

# Full Council

## Equalities Impact Assessments (EIAs)

3 July 2013

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**Full Equality Impact Analysis**  
**LB Hammersmith and Fulham Development Management Local Plan: Equality Impact Analysis**

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

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2012-2013 Q4
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	The Development Management Local Plan (DM LP) formerly known as the Development Management Development Plan Document (DM DPD) is the second of two strategic planning policy documents forming part of the Local Development Framework (LDF). The DM LP sets out the development management policies to be used by the council in determining individual planning applications across the borough. The DM LP should be read in conjunction with the Core Strategy, the overarching policy document detailing the long term strategic spatial plan for the borough and with the London Plan 2011.
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<b>Date of completion of final EIA</b>	Date for start of EQIA: 25 March 2012 Completion date for EQIA: 20 March 2013

Section 02	Scoping of Full EIA
<b>Plan for completion</b>	The DM LP is an important document for development in the borough and of high public interest, therefore a full EQIA is necessary  <b>Timing:</b> The EQIA supported the DM LP which was submitted to the Secretary of State for examination in accordance with the requirements of section 20 of the <i>Planning and Compulsory Purchase Act 2004</i> . The examination concluded in February 2013 when the Inspector submitted his final report and found the DM LP sound.  <b>Resources:</b> Officer time only (40 hours)  <b>Lead Officer:</b> Trevor Harvey, Team Leader Development Plans

**What is the policy, strategy, function, project, activity, or programme looking to achieve?**

The DM LP must be consistent with the council's Core Strategy and the London Plan. Both the Core Strategy and the DM LP are part of the LDF (Local Development Framework). The purpose of the DM LP is to include more detailed development management policies that expand upon the strategic policies included in the council's Core Strategy. Individual planning applications will be assessed against these policies.

The DM LP policies have been prepared following evidence gathering, sustainability appraisal exercises and a number of rounds of consultation. The policies were also subject to independent examination which led to some modifications being recommended by the Inspector. When they are adopted, they will apply throughout the borough, including in those areas experiencing high levels of deprivation, poorer housing and living environments. A key objective of the Core Strategy and the supporting policies in the DM LP is to increase the opportunities available for more local residents and their families to develop their knowledge and skills and to own their homes, so that they can continue to live and prosper in their local communities.

The DM LP contains policies on the following topics:

**A: Housing**

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

**B: Local Economy and Employment**

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

**C: Town and Local Centres**

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

D: Community Facilities, Leisure and Recreation

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

E: Open Space

- Access to parks and open spaces
- Playspace for children and young people
- Nature conservation
- Greening the borough
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F: Waterways – Thames and Grand Union Canal

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

G: Design and Conservation

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

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

- Reducing carbon dioxide emissions
- Promoting sustainable design and construction
- Reducing water use and the risk of flooding

- Water quality
- Sustainable water management
- Hazardous substances
- Contaminated land
- Air Quality
- Noise
- Light pollution
- Control of potentially polluting uses and environmental nuisance

#### J: Transport and Accessibility

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

Additionally, the DM LP also sets out how the implementation of its policies will be monitored.

This EQIA analyses the likely impacts of the DM LP policies, on statutorily identified protected characteristics, human rights and children's rights. It also assesses the DM LP policies against the public sector equality duties in s149 of the Equality Act 2010 which states that in the exercise of its functions the council must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Having due regard for advancing equality involves:

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

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

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

Note: Age as per the Equality Act 2010 does currently not protect young people under the age of 18, although they are protected under other protected characteristics. Reference to this group has been included under Age in this EQIA, however, in order to make it easier to understand the link between DM LP policies and young people. Analysis of the effects of each policy on those under 18 is more fully included under Children's Rights.

### **Methodology of the Analysis**

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

In addition, the EQIA does not assess policy DM SD1 Presumption in favour of sustainable development. This policy was requested by the Inspector who carried out the examination of the DM LP. It is a modification to the submission DM LP and its inclusion is a government requirement.

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

### **Topic Area A: Housing**

	<b>A. Housing</b>	<b>Relevance</b>	<b>Impact</b>

	Age	<p>Policy A1 (Housing supply) - The policy aims to exceed the borough's London Plan target for new housing. The policy also permits conversions that will provide family accommodation and will not result in a net reduction in housing numbers. Proposals that would result in a net reduction in housing numbers will not be supported.</p>	High	Positive
		<p>Policy A2 (Housing Quality and Density) – The policy seeks to ensure that all new housing is built in accordance with London Plan policies that among other things requires new dwellings to be designed to have adequate internal space and outdoor amenity areas. This will be of benefit to younger occupants in particular by allowing convenient internal storage space for prams and other items. Children and adults will also benefit from the requirement to provide adequate private outdoor amenity space.</p>	High	Positive
		<p>Policy A3 (Housing Mix) – The policy aims to address the strong need for family housing in the borough by seeking family housing for all tenures of new housing. This will benefit families, particularly children from protected groups. The provision of affordable family housing should assist families but in particular women who are single parents as they are statistically less economically active than men, and often earn less in similar occupations (Source - 2001 Census data ).</p>	High	Positive
		<p>Policy A4 (Accessible Housing) - All new homes including where feasible, conversions, changes of use and dwellings formed in extensions should be built to Lifetime Homes standards. This will benefit people particularly as they get older and their living needs change, allowing them to continue living independently in their communities for as long as possible. It will also benefit families with young children. The policy also seeks 10% of new housing in developments providing 10 or more units to be wheelchair accessible. This will increase the amount of housing available to people with age-related mobility impairments, some of whom could be wheelchair users</p>	High	Positive
		<p>Policies A5 (Meeting needs of people who need care and support) and A7 (Providing for student accommodation in appropriate places) – The</p>	Medium	Positive

	<p>policies seek to promote the provision of housing for people who need ongoing care and support, and provide appropriate accommodation for students respectively. This will help to provide housing for groups who may be older or in need of care as well as students who are generally more economically disadvantaged compared to the wider community. These policies will help people in these groups have a greater stake in the community, supporting their future economic prospects, personal security and social mobility.</p> <p>Policy A6 (Hostels and houses in multiple occupation) – The policy addresses an important housing issue by aiming to provide ‘fit for purpose’ accommodation for people who cannot afford self contained accommodation. The policy will benefit mostly single people of all ages who require access to decent quality, affordable accommodation.</p> <p>Policy A9 (Detailed residential standards) – The policy seeks all new housing to be built to the design standards listed in the Mayor of London’s Housing SPG. These include maximising accessibility for disabled people, adequate internal space standards and the provision of suitable amenity and garden space. These standards will have wide ranging benefits for all occupants but will particularly benefit older people with age-related mobility impairments, pregnant women and those caring for infants and toddlers, and children.</p>	Medium	Positive
	<p>Disability</p> <p>Policy A2 (Housing quality and design) and A9 (Residential Standards) - These policies aim for new homes to high standards, taking into account the London Plan and Mayor’s Housing SPG standards that specify among other things, standards on internal space, private amenity space and ensuring accessibility for disabled people. Incorporating these measures in all new housing development will ensure homes are built ‘fit for purpose’ to accommodate the needs of all people including the disabled.</p> <p>Policy A4 (Accessible Housing) - The policy aims to ensure that all new homes are built to ‘Lifetime Homes’ standards to ensure that dwellings can continue to be used effectively as people age and their needs change. The policy also requires 10% of all new homes (in</p>	High	Positive
		High	Positive



