

# Equality Impact Assessments Cabinet

5 December 2011

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## 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 6<sup>th</sup> 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](mailto:PEIA@lbhf.gov.uk) or ext 3430.

## Full Equality Impact Analysis Tool

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2011/12, Q3
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	Title of EIA: Specific Equality Duties (new) Short summary: The proposals in the accompanying Cabinet Paper are designed to respond to S153 of the Equality Act 2010.
<b>Lead Officer</b>	Name: Carly Fry Position: Opportunities Manager Email: <a href="mailto:PEIA@lbhf.gov.uk">PEIA@lbhf.gov.uk</a> Telephone No: 020 8753 3430
<b>Date of completion of final EIA</b>	14 Nov 2011

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Section 02	Scoping of Full EIA
<b>Plan for completion</b>	Timing: November 2011 Resources: Officer time Lead Officer: Carly Fry
<b>What is the policy, strategy, function, project, activity, or programme looking to achieve?</b>	<p>Analyse the impact of the policy on the protected characteristics (including where people / groups may be in more than one protected characteristic). You should use this to determine whether the policy will have a positive/neutral/negative impact and whether it is of low/medium/high relevance to equality.</p> <p>You should also use this section when your policy may not be relevant to one or more protected characteristics. If this applies, case law has established that you must give your reasoning. It is not sufficient to state 'N/A' without saying why.</p> <p><b>Information: Protected characteristics and PSED</b> The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:</p> <ul style="list-style-type: none"> <li>▪ Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the</li> </ul>

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.

Below is an analysis of the two proposed objectives as given in the Cabinet Report. They are:

1. Narrow the attainment gap
2. Continuity of Care

Age	<p>Analysis of impact on age including due regard to PSED (above).</p> <p>Objective 1 is of high relevance to, and will have a positive impact on, this group. Most of the cohort is too young to be legally protected here, and so they are additionally included under Children's Rights. The objective is designed to help those who are or have been, entitled to free school meals, and to narrow the gap between their progression to Higher Education in comparison to other young people in order to improve life chances for those children, including when they become young adults.</p> <p>Objective 2 is of high relevance to, and will have a positive impact on, Age and older people in particular. This objective is designed to be responsive to older people's health needs and to build on independence for older people.</p>	H	+
		H	+

	Disability	<p>Analysis of impact on disability including due regard to PSED (above).</p> <p>Objective 1 is of low relevance to, and will have a positive impact on, this group. The objective is designed to help those who are or have been, entitled to free school meals, and to narrow the gap between this, and progression to Higher Education in order to improve life chances for those children, including when they become young adults. This can include disabled pupils although we do not have data to indicate that pupils with this protected characteristic would be particularly affected.</p> <p>Objective 2 is of high relevance to, and will have a positive impact on, disabled and older people in particular. Overall, 14.7% of the borough's population has a limiting long-term illness. As given in the H&amp;F Joint Strategic Needs Assessment (JSNA), the population of this borough is ageing, with the over 65 group predicted to increase by over 20 per cent by 2028. This objective is designed to be responsive to this group's health needs and to build on independence for disabled and older people.</p>	L	+
	Gender reassignment	None of the objectives has, so far, emerged as of particular relevance to, or as having a particular impact on, this protected characteristic. However, it is possible to add to the objectives (1.7 of the Cabinet Report), as the duty is flexible and so if a need emerges then we will review it and respond accordingly.	N/A	N/A
	Marriage and Civil Partnership	<p>Analysis of impact on marriage and civil partnership including due regard to PSED (above).</p> <p>If a service is provided to married people, protection from sexual orientation discrimination requires that the same service and standards must also be provided to people who are civil partners.</p> <p>None of the objectives has, so far, emerged as of particular relevance to, or as having a particular impact on, this protected characteristic. However, it is possible to add to the objectives (1.7 of the Cabinet Report), as the duty is flexible and so if a need emerges then we will review it and respond accordingly.</p>	N/A	N/A
	Pregnancy and maternity	<p>Analysis of impact on pregnancy and maternity including due regard to PSED (above).</p> <p>None of the objectives has, so far, emerged as of particular relevance to, or as having a particular impact on, this protected characteristic. However, it is</p>	N/A	N/A

possible to add to the objectives, as the duty is flexible and so if a need emerges then we will review it and respond accordingly.

### Race

Analysis of impact on race including due regard to PSED (above).

Objective 1 is of high relevance to, and will have a positive impact on, BME children within this group, as the table below shows. The objective is designed to help those who are or have been, entitled to free school meals, and to narrow the gap between this, and progression to Higher Education in order to improve life chances for those children, including when they become young adults.

H

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Overall	All	FSM (Free School Meals) eligible					
		Non FSM			FSM		
		Num ber	Percent age	Index Over- represent ation	Num ber	Percent age	Index Over- represent ation
Any Other Asian Background	535	458	85.6	1.3	77	14	0.4
Any Other Black Background	356	181	50.8	0.8	175	49	1.4
Any Other Ethnic Group	2027	1107	54.6	0.9	920	45	1.3
Any Other Mixed Background	704	459	65.2	1.0	245	35	1.0
Asian Bangladeshi	270	156	57.8	0.9	114	42	1.2
Asian Indian	142	118	83.1	1.3	24	17	0.5
Asian Pakistani	265	178	67.2	1.0	87	33	0.9
Black African	2868	1169	40.8	0.6	1699	59	1.7
Black Caribbean	1196	609	50.9	0.8	587	49	1.4
Unknown	273	191	70.0	1.1	82	30	0.8
White British	4814	3752	77.9	1.2	1062	22	0.6
White European	1485	1176	79.2	1.2	309	21	0.6
White Irish	284	240	84.5	1.3	44	15	0.4
White Other	648	435	67.1	1.0	213	33	0.9
White/Asian	228	185	81.1	1.3	43	19	0.5
White/Black African	227	136	59.9	0.9	91	40	1.1
White/Black Caribbean	610	314	51.5	0.8	296	49	1.4
<b>White (British, European, Irish, White Other)</b>	7231	5603	77	1.2	1628	23	0.6
<b>Non-White (all other groups)</b>	9428	5070	54	0.8	4358	46	1.3
<b>LBHF Total</b>	33591	1086	64	1.0	6068	36	1.0

		4															
		<p>This data is based on the January 2011 Schools Census</p> <p>Objective 2 is of low relevance to, and will have a positive impact on Race, as it is designed to target disabled and older people who may be from various race groups. This objective is designed to be responsive to older people's health needs and to build on independence for older people.</p>		L	+												
Religion/belief (including non-belief)		<p>Analysis of impact on religion including due regard to PSED (above).</p> <p>None of the objectives has, so far, emerged as of particular relevance to, or as having a particular impact on, this protected characteristic. However, it is possible to add to the objectives (1.7 of the Cabinet Report), as the duty is flexible and so if a need emerges then we will review it and respond accordingly.</p>		N/A	N/A												
Sex		<p>Analysis of impact on sex</p> <p>Objective 1 is of high relevance to, and will have a positive impact on, girls and boys, and young men and women. The objective is designed to help those who are or have been, entitled to free school meals, and to narrow the gap between this, and progression to Higher Education in order to improve life chances for those children, including when they become young adults.</p> <p>Objective 2 is designed to be responsive to older people's health needs and to build on independence for older people. Women may benefit proportionately more than men from this objective, since they live longer than men:</p> <table border="1"> <thead> <tr> <th></th> <th>Male Life Expectancy in Years</th> <th>Female Life Expectancy in Years</th> </tr> </thead> <tbody> <tr> <td>H&amp;F</td> <td>78.1</td> <td>84.3</td> </tr> <tr> <td>London</td> <td>78.6</td> <td>83.1</td> </tr> <tr> <td>England</td> <td>78.3</td> <td>82.3</td> </tr> </tbody> </table> <p>London Health Observatory 2009</p> <p>As such, this is of high relevance to, and will have a positive impact on this protected characteristic.</p>			Male Life Expectancy in Years	Female Life Expectancy in Years	H&F	78.1	84.3	London	78.6	83.1	England	78.3	82.3	H	+
	Male Life Expectancy in Years	Female Life Expectancy in Years															
H&F	78.1	84.3															
London	78.6	83.1															
England	78.3	82.3															
				H	+												

Sexual Orientation	Analysis of impact on sexual orientation  None of the objectives has, so far, emerged as of particular relevance to, or as having a particular impact on, this protected characteristic. However, it is possible to add to the objectives (1.7 of the Cabinet Report), as the duty is flexible and so if a need emerges then we will review it and respond accordingly.	N/A	N/A
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### Human Rights and Children's Rights

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

This is varied and is as follows:

Objective 1: Yes, it will contribute in a positive way to Article 2 of Protocol 1: Right to education

Objective 2: No effect, although we will need to ensure no unlawful interference with Article 8: Respect for your private and family life, home and correspondence

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

This is varied and is as follows:

Objective 1: Yes, it will positively contribute to the right to education

Objective 2: No effect

<b>Section 03</b>	<b>Analysis of relevant data and/or undertake research</b>
<b>Documents and data reviewed</b>	<ul style="list-style-type: none"> <li>▪ Census 2001</li> <li>▪ January 2011 School Census (Free School Meals data)</li> <li>▪ Joint Strategic Needs Assessment: Population and Health Profile Summary 2011</li> <li>▪ London Health Observatory 2009</li> </ul> <p>Analysis of impact and outcomes is in Section 05 below.</p>
<b>New research</b>	No new research

<b>Section 04</b>	<b>Undertake and analyse consultation</b>
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<b>Consultation</b>	No consultation undertaken
<b>Analysis</b>	N/A

<b>Section 05</b>	<b>Analysis of impact and outcomes</b>
<b>Analysis</b>	<p>What has your consultation and analysis of data shown? Is there evidence of lawful and/or unlawful discrimination?</p> <p>The analysis above shows that there are a number of positive impacts on various groups. In the main, these are:</p> <ul style="list-style-type: none"> <li>▪ Age groups including older people</li> <li>▪ Disabled people</li> <li>▪ Race groups</li> <li>▪ Men and women: women proportionately more so than men</li> <li>▪ Children and young people, including those with low educational attainment</li> </ul> <p>There is no evidence of unlawful discrimination.</p>

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<b>Section 06</b>	<b>Reducing any adverse impacts</b>
<b>Outcome of Analysis</b>	<p>Include any specific actions you have identified that will remove or mitigate against the risk of unlawful discrimination.</p> <p>As shown above, there are no adverse impacts. It is also possible to add to the objectives (1.7 of the Cabinet report) and so if the need arises we will review and respond accordingly.</p>

<b>Section 07</b>	<b>Action Plan</b>
<b>Action Plan</b>	As there are no adverse impacts, no action plan is required. As per recommendation 3 of the Cabinet Report, progress on the proposed objectives will be via report to the Cabinet Member for Community Care at a public meeting.

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officer sign-off</b>	Name: Jane West Position: Executive Director of Finance and Corporate Governance Email: <a href="mailto:jane.west@lbhf.gov.uk">jane.west@lbhf.gov.uk</a> Telephone No: 020 8753 2037
<b>Key Decision Report</b>	Date of report to Cabinet: 05/12/2011 Confirmation that key equalities issues found here have been included: Yes
<b>Opportunities Manager for advice and guidance only</b>	(The Opportunities Manager drafted the Cabinet Report and EIA and so this section is not applicable)

## Equality Impact Analysis Initial Screening 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 5<sup>th</sup> April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

### 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 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](mailto:PEIA@lbhf.gov.uk) or ext 3430.

## Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	11/12 Q3			
<b>Name of policy, strategy, function, project, activity, or programme</b>	Existing Project : The White City Collaborative Care Centre  The Outline Business Case for this project was previously approved by the Cabinet.			
<b>Q1 What are you looking to achieve?</b>	The White City Collaborative Care Centre (WCCCC) will provide a single point of access for local people to get integrated community health care, social care and housing support. The intention is to ensure that people achieve maximum independence, by combining health and social care teams to create a single assessment and care management process, ending duplication and multiple visits, and leading to a reduction in both expensive acute care costs, and in high cost social care.			
<b>Q2 Who in the main will benefit?</b>	Residents living the northern part of Hammersmith & Fulham, primarily in the wards of College Park & Old Oak, Shepherd's Bush Green and Wormholt & White City – approximately 32,500 people.			
	Age	No information that WCCCC is proactively targeting their needs.	L/M/H Low	+ / - Neutr al
	Disability	Likely positive impact. Enhanced local services for children with disabilities Analysis of impact on disability including due regard to PSED (above).  Information: 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.  The Equality Act 2010 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.	L/M/H  Mediu m	+ / -  Positi ve

		<p>The Act also places an anticipatory duty on public bodies to make reasonable adjustments for disabled people.</p> <ul style="list-style-type: none"> <li>▪ Demonstrate how you have attempted to address what barriers disabled people might face, and how the policy could help remove them</li> </ul>		
	Gender reassignment	<p>No information that WCCCC is proactively targeting their needs.</p> <p>Information: Gender reassignment is the process of transitioning from one gender to another.</p>	L/M/H Low	+ / - Neutr al
	Marriage and Civil Partnership	<p>No information that WCCCC will have any impact on this characteristic.</p> <p>Information: 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.</p> <p>However, if a service is provided to married people, protection from sexual orientation discrimination requires that the same service and standards must also be provided to people who are civil partners.</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>	L/M/H Low	+ / - Neutr al
	Pregnancy and maternity	<p>Likely positive impact - Enhanced maternity and children's services</p> <p>Information: 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>	L/M/H Mediu m	+ / - Positi ve

	Race	Limited impact generally - Little information that WCCCC is proactively targeting their needs apart from advocacy/ interpretation services. Likely positive impact on Refugees, Asylum Seekers, Travellers. Sessional bookings for advocacy services and interpretation services.  Information: 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.	L/M/H Low	+ / - Positi ve
	Religion/belief (including non-belief)	No information that WCCCC is proactively targeting their needs.  Information: 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.	L/M/H Low	+ / - Neutr al
	Sex	No information that WCCCC is proactively targeting their needs.  Information: Sex means a man or a woman	L/M/H Low	+ / - Neutr al
	Sexual Orientation	No information that WCCCC is proactively targeting their needs  Information: Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	L/M/H Low	+ / - Neutr al

### Human Rights and Children's Rights

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

No

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

No

### Q3

**Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?**

Yes

The WCCCC supports the provision of integrated health and social care services in an area of deprivation within H&F. The WCCCC provides a better integrated community health and social care services in an area of deprivation.

People who are in material deprivation are more than likely to be part of at least one of the other equality target. Therefore, the protected groups may benefit as a consequence experiencing poor housing or low

	<p>income.</p> <p>Does this provide an opportunity to promote equality? Use your reasoning from Q2 to state why.</p>
<p><b>Q4</b>  <b>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?</b></p>	<p>No</p> <p>If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.</p> <p>A full EqIA will likely be going over ground that has already been covered through needs assessments and numerous engagement exercises. Therefore a full EqIA is not recommended at this point.</p>



### Equality Impact Assessment Initial Screening Tool with Guidance

This document has been produced to help you assess the likelihood of impacts on equality groups – including where people are represented in more than one strand – with regard to your new or proposed policy, strategy, function, project or activity. It has been designed to complement the e-learning tool for Equalities Impact Assessments and to help with your business planning process, as well as to ensure that your policy/project does not incur a delay due to lack of equalities consideration.

#### Initial Screening Equality Impact Assessment Tool

Section 01	Details of Initial Equalities Impact Screening Assessment
Financial Year and Quarter	2010/11
Name of policy, strategy, function, project, activity, or programme	Update on implementation of Libraries Strategy: Barons Court Community Library / Avonmore Neighbourhood Centre
Q1 What are you looking to achieve?	<p>As agreed in the Libraries Strategy the council will no longer be providing a council run library service from Barons Court Library, however it is committed to ensuring a library service is provided from the site which will become a neighbourhood centre. The centre will provide services from 3<sup>rd</sup> Sector organisations including a Self Serve library, legal advice and information services and children’s spoke activities.</p> <p>The recommendations of the report are therefore to agree to:</p> <ul style="list-style-type: none"> <li>➤ transfer the lease for the upper ground floor of the Barons Court site to Hammersmith and Fulham Citizens Advice Bureau, who will provide their principal advice and information services from the site and run a Self Serve library via volunteers</li> <li>➤ purchase and install Self Serve infrastructure for the library service</li> <li>➤ lease the lower ground floor to another 3<sup>rd</sup> Sector organisation tom complement the library and information services being delivered on the upper ground floor.</li> </ul>



<b>Q2</b> <b>Who in the main will benefit?</b>	Race	/	L	<ul style="list-style-type: none"> <li>▪ The impact on race is likely to be minimal as there will continue to be a library service provided from the site which will be accessible to all residents.</li> <li>▪ The majority ethnic group of North End ward and Avonmore &amp; Brook Green ward is white at 77% for both. The second largest ethnic group is Black or Black British at 11% for North End and 8.26% for Avonmore &amp; Brook Green.</li> <li>▪ Of those that answered the question on the membership form, 9 Barons Court Library members are Russian language speakers and 6 are Spanish language speakers.</li> </ul>
	Disability	/	L	<ul style="list-style-type: none"> <li>▪ The impact on disability will be minimal as there will continue to be a library service provided from the site which will be fully accessible for disabled persons.</li> <li>▪ The library is located approximately a mile from 3 other libraries: Hammersmith, Kensington Central and Brompton.</li> <li>▪ <b>Barons Court to Hammersmith Library:</b> From West Kensington Tube station take the District Line towards Ealing Broadway Underground Station or District Line towards Richmond Underground Station to Hammersmith with a journey time of 19minutes.</li> <li>▪ <b>Barons Court to Hammersmith Library:</b> Walk to Brook Green / Hammersmith Road Stop F, take Bus 9, Bus 27, Bus 10, Bus 391 towards Richmond Bus Station to Hammersmith Broadway. Walk to W6 7AT. Total journey time of 24minutes.</li> <li>▪ <b>Barons Court to Kensington Library</b> Bus 28 towards Kensal Rise Station from Stop U on the Lytton Estate stops at High Street Kensington and takes a journey time of 23mins</li> <li>▪ <b>Barons Court to Brompton Library</b> from the Lytton Estate take Bus 391 from Stop R towards Sands End / Sainsbury's. At Bagleys Lane Stop B walk to Imperial Wharf Stn/Imperial Rd Stop J and then at Imperial Wharf Stn/Imperial Rd Take Bus C3 from Stop J towards West Cromwell Road. Total journey time of 46 minutes.</li> </ul>
	Gender	/	L	<ul style="list-style-type: none"> <li>▪ A higher number of females than males use Barons Court library, however the impact on gender is likely to be minimal as there will continue to be a library service provided from the site which will be accessible to all residents.</li> <li>▪ Further, as women may be more likely than men to have caring responsibilities, the range of services to be provided from the site (including children's spoke services) may provide a positive impact on females.</li> </ul>

	Age	/	L	<ul style="list-style-type: none"> <li>The majority of borrowers are aged 5-14 years, followed by 25-29 and then 30-39 year olds. The customer segmentation of the two wards covered by Barons Court indicate that the majority of people are prosperous, mobile, single, young professionals. Due to the continued provision of a library service at Barons Court Library it is envisaged that there will be minimal disruption.</li> <li>The provision of legal advice and information as well as children's services may lead to positive impacts for residents.</li> </ul>
	Sexual Orientation	/	L	<ul style="list-style-type: none"> <li>The impact on sexual orientation is likely to be minimal due to the continued provision of a library service from the site.</li> </ul>
	Religion/ belief (including non-belief)	/	L	<ul style="list-style-type: none"> <li>The impact on religion is likely to be minimal due to the continued provision of a library service from the site.</li> </ul>
	Socio-Economic	+	L	<ul style="list-style-type: none"> <li>The socio-economic impact is likely to be minimal.</li> <li>The customer segmentation of the two wards covered by Barons Court indicate that the majority of people are prosperous, mobile, single, young professionals. Avonmore &amp; Brook Green ward has 36% of its population classed as AB (higher and intermediate managerial/administrative/professional) in the social grade approximation in 2001. This is above average for the rest of the borough, London and England.</li> <li>14% of Avonmore &amp; Brook Green adults and 15% of North End adults have no qualifications. Both are below the average for the borough, London and England.</li> <li>The provision of free legal advice and information services by CAB may provide a positive impact on those in socio-economic groups who do not have the resources to pay for access to such services.</li> </ul>
<p>Will it affect Human Rights, as defined by the Human Rights Act 1998? (Note: Human Rights will not be relevant in every case but must be considered. If unsure, seek advice from the Opportunities Manager)</p> <p>No</p>				
<b>Q3</b> <b>Does the policy, strategy, function,</b>	No			

<b>project, activity, or programme make a positive contribution to equalities?</b>	
<b>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?</b>	No

**Initial Screening Equality Impact Analysis Tool**

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	11 / 01			
<b>Name of policy, strategy, function, project, activity, or programme</b>	GLA Olympic Grant Funding – Draft spending plan			
<b>Q1 What are you looking to achieve?</b>	<p>Ensure business-as-usual services can be delivered during the Olympic period through the allocation of GLA Olympic Grant Funding.</p> <p>The “Olympic period” referred to here accounts for the two weeks of Olympic Games activities (27<sup>th</sup> July – 12<sup>th</sup> August 2012), as well as the 7 days prior to this when the torch relay will be occurring.</p> <p>During the Olympic period certain road systems and venues in the borough will be affected and therefore require additional resources to ensure business as normal service delivery. They will not be affected during the Paralympic Games, which are being held on 29<sup>th</sup> August – 9<sup>th</sup> September.</p> <p>Funding is therefore requested for:</p> <ul style="list-style-type: none"> <li>• Waste Services (to include cleansing and disposal services at Earls Court and all transport hubs, road systems and open spaces in the borough affected during the Olympic period).</li> <li>• Licensing enforcement and premises management.</li> <li>• Command and control.</li> </ul>			
<b>Q2 Who in the main will benefit?</b>	Age	<b>Waste services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to age equality as all residents in affected areas will be impacted, irrespective of their age. It will prevent additional costs to the tax payer.	L	Neutral

		<p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will be of low relevance to age equality as users will be of varying age. It will prevent additional costs to the tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to age equality as any contingency plans will be relevant to all residents of an affected area, irrespective of age.</p>		
	Disability	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to disability equality as all residents in affected areas will be impacted, irrespective of their (dis)ability. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on disability equality as users will not necessarily be, or not be, disabled. It will prevent additional costs to the tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to disability equality as any contingency plans will be relevant to all residents of an affected area, irrespective of (dis)ability.</p>	L	Neutral
	Gender reassignment	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to gender reassignment equality as all residents in affected areas will be impacted,</p>	L	Neutral

		<p>irrespective of their gender. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on gender reassignment equality as users will not necessarily be of one gender or another. It will prevent additional costs to the tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to gender reassignment equality as any contingency plans will be relevant to all residents of an affected area, irrespective of gender.</p>		
	Marriage and Civil Partnership	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to marriage and civil partnership equality as all residents in affected areas will be impacted, irrespective of their marriage/partnership status. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on marriage and civil partnership equality as users will not necessarily be of a particular marital/partnership status. It will prevent additional costs to the tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to marriage and civil partnership equality as any contingency plans will be relevant to all residents of an affected area, irrespective of marital/partnership status.</p>	L	Neutral
	Pregnancy and maternity	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court,</p>	L	Neutral

		<p>as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to pregnancy and maternity equality as all residents in affected areas will be impacted, irrespective of their pregnancy/maternal status. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on pregnancy and maternity equality as users will not necessarily be of a particular pregnancy/maternal status. It will prevent additional costs to the tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to pregnancy and maternity equality as any contingency plans will be relevant to all residents of an affected area, irrespective of pregnancy/maternal status.</p>		
	Race	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to race equality as all residents in affected areas will be impacted, irrespective of their race. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on race equality as users will not necessarily be of a particular race. It will prevent additional costs to tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to race equality as any contingency plans will be relevant to all residents of an affected area,</p>	L	Neutral

		irrespective of race.		
	Religion/belief (including non-belief)	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to religion/belief equality as all residents in affected areas will be impacted, irrespective of their religion/belief. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on religion/belief equality as users will not necessarily be of a particular religion/belief. It will prevent additional costs to tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to religion/belief equality as any contingency plans will be relevant to all residents of an affected area, irrespective of religion/belief.</p>	L	Neutral
	Sex	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to sex equality as all residents in affected areas will be impacted, irrespective of their sex. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on sex equality as users will not necessarily be of a particular sex. It will prevent additional costs to tax payer.</p>	L	Neutral



		<p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to sex equality as any contingency plans will be relevant to all residents of an affected area, irrespective of sex.</p>		
	Sexual Orientation	<p><b>Waste Services: Low</b> Additional funding allocated to cleansing of the area around Earls Court, as well as all transport hubs, road systems and open spaces in the borough affected by Olympic activity, will be of low relevance to sexual orientation equality as all residents in affected areas will be impacted, irrespective of their sexual orientation. It will prevent additional costs to the tax payer.</p> <p><b>Licensing enforcement and premises management: Low</b> Additional funding to assist with the management of premises in the borough and licensing of relevant borough businesses will have a low impact on sexual orientation equality as users will not necessarily be of a particular sexual orientation. It will prevent additional costs to tax payer.</p> <p><b>Command and control: Low</b> Additional funding to assist with the coordination and command and control duties of the council will be of low relevance to sexual orientation equality as any contingency plans will be relevant to all residents of an affected area, irrespective of sexual orientation.</p>	L	Neutral
<p><b>Human Rights and Children's Rights</b> Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>				

<b>Q3</b> Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?	No
<b>Q4</b> 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?	No

## Equality Impact Analysis Initial Screening 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 5<sup>th</sup> April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

### 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 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](mailto:PEIA@lbhf.gov.uk) or ext 3430.

## Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>			
<b>Financial Year and Quarter</b>	2011/12 4 <sup>th</sup> quarter & 2012/13 / 1 <sup>st</sup> quarter			
<b>Name of policy, strategy, function, project, activity, or programme</b>	Shepherds Bush Common Improvement Project			
<b>Q1 What are you looking to achieve?</b>	The principal aim is to regenerate Shepherds Bush Common balancing the preservation of its historic landscape with the need to provide modern amenities and a safe environment that meet the needs of all the community.			
<b>Q2 Who in the main will benefit?</b>	<p>The parks' present and future users, including local residents of all ages will benefit from the finished project. New play facilities will benefit a wider range of age groups. Rationalised pathways and new paving will provide greater legibility and access across the Common to surrounding areas. Open green space will facilitate relaxation, dog walking and events for all. The restored war memorial will be more accessible particularly to those with disabilities.</p> <p>Access to the Common will be restricted while works are in progress January to June 2012. A pedestrian/cycle route through the Common to safe crossing points on the surrounding roads will be available at all times while works are in progress.</p>			
	Age	<p>The Common is open to all age groups.</p> <p>New playground facilities will cater to a wider age range of age groups than is currently the case, as this will increase from 0 to 15 years, where it is currently 0 to 6 years. This change is given under Children's Rights (below) and is considered to be of low relevance to, and have a positive impact on, these age groups as those under the age of 18 are not currently protected by the Act.</p>	L	+

	Disability	<p>The open nature of the Common and clear legible routes around and through the space mean it is accessible to those with disabilities.</p> <p>The playgrounds will be accessible to disabled children with several facilities catering to a range of disabled needs however, not all equipment will be suitable for all abilities.</p> <p>Particular attention has been paid to the restoration and resetting of the war memorial with a new plaque to be installed at the foot of the memorial for those unable to climb the steps and increased hard standing to better facilitate access to the memorial.</p>	H	+
	Gender reassignment	The project is of low relevance to, and will have a neutral impact on, this protected characteristic. The Common is a public open space that anyone has the right to use.	L	/
	Marriage and Civil Partnership	The project is of low relevance to, and will have a neutral impact on, this protected characteristic. The Common is a public open space that anyone has the right to use.	L	/
	Pregnancy and maternity	The open nature of the Common and clear legible routes around and through the space mean it is accessible to those with reduced mobility, which may be the case during the latter stages of pregnancy, and also to those with small infants. The improvements will be of medium relevance to, and have a positive impact on, this protected characteristic	M	+
	Race	The project is of low relevance to, and will have a neutral impact on, this protected characteristic. The Common is a public open space that anyone has the right to use.	L	/
	Religion/belief (including non-belief)	The project does not affect any religion or belief or alter current provisions, and so it is of low relevance to, and will have a neutral impact on, this protected characteristic. The Common is a public open space that anyone has the right to use.	L	/
	Sex	The improvements will be positive for those with caring responsibilities, who are more likely to be women, who may use the space to take out their children, for example. The Common is a public open space that anyone has the right to use.	M	+

	Sexual Orientation	The project is of low relevance to, and will have a neutral impact on, this protected characteristic.. The Common is a public open space that anyone has the right to use.	L	/
<p><b>Q3</b> Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p><b>Human Rights and Children's Rights</b> Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. It will have a positive impact on the following, especially those in <b>bold</b>:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and <b>development</b></li> <li>▪ Health and welfare rights, including <b>rights for disabled children</b>, the right to health and health care, and social security</li> </ul>			
<p><b>Q4</b> 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>Yes</p> <p>Restored facilities will improve access to all areas of the Common, and will be particularly positive for children, disabled adults and children (although not all equipment will be accessible), pregnant women and those with small infants, and those with caring responsibilities (more likely to be women).</p>			

## Equality Impact Analysis Initial Screening Tool with Guidance

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 6<sup>th</sup> April 2011 onwards. It is designed to help you determine whether you may need to do a Full EIA. If you already know that your decision is likely to be of high relevance to equality, and/or be of high public interest, you should contact the Opportunities Manager, as s/he may recommend moving directly to a Full EIA.

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](mailto:PEIA@lbhf.gov.uk) or ext 3430.

### Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>
<b>Financial Year and Quarter</b>	2011-12 / Quarter 3
<b>Name of policy, strategy, function, project, activity, or programme</b>	New, Housing Capital Programme 2012/13
<b>Q1 What are you looking to achieve?</b>	The programme seeks to ensure that the Council can continue to provide social rented homes of a good standard; fulfil the Council's statutory obligations as a social housing provider; protect the health, safety and well-being of residents; and preserve the integrity of the housing stock.
<b>Q2 Who in the main will</b>	Hammersmith and Fulham's social housing stock comprises nearly 13,000 homes, a significant proportion of which are situated in the borough's most deprived areas. Although there is a correlation

Tool and Guidance updated for new PSED from 06.04.2011

<b>benefit?</b>	<p>between social housing tenancy and many aspects of disadvantage, and while the programme may alleviate some symptoms, it is not expected that particular people or groups will be affected more than others. The exceptions are age and disability where a specific projects and programmes will benefit elderly and/or disabled tenants.</p> <p><b>Information: Protected characteristics and PSED</b></p> <p>The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:</p> <ul style="list-style-type: none"><li>▪ Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;</li><li>▪ Advance equality of opportunity between people who share a protected characteristic and those who do not; and</li><li>▪ Foster good relations between people who share a protected characteristic and those who do not.</li></ul> <p>Having due regard for advancing equality involves:</p> <ul style="list-style-type: none"><li>▪ Removing or minimising disadvantages suffered by people due to their protected characteristics;</li><li>▪ Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and</li><li>▪ Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low</li></ul> <p>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.</p>
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	Age	<p>The programme includes various projects specific to sheltered housing, that is accommodation specifically designed or adapted for people aged 60 years or over:</p> <p><u>Sheltered housing communal boilers</u>: It is proposed to replace the existing central heating boilers serving various sheltered housing schemes. The new boilers will be more energy-efficient and allow greater control by residents..</p> <p><u>Lift modernisation</u>: The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to elderly residents or residents with young children. Prior to works, consultation with residents will be undertaken and alternative arrangements for vulnerable residents will be considered. In exceptional circumstances this may entail a temporary decant while service is interrupted. However, in the longer term, the works will improve the reliability of the affected lifts. This project is therefore analysed as having both positive and negative impacts, with the positive outweighing the short-term negative impacts</p>	+	M
	Disability	<p><u>Disabled Adaptations</u>:The programme includes a budget of £800k for disabled adaptations. These are works that can help give tenants more freedom into and around their home and to access essential facilities within it. Adaptations can range from minor works such as the provision of grab rails or stair rails to major improvements such as the installation of stairlifts, ramps or walk-in showers. Eligibility for equipment or adaptations is asessed under the Fair Access to Care</p>	+	M

		<p>Services (FACs) criteria. Major adaptations are subsequently assessed by the Council's Occupational Therapist and will be appropriate to meet the needs of tenants with a permanent or substantial disability.</p> <p><u>Lift modernisation</u>: The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to residents with impaired mobility. However, in the longer term, the works will improve the reliability of these lifts. In addition, major refurbishment of lifts will include any necessary works to ensure DDA compliance.</p>	-	L
			+	M
	Gender reassignment	The Housing Capital Programme 2011/12 does not contain any specific provisions for transitioning or transgender people, though they would benefit from all of the proposed spend on projects for all general works.	/	N/A
	Marriage and Civil Partnership	<p>Information: 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.</p> <p>The Housing Capital Programme 2012/13 is not applicable to this protected characteristic in this case</p>	/	N/A
Pregnancy and maternity	<p>Analysis of impact on pregnancy and maternity including due regard to PSED (above).</p> <p>The programme includes projects to modernise passenger lifts serving blocks on various housing estates. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to pregnant women or women who have just given birth.</p>	-	M	

	Race	The Housing Capital Programme 2012/13 does not contain any specific provisions for race groups, though all residents would benefit from all of the proposed spend on projects for all general works.	/	N/A
	Religion/belief (including non-belief)	The Housing Capital Programme 2012/13 does not contain any specific provisions for religious / non-religious groups, though all residents would benefit from all of the proposed spend on projects for all general works	/	N/A
	Sex	<p>The Housing Capital Programme 2012/13 does not contain any specific provisions for men or women, though all residents would benefit from all of the proposed spend on projects for all general works.</p> <p>Men and women with caring responsibilities for small children, for example, would be affected by the lift maintenance project. These works will mean that lifts are temporarily out of service and this may be of particular inconvenience to residents with caring responsibilities.</p> <p>However, in the longer term, the works will improve the reliability of these lifts. In addition, major refurbishment of lifts will include any necessary works to ensure DDA compliance, which would benefit those with buggies and prams, in addition to disabled people.</p> <p>Women who are pregnant or who have just given birth would be affected by the lift maintenance project. This is outlined above.</p>	/	N/A
			-	L
			+	M
Sexual Orientation	The Housing Capital Programme 2012/13 does not contain any specific provisions for lesbian, gay, bisexual, or heterosexual people, though all residents would benefit from all of the proposed spend on projects for all general works	/	N/A	
<p><b>Human Rights and Children's Rights</b></p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)?</p>				

	No
<b>Q3 Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</b>	Yes  Various projects in the proposed programme will make a positive contribution to equalities by delivering physical improvements to buildings, amenities and services which will particularly benefit elderly residents, those with caring responsibilities, women who are pregnant or who have just given birth, and residents with disabilities.
<b>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?</b>	No



London Borough of Hammersmith & Fulham

## Cabinet

5 DECEMBER 2011

### CABINET MEMBER FOR HOUSING

*Councillor Andrew Johnson*

### BOROUGH INVESTMENT PLAN

The purpose of this report is to obtain Cabinet's approval for the Council's Borough Investment Plan (BIP) and submit the document to the Greater London Authority / Homes and Communities Agency (GLA/HCA) Housing Investment Group and HCA London Housing Board, chaired by the Mayor of London. The BIP identifies the Council's housing and regeneration priorities over the Core Strategy 20 year timeframe.

