community facilities for which a need has been identified will provide additional opportunities for participation in community activities.	Medium	Positive
Sexual Orientation	The policies on Community and Leisure have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. 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 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"> ▪ 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 <p>These rights are most relevant under the following policies for the following reasons:</p> <p>Policy D1 (Enhancement of Community Facilities) and D2 (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 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.</p>			

Topic Area E. Open Space

	E. Open Space	Relevance	Impact
Age	<p>Policies E1 (Access to parks and open spaces) and E2 (Playspace for children and young people) – These policies aim to improve the quality of, and access to existing open space and aim to ensure adequate provision of well designed new playspace areas for children in new developments. These policies will be strongly beneficial for children as they will provide for high quality playspaces in a borough that currently has high levels of deficiency in this area.</p> <p>Policies E3 (Nature conservation) and E4(Greening the borough) – These policies aim to improve biodiversity and levels of greenery in the borough. This will provide additional opportunities for passive recreation activities and will particularly benefit young children and older people who are less mobile.</p>	<p>High</p> <p>Low</p>	<p>Positive</p> <p>Positive</p>
Disability	Policies E1 and E2 will benefit disabled people as they aim to improve levels of accessibility to existing and new, public and communal open spaces. This will allow all children, including disabled children to participate in play and recreational activity, enhancing their overall quality of life.	High	Positive
Gender reassignment	The policies on Open Space have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Open Space have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies E1 and E2 will particularly benefit women caring for young children affording them access to local outdoor play opportunities. This can facilitate social interaction	High	Positive

	with other mothers and lead to an improvement in the quality of life for women in this position.		
Race	BME communities are often disproportionately disadvantaged in terms of access to open spaces, playspaces and natural spaces (Source – 2001 Census data).. A number of reasons contribute to this including economic disadvantage leading to living in areas that are deficient in these elements. A lack of access to outdoor play spaces during childhood may in turn contribute towards obesity and poor lifestyle choices in later life. Policies E1- E4 will significantly contribute towards ensuring that BME communities will have access to adequate levels of open spaces, communal playspaces and natural green spaces. It is expected that this will contribute towards better health and an overall improvement in the quality of life of people living in BME communities.	High	Positive
Religion/belief (including non-belief)	The policies on Open Space have not emerged as relevant to, or as having an impact on Religion/Belief	N/A	N/A
Sex	The policies on Open Space have not emerged as relevant to, or as having an impact on Sex.	N/A	N/A
Sexual Orientation	The policies on Open Space have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children’s Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children’s Rights, as defined by the UNCRC (1992)? Yes. 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

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

- Policy E1 (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.
- Policy E2 (Playspace for Children and young people) – The policy complements Policy E1 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.

Topic Area F. Thames and Grand Union Canal

	F. Waterways – Thames and Grand Union Canal	Relevance	Impact
Age	Policies F1-F4 (Access to the riverside and foreshore; The design and appearance of development within the Thames Policy Area; Water-based activity; Enhancing the Grand Union Canal and improving access) seek to improve access to the waterside and seek to promote good design in the development of riverside and canalside sites. The emphasis on ensuring suitable public access to the riverside pathway and other public areas along the river and canal will particularly benefit young children and elderly people who have restricted mobility. Having access to the river/canal side areas will increase peoples access to nature and open space and improve their overall quality of life. It will also increase opportunities for walking and cycling, thereby contributing to a healthy lifestyle. Riverside recreation will benefit all ages but could especially benefit school children if they have access to rowing and sailing facilities.	High	Positive
Disability	Disabled people will benefit from policies' F1-F4s emphasis on enhancing public accessibility to the river and canal side areas in both existing and new	High	Positive

	developments along these areas. Being able to access these areas and enjoy the proximity to nature and the associated open spaces along the river and canal banks will facilitate a number of leisure and recreational opportunities for disabled people and contribute to an improvement in their quality of life.		
Gender reassignment	The policies in this topic area have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in this topic area have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Both pregnant women and those with children will benefit from the emphasis in policies F1 and F2 on ensuring accessible and inclusive public access to the river and canal frontages. This will provide opportunities for active and passive recreation activities and will have a positive impact upon their overall quality of life.	Medium	Positive
Race	BME communities generally have disproportionately lower rates of access to open spaces and recreation areas due in part to poorly located and designed housing (Source – 2001 Census data).. The emphasis in policies F1 and F2 on promoting accessible and inclusive public access to the river and canal fronts in both existing and new developments will provide BME communities and others with opportunities to engage in the active and passive recreation opportunities available. This may positively contribute towards physical and mental health in these communities.	High	Positive
Religion/belief (including non-belief)	The policies in this topic area have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	Both sexes will enjoy the benefits of improved public access to the river and canal frontages. However the implementation of good design principles, coupled with encouraging greater public usage of the river and canal	Low	Positive