	<p>developments consisting of 10 or more dwellings) to be designed to be wheelchair accessible. New developments will also need to provide adequate parking space to meet the needs of blue badge holders.</p> <p>Policy A5 (Meeting needs of people who need care and support) – The policy will particularly benefit elderly and disabled people who need care by resisting the loss of special needs housing. The policy also introduces criteria to ensure that additional special needs housing facilities will be built to high design standards.</p> <p>Policy A7 (Student accommodation) – The policy will seek adequate wheelchair accessible provision in new student accommodation developments to cater to the needs of disabled students.</p> <p>Policy A9 (Detailed residential standards) – The policy introduces a number of design criteria new housing should comply with, including ensuring dwellings are accessible for disabled people and have adequate private indoor and outdoor amenity space. Having these features will ensure dwellings are ‘fit for purpose’, improving accessibility and overall amenity and thereby improving the quality of life of disabled occupants.</p>	High	Positive
		High	Positive
		High	Positive
Gender reassignment	The housing policies in the DM LP have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The law does not require service providers to take into account the impact of what they do on married people and civil partners. The law does require public authorities to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. In this respect, the housing policies in the DM LP are not relevant to, and will not have an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Pregnant women and those with young children have specific housing needs due to reduced mobility and the need for additional space requirements associated with the care of young children. The implementation of the following housing policies will benefit women in this protected group:		

		<p>Policy A1 (Housing Supply) – The policy aims to ensure more family housing is provided across the borough both in the form of new housing and conversions of existing houses, including supporting the reconversion of smaller dwellings into family sized dwellings in appropriate areas.</p>	High	Positive
		<p>Policies A2 (Housing quality and density) The policy aims for all new housing in the borough to be built in accordance with London Plan policies and the Mayor’s Housing SPG, which includes the provision of both adequate internal space for the storage of prams and other equipment and private open space. Both children and parents will benefit from these better designed dwellings that are adaptable to changing needs.</p>	High	Positive
		<p>Policy A3 (Housing Mix) – The policy sets out targets for family sized housing across all tenures of new housing developments. This will help ensure that people from all socio-economic groups will continue to have access to suitable family sized housing.</p>	High	Positive
		<p>Policy A9 (Detailed residential standards) – The policy seeks all new housing to be built to the design standards listed in the Mayor’s Housing SPG. These include standards on the provision of both adequate internal space to accommodate prams and other equipment, and private open space. These standards will improve the quality of life of pregnant women and those caring for infants and toddlers by facilitating the convenient storage of essential children’s equipment and providing sufficient private open space.</p>	High	Positive
	Race	<p>People from BME backgrounds are more likely to have less access to suitable housing, or to be living in dwellings unsuitable for their needs (Source - 2001 Census data). A number of policies would help address this issue:</p>	High	Positive
	<p>Policy A1 (Housing Supply) – The policy aims to exceed the borough’s housing targets set out in the London Plan by seeking new housing on</p>	High	Positive	

		<p>both identified and windfall sites, through changes of use and permitting the appropriate conversion of existing dwellings into two or more dwellings range of different dwelling tenures. This will increase the overall supply of a range of new housing types across the borough benefitting all people in general, including BME communities.</p> <p>Policy A2 (Housing quality and density) – The policy aims to ensure that all new dwellings regardless of tenure, will be mainly low to medium rise density, built to high design standards and provided with adequate amenity space. These features will help ensure dwellings are ‘fit for purpose’ and will improve the quality of life for all occupants. BME groups will benefit in particular given that they are more likely to be living in accommodation that is unsuitable to their needs or not fit for purpose.</p> <p>Policy A3 (Housing Mix) – The policy aims to ensure that large new developments will have a suitable mix of housing tenure that reflects local need, including the provision of additional family sized dwellings across all tenures. This will be of particular benefit to BME communities, some of which tend to have larger family sizes and may be housed in unsuitably sized accommodation (Source – 2001 Census data; Hammersmith and Fulham Housing Need Study).</p>	High	Positive
			High	Positive
	Religion/belief (including non-belief)	The housing policies in the DM LP have not emerged as directly relevant to, or as having an impact on Religion or belief including non-belief. However, increased numbers of new housing may necessitate the added provision of social infrastructure such as multi-use community facilities, to cater to growing need. These facilities may be used by religious and other groups for worship and other associated purposes. The DM LP housing policies may therefore be seen to have an indirect positive influence on Religion/belief.	Low	Positive
Sex	The housing policies in the DM LP have not emerged as having an adverse impact on Sex. However, pregnant women and sole parents (who most often are women), have a greater need for suitable housing. Women also have longer life expectancies than men, leading to a greater need for special needs housing and other support to allow	Medium	Positive	

	independent living for as long as possible. DM LP policies such as Policy A3 (Housing Mix); A4 (Accessible Housing); A5 (Meeting the needs of people who need care and support); A6 (Hostels and Houses in multiple occupation) and A9 (Detailed residential standards) will help to address women's special needs as outlined above.		
Sexual Orientation	The housing policies in the DM LP have not emerged as relevant to, or as having an impact on sexual orientation.	N/A	N/A

### Human Rights and Children's Rights

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

No.

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

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

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

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

- Policy A1 (Housing Supply): All children will benefit from the increased provision of better quality, family-sized, accessible housing. The provision encouraging dwelling conversion containing more family sized homes with adequate amenity space will also benefit children, aiding in their mental and physical development and improving their overall quality of life. .
- Policy A2 (Housing Quality and Density): This will benefit children because it requires new dwellings to be designed to have adequate internal space and outdoor communal amenity and playspace areas. This will benefit younger children in particular, by allowing sufficient internal space for play, storage for prams and

other items. Older children and adults will also benefit from the requirement to provide adequate private outdoor amenity/play space, positively impacting on mental and physical health.

- Policy A3(Housing Mix): This will benefit children because it aims to address the need for family housing for all tenures of new housing.
- Policy A5 (Meeting needs of people who need care and support):This will benefit children because it seeks to provide a suitable mix of housing and to provide family housing.
- Policy A9 (Detailed residential standards): This policy will benefit children as it aims to ensure that new housing provides accessible, private amenity space or garden provision as appropriate. Having access to these spaces will allow all children to engage in recreational activity, improving their quality of life.

#### Topic Area B: Local Economy and Employment

	<b>B. Local Economy and Employment</b>	<b>Relevance</b>	<b>Impact</b>
Age	<p>Policy B1 (Providing for a range of employment uses) – The policy will support proposals for the development of new employment uses and will resist the loss of viable existing employment sites. Encouraging an increase in a diverse range of employment opportunities will positively benefit all people of working age.</p> <p>Policy B3 (Local Employment, training and skills development initiatives) – The policy seeks to initiate appropriate employment and training opportunities for local people. This will have a beneficial impact especially on younger people wishing to enter the workforce and on older people seeking new employment opportunities.</p>	<p>High</p> <p>High</p>	<p>Positive</p> <p>Positive</p>
Disability	There is no policy in this topic area that expressly seeks to benefit disabled people. However, the effect of other policies aiming to maximise accessibility within new developments may mean that accessing the employment and training opportunities detailed in	Low	Positive

	policies B1 and B3 is made slightly easier, though ultimate success at application and selection will depend on the applicant and employer.		
Gender reassignment	The policies on Local Economy and Employment have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The employment policies in the DM LP have not emerged as relevant to, or as having an impact on marriage and civil partnership.	N/A	N/A
Pregnancy and maternity	Policies B1 and B3 may increase the opportunities available for women to seek and obtain a diverse range of employment both during and after pregnancy. The availability of new employment opportunities within local communities will also provide a greater incentive for pregnant women and new mothers to take up appropriate employment.	Low	Positive
Race	BME communities generally have higher rates of unemployment and underemployment (Source – 2001 Census data). Policies B1 and B3 will increase the opportunities available for people in BME communities to seek and obtain a diverse range of new employment opportunities. The availability of new employment opportunities within local communities will also provide a greater incentive for people from BME communities to take up appropriate employment opportunities.	High	Positive
Religion/Belief	The policies on Local Economy and Employment in the DM LP are not relevant to, and will not have any adverse impacts on protected characteristics concerning religion or belief.	N/A	N/A
Sex	According to the 2001 census, 91% of single parent households of all age groups are headed by women, of whom only 16% are in full-time employment. Opportunities for more employment may have a positive effect for women. It is expected that where men are single parents, the same effect will occur, albeit on a smaller scale due to the difference in the figures for men and women as single parents	Medium	Positive
Sexual Orientation	The policies on Local Economy and Employment have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A

### Human Rights and Children's Rights

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

No.