**Wards:**  
**All**

### CONTRIBUTORS

EDFCG  
ADLDS

**HAS A EIA BEEN COMPLETED?**  
**YES**

**HAS THE REPORT CONTENT BEEN RISK ASSESSED?**  
**YES**

### Recommendations:

- 1. That the Borough Investment Plan be approved and submitted to the GLA/HCA Housing Investment Group and HCA London Housing Board, chaired by the Mayor of London**
- 2. That authority be delegated to the Cabinet Member for Housing, in conjunction with the Executive Director of Housing and Regeneration, to make any changes necessary following submission to the GLA/HCA.**

## 1. BACKGROUND

- 1.1. The requirement for a Borough Investment Plan resulted from the decision to create the Homes and Communities Agency, effectively a 'merger' of the Housing Corporation and English Partnerships. Local authorities were requested to enter into a 'single conversation' with the new agency to agree future housing and regeneration investment priorities. The intention of this was to lead to a more strategic investment approach which would yield place-making outcomes in addition to new housing and 'more for less' from the HCA's financial investment. The HCA's intention was that these priorities would be crystallised in the Borough Investment Plan (BIP). Whilst these documents are not mandatory, they are considered to be 'anchor' documents by statutory and non-statutory agencies, setting out the 'direction of travel' for the Council's future housing and regeneration investment priorities.
- 1.2 The Mayor of London's most recent document *A Revised London Housing Strategy – Initial Proposals* (Aug 2011) states that the Mayor proposes to 'ensure that delivery partners have full regard to the priorities set out in the Borough Investment Plans when delivering the affordable housing programme'. The *Initial Proposals* document also makes positive references towards ensuring that boroughs are at the forefront of local decision making over housing delivery; aligning housing delivery with the Mayor's wider social and economic objectives and other major infrastructure investment opportunities, such as Crossrail; ensuring that new housing developments contain an appropriate mix of market and affordable homes and are developed in locations where they can help to reduce concentrations of particular tenures. It is therefore considered a prerequisite for the borough to have an agreed BIP in place before being able to take full advantage of the Mayor's proposed strategic housing approach.
- 1.3 It should be noted that the GLA, HCA and LDA housing and regeneration responsibilities are to be merged into a single GLA Housing and Regeneration Directorate, which is to 'go live' in April 2012. Taking account of the Mayor's statutory planning role; his continuing responsibility for Transport for London; and the recent publication of the London Plan, it is necessary that the borough's strategic position on its housing and regeneration investment priorities are clearly identified. The adoption of a Borough Investment Plan is key to delivering that outcome.
- 1.4 The Borough Investment Plan has been discussed with the Homes and Communities Agency and the Council has sought to incorporate their comments.

## **2. KEY THEMES OF THE BOROUGH INVESTMENT PLAN**

- 2.1 The key themes as set out in the executive summary of the document are as below:
- 2.2 This Borough Investment Plan sets out the rationale for the Homes and Communities Agency (HCA) and the London Mayor for housing and regeneration investment in Hammersmith and Fulham. The key points in this document are as follows:
  - 2.2.1 Over the 2012/32 years, there is identified capacity for 14,400 additional homes, the large majority of which is in the five regeneration opportunity areas detailed in this document. Over the same period, there is potential for over 25,000 new jobs
  - 2.2.2 Over the first ten years of this programme, the Council expects to deliver between 2,460 and 2,880 affordable homes, the majority of which will be located in the five identified regeneration opportunity areas. The timing and tenure profile of housing delivery will be significantly affected by the long lead in times associated with large strategic sites and will be subject to scheme viability and site constraints
  - 2.2.3 Ensuring working age residents in the borough, particularly affordable housing residents, access to new jobs created is an Investment Plan priority
  - 2.2.4 The housing market in Hammersmith and Fulham remains strong and it is expected that market interest in new development will continue as will the need for new and more innovative intermediate housing products to create opportunities for working residents to get onto the housing ladder
  - 2.2.5 The Council's affordable housing target will be 40% of total delivery which will comprise intermediate and/or affordable rent housing. The proportions of intermediate and/or Affordable Rent will be decided on a site by site basis taking account of the local area's characteristics and housing market. The Council will also seek new social rented housing necessary to enable proposals for the regeneration of council or housing association estates, or the replacement of unsatisfactory accommodation. Our intention is to tackle overcrowding in all households by increasing the supply of larger homes with incentives in place to encourage greater mobility for working households.

- 2.2.6 A Local Housing Company has been established by the Council to deliver new market and affordable housing. This vehicle may require future Homes and Communities Agency funding to fully realize its potential. The Council intends to work with the HCA to progress and grow that ambition
  - 2.2.7 The Council will seek to deliver its Housing Estates Investment Plan designed to improve housing and wider socio economic outcomes for our residents
  - 2.2.8 Investment will be required to support key enabling infrastructure to allow people in deprived communities to benefit from opportunities that are being created
- 2.3 By setting out the rationale for investment in Hammersmith and Fulham to the Homes and Communities Agency and the London Mayor, the borough looks forward to working with the HCA and the successor GLA Housing and Regeneration Directorate to achieving the objectives that we have set out in this Borough Investment Plan.

### **3. RISK MANAGEMENT**

- 3.1. As this is predominately a Housing & Regeneration Strategic project document it in itself is self explanatory about the risks in the paper. This brings to Members' attention the arrangements to ensure the successful delivery of its objectives. Risks at a project level are required to be managed through the Council's mandatory project management toolkit and overall compliance with this is a management responsibility. The Corporate Risk Register notes this requirement and as such is recorded as an individual entry, risk number 2. The report also highlights a number of co-dependent factors such as links to work with the private and voluntary sectors, the communities, planners and the Local Housing Company. Such collaboration is to be noted on the Corporate Risk Register under risk number 6, Successful partnerships & Major Contracts, to reflect the paper's strategic objectives. A new entry will be added to the Opportunities side of the Corporate Risk Register to illustrate the innovative approach which the strategy illustrates.

### **4. EQUALITY IMPLICATIONS**

- 5.1 The initial screening assesses the Borough Investment Plan as being broadly positive to most protected characteristics. However, it should be noted that there will be no direct impacts arising from the approval by Cabinet of the Borough Investment Plan, but does give a greater likelihood of attracting affordable housing and wider regeneration



funding in the future which will have the potential to deliver direct positive impacts for Hammersmith & Fulham's residents.

**5. COMMENTS OF THE EXECUTIVE DIRECTOR OF FINANCE AND CORPORATE GOVERNANCE**

- 5.1. The Borough Investment Plan is intended to set out to the HCA and GLA where the Council expects housing and regeneration investment over the short, medium and long term, confirming current corporate priorities. It is essentially a 'direction of travel' document with financial, resource and human resource implications arising from scheme-level decisions following the adoption of this Borough Investment Plan.
- 5.2 There are no additional comments from Corporate Finance regarding this report.

**6. COMMENTS OF THE ASSISTANT DIRECTOR (LEGAL AND DEMOCRATIC SERVICES)**

- 6.1 There are no direct legal implications at this stage but in delivering the plan appropriate legal advice will be required

**LOCAL GOVERNMENT ACT 2000**  
**LIST OF BACKGROUND PAPERS**

<b>No.</b>	<b>Description of Background Papers</b>	<b>Name/Ext of holder of file/copy</b>	<b>Department/ Location</b>
1.	LBHF Core Strategy 2011	Aaron Cahill x 1909	HRD / Housing Options
2.	Mayor of London - A Revised London Housing Strategy – Initial Proposals	Aaron Cahill x 1909	HRD / Housing Options
3.	Local Investment Planning – A Good Practice Guide (Undated)	Aaron Cahill x 1909	HRD / Housing Options
<b>CONTACT OFFICER: Temporary Project Officer (Policy)</b>		<b>NAME: Aaron Cahill EXT. 1909</b>	

**London Borough of Hammersmith & Fulham**

# **Borough Investment Plan**

# London Borough of Hammersmith - A Vision for Regeneration



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## Foreword

This Borough Investment Plan sets out Hammersmith & Fulham's housing investment priorities for the next 10-20 years. There is a clear regeneration focus to our approach with the large majority of new housing capacity located in five regeneration areas which we believe can deliver over 13,200 additional homes and 25,000 new jobs over the 2012/32 period. Of the total new homes, we aim to deliver 40% affordable housing which will be intermediate housing such as discounted market sale, shared ownership, sub-market rent and/or affordable rent, subject to viability and other constraints. This housing investment will provide the catalyst for a wider range of socio economic outcomes over and above new market and affordable housing. Housing investment from the Homes and Communities Agency and the private sector will be key to achieving those outcomes.

One of the recurring themes of this Borough Investment Plan is 'investing in success'. Hammersmith & Fulham hosts a strong housing market with some of the highest house prices in London. However, this has the detrimental effect of limiting the ability of first time buyers to access home ownership. Consequently, the Council places a high priority on marketing intermediate housing products for working people on low to medium incomes and on incentives for existing tenants in social housing to access the property ladder.

Whilst the borough is well served by transport infrastructure, a priority for the Council is promoting the Park Royal Opportunity Area, a major rail interchange between the proposed High Speed 2 Line, Crossrail, the Great Western line and West and North London lines. Realising this objective will be the catalyst needed to regenerate the north of the borough which hosts higher levels of deprivation than elsewhere and deliver the homes that we have identified capacity for.

Finally, we need to ensure that the new jobs created in the regeneration areas are accessed by current and future Hammersmith & Fulham residents. To afford to work, they will need affordable housing. For the future, we may need to change the way we allocate new and existing affordable housing and understand better and act on the related dynamics of the housing and jobs markets. Our forthcoming Housing Strategy will develop our approach in more detail.

**Cllr Andrew Johnson**  
**Cabinet Member for Housing**

## Executive Summary

This Borough Investment Plan sets out the rationale for the Homes and Communities Agency (HCA) and the Mayor of London for housing and regeneration investment in Hammersmith & Fulham. The key points in this document are as follows:

- Over the 2012/32 years, there is identified capacity for 14,400 additional homes, the large majority of which is in the five regeneration opportunity areas detailed in this document. Over the same period, there is potential for over 25,000 new jobs.
- Over the first ten years of this programme, the Council expects to deliver between 2,460 and 2,880 affordable homes, the majority of which will be located in the five identified regeneration opportunity areas. The timing and tenure profile of housing delivery will be significantly affected by the long lead in times associated with large strategic sites and will be subject to scheme viability and site constraints
- Ensuring working age residents in the borough, particularly affordable housing residents, access to new jobs created is an Investment Plan priority
- The housing market in Hammersmith & Fulham remains strong and it is expected that market interest in new development will continue as will the need for new and more innovative intermediate housing products to create opportunities for working residents to get onto the housing ladder
- The Council's affordable housing target will be 40% of total delivery which will comprise intermediate and affordable rent housing. The proportions of intermediate and Affordable Rent will be decided on a site by site basis taking account of the local area's characteristics and housing market. The Council will also seek new social rented housing necessary to enable proposals for the regeneration of council or housing association estates, or the replacement of unsatisfactory accommodation. Our intention is to tackle overcrowding in all households by increasing the supply of larger homes with incentives in place to encourage greater mobility for working households.
- A Local Housing Company has been established by the Council to deliver new market and affordable housing. This vehicle may require future Homes and Communities Agency funding to fully realize its potential. The Council intends to work with the HCA to progress and grow that ambition
- The Council will seek to deliver its Housing Estates Investment Plan designed to improve housing and wider socio economic outcomes for our residents
- Investment will be required to support key enabling infrastructure to allow people in deprived communities to benefit from opportunities that are being created

By setting out the rationale for investment in Hammersmith & Fulham to the Homes and Communities Agency and the Mayor of London, the Council looks forward to working with the HCA and the successor GLA Housing and Regeneration Directorate to achieving the objectives that we have set out in this Borough Investment Plan.

# Section 1 – About Hammersmith & Fulham

## Summary

In this section we briefly describe the area, the residents and the economy that makes up Hammersmith & Fulham.

- 1.1 The Hammersmith & Fulham **area** is an Inner London borough in a strategic location on the transport routes between the City and Heathrow. The borough is oriented north-south with most major transport links, both road and rail carrying traffic east-west across the borough. Some of the busiest road junctions in London are located in the borough at Hammersmith Broadway, Shepherds Bush and at Savoy Circus and the borough suffers disproportionately from the effects of through traffic.
- 1.2 The borough benefits from a long frontage along the River Thames (7km) and from a section of the Grand Union Canal in the north of the borough. These waterways enhance the environment and character of the borough and provide the potential for further benefit to the borough.
- 1.3 The area is one of contrasts of wealth and poverty, and of attractive environments, many of which are protected by conservations designations and other areas that are less attractive and that need improvement. It has at least four distinct areas, each with their own character – Fulham, Hammersmith, Shepherds Bush and the area to the north of Wormwood Scrubs – the College Park/Hythe Road area.
- 1.4 Hammersmith & Fulham **residents** are relatively young and ethnically diverse. Totalling approximately 81,000 homes and accommodating c 170,000 people, it is also a highly mobile 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%) (1). The borough has a high proportion of single people, the second highest population (57.4%) of any local authority in England and Wales. Four in ten (40.3%) of all households consist of one person (2).
- 1.5 The Greater London Authority projects that taking account of the borough's housing target of an additional 615 dwellings p.a. that the population will increase from c 175,000 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) (3). 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 'couple' households will decrease by nearly 8%. There is expected to be a growth in the 50 to 64 age group of 9,500 between 2009 and 2026, equivalent to 46%. The population aged



20-49 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% (4).

- 1.7 The Hammersmith & Fulham **economy** is part of the wider West London economic area. The borough occupies a favourable location in west London and is attractive to a variety of businesses. It has enjoyed significant growth in employment and economic activity over the last three decades with the central Hammersmith area becoming an important sub-regional location for offices. In 2006, 115,000 people worked within the borough boundaries which is an increase from the 111,500 employed in 2004 (5). Just over a quarter of people working in the borough also lived in the borough. The largest employer – the BBC - is based in Wood Lane and has expanded its complex there in recent years to 14,000 employees. The number will decrease with the move of some of the BBC's staff to Salford and central London.
- 1.8 The recent development of the Westfield Shopping Centre has also seen an increase in the retail sector's importance. Other key employers include education and health providers, the latter having expanded its research facilities in recent years. In recent decades, there has been a substantial change in the composition of businesses with a significant decline in traditional manufacturing, whilst the publishing, printing and recorded media sector has grown. Smaller firms have become much more important, with 76% of business having fewer than five employees. Despite the Borough's relative prosperity, there is a high degree of economic polarization in the borough with the 12<sup>th</sup> lowest employment rate in London with only 64.6% of the working age population aged 16-64 in employment. The borough also has the 16<sup>th</sup> highest Job Seekers Allowance claimant rate in London.
- 1.9 More detailed information and statistics on the demography, population, poverty indicators, socio-economic activity and housing can be found in Annex A which forms part of the evidence base for this borough investment plan.
- 1.10 In **conclusion**, Hammersmith & Fulham is a vibrant, cosmopolitan, successful borough of opportunity. We are also a borough of contrasts in terms of disparities in local people's income and wealth. Our Community Strategy is geared towards bridging the gaps that we know exist and we see our future strategic approach to housing being key to delivering the outcomes needed.

1. 2009 Mid-Year Estimates ONS June 2010
2. 2001 Census.
3. 2009 Round of GLA Demographic Projections Updated Jan 2010).
4. 2008 GLA Population projections.
5. 2004 Annual Business Inquiry.

## Section 2 – Vision

### Summary

In this section, we set out Hammersmith & Fulham's vision for housing within the setting of the Borough Partnership's Community Strategy 2007/14. The Strategy is the key document for defining the Council's and its key partners' vision for improving economic, social and environmental well-being of its people and places.

- 2.1 Published in September 2007, the over-arching vision of the Community Strategy is *creating a borough of opportunity for all*, enabling all local people to have a real stake in the area and share in its growing prosperity.
- 2.2 The Partnership's vision for Hammersmith & Fulham is to create a borough of opportunity for all, in which children receive a better education, neighbourhoods are safer, healthier and stronger, the local environment is protected and improving, there is more opportunity for home ownership and local people receive higher quality, public services that deliver real value for money.
- 2.3 As partners in delivering local services our aim 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. To further his aim, a set of priorities was agreed that reflected the Partnership's commitment to delivering a better quality of life for residents:
  - **A top quality education for all** – we aim to improve school standards, promote school autonomy and deliver greater choice and diversity for parents
  - **Tackling crime and antisocial behavior** – our objective is to tackle crime and antisocial behaviour and improve the quality of life by reducing the environment for crime and the fear of crime
  - **Creating a cleaner, greener borough** – we aim to markedly improve the local environment, delivering cleaner streets all year round and improving parks so everyone can enjoy the green open spaces the borough has to offer. There will be strict enforcement of littering graffiti and fly tipping
  - **Promoting home ownership** – our aim is to make home ownership more affordable for a greater number of residents and, in so doing, increase home ownership in the borough. This will help address the current tenure imbalances and ensure that more local people stay in the borough and have a stake in its future. In particular, we will provide more home ownership opportunities for key workers, first time buyers and those on low to middle incomes.

- **Setting the framework for a healthy borough** – promoting healthier lifestyles and a healthier environment, reducing the use of more acute services and helping vulnerable residents to live more independent lives through the provision of high quality, responsive health and social care services
- **Delivering high quality, value for money public services** – we will seek to deliver the highest quality services at the lowest possible cost to the taxpayer.
- **Regenerating the most deprived parts of the borough** – by supporting local economic development and regeneration, raising educational standards and providing the opportunity for people to develop the right skills for the future.

2.4 The two housing and regeneration objectives identified above are those that are most relevant to the Borough Investment Plan.

2.5 On **promoting home ownership**, this is part of a wider ambition to promote housing opportunities for Hammersmith & Fulham’s residents. The vision for new housing that is developed is that will deliver sustainable, mixed and safe communities; provide a housing ladder of opportunity that gives households greater choice and more housing options; increase levels of homeownership; and, increase tenant and leaseholder satisfaction.

2.6 On **regenerating the most deprived parts of the borough**, the Council has identified five Opportunity Areas (see Section 5) where the housing vision can be implemented. Over 13,000 homes can be delivered in the five areas which are in great need of investment and provide the opportunity to deliver the wider range of objectives set out in section 4.3. Historically, housing-led regeneration has been the catalyst for delivering such objectives and we expect that appetite for development in the borough to continue.

2.7 More up to date and detailed information on the Council’s vision for housing is set out in the Local Development Framework Core Strategy and the Development Management Policies which are summarized in Section 4 of this document.

## Section 3– Strategic Context

### Summary

In this section, we briefly describe the strategic context in which we alongside other local authorities and interested parties operate. The key national and regional documents referenced are the Coalition Government's *Draft National Policy Framework*; *the Mayor's London Plan* and the *Housing Strategy*. In addition, two documents – *A Fairer Future for Social Housing* and the *Localism Bill* – are expected to strongly influence the type of affordable housing that is delivered in future and who will be allocated it. Overlaying this is an expectation that future affordable housing should play a more defined role in meeting the housing requirements of households on low to medium incomes.

- 3.1 After an economic cycle of relative prosperity, there is a general consensus that the current state of the national, and indeed the global, economy is very challenging. The Coalition Government in its 2010 Spending Review put in place plans for significant reductions in public expenditure in order to facilitate a reduction in the national deficit. Such reductions have impacted on planned expenditure on the delivery of new affordable housing and associated socio-economic infrastructure. Similarly, the impact of the credit crisis has been keenly felt by the housing market with developers and their funders displaying a more cautious attitude to development, particularly speculative schemes which are perceived as a significant risk, as are mortgage providers displaying towards would-be home purchasers. Therefore the need for enabling and community infrastructure funding to give greater certainty to future development has become a greater priority.
- 3.2 Whilst the impact of the continuing economic uncertainty on the national housing market has been clearly evidenced over the past three years, it is also clear that London has resisted the worst impacts. The Hammersmith & Fulham area is considered to be particularly resilient to such impacts as evidenced by house price inflation over the past five years, despite the dip in prices in 2008/9. More information on house prices and affordability can be found in Sections 6.2 and 6.3 of the Evidence Base in Annex A.

**Table 1 – House Price Growth in Hammersmith & Fulham**

Q1 2007	Q1 2008	Q1 2009	Q1 2010	Q1 2011	Q2 2011
£494,855	£584,706	£564,941	£603,354	£637,801	£668,802

Source: CLG Housing Statistics Table 581 Housing Market Mean Housing Prices

- 3.3 The Hammersmith & Fulham area has some of the most attractive and expensive housing in the country, complemented by excellent transport infrastructure; retail facilities; conservation areas; and a Thames river frontage. Whilst this is clearly an advantage to the borough in reputational terms and for those who have a

secure home, it also presents major difficulties to realizing the aspirations of local first time buyers who wish to remain in the borough. The average price of housing in Hammersmith & Fulham in Q1 2011 was £637,801 with a 5% increase by Quarter 2 to £668,802. With mean incomes averaging £41,045 and median income averaging £34,821 (1), without a significant deposit and a high income, access to such housing is simply impossible. More information on residents' income can be found in Section 5 of the Evidence Base in Annex A. The Council's strategic response in recent years has been to require from developers a range of low cost home ownership products, in particular the provision of Discounted Market Sale (DMS) housing that has enabled households on low to medium incomes to access home ownership opportunities.

- 3.4 The Council is confident that the Hammersmith & Fulham 'micro-market' (notwithstanding the different markets in the locality) will remain strong, but the Council needs to be mindful of the proposed changes in national policy as set out in the Government's **Draft National Planning Policy Framework** (July 2011). The Draft Framework identifies its key housing objective as the delivery of new homes:

*Everyone should have the opportunity to live in high quality, well designed homes which they can afford, in a community where they want to live. This means:*

- *Increasing the supply of housing*
- *Delivering a wide choice of high quality homes that people want and need*
- *Widening opportunities for home ownership; and*
- *Creating sustainable, inclusive and mixed opportunities, including the regeneration and renewal of areas of poor housing*

- 3.5 Hammersmith & Fulham supports the vision set out in the Draft Framework and expects that the *presumption in favour of sustainable development* (2) will lead in the medium to long term to more housing developed nationally. More development on non-urban, non-brownfield sites in the future may require the borough to be more competitive in its approach, as developer interest may move to sites that are considered easier to develop. The availability of local transport, and wider socio-economic infrastructure in Hammersmith & Fulham as outlined in section 3.3 is a major selling point which few other places can match. However, developers need to continue to see Hammersmith & Fulham as a place that they can do business with and therefore needs to remain competitive in its approach.

- 3.6 The recent publication of the final **Mayor's London Plan** (July 2011) has given the boroughs and development partners a clear statement of the Mayor's spatial development priorities. The Plan sets out an ambitious vision for housing London's population, against a backdrop of a rising population and increasingly less affordable housing. The Mayor's housing vision for London has three strands:

- A City that meets the challenges of economic and population growth
  - A City of diverse, strong, secure and accessible neighbourhoods
  - A City that delights the senses
- 3.7 Specifically on new housing in the capital, a 2011/21 ten year target of 322,100 additional homes is identified, which annualized comprises 32,210 additional homes. Over the same ten year period, the London Mayor identifies a target of 132,000 additional affordable homes, which annualized totals 13,200 additional homes of which 60% is planned for social rent purposes (low cost rents let on long-term tenancies, largely to households nominated by local authorities) with the remaining 40% for intermediate housing (priced to meet the needs of working households not eligible for social housing and unable to afford to access market housing). It should be noted that the London Plan policy was examined before the introduction of the Affordable Rent model (rents up to 80% of market rents with flexibility for local authorities to nominate appropriately) and will be subject to an early alteration.
- 3.8 The Hammersmith & Fulham element of this ten year target is 6,150 additional homes which would comprise 615 additional homes annually, excluding the increment to provision in the Earl's Court Opportunity Area identified by the EIP Panel in their report to the Mayor (3).
- 3.9 The Mayor's most recent housing strategy publication **A Revised London Housing Strategy – Initial Proposals** (August 2011) anticipates the bringing together of housing and regeneration roles and responsibilities of the Homes and Communities Agency (HCA), London Development Agency (LDA) and the Greater London Authority (GLA). This can be considered as a precursor to a more integrated and broader approach to new housing delivery and housing investment from City Hall. As well as having planning and funding responsibility for new supply of affordable housing and direct control of the LDA's landholdings, the Mayor will have control of Decent Homes investment (with sanctions where there is under-performance) and an interest in how additional resources yielded from the Housing Revenue Account (HRA) reforms are applied.
- 3.10 On new affordable housing supply, achievement of the 50,000 affordable housing target will not be known until April/May 2012 at the earliest. However, this has not precluded the Mayor in his Initial Proposals document setting a new target of nearly 55,000 affordable homes over the 2011/15 financial years. This represents a significant proportion – 32% - of the national (England only) target of 170,000 homes.
- 3.11 On the basis of the Hammersmith & Fulham's own 40% affordable housing target (discussed in more detail in the next section), the Borough's own contribution over the 2011/15 timeframe would be just under 1,000 affordable homes. Whilst this is a relatively modest proportion of the 55,000 capital target, it is nonetheless an

important contribution to the regional and national targets that are now in the public domain. Boroughs that have historically delivered significant proportions of affordable housing – Tower Hamlets, Hackney and Newham as examples – may not necessarily be able to deliver on the scale previously experienced, due to the continuing economic uncertainty. Therefore, affordable housing delivery, whether intermediate or social/affordable rent, in areas such as Hammersmith & Fulham is likely to become increasingly significant in future years.

- 3.12 The housing agenda is experiencing a number of policy initiatives which can be identified in the Coalition Government's *A Fairer Future for Social Housing* consultation paper and subsequently in the *Localism Bill* which are welcomed by this authority.
- 3.13 The Spending Review announcement in October 2010, and subsequent publication of the HCA's 2011-15 Affordable Homes Programme Framework document saw a significant change in the creation of the Affordable Rent model which will give scope to Registered Providers to charge up to 80% of market rents, as the main affordable housing type funded in the 2011-15 period. Providers of Affordable Rent homes can offer fixed term tenancies, rather than 'tenancies for life' (this flexibility is being extended to all social housing providers, in relation to newly granted tenancies through the Localism Bill). The scope and scale of the reforms, taken with the combined impact of housing benefit 'caps' on affordable and private landlords' rents; proposed household benefit limits; and the Universal Credit proposals, could present a financial challenges to larger families on low and medium incomes being able to live in newly developed (or re-let) homes if charged at 80% of market rents.
- 3.14 Councils will also have a statutory duty to develop a strategic tenancy policy. *This will set out the broad objectives to take into consideration by individual social landlords in the area regarding their own policies on the grant and re-issue of tenancies* (4). This will give scope to local authorities, if they wish, to facilitate the creation of more mixed, balanced communities. Hammersmith & Fulham expect to take full advantage of the freedom and flexibilities that are envisaged in the Localism Bill and will set out its response more fully in its forthcoming Draft Housing Strategy and Draft Tenancy Strategy in 2012.
- 3.15 In conclusion, the environment in which Hammersmith & Fulham is currently operating is dynamic and challenging, but one that offers major opportunities for a place that wishes to deliver its objectives. The next two sections of the Borough Investment Plan focus on what those objectives are and where in the borough they can be delivered.

(1) Table 6 Annex A Evidence Base

(2) Page 4 CLG Draft National Planning Policy Framework

(3) London Plan Table 3.1 Annual average housing provision monitoring targets 2011-2021).

(4) A Fairer Future for Social Housing Section 2.17 (2010)

# Section 4 - Growth, Capacity and Regeneration Objectives

## Summary

In this section, we give some more detail on our approach to growth, capacity regeneration starting with the objectives that guide them. The Community Strategy sets the vision, giving our Core Strategy the direction to deliver the component objectives. This section is drawn substantially from the most recent iteration of the Core Strategy, highlighting the over-arching objectives of the strategy with the housing specific policies that underpin them.

- 4.1 The Core Strategy objectives set out below outline how we encourage the delivery of the Community Strategy vision set out in section 2 of this document for the future of the borough, which give direction to the spatial strategy policies. The objectives are:
- 4.1.1 In particular, encourage regeneration of the most deprived parts of the borough, especially in the White City area, North Fulham area and Hammersmith town centre area.
  - 4.1.2 Increase the supply and choice of high quality housing and ensure that the new housing meets local needs and aspirations, particularly the need for affordable home ownership and for homes for families.
  - 4.1.3 Encourage regeneration of key council housing estates.
  - 4.1.4 Reduce polarisation and worklessness to create more stable, mixed and balanced communities.
  - 4.1.5 Support the local economy and inward investment to ensure that existing and new businesses can compete and flourish.
  - 4.1.6 Support businesses so that they maximise job opportunities and recruit and maintain local people in employment.
  - 4.1.7 Build on the borough's attractions for arts and creative industries.
  - 4.1.8 Regenerate Hammersmith & Fulham's town centres to improve their viability and vitality and sustain a network of supporting key local centres providing local services.
  - 4.1.9 Ensure that both existing and future residents, and visitors to the borough, have access to a range of high quality facilities and services, including retail, leisure, recreation, arts, entertainment, health, education and training and other community infrastructure such as policing facilities and places of worship.