	pathways is likely to improve perceptions of safety among women, of these pathways leading to increased usage of this infrastructure.		
Sexual Orientation	The policies in this topic area have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. 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"> • Policy F1(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. • Policy F4 (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. 			
Topic Area G. Design and Conservation			
	G. Design and Conservation	Relevance	Impact
Age	The design and conservation policies in the DM DPD focus on the design of new developments and how they are to relate to surrounding areas.		
	Policies G1 (Design and Conservation) and G3 (Alterations and Extensions(including outbuildings) - These policies aim to ensure	High	Positive

		<p>new building developments and alterations and extensions consider the accessibility needs of people with more limited mobility which is more likely to include the elderly and the very young. The policies seek to incorporate suitable design elements in the construction of new developments to allow easy access for these groups.</p> <p>Policy G4 on shopfronts seeks to ensure that where shopfronts are being replaced, they facilitate access for people with limited mobility and/or users of wheelchairs and pushchairs. This will particularly benefit the elderly and young children who are more likely to be mobility impaired.</p>	Medium	Positive
	Disability	<p>Policies G1 (Design and Conservation) and G3 (Alterations and Extensions(including outbuildings) aim to ensure new building developments and alterations and extensions are built adopting the principles of accessible and inclusive design. This will ensure that these developments will need to consider the accessibility needs of disabled people and incorporate suitable design elements in their construction to allow easy access through the development for these groups.</p> <p>Policy G4 on shopfronts seeks to ensure that where shopfronts are being replaced that they facilitate access for people with limited mobility or in a wheelchair.</p> <p>Policy G7 (Heritage and Conservation) – The policy seeks to encourage appropriate development in protected areas whilst enhancing and protecting the character and setting of the designated conservation areas. Disabled people may be adversely impacted by the implementation of parts of Policy G7. Proposed alterations or extensions to heritage assets including the provision of disabled ramps and other modifications to facilitate disabled access may be constrained or prohibited under this policy due to these being detrimental to the character or appearance of the heritage asset in question. The effects of this policy, which is of national rather than local origin, will be relatively</p>	High	Positive
			High (potentially)	Negative (potentially)

	minor however, given the limited circumstances in which it will be applied and considering that its implementation will have a positive impact on preserving the borough's heritage assets.		
Gender reassignment	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Gender reassignment. However the incorporation of good design principles, notably those promoting inclusiveness as detailed in Policies G1 and G3 are likely to positively impact on the perceptions of people who have, or are undergoing gender reassignment of the safety of local neighbourhoods.	Low	Positive
Marriage and Civil Partnership	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies G1 and G3 aim to ensure that new developments and alterations and extensions to existing buildings incorporate principles of accessible and inclusive design in their construction. This will benefit accessibility for both pregnant women and those with young children.	High	Positive
	Policy G7 on Heritage and Conservation seeks to encourage appropriate development in protected areas whilst enhancing and protecting the character and setting of the designated conservation areas. Some conflict may arise between conservation interests and meeting the accessibility needs of pregnant women and those with young children, particularly within listed properties.	High	Negative
	Policy G4 on shop fronts seeks to ensure that where shopfronts are being replaced that they facilitate access for pregnant women and those with young children in pushchairs	High	Positive
Race	BME communities may be disproportionately affected by large, new developments because of the distribution of the boroughs' regeneration areas. Adverse impacts could include a loss of the	Medium	Positive

	existing character and streetscape and access around the development. However, policies G1 and G3 will help to ensure that any new developments will be designed to respect the existing character and streetscape of existing communities and positively contribute to these elements.		
Religion/belief (including non-belief)	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	Both sexes will benefit from the implementation of the policies on Design and Conservation. However the incorporation of good design principles, notably those promoting inclusiveness as detailed in Policies G1 and G3 are likely to positively impact on women's perceptions of the safety of local neighbourhoods.	High	Positive
Sexual Orientation	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. 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>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.</p> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> • Policies G1 (Design and Conservation) and G3 (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.