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

Yes. There are likely to be positive impacts particularly on older children as the increase in the type and number of new jobs may facilitate increased employment/training opportunities for younger people. This will positively influence the following rights:

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

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

- Policy B1 (Providing for a range of employment uses) – The council will support new employment uses and will resist the loss of viable employment sites. This policy is likely to lead to more training and employment opportunities and will particularly benefit older children.
- Policy B3 (Local employment, training and skills development initiatives) – The council will seek appropriate training and employment opportunities for local people as part of larger employment generating developments. This is likely to benefit older children by offering them a diverse range of opportunities in commencing their careers.

### Topic Area C. Town and Local Centres

	C. Town and local Centres	Relevance	Impact
Age	Policies C1-C5 (Promoting vibrant and attractive town centres; Managing uses in the prime retail frontage areas of town centres; Managing uses in the non-prime frontage areas of town centres; Managing uses in key local centres, neighbourhoods and satellite parades and Small non-designated parades and clusters and	High	Positive

	<p>corner shops) – These policies will benefit people of all ages but especially young and older people by sustaining an accessible range of shops in close proximity to their homes. These policies also aim to restrict the proliferation of food and drink uses including hot food takeaways. Doing so may have a positive impact on the physical health of young people in particular by reducing the opportunities for the consumption of less healthy foods.</p> <p>Policy C6 (Managing the impact of food and drink and entertainment areas) – The policy aims to control the operating hours of food, drink and entertainment uses. This is likely to have a positive impact on all age groups by reducing the impacts of antisocial behaviour. Older people and families with young children can especially be affected by noise and will benefit by the implementation of this policy in particular.</p>	Medium	Positive
Disability	<p>Policies C1-C5 will benefit disabled people who would benefit from access to a diverse range and variety of shops in close proximity to their homes. Having close access to vibrant town centres will also positively impact on the quality of life of disabled people allowing them to lead independent lives as far as possible.</p> <p>There is also likely to be a marginal benefit to disability groups where shops are promoted in accessible locations such as town centres, key local centres and neighbourhood parades. This should help to encourage participation by disabled persons in public life.</p> <p>Seeking the provision of Shopmobility schemes for large town centre developments will also assist disabled people to access town centre facilities.</p>	Medium	Positive
Gender reassignment	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies C1-C5 will benefit women during and after pregnancy by facilitating continued access to a wide range of shops in relatively close proximity to their homes. Additionally, having access to vibrant town and local centres will result in an improved quality of	High	Positive



	life for people within this category.		
Race	All ethnic groups, including BME communities will benefit from policies C1-C5. Shepherds Bush, for example, has a large proportion of ethnic stores which serve the diverse local population (Source – 2001 Census data). By managing proposals for the change of use of units in A1 use in town and local centres, these policies should have a positive impact on residents and shop owners from different ethnic communities and should also benefit the community as a whole.	High	Positive
Religion/belief (including non-belief)	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	Policies C1-C5 will benefit both men and women by facilitating continued access to a wide range of shops in relatively close proximity to their homes. However, these policies are more likely to be of relevance and of benefit to women, since over 91% of single parents are women and they are more likely than men to provide daily care for young children.	Medium	Positive
Sexual Orientation	The policies on Town and Local Centres have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p><b>Human Rights and Children's Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will benefit the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development;</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Policy C1 (Promoting vibrant and attractive town centres) – The council aims to enhance the viability</li> </ul>			

and vitality of town centres by encouraging the development of accessible local services, arts, cultural, leisure and entertainment facilities. Having these easily accessible facilities will increase children's exposure to leisure, culture and the arts aiding their overall development.

#### Topic Area D – Community Facilities, Leisure and Recreation

	D. Community Facilities, Leisure and Recreation	Relevance	Impact
Age	Policies D1 (Enhancement of Community Facilities) and D2 (Enhancement Of Arts, Culture, Entertainment, Leisure, Recreation and Sport Uses) – These policies will protect existing facilities and will support the development of new facilities in accordance with local need. Implementation of these policies will benefit people of all ages but will particularly benefit those who are less mobile such as young children(including toddlers) and the elderly. Access to community and leisure facilities will greatly improve the quality of life of people within these demographics.	High	Positive
Disability	Policies D1 and D2 - Disabled people are likely to have restricted mobility. Policies D1 and D2 aim to ensure that both existing and new community, leisure and recreation facilities are accessible to all people, including the disabled. Having access to a range of local community and leisure facilities will greatly increase the opportunities for disabled people to participate in the community, live as independently as possible and in so doing, improve their quality of life.	High	Positive
Gender reassignment	The policies on Community and Leisure facilities have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Community and Leisure facilities have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies D1 and D2 - Pregnant women and those who have infants or toddlers are likely to have limited mobility. Policies D1 and D2 aim to ensure that both existing and new community, leisure, recreation and sport facilities are accessible to all people, including pregnant mothers and those with young children. Having access to	High	Positive

	a wide range of local community, leisure and recreation facilities will greatly benefit the quality of life of women in these situations and will allow them to better participate in community life.		
Race	People from BME communities tend to live in disadvantaged areas and generally have less access to high quality community and leisure facilities (Source – 2001 Census data). The provision of better and new facilities in areas of identified need will greatly benefit BME groups, allowing them to participate better in community activities and benefitting their overall quality of life.	High	Positive
Religion/belief (including non-belief)	Community facilities includes religious meeting places and therefore policy D1 which seeks the enhancement and replacement of existing facilities where there is an identified need will benefit religious groups. The promotion of new community facilities in Policy D1 will also allow for the multiple use of these facilities, providing the opportunity for them to be used as new places of worship for different religious groups.	High.	Positive
Sex	Policies D1 and D2 will benefit women, especially those looking after young children or in other caregiver roles as the provision of a range of community facilities for which a need has been identified will provide additional opportunities for participation in community activities.	Medium	Positive
Sexual Orientation	The policies on Community and Leisure have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p><b>Human Rights and Children’s Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children’s Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will positively impact upon the following children’s rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development;</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p>			

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

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

Policy D1 (Enhancement of Community Facilities) and D2 (Enhancement OF Arts, Culture, Entertainment, leisure, recreation and sport uses) – The policies aim to ensure that adequate levels of community facilities are provided in new developments taking account of local need and also aim to enhance existing facilities where appropriate. Children in particular are heavily reliant on various community facilities such as schools, nurseries, healthcare and leisure facilities although other people also have their own community service needs. Adequate provision of these community facilities along with the protection and enhancement of arts, culture, leisure, entertainment, recreation and sport uses will ensure the rights mentioned above are protected.