- 4.1.10 Ensure that the schools in the borough meet the needs and aspirations of local parents and their children.
  - 4.1.11 Encourage and promote healthier lifestyles and reduce health inequalities.
  - 4.1.12 Promote the health, safety and security of those who live, work and visit Hammersmith & Fulham.
  - 4.1.13 Improve and protect the amenity and quality of life of residents and visitors by ensuring a safe, accessible and pleasant local environment, where there is a strong sense of place.
  - 4.1.14 Preserve and enhance the quality, character and identity of the borough's natural and built environment (including its heritage assets) through respect for local context, good quality, inclusive and sustainable design.
  - 4.1.15 Protect and enhance the borough's open green spaces and create new parks and open spaces where there is major regeneration, promote biodiversity and protect private gardens.
  - 4.1.16 Increase public access and use of Hammersmith & Fulham's waterways as well as enhance their environment, quality and character.
  - 4.1.17 Reduce and mitigate the local causes of climate change, mitigate flood risk and other impacts and support the move to a low-carbon future.
  - 4.1.18 Ensure there is a high quality transport infrastructure, including a Crossrail station and a High Speed 2 rail hub to support development in the north of the borough and improve transport accessibility and reduce traffic congestion and the need to travel.
  - 4.1.19 Ensure that regeneration meets the diverse needs of not only the Hammersmith & Fulham of today, but also all its future residents and visitors.
- 4.2 The remainder of this section focuses on the Core Strategy *Meeting Housing Needs and Aspirations* policies that guide the Council's approach to housing.
- 4.3 **Policy H1: Housing supply** states that the council will work with partner organisations and landowners to exceed the proposed London Plan target of 615 additional dwellings a year up to 2021 and to continue to seek at least 615 additional dwellings a year in the period up to 2032. The new homes will be achieved by:
1. the development of strategic sites identified within the Core Strategy;
  2. the development of sites identified in the council's Strategic Housing Land Availability Assessment

3. the development of windfall sites and the change of use of buildings where land and premises are shown to be surplus to the requirements of other land uses;
  4. the provision of new homes through conversions; and
  5. the retention of existing residential accommodation.
- 4.4 The justification for the council's proposed housing target in the replacement London Plan is 615 additional homes a year in the period up to 2021. This figure was developed through collaborative working with the GLA on the London Housing Capacity Study 2009 and through further work on the council's Strategic Housing Land Availability Assessment. Table 2 in Section 5 of this document indicates that the Council would expect housing provision to exceed the London Plan target for additional homes.
- 4.5 The Park Royal (Old Oak Common and Hythe Road) area has been included in potential housing supply but the proposed High Speed rail hub in this area is unlikely to be completed until 2020. Any significant additional housing as a result of the regeneration of this area is unlikely to be available until the mid 2020s. The potential capacity for additional housing in this area will form part of the review of this Core Strategy and the future preparation of a planning framework.
- 4.6 The figures for the two opportunity areas in White City and Earl's Court & West Kensington are as included in the revised London Plan. However, these targets are being reviewed as part of the preparation of planning frameworks for the area and could be exceeded, depending on the eventual land-use mix, urban design considerations and the extent of estate regeneration in the areas. The White City Opportunity Area Framework and Earl's Court and West Kensington Supplementary Planning Document will provide more guidance on factors that will determine capacity.
- 4.7 The eventual capacity for new housing in all areas will depend on detailed assessment, site setting, urban design of housing areas, appropriate housing mix, transport capacity and other factors as set out in policies in the Core Strategy, Generic Development Management DPD and other guidance.
- 4.8 For the purpose of infrastructure planning, the Council has considered the extent to which the figures set out above could possibly be exceeded as shown in the table. The upper figures do not represent a target but indicate the range within which the actual total would be expected to lie.
- 4.9 **Policy H2: Affordability** states that Housing development should help achieve more mixed and balanced communities and reduce social and economic polarisation by improving the mix of affordable housing in the borough for those that cannot afford market housing.

4.10 On sites with the capacity for 10 or more self-contained dwellings affordable housing should be provided having regard to the following:

The proposed adoption policy for sites with the capacity for 10 or more self-contained dwellings affordable housing should be provided having regard to the following:

a) A borough wide target that at least 40% of all additional dwellings built between 2012-22 should be affordable.

b) The Council would prefer all additional affordable housing to be intermediate and affordable rented housing unless a small proportion of new social rented housing is necessary in order to enable proposals for the regeneration of council or housing association estates, or the replacement of unsatisfactory accommodation, particularly in accordance with policies for the regeneration areas set out in this plan.

c) The Council will encourage the provision of affordable rented and social rented housing in ways that enable tenants to be offered an equity stake or the opportunity to join a savings incentive scheme.

d) In negotiating for affordable housing and for an appropriate mix of intermediate, affordable rented and social rented housing in a proposed development, the council will take into account:

- site size and site constraints;
- financial viability, having regard to the individual circumstances of the site, the availability of public subsidy and the need to encourage rather than restrain residential development; and
- the affordability and profile of local housing; the scope for achieving a more mixed and balanced community in the borough, or in an area where there are existing concentrations of social rented housing.

4.11 The justification for this approach is to support the Core Strategy key aim to reduce social and economic polarisation in the borough and to encourage social mobility. The strategy aims to create a more socially and economically mixed borough and in particular, to enable young families to be able to afford to live and stay in the borough. It will significantly increase the amount of housing that is affordable to middle income earners, key workers and all those households who are neither very wealthy nor very poor. The strategy aims to reduce the concentrations of deprivation associated with the large mono tenure housing estates, mostly council owned and to significantly improve the fabric of these outdated estates.

4.12 In order to achieve this strategy Hammersmith & Fulham will seek to increase the amount of affordable housing in the borough by setting an affordable housing

target of 40% of additional dwellings to be built between 2012/13 and 2021/22. All the net gain in affordable housing should be intermediate housing and/or affordable rent available to households who cannot afford to buy and/or rent market accommodation in the borough (Hammersmith & Fulham Housing Market Assessment) except that the Council will seek a small proportion of additional social rented housing in order to enable proposals for the regeneration of council or housing association estates, or the replacement of unsatisfactory accommodation, particularly in accordance with policies for the regeneration areas set out in the Core Strategy (see below). In order to meet the target for affordable housing, the council will negotiate for affordable housing to be provided on all larger sites in accordance with the London Plan threshold target of sites with the capacity for 10 or more additional self-contained dwellings.

- 4.13 On **Income and the cost of housing**, as outlined previously, some parts of Hammersmith & Fulham are very deprived and other areas have some of the most prosperous neighbourhoods in London. There are 7 Super Output Areas (1) within the 10% most deprived nationally; and, 30 Super Output Areas, or 27% of the borough, amongst the 20% most deprived nationally. Department of Works and Pensions Households Below Average Income (HBAI) results show that Hammersmith & Fulham has more individuals on low incomes (27.1%) than Inner London (20.4%), London (18.2%) or England (16.8%). The most deprived neighbourhoods are also those with the highest levels of social rented housing.
- 4.14 House prices and private sector rents are well above the London and the West London average. Hammersmith & Fulham has the 4th highest house prices in the country. The average property price in January 2010 was £472,000 which is 29% above the London average and 185% above the national average. Also house prices are increasing faster than elsewhere in the country (2009 Land Registry data).
- 4.15 Rents in the private sector are also high compared to the rest of London. The lowest quartile rent for a two bedroom property was £269 per week and for a three bedroom property was £315 per week(2) : the very high cost of market housing both for owner occupation and for rent impacts on who can afford to live in the borough. The household income required to rent a 2 bedroom property (lowest quartile rent) in the borough is £56,100 and to purchase (lowest quartile market purchase) is £91,400 (3). It is estimated that 58% of younger working households (age 20 to 39 years) in Hammersmith & Fulham cannot afford to buy a 2/3 bedroom dwelling and private sector rents to earned income ratios are over 30% (4).
- 4.16 Although private sector rents are high in comparison to incomes they are significantly more affordable than owner occupation. It is estimated that private rented housing has risen from about 17,500 (23% of the stock) in 2001 to nearly 28,000 (35% of the stock) in 2009 (5). Most of this increase will have been through

a reduction in owner occupied dwellings which would result in less than a third of the housing stock being owner occupied, compared to 44% in 2001.

- 4.17 Although the stock of intermediate affordable housing has increased in the last 10 years it still makes up only about 1,850 dwellings or just over 2% of the housing stock. This compares to over 3,000 households registered for low cost homeownership on the Hammersmith & Fulham Homebuy Register.
- 4.18 Social rented housing is estimated to account for approximately 25,900 dwellings, 33% of the total stock, with over 1250 dwellings having been built in the last 9 years. In some parts of the borough, in particular the north of the borough the proportion is over 50% – College Park and Old Oak and Wormholt and White City wards.
- 4.19 On the issue of **Housing tenure mix of additional housing**, in considering the mix of tenure that is appropriate for additional dwellings to be built in the borough the Council needs to have regard to its assessment of the housing market, including housing need, and how this can be met.
- 4.20 The analysis of income and housing costs above highlights a severe lack of affordable market housing in Hammersmith & Fulham coupled with a probable reduction in owner occupation. This demonstrates a need to increase the supply of intermediate affordable housing. Even if all the 40% affordable housing target (2,500-2,800 homes by 2021/22) is intermediate housing, this will still only increase the intermediate housing stock to between 4,350 and 4,650 homes or c 5% of the total dwelling stock.
- 4.21 As house prices and market rents are so high in Hammersmith & Fulham, intermediate housing needs to be affordable to a broad range of incomes. The council will encourage the provision of a variety of intermediate housing products that will assist people who cannot afford market housing to buy or rent (e.g. shared ownership, equity share, discounted market sale or rent). The provision and affordability of such housing will be taken into account in considering the appropriate proportion of affordable housing on individual sites.
- 4.22 An increase in the supply of intermediate housing and the introduction of social “homebuy” and similar schemes will assist in releasing more of the existing stock of social rented housing for households in need of that type of affordable housing. The council also wants some affordable rented and social rented housing to be provided in ways that enable tenants to be offered some form of equity stake or savings incentive scheme so that they have the opportunity to move into home ownership if their income increases.
- 4.23 The Council will seek new social rented housing where this will enable the regeneration of existing estates and the provision of better accommodation (e.g. quality, dwelling size and conditions) for social rented tenants; and where it is possible to achieve a better mix of tenure and a more mixed and balanced

community in the area. The policies for regeneration areas set out details where applicable.

- 4.24 The Council considers that it should be possible to meet newly arising urgent need without increasing the overall amount of social rented housing in the borough (Hammersmith & Fulham Housing Market Assessment). In view of this, the overall net increase in affordable housing in the borough should be intermediate housing and affordable rent housing. However, the Council will monitor affordable rented and social rented housing supply options – new supply and re-lets - and seek to ensure there is sufficient provision to meet urgent need and will seek additional affordable rented/social rented housing where necessary.
- 4.25 Where new social rented is provided the Council will require a mix of dwelling sizes that helps to achieve a better match to household needs. Currently there are over 2,300 overcrowded households in the borough and there are also households that are under occupying their housing; just over 120 households are registered with the council wanting to move into smaller accommodation. There are likely to be other households who have not registered with the council but who may like to move from larger dwellings, if there is alternative housing that would meet their needs.
- 4.26 On **Negotiating for Affordable Housing**, in implementing this affordable housing policy, the council recognises that the location of sites and their characteristics will affect the amount and type of affordable housing that is appropriate. Where there are concentrations of social rented housing it will be particularly important to increase the choice of housing in order to achieve more mixed and balanced communities.
- 4.27 The amount and type of affordable housing that might be appropriate in a proposed development will be influenced by the potential for estate regeneration on council or housing association estates, especially where the proposed development is in, or close to the regeneration areas by providing new and better homes for local social rented tenants.
- 4.28 The council recognises that the amount and mix of affordable housing that can be achieved in any scheme will depend on the financial viability and individual site circumstances of that scheme and will therefore take account of evidence of financial viability.
- 4.29 **Policy H.3: Housing quality and density** states that the council will expect all housing development to respect the local setting and context, provide a high quality residential environment, be well designed and energy efficient in line with the requirements of the Code for Sustainable Homes, meet satisfactory internal and external space standards, and (subject to the size of scheme) provide a good range of housing types and sizes. The Council supports the requirements set out in the Mayor of London's Housing Design Guide.

- 4.30 Acceptable housing density will be dependent primarily on an assessment of these factors, taking account of London Plan policies and subject to public transport and highway impact and capacity.
- 4.31 In existing residential areas, and in substantial parts of regeneration areas, new housing will be expected to be predominantly low to medium rise consisting of small scale developments of houses, maisonettes and flats, and modern forms of the traditional mansion block, with gardens and shared amenity space in street based layouts.
- 4.32 Some high density housing with limited car parking may be appropriate in locations with high levels of public transport accessibility (PTAL 4-6) provided it is satisfactory in all other respects.
- 4.33 On the **justification** to this approach, the London Plan provides broad guidance on densities, but the upper ranges are often inappropriate in the local context. The council generally regards the borough as being in the "urban" category of the London Plan density matrix and wishes to ensure that all housing development is provided to a satisfactory quality, has an appropriate mix of types and sizes (with a particular emphasis on family accommodation), and is well related to its surroundings (and neighbouring residential properties in particular). Much of the new housing, particularly the family sized housing, should consist of low and medium rise street properties, with access to private gardens or shared amenity space. The council will prepare an SPD that will provide further detail on design standards.
- 4.34 Higher density development must have particularly good design quality and positively enhance the locality (its appearance and amenities). Mixed tenure housing developments should be tenure blind, meaning that it should be difficult to spot the difference in the architectural quality of market and affordable properties.
- 4.35 Small development sites can often be problematic and the Council will especially resist attempts to overdevelop which often leads to adverse effects on neighbours and the locality. In large schemes, such as in regeneration areas, there is more scope to achieve higher density housing and as long as there is still a good mix of housing types overall, some high rise non-family residential may be acceptable. Such large schemes will need to be supported by appropriate social infrastructure.
- 4.36 **Policy H4: Meeting Housing needs** states that the council will work with house builders to increase the supply and choice of high quality residential accommodation that meets the local residents' needs and aspirations. In order to deliver this:
- There should be a mix of housing types and sizes in development schemes, especially increasing the proportion of family accommodation. The precise mix in

any development will be subject to the suitability of the site for family housing in terms of site characteristics, the local environment and access to services.

- All new build dwellings should be built to “Lifetime Homes” standards with 10% to be wheelchair accessible, or easily adaptable for residents who are wheelchair users.
- Applications for HMOs and hostels will be considered in the light of their contribution to the range of housing in the borough and their impact on the locality and its character; and
- Housing for people who need care and support must be protected, and, subject to continuing need, applications for new developments

4.37 On the **justification** to this approach, in recent years high proportions of 1 and 2 bedroom homes have been permitted in Hammersmith & Fulham (6). There has been an under provision of family housing and there is a need for this to be addressed. This strategy also aims to provide a better mix of housing; a higher proportion of family sized housing and housing that is well designed – energy efficient, accessible and safe. The council will prepare an SPD on housing mix, which will be regularly updated to reflect housing need.

4.38 Approximately 10% of Hammersmith & Fulham’s households have one or more people with a physical disability and in addition young families and the elderly also benefit from accessible housing. There needs to be an increase in the amount of housing built to Lifetime Homes standards and that is wheelchair accessible in order to meet this need.

4.39 Houses in multiple occupation and hostels can provide flexible and cheaper accommodation for people on low incomes but they can often have an impact upon the amenity of neighbouring residents. A flexible approach will be taken to the conversion of self contained accommodation to HMOs that takes account of local circumstances.

4.40 There is likely to be a continuing need for housing for people who need care and support, particularly as the population ages. The loss of existing accommodation and the provision of new accommodation will be considered in relation to the impact on the local area and on the provision of community facilities and services.

4.41 **Policy H5: Gypsies and Traveller Accommodation** states that the council will work closely with RBKC to protect and improve the existing gypsy and traveller site at Westway which is located in Kensington & Chelsea. Any additional site to accommodate the specific needs of Gypsies and Travellers in this borough should:

- meet local need
- take account of suitable vehicular access and satisfactory parking, turning and servicing



- be within close proximity of local facilities and services such as a primary school, local shops and a GP, and
- be designed in such a way that it is compatible with existing and planned uses, fit for the occupants and at the same time does not impact on residential amenity

- 4.42 On the **Justification** for this approach, Circular 1/2006 and London Plan Policy 3A.14 require that this Core Strategy should have a specific policy to protect existing authorised sites and set out the criteria for the determination of any application for additional sites. Such sites should promote the development of socially inclusive local communities in accordance with PPS 3.
- 4.43 The council and the Royal Borough of Kensington and Chelsea (RBKC) jointly provide a site for 19 travellers' pitches on land in RBKC to the east of the White City regeneration area. Work is ongoing to improve the existing site. Although the bid for government funding to provide two additional pitches on the site as well as other improvements in terms of landscaping, safety and security, parking and access was unsuccessful, there is a commitment from both boroughs to improve the physical environment at a cost of £250,000. Work will commence in 2011/12.
- 4.44 The requirements for a gypsy and traveller's site are more demanding than for residential development. Gypsy and traveller sites often contain a number of ancillary employment activities for which space is necessary. These activities can in turn, cause a disturbance to the amenity of neighbouring residents. Site selection must therefore find a balance between finding a suitably sized accessible location near to local facilities and services and a location where the amenity of the borough's existing residents remains unaffected.
- 4.45 **Policy H6: Student Accommodation** The council recognises the London-wide need for student accommodation, and to assist in meeting this need it will support applications for student accommodation as part of mixed use development schemes within both the White City and Earl's Court and West Kensington Opportunity Areas. Applications for student accommodation outside of these areas will be assessed on a site by site basis, but the council will resist proposals which are likely to have adverse local impacts.
- 4.46 The **justification** for this policy is as follows: the borough is home to a number of university and higher education institutions, principally Imperial College, which has teaching facilities at Hammersmith Hospital and Charing Cross Hospital and proposals for development in the White City Opportunity Area, London Academy of Music and Dramatic Art (LAMDA) and London College of Fashion. A number of these higher educational institutions have expressed a need to increase their capacity, as have many other higher educational institutions across London, buoyed by London's international status and reputation as a global centre for higher education. This has put pressure on conventional housing to accommodate students and there is a need to increase the capacity of student

accommodation in London in order to ensure that there is a suitable choice of available purpose built accommodation.

- 4.47 The Council considers that the borough's two largest and most deliverable regeneration areas offer an opportunity to help deliver a significant quantum towards addressing this student accommodation shortage for local institutions. It considers that student housing in these areas will be best provided within major new developments as part of mixed use schemes. However all applications will need to demonstrate satisfactorily that the proposals will have a positive impact on the overall strategies for the Opportunity Areas and will not adversely impact on residential neighbours or town and local centres. Applications will need to be accompanied by a management plan, setting out how the impact upon neighbours and the amenity of the borough's existing residents will be managed. In order to ensure that students are able to adequately get to and from their area of study, it will be important that developments are located within areas of good public transport accessibility within the Opportunity Areas.
- 4.48 Outside of the Opportunity Areas, applications for student accommodation will be assessed on a site by site basis. It is acknowledged that students can create benefits for an area, for example by adding vibrancy and vitality to the local economy. However concentrations of students can also have a negative impact. In particular, the council is concerned about the direct impact of noise and comings and goings on neighbouring properties, and the indirect impact of the growth in facilities such as bars and takeaways that can themselves cause a nuisance, especially late at night. The council will consider all applications on their own merits, but the primary consideration will be the amenity of the borough's existing residents and the strategy to direct student accommodation schemes to the two identified Opportunity Areas.

1. A Super Output Area (SOA) is a geographical area designed for the collection and publication of small area statistics. There are 111 SOAs in Hammersmith & Fulham each comprising about 700 households
2. West London Strategic Housing Market Assessment 2010
3. West London Strategic Housing Market Assessment 2010
4. Can't Buy: Can't Rent . The affordability of private housing in Great Britain
5. Fig 51 West London Strategic Housing Market Assessment 2010
6. DMAG London Borough Stat Pack 2009 (GLA)

## Section 5 – Regeneration Opportunities

### Summary

In this section, we identify five regeneration areas which represent opportunities for significant new sustainable place making and housing investment and will provide the focus for new development in the borough. We expect that the sites can provide over 13,200 additional homes and over 25,000 jobs over the next twenty years (2012/32). This section demonstrates that the five regeneration areas, which include three London Plan Opportunity areas, are central to achieving the capital's growth objectives. These schemes also represent opportunities in a number of instances to replace existing social housing with better quality social housing in more mixed tenure, mixed use sustainable environments.

- 5.1 The council will focus and encourage major regeneration and growth in the five key regeneration areas identified in Table 2 below and detailed further in this section.
- 5.2 The regeneration areas could provide at least 13,200 additional dwellings and 25,000 jobs during the period 2012-2032 as indicated in the table below. The extent to which these figures can be met or could be exceeded will depend on acceptable development proposals coming forward. In each case, the acceptability of any development will be dependent on a number of factors including:
- the appropriate response to the urban setting;
  - the creation of places that provide acceptable living environments with a suitable mix of housing types, sizes and affordability;
  - there being satisfactory public transport and highway accessibility and capacity, and measures to produce acceptable trip generation;
  - environmental impact assessment; and
  - the provision of services, facilities and infrastructure to support new development.
- 5.3 The figures in the tables below are indicative additional homes and new jobs. The extent to which they can be met or exceeded will depend on detailed planning in the light of the policies of the LDF and more detailed guidance (such as in Opportunity Area Frameworks or Supplementary Planning Documents) as well as the strategic policies of the London Plan. In this context, the actual capacity of development sites will depend on testing that has regard to, inter alia, urban design considerations, land use mix, provision of supporting facilities and social infrastructure, transport capacity and environmental impact. Although the Core

Strategy identifies the potential for estate regeneration in some cases, it does not include any site specific proposals for development within estates. Therefore, the figures do not include any estimates for additional housing as a result of estate regeneration.

**Table 2 – Regeneration Areas and Indicative Homes and Jobs**

<b>Area</b>	<b>Indicative additional homes</b>	<b>Indicative new jobs</b>	<b>Comment</b>
White City Opportunity Area	5,000	10,000	The indicative figure for additional homes in White City East is 4,500 excluding student accommodation, in accordance with the proposed Opportunity Area Planning Framework.
Fulham Regeneration Area (including Earl's Court and West Kensington Opportunity Area)	3,400 (* 2,900 indicative in Opportunity Area)	5,000 – 6,000	The Earl's court West Kensington Opportunity Area* is partly within the Regeneration Area and partly within the Royal Borough of Kensington and Chelsea. The indicative additional homes figure in this table only applies to land in Hammersmith & Fulham and does not as yet include the West Kensington and Gibbs Green Estates. A Supplementary Planning Document is in preparation for the opportunity area.
Hammersmith Town Centre & Riverside	1,000	5,000 – 6,000	
South Fulham Riverside	2,200	300-500	Supplementary Planning Document in preparation.
Park Royal Opportunity Area	1,600	5,000	The potential regeneration of this area is largely dependent on the proposed provision of a Crossrail station and/or a station for the proposed National High Speed 2 rail link.
<b>Total</b>	<b>13,200</b>	<b>25,300 – 27,500</b>	

5.3 cont/...

Table 3 provides a further breakdown of over what timeframe the new homes will be developed including a line for additional homes that will be delivered elsewhere in the borough.

**Table 3 – Indicative Housing Targets**

Area	2012/17	2017/22	Total 10 Years	2022/27	2027/32	Total 20 Years
White City OA	1,200	1,400	2,600	1,300	1,100	5,000
Hammersmith Town Centre and Riverside	500	500	1,000	0	0	1,000
Fulham Regeneration Area	700	700	1,400	1,200	800	3,400
South Fulham Riverside	800	800	1,600	400	200	2,200
Park Royal Opportunity Area	0	0	0	400	1,200	1,600
Rest of the Borough	1,000	200	1,200	0*	0*	1,200
<b>Total</b>	<b>4,200</b>	<b>3,600</b>	<b>7,800</b>	<b>3,300</b>	<b>3,300</b>	<b>14,400</b>
Average/Year	840	720	780	660	660	720
Maximum for infrastructure planning purposes			9,000			20,000

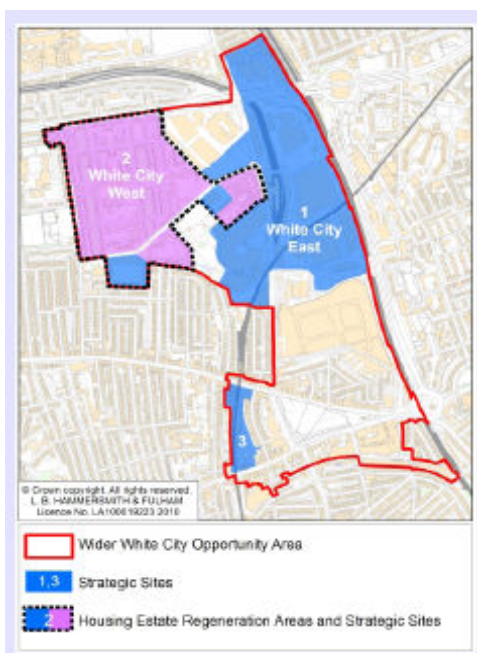
\* The estimates are based on identified sites. Due to the smaller nature of the sites outside of the Regeneration Areas, there are no known sites that are expected to come forward outside of Regeneration Areas in the longer term.

\*\* The figures for the White City Opportunity Area and the Fulham Regeneration Area are consistent with the London Plan. In the London Plan, the Earl's Court Opportunity Area has a minimum target of 4,000 dwellings. In the figures above, 2,900 dwellings have been allocated to the part of the Opportunity Area that also lies within the Fulham Regeneration Area (excluding for the time being, West Kensington and Gibbs Green housing estates). The Royal Borough of Kensington and Chelsea has allocated a minimum of 500 in the part of the Opportunity Area within that borough. The remaining dwellings within Fulham are indicative allocations for other sites.

Note: The executive summary states that in the first ten years of this Investment Plan, Hammersmith & Fulham could deliver between 2,460 and 2,880 affordable homes, mainly located in the five identified regeneration opportunity areas. The 2,460 figure is based on 40% of the London Plan target of 615 homes with the 2,880 figure based on 40% of the Council's 720 target. Table 3 above indicates that 7,800 homes could be delivered, which based on 40% affordable housing would comprise 3,120 affordable homes over the 2012/22 period. Given the challenges associated with bringing forward large sites forward delivery, delivery of between 2,460 and 2,880 affordable homes is considered more realistic.

5.4 The following sections are drawn from the Council's Core Strategy.

5.5 The **White City Opportunity Area (Strategic Policy WCOA)** is included in the London Plan. The site has some 18 hectares of potential development land lying east of Wood Lane in the hands of five landowners. The Council and GLA are preparing an Opportunity Area Framework to provide guidance for the more detailed planning of the whole area, including any regeneration of the Council estates and Shepherds Bush town centre.



<b>White City Opportunity Area</b>	
<b>Indicative Additional Homes</b>	<b>Indicative New Jobs</b>
<b>5,000</b>	<b>10,000</b>

5.6 The Council will work with the GLA, other strategic partners and landowners to secure the comprehensive regeneration of the White City Opportunity Area (WCOA); and, to create a vibrant and creative place with a stimulating and high quality environment where people will want to live, work, shop and spend their leisure time. The existing estates community must be able to benefit from regeneration of the area through access to jobs, better local facilities, better and more suitable housing, and improved environmental conditions.

- 5.7 The regeneration of the WCOA will be focused on the development of White City East, partial development of the BBC TV Centre and encouraging the regeneration of the White City and adjacent estates. It will also involve improvements to, and developments within, the historic Shepherds Bush town centre, including a regenerated Market area that provides an enhanced focus and destination in the western part of the town centre. Major leisure activities and major retail that cannot be located within the town centre may be appropriate north of Westfield on the edge of the existing town centre boundary; and there is potential to consider a northwards extension of the town centre.
- 5.8 The new homes built in the area will be expected to provide a local ladder of affordable housing opportunity. Regeneration schemes will need to provide an appropriate level of supporting leisure, green space, schools, community and other facilities, possibly funded through a tariff-based scheme.
- 5.9 In the area consisting of White City West and East 40% of the new housing should be affordable housing. There should be no loss in the overall quantity of social rented housing but there should be a better overall mix of unit sizes that, in particular, helps to alleviate overcrowding in existing accommodation with incentives in place to encourage greater mobility for working households. Development of land in White City East should provide a sufficient mix and quantity of social rented housing (approximately 25%) to enable a proportion of existing estate residents to rehouse in better accommodation. As a result, there should be a more mixed and sustainable community across the area within which the existing community can thrive.
- 5.10 The development of privately owned land in White City East and West will not be acceptable unless it contributes directly to regeneration of the whole of the north of the opportunity area (that also includes the Council and Registered Provider housing estates); and, in particular, to achieving a mixed and balanced community across the whole of that area. This should happen through measures that include:
- provision or refurbishment of affordable and other housing in ways that:
    - enable estate residents to obtain better accommodation or move into home ownership; and
    - enables estate regeneration through provision of rehousing opportunities; and
    - directly contribute to refurbishment or replacement of residential accommodation on the estates; and
    - achieve a mixed and balanced housing tenure and dwelling size mix across the whole area.
  - provision of, or contributions, to programmes that enable local people to access new job opportunities through training, local apprenticeships or targeted recruitment;

- environmental improvement and measures to enhance environmental sustainability, such as decentralised energy and heat networks;
- provision of land, buildings and funding for new or improved publically available social infrastructure that benefits the area as a whole;
- provision of, or contributions to, transport infrastructure or improvements that are necessary to secure the regeneration of the whole area.

5.11 All development must incorporate high levels of environmental performance by the use of low and zero carbon technologies, including combined heat and power, the establishment of a decentralised energy network and the installation of renewable energy systems.

5.12 All developments must have regard to, and will be considered against, the White City Opportunity Area Planning Framework.

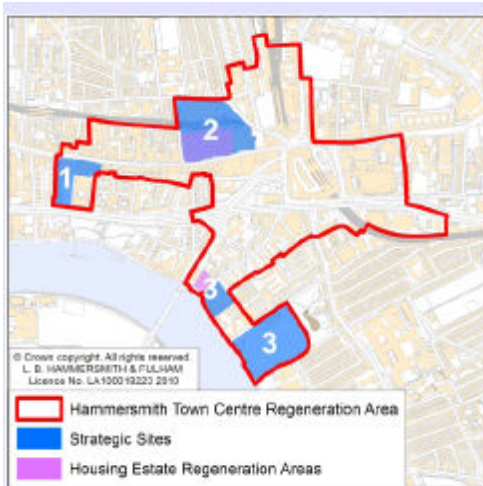
5.13 Specifically on **housing, mixed and sustainable communities and decent neighbourhoods** in the White City Opportunity Area, the development of White City East will include a substantial amount of new housing, and affordable housing, in particular. This will provide significant opportunities for estate residents to access better accommodation and for parts of the estates themselves to then be renewed:

- New social rented housing of the right sizes and types would provide more opportunities for transfers to alleviate overcrowding or to obtain housing more suited to a tenant's needs.
- Intermediate housing (e.g. shared ownership) at the right price levels would enable existing tenants who can afford to move into home ownership to do so while remaining in the same area. The opportunity to move into intermediate housing would be realised for many by the availability of many local jobs to help alleviate unemployment and low income levels.
- There would be opportunities for people who consider themselves to be living in less than ideal circumstances to seek to move to a home in the new development. For instance, it is generally acknowledged that living alongside a major dual-carriageway road is not ideal because of air and noise pollution, and people living alongside the A40 may feel they would prefer to move. If this were the case, then it may be possible for blocks such as these, to be replaced
- Similar benefits would exist for leaseholders living on the estates who could have opportunities to move if they consider that new homes are more suitable homes
- The layout of estates could be improved with better linkages to the surrounding area and to the land east of Wood Lane and the facilities it will provide in the future
- The new housing provided in White City East should be better quality and more energy efficient. Existing residents would need to be engaged in discussions about the provision of new housing to ensure it was agreed to be a better option, especially for families



- 5.14 The priority for social rented housing is to enable better accommodation for existing residents and enable estate regeneration, and the overall quantity of social rented housing in the WCOA will not reduce. However, as new housing is provided and the stock is regenerated there will be a better mix of housing sizes to alleviate any current overcrowding, especially affecting families, by providing more appropriate dwellings. There will be a substantial increase in intermediate housing in different forms. Existing estate residents should have the opportunity to be able to continue to live within the Opportunity Area or its vicinity.
- 5.15 All new housing should be provided to a high standard with a good mix of sizes and types, and available amenities. Low and medium rise housing providing a satisfactory proportion of family housing should predominate but higher rise blocks intended largely for non-family flats would also be appropriate in suitable locations.
- 5.16 Part of White City East is appropriate for student homes. The indicative housing figure includes any student provision that might be made.
- 5.17 Local facilities (e.g. shopping, leisure, entertainment, recreation, schools and health) should be provided in a phased way that meets the needs of the increasing population.
- 5.18 **Hammersmith Town Centre and Riverside (Strategic Policy HTC)** is an important centre for shopping, employment, arts and leisure activities, but has seen relatively little private investment over the last 10-15 years. It has high levels of public transport accessibility and there are planned improvements to the Underground. The town centre and riverside have a number of vacant sites and sites with development potential (totaling some 5.5 ha) which could accommodate a variety of uses. The development of these sites will directly contribute to meeting a number of our strategic objectives, such as helping sustain the town centre as a major centre within London's town centre hierarchy and improving linkages with the river. There are two housing estates within the area, namely Ashcroft Square and Queen Caroline Estate that are in close proximity to development sites, and where there could be opportunities for residents as outlined above.

<b>Hammersmith Town Centre and Riverside</b>	
<b>Indicative Additional Homes</b>	<b>Indicative New Jobs</b>
<b>1,000</b>	<b>5,000</b>

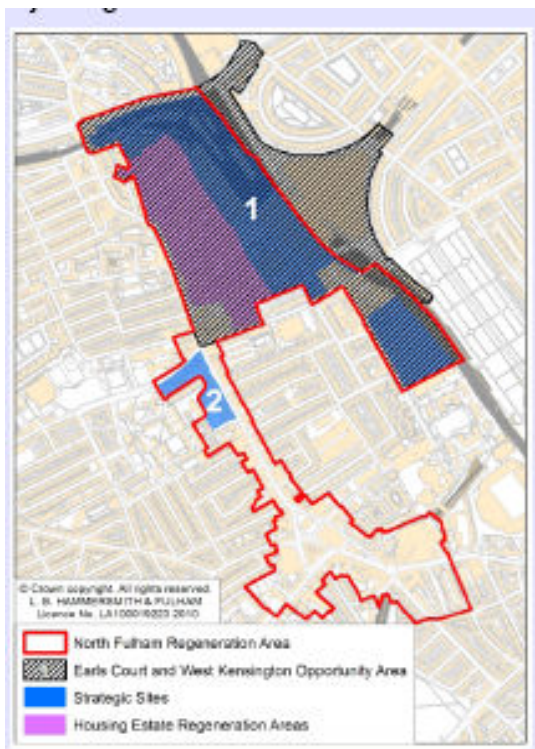


5.19 To encourage the regeneration of the town centre and riverside, the Council will continue to build on the centre's major locational advantages for office development and secure more modern accommodation. Opportunities will be taken to continually improve the environment and public realm, and to improve access between the town centre and the Thames.