Topic Area H - Tackling and adapting to Climate Change and other Environmental Matters

	H. Tackling and adapting to Climate Change and other Environmental Matters	Relevance	Impact
Age	<p>Policy H3 (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. Particularly vulnerable people including young children and the elderly are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.</p> <p>Policies H6(Hazardous Substances), H7(Contaminated Land), H8(Air Quality), H9 (Noise), H10(Light Pollution) and H11(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 all members of the community but especially those most susceptible to the adverse impacts of pollution such as the very young and the old.</p>	<p>High</p> <p>High</p>	<p>Positive</p> <p>Positive</p>
Disability	<p>Policy H3 aims to ensure that new developments are designed to minimise the potential adverse effects of floods. People with disabilities may be particularly vulnerable to suffering harm from flood events and will benefit from the implementation of this policy.</p> <p>The policies on pollution control mentioned above are also likely to have a positive effect on disabled people, depending upon the type of disability suffered e.g. some</p>	<p>Medium</p> <p>High</p>	<p>Positive</p> <p>Positive</p>

	older people may be disproportionately affected by noise. Importantly, the implementation of these policies is likely to reduce the incidence of certain disabilities associated with exposure to high amounts of pollutants from arising in the future, and any reduction of these may help to alleviate existing conditions.		
Gender reassignment	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policy H3 aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Pregnant women and those with young children may be especially vulnerable to suffering harm from flood events and poor air quality and accordingly will benefit from the implementation of this policy.	Low	Positive
	The policies on pollution control mentioned above are also likely to have a positive effect on the health of pregnant women and those with children. Depending on an individual's health and other conditions, this policy may have a greater or lesser impact and may be of varying relevance to pregnant women.	Low to High	Positive
Race	BME groups generally have higher rates of health problems compared to the wider community. Reasons for this are varied and include housing that may be located near sources of pollution such as busy roads, noise and areas of poor air quality. The policies controlling pollution will have a positive impact on the community as a whole but may particularly benefit BME communities who generally live in areas of higher levels of pollution (Source – 2001 Census data).	Medium	Positive

Religion/belief (including non-belief)	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Sex.	N/A	N/A
Sexual Orientation	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Sexual orientation.	N/A	N/A

Human Rights and Children's Rights

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

No

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

Yes. 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:

- Policy H3 (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 are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.
- Policies H6(Hazardous Substances), H7(Contaminated Land), H8(Air Quality), H9 (Noise), H10(Light Pollution) and H11(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 in particular.

Topic Area J. Transport and Accessibility

	J. Transport and Accessibility	Relevance	Impact
Age	<p>Policy J1 (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 road congestion will reduce journey times on buses and improve the overall quality of life for young and older bus users. Travel plans will also be sought in new developments as part of developers planning obligations. These travel plans can play an important role in facilitating behaviour change to promote sustainable travel modes like walking, cycling and public transport.</p>	High	Positive
	<p>Policy J5 (Increasing opportunities for cycling and walking) – The policy will benefit people who are unable or unwilling to drive and those who would prefer to walk and/or cycle. Children and elderly people 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 physical and mental health within this group. However careful design will be required where walkers and cyclists share footways e.g. the riverside walk.</p>	High	Positive
Disability	<p>Disabled people have special transport and accessibility needs. The following policies will help to ensure that new development in the borough considers these needs:</p>		
	<p>Policy J1(Transport Assessments and Travel Plans)- The policy will benefit disabled people who use buses by helping to improve the efficiency of public buses by managing congestion that would result as a consequence of new development to reduce journey times.</p>	High	Positive
	<p>Policy J2 (Vehicle Parking Standards) – The policy will</p>	High	Positive

		benefit disabled people, ensuring access to town centres and for non-operational uses, by providing disabled parking spaces in appropriate locations.		
		Policy J3 (Housing with reduced parking) – The policy will not impact detrimentally on disabled people because developments with reduced or zero parking still provide adequate car parking provision for people with blue badges.	Medium	Positive
		Policy J4 (Disabled Persons' Parking) – The policy will benefit disabled people by ensuring at least one blue badge holder parking bay for visitors and one blue badge parking bay for disabled employees. This policy will help disabled people to access employment, retail and leisure services, thereby allowing them opportunities to participate more in community activities and improve their quality of life.	Medium	Positive
		Policy J5 (Increasing opportunities for cycling and walking) – The Policy will require large developments to provide accessible and safe pedestrian routes within and through developments and pedestrian access to the river and canal where appropriate. This will also benefit disabled people, including wheelchair users, by providing better access in general. However, careful design will be required where walkers and cyclists share footways e.g. the riverside walk.	High	Positive
	Gender reassignment	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
	Marriage and Civil Partnership	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
	Pregnancy and maternity	Pregnant women and those caring for young children may have reduced mobility, resulting in special transport and access needs.		