#### Topic Area E. Open Space

	<b>E. Open Space</b>	<b>Relevance</b>	<b>Impact</b>
Age	<p>Policies E1 (Access to parks and open spaces) and E2 (Playspace for children and young people) – These policies aim to improve the quality of, and access to existing open space and aim to ensure adequate provision of well designed new playspace areas for children in new developments. These policies will be strongly beneficial for children as they will provide for high quality playspaces in a borough that currently has high levels of deficiency in this area.</p> <p>Policies E3 (Nature conservation) and E4(Greening the borough) – These policies aim to improve biodiversity and levels of greenery in the borough. This will provide additional opportunities for passive recreation activities and will particularly benefit young children and older people who are less mobile.</p>	<p>High</p> <p>Low</p>	<p>Positive</p> <p>Positive</p>

	Disability	Policies E1 and E2 will benefit disabled people as they aim to improve levels of accessibility to existing and new, public and communal open spaces. This will allow all children, including disabled children to participate in play and recreational activity, enhancing their overall quality of life.	High	Positive
	Gender reassignment	The policies on Open Space have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
	Marriage and Civil Partnership	The policies on Open Space have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
	Pregnancy and maternity	Policies E1 and E2 will particularly benefit women caring for young children affording them access to local outdoor play opportunities. This can facilitate social interaction with other mothers and lead to an improvement in the quality of life for women in this position.	High	Positive
	Race	BME communities are often disproportionately disadvantaged in terms of access to open spaces, playspaces and natural spaces (Source – 2001 Census data).. A number of reasons contribute to this including economic disadvantage leading to living in areas that are deficient in these elements. A lack of access to outdoor play spaces during childhood may in turn contribute towards obesity and poor lifestyle choices in later life. Policies E1- E4 will significantly contribute towards ensuring that BME communities will have access to adequate levels of open spaces, communal playspaces and natural green spaces. It is expected that this will contribute towards better health and an overall improvement in the quality of life of people living in BME communities.	High	Positive
	Religion/belief (including non-belief)	The policies on Open Space have not emerged as relevant to, or as having an impact on Religion/Belief	N/A	N/A
	Sex	The policies on Open Space have not emerged as	N/A	N/A

	relevant to, or as having an impact on Sex.		
Sexual Orientation	The policies on Open Space have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p><b>Human Rights and Children's Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will positively impact upon the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Policy E1 (Access to parks and open spaces) – The policy aims to reduce open space deficiency and improve the quality of, and access to existing open space. Doing so will help ensure sufficient open space areas for all children and will help to address the current deficit in open space provision in the borough.</li> <li>• Policy E2 (Playspace for Children and young people) – The policy complements Policy E1 by aiming to prevent the loss of existing playspace and requiring new, accessible, communal playspaces to be provided in new development that provides family sized developments.</li> </ul>			
<b>Topic Area F. Thames and Grand Union Canal</b>			
	<b>F. Waterways – Thames and Grand Union Canal</b>	<b>Relevance</b>	<b>Impact</b>
Age	Policies F1-F4 (Access to the riverside and foreshore; The design and appearance of development within the Thames Policy Area; Water-based activity; Enhancing the Grand Union Canal and improving access) seek to improve access to the waterside and seek to promote	High	Positive

	<p>good design in the development of riverside and canalside sites. The emphasis on ensuring suitable public access to the riverside pathway and other public areas along the river and canal will particularly benefit young children and elderly people who have restricted mobility. Having access to the river/canal side areas will increase peoples access to nature and open space and improve their overall quality of life. It will also increase opportunities for walking and cycling, thereby contributing to a healthy lifestyle. Riverside recreation will benefit all ages but could especially benefit school children if they have access to rowing and sailing facilities.</p>		
Disability	<p>Disabled people will benefit from policies' F1-F4s emphasis on enhancing public accessibility to the river and canal side areas in both existing and new developments along these areas. Being able to access these areas and enjoy the proximity to nature and the associated open spaces along the river and canal banks will facilitate a number of leisure and recreational opportunities for disabled people and contribute to an improvement in their quality of life.</p>	High	Positive
Gender reassignment	<p>The policies in this topic area have not emerged as relevant to, or as having an impact on Gender reassignment.</p>	N/A	N/A
Marriage and Civil Partnership	<p>The policies in this topic area have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.</p>	N/A	N/A
Pregnancy and maternity	<p>Both pregnant women and those with children will benefit from the emphasis in policies F1 and F2 on ensuring accessible and inclusive public access to the river and canal frontages. This will provide opportunities for active and passive recreation activities and will have a positive impact upon their overall quality of life.</p>	Medium	Positive
Race	<p>BME communities generally have disproportionately lower rates of access to open spaces and recreation areas due in part to poorly located and designed housing (Source –</p>	High	Positive

	2001 Census data).. The emphasis in policies F1 and F2 on promoting accessible and inclusive public access to the river and canal fronts in both existing and new developments will provide BME communities and others with opportunities to engage in the active and passive recreation opportunities available. This may positively contribute towards physical and mental health in these communities.		
Religion/belief (including non-belief)	The policies in this topic area have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	Both sexes will enjoy the benefits of improved public access to the river and canal frontages. However the implementation of good design principles, coupled with encouraging greater public usage of the river and canal pathways is likely to improve perceptions of safety among women, of these pathways leading to increased usage of this infrastructure.	Low	Positive
Sexual Orientation	The policies in this topic area have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p><b>Human Rights and Children's Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No.</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will positively impact upon the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Policy F1(Access to the riverside and foreshore) – The policy seeks to ensure accessible and inclusive</li> </ul>			



public access to the riverside and foreshore. This will encourage children to use these areas resulting in positive health and leisure outcomes for them.

- Policy F4 (Enhancing the Grand Union Canal and improving access) – The policy encourages a mix of uses within canalside development that is of a high standard of accessible and inclusive design. This will encourage children to use these areas resulting in positive health and leisure outcomes for them.

#### Topic Area G. Design and Conservation

	G. Design and Conservation	Relevance	Impact
Age	<p>The design and conservation policies in the DM LP focus on the design of new developments and how they are to relate to surrounding areas.</p> <p>Policies G1 (Design and Conservation) and G3 (Alterations and Extensions(including outbuildings)) - These policies aim to ensure new building developments and alterations and extensions consider the accessibility needs of people with more limited mobility which is more likely to include the elderly and the very young. The policies seek to incorporate suitable design elements in the construction of new developments to allow easy access for these groups.</p> <p>Policy G4 on shopfronts seeks to ensure that where shopfronts are being replaced, they facilitate access for people with limited mobility and/or users of wheelchairs and pushchairs. This will particularly benefit the elderly and young children who are more likely to be mobility impaired.</p>	<p>High</p> <p>Medium</p>	<p>Positive</p> <p>Positive</p>
Disability	<p>Policies G1 (Design and Conservation) and G3 (Alterations and Extensions(including outbuildings)) aim to ensure new building developments and alterations and extensions are built adopting the principles of accessible and inclusive design. This will ensure that these developments will need to consider the accessibility needs of disabled people and incorporate suitable design elements in their construction to allow easy access through the development for these groups.</p>	High	Positive

		<p>Policy G4 on shopfronts seeks to ensure that where shopfronts are being replaced that they facilitate access for people with limited mobility or in a wheelchair.</p> <p>Policy G7 (Heritage and Conservation) – The policy seeks to encourage appropriate development in protected areas whilst enhancing and protecting the character and setting of the designated conservation areas. Disabled people may be adversely impacted by the implementation of parts of Policy G7. Proposed alterations or extensions to heritage assets including the provision of disabled ramps and other modifications to facilitate disabled access may be constrained or prohibited under this policy due to these being detrimental to the character or appearance of the heritage asset in question. The effects of this policy, which is of national rather than local origin, will be relatively minor however, given the limited circumstances in which it will be applied and considering that its implementation will have a positive impact on preserving the borough’s heritage assets.</p>	High	Positive
			High (potentially)	Negative (potentially)
	Gender reassignment	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Gender reassignment. However the incorporation of good design principles, notably those promoting inclusiveness as detailed in Policies G1 and G3 are likely to positively impact on the perceptions of people who have, or are undergoing gender reassignment of the safety of local neighbourhoods.	Low	Positive
	Marriage and Civil Partnership	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
	Pregnancy and maternity	Policies G1 and G3 aim to ensure that new developments and alterations and extensions to existing buildings incorporate principles of accessible and inclusive design in their construction. This will benefit accessibility for both pregnant women and those with young children.	High	Positive