This policy particularly promotes:

- the continuation of Hammersmith Town Centre as a major town centre and a strategic office location with high quality public realm that provides a wide range of major retail, employment, local government services, leisure, arts, entertainment and community facilities
  - the redevelopment of parts of Hammersmith Town Centre by actively encouraging the improvement of the Kings Mall Shopping Centre and major stores in this area of the town centre
  - the regeneration of the western part of the town centre around the Town Hall
  - improvement in the range and quality of independent and specialist shops and services, as well as leisure services; and
  - high quality development of prominent riverside sites.
- 5.20 Specifically on **housing** in the main town centre, the priority should be for shopping, leisure and offices but new residential development is also important. A very accessible location is a good place for higher density flatted accommodation, especially for small households without the need of a car. In addition, this helps bring evening activity and vitality into the town centre. Therefore, we will encourage the provision of housing. All new housing developments will be expected to contribute to a more mixed and balanced community and to provide more choice for people on low to middle incomes.

- 5.21 The **Fulham Regeneration Area** includes Fulham Town Centre and the Earl's Court West Kensington Opportunity Area. The latter is described in the London Plan (2011). There are 9.5 ha of land owned by Transport for London and Earl's Court & Olympia which is likely to become available for development from 2012, with the expected closure of the Earl's Court exhibition complex, together with the Earl's Court car park in Seagrave Road (2.5ha). The Council, GLA and Royal Borough of Kensington & Chelsea are preparing a Supplementary Planning Document to provide planning guidance for the whole area, including the estates and other land.
- 5.22 Both areas have relatively high levels of public transport accessibility which will be enhanced by planned improvements to the Underground and West London Line services. Indeed, we think the West London Line is capable of running services to a much higher level to help unlock regeneration potential and underpin much of the proposed growth. However, highway capacity is likely to be a constraint on development potential. In large scale mixed use development areas the Council considers there is considerable scope to encourage people to live and work in the same area to reduce trips on the public transport and highway networks.



<b>North Fulham Regeneration Area</b>	
<b>Indicative Additional Homes</b>	<b>Indicative New Jobs</b>
<b>3,400 (excluding any increase on estate lands)</b>	<b>5,000-6,000</b>

- 5.23 The Opportunity Area is a significant part of the Fulham Regeneration Area which includes Fulham Town Centre. A part of the Opportunity is within RB Kensington & Chelsea. There is a substantial opportunity for major regeneration based on a comprehensive approach to the Opportunity Area comprising the Earl's Court exhibition complex (with its car park in Seagrave Road), the TfL Lillie Bridge depot and adjacent housing estates. As a residential led mixed use

scheme, this area has the potential to become a major new neighbourhood for the borough and West London providing significant new housing and employment opportunities. The original Earl's Court building is located in the Royal Borough of Kensington & Chelsea and that borough broadly shares our aspirations in its emerging LDF Core Strategy. The Revised London Plan identifies Earl's Court and West Kensington as an Opportunity Area that 'presents a significant opportunity for regeneration comprising estate renewal and housing and employment growth'.

- 5.24 The impact of development of this area will be to bring tremendous regenerative benefits to the rest of the regeneration area and surrounding area, which will greatly enhance the economic health of North End Road. Within the town centre, this will particularly help stimulate regeneration of the area between Lillie Road and St John's Church. There is a particular opportunity to consider regeneration of part of the North End Road and Lillie Road shopping frontages.
- 5.25 Whilst the street market is an important part of North End Road's commercial offer, it limits footway width and pedestrian movement, and restricts traffic. In order to overcome these problems relocation to an off-street location should be sought but a dialogue should take place with street traders to ensure a logical solution that contributes to the wider regeneration of the area as a whole. The potential regeneration of the Opportunity Area may present new opportunities for relocating the market in the long term.
- 5.26 Any new development will have to be supported by commensurate increases in public transport capacity and highway improvements.
- 5.27 Specifically on **housing and decent neighbourhoods**, the Opportunity Area and its surrounding area is dominated by a number of large council housing estates which exhibit high levels of social, economic and physical deprivation with high levels of social rented housing. The council will seek phased regeneration over 20 years on West Kensington, Gibbs Green and Clem Attlee estates to establish mixed and balance communities and to help to support the economic regeneration which will, in turn, benefit residents through improving employment opportunities and local shops and services. This process will only go forward following a programme of engagement with estate residents, and the provision of opportunities for them to stay in the area.
- 5.28 The main opportunities for a substantial increase in new housing are in the Earl's Court/TfL Depot area and on the Seagrave Road car park site (subject to flood risk assessment) and through increasing density as part of the estate regeneration. The aim should be to provide a mix of dwelling sizes, types and tenure that will enable there to be a more mixed community across the area. If estate regeneration takes place, the Seagrave Road site provides the potential to enable the first phases of housing estate regeneration by providing modern quality homes for many existing estate residents. Across the regeneration area

the quantity of social rented housing should not be reduced, but the social rented dwelling size mix should be improved commensurate with need.

- 5.29 The high level of accessibility close to the Underground and West London Line stations will allow higher density development in those locations but in general density should be such as to allow mainly low and medium rise housing.
- 5.30 In the **South Fulham Riverside Regeneration Area**, there are a number of sites and considerable potential for new housing in particular, but transport accessibility is currently relatively poor and the Thames-side location needs to be treated very carefully. Regeneration scenarios are also subject to the future of wharf safeguarding which currently applies to three wharves in the area. The Mayor of London has announced his intention to review safeguarding throughout London by 2012, and the council will be promoting the withdrawal of safeguarding in this borough, where wharves are vacant, so as to optimise regeneration potential in the South Fulham Riverside area. The amount of land that is clearly available for development (including a vacant protected wharf) is 21.4 hectares and is suitable for largely residential development.



<b>South Fulham Riverside</b>	
<b>Indicative Additional Homes</b>	<b>Indicative New Jobs</b>
<b>2,200</b>	<b>300-500</b>

5.31 The Council will work with landowners and other partners to secure the regeneration of the South Fulham Riverside Area. Development in the area will be expected to take place on the following basis:

- Most development sites should be developed for predominantly residential purposes and contribute to the South Fulham Riverside target of 2,200 additional dwellings by 2032
- 40% of new housing should be affordable with an emphasis on forms of intermediate housing

- Employment based uses that are compatible with residential use will be required in the most accessible parts of the area, particularly in the vicinity of Imperial Wharf Station
- River related uses will be encouraged where they are compatible with the objectives of the policy
- The riverside should be opened up to public use with continuation of the Thames Path National trail (riverside walk) and provision of open spaces and leisure uses that create interest and activity, and opportunities taken for educational and leisure use of the river, and
- Improvements to existing major retail stores in the area and their surface level car parks will be encouraged to secure visual improvements and better permeability through to the River Thames, where this would form part of a comprehensive mixed-use regeneration. No new additional major stores should be constructed but new shopping for day to day needs and other uses to create activity can be provided.

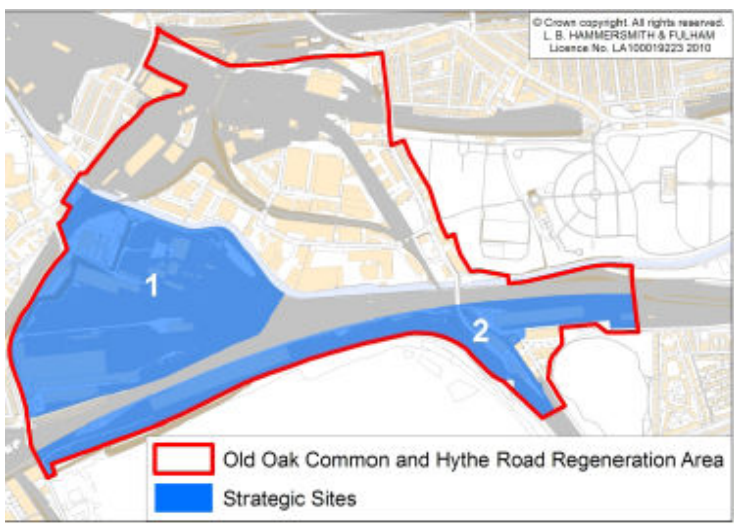
5.32 On the riverside, especially, a very high standard of urban design will be necessary, together with linkages to the river and riverside walk. In some locations higher buildings may be considered, if it can be demonstrated that a taller building would be a key design element in a masterplan for regeneration and that it would have a positive relationship to the riverside. All new development should create a high quality urban environment and accord with the urban design principles of the Borough Wide Strategic Policy on the Built Environment – BE1.

5.33 All developments must be acceptable in terms of their transport impact and will be expected to contribute to any necessary improvements to public transport accessibility and highway capacity in the area. The extension of the river bus service will be encouraged if feasible. The Council will provide more detailed guidance within a Supplementary Planning Document.

5.34 The Council continues to be opposed to the development of the Thames Tideway Tunnel and is concerned about its potential impact on the regeneration of the South Fulham Riverside area

5.35 Specifically on **housing** in the South Fulham Riverside area, given the constraints on development in this regeneration area, it is considered that the potential for additional homes and jobs in this area is likely to be significantly more limited than in the other regeneration areas. The total capacity of all of the sites identified in the Strategic Housing Land Availability Assessment (SHLAA) is nearly 4,000 additional homes, although the SHLAA estimated that approximately 2,200 additional homes may be completed in the plan period, up to 2031. Housing capacity and the provision of 300-500 additional jobs will be subject to detailed assessment, especially of the transport capacity, housing types and sizes and building massing on the riverside.

5.36 In **Park Royal**, the opportunities for growth are longer term and will be unlocked by major improvements to the transport infrastructure. A Crossrail station at Old Oak, interchanging with the West London Line, would enhance regeneration potential in the borough as well as supporting major development in that area. In addition, a High Speed Rail Line (High Speed 2) from London to West Midlands, with a hub station at Old Oak would provide a substantial boost to the aspirations for regeneration in the north of the borough. It would act as a major catalyst to regenerate these large tracts of railway land, with Old Oak becoming one of the capital's busiest interchanges, with train links to Heathrow and Bristol to the west, Birmingham to the north, Clapham Junction and Gatwick to the south. The benefits would be widespread in the borough, Park Royal and West London. In view of the lengthy planning period for the HS2 line, it would be premature to set out detailed policies for the surrounding area. When the HS2 proposal is confirmed by Government, the Council will consult on the regeneration potential of the area with a view to bringing forward site policies and detailed guidance.



<b>Park Royal</b>	
<b>Indicative Additional Homes</b>	<b>Indicative New Jobs</b>
<b>1,600</b>	<b>5,000</b>

5.37 The Council will promote Old Oak Common Sidings and the former North Pole Eurostar depot as a location for a major rail interchange between the proposed High Speed 2 line, Crossrail, the Great Western line and West and North London lines. Subject to the Government confirming that there should be such an

interchange, the Council will bring forward and consult on a revised policy and planning framework for major mixed use regeneration of the whole area,

5.38 Until such a decision is made by the Government and pending a revised policy for the whole area:

1. The whole area is designated as an employment zone/Strategic Industrial Location for a range of purposes (especially industrial, distribution, office based, research and development, recycling and the management of waste).

2. Old Oak Common Sidings is safeguarded for Crossrail purposes including a new depot and is within the designated SIL. In the longer term the Council is promoting the Old Oak Common Sidings for mixed use development, including significant residential development and support for passenger rail services as part of a potential HS2 rail interchange and/or Crossrail station. The council recognises the need to deliver the programmed Crossrail works as secured by the Crossrail Safeguarding directions, including the construction of a train depot on the site. The council will continue to press for a Crossrail interchange station in the area, irrespective of whether HS2 proceeds or not.

3. North Pole Depot in Hammersmith & Fulham should be retained for strategic rail uses, in particular to support enhanced rail passenger services

4. The EMR and Powerday sites are designated and safeguarded for waste and recycling purposes, and the Council will encourage use of the canal and greater use of rail for waste purposes.

5. The Council will encourage the location of bio-tech industries related to the biomedical research centre at Hammersmith Hospital.

6. Development should protect and enhance the heritage assets and the canalside and could include mixed employment/residential or residential if housing would not compromise the priority for employment uses.

5.39 Hammersmith & Fulham Council has commissioned Farrells to explore the wider potential of the proposed Crossrail and High Speed 2 stations at Old Oak Common and look at the economic benefits that could ensue from their co-location. The vision and potential for the area – **Park Royal City International** - is still evolving, however the number of homes and jobs that could be realized are exponentially higher than those set out in this section. By taking the wider cross-borough view of the area and envisioning Park Royal as a project that can deliver outcomes well beyond the West London area, it presents the opportunity to regenerate some 500 hectares of land. The Farrells' study indicates that up to 115,000 new jobs and 10,500 new homes could be provided, but if the transport proposals were to go ahead, the whole area would be subject to consultation on a revised planning policy and planning framework. This project will be the catalyst for the regeneration of the north of the borough and a major opportunity to create



jobs and homes on a long term basis. The Council intends to continue playing its part in delivering the significant regeneration potential that this area presents.

- 5.40 In the **Rest of the Borough**, development will continue to take place on vacant and underused sites, but the priority in these other areas will be to maintain the quality, scale and character of the local area, especially in conservation areas. Outside the regeneration areas, it will not be necessary for development to achieve high densities in order to help meet strategic housing targets. The main aim will be to preserve and enhance the townscape character of the local areas, and respect the local townscape context. Throughout the borough, housing development and conversions will be expected to adhere strictly to quality standards, such as garden size, overlooking and internal and external space. Development will be expected to address any local impacts arising from a scheme directly or by contributing to improvement of the local transport network, infrastructure and local facilities.
- 5.41 The total number of homes that has been estimated in this category is 1,200 with the large majority delivered in the 2012/17 timeframe. The Council will work with private sector and Registered Providers partners to bring forward sites in this category. A proportion of this delivery is likely to be supported by HCA funding through the 2011-15 Affordable Homes Programme. Once the HCA announces allocations, and indicative capacity, by provider the Council will seek to proactively engage with these providers to encourage them to invest in Hammersmith & Fulham. The Council has also created a Local Housing Company (See Section 8 for more detail) which will play a key role in developing infill sites on council-owned estates and the Council anticipates approaching the Homes and Communities Agency for resources/technical expertise/advice in the future to support its work.

## Section 6 – Challenges to Securing Investment

### Summary

In this section, we briefly describe the challenges to securing future investment to realize our housing and wider regeneration objectives.

- 6.1 Hammersmith & Fulham is a successful borough that continues to secure new investment. In the previous sections, we clearly identify our vision for the five regeneration areas where we wish to see future investment being channeled. In simple terms, we expect the appetite to invest in our borough to remain strong, despite the current economic downturn. The presence and ambition of our private sector partners in Earl's Court and White City are testament to that appetite. The Council enjoys a unique position of having major regeneration investment opportunities in an urban, high value location. Realizing these development values will be dependent on major infrastructure and enabling investment, particularly transport, 'accompanying' community infrastructure investment and site preparation works in order to facilitate the creation of successful and thriving places to live and work. Public investment to support these necessary works, could significantly improve scheme viability and outcomes for the borough as a whole. As an example, initial discussions with development partners for the White City Opportunity Area is indicating that the amount of affordable housing that can be achieved without public subsidy from the project is potentially limited. It may be the case that the Council will need to approach the HCA for future support to deliver the emerging vision for the White City Opportunity Area Planning Framework.
- 6.2 Drawn from the Core Strategy, the Infrastructure Investment Tables in Annex B set out the borough-wide requirements, not all of which relate to the regeneration areas but are necessary to deliver our wider Core Strategy vision. Chief amongst the requirements is the need for a new Crossrail station at Old Oak Common interchanging with HS2 the West London Line and other rail lines. The creation of this transport hub will trigger an exponential increase in residential and employment capacity in the area, the potential for which is reflected in the Core Strategy.
- 6.3 The housing and regeneration delivery trajectory for these five projects is medium to long term, with some schemes planned to deliver homes and jobs during the 2012/17 timeframe. The council will need to play a key 'enabling role' to ensure that these schemes gain the necessary momentum to ensure that the risks associated with the development process are reduced where possible. We will seek support from funding agencies such as the HCA where required. The

Council will expect development partners to take some risks in the normal way to ensure that respective projects outcomes are achieved.

- 6.4 With the introduction of the Community Infrastructure Levy (CIL) the standard S106 negotiation approach to planning obligations will change. Whilst affordable housing provision will sit outside the CIL process and be negotiated in the standard way, provision for future community infrastructure will be met from the levy charged to the developer. This has the advantage of clarity and ensures that the Council receives resources to fund the infrastructure required. The 2010 Comprehensive Spending Review saw a radical reduction in central government funding for new community infrastructure. It is unlikely that the private sector will be able to fully fund any community infrastructure previously earmarked for public funding and may present scheme viability issues.
- 6.5 One of the key challenges for the borough relates to the availability of subsidy for affordable housing. There are two aspects to this challenge. Firstly, the Affordable Rent model is unlikely to be an attractive option to those tenants who need to be decanted from their existing homes to make way for new developments. Therefore resources (and sites) will need to be identified to ensure that new accommodation for households to be relocated is available and appropriate to their needs.
- 6.6 Secondly, the development and implementation of the Affordable Rent model also presents a challenge. The HCA has announced allocations by its administrative operating areas (in London c. £628m to deliver c. 22,000 affordable homes on top of existing commitments), and expects to shortly publish information of providers indicative forward capacity by area. Despite the significantly reduced levels of subsidy available it is anticipated that the new model, combined with existing commitments, will enable increased delivery of affordable housing in London compared to recent levels. This new model of rented housing will enable Registered Providers to charge up to 80% of market rents for new housing. The Council has set out an early policy position on the rents that it will accept being charged for these homes (detailed in Section 9 of this document) which will need to be formalized in the Council's forthcoming Tenancy Strategy. The maximum rents that have been identified are within the Government's housing benefit caps and therefore will be affordable to benefit dependent households, although larger households are likely to be impacted by the aggregate benefit cap (expected to be £26k p.a.) that can be received by individual households. This issue will need to be analysed further with findings reflected in the Council's Tenancy Strategy. Clearly, where larger accommodation is proposed to be developed which cannot be afforded by the expected occupying client group, then a 'bespoke' approach may be required. This is likely to involve reducing the Affordable Rent to a level which sits within the relevant Housing Benefit cap. Conversely higher, but still under 80% of market, rents could still suit a non-benefit dependent household occupying an Affordable Rent property who will experience the advantage of a

discounted rent which will position them well to enter (or remain) in sustainable employment.

- 6.7 The challenges that have been set out in this section are not considered to be insurmountable as Hammersmith & Fulham continues to be a strong investment proposition and our regeneration proposals robust.

## Section 7 - Investment and Delivery – The Mayor of London and the HCA

### Summary

In this section we briefly describe how we envisage working with the Greater London Authority and the Homes and Communities Agency (and succession arrangements) in order to ensure that both the Mayor of London's and Hammersmith & Fulham's strategic housing and wider regeneration priorities are met.

- 7.1 The opportunities for investment and delivery in Hammersmith & Fulham are clearly set out in Section 5. The Council already works closely with the Mayor's strategic planners towards developing area frameworks for a number of the opportunities that have been identified and we expect this close working relationship to continue and grow.
- 7.2 The London Plan (July 2011) clearly sets out the Mayor's strategic planning priorities. The recently published *A Revised London Housing Strategy – Initial Proposals* (Aug 2011) sets out in more detail the Mayor's future housing approach and priorities. We particularly welcome the Mayor's proposals to:
- Work with boroughs to ensure that they are at the forefront of local decision-making over housing delivery
  - Align housing delivery with the Mayor's wider social and economic objectives and other major infrastructure investment opportunities, such as Crossrail and the Olympics
  - Work with boroughs that wish to develop their own new Affordable Rent homes
  - Promote new forms of funding for housing delivery, such as long term institutional investment and equity funding
  - Ensure that new housing development contain an appropriate mix of market and affordable homes and are developed in locations where they can help reduce concentrations of particular tenures
- 7.3 The Council also welcomes the proposed formation of the Housing and Regeneration Directorate at the GLA, bringing together the housing and regeneration roles and responsibilities of the HCA, LDA and GLA. Whilst accepting the strategic planning role will be separate from the new directorate's work, there is nonetheless an opportunity to ensure that the investment and strategic planning decision-making process on key issues and projects can be more closely aligned and streamlined.
- 7.4 The Council recognizes that the housing development in the Opportunity/Regeneration areas identified in Table 2 in Section 5 may have a significant 'lead in' time before homes are completed and available for

occupation. Therefore, it is important that some attention is given to smaller/other site delivery outside these areas – 1000 homes in 2012/17 and 200 homes in 2017/22 – is facilitated and that the Council's target of 40% affordable housing is secured. The Council's Strategic Housing Land Availability Assessment (SHLAA) will be an important reference point for this work.

- 7.5 The Homes and Communities Agency has advised Hammersmith & Fulham that there is strong appetite amongst Registered Providers to build new affordable homes in the borough. At the time of writing, the HCA expected to make a funding announcement for the North West London area (in which Hammersmith & Fulham is located) which will clarify the available resources for new affordable housing. The Council intends to work closely with the HCA (and the successor GLA Housing and Regeneration Directorate) to develop and implement a new programme of affordable housing, reflecting the requirements set out in the investment plan and other policies and strategies of the council. The Council will proactively engage with Registered Providers who have allocations in order to encourage them to invest in the area.
- 7.6 The Council will also work with the HCA and the successor GLA Directorate to identify schemes that can deliver new affordable housing through the Council's Local Housing Company (See Section 8). More detail on the Council's approach to Affordable Rents is set out in Section 9.
- 7.7 For the future, the Council will be working with the Homes and Communities Agency (and successor agency), drawing on their knowledge and expertise of affordable housing funding and wider regeneration delivery.

## Section 8 - Investment and Delivery – The Local Authority

### Summary

In this section, we set out how the local authority is playing the leadership role necessary to bring forward the housing supply and regeneration necessary to deliver Core Strategy objectives.

- 8.1 Hammersmith & Fulham is playing a leadership role in delivering new Core Strategy objectives, over and above the traditional ‘strategic enabling’ role. The significant opportunities for investment are set out in Section 5 of this document and are beyond the ability or capacity of the private or third sectors to deliver without Council leadership and intervention.
- 8.2 The Council’s leadership role for its regeneration areas has been key to identifying the **regeneration opportunities** set out in this document. These areas have the potential to yield over 13,000 additional homes and 25,000 new jobs. The opportunities that these project represent we believe are unique to an inner London area and are very attractive business propositions for investors.
- 8.3 The Council has worked closely with the GLA Planners to develop Opportunity Area Planning Frameworks (OAPFs) for three of the five regeneration areas identified in Section 5 of this document is part of that leadership role that the Council has demonstrated. We will need to continue playing a leadership role throughout the regeneration processes, particularly to ensure that the local employment opportunities presented by individual schemes are maximized to their full potential. On housing, that leadership role is being demonstrated through its approach to White City. The Council is seeking to achieve, through the planning process, 25 per cent new social housing and 15 per cent intermediate on the brownfield sites to the east of Wood Lane. The Council intends to ring-fence these new homes exclusively for existing residents of the White City estates who will be able to access one if they choose to and meet the allocations criteria which will be set out in a Local Lettings Plan. This will provide an opportunity to tackle high levels of overcrowding currently on the White City estates and better meet existing residents housing needs. In turn, this will help present new housing and regeneration opportunities for the current estates’ area.
- 8.4 The Council has established a **Local Housing Company** (LHC) to deliver an element of its new housing supply objectives. The Council has been concerned about the approach to disposing of land to developers, be they Registered Providers or private sector developers. The approach fails to maximize its

financial return; gives the Council limited control over what is built on the site; and, takes away control of the amount and timing of housing delivery.

- 8.5 Under the current legislation, the Council is unable to undertake commercial operations such as development of housing directly. Therefore, in order to be able to build homes directly it is necessary for the Council to establish subsidiary vehicles to overcome the potential *vires* issues. This would also ensure that commercial, legal and financial risks are not all contained within the Council. The objectives of the Local Housing Company are to ensure that any sale/development of land/properties will:
- a. Enable the Council to maximise its financial return.
  - b. Enable the Council to retain any affordable housing that is developed in such schemes within its portfolio.
  - c. Give the Council greater control over the design of the scheme and ensure it delivers what the Council and local community want in the built environment.
- 8.6 One of the key advantages to establishing the LHC is being able to transfer Council land into the development company. This will always be leasehold so that the Council continues to own and control the freehold interests. The length of the leases will vary according to the type of scheme. If the scheme includes units for market or intermediate sale a period of up to 125 years will need to be granted. Land can be transferred at nil value, discounted value or full value according to the viability of the particular scheme or programme. In most instances the land transfer will require the Secretary of State's consent which is normally provided within 14 days of application.
- 8.7 On delivery, we are initiating the first phase of conversion/infill sites which will be funded exclusively from our Decent Neighbourhoods Fund. Future phases could be funded from combination of disposal receipts, profits from new homes built for private sale/Discounted Market Sale, and some borrowing. In addition, we are aiming to establish a Joint Venture vehicle to take forward delivery of larger development sites which would be initiated using equity/borrowing brought in by the Joint Venture partner and development profits generated from private for sale/discounted market sale units. We plan to discuss with the Homes and Communities Agency possible future funding of projects that we wish to take forward.
- 8.8 In conclusion, the establishment of the local housing company vehicle has created a major opportunity for the Council to deliver housing and regeneration outcomes using its own land, under its own leadership. We see this as an



opportunity for the Council and the HCA to work closely to deliver outcomes in a relatively short period of time.

8.9 **Housing Revenue Account (HRA) Reform** – The Council will shortly be presenting a report to Cabinet on its approach to the reform of the HRA system. Without pre-empting the recommendations of that report, the Council considers the financial implications of the changes likely to be advantageous to the borough, creating potential borrowing headroom to undertake regeneration, remodeling and re-provision of social housing. There are clearly risks associated with the freedoms associated with managing the debt strategies for the Council's housing. There will be ongoing requirements to invest in the housing stock in line with the Council's asset management approach. However we are concerned that the opportunity to maximise the use of councils' assets, particularly where there are both high value assets and significant socio-economic deprivation, is being un-necessarily limited. The Council intends to maximise the use of freedoms and flexibilities proposed under the Localism Bill provisions and will use and/or seek if necessary greater freedoms on asset management; rent setting; use of capital receipts in order to deliver outcomes such as those set out in our housing estate investment plan approach below. We will explore what vehicles and/or mechanisms are available and needed in order to deliver these outcomes. The Council welcomes the Government's announcement to increase right to buy discounts for tenants. We would expect individual local authorities to have powers over the amount of discount that is granted and the use of resultant capital receipts, accepting the need to pay down the associated property debt.

8.10 The Council is currently consulting on an **Housing Estate Investment Plan** designed to improve the quality of life for residents living on the Council-owned and managed estates. The plan has the following components:

- Physical and Environmental improvements
- Local Lettings Plans
- Improving tenure diversity
- Coordinated Housing Management Services and Collaborative Neighbourhood Focused Services
- Employment and training
- Resident involvement

8.11 We see our estate investment plan approach as key to delivering locally focused regeneration outcomes and see a role for our newly established local housing company to deliver new market and affordable homes. Where it is appropriate and viable, comprehensive regeneration approaches involving demolition and new build will be adopted to achieve desired outcomes. However, this approach

will not be suitable in most instances, and lower level interventions are likely to be required. In housing development terms, this is likely to include 'infill' developments which may include selective clearance/demolition of spaces/buildings for development purposes. The Council will draw on information available from its housing condition survey to support this work.

- 8.12 On the **Asset Management** of its stock, Hammersmith & Fulham Council is the largest social landlord in the borough managing 18,000 homes, comprising 13,000 social rented homes and 5,000 leasehold homes. The Council is therefore a key service provider to a large number of residents, many of whom are on low incomes and disadvantaged. Following the substantial completion of the decent homes works programme, the Council in April 2011 brought back in-house the management service from its arms length management organisation. In addition to developing and implementing the Housing Estate Investment Plan proposals, the Council will asset manage its stock in a strategic, targeted and efficient fashion. The Council will need to ensure the overall performance of the stock portfolio is maximised and the asset management strategy fully funded. The Council already operates a void disposals programme to support its housing and regeneration activities. To this end, the approach will include considering options to maintain; refurbish; dispose; or redevelop homes that the Council manages to ensure business plan objectives are met and residents have a decent home to live in. We also intend to facilitate greater mobility for overcrowded households, with incentives in place to encourage greater mobility for working households.
- 8.13 The Council is proposing to undertake a review of its sheltered housing stock which is likely to feature in our forthcoming housing strategy. We will also review on an ongoing basis additional investment required to deliver housing for supported living purposes.
- 8.14 Our ambitious regeneration approach requires the Council to continue **working with our communities**. Our Housing Estate Investment Plan proposals identified above are currently the subject of consultation and will require a locally-focused approach when identifying priorities and implementing projects. The Localism Bill (when enacted) will place a range of requirements on the Council to work with communities in a different way. We have commissioned a review of our resident engagement process to improve the way the Council engages with its tenants and leaseholders, and expect to implement the review's recommendations in 2012. Our approach to this will be set out in our forthcoming housing strategy.
- 8.15 The Council remains committed to the principles of the '**slivers of equity**' approach, enabling tenants to acquire small tranches of their property. As part of

our Housing Strategy and response to the proposals set out in the Localism Bill, we will review and act on the opportunities available to develop the 'slivers of equity' approach, whilst continuing to promote affordable home ownership to our residents.

- 8.16 Finally, regarding the supply of new affordable housing, the Council's preference is for 40% of total delivery which will comprise intermediate housing such as discounted market sale, shared ownership, sub-market rent and/or Affordable Rent housing. The Council will also seek a proportion of new social rented housing necessary to enable proposals for the regeneration of council or housing association estates, or the replacement of unsatisfactory accommodation. In addition, the Council will seek the delivery of some new social housing at target rent, particularly family accommodation, where it presents additional choices for tenants with 'decant' status; reduces overcrowding; and/or reduces homelessness. Our intention is to tackle overcrowding in all households by increasing the supply of larger homes with incentives in place to encourage greater mobility for working households.

## Section 9 - Investment and Delivery – the Private and the Third Sectors

### Summary

In this section, we set out briefly how we intend to work with the private and third sector agencies who wish to deliver new housing and wider regeneration objectives in the borough.

- 9.1 Land and property values in Hammersmith & Fulham are amongst the highest in the country. The rationale for the private sector to invest and deliver in the borough from a purely commercial perspective is very strong. The third sector in this instance, principally Registered Providers (e.g., housing associations), play a significant role in accommodating a large proportion of the borough's population.
- 9.2 On the **private** sector, the Council enjoys effective and close working relationships. On two of our five regeneration/opportunity areas – White City and Fulham – working relationships are well developed. We expect the private sector to play a key role in bringing forward the other identified opportunities in the borough as the housing market in the borough remains strong.
- 9.3 On the **third sector**, the key agencies here are Registered Providers (previously known as normally known as Registered Social Landlords/housing associations). In 2009, of the c 81,000 homes in the borough, Registered Providers totaled 16% of the total housing stock, with an equivalent amount provided by the local authority with the remaining 68% provided by the market sector (i.e., owner occupation and the private rented sector). Therefore, Registered Providers have a 'default' position as key social housing providers in the borough.
- 9.4 The council is supportive of the new Affordable Rent and tenure regime given the flexibility it provides in the allocation and management of social housing. The potential additional funding that can be used for further affordable housing development at a time of restricted public funding is also welcome. Therefore, we do anticipate working closely with the HCA and Registered Providers with a view to bringing forward new developments that feature this new tenure.
- 9.5 The Council is aware that Registered Providers have bid for 83 new affordable homes on specific sites in the borough from the 2011-2015 Affordable Housing Programme and that the success of these and larger indicative allocations will be published by the HCA in the near future. We expect to proactively engage with Registered Providers who have secured resources for new homes but have yet to secure sites and associated consents. In tandem with the new supply of Affordable Rent homes, it is expected that the Affordable Rent regime will be

applied to a proportion of re-lets in order to further maximize rental streams for new build purposes.

9.6 A well documented issue relates to both housing benefit caps and the implementation of the Government's Universal Credit in 2013. The maximum Affordable Rent that the Council at present expects Registered Providers to charge for new and from the 50% re-let homes are as follows:

1 bed rent of no more than £250

2 bed rent of no more than £290

3 bed rent of no more than £340

4 bed rent of no more than £400

9.7 These rental costs are to include service charges and these costs will be reviewed on an annual basis. The Council wishes to see nomination rights for potential tenants to the new tenure to be promoted to working households. The rental costs identified above dovetail with the Government's own housing benefit caps and will be a tenure that can be afforded by both those households dependent on benefits and also those who are in work.