		<p>Policy J1 (Transport Assessments and Travel Plans)- The policy will benefit pregnant women and those with young children who use public transport buses in particular, as implementation of the policy may manage traffic congestion and result in reduced journey times.</p>	High	Positive
		<p>Policy J5 (Increasing the opportunities for cycling and walking) – The policy will also benefit people in this group by providing the infrastructure to safely engage in this form of sustainable travel. The improvement of cycling infrastructure will also improve the quality of streets, allowing for easier use of prams and buggies. This is likely to result in pregnant women and mothers with young children engaging in more activities within in their local communities, benefitting both their physical and mental health.</p>	High	Positive
	Race	<p>People from BME communities are generally less likely to have cars and are more dependent than the wider community on public transport to satisfy their transport and access needs (Source - 2001 Census data). A number of may factors contribute to this, including socio-economic factors associated with high unemployment rates and the high costs of owning and running a car.</p>	High	Positive
		<p>Policy J1(Transport assessments and Travel Plans) – The policy encourages the effectiveness and efficiency of public buses by managing congestion to reduce journey times. This will significantly benefit BME communities as a whole.</p>	High	Positive
		<p>Policy J5 (increasing opportunities for walking and cycling) – The policy will also benefit BME communities. As stated above, BME groups have less access to private transport. Effective sustainable transport will allow people in these communities to access employment, leisure and retail opportunities in a cost effective manner, contributing to their overall quality of life. Walking and cycling is also likely</p>	Medium	Positive

	to contribute towards improved levels of physical and mental health.		
Religion/belief (including non-belief)	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	The policies on Transport and Accessibility will generally have a positive effect on both men and women by improving opportunities to seek employment, housing, educational, leisure and recreational opportunities. Maximising travel efficiency will benefit all road users, including pedestrians, cyclists, bus users and vehicle occupants. Women are generally less likely to have access to cars than men and are more likely than men to walk and use buses. Accordingly, women will especially benefit from improved public transport and conditions for pedestrians.	High	Positive
Sexual Orientation	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Sexual orientation.	N/A	N/A
<p>Human Rights and Children's Rights</p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. 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 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 <p>These rights are most relevant under the following policies for the following reasons:</p>			

- Policy J1 (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.
- Policy J5 (Increasing opportunities for cycling and walking) – The policy will benefit people who are unable 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.

Section 03	Analysis of relevant data and/or undertake research
Documents and data reviewed	<p>The following documents and data have been used to help inform this Equality Impact Analysis:</p> <p>Community Strategy The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Development Management Development Plan Document and the Single Equality scheme. The Strategy was developed with our 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.</p> <p>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 LBHF Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough. The Development Management DPD works to these same broad objectives.</p> <p>Equalities Impact Assessment of 'A Transport Plan for Hammersmith and Fulham: Second Local Implementation Plan' The abovementioned EIA has been referred to when analysing the DM DPD policies on Transport and Accessibility.</p> <p>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 DM DPD on these groups. Data based on the 2001 Census will be updated from about mid 2012 when the 2011 Census data starts to be made available.</p> <p>A summary of the current position in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the Core Strategy on these groups.</p>

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 2010, nearly half of the population (42%) is between 20 and 40 years old which is significantly higher than the London (35%) and the country (27%) averages (Source: ONS, 2010 mid-year estimates).

The borough has a high proportion of single people, the second highest proportion (54.7%) of any local authority in England & Wales and 43% of all households consist of one person households in 2008 (Source: DCLG, 2008-based household projections).

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 175,800 in 2008 to 197,100 in 2031, (a 12.1% increase). This is a slower rate of growth than most of the other London boroughs.

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.