		<p>Policy G7 on Heritage and Conservation seeks to encourage appropriate development in protected areas whilst enhancing and protecting the character and setting of the designated conservation areas. Some conflict may arise between conservation interests and meeting the accessibility needs of pregnant women and those with young children, particularly within listed properties.</p> <p>Policy G4 on shop fronts seeks to ensure that where shopfronts are being replaced that they facilitate access for pregnant women and those with young children in pushchairs</p>	High	Negative
			High	Positive
	Race	BME communities may be disproportionately affected by large, new developments because of the distribution of the boroughs' regeneration areas. Adverse impacts could include a loss of the existing character and streetscape and access around the development. However, policies G1 and G3 will help to ensure that any new developments will be designed to respect the existing character and streetscape of existing communities and positively contribute to these elements.	Medium	Positive
	Religion/belief (including non-belief)	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
	Sex	Both sexes will benefit from the implementation of the policies on Design and Conservation. However the incorporation of good design principles, notably those promoting inclusiveness as detailed in Policies G1 and G3 are likely to positively impact on women's perceptions of the safety of local neighbourhoods.	High	Positive
	Sexual Orientation	The policies on Design and Conservation have not emerged as relevant to, or as having an impact on Sexual Orientation.	N/A	N/A
<p><b>Human Rights and Children's Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998?</p> <p>No.</p>				

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

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

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

There is also the potential for a negative impact on disabled children, as some conflict may arise between the need to preserve the heritage character of listed buildings and meeting disability and other accessibility needs, particularly within listed properties. As such, design measures to improve accessibility in listed buildings may not be incorporated in proposals concerning these heritage assets in order to preserve their character.

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

- Policies G1 (Design and Conservation) and G3 (Alterations and Extensions (including outbuildings) - These policies aim to ensure new building developments and alterations and extensions are built adopting the principles of accessible and inclusive design. This will ensure that new developments consider the accessibility needs of children and incorporate suitable design elements in their construction to allow easy access through the development for these groups.

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

	<b>H. Tackling and adapting to Climate Change and other Environmental Matters</b>	<b>Relevance</b>	<b>Impact</b>
Age	Policy H3 (Reducing water use and the risk of flooding) – The policy aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Particularly vulnerable people including young children and the elderly are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.	High	Positive
	Policies H6(Hazardous Substances), H7(Contaminated	High	Positive

	Land), H8(Air Quality), H9 (Noise), H10(Light Pollution) and H11(Control of Potentially Polluting Uses and Environmental Nuisance) – These policies aim to reduce and control different types of pollution. The implementation of these policies will benefit all members of the community but especially those most susceptible to the adverse impacts of pollution such as the very young and the old.		
Disability	<p>Policy H3 aims to ensure that new developments are designed to minimise the potential adverse effects of floods. People with disabilities may be particularly vulnerable to suffering harm from flood events and will benefit from the implementation of this policy.</p> <p>The policies on pollution control mentioned above are also likely to have a positive effect on disabled people, depending upon the type of disability suffered e.g. some older people may be disproportionately affected by noise. Importantly, the implementation of these policies is likely to reduce the incidence of certain disabilities associated with exposure to high amounts of pollutants from arising in the future, and any reduction of these may help to alleviate existing conditions.</p>	Medium	Positive
		High	Positive
Gender reassignment	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policy H3 aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Pregnant women and those with young children may be especially vulnerable to suffering harm from flood events and poor air quality and accordingly will benefit from the implementation of this policy.	Low	Positive

	The policies on pollution control mentioned above are also likely to have a positive effect on the health of pregnant women and those with children. Depending on an individual's health and other conditions, this policy may have a greater or lesser impact and may be of varying relevance to pregnant women.	Low to High	Positive
Race	BME groups generally have higher rates of health problems compared to the wider community. Reasons for this are varied and include housing that may be located near sources of pollution such as busy roads, noise and areas of poor air quality. The policies controlling pollution will have a positive impact on the community as a whole but may particularly benefit BME communities who generally live in areas of higher levels of pollution (Source – 2001 Census data).	Medium	Positive
Religion/belief (including non-belief)	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
Sex	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Sex.	N/A	N/A
Sexual Orientation	The policies on Tackling Climate Change and other Environmental Matters have not emerged as relevant to, or as having an impact on Sexual orientation.	N/A	N/A
<p><b>Human Rights and Children's Rights</b></p> <p>1. Will it affect Human Rights, as defined by the Human Rights Act 1998? No</p> <p>2. Will it affect Children's Rights, as defined by the UNCRC (1992)? Yes. The policies in this topic area will positively impact upon the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and</li> </ul>			

social security

These rights are most relevant under the following policies:

- Policy H3 (Reducing water use and the risk of flooding) – The policy aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Children are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.
- Policies H6(Hazardous Substances), H7(Contaminated Land), H8(Air Quality), H9 (Noise), H10(Light Pollution) and H11(Control of Potentially Polluting Uses and Environmental Nuisance) – These policies aim to reduce and control different types of pollution. The implementation of these policies will benefit children in particular.

**Topic Area J. Transport and Accessibility**

	<b>J. Transport and Accessibility</b>	<b>Relevance</b>	<b>Impact</b>
Age	<p>Policy J1 (Transport Assessments and Travel Plans) – The policy will require new developments to prepare and submit transport assessments to manage the development's impact on congestion and particularly on bus routes. Managing road congestion will reduce journey times on buses and improve the overall quality of life for young and older bus users. Travel plans will also be sought in new developments as part of developers planning obligations. These travel plans can play an important role in facilitating behaviour change to promote sustainable travel modes like walking, cycling and public transport.</p> <p>Policy J5 (Increasing opportunities for cycling and walking) – The policy will benefit people who are unable or unwilling to drive and those who would prefer to walk and/or cycle. Children and elderly people will especially benefit from this policy as it will increase the opportunities for them to safely and conveniently access a wide range of community</p>	<p>High</p> <p>High</p>	<p>Positive</p> <p>Positive</p>

		services and facilities using sustainable transport methods. This is likely to also have a positive effect on physical and mental health within this group. However careful design will be required where walkers and cyclists share footways e.g. the riverside walk.		
	Disability	<p>Disabled people have special transport and accessibility needs. The following policies will help to ensure that new development in the borough considers these needs:</p> <p>Policy J1(Transport Assessments and Travel Plans)- The policy will benefit disabled people who use buses by helping to improve the efficiency of public buses by managing congestion that would result as a consequence of new development to reduce journey times.</p> <p>Policy J2 (Vehicle Parking Standards) – The policy will benefit disabled people, ensuring access to town centres and for non-operational uses, by providing disabled parking spaces in appropriate locations.</p> <p>Policy J3 (Housing with reduced parking) – The policy will not impact detrimentally on disabled people because developments with reduced or zero parking still provide adequate car parking provision for people with blue badges.</p> <p>Policy J4 (Disabled Persons’ Parking) – The policy will benefit disabled people by ensuring at least one blue badge holder parking bay for visitors and one blue badge parking bay for disabled employees. This policy will help disabled people to access employment, retail and leisure services, thereby allowing them opportunities to participate more in community activities and improve their quality of life.</p> <p>Policy J5 (Increasing opportunities for cycling and walking) – The Policy will require large developments to provide</p>		
			High	Positive
			High	Positive
			Medium	Positive
		Medium	Positive	
		High	Positive	



		accessible and safe pedestrian routes within and through developments and pedestrian access to the river and canal where appropriate. This will also benefit disabled people, including wheelchair users, by providing better access in general. However, careful design will be required where walkers and cyclists share footways e.g. the riverside walk.		
	Gender reassignment	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A
	Marriage and Civil Partnership	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
	Pregnancy and maternity	Pregnant women and those caring for young children may have reduced mobility, resulting in special transport and access needs.		
		<p>Policy J1 (Transport Assessments and Travel Plans)- The policy will benefit pregnant women and those with young children who use public transport buses in particular, as implementation of the policy may manage traffic congestion and result in reduced journey times.</p> <p>Policy J5 (Increasing the opportunities for cycling and walking) – The policy will also benefit people in this group by providing the infrastructure to safely engage in this form of sustainable travel. The improvement of cycling infrastructure will also improve the quality of streets, allowing for easier use of prams and buggies. This is likely to result in pregnant women and mothers with young children engaging in more activities within in their local communities, benefitting both their physical and mental health.</p>	High	Positive
Race	People from BME communities are generally less likely to have cars and are more dependent than the wider community on public transport to satisfy their transport and access needs (Source - 2001 Census data). A number of	High	Positive	