9.8 Regarding the expected additional revenue generated from the Affordable Rent, the Government's intention was that this money should fuel the development of further Affordable Rent housing. The Council supports this approach and would see this principle extended to its own Local Housing Company. However it is not clear at this early stage of the process what quantum of additional revenue is likely to be generated; what mechanism can be adopted to record how much surplus is being generated. The Council would like to proactively encourage Registered Providers to invest capacity generated from conversions into new supply within the Borough boundaries.

9.9 Guidance on the issues identified in the above two sections and others (e.g., fixed term tenancies) will be consolidated in the Council's Draft Tenancy Strategy with the rental issue reviewed annually. The Council does expect new affordable rent housing to make a significant contribution to the Council's 'borough of opportunity' vision.

## Section 10 - Gap Analysis

### Summary

In this section is set out where the gaps in our approach which we need to address in order to deliver our housing and wider regeneration objectives.

- 10.1 In this Borough Investment Plan we have set out a strong case for housing investment in Hammersmith & Fulham. Through our Core Strategy, we clearly identify the opportunities where we expect investment to be directed in the next twenty years. We expect to deliver a minimum of 13,200 homes and 25,300 jobs. Of the housing delivered, we wish to see 40% affordable housing which will comprise intermediate and affordable rent housing. The proportions of intermediate and Affordable Rent housing will be decided on a site by site basis taking account of the area's characteristics and local housing market. In terms of jobs and housing, we see a clear correlation between future affordable housing and new jobs created, ensuring that new households in affordable housing are able to enter the 'world of work'.
- 10.2 Our gap analysis identifies the following issues:
- 10.2.1 The large proportion of future housing delivery will be located in the regeneration areas identified in this document and the Core Strategy. Inevitably there is a relatively long lead-in time for such projects and therefore there needs to be some urgency in the programme and project planning phases of the individual schemes to ensure that housing delivery is achieved, specifically the 3,200 additional homes in 2012/17 (Section 5, Table 3)
- 10.2.2 In connection with above, capacity has also been identified for 1,000 additional homes in the rest of the borough to be delivered in 2012/17 timeline, with a further 200 in 2017/22. The borough will need to work with private and affordable developers to ensure that this element of delivery is achieved with the current and planned pipeline development programme actively monitored
- 10.2.3 The five Opportunity/Regeneration Areas estimate a minimum of 23,000 jobs to be created: the Council needs to develop a 'smart' approach to ensuring that these new jobs advantage Hammersmith & Fulham residents, specifically tenants in social housing who are able to work. A more community-focused approach is needed to understand what the barriers to employment are amongst specific client groups represented in social housing and how future job opportunities can be communicated to

people of working age in a timely and organized fashion. The Council will need to work closely with Registered Providers (i.e., housing associations) where the Council would want to achieve similar outcomes.

- 10.2.4 The Council has established a Local Housing Company (LHC) to deliver new market and affordable housing. The aim is to ensure that 'value' that is created through the development of new homes is ploughed back into the vehicle with a view to supporting the development of further new housing. An element of the new delivery is to be achieved through the 'hidden homes' initiative using surplus sites on council estates through our proposed Housing Estates Improvement Plan. The Council expects to be delivering outputs from this initiative from 2012 onwards and will need to demonstrate to a track record of success in a relatively short period of time.
- 10.2.5 The delivery of affordable family housing will need to feature as a greater priority in the delivery programme in order to ensure that households with children have options to stay in the borough if they wish to. Given that the borough is geographically the fourth smallest in London, the opportunities to develop family houses with gardens is limited and therefore there should be some recognition that such resident aspirations may have to be met outside the borough.
- 10.2.6 Adjusting to the development and delivery of the new *Affordable Rent* model. Whilst the Council welcomes the flexibility that the new model offers both providers and recipients, there are issues about how family accommodation will be affordable if such homes are charged at 80% of market rent and similarly kept within the benefit caps set by central Government.
- 10.2.7 Infrastructure costs for the schemes identified for the regeneration areas will need to be fully developed and regularly reviewed to ensure that schemes remain viable and affordable housing and wider regeneration outcomes are delivered. The balance to be struck between ensuring the required community infrastructure and other major infrastructure can be provided and the provision of affordable housing is often challenging. The requirement for community infrastructure is often directly linked to the quantum of affordable housing sought. The Council is currently commissioning development and infrastructure funding studies (DIFs) to identify the infrastructure requirements for future development in White City and South Fulham Riverside. In addition, the Council is developing a borough-wide draft charging schedule for a Community Infrastructure Levy. As part of this work the Council has developed a schedule of the infrastructure that will be required to support the proposed development in Hammersmith & Fulham

10.3 In conclusion, the Council considers itself to have a strong understanding of where the gaps in its current service exist; how it can bridge those gaps; and ensure that the Borough Investment Plan priorities are delivered.



## Section 11 - Investment Plan Business Case

### Summary

In this section we briefly set out the rationale for Homes and Communities Agency and private sector investment in Hammersmith & Fulham.

- 11.1 In this borough investment plan, we believe we have set out a robust case for housing and regeneration investment in the borough. The majority of the investment required will by default come from private sector sources. With the continuing need for intermediate and/or affordable rent housing, the Council does expect to approach the HCA and the successor GLA Housing and Regeneration Directorate for housing investment resources. Specifically, we anticipate resources being required to support the work of our newly established Local Housing Company.
- 11.2 Our ambition for a Crossrail Station in the north of the borough which we wish to see complemented by a High Speed Rail 2 station will require both leadership and resources from national agencies, over and above what is available locally. The advantage of investing in such projects is that the Council is a willing partner in wishing to progress its ambition to realize the opportunities that it has identified.
- 11.3 **Strategic Case** – Hammersmith & Fulham is a strategically important borough for the capital. Situated in the west of London in close proximity to the capital's centre and a gateway to western England and Heathrow Airport, we continue to be a strategically important area for the capital's economic success. We host three London Plan Opportunity Areas and a further two areas identified for regeneration purposes.
- 11.4 **Economic Case** – As referenced in the evidence base (Annex A, sections 3.1.3 and 3.1.4) in 2010, Hammersmith & Fulham came out as the 65<sup>th</sup> most resilient authority in the country, and 8<sup>th</sup> most resilient in London using the Experian model. Similarly, the Huggins Competitiveness Index (2010) shows that the borough is the 5<sup>th</sup> most economically competitive in the country. The local economy is very stable, and has remained in the top 6 most competitive since the beginning of the index. In summary, by investing in Hammersmith & Fulham, the HCA is investing in a place that is already successful and that investment and development value will be realized.
- 11.5 **Commercial Case** - the Hammersmith & Fulham housing market remains robust, despite the current economic downturn. House prices continue to rise which is beneficial for current homeowners and those who are able to afford new market homes. Conversely, this presents increasing financial barriers to those on low to medium incomes who wish to start on the lowest rung of the housing ladder, hence our recent emphasis on intermediate affordable housing options.

- 11.6 **Financial Case** – The case for financial investment by the Homes and Communities Agency in individual projects will be made on a project by project basis. Therefore there is no assumption that resources will be forthcoming for schemes that the Council and its partners propose. However, we are keen to ensure that the option for funding the Local Housing Company is actively pursued as this has the opportunity to realize outcomes for the Council and the HCA in a relatively short timescale.
- 11.7 **Management Case** – The Council has strong political and management leadership to bring forward the priorities that it has identified. The opportunities identified in the Core Strategy and reflected in the ‘Regeneration Opportunities’ section of this document sets out where the regeneration areas are in Hammersmith & Fulham are, and how they will be brought forward.
- 11.8 With the expected creation of the Housing and Regeneration Directorate in the Greater London Authority, bringing together the responsibilities of the HCA, LDA and GLA in London, we expect this to lead to a sharper focus on the delivery of London Plan and London Housing Strategy requirements. Given the importance of transport infrastructure to our strategic objectives, we will need to continue working closely with Transport for London, Crossrail and High Speed 2. Therefore the way we work with these agencies in seeking to create value and sustainable outcomes will be crucial to our future success.
- 11.9 Finally, we have set out a strong **Regeneration Case** to the Homes and Communities Agency and the Mayor of London for future housing and wider regeneration investment in Hammersmith & Fulham. Our core aim is to ensure that people from deprived communities benefit from the economic activity generated from our identified regeneration priorities. This will help us reduce worklessness and enable people to access ladders of opportunity. We are seeking Investment from public, private and third sector sources from national, regional and local sources to deliver major changes where needed. Despite the continuing economic uncertainty, we have a borough investment plan that is clear in its objectives, deliverable which can make local, regional and national regeneration objectives a reality.

November 2011

**London Borough of Hammersmith & Fulham**

# **Borough Investment Plan**

## **Annexes**

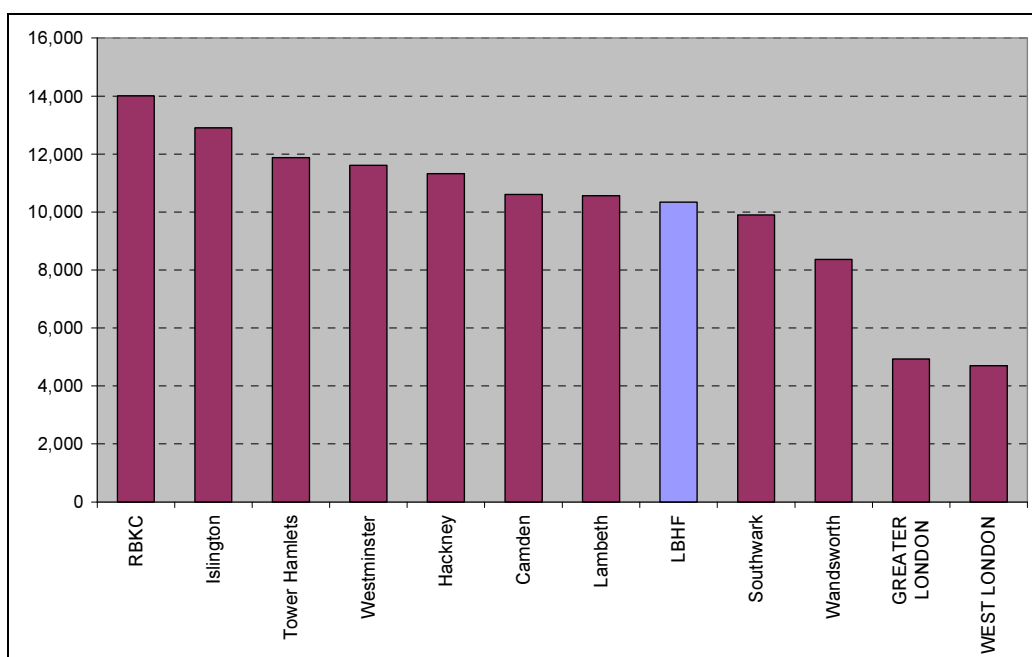
- Annex A    Evidence Base**
- Annex B    Infrastructure Investment Tables**
- Annex C    Glossary**
- Annex D    Key Reference Documents**
- Annex E    Key Borough Contacts**

## Annex A - Evidence Base

### 1 Demographic Context

1.0.1 Hammersmith & Fulham is the country's eighth most densely populated area, with density of 10,349 people per square kilometre. It is more than twice as densely populated as both West London and London.

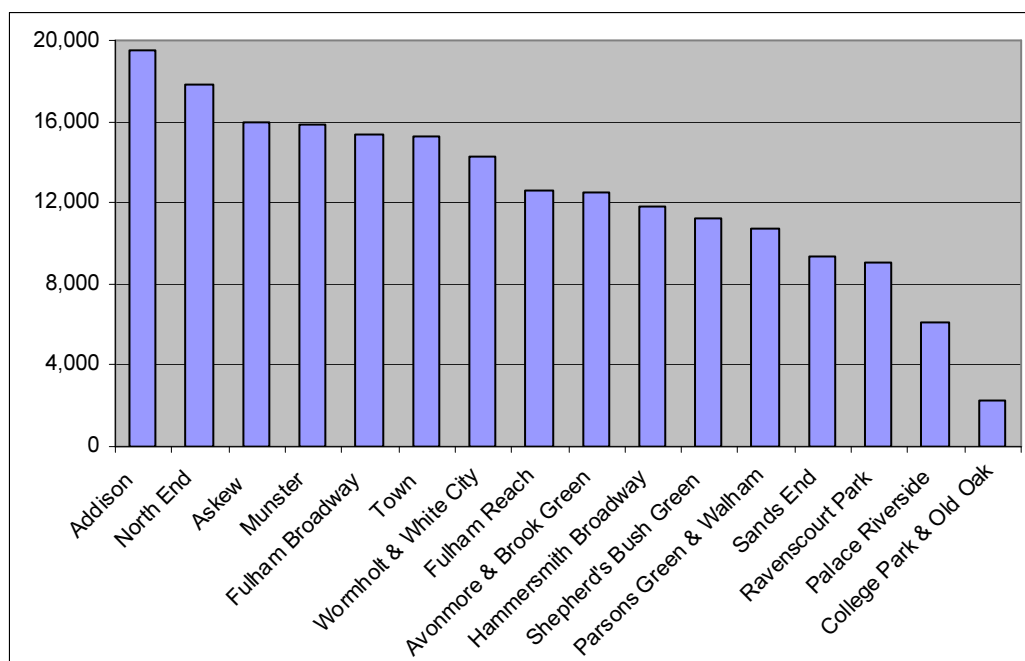
**Chart 1 – Population Density of London Boroughs**



Source : 2009 ONS Mid Year Estimates

1.0.2 In general, the borough's central sub area is more densely populated than the north and south sub areas, but densities vary greatly between individual wards and neighbourhoods. The most densely populated wards are Addison and North End, with density of 19,512 people per km<sup>2</sup> and 17,790 people per km<sup>2</sup> respectively.

**Chart 2 – Population Density by ward**



Source : GLA Ward level projections 2009

**2.1 2009 Mid Year Population Estimates**

2.1.1 The 2009 figure, based on the ONS mid-year population estimates for Hammersmith & Fulham shows a total population of 169,729 people, compared with 169,374 for mid 2001. This represents a very small increase of 0.2% or 355 people, a lower rate of increase than those for both West London (3.4%) and London as a whole (5.9%).

**Table 1: Population trends comparison, 2001-09**

	2001	2005	2009	2001-2009 % change
<b>LBHF</b>	169,374	169,066	169,729	0.2%
<b>West London</b>	1,417,906	1,426,041	1,466,724	3.4%
<b>London</b>	7,322,403	7,484,931	7,753,555	5.9%

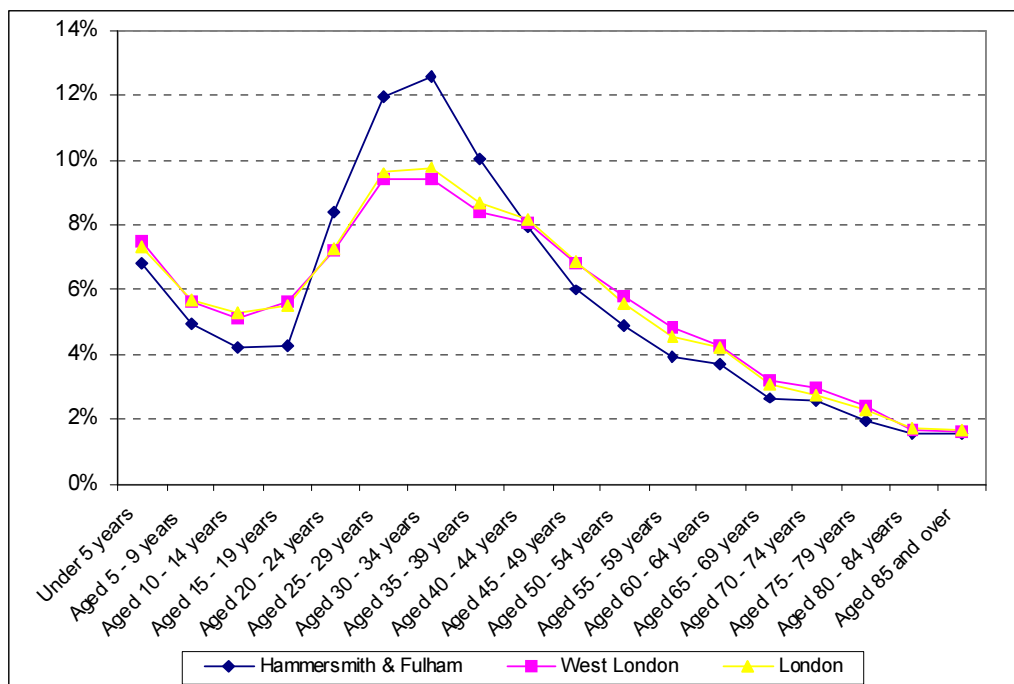
Source: ONS mid-year population estimates

2.1.2 The total population of the Borough is projected to continue rising in future years, though projections will be revised in the light of the recent adjustments to the population estimates. The currently projected increase in 2009-2018 is 2%, and the further projected increase between 2018 and 2033 is 5%.

2.1.3 There are slightly more males (50.2%) than females (48.2%) in Hammersmith & Fulham

2.1.4 The age profile in the borough is typical of an affluent urban population. There are fewer people near the retirement age and a corresponding lower level of younger children. The proportion of children and predominantly dependent young population in the 0-15 age group (16.8%) is lower than both West London (19.3%) and London (19.3%). 120,450 (71.0%) people are of working age (16 to 64 age group). This compares to 66.5% in West London and 66.9% in London. 10.2% of H&F residents are aged 65 and over, lower than the average for West London (11.9%) and lower than the average for London as a whole (11.5%).

**Chart 3 – Age profile of Hammersmith and Fulham**



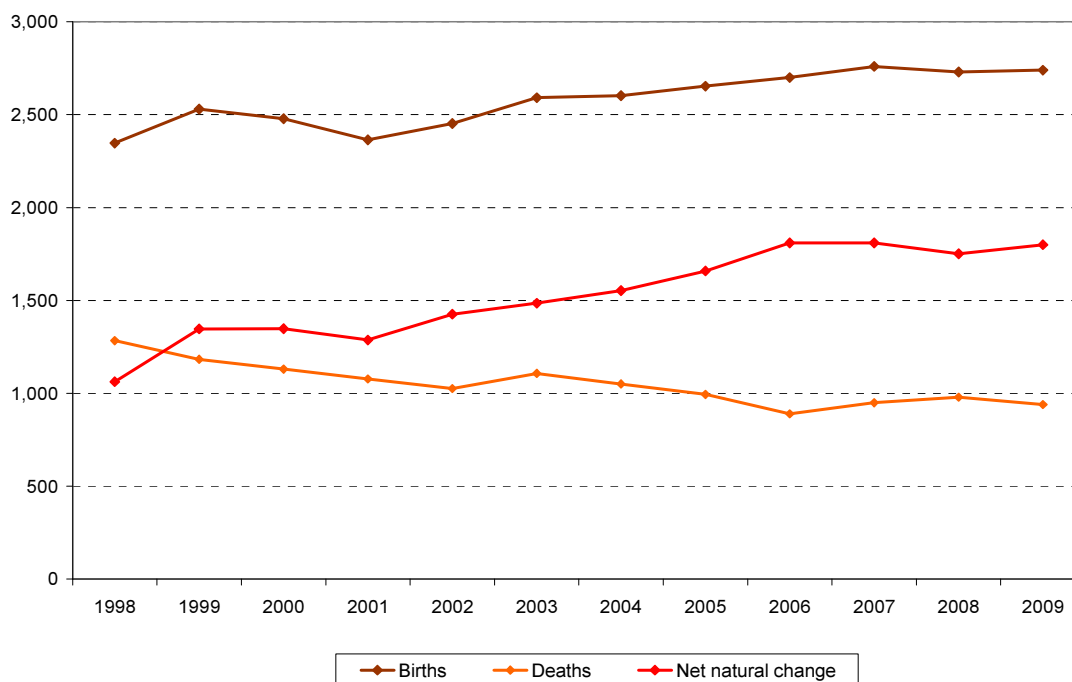
Source : 2009 Mid Year Estimates, ONS

## 2.2 Components of Change

2.2.1 The reason for a net population increase has been the process of natural change (the excess of births over deaths) whereby Hammersmith & Fulham gained 1,800 people. The number of births in the Borough is at a higher level now than the average for the 1990s, and the number of deaths is at a lower level.

2.2.2 There were estimated to be a net loss of 700 people through migration from the Borough in the year 2008-09.

**Chart 4: Natural change, 1998-2009**



Source: Office for National Statistics (MYE)

2.2.3 The Census shows that in year 2001, one in five residents in the Borough moved address. This mobility rate was the sixth highest of any local authority in England and Wales. Of 32,000 residents who had moved into the Borough during this time, over 22,000 (13.4%) had arrived from the UK and 5,600 (3.4%) had arrived from outside the UK.

2.2.4 The borough’s Central Sub Area (Hammersmith) has seen the highest level of migrants (15,000). Two thirds of those had moved into the Borough from elsewhere inside the UK.

2.2.5 Increase in migration in Hammersmith & Fulham between 2001 and 2006 was mainly due to a rise in the number of ‘short-term migrants’ coming from Australia and from ten accession countries that joined the EU in May 2004.

2.2.6 The latest (Sep 09) ONS report on short-term migration shows that H&F has the 7th largest estimates of short-term migration as a proportion of its population (some 15,200 in total or 9% of population).

2.2.7 The 2009 mid-year estimates show nearly a quarter less international migrants coming into the Borough while around 15% more left the Borough than in previous years which means overall lower net gain in international migrants.

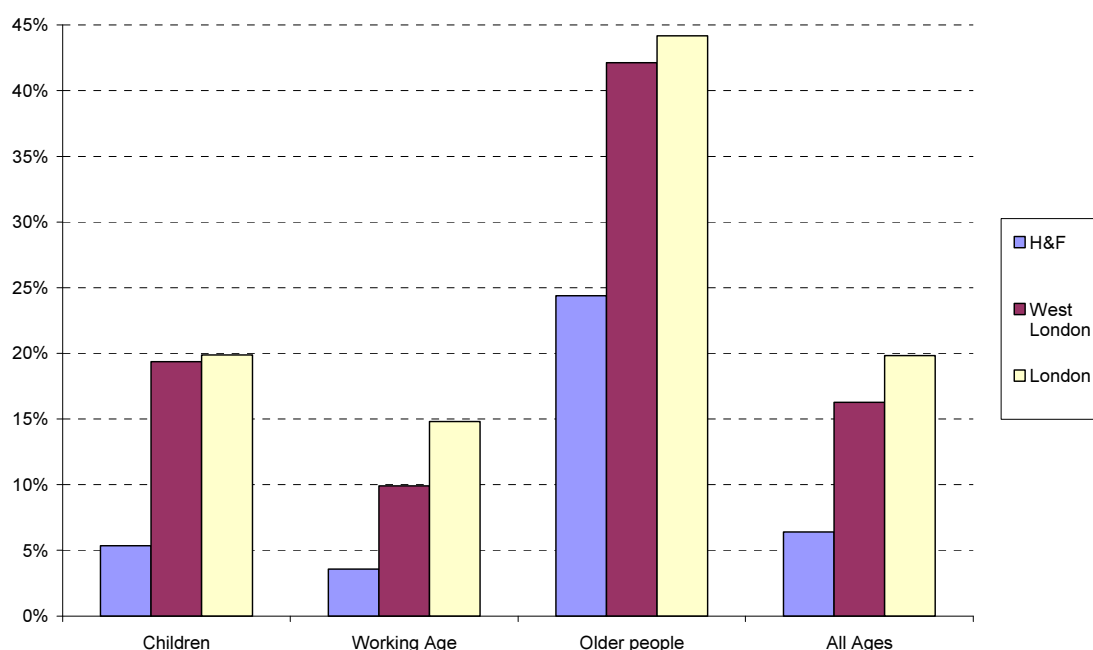
- 2.2.8 There were 6,800 non-UK nationals registered for National Insurance Number (NINo) in the borough in 2009/10. This is around a quarter less compared to the previous years. According to those figures, 2,230 (33%) are coming from the EU (excluding accession countries), while 1,540 (23%) of migrants are coming from Australia and New Zealand. In 2009/10, some 720 (11%) people from EU Accession countries were registering for NINo, reduction of 60% compared to 2005/06.
- 2.2.9 The data from the GP Patient Register Data Service (PRDS) about Flag 4 registrations shows that between 2001 and 2009 Hammersmith & Fulham had the fourth largest rate of people registering with GPs (whose previous address was abroad) per 1,000 population in Great Britain.
- 2.2.10 Since 2005, H&F had one of the largest increases in rate (19%) of any local authority in London of GP registration per 1,000 population which shows evidence of short term migration. Between mid-year 2008 to 2009, the borough's rate of GP registration was 45 per 1,000 population.

### **2.3 Population projections**

- 2.3.1 The future population projections suggest that H&F's population will continue to grow, but at a slower pace than West London and London as a whole. The currently projected increase in population between 2009-2018 is 2%, with a further projected increase between 2018 and 2033 ranges of 5%. This is the third slowest population growth rate in London (Newham and Brent with the slowest rates).
- 2.3.2 While there is a growth in the Borough population in all age groups, the main growth occurs at ages between 65 and 74. The population of that age group is expected to increase by 2,200 by 2033, equivalent to 25%. The population aged 55 to 64 is expected to grow by 21% during the same period, and population aged 75+ to grow by 26%.
- 2.3.3 According to the GLA Ward population projections, four wards (Askew, Avonmore & Brook Green, Wormholt & White City, and North End) have the highest number of adults aged 18-64, while Palace Riverside and College Park & Old Oak wards have the lowest number.
- 2.3.4 The majority of population aged 65+ is concentrated in the Boroughs' Central sub area (Ravenscourt Park, Hammersmith Broadway and Fulham Reach ward), as well as in Wormholt & White City ward. The population aged 85+ also spread out across Palace Riverside, Avonmore & Brook Green, and Munster ward.



**Chart 5: % Population growth by broad age groups, 2008-2033**



Source: *Subnational population projections, ONS 2008*

## 2.4 General Health and Limiting long term illness (LLTI)

2.4.1 Residents in H&F have better general health compared to West London and London as a whole, as 73% of all people reported good health. Parsons Green & Walham and Town ward show the highest rate of good health, while College Park & Old Oak shows the lowest.

2.4.2 7.2% of population aged 16-64 in H&F reported not to have good health (West London 7.1% and London 7.5%). Over a quarter of older residents in the borough have reported the same; this compares to 23.1% in West London and 23.3% in London.

2.4.3 Limiting long term illness is often used as a proxy for disability. Limiting long term illness is defined as any long-term illness; health problem or disability that limits daily activities or work. The percentage of H&F residents suffering from limiting long-term illness (14.7%) was lower compared to London (15.5%) but higher compared to West London (15.0%). North and Central parts of the Borough have generally higher proportion of residents suffering from LLTI, with College Park & Old Oak ward 19.4% and Wormholt & White City 16.9%.

2.4.4 30.2% of all Irish residents in H&F reporting to suffer from LLTI, while 21.2% of residents from Black Caribbean ethnic group reported the same.

2.4.5 The proportion of H&F working age population suffering from limiting long-term illness (11.6%) was lower compared to West London (12.0%) and London

(12.4%). Conversely, a half of H&F older residents reported to suffer from LLTI; this compares to 48% in both West London and London as a whole.

**Table 2 : Self reported health and limiting long term illness by ward**

	Good Health (%)	Fairly Good Health (%)	Not Good Health (%)	People with LLTI (%)
Addison	73.0	18.7	8.3	14.0
Askew	72.5	18.9	8.6	14.7
Avonmore & Brook Green	73.6	18.9	7.5	14.0
College Park & Old Oak	64.5	24.9	10.6	19.4
Fulham Broadway	71.2	19.3	9.5	16.1
Fulham Reach	71.7	19.6	8.7	15.5
Hammersmith Broadway	70.5	20.3	9.3	16.5
Munster	76.4	17.1	6.5	12.2
North End	73.7	18.5	7.8	13.9
Palace Riverside	76.9	16.0	7.1	13.4
Parsons Green & Walham	78.4	15.3	6.3	11.4
Ravenscourt Park	74.5	17.6	7.8	14.6
Sands End	73.6	18.2	8.3	14.8
Shepherd's Bush Green	70.6	19.9	9.5	16.3
Town	77.5	16.5	6.0	11.4
Wormholt & White City	69.2	21.2	9.6	16.9
<b>Hammersmith &amp; Fulham</b>	<b>73.0</b>	<b>18.8</b>	<b>8.2</b>	<b>14.7</b>
<b>West London</b>	<b>71.3</b>	<b>20.8</b>	<b>8.0</b>	<b>15.0</b>
<b>London</b>	<b>70.8</b>	<b>20.9</b>	<b>8.3</b>	<b>15.5</b>

Source: 2001 Census

## 2.5 Household composition

- 2.5.1 There are estimated 80,600<sup>1</sup> households in Hammersmith & Fulham, compared with 75,500 in 2001. Analysis of Census data by the GLA indicates that the number of households is expected to grow by 3,000 over the period to 2016. As household growth is projected to be in line with population growth, the average household size will fall from 2.21 in 2001 to only 2.10 by 2021.
- 2.5.2 40.3% of all households in the Borough are single person households (London 34.7% and England 30.1%). Single elderly accounts for 12.9% of all households in H&F (London 12.7% and England 14.4%). The highest proportion of single person households are in Shepherd's Bush Green, North End and Addison ward, while Palace Riverside and College Park & Old Oak wards have the highest proportion of single elderly residents.
- 2.5.3 The borough has the second highest proportion (54.7%) of any local authority in England and Wales of **single people** in the adult population. On the other hand, the borough has the third lowest proportion (26.0%) of adults who are married or re-married. Some 13.1% of adults in Hammersmith & Fulham are living as cohabiting couples.
- 2.5.4 Of all households in the borough, just over 30% are couple households and 10% are lone parent households. Only one fifth of all households in the borough are 'family' households consisting of one or more dependent children. Some 6% consist of family households with non-dependent children.
- 2.5.5 One in five households (20.1%) had a different address one year before the Census date, a **mobility rate** which is seventh highest rate of any local authority in England and Wales. Of those who have moved, 3.4% had arrived from outside the UK.
- 2.5.6 The most recent household projections released by the Government in 2006 indicate that the number of household in Hammersmith & Fulham will grow by 520 per annum up to 2026 (total increase of 14%).
- 2.5.7 A combination of smaller average household sizes and the growing population have seen the projected growth in household numbers accelerate. It is estimated that in H&F by 2026 the main growth will occur in 'one person' households (32%), while the number of 'couple' households will decrease by nearly 8%.

## 2.6 Deprivation

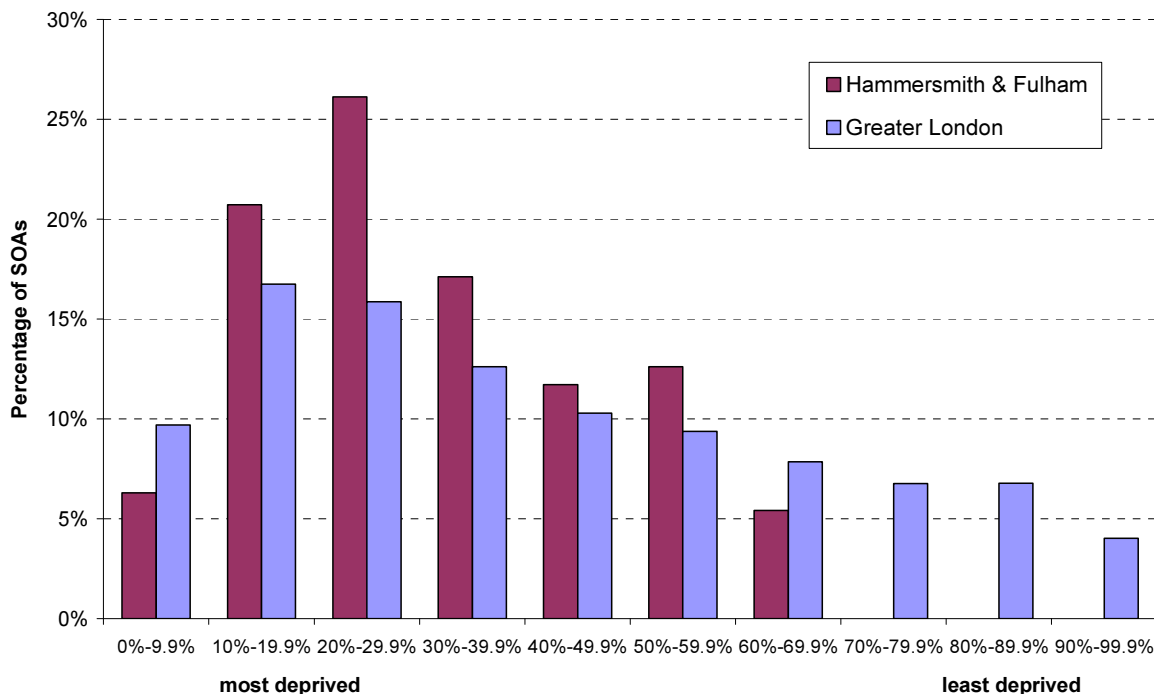
- 2.6.1 According to the index of Multiple Deprivation (IMD) 2007, Hammersmith & Fulham is within the top 50 most deprived in England (ranked 38<sup>th</sup> from 354 local authorities and 13<sup>th</sup> out of the 33 London boroughs).