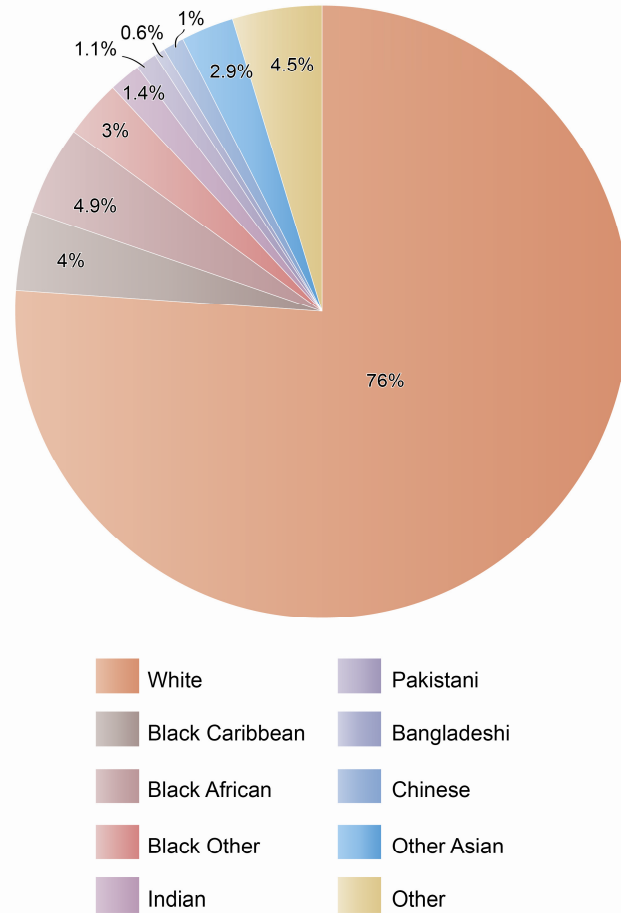
Race

According to the GLA 2010 round ethnic group population projections, 24% of the borough population in 2011 belonged to ethnic groups other than white. This represents an increase of 2% since 2001. The main ethnicity in the borough was 'white people' (76%) followed by people from 'black African' origin (4.90%) and the 'other'¹ group (see figure 1 below).

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, 2011

¹ The other group refers to the two ONS 2001 Census Ethnic Category: 'other mixed and Chinese or other.'



Source: GLA 2010 round ethnic group population projections

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) 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.

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 2010, there are more men in the borough than women (there are more women than men in London).

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

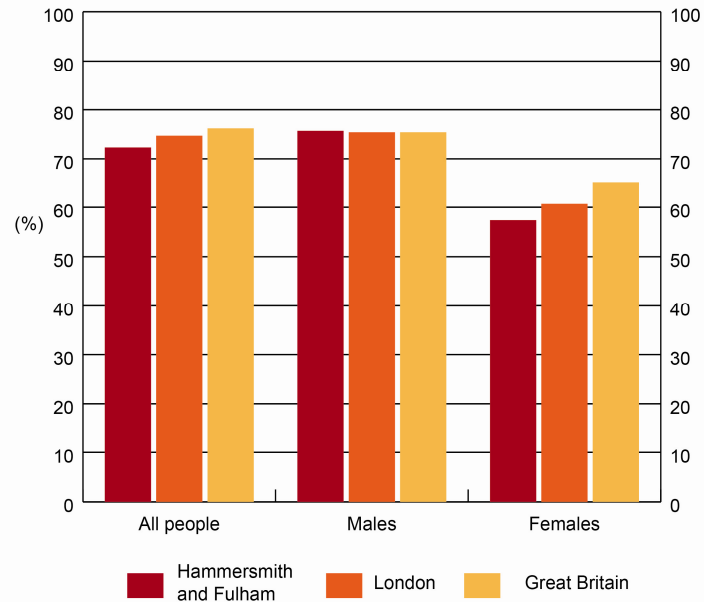
Women are less economically active than men representing respectively 62.8% and 81.4% in 2010. Those figures are lower than the London figures of 66.4% for women and 82.7% for men (Source: NOMIS).

Hammersmith & Fulham has a marginally higher proportion of male residents in employment (75.7%) than the

London and national averages (75.4%), but has a lower proportion of female residents in employment (57.4%) than the London (60.7%) and national averages (65.2%).