		<p>may factors contribute to this, including socio-economic factors associated with high unemployment rates and the high costs of owning and running a car.</p> <p>Policy J1(Transport assessments and Travel Plans) – The policy encourages the effectiveness and efficiency of public buses by managing congestion to reduce journey times. This will significantly benefit BME communities as a whole.</p> <p>Policy J5 (increasing opportunities for walking and cycling) – The policy will also benefit BME communities. As stated above, BME groups have less access to private transport. Effective sustainable transport will allow people in these communities to access employment, leisure and retail opportunities in a cost effective manner, contributing to their overall quality of life. Walking and cycling is also likely to contribute towards improved levels of physical and mental health.</p>	High	Positive
			Medium	Positive
	Religion/belief (including non-belief)	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Religion/belief.	N/A	N/A
	Sex	<p>The policies on Transport and Accessibility will generally have a positive effect on both men and women by improving opportunities to seek employment, housing, educational, leisure and recreational opportunities. Maximising travel efficiency will benefit all road users, including pedestrians, cyclists, bus users and vehicle occupants.</p> <p>Women are generally less likely to have access to cars than men and are more likely than men to walk and use buses. Accordingly, women will especially benefit from improved public transport and conditions for pedestrians.</p>	High	Positive
Sexual Orientation	The policies on Transport and Accessibility have not emerged as relevant to, or as having an impact on Sexual	N/A	N/A	

orientation.			
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### Human Rights and Children's Rights

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

No

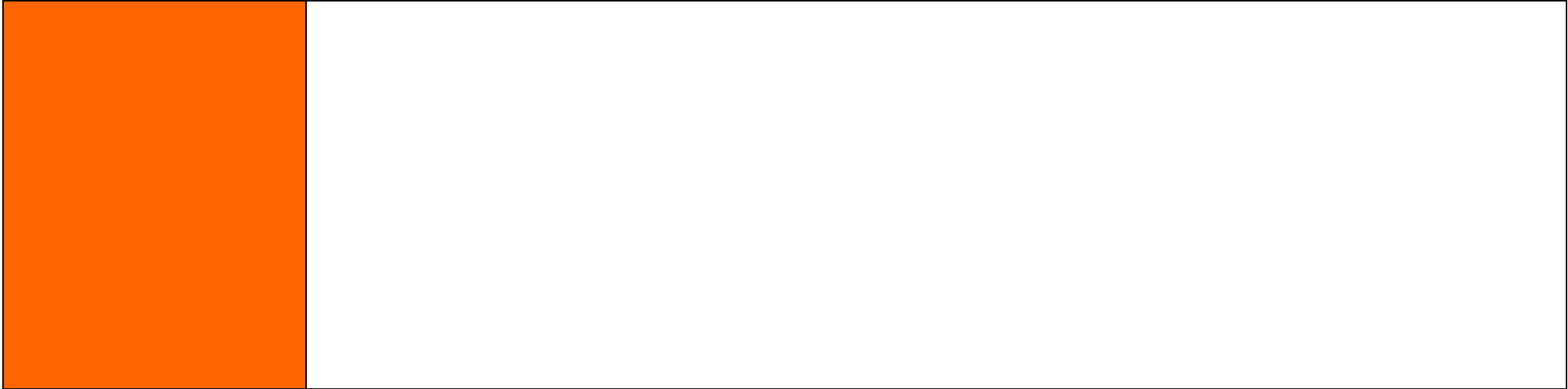
2. Will it affect Children's Rights, as defined by the UNCRC (1992)?

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

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

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

- Policy J1 (Transport Assessments and Travel Plans) – The policy will require new developments to prepare and submit transport assessments to manage the development's impact on congestion and particularly on bus routes. Managing congestion on bus routes in particular will benefit children, reducing journey times and improving their quality of life.
- Policy J5 (Increasing opportunities for cycling and walking) – The policy will benefit people who are unable to drive. Children will especially benefit from this policy as it will increase the opportunities for them to safely and conveniently access a wide range of community services and facilities using sustainable transport methods. This is likely to also have a positive effect on their physical and mental health.



<b>Section 03</b>	<b>Analysis of relevant data and/or undertake research</b>
<b>Documents and data reviewed</b>	<p>The following documents and data have been used to help inform this Equality Impact Analysis:</p> <p><b>Community Strategy</b> The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Development Management Local Plan and the Single Equality scheme. The Strategy was developed with our local partners from across the public, private, voluntary and community sectors and was subject to public consultation. As partners in delivering local services the aim of the council through the Community Strategy is to combine opportunity, with social responsibility and social justice to assist the vast majority of people in the borough to help themselves while supporting the most vulnerable in the community. The Community Strategy is therefore considered to be consistent with the statutory codes in relation to race, gender, disability etc.</p> <p><b>Single Equality Scheme</b> The Single Equality Scheme simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers gave careful consideration to the statutory codes that were relevant at the time, in relation to race, gender, and disability in preparing the scheme, as well as to the duties that were expected (at the time) to arise from the Equality Act 2010. Most of the Act's provisions came into force on 01 October 2010.</p>

The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the LBHF Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough. The Development Management LP works to these same broad objectives.

### **Equalities Impact Assessment of 'A Transport Plan for Hammersmith and Fulham: Second Local Implementation Plan'**

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

### **Demographics of Equality Target Groups**

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

#### **Population**

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

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

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

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

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

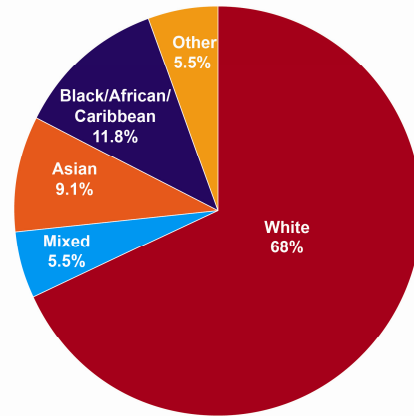
#### **Race**

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

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

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

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



Source: Office for National Statistics

### Disability

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

We recognise that people with disabilities and those that support them may be represented in one or more of the other equality groups. The other related group that is usually referenced is age, in particular, we recognise that people with disabilities who can experience difficulty accessing services and accessing the built environment are often children and young people, older people, and those who may provide care for older and younger disabled people. As disability covers a broad spectrum, we also recognise that adaptations for people with mobility

impairments may not make the built environment accessible for people with sensory impairments, and that people with mental health or long-term limiting illnesses may have different requirements from their environment. It is for these reasons that we actively engaged with the Hammersmith and Fulham Disability Forum, the local user group representing disabled people.