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<sup>1</sup> GLA Household Projections 2011

- 2.6.2 Seven (6%) of the borough's LSOAs are within the top 10% most deprived nationally compared to 10% of London's LSOAs. These LSOAs comprise major public sector estates: White City, Wormholt, Edward Woods, Charecroft and Clem Attlee. A further 21% of the borough's LSOAs are in the 10-20% worst nationally (London 18%). Most of these areas are in the north of the borough but also extend down into parts of Hammersmith and North Fulham.
- 2.6.3 A further 21% of the borough's SOAs are in the 10-20% worst nationally (London 17%). Most of these areas are in the north of the borough but also extend down into parts of Hammersmith and North Fulham.
- 2.6.4 Within the Index there are seven 'domains' and the highest scores for Hammersmith & Fulham are in the Living Environment, Crime, Income, Employment and Barriers to Housing and Services Domains, in that order.
- 2.6.5 Deprivation levels are also relatively high in a sub-domain of Income, Income Deprivation Affecting Children, where more than a quarter (27%) of the borough's SOAs fall within the worst 10% nationally.
- 2.6.6 Figure above shows that Hammersmith & Fulham has a greater proportion of SOAs on the left-hand side (most deprived) of the graph, showing that its deprivation is more spatially concentrated than London as whole.

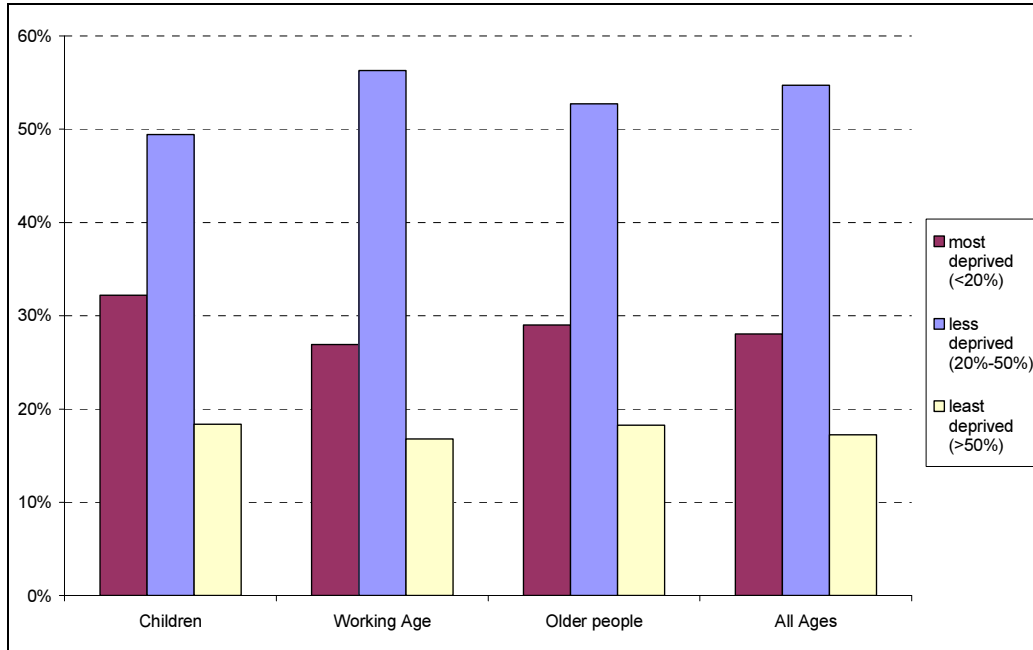
**Chart 6 : Proportion of deprived SOAs by 10% National bands, IMD 2007**



Source: *The Index of Multiple Deprivation, CLG 2007*

2.6.7 Some 47,277 (28%) of H&F residents live in the LSOAs that are classified as being in the 20% most deprived areas in England. This increases to 32% for children and 29% for older people.

**Chart 7 - Proportion of population groups by deprivation in H&F**



Source: *The Index of Multiple Deprivation 2007 CLG, Mid Year estimates 2008, ONS*

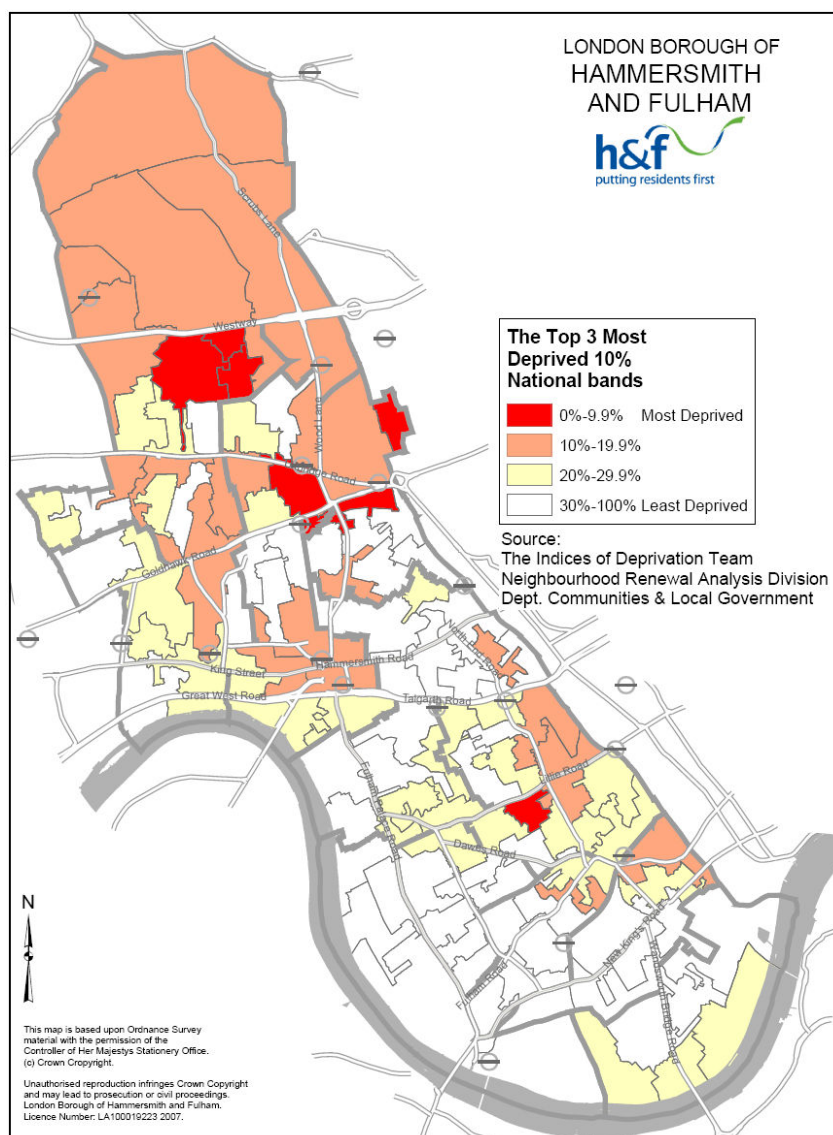
2.6.8 17% of residents live in the areas that are classified as being in the 50% least deprived in the country.

2.6.9 The Indices of Deprivation 2007 included a child poverty measure. This measures the proportion of children in LSOAs living in income deprived households.

2.6.10 Nearly a half of all H&F's children were living in the areas where child poverty levels were amongst the 20% most deprived nationally.

2.6.11 Within the Index there are seven 'domains' and the highest scores for Hammersmith & Fulham are in the Living Environment, Crime, Income, Employment and Barriers to Housing and Services Domains, in that order. Deprivation levels are also relatively high in a sub-domain of Income, Income Deprivation Affecting Children, where more than a quarter (27%) of the borough's LSOAs fall within the worst 10% nationally.

### Map 3: IMD 2007, LSOAs falling in the 30% most deprived nationally



Source: The Index of Multiple Deprivation, CLG 2007

## 2.7 Child Poverty

2.7.1 Poverty has been defined as a family with an income less than 60% of the national average. According to 2001 Census data, some 9,303 or 32.1% of all children in the Borough were living in households in poverty.

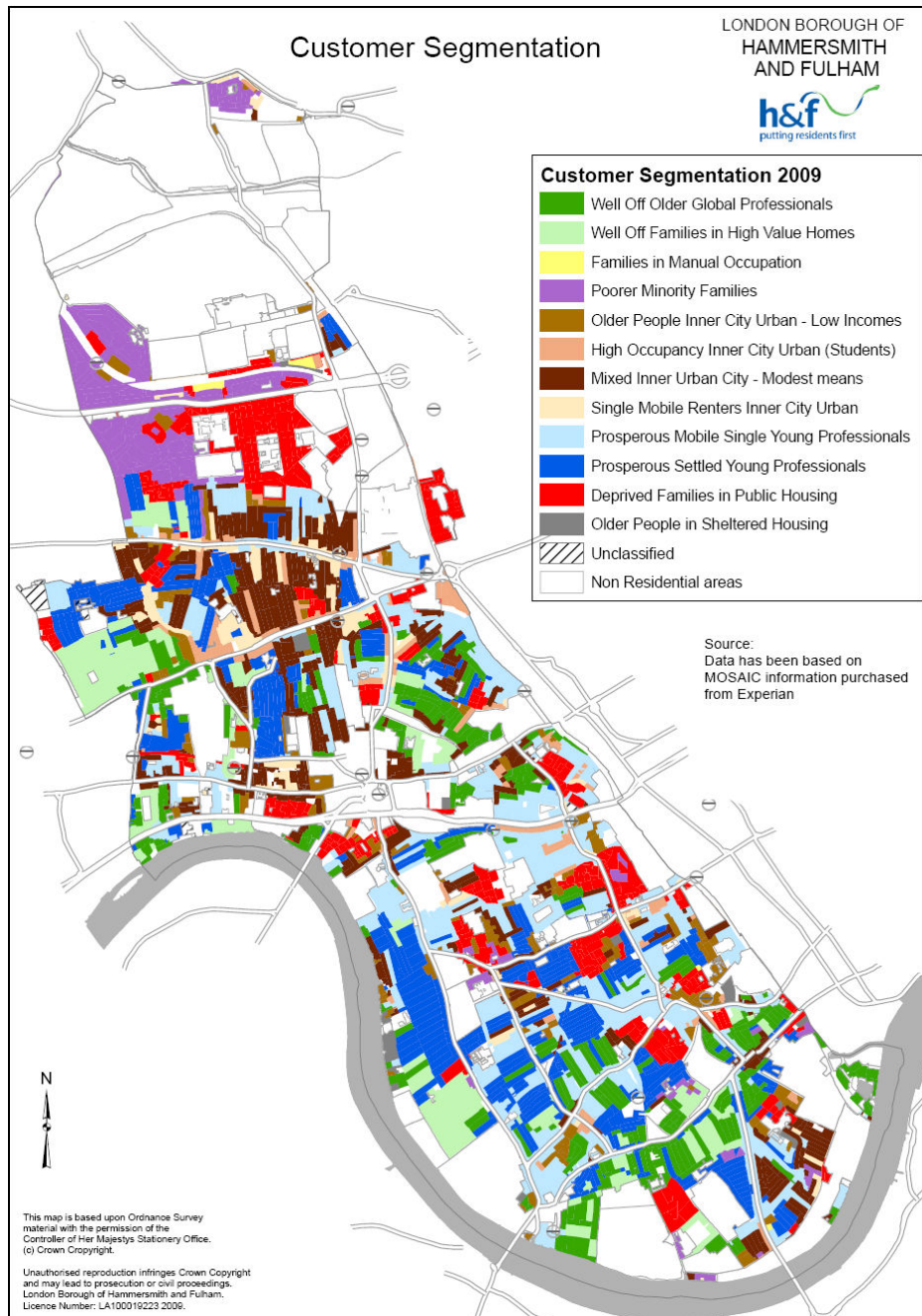
2.7.2 In 2010, the GLA has published “Children in Poverty” report which shows the proportion of children living in families in receipt of out of work benefits or of tax credits where their reported income is less than 60% of median income. According to that measure, 36% of children in the borough were in poverty in 2008; this is the 10th highest level within London.

2.7.3 The highest levels (50-60%) of child poverty are in those LSOAs that covers most of the council estates in the borough. The proportion of dependent children in poverty is slightly lower than the proportion of under 16s in poverty.

## 2.8 Mosaic segmentation

2.8.1 In 2005/06 the council undertook an exercise to help it to understand more fully the make up of the resident population of the borough, classifying them into one of 12 groups or segments. The classification into segments allows assumption to be drawn about the preferred behaviour of the segment groups and helps the council understand where to focus its service provision to meet the needs and preferences of its residents.

**Map 4: Resident segmentation**



Source: LBH&F Customer Segmentation, Experian 2009

2.8.2 The three predominant resident segmentations in the North Sub Area are Deprived Families in Public Housing, Mixed Inner City Urban – Modest means, and Poorer Minority Families. 30% of the residents in the Central Sub Area are classified as Prosperous Mobile Single Young Professionals and 17% as Deprived Families in Public Housing. The three predominant resident segmentations in the South Sub Area are Prosperous Mobile Single Young Professionals, Prosperous Settled Young Professionals, and Well off Older Global Professionals. Less than 14% of residents are classified as coming from Deprived Families in Public Housing, and Poorer Minority Families.

### **3 Economic Context**

#### **3.1 General Economic Strength**

The local economy is a strong and resilient one, and has remained in the top 6 most competitive since the development of the local index. The level of JSA claimants has decreased and recovered well since entering and leaving recession.

3.1.1 There is little data on economic strength produced by the Government at a local authority level (for London boroughs). Hammersmith and Fulham is considered to be part of Inner London West<sup>2</sup> in terms of national economic figures.

3.1.2 This area has the highest level of Gross Value Added (GVA) out of all regions in the country and makes up almost 9% of the UK's total GVA. The major strength of this area is in business services and finance, with comparatively low levels of employment and activity in the public sector.

3.1.3 In 2010, the BBC commissioned Experian to develop a measure of local authorities' resilience to "economic shocks". Hammersmith and Fulham came out as the 65<sup>th</sup> most resilient authority in the country, and 8<sup>th</sup> most resilient in London.

3.1.4 Similarly, the Huggins Competitiveness Index (2010) shows that the borough is the 5<sup>th</sup> most economically competitive in the country. The local economy is very stable, and has remained in the top 6 most competitive since the beginning of the index.

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<sup>2</sup> The Nomenclature of Units for Territorial Statistics (NUTS) considers Inner London West to comprise of Camden, City of London, Hammersmith and Fulham, Kensington and Chelsea, Wandsworth and Westminster.



## **3.2 Employment and Economic Activity**

### **Employment rate**

Despite the strength and resilience of the local economy, the borough has one of the lowest employment rates in the capital. Much of the strength of the local economy rests with the physical location of the borough and business strength and not necessarily with people who live in the borough.

4.2.1 This economic strength and resilience hides a large degree of economic polarisation in the borough.

4.2.2 Despite having one of the most resilient and stable economies in the country, the borough has one of the lowest rates of employment. The borough has the 12<sup>th</sup> lowest employment rate in the Capital with only 64.6% of the working age population aged 16-64 in employment.

4.2.3 The employment rate data also shows significant variances between the genders. The borough has the 4<sup>th</sup> lowest rate of employment for males in London, and the 14<sup>th</sup> lowest for females.

4.2.4 Furthermore, data from the Annual Population Survey shows that Hammersmith and Fulham has the lowest rate of people of working age from ethnic minorities that are in employment.

### **4.3 Job Seekers Allowance claimant count**

The JSA claimant count has recovered well since recession, further evidence of a stable and competitive economy. Despite this there are marked variations in the borough between the genders, ethnicities and locations. The North of the borough has a claimant rate twice as high as the South of the borough.

4.3.1 The borough has the 16<sup>th</sup> highest Job Seekers Allowance claimant rate in London (at 3.9%) compared to a London rate of 4.0% and an England rate of 3.6%.

4.3.2 The number and rate of the working age population claiming Job Seekers Allowance is improving. Since the UK officially entered recession in December 2008, the claimant numbers have increased in the borough by 24% (to July 2010) which was one of the lowest increases in London.

4.3.3 Since officially leaving recession in December 2009, the claimant count has fallen by 9.6% within the borough, with only five Outer London boroughs having a larger decrease.

4.3.4 There has been an 11% decrease in the claimant count between July 2009 and July 2010.

4.3.5 Within these figures there are marked differences between the level of claiming JSA between genders (with males at twice the rate of females), by ethnicity (ranging from 1.3% for those from Chinese backgrounds, to 14% for those from Caribbean backgrounds); and by ward of residence (from 6.3% in Wormholt and White City to 1.4% in Palace Riverside).

4.3.6 The North of the Borough has a claimant rate of almost twice that of the South of the borough.

**Table 3—JSA Claimants and rates by ward**

Ward	July 2009 number	July 2009 rate	July 2010 number	July 2010 rate	Annual change (%)
Addison	346	4.2	275	3.3	-20.5
Askew	512	5.7	481	5.3	-6.1
Avonmore and Brook Green	333	3.8	279	3.2	-16.2
College Park and Old Oak	325	6.2	288	5.5	-11.4
Fulham Broadway	297	3.6	293	3.6	-1.3
Fulham Reach	277	3.3	247	3.0	-10.8
Hammersmith Broadway	437	4.8	371	4.1	-15.1
Munster	225	2.8	178	2.2	-20.9
North End	353	3.8	311	3.4	-11.9
Palace Riverside	97	2.0	71	1.4	-26.8
Parsons Green and Walham	172	2.3	172	2.3	0.0
RavenSCourt Park	343	4.6	289	3.9	-15.7
Sands End	380	5.0	309	4.1	-18.7
Shepherd's Bush Green	488	5.4	460	5.1	-5.7
Town	241	2.9	233	2.8	-3.3
Wormholt and White City	543	6.5	529	6.3	-2.6
<b>Hammersmith and Fulham</b>	<b>5,411</b>	<b>4.4</b>	<b>4,823</b>	<b>3.9</b>	<b>-10.9</b>
North	1,868	6.0	1,758	5.7	-5.9
Central	2,089	4.2	1,772	3.6	-15.2
South	1,412	3.3	1,256	2.9	-11.0

Source : NOMIS, July 2010 JSA Claimant data

#### 4.4 Commuting data

The borough has a comparatively low percentage of the working age, residential population that live and work in the borough. Across West London, with the exception of Brent, the borough has the lowest percentage of the resident, working age population that live and work in the borough. The borough is in a similar position to Wandsworth, Sutton and Merton who have comparatively low percentages. LBHF's position (of 29%) is low compared to the average across all London boroughs of 33.7%.

4.4.1 Table 4 below shows the percentage of the working age resident population that live and work within the same borough.

4.4.2 Hammersmith and Fulham has one of the lowest percentages of residents that live and work within the borough. Croydon has the highest percentage with over 46% of residents living and working in the borough, with Newham having the lowest at just over 23%.

4.4.3 Conversely, Hammersmith and Fulham has a comparatively low proportion of workers in the borough that live in the borough. Almost 32% of workers in the borough live in the borough. City of London has the lowest percentage, with Sutton having the highest with almost three quarters of all workers also living in the same borough.

**Table 4 – Commuting patterns of residents and workers by London Borough**

London Borough	Percentage of residents who work in same borough Where do residents work ?				Percentage of workers who live in the same borough Where do workers live ?			
	2001	2008	2001 rank	2008 rank	2001	2008	2001 rank	2008 rank
London Borough								
Barking and Dagenham	33.5	31.4	15	15	40.9	42.3	13	14
Barnet	37.8	44.4	23	32	56.5	61.4	27	32
Bexley	38.7	37.5	25	23	61.4	57.9	30	27
Brent	31.4	28.4	11	7	41.9	42.4	14	15
Bromley	32.5	30.9	13	13	50.4	50.9	23	22
Camden	37.8	33.7	23	19	18.2	22.4	4	5
City of London	88.5	40.9	33	26	0.5	0.5	1	1
Croydon	50.4	46.3	31	33	62.4	58.2	31	28
Ealing	35.2	33.7	17	19	48.7	51.7	20	23
Enfield	46.1	43.1	29	30	57.2	58.9	28	29
Greenwich	32.9	35.7	14	22	52.6	50.2	24	21
Hackney	28.3	28.4	7	7	38.1	47.5	12	18
Hammersmith and Fulham	33.6	29.0	16	9	35.9	31.8	11	11
Haringey	27.5	26.2	5	4	43.4	49.1	16	19
Harrow	35.9	31.1	20	14	50.2	45.8	22	16
Havering	47.1	42.9	30	29	62.8	60.3	32	30
Hillingdon	50.4	43.2	31	31	35.7	31.2	10	10
Hounslow	36.4	31.5	21	17	29.8	29.8	8	8
Islington	29.2	29.5	9	11	22.8	30.0	6	9
Kensington and Chelsea	38.7	34.9	25	21	27.2	28.6	7	6
Kingston upon Thames	41.8	42.6	27	28	49.7	47.0	21	17
Lambeth	25.8	23.6	2	3	30.1	28.7	9	7
Lewisham	25.2	29.2	1	10	47.9	60.7	19	31
Merton	28.2	27.1	6	6	45.0	56.2	18	26
Newham	30.2	23.3	10	1	42.7	34.7	15	12
Redbridge	31.7	31.7	12	18	53.9	52.2	25	24
Richmond upon Thames	36.5	37.9	22	24	54.1	49.4	26	20
Southwark	35.7	39.8	19	25	18.2	12.0	4	3
Sutton	27.1	26.9	4	5	72.0	74.4	33	33
Tower Hamlets	28.3	30.7	7	12	15.3	15.3	3	4
Waltham Forest	35.3	31.4	18	15	60.4	52.6	29	25
Wandsworth	26.2	23.4	3	2	43.9	41.7	17	13
Westminster	44.5	41.0	28	27	9.4	10.3	2	2

Source : Annual Population Survey (Jan – Dec 2008)

## 4.5 Current Vacancies in the Labour Market

There are high vacancies in the borough compared to other London Boroughs, and there is a low ratio of JSA claimants to vacancies. Well over 50% of all current vacancies are in the lowest paid 6 occupational areas. This has been the case for the last three years. These areas tend to be in the health and social care sector, sales and customer service and in elementary administration and occupations. The borough has had consistently high vacancies in these areas and a reducing / stable employment rate – this does suggest that a proportion of the lower paid jobs in the borough are filled by people who do not live in Hammersmith and Fulham. With the exception of health and social care jobs, the vacancies do not remain unfilled for long.

Comparatively few people per vacancy are seeking work in the lower paid occupations. The lower paid occupations remain relatively unattractive to those living and seeking work in the borough. This includes some key workers in health and social care.

**Table 5 – vacancies as a rate per thousand working age population and per thousand JSA claimants**

London borough	Total vacancies	working age population	vacancies / 1000 working		Total JSA claimants	vacancies per thousand JSA claimants	
				rank			rank
Barking and Dagenham	869	112,200	7.75	11	5,932	146.49	22
Barnet	932	226,400	4.12	32	6,615	140.89	25
Bexley	652	144,500	4.51	28	4,404	148.05	21
Brent	1,455	171,500	8.48	9	9,168	158.70	17
Bromley	1,122	198,300	5.66	20	5,273	212.78	12
Camden	1,779	175,100	10.16	4	5,517	322.46	6
City of London	865	9,500	91.05	1	87	9942.53	1
Croydon	2,282	227,300	10.04	5	9,567	238.53	10
Ealing	1,345	221,000	6.09	18	8,705	154.51	19
Enfield	1,693	189,700	8.92	8	9,087	186.31	15
Greenwich	786	152,600	5.15	24	7,451	105.49	28
Hackney	650	151,000	4.30	30	9,791	66.39	32
<b>Hammersmith and Fulham</b>	<b>1,220</b>	<b>123,800</b>	<b>9.85</b>	<b>7</b>	<b>4,857</b>	<b>251.18</b>	<b>7</b>
Haringey	803	160,000	5.02	25	9,729	82.54	31
Harrow	812	152,700	5.32	22	4,134	196.42	14
Havering	1,038	149,000	6.97	14	4,920	210.98	13
Hillingdon	1,900	174,900	10.86	3	5,443	349.07	4
Hounslow	1,219	164,600	7.41	12	5,042	241.77	9
Islington	1,013	144,800	7.00	13	7,165	141.38	24
Kensington and Chelsea	490	118,900	4.12	31	3,350	146.27	23
Kingston upon Thames	743	117,300	6.33	17	2,029	366.19	3
Lambeth	1,027	211,400	4.86	26	11,030	93.11	30
Lewisham	610	187,200	3.26	33	9,414	64.80	33
Merton	860	144,800	5.94	19	3,665	234.65	11
Newham	1,608	161,400	9.96	6	10,144	158.52	18
Redbridge	784	177,100	4.43	29	6,806	115.19	27
Richmond upon Thames	700	128,200	5.46	21	2,088	335.25	5
Southwark	1,457	210,500	6.92	15	9,823	148.33	20
Sutton	808	127,400	6.34	16	3,293	245.37	8
Tower Hamlets	1,407	172,700	8.15	10	10,244	137.35	26
Waltham Forest	792	151,700	5.22	23	8,401	94.27	29
Wandsworth	1,028	213,400	4.82	27	6,123	167.89	16
Westminster	2,766	191,200	14.47	2	4,996	553.64	2
<b>Greater London</b>	<b>37,515</b>	<b>5,362,100</b>	<b>7.00</b>		<b>214,293</b>	<b>175.06</b>	

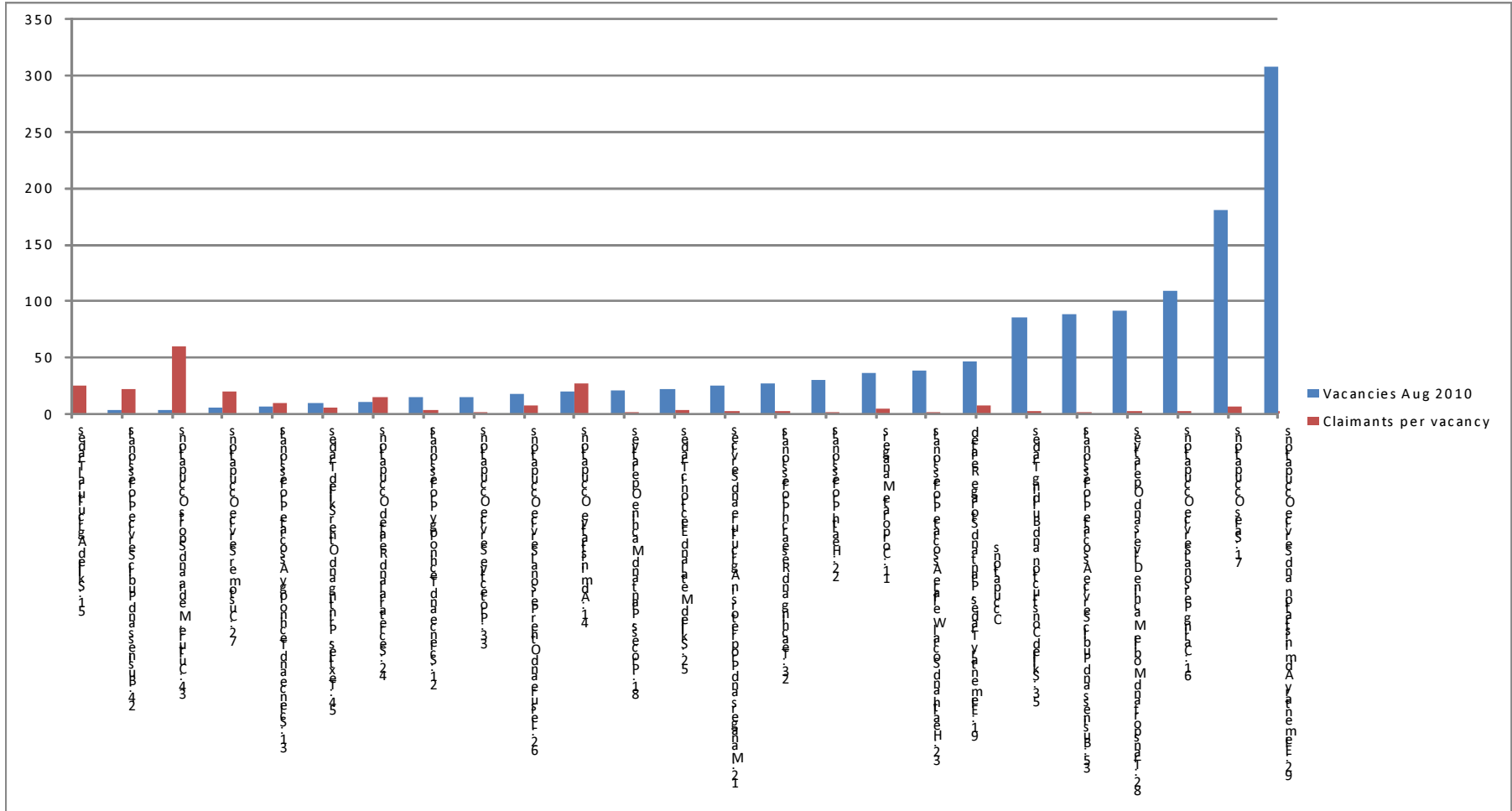
Source: vacancies and JSA claimants (Aug 2010). 2009 Mid Year Estimates

- 4.5.1 Table 5 above shows that LBHF has the 7<sup>th</sup> highest rate of vacancies per thousand residents of working age population across London. Likewise, the borough has the 7<sup>th</sup> highest rate of vacancies per thousand Job Seekers Allowance claimants.
- 4.5.2 As at August 2010, there were 1,220 vacancies advertised in local Job Centres. This is the highest number of vacancies in a single month since November 2008. With 4,857 people claiming JSA, this gives a rate of almost 4 people seeking work per vacancy available.
- 4.5.3 This is the 7<sup>th</sup> lowest in London, with only Camden, City of London and Westminster having a lower ratio in Inner London.
- 4.5.4 54% of the current vacancies as at August 2010 for Hammersmith and Fulham were in the lowest paid occupations (61,62,71,72,91 and 92). Over the last three years, on average, these low paid occupations have made up 52% of all vacancies in the borough.
- 4.5.5 The following graph shows (as at August 2010) the current number of vacancies by occupation and the number of Job Seekers Allowance claimants who are seeking work in that sector. There is an almost perfect negative correlation in that as the number of vacancies in a sector goes up the number of people seeking that work per vacancy goes down.
- 4.5.6 For example in the Elementary Administration and Service Occupations, there were 308 vacancies as at August 2010 and 645 claimants seeking that occupation (therefore 2.09 claimants per vacancy). At the other extreme, there were 4 vacancies in culture, media and sports occupations and 240 claimants seeking that occupation (60 people per vacancy).
- 4.5.7 54% of all claimants would seek jobs in the lowest paid occupations. This is contrasted to the data from the Annual Population Survey which shows that the borough has one of the lowest proportions of people working in these occupations.
- 4.5.8 This does suggest that whilst claimants would seek work in that occupational area, that often the vacancies are filled by a person from outside of Hammersmith and Fulham.
- 4.5.9 Vacancies in the borough do not appear to be left vacant for a long period of time, further developing the hypothesis that the low paid jobs based in Hammersmith and Fulham are filled by people who do not live in the borough.
- 4.5.10 The Housing Needs Survey (2002) identified that a large number of employers regarded housing as the main stumbling block in recruiting staff.
- 4.5.11 Local research identifies that the main priorities for key workers are stability of tenure, affordability of accommodation, and reasonable access to work.<sup>3</sup>

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<sup>3</sup> LBHF Key People, Key Homes

Chart 8 – Current vacancies by occupation against number of JSA claimants seeking work in those occupations (Aug 2010 – NOMIS)



## 5 Income profile

Hammersmith and Fulham has a comparatively high average income compared to the rest of London. As with other data highlighted above, there is large scale economic polarisation with 21% having incomes less than 20k per annum, and 19% having incomes of £60k or more per annum. The wards in the North of the borough have the lowest incomes in the borough. 8 out of the 20 biggest estates have over 40% of their households earning less than 20k pa. 18 of the 20 estates have 10% or more households with an income of 40k or more per annum.

- 5.1 Income data comes from CACI paycheck for 2009. This data is used as it considers income at a household level, and includes savings and benefits.
- 5.2 The borough has a mean income of £41,045 pa, and a median income of £34,821, both ranked 12<sup>th</sup> highest in London.