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, 2010



Source: NOMIS

Religion

The religious profile of the Borough is less diverse than in London as a whole. In 2001, 63.6% of residents in the Borough were Christians, 6.8% were Muslim and 2.3% were other religions. 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. In 2001, 17.6% of residents in the Borough stated that they had no religion. This is similar to the proportion for Inner London (18.3%) and Greater London (15.8%).

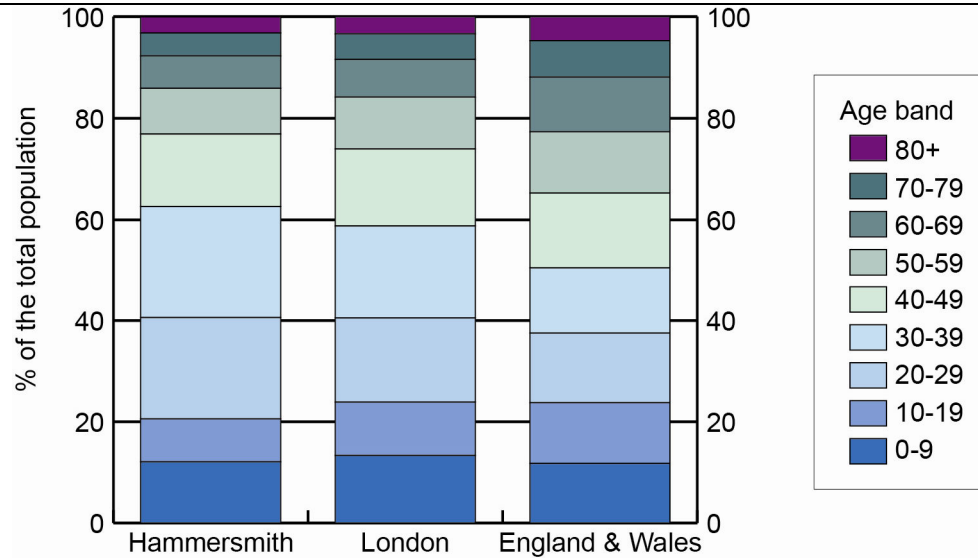
The policies in the Core Strategy are not aimed specifically at religious groups, but it is noted that members of this population will also be represented through one or more other equality strands and that race and religion are often linked, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment. Further, places of worship are supported by the Core Strategy through Social and Community use and for which further policies will be drafted in the emerging Generic Development Management Policies Document.

Age

In 2010, the borough has a higher proportion of young adults aged 25-39 (34%) than London (28%) and England and Wales (35%). Conversely, the proportion of children and young adults (0-24) in the borough is lower than in London (29%) and England and Wales (31%). Finally, 23% of the population is aged 50 or over, which is slightly lower than the London (26%) and country (35%) 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 – 2010 Mid-year ONS estimates



Source: Office for National Statistics

Sexual Orientation (and transgender)

The nature of issues facing LGB people is such that often, the voluntary sector has worked with those supporting transgendered or transitioning people as well, hence we often use the term LGBT (lesbian, gay, bisexual, 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 2001 census recorded 568 people (or 1.1% of couples), aged 16 and over, living as same sex couples in Hammersmith and Fulham. In 2009 there were 49 civil partnerships in this borough. 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 Core Strategy 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.

Socio-economic

In 2010, Hammersmith & Fulham is ranked as the 55th most deprived local authority in England, in the country and there are significant pockets of deprivation.

The 2001 Census shows that Hammersmith & Fulham is a polarised borough with relatively high proportions of residents who are high earners and low earners. Census measures also show very high degrees of polarisation compared to other local authorities in educational attainment and occupation levels.

H&F has high proportions of working age residents in higher-paid jobs. In 2010, four in ten adults (39%) are managers, senior officials or professionals compared to 35.8% in London and 29.7% in the UK.

19.6% are in higher managerial or professional positions: this has increased significantly from 1991 when only 12.3% fell within this occupation group. There have been similar significant rises in associate professional and technical occupations: 15.8% in 1991, 23.5% in 2001 and 26.4 in 2010.

On the other hand, 6.6% are in 'elementary occupations' compared to 8.6% in London and 11.1% in the UK.

In terms of economic inactivity, 27.7% of the 16-64 population in 2010 is inactive compared to an average of 25.8% in London.