**Figure 2: Number of people registered with a disability**



Source: Community Services registrations

### Gender

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

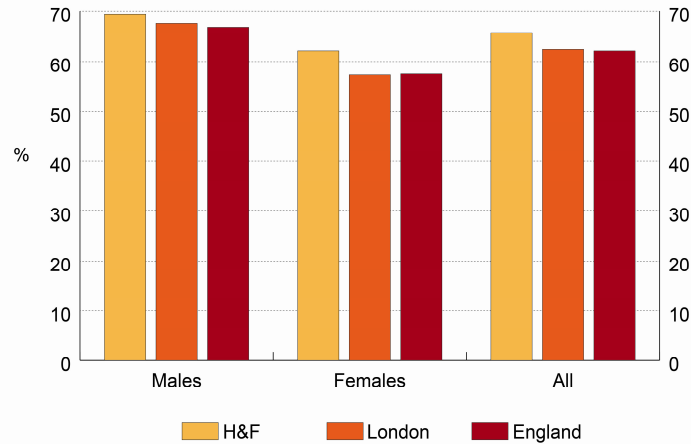
The Single Equalities Scheme (SES) indicates that there are more female headed households in the borough which represents a key equality gap for Hammersmith and Fulham.

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

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

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

**Figure 3: Employment in Hammersmith and Fulham, Census 2011**



Source: Office for National Statistics

### Religion

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

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

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

### Age

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

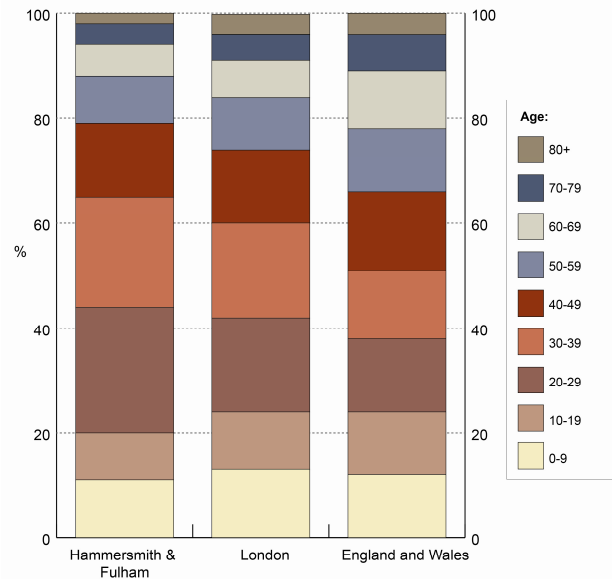
12.7% of the population is aged 60 or over, which is slightly lower than the London (15.2%) and England and Wales (20.3%) averages.

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



borough are more likely to live alone.

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



Source: Office for National Statistics

### Sexual Orientation (and transgender)

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

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

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

This gives us some of the picture but within the parameters of the DTI figures, we note that these local statistics may

hide single LGB people, or LGB people who have not entered into civil partnerships. We do not have specific data on transgendered or transitioning people. The policies in the DM LP are not aimed specifically at LGBT people but it is noted that members of this population will also be represented through one or more other equality strands, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment.

### **Socio-economic**

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

The 2011 Census shows that Hammersmith & Fulham is a polarised borough with relatively high proportions of residents who are either high earners or low earners. Census measures also show very high degrees of polarisation compared to other local authorities in educational attainment and occupation levels.

H&F has high proportions of working age residents in higher-paid jobs. In 2011, 14.6% were managers and senior officials compared to 11.6% in London and 10.8% in England and Wales.

27% were in professional positions: this has increased significantly from 2001 when only 19.6% fell within this occupation group. Conversely, the Associate and Technical occupations category has decreased slightly from 23.5% in 2001 to 22.1% in 2011.

Also, in 2011, 6.7% of the population were in the 'elementary occupations' category compared to 9.6% in London and 11.1% in the UK.

In terms of economic inactivity, 26% of the 16-74 population in 2011 was inactive compared to an average of 28.3% in London.

### **Human Rights**

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

### **Children's Rights**

It is considered that the DM LP will have a positive impact on UNCRC, including the following:

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

<b>New research</b>	N/A.
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<b>Section 04</b>	<b>Undertake and analyse consultation</b>
<b>Consultation</b>	<p><b>LDF consultation</b>  The council's Statement of Community Involvement sets out the principles to be applied in involving the community in the preparation of LDF documents including this DM LP (See SCI for more details). The involvement of the community is also subject to the Town and Country Planning (Local Planning) (England) Regulations 2012.</p> <p>Previous public consultation on the emerging Development Management LP (formerly Development Plan Document) took place in November 2009. Representatives from disability, residents and voluntary groups responded to this consultation and their responses were considered in drafting the proposed submission DM LP.</p> <p>The proposed submission DM DPD and the associated EQIA were subject to a further stage of public consultation for a six week period from 4 November 2011- 16 December 2011. No specific comments were received on the EQIA during this consultation.</p> <p>Following the receipt of public representations, the council made a number of technical and minor changes to the proposed submission DM LP and submitted these with the DM LP to independent Examination. The Inspector recommended some modifications and these were the subject of further consultation from November 2012 to January 2013. This EQIA analyses the DM LP as modified by the Inspector.</p>

<b>Analysis</b>	<p><b>Analysis of the collective impact of the DM DPD policies on protected characteristics</b></p> <p><u>Outcome and Recommendations</u></p> <p>The DM LP has been drafted to be consistent with the council’s adopted Core Strategy and the London Plan. Both of these strategic policies have had their impacts on protected characteristics assessed and approved. Generally therefore, the objectives and key principles of the DM LP are unlikely to have any overall negative impact on the protected characteristics. The topic area assessment of the DM LP policies above has demonstrated that implementation of these policies will have a positive impact of varying degree on the protected characteristics (except where they are non-applicable). The DM LP does not distinguish between equality groups but considers provision of homes, services and facilities for a range of equality groups. The DM LP does however require a proportion of the housing to be designed for people with disabilities and all housing to be designed to meet lifetime homes standards.</p> <p>Below, the collective overall impact of the DM LP policies are assessed against the protected characteristics. + suggests a positive impact, - suggests a negative impact and L/M/H suggest a low, medium or high impact respectively:</p>
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<b>Section 05</b>	<b>Analysis of impact and outcomes</b>			
<b>Analysis</b>				
	<b>Protected characteristic</b>	<b>Overall Impact of the DM LP policies on the protected characteristics</b>	<b>Relevance</b>	<b>Impact</b>

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

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

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

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

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

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

High

Positive



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

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

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officer sign-off</b>	Name: Nigel Pallace Position: Executive Director, Transport and Technical Services Email: <a href="mailto:nigel.pallace@lbhf.gov.uk">nigel.pallace@lbhf.gov.uk</a> Telephone No: 0208 753 3000
<b>Key Decision Report</b>	Date of report to cabinet member Confirmation that key equalities issues found here have been included: June 2012
<b>Opportunities Manager for advice and guidance only</b>	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: May 2012 and 2011. Email: <a href="mailto:PEIA@lbhf.gov.uk">PEIA@lbhf.gov.uk</a> Telephone No: 020 8753 3430

**Planning Guidance Supplementary Planning Document  
Full Equality Impact Analysis**

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2013/Q1
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p>The Planning Guidance Supplementary Planning Document (“the SPD”) provides additional guidance on the policies contained in the council’s principal planning documents, the Core Strategy and the Development Management Local Plan (‘the ‘DM Local Plan’). Supplementary planning documents, including the SPD occupy the lowest level in planning policy. They elaborate upon policies contained in adopted development plans such as the Core Strategy and the DM Local Plan but do not introduce any new policy. Together, the Development Plan policies, the SPD and other adopted supplementary planning documents will constitute the suite of planning policy documents prepared by the council that will guide planning application decisions in the borough. As the SPD elaborates on the policies in the Core Strategy and the DM Local Plan it should be read in conjunction with these policy documents.</p> <p>The SPD sets out the development management principles the council will consider when assessing individual planning applications for proposed development across the borough generally and will be a material consideration in the determination of planning considerations. It covers a diverse range of matters, from traditional planning related issues such as those concerning the allocation of space for housing and employment to guidance on addressing the impacts of climate change and the conservation of biodiversity. This emphasizes the broader ‘spatial’ approach to planning that focuses on ‘place-making’.</p> <p>The SPD will also apply to identified regeneration areas for which area-specific SPDs have been, or are being, prepared. In these instances, the council will apply the guidance in the SPD to applications for development in these areas alongside the relevant area-based SPD.</p>