**Table 6 – Mean and Median Income of LBHF compared to London, Inner London and Outer London**

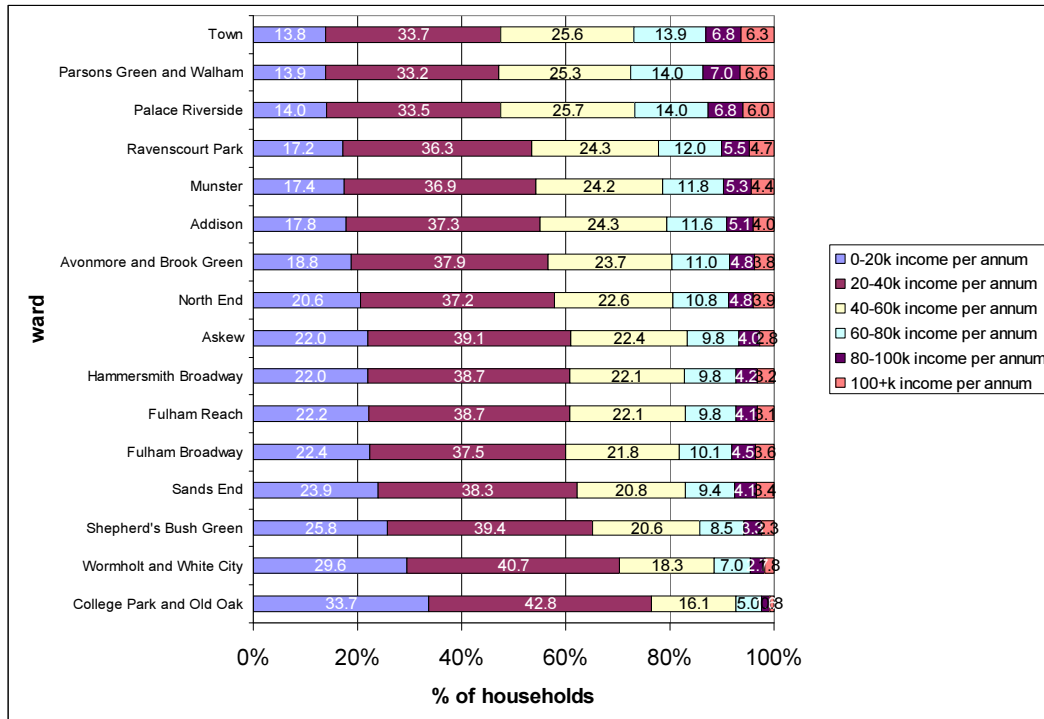
Area	Mean Income	Median Income
London	£39,384	£33,430
Inner London	£38,959	£32,825
Outer London	£39,686	£33,850
Hammersmith and Fulham	£41,045	£34,821

Source : CACI Paycheck data 2009

- 5.3 The borough shows a degree of polarisation in terms of income with 21% of all households having an income of less than £20k per annum, and 19% having an income of £60k per annum or more.
- 5.4 There are large variances between the wards, with the ward having the largest income being 60% higher than the ward with the lowest.
- 5.5 The pattern of income tends to follow deprivation, with the wards in the North tending to have lower incomes than the wards in the Central and South regions. Sand End ward in the South is the one exception and has the 4<sup>th</sup> highest percentage of households with an income of less than £20k per annum.

5.6 The graph below shows the mean income of the 20 largest estates in the borough (in terms of households). 8 estates have over 40% of households with an income of less than 20k per annum. Despite this, there are a number of estates where over 10% have an income over 40k per annum. This data does include leaseholders.

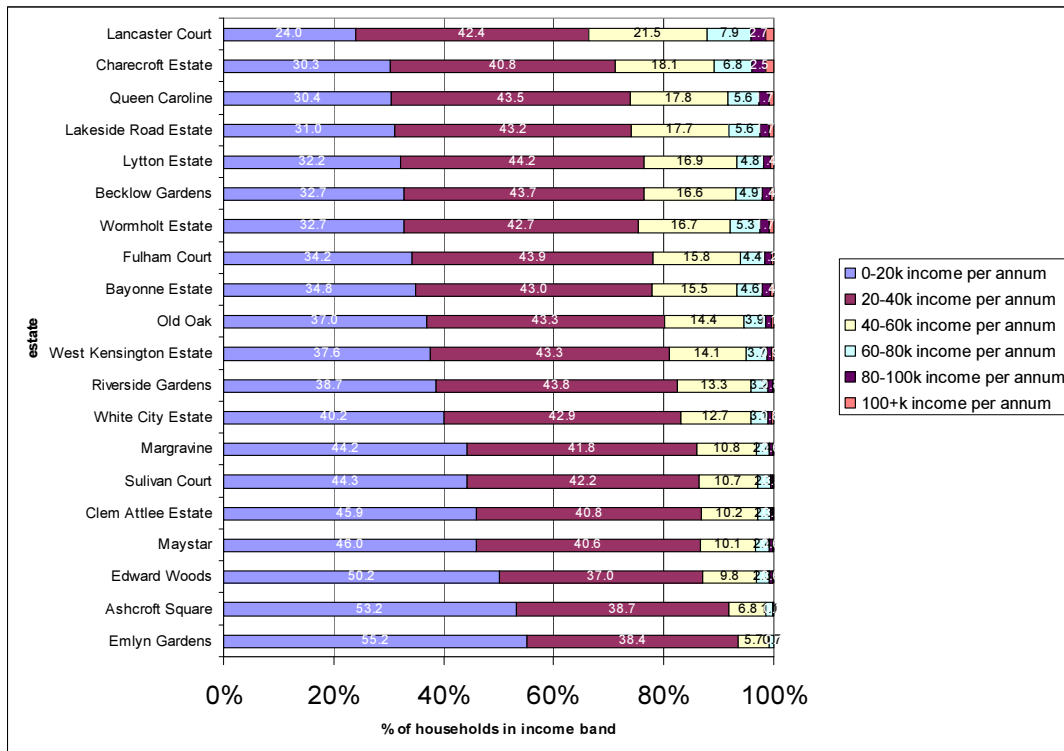
**Chart 9 – income distribution by wards**



Source : 2009 CACI Paycheck data



**Chart 10 – Income distribution of households living in the largest 20 estates in the borough**



Source : CACI 2009 Paycheck data

## 6 House Prices, Sales and Affordability

### 6.1 Estimates of current tenures and room sizes

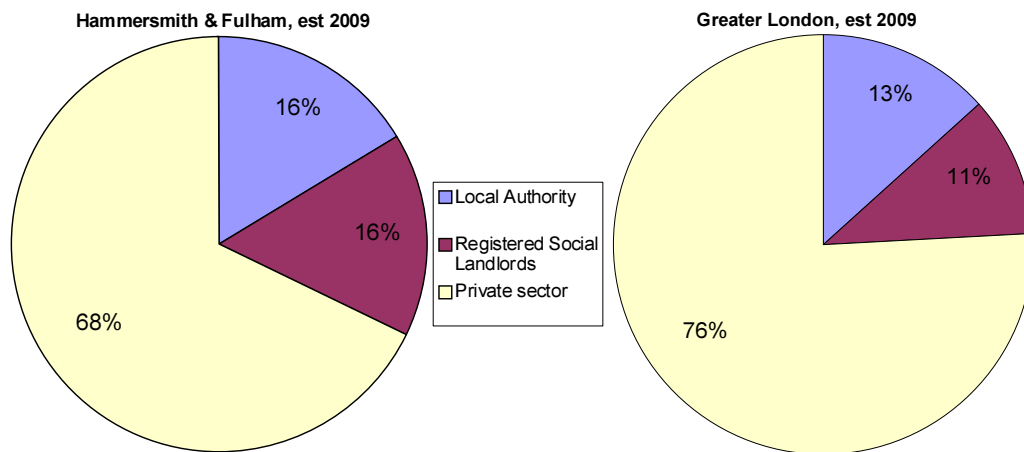
The borough continues to have a higher proportion of households in the social housing sector (either Local Authority or RSL) than Greater London as a whole (32% compared to 24%). Owner Occupation increases the further South you go in the borough with the South having over 13% more owner occupiers (by proportion). Nearly a third of all properties in the borough are one bedroom properties. The largest proportion of one-bed properties is in the Central sub area (38%), compared to 35% in the North, and 26% in the South sub area. Family sized dwellings tend to be in the South of the borough, with smaller dwellings in the North / Central areas.

6.1.1 According to 2001 Census, 44% of households in Hammersmith & Fulham were owner occupier, 33% rented their home from a social housing landlord and 23% of households were in private rented accommodations.

6.1.2 There were 81,566 dwellings in April 2010 in Hammersmith & Fulham, some 4,500 more than in April 2001. Just over two thirds of housing stock or 55,741 dwellings in the borough are in the private sector while less than a third or 26,224 dwellings are from the public/RSL stock. This compares to 76% and 24% in London.

6.1.3 There are 13,159 Local Authority dwellings in the borough; this represents 16.1% of all dwellings. RSL properties accounts for further 15.5% or total of 12,613 dwellings.

**Chart 11 - Estimated tenure split**

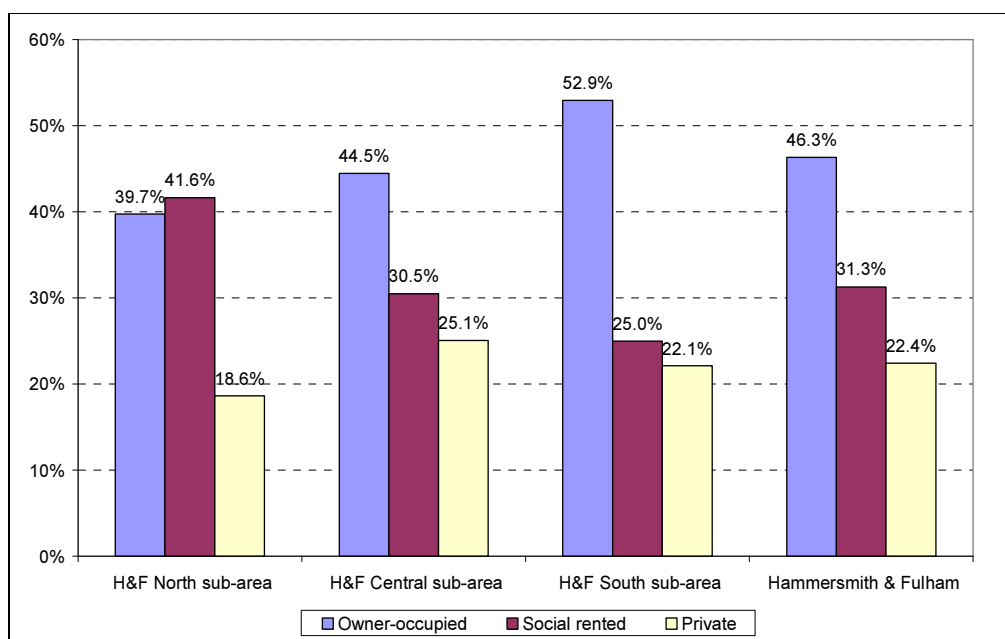


Source: CLG HIP Data, 2009

6.1.4 The 2009/10 tenure estimates for H&F's sub areas have been derived by applying the number of new build homes, conversions and demolitions, and sold properties to the 2001 Census tenure figures.

6.1.5 The highest concentration of social rented housing dwellings is estimated to be in the borough's North sub area where nearly 42% of all households rent from the LA or RSL. The highest proportions of owner-occupied dwellings are estimated to be in the South sub area (53%), although Sands End Ward also has concentrations of social rented housing.

**Chart 12 - Current estimated tenure mix by sub-areas, 2009/10**



Source: LBHF estimates based on newly built and sold properties, 2001 Census

6.1.6 Nearly a third of all properties in the borough are one bedroom properties. The largest proportion of one-bed properties is in the Central sub area (38%), compared to 35% in the North, and 26% in the South sub area. The highest proportions of smaller properties (studio, 1 bedroom) are in the social rented sector 47% (Council 40% and RSL 53%).

6.1.7 Overall, 44% of properties in the South sub area with three or more bedrooms, compared to 34% in the North sub area.

**Table 7 - Current estimated bedsize by sub-areas, 2009/10**

Sub areas	1-bed		2-bed		3-bed		4+ bed		Total	
	#	%	#	%	#	%	#	%	#	% of all
<b>North</b>	7,209	35.2	6,188	30.2	5,287	25.8	1,775	8.7	<b>20,459</b>	<b>25.1</b>
<b>Central</b>	12,032	37.8	9,658	30.3	4,894	15.4	5,284	16.6	<b>31,868</b>	<b>39.1</b>
<b>South</b>	7,530	25.8	8,988	30.7	6,901	23.6	5,820	19.9	<b>29,239</b>	<b>35.8</b>
<b>LBHF</b>	<b>26,770</b>	<b>32.8</b>	<b>24,834</b>	<b>30.4</b>	<b>17,081</b>	<b>20.9</b>	<b>12,881</b>	<b>15.8</b>	<b>81,566</b>	<b>100.0</b>

Source: LBHF estimates based on newly built and sold properties, H&F Housing Needs Survey 2004

**Table 8 - Current estimated bedsize of Council owned properties, 2009/10**

**Council only**

Sub areas	1-bed		2-bed		3-bed		4+ bed		Total	
	#	%	#	%	#	%	#	%	#	% of all
North	1,390	30.7	1,938	42.8	1,031	22.7	172	3.8	4,531	34.4
Central	1,989	44.7	1,440	32.3	912	20.5	112	2.5	4,452	33.8
South	1,332	31.9	1,607	38.5	1,074	25.7	162	3.9	4,176	31.7
<b>Council All</b>	<b>4,711</b>	<b>35.8</b>	<b>4,984</b>	<b>37.9</b>	<b>3,017</b>	<b>22.9</b>	<b>447</b>	<b>3.4</b>	<b>13,159</b>	<b>100.0</b>

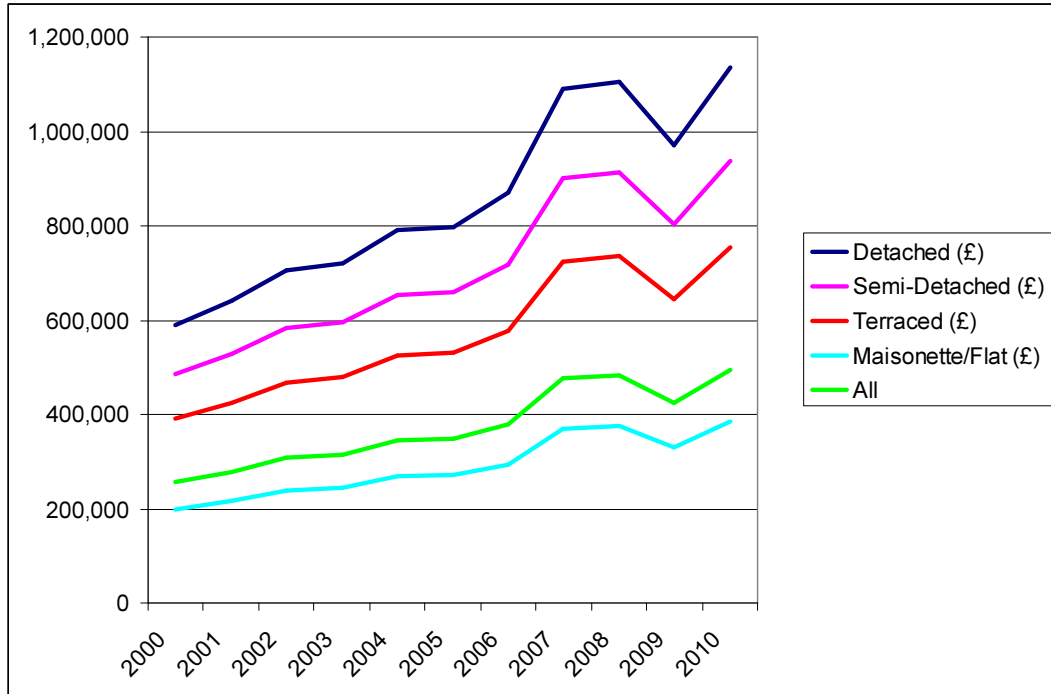
*Source : Housing Needs Survey and local data of new build*

## 6.2 House Prices and Sales

House prices have recovered well since the recession and are close to their peak (pre recession) in November 2007. The majority of properties sold in the borough are flats / maisonettes. House sales show a degree of stability when compared to London and have shown significant increases since entering and leaving recession. The property market in the borough remains dynamic.

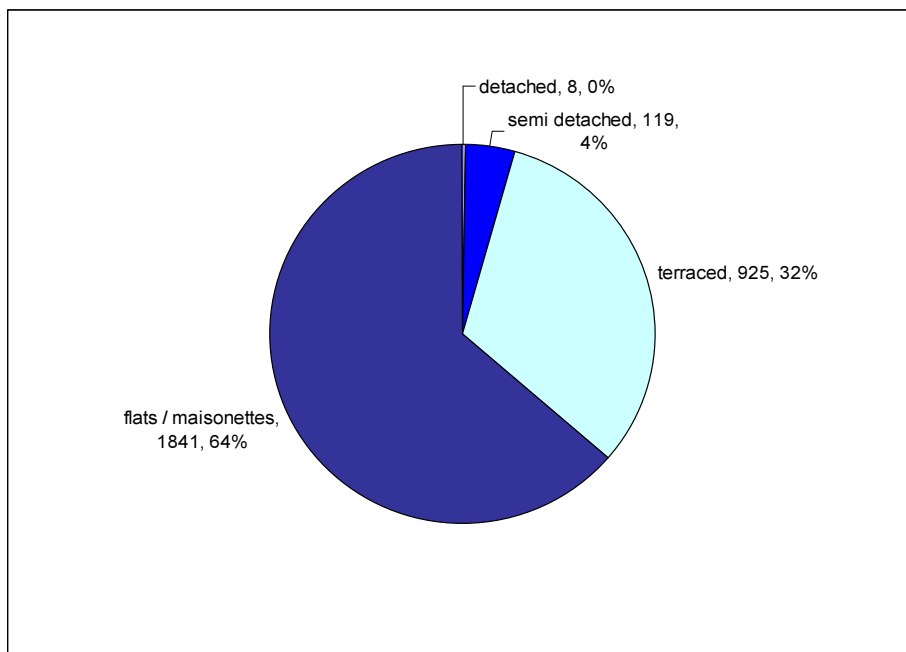
- 6.2.1 As at July 2010 the average house in the borough would cost £495k. This is the 4th highest in London.
- 6.2.2 The graph below shows the average house price as at every July since 2000. With the exception of July 2009 there have been continuous increases in average house prices for all types of accommodation.
- 6.2.3 The graph also shows the position as at July 2010 and highlights how quickly house prices have recovered since the recession.
- 6.2.4 Using data provided to LBHF from the Land Registry at postcode sector level, almost 65% of all sales are for flats / maisonettes, with the vast majority of the remainder being terraced houses.

**Chart 13 – Average house prices by type of property – LBHF 2000-2010**



Source : Land Registry

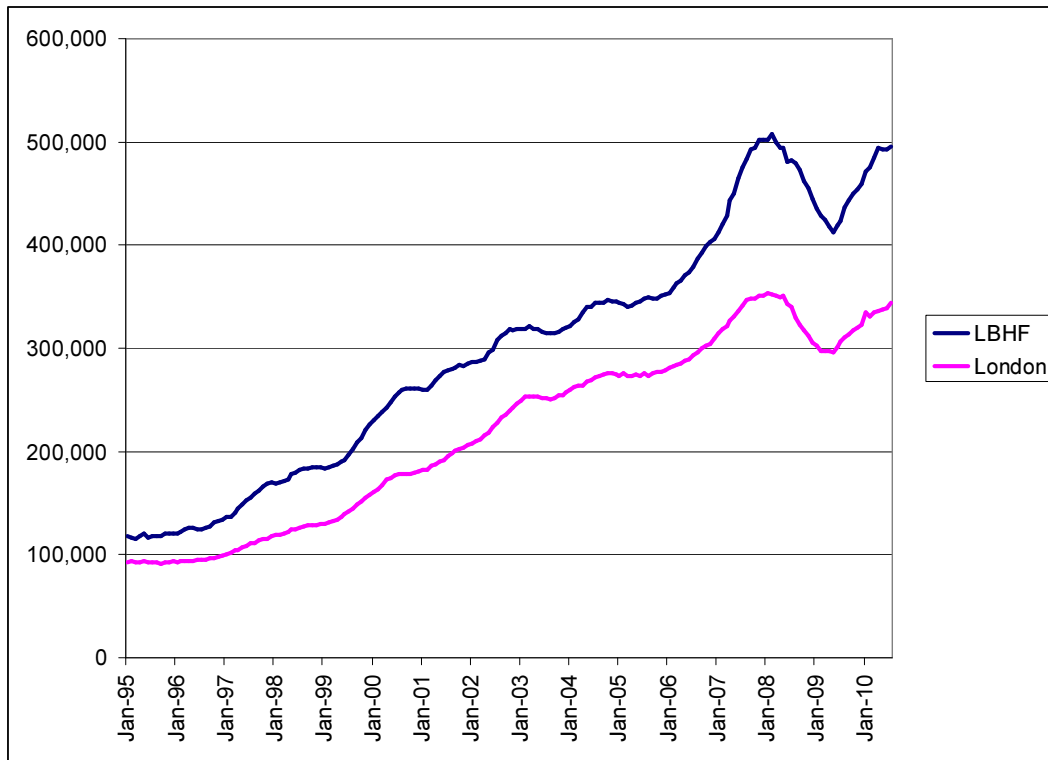
**Chart 14 – house sales by type of property sold – LBHF 2009**



Source : Land Registry data

6.2.5 The graph below shows the long term trend in average house prices compared to London as a whole. House Prices in the borough are now near to their peak in November 2007 (£495k compared to £502.5k)

**Chart 15 – long term trend in house prices – LBHF against London**



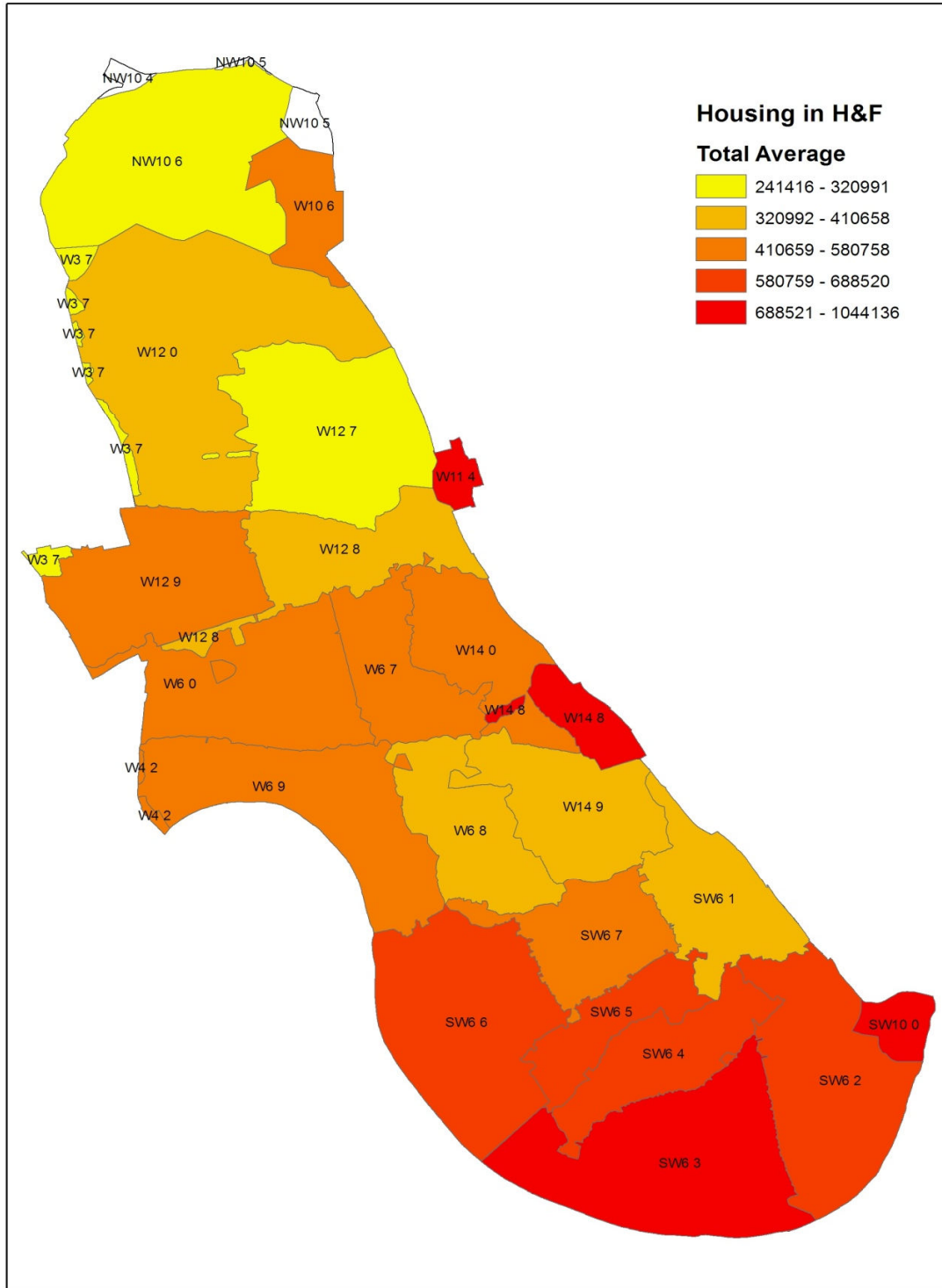
Source : Land Registry data

6.2.6 House sales have shown comparative stability compared to London as a whole. In May 2010 there were 187 sales, compared to 134 in May 2009 (an increase of 39%). Compared to May 2008 (pre-recession) there was the same 39% increase.

6.2.7 For London as a whole, there has been a smaller 29% increase in sales between May 2009 and May 2010; but a decrease in sales between May 2008 and May 2010 (of 15%)

6.2.8 The data provided by the Land Registry does shed light on some variances within the borough in terms of house prices and sales. The further north you go in the borough the cheaper properties tend to become. The areas in the South tend to be by far the most expensive properties in the borough. Sales tend to follow a similar level, with the most occurring in the postcodes in the south, and the least in the north.

**Map 5 – Average 2009 house prices by postcode sector (Land Registry data)**



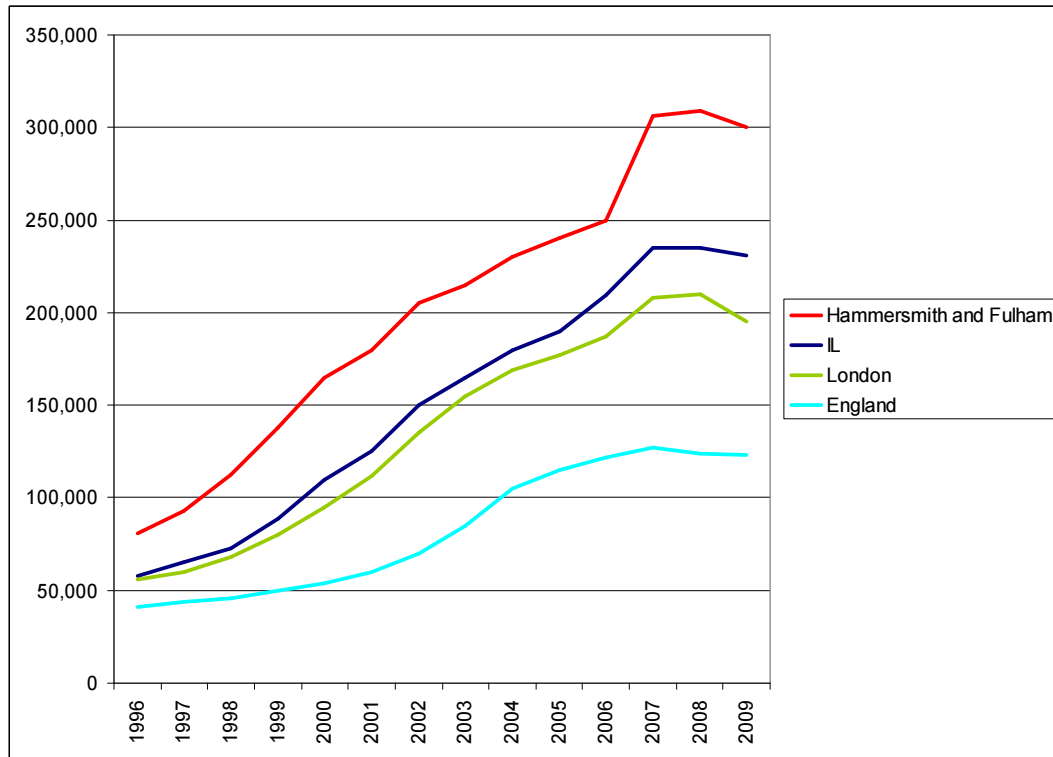
### 6.3 Affordability measures

Property in Hammersmith and Fulham is prohibitively expensive and the vast majority of people (93%) who live in the borough have incomes beneath the level required even for an “entry level” property. The borough has one of the highest lower quartile house prices and one of the highest lower quartile income / lower quartile house price ratios. The only properties that are sold beneath the current lower quartile house price are flats / maisonettes. Given the data in the vacancies section it is difficult to see how the borough can fill positions in the lower income occupations with its own residents given the high entry level house prices and the low average incomes of those occupations. At postcode sector level, there is only one area in the borough which has an average house price less than £300k – that is NW10 6, in College Park and Old Oak. Affordability worsens the further south you go in the borough.

- 6.3.1 Examining the data in sections 3 and 4 it is apparent that there are significant problems with the affordability of properties within the borough, especially given the economically polarised nature of the borough.
- 6.3.2 Taking the lower quartile house price to be “entry level” it is clear to see how difficult it is to afford a property within Hammersmith and Fulham. The graph below shows the trends in lower quartile prices for the borough, compared to Inner London, London as a whole, and England.
- 6.3.3 The lower quartile house price in the borough is now £300k. Only Kensington and Chelsea and Westminster have a high lower quartile house price (City of London has the same at £300k).
- 6.3.4 Over the last 5 years there has been a 25% increase in the lower quartile house price within the borough (from £240k to the current position of £300k). For the same time period Inner London has seen a 22% increase in lower quartile house prices, with London seeing a 10% increase and England a 7% increase.
- 6.3.5 Up until the point of recession, the lower quartile price in the borough was increasing at a sharper rate than the other areas considered. Given the element of recovery seen it is possible that the lower quartile position will begin to increase again making affordability even more problematic.
- 6.3.6 As a simple measure of affordability the ratio between lower quartile income and lower quartile house prices is used. Over the same time period used above, there is a similar pattern appearing, with Hammersmith and Fulham having a significantly higher ratio than Inner London, London and England as a whole.



**Chart 16 – lower quartile house prices – LBHF against Inner London, London and England**



Source : CLG Live tables

**Table 9 – Trend in the ratio of lower quartile income against lower quartile house price**

Area	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009
Hammersmith and Fulham	5.63	6.82	7.68	8.85	8.96	9.87	9.84	10.69	10.91	11.51	12.85	12.85	10.75
Inner London	-	-	-	-	-	-	-	-	-	8.55	9.50	9.60	8.67
London	3.99	4.34	4.93	5.58	6.30	7.31	7.73	8.26	8.51	8.71	9.09	9.32	8.04
England	3.65	3.65	3.84	3.98	4.22	4.72	5.23	6.28	6.82	7.15	7.25	6.97	6.28
Camden	5.72	6.34	7.70	9.03	8.94	10.01	9.72	9.92	10.56	10.66	12.15	12.16	10.57
City of London	5.44	6.30	6.40	6.75	7.27	7.60	9.15	8.91	8.08	8.34	10.17	10.31	8.24
Hackney	3.46	3.43	4.40	5.66	6.61	7.48	7.40	7.78	7.95	7.79	9.67	9.32	7.96
Haringey	4.54	5.16	5.47	6.12	7.00	8.38	8.47	8.90	9.48	9.53	10.44	10.64	9.62
Islington	4.82	5.47	6.51	7.20	7.43	7.71	7.58	8.43	8.80	9.08	10.49	11.03	9.44
Kensington and Chelsea	10.42	10.44	12.02	13.77	14.93	14.14	13.88	16.05	16.67	18.90	21.00	21.44	19.57
Lambeth	3.70	4.11	4.67	5.85	6.69	7.98	7.89	8.04	8.14	8.25	9.37	9.58	7.98
Lewisham	3.50	3.88	4.00	4.79	5.33	6.91	7.22	8.35	7.95	7.93	8.65	9.11	7.40
Newham	3.11	3.53	4.03	4.71	5.51	6.68	8.25	8.56	8.89	9.87	9.72	10.16	7.54
Southwark	3.54	4.17	4.57	5.57	5.71	6.13	6.22	7.79	8.45	7.82	8.45	9.41	8.75
Tower Hamlets	3.66	4.04	4.97	5.52	5.77	6.69	6.39	6.59	6.94	7.04	7.57	8.02	7.57
Wandsworth	5.25	5.63	6.80	8.10	9.36	10.22	10.16	10.67	10.75	11.30	12.52	13.04	12.30
Westminster	6.41	7.08	8.48	9.86	10.16	11.31	11.60	11.36	11.42	12.51	13.19	13.61	12.80

Source : CLG Live Tables

6.3.7 Using the 3.5x earnings as a measure of affordability and the current lower income house price for the borough (at £300k), a household would need an income of £86k per annum to purchase an “entry level” property in the borough.