Human Rights

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

Children's Rights

It is considered that the DM DPD will have a positive impact on 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

New research	N/A.
---------------------	------

Section 04	Undertake and analyse consultation
Consultation	<p>LDF consultation</p> <p>As part of the LDF process, the council has produced a Statement of Community Involvement that sets out the principles to be applied in involving the community in the preparation of the suite of LDF documents including this DM DPD (See SCI for more details). The involvement of the community is also subject to the Town and Country Planning(Local Development) (England) Regulations 2004.</p> <p>Previous public consultation on the Development Management DPD took place in November 2009. Representatives from disability, residents and voluntary groups responded to this consultation and their responses have been considered in drafting the proposed submission DM DPD which is now the subject of this EQIA.</p> <p>The council will ensure the forthcoming consultation on the DM DPD and the EQIA is in line with the council's <u>Consultation Guidelines</u> and the Town and Country Planning Regulations.</p>

Analysis**Analysis of the collective impact of the DM DPD policies on protected characteristics**Outcome and Recommendations

The draft DM DPD has been drafted to be in conformity with the council's adopted Core Strategy and the London Plan. Both of these strategic policies have had their impacts on protected characteristics assessed and approved. Generally therefore, the objectives and key principles of the draft DM DPD are unlikely to have any overall negative impact on the protected characteristics. The topic area assessment of the DM DPD policies above has demonstrated that implementation of these policies will have a positive impact of varying degree on the protected characteristics (except where they are non-applicable). The draft DM DPD does not distinguish between equality groups but considers provision of homes, services and facilities for a range of equality groups. The draft DM DPD does however require a proportion of the housing to be designed for people with disabilities and all housing to be designed to meet lifetime homes standards.

Below, the collective overall impact of the DM DPD policies are assessed against the protected characteristics. + suggests a positive impact, - suggests a negative impact and L/M/H suggest a low, medium or high impact respectively:

Section 05	Analysis of impact and outcomes			
Analysis	Protected characteristic	Overall Impact of the DM DPD policies on the protected characteristics	Relevance	Impact

	Age	<p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p> <p>The DM DPD policies will promote inclusive new development that considers and accommodates the different needs of people of different age groups, especially focusing on the special needs of vulnerable groups such as children and elderly people. The policies will ensure that new developments provide adequate private amenity and open space and communal playspace for children. Additionally, the DM DPD also protects and seeks to enhance the level of community, leisure and recreational facilities that children can use. Children will also benefit from policies that incorporate sustainable design principles in new and existing developments such as improving inclusivity and accessibility, permeability and legibility, sustainable transport options (walking, cycling and public transport) and reducing the need to travel.</p>	High	Positive	
		<p>Young people and adults will benefit from the policies' focus on increasing the number and range of housing in the borough, including the supply of family sized dwellings. The policy also aims to protect existing employment areas and promotes new employment generation across the borough. Ensuring the vitality and vibrancy of town and local centres along with the policy to enhance the level of community, leisure and recreational facilities will also have a positive impact on this demographic.</p>	High	Positive	
		<p>Elderly people will also benefit from the policies' emphasis on ensuring new homes are accessible and built to accommodate changing needs as people age so that they can continue to live in their communities. The policy also aims to be proactive in providing additional facilities for people who do need specialised care and support.</p>	High	Positive	

		<p>The policies will also have widespread general benefits across all age groups but particularly for young and elderly people. The promotion of sustainable urban design principles (encouraging walking, cycling and shopping), reducing the need to travel by providing a range of easily accessible services and facilities and promoting a vibrant local economy will similarly benefit all age groups but especially the young and the elderly . Similarly environmental policies that protect air quality, noise and light pollution and control the provision of hazardous substances in the borough will have a proportionately greater beneficial impact on the young and the elderly.</p>	High	Positive
	Disability	<p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>The DM DPD will require new developments to be designed so that they are accessible to all people. This means taking account of disabled people's needs and removing the barriers that they face in the built environment (including new open space provision and access to public open spaces), and/or designing the built environment in a way that will allow disabled people to easily access and make use of the development.</p> <p>All housing is proposed to be built to Lifetime Homes standards and 10% of all housing, across all tenures, will be built to wheelchair homes standards.</p> <p>There will be a substantial improvement in general accessibility throughout the borough. All new physical and social infrastructure will also be designed to accommodate the needs of people with disabilities.</p> <p>The policy on accessible shop front design will further</p>	High	Positive
			High	Positive
			High	Positive