<b>Lead Officer</b>	<b>Name:</b> Trevor Harvey <b>Position:</b> Transport and Technical Services (Development Plans Team) <b>Email:</b> Trevor.harvey@lbhf.gov.uk <b>Telephone No:</b> 0208 753 3039
<b>Date of completion of final EIA</b>	April 2013

<b>Section 02</b>	<b>Scoping of Full EIA</b>
<b>Plan for completion</b>	<p><b>Timing:</b> This EQIA will support the consultation of the SPD (in accordance with the requirements of Regulation 13 of the Town and Country (Local Planning) (England) Regulations 2012 to be conducted in June 2012 and reviewed following consultation in April 2013.</p> <p><b>Resources:</b> Officer time only (20 hours)</p> <p><b>Lead Officer:</b> Trevor Harvey, Team Leader Development Plans Team</p>
<b>What is the policy, strategy, function, project, activity, or programme looking to achieve?</b>	<p>The purpose of the SPD is to provide additional detailed policy guidance to developers and other stakeholders on the strategic planning policies contained in the adopted Core Strategy and the Development Management Local Plan (DM Local Plan).</p> <p>The council's adopted Core Strategy is the principal strategic planning policy document for the borough's long term development. The DM Local Plan complements, and has an equivalent statutory basis to the Core Strategy, containing a number of policies on a range of planning matters.</p> <p>The Core Strategy, the DM Local Plan and the SPD all aim to ensure the delivery of the priorities of the council's adopted Community Strategy 2007 which sets the strategic long term vision for the future development of the borough.</p> <p>Viewed in this context, the SPD may be seen as occupying the lowest tier of a cascading suite of planning policies aimed at guiding development in the borough over the next 20 years.</p> <p>The SPD contains detailed guidance on the following topics. These topics and their key objectives are listed below:</p>

### Housing

- Housing Quality: To ensure new residential development provides high quality housing that respects the amenity of neighbours and meets local needs.

### Design

- Access : To provide guidance to ensure that developments are easily accessible to people of all ages and abilities.
- Guidelines for light wells: To provide guidance to property owners on the council's policy and design approach to lightwells and basement construction.
- Buildings of Merit : To encourage the retention of the architectural, townscape and historic character of the borough by providing guidance to developers on proposals involving the alteration, demolition or any development on buildings and artefacts of local importance and interest.
- Shopfront design: To improve the appearance of the borough's shopping precincts and streets by encouraging the development of high quality, accessible shopping frontages that are designed in accordance with the age and architectural style of the building concerned.
- Conservation Area Guidelines: To ensure new development preserves and enhances the built heritage of the borough by incorporating suitable design and construction measures.
- Archaeology : To ensure that new development protects and preserves the borough's archaeological heritage.

### Amenity

- Hot food takeaways : To manage the proliferation of hot food takeaways in the borough in order to promote a healthier lifestyle among children and young people.
- Contaminated land : To provide guidance on the council's procedures and protocols associated with the development of previously contaminated land.
- Noise and environmental pollution and air quality: To protect the amenity of the borough's residents by providing guidance on the control of noise, pollution, air quality and other nuisance.



### Sustainability

- Flood risk mitigation & Sustainable Drainage (SUDs): To provide guidance to developers and property owners on the measures that new developments will need to adopt to mitigate against potential flood risks.
- Storage of refuse and recyclables: To ensure that new developments sustainably manage waste and recyclables in the borough.
- Biodiversity: To ensure that new developments protect existing levels of biodiversity and adopt measures to enhance local biodiversity wherever possible.
- Sustainable construction: To ensure that new developments are materials, energy and water efficient.
- Sustainable energy : To ensure that new major developments are built to maximise their energy efficiency in accordance with national policy requirements

### Transport

- Transport: Provides guidance on various transport related standards applicable to new development in the borough.

This EQIA will analyse the PG SPD policies with regard to:

- their impacts on nine statutory protected characteristics, human rights and children's rights; and
- the duties under S149 of the Equality Act 2010 which are as follows:

The key features of these elements are listed below.

Assessment of objectives – The impacts of the SPD policies on the Equality Act 2010's nine protected characteristics are listed below. The effects of implementing the SPD on each of these characteristics is expressed in terms of its relevance to (listed as High(H), Medium(M), Low(L) or Not Applicable (NA), and the magnitude of the impact upon Equality (listed as Positive(+), Negative (-) or Not Applicable (NA).

## SPD Policies

### 1. Housing Quality

Age	<p>Analysis of impact on Age including due regard to PSED (above).</p> <p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).</p> <p>Policies 1, 2, 3 – Provision of private and communal amenity space – These policies seek to ensure that new developments provide adequate amounts of private and communal amenity space for occupants. A flexible approach is adopted regarding the amount of space to be provided based on the characteristics of the proposed development(size, type location and the demographic catered to). Separate policies are provided regarding the dimensions of amenity space to be provided in dwellings(such as balconies and rear gardens) and the design of communal open spaces (such as play spaces within the curtilage of the development) in order to maximise their functionality and use by occupants. These policies will benefit all occupiers of new residential developments but will particularly benefit the lives of young children and elderly people who are comparatively less mobile and are more dependent on spaces being provided that are within of in close proximity to their homes.</p>	L/M/H  H	+ / -  +
Disability	<p>Analysis of impact on disability including due regard to PSED (above).</p> <p>A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p> <p>Policies 1,2,3 – Policies 1-3 are concerned with the provision of adequate levels of private and communal amenity space in new residential development. This will benefit mobility-impaired disabled people who are restricted to spending large parts of their time within the dwelling and associated communal areas. Policies 1 and 3 also require that communal</p>	L/M/H  H	+ / -  +

	spaces and any balconies or terraces that are provided are wheelchair accessible. This will facilitate access to these spaces for people who are wheelchair bound, benefitting their overall quality of life.		
Gender reassignment	<p>Analysis of impact on gender reassignment including due regard to PSED (above).</p> <p>Gender reassignment is the process of transitioning from one gender to another.</p> <p>The policies in the SPD on Housing Quality have not emerged as relevant to, or as having an impact on, gender reassignment.</p>	L/M/H  NA	+ / -  NA
Marriage and Civil Partnership	<p>Analysis of impact on marriage and civil partnership including due regard to PSED (above).</p> <p>The law does not require service providers to take into account the impact of what they do on married people and civil partners. The 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 Quality policies in the SPD are not relevant to, and are unlikely to have an impact on Marriage and Civil Partnership.</p>	NA	NA
Pregnancy and maternity	<p>Analysis of impact on pregnancy and maternity including due regard to PSED (above).</p> <p>Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context.</p> <p>Policies 1, 2 – The policies aim to ensure new housing is built to high design standards. Policy 1 requires the provision of adequate, well designed, wheelchair friendly private and/or communal amenity/play space in new dwellings that can be used for a number of purposes, including the storage of prams and other children’s equipment. This will benefit women both during and after pregnancy as these accessible spaces will be located</p>	L/M/H  H	+ / -  +

	within, or in close proximity to their homes facilitating their use by both pregnant women whose mobility may be impaired and women with young children in prams.		
Race	<p>Analysis of impact on