**Table 10 – affordability at different income bands - LBHF**

	Percent of households priced out of market		
	3x income	3.5x income	4x income
FTB households - Flats	86.07%	79.20%	69.27%
FTB households - Terraced houses	100.00%	100.00%	100.00%
FTB households - Semi-detached houses	100.00%	95.86%	92.41%
FTB households - Detached houses	100.00%	100.00%	94.94%
Owner occupier - Flats	79.20%	69.27%	62.91%
Owner occupier - Terraced houses	100.00%	100.00%	94.94%
Owner occupier - Semi-detached houses	95.86%	92.41%	88.62%
Owner occupier - Detached houses	100.00%	94.94%	90.71%

6.3.8 The Land Registry data in Chart 13, shows that the only properties that are ever beneath £300k are flats or maisonettes.

6.3.9 The table above from HomeTrack confirms the difficulties in affordability in the borough. For first time buyers (FTB), only flats appear as a viable purchase, with almost all first time buyers priced out of the markets for terraced, semi detached and detached houses.

6.3.10 The percentage of households that are already owner occupiers priced out of the market is also high for terraced and detached houses. Some owner occupiers however are not priced out of the market due to their existing levels of capital with flats again being the most affordable type of property.

6.3.11 The table below shows calculated estimates of mean income to house price ratios at a local level within the borough. Ignoring W11 4 and W10 6 which both are being skewed by bordering Kensington and Chelsea, all the postcode areas which have the highest ratios are in SW6 and in the south of the borough.

**Table 11 – affordability at postcode sector level in LBHF**

postcode area	Total Averages	Total Sales	average income	ratio
W11 4	£959,648	65	26,130	36.7
W10 6	£546,520	91	22,054	24.8
W14 8	£864,829	126	39,104	22.1
SW6 3	£1,044,136	137	47,573	21.9
SW6 2	£637,069	190	39,362	16.2
SW10 0	£863,603	86	55,387	15.6
SW6 7	£555,718	153	38,724	14.4
SW6 5	£688,520	102	48,796	14.1
SW6 6	£629,427	154	45,707	13.8
W6 7	£569,145	67	43,112	13.2
SW6 4	£658,525	110	49,907	13.2
W12 9	£500,052	149	40,260	12.4
W6 9	£487,078	76	41,314	11.8
W14 0	£506,702	140	43,825	11.6
W6 0	£489,129	99	42,607	11.5
W4 2	£580,758	110	53,669	10.8
W6 8	£391,128	66	36,317	10.8
W12 7	£320,991	46	31,205	10.3
W12 0	£350,337	77	34,488	10.2
SW6 1	£410,658	74	42,132	9.7
W14 9	£409,213	141	41,992	9.7
W12 8	£370,338	75	39,943	9.3
W10 5	£429,910	52	47,398	9.1
W3 7	£310,528	172	37,291	8.3
NW10 6	£241,416	18	30,694	7.9

Source : Land Registry data, CACI 2009 Paycheck data

6.3.12 Table 12 below shows, for selected occupations, the percentage of income required to purchase an entry level property, and updates the Wilcox work for the Joseph Rowntree Foundation.<sup>4</sup>

6.3.13 Key workers such as social workers have 39.1% of the income required to purchase an entry level property in the borough. Those in teaching professions have 43.9% of the required income, and nurses have 35.7%.

6.3.14 For those in elementary occupations, this percentage is significantly lower, at 24.1% and 14% (for those in elementary administration positions).

**Table 12 – Income of key occupations as % of income required to purchase an entry level property in LBHF**

<sup>4</sup> Can't Work, Can't Buy, Steve Wilcox, Joseph Rowntree Foundation, 2003

<b>Occupation</b>	<b>Average Annual Income</b>	<b>Income as % of income required to purchase</b>
Managers and senior officials	£51,099	59.4%
Professional occupations	£44,298	51.5%
Key workers	£34,751	40.4%
Nurses	£30,676	35.7%
Police officers	£46,213	53.7%
Social workers	£33,621	39.1%
Teaching Professionals	£37,764	43.9%
Prison service officers	£30,701	35.7%
Probation officers	£33,883	39.4%
Fire service officers	£33,087	38.5%
Town planners	£42,811	49.8%
Associate professional / technical occupations	£33,871	39.4%
Skilled trades occupations	£28,617	33.3%
Administrative and secretarial occupations	£20,954	24.4%
Personal service occupations	£16,062	18.7%
Customer service occupations	£17,578	20.4%
Sales occupations	£11,638	13.5%
Elementary occupations	£20,742	24.1%
Elementary administration	£12,068	14.0%

Source: Annual Survey of Hours and Earnings (ASHE) - 2009

Link

<http://www.statistics.gov.uk/StatBase/Product.asp?vlnk=15313>

Note: Figures weighted to reflect the Inner London wages

## 7 Rental levels in Hammersmith and Fulham

- 7.1 Unlike house prices, private sector rents have risen since 1994 at the same rate as earnings growth and so are significantly lower than mortgage costs for an equivalent size local property (Can't Supply: Can't Buy: Hometrack 2008). Average rents in H&F are 65% of average monthly mortgage costs but they are still high compared to the rest of London. Other data sources indicate higher lower quartile local rents. Average rents are 37% of average household earnings; 49% of younger working households (under 40 age group) can afford private rents, compared to 30% that can afford owner occupation but still only 5% of families in the same age group can afford private rents.<sup>5</sup>
- 7.2 The unmet demand for homeownership has been displaced to the private rented sector which has expanded to meet this demand. The private rented sector also provides housing of relatively easy access (and exit) for young and mobile

<sup>5</sup> Evaluating requirements for market and affordable housing NHPAU 2010

households, such as young professional singles, couples and students. Some households occupy private rented housing through choice for at least a period of their lives and there are other households who cannot afford owner occupation and are unable and/or unwilling to access social rented housing. Households who cannot afford private sector rents are supported by the payment of housing benefit or through private sector leasing. There are estimated to be over 5000 of these tenancies in H&F or 18% of the private rented sector.<sup>6</sup>

- 7.3 The private rented sector is characterised by high levels of mobility and the majority of tenants (over 50%) are in the 25-34 age band<sup>7</sup> in 2001. This is the age group where many will be expecting to become first buyers. The tenants in the private rented sector are also very mobile with most tenancies for periods of 6 months. In 2001 only 58% of households living in the private rented sector nationally were living at the same address as one year earlier compared with over 86% of all households in all tenures. There are clearly some advantages in young people being able to move relatively easily, but there can also be some disadvantages for the local area where there are concentrations highly mobile residents. People do not establish links or a responsibility to the local community and the types of goods and services that they require are different from longer term residents.
- 7.4 It also impacts on the provision of a wide range of essential services because many of the younger people who live in rented accommodation are key workers and they move out of the borough and possibly out of London when they want to buy a house. The London Assembly Report Key Issues for Key Workers Feb 2001 highlighted the problems that lack of affordable housing for key workers raises.
- 7.5 A MORI survey conducted for the GLA showed that 87% of private renters wanted to own their own home.<sup>8</sup>
- 7.6 Table 13 below shows the entry level (or market rent thresholds) for properties to rent in the private rented sector.

**Table 13 – Entry level market rents and required incomes LBHF and West London**

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<sup>6</sup> West London Strategic Housing Market Assessment

<sup>7</sup> The Modern Private Rented Sector, David Rhodes, Joseph Rowntree Foundation, University of York. 2006

<sup>8</sup> Housing in London. The Evidence Base for the London Housing Strategy. Nov 2009

		Bedsit	1 bed	2 beds	3 beds	4+ beds
West London	Threshold price	£100.00	£185.00	£250.00	£292.50	£353.75
	Required income	£20,900.00	£38,600.00	£52,100.00	£61,000.00	£73,800.00
Hammersmith and Fulham	Threshold price	£107.55	£198.96	£268.87	£314.58	£380.45
	Required income	£22,400.00	£41,500.00	£56,100.00	£65,600.00	£79,400.00

Source : ORS data in West London SHMA

- 7.7 Lowest quartile rents are significantly higher in Hammersmith and Fulham than in much of West London. Kensington and Chelsea is the only area which has higher entry level rents.
- 7.8 To rent a bedsit in the private sector a minimum income of £22.4k per annum is required. This increases rapidly with the number of bedrooms required to a required income of £79.4k per annum for a 4 bed property in the private rented sector.
- 7.9 Of those on the housing register, it is estimated that 25.7% have an annual income of more than £19k per annum, and 7% have an annual income of £30k per annum or higher, and could seek alternative housing opportunities in the private rented sector.

## Annex B Infrastructure Investment Tables

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
<b>Transport</b>								
Improvements to northbound access from Fulham Palace Road to the Hammersmith Gyrotory	To improve the bus priority measure for Bus Route 220	Road improvements	£2.5m	TFL	Ongoing	Funded through TFL	Hammersmith Town Centre	Medium
Improvements to District Line	To increase capacity, comfort and reliability	New trains, new signalling, renewed track and a new centralised service control centre	Unknown	TFL	2010-2018	Funded through TFL	Hammersmith Town Centre and N Fulham Regeneration Area	High
Improvements to Piccadilly Line	To increase capacity, comfort and reliability	New trains, new signalling system and a new control centre	Unknown	TFL	to be finalised	Funded through TFL	Hammersmith Town Centre and N Fulham Regeneration Area	High
Improvements to the West London Line	To increase access to the line and increase the frequency of trains on the line	Increases to platform lengths, and possible new stations at Chelsea Football Club and North Pole Road	Unknown	TFL	Ongoing	Developer contributions	White City, N Fulham, S Fulham regeneration areas	High

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
New Crossrail station	To support development at Old Oak and Hythe Road Area	Construction of new station on Crossrail Line	Unknown	Crossrail Ltd	2017 onwards	Crossrail Ltd, LBHF and developer contributions	Old Oak and White City Regeneration Areas	Medium
High Speed 2 Hub	To link with proposed new Crossrail station and provide link to Heathrow	Construct a station/terminus at Old Oak to link with Crossrail	Unknown	HS2 Ltd	2017 onwards	Central Government, National Rail and HS2 Ltd	Old Oak and White City Regeneration Areas	Medium
Chelsea-Hackney Line	To improve public transport access in the south of the borough	Improvements to the track between Parsons Green and Wimbledon and construction of new line between Parsons Green and Chelsea	Unknown	TFL	2017-2030	Likely to be funded by Central Government and TFL	N Fulham, S Fulham regeneration areas	Medium
Upgrade to existing Chelsea Harbour Pier	To improve transport accessibility in the South Fulham Riverside Area	To increase the capacity for water based traffic	Unknown	LBHF/TFL	2012-2020	S106 contributions	S Fulham regeneration area	Medium
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	Provide additional transport capacity in the form of new roads, buses, cycleways and other public transport	Unknown	TFL	Ongoing	TFL and S106	All regeneration areas	High



Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
<b>Water and Drainage Infrastructure</b>								
Upgrade of Counters Creek Sewer	To update ageing infrastructure and increase capacity	Replacement and enlargement of sewer	Unknown	Thames Water	2015-20	Funded by OFWAT.	Borough-wide	Medium
Thames Wall Improvements	To ensure that the Thames Wall is an effective barrier to flood risk	Regular upkeep of wall defences	Unknown	Environment Agency	Ongoing	Riparian landowner / Environment Agency	S Fulham N Fulham and Hammersmith Town Centre regeneration areas	Medium
<b>Secondary Education</b>								
Hammersmith Academy	To meet demand for secondary school places	Construction of new secondary school	Unknown	DCSF	2010-2012	DCSF and Mercers	Borough-wide	High
Sacred Heart High School	To meet demand for secondary school places	New build/ refurbishments	£7.5m	LBHF	2012-2015	LBHF/S106	Borough-wide	High
Lady Margaret School	To meet demand for secondary school places	New build/ refurbishments	£4.8m	LBHF	2012-2015	LBHF/S106	Borough-wide	High
Fulham Cross / Henry Compton	To facilitate operational requirements for federation	Refurbishments	£4m	LBHF	2012-2015	LBHF/S106	Borough-wide	High
William Morris	Expansion to meet	New build/	£2.5m	LBHF	2012-2015	LBHF/S106	Borough-wide	High

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
	space requirements	refurbishments						
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	To provide additional secondary school capacity	Unknown	LBHF	2010 onwards	LBHF/S106/DCSF	All regeneration areas	Medium
<b>Special Education</b>								
Cambridge School	To deliver objectives of 2008 SEN Review	New build on Bryony Centre Site	£8.5m	LBHF	2011/2012	LBHF	Borough-wide	High
Bridge Academy	To deliver objectives of 2008 SEN Review	New build on Cambridge Site	£8.5m	LBHF	2012/2013	LBHF	Borough-wide	High
Queensmill	To deliver objectives of 2008 SEN Review	New build/refurbishments on Finlay Street Site	£9m	LBHF	2013/2014	LBHF	Borough-wide	High
<b>Primary Education</b>								
John Betts	Replacement of hatted classroom	Construction of solid structure classroom	£250,000	LBHF	2010-11	LBHF/PCP	Local area	High
Langford Primary School	Relocation of Gibbs Green School	Major new build	£1m	LBHF	2009-2010	LBHF/PCP	Local area	High
St Thomas of Canterbury	Expansion to meet space requirements	New build/refurbishments	£1.5m	LBHF	2010-2011	LBHF/PCP	Local area	High
Old Oak	Expansion to two form entries	New build/refurbishments	£1m	LBHF	2011/2012	LBHF/PCP	Local area	High

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
Holy Cross	Expansion to two form entries	Major new build/ remodel	Unknown	LBHF	2012-2015	LBHF/PCP	Local area	High
St Peters	Improvements to teaching facilities	Amalgamation of school on single site with possible expansion	Unknown	LBHF	2012-2015	LBHF/PCP	Local area	High
Bentworth	Expansion to meet space requirements	New build/ refurbishments	Unknown	LBHF	2012-2015	LBHF/PCP	Local area	High
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	To provide additional primary school capacity within Regeneration Areas	Unknown	LBHF	2010 onwards	LBHF/S106	All regeneration areas	Medium
<b>Early Years</b>								
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	Creation of new daycare centres as part of any proposed new primary school	Unknown	LBHF	2010 onwards	LBHF/S106	All regeneration areas	Medium
<b>Healthcare</b>								
Expansion of Hammersmith Hospital	To accommodate new research facility	New build and consolidation of existing facilities	£100m	Imperial College Healthcare (ICH)	2009-2014	ICH/ Department of Health	White City Regeneration area and N of Borough	Medium
White City Collaborative	Creation of new health centre	New build in association with residential	£11.6m	HFPCT	2010-2013	HFPCT/LBHF	White City Regeneration area and N of	High

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
Care Centre		development					Borough	
Fulham Centre for Health	Creation of new polyclinic	Works at Charing Cross Hospital to create a new polyclinic	£3.56m	HFPCT	2010-2012	HFPCT	Hammersmith Town Centre and S of borough	High
Consolidation of Wandsworth Bridge GPs	Consolidate facilities and increase capacity	Refurbishment and new build and closure of obsolete facilities	£750,000	HFPCT	2010-2013	HFPCT/LBHF	S Fulham RA	Medium
Cassidy Road	Create a 2 <sup>nd</sup> tier health centre	Expand existing facility	£350,000	HFPCT	2011-13	HFPCT	Local area	Medium
Richford Gate	Create a 2 <sup>nd</sup> tier health centre	Expand existing facility	£600,000	HFPCT	2011-13	HFPCT	Local area	Medium
Upgrading GP Premises	To increase GP capacity in the vicinity of the borough's hospitals	Creation of GPs at Hammersmith and Charing Cross Hospitals	£1.2m	HFPCT	2010 onwards	HFPCT/ICH	Borough-wide	Medium
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	To provide additional healthcare facilities within Regeneration Areas	Unknown	HFPCT	2010 onwards	HFPCT/S106	All regeneration areas	Medium
<b>Police</b>								
Expansion of Hammersmith Police Station	Current facilities are unsuitable	Expansion of existing facilities	Unknown	Metropolitan Police	2010 onwards	Metropolitan Police	N of borough	Low

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
Expansion of Shepherd's Bush Police Station	Population increases around Shepherd's Bush	Expansion of existing facilities and creation of 24 hour custody suites	Unknown	Metropolitan Police	2010 onwards	Metropolitan Police	S of borough	Medium
<b>Leisure and Sport</b>								
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	To provide additional leisure and sports provision within Regeneration Areas	Unknown	LBHF	2010 onwards	LBHF/S106	All regeneration areas	Low
<b>Meeting Halls and Spaces</b>								
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	To provide additional meeting halls and spaces within Regeneration Areas	Unknown	LBHF	2010 onwards	LBHF/S106	All regeneration areas	Low
<b>Libraries</b>								
Hammersmith Library	Offer a better service to residents	Relocate the library in central Hammersmith	Unknown	LBHF	2010 onwards	LBHF	Borough-wide	Medium
Fulham Library	Offer a better service to residents	Improvements to the library including self service terminals, IT improvements and new furniture	£100,000	LBHF	2010-2013	LBHF	S of borough	Medium
Sands End Library	Offer a better service to residents	Relocate the facility	Unknown	LBHF	2010 onwards	LBHF	S of borough	Medium

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
<b>Voluntary Sector</b>								
Creation of 3 <sup>rd</sup> sector hubs	To consolidate 3 <sup>rd</sup> sector facilities	Identification of suitable sites for third sector hubs and redevelopment	Unknown	LBHF	2010 onwards	LBHF	Borough-wide	Low
<b>Open Space</b>								
Shepherd's Bush Green	To improve the quality of the open space	Re-modelling of the open space	£4.6m	LBHF	2009-2011	LBHF/S106	White City Regeneration area and N of Borough	High
Bishop's Park	To improve the quality of the open space	Re-modelling of the open space	£7m	LBHF	2011-2015	LBHF/National Lottery	S of borough	Medium
Other park improvements	Improve the attractiveness of the borough's commons and key open spaces	Minor re-modelling and refurbishment works	£1.5m	LBHF	2009-2015	LBHF	Borough-wide	Medium
Additional need from Regeneration Areas	To meet the needs of the increasing population in Regeneration Areas	Create new open spaces (including new playspaces and biodiversity) to meet the needs of the expanding population and to address deficiencies	Unknown	LBHF	2010 onwards	LBHF/ National Lottery/ S106	All regeneration areas	Medium

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
<b>Thames Path</b>								
Re-alignment of Thames Path	To create an attractive riverside walk	Where development occurs, require the provision of a publicly accessible walkway along the riverfront	Unknown	Developer	2010 onwards	S106	Hammersmith Town Centre, S Fulham and S of Borough	Medium
<b>The Grand Union Canal and Towpath</b>								
Wheelchair access at Scrubs Lane	To increase accessibility to the canal towpath	Redevelop the access ramp	£612,000	LBHF	2010-2012	TFL/PRP	Old Oak Common and White City regeneration area	Medium
<b>Outdoor Sports Provision</b>								
School Sports Zones	To allow educational facilities to have access to public outdoor sports pitches and courts	Minor alterations to upgrade outdoor sports facilities	Unknown but not likely to be large	LBHF	2010-2013	LBHF	Borough-wide	Medium
Hammersmith Academy sports pitch access	Provide accessible sports provision for Hammersmith Academy in Ravenscourt Park	Minor improvements to current pitches and courts	Unknown but rent will likely outweigh costs	LBHF	2010-2011	LBHF	Borough-wide	High
<b>Playspaces</b>								
Improvements	To upgrade the quality	Minor refurbishments	£1.1m	LBHF	2010-2015	DCSF	Borough-wide	High

Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
to playspaces	of existing playgrounds							
<b>Trees</b>								
Mayor's Street Tree Programme	To improve the attractiveness and ecology of areas identified as being deficient in street trees	Identification of suitable locations and planting of trees	Roughly £100,000	GLA	2009-2013	GLA	Borough-wide	Medium
<b>Affordable Housing</b>								
White City Opportunity Area	Meet affordable housing aspiration and need plus any social housing re-provision requirements	Intermediate housing and affordable rent housing plus social housing re-provision if required	NK	LBHF / Developer	2012-2032	Developer	White City Opportunity Area	High
Hammersmith Town Centre and Riverside	Meet affordable housing aspiration and need plus any social housing re-provision requirements	Intermediate housing and affordable rent housing plus social housing re-provision if required	NK	LBHF / Developer	2012-2022	Developer	Hammersmith Town Centre and Riverside	High
Fulham Regeneration Area	Meet affordable housing aspiration and need plus any social housing re-provision requirements	Intermediate housing and affordable rent housing plus social housing re-provision if required	NK	LBHF / Developer	2012-2032	Developer	Fulham Regeneration Area	High



Scheme	Need for scheme	Requirements of scheme	Cost	Lead Delivery Agency	Indicative Delivery Phasing	Funding Arrangements	Area of Borough	Priority
South Fulham Riverside	Meet affordable housing aspiration and need	Intermediate housing and affordable rent housing	NK	LBHF / Developer	2012-2032	Developer	South Fulham Riverside	High
Park Royal Opportunity Area	Meet affordable housing aspiration and need	Intermediate housing and affordable rent housing	NK	LBHF / Developer	2022-2032	Developer	Park Royal Opportunity Area	High
Rest of Borough	Meet affordable housing aspiration and need	Intermediate housing and affordable rent housing	NK	LBHF / Developer	2012/2022	Developer	Borough-wide	High

## Annex C Glossary

**Affordable Rent** – “Rented housing provided by registered providers of social housing, that has the same characteristics as social rented housing except that it is outside the national rent regime, but is subject to other rent controls that require it to be offered to eligible households at a rent of up to 80% of local market rents.” Source: CLG. Planning Policy 3: Planning for Housing – Technical change to Annex B, Affordable Housing Definition. CLG, 2011

**Greater London Authority (GLA)** – The statutory strategic authority responsible for supporting the Mayor produce the London Plan and the London Housing Strategy

**Homes and Communities Agency (HCA)** – The national housing and regeneration agency responsible for administering funding for new housing and regeneration in England and overseeing the borough investment planning process. *Note: The HCA’s London (and London Development Agency’s) functions are planned to be merged into the Mayor’s new Housing and Regeneration Directorate by April 2011*

**Intermediate Housing** – Affordable housing for rent and/or ownership for working households on low to medium incomes who are ineligible for social housing and unable to afford market housing

**Local Development Framework (LDF)** – The is the suite of planning documents that comprises the local spatial development strategy for the borough, including the Core Strategy and Development Management Plan policies

**Registered Providers** – Organizations formerly known as Registered Social Landlords (and also housing associations) who provide affordable housing

**Social Housing** – Affordable housing let on secure or assured tenancies for households in necessitous need.

**Strategic Housing Land Availability Assessment (SHLAA)** – Assesses the availability and timing of housing site delivery in an area over a fifteen year timeframe and is intended to guide housing delivery ‘trajectories’ in the LDF

**Strategic Housing Market Assessment (SHMA)** – A research tool designed to help inform and provide housing market evidence for planning and housing strategies and policies

**Tenant Services Authority** – Responsible for regulating the work of Registered Providers

**Transport for London (TfL)** – The Mayor’s transport agency responsible for strategic investment and coordination of service delivery

#### **Annex D Key Reference Documents**

1. LBHF Local Development Framework – Core Strategy Post Submission Amendments arising during Examination (June 2011)
2. LBHF Local Development Framework – Development Management Plan Policies (Aug 2011 Version)
3. Hammersmith and Fulham Community Strategy 2007/14 (September 2007)
4. Mayor of London’s London Plan (July 2011)
5. Mayor of London’s Housing Strategy (Feb 2010)
6. LBHF Housing Strategy 2007/14 – A Housing Ladder of Opportunity for All
7. Mayor of London’s A Revised London Housing Strategy – Initial Proposals (Aug 2011)
8. CLG A Fairer Future for Social Housing
9. HCA Single Conversation: A better way to achieve positive outcomes for people and places (2009)
10. HCA Single Conversation: Further Information Local Investment Plan (Jan 2010)
11. LBHF Cabinet Briefing – Effect of the HRA Reform on LBHF and Proposed Response to CLG Consultation 1 July 2010
12. LBHF Cabinet Report – Housing Estates Investment Plan
13. LBHF LDF Strategic Housing Land Availability Assessment (Oct 2010)

14. LBHF LDF Background Paper: Affordable Housing (Oct 2010)

**Annex E - Key Borough Contacts**

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## Initial Screening Equality Impact Analysis Tool

<b>Section 01</b>	<b>Details of Initial Equality Impact Screening Analysis</b>
<b>Financial Year and Quarter</b>	2011/12 / Q3
<b>Name of policy, strategy, function, project, activity, or programme</b>	<p><b>Borough Investment Plan (New Document)</b></p> <p>The purpose of this new document is to set out to the Homes and Communities Agency (HCA) and the Greater London Authority (GLA) the Council's strategic housing and regeneration investment priorities. This document will need to be approved by both the Council's Cabinet and the Mayor of London's Housing Board. It is not a mandatory document, but will enhance the Council's ability to attract housing and regeneration future funding to the borough.</p>
<b>Q1 What are you looking to achieve?</b>	<p>The primary task is to give clarity to interested parties where the Council's strategic housing and regeneration priorities are, providing the rationale for public funding support if needed, to support the delivery of those priorities. Without a borough investment plan in place, it would be very difficult to secure the funding necessary to expedite projects.</p> <p>The Council's Core Strategy (underpinned by its Strategic Housing Land Availability Assessment) has identified housing capacity for an additional 14,400 homes, 13,200 in five regeneration opportunity areas with a further 1,200 on other 'rest of borough' sites. In addition three of the five regeneration opportunity areas are the subject of Opportunity Area Planning Frameworks (OAPFs) supported by the London Mayor. The purpose of the Borough Investment Plan is to set out in broad terms where the public investment is required; what it will be used for; over what timeframe; what outputs and outcomes will be yielded.</p> <p><b>It should be noted that there will be no direct impacts arising from the approval by Cabinet of the Borough Investment Plan, but does give a greater likelihood of attracting affordable housing and wider regeneration funding in the future which will have the potential to deliver direct positive impacts for Hammersmith &amp; Fulham's residents.</b></p>
<b>Q2 Who in the main will benefit?</b>	<p>The delivery of the 14,400 homes over a twenty year period will have a range of benefits. The Council is aiming to deliver 60% market housing (8,640 homes) which may include some student accommodation with the remaining 40% of that total (5,760 homes) provided as affordable housing. The market housing will be either for market ownership or rent. The large majority of the new housing (13,200 homes) will be delivered in the five regeneration opportunity areas identified in the Council's Core Strategy. These areas are White City; Hammersmith Town Centre and Riverside; Fulham Regeneration Area; South Fulham Riverside; and Park Royal Opportunity Area. The affordable housing will comprise intermediate housing (for working households on</p>

low to medium incomes); affordable rent housing (a new type of affordable housing) with rents which will be charged up to 80% of market rents); and social housing where re-provision of existing social housing is required. The remaining 1,200 homes will be delivered on small to medium sites in the rest of the borough provided on the same basis described above.

The wider impact of delivering these regeneration projects will be significant. Three of the five areas – White City; Fulham; and Park Royal – host some of the most disadvantaged communities in the borough and a key objective is to ensure that wider regeneration benefits – improved transport infrastructure; over 25,000 new jobs; improved physical environments; new retail and office space; replaced and/or improved affordable housing - improve the life chances of disadvantaged people.

The Council will be seeking all new all new build dwellings should be built to “Lifetime Homes” standards with 10% to be wheelchair accessible, or easily adaptable for residents that are wheelchair users. The Council also supports the standards set out in the Mayor of London’s housing design guide which will help improve the sustainability of new housing; reduce fuel poverty; have more family accommodation that meets modern day living and space standards; and help ensure that new housing developed delivers mixed tenure, mixed use living environments. One of the Council’s over-arching regeneration objectives is to reduce the incidence of mono-tenure social housing environments which are considered to be a factor in perpetuating social and economic exclusion. Initiating these five regeneration projects will help address that issue by regenerating existing environments, creating employment opportunities for local people which can ideally arrest and reverse exclusion as described above, providing effective mechanisms are in place.

Social affordable housing has been allocated on the basis of necessitous need in the last 30 or so years, inevitably disadvantaged groups have been disproportionately over-represented in this sector. Groups such as the elderly; Black, Asian and minority ethnic (BAME) groups; single parent households; people with dependency issues (e.g., drugs, alcohol). Therefore, where new affordable social housing is developed, being able to allocate new homes to disadvantaged groups will have a positive equalities impact. Included under the social housing heading is supported housing (where there are services provided to ‘support’ vulnerable households live in the community) and also older people’s sheltered housing (which may or may not include onsite warden support). The Council expects that such housing will be provided in the new regeneration opportunity areas and also gives the Council an opportunity to review the provision of its current sheltered housing portfolio. It should be noted that the Government’s Affordable Rent housing model will involve charging rents at closer to market rent levels, There is a risk that if the maximum rent increase permissible under the new proposals is applied, some larger family sized accommodation would be unaffordable to both non working and working households. The Council has sought to mitigate the impact s of such rises by adopting an interim rents policy that is within the housing benefit caps that are to be implemented from January 2012. Additional

consideration in due course will need to be given when to this issue when the Government's Universal Credit proposals are implemented in 2013. Intermediate affordable housing is that which is allocated to households on low to medium incomes. It can take the form of shared ownership; shared equity; discounted market sale; sub market rent housing. This is an effective housing product which enables people working in public sector and for other essential service providers to gain stable and long term housing accommodation. This will have positive equality impacts on the basis that minority groups are actively sought to take advantage of new intermediate housing products and the impacts monitored and mitigating action undertaken. Given households from disadvantaged groups are generally on lower than average incomes (and often benefit dependent), such households are less likely to take advantage of such products.

Age	The development of new housing – market and affordable – that meets modern day standards will improve the choice of housing that households will be able to access. Where large family affordable accommodation is provided, this is considered to improve the educational attainment for children 4-18 years olds wishing to study. Where better quality older people's affordable housing is provided this will create improved opportunities and lifestyle for 65+ year old households. Where improved choices can be made for older people, this can have the effect of freeing up larger, under-occupied housing where older people's children have left home, meaning that younger families can benefit from leaving over-crowded accommodation. Older people would not be required to leave their current accommodation. under current secure and assured tenancies. Future Affordable Rent tenancies are likely to be granted on a fixed term basis and therefore there will be greater flexibility to assess people's needs on a periodic basis.	H	+
Disability	The development of new housing – market and affordable – which delivers 10% wheelchair accessible housing and delivers the "Lifetime Homes Standards" will have direct and positive impacts on disabled people's quality of life, regardless of age. Implementing these design standards will also have the impact of 'future proofing' homes, allowing people as they get older and/or become disabled to able to stay in their own homes with relatively minor adjustments being required.	H	+

Gender reassignment	No impacts, negative or positive, are expected to be experienced by individuals who are in the process of transitioning from one gender to another.	L	Neutral
Marriage and Civil Partnership	No impacts, negative or positive, are expected to be experienced by people who are married or in a civil partnership.	L	Neutral
Pregnancy and maternity	Where pregnant women are living in good quality, secure, warm and weathertight accommodation, it can be expected that this will have a positive impact on their social and health well-being.	M	+
Race	The provision of new affordable rent housing is expected to have a positive impact on the quality of life for groups from Black, Asian and minority ethnic backgrounds. Historically, such housing has been allocated on the basis of need and therefore the positive impacts associated with high quality, well designed, spacious housing which reduces fuel poverty will have a beneficial impact on this group. It should be noted that under the Localism Bill proposals, greater flexibility is to be granted to local authorities to allocate new affordable rent housing (and the re-letting of existing housing). In the event that affordable rent housing is allocated to (say) economically active households as opposed to benefit-dependent housing, then the positive impacts described above will be diluted.	H	+
Religion/belief (including non-belief)	No impacts on the basis of gender, negative or positive, are expected to be experienced by these groups.	L	Neutral
Sex	Where overcrowding is reduced, positive equality impacts can be expected to be experienced by adult household members	M	+
Sexual Orientation	No impacts on the basis of sexual orientation, negative or positive, are expected to be experienced by these groups.	L	Neutral



	<p><b>Human Rights and Children's Rights</b></p> <p>Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>Will it affect Children's Rights, as defined by the UNCRC (1992)? No</p>
<p><b>Q3</b> Does the policy, strategy, function, project, activity, or programme make a positive contribution to equalities?</p>	<p>Yes</p> <p>The adoption of this Borough Investment Plan provides a basis for making a positive contribution to equalities. The development of new affordable housing over the twenty year timeframe of the Investment Plan (and the Core Strategy) will help meet affordable housing need, providing a platform for new individuals and community well-being. Its adoption by the Council and agreement by the Homes and Communities Agency and the Mayor of London will not on its own lead to additional housing and regeneration funding to be invested in the borough. Therefore there will be no direct impacts arising from its adoption. However, it should be seen as a pre-requisite for future discussions and bids for funding to be undertaken on a meaningful basis helping to deliver the Council's Core Strategy and Community Plan vision.</p>
<p><b>Q4</b> 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</p> <p>If the answer here is 'yes', then it is necessary to go ahead with a Full Equality Impact Analysis. You should also consider a Full Equality Impact Analysis if your decision is likely to be of high relevance to equality, and/or be of high public interest.</p>