		<p>improve disabled people's access to retail outlets, improving their quality of life.</p> <p>Disabled people may be adversely impacted by the implementation of parts of the heritage and conservation policy. Alterations or extensions to heritage assets including the provision of disabled ramps and other modifications to facilitate disabled access may be constrained or prohibited under this policy due to these being detrimental to the character or appearance of the heritage asset in question. The effects of this policy, which is of national rather than local origin, will be relatively minor however, given the limited circumstances in which it will be applied and considering that its implementation will have a positive impact on preserving the borough's heritage assets.</p>	Low	Negative	
	Gender reassignment	<p>Gender reassignment is the process of transitioning from one gender to another.</p> <p>The DM DPD is not directly relevant in terms of impacts that may arise in relation to this protected characteristic. However, the policy may have an indirect benefit in terms of advancing equality of opportunity for people who have had gender reassignments by improving perceptions and levels of personal safety in the public domain through the implementation of good urban design policies. These policies may have an indirect beneficial effect in reducing the likelihood of the occurrence of hate crimes in particular against gender reassigned people.</p>	Low	Positive	

		<p>Marriage and civil partnership</p>	<p>Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters.</p> <p>The law does not require service providers to take into account the impact of their actions on married people and civil partners. The policies are not relevant to this protected characteristic because it is not aiming to put in place a service for married people or civil partners (e.g. land use for a registrars service).</p>	N/A	N/A	
--	--	---------------------------------------	---	-----	-----	--

Pregnancy and maternity

Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

The Policy will require new developments and places to be designed so that they are accessible to all people. Affordable and accessible housing will be provided including family sized dwellings. There will be a substantial improvement in general accessibility throughout the borough with barriers to accessibility progressively removed in existing infrastructure and all new physical and social infrastructure built to safely and conveniently accommodate prams, buggies and young children. The implementation of housing design standards will also seek adequate storage space for prams and buggies. This will positively impact on pregnant women and women with babies and children, as it will significantly improve mobility levels, facilitating access to desired services.

High

Positive

Section 06	Reducing any adverse impacts
Outcome of Analysis	<p>The equalities impact analysis of the proposed submission version of the DM DPD has found that despite some potential adverse impacts on the ability of disabled people to access listed buildings, there is unlikely to be any potential unlawful discrimination against protected groups, associated with the implementation of these policies. However, in line with the current public consultation phase, the council welcomes comments from the public and other stakeholders on the findings of this equalities impacts analysis.</p> <p>As stated above, the DM DPD must be in conformity with the adopted Core Strategy, which was accompanied by an Equality Impact Analysis</p> <p>The analysis has shown that not all protected characteristics will be impacted upon in a similar manner by the implementation of the DM DPD. The analysis has revealed that generally, the DM DPD policies will have a positive impact upon all protected groups and characteristics and will improve the overall quality of life among people in these groups. However, the protected characteristics of Age, Disability, Pregnancy and Maternity and Race will be impacted upon most by the implementation of the DM DPD. The implementation of the DM DPD is also unlikely to adversely impact upon Human and Children's rights.</p> <p>The council will take the following actions to promote its equalities duties:</p> <ul style="list-style-type: none"> • The council will monitor the development of equalities legislation and associated case law to help ensure that the DM DPD remains legally compliant; • As part of its statutory obligations, the council will undertake a public consultation exercise on the proposed submission version of the DM DPD and supporting documents. This will give people an opportunity to comment on the overall 'soundness' of the policies, namely that they are 'justified', 'effective' and consistent with national and London Plan policy; and • The council will monitor the implementation of the DM DPD on an ongoing basis. Potential issues that may adversely impact on the protected characteristics, such as issues concerning disabled access to listed buildings, will be reported in the council's Annual Monitoring Report. The relevant DM DPD policies may then be amended accordingly, through a statutory review process, to help resolve these issues.

Section 07**Action Plan**

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

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: Nigel Pallace Position: Director of Environment Email: nigel.pallace@lbhf.gov.uk Telephone No: 0208 753 3000

Key Decision Report	Date of report to Full Council: 19 / 10 / 2011 Confirmation that key equalities issues found here have been included: Yes
Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: 04 October 2011 Email: PEIA@lbhf.gov.uk Telephone No: 020 8753 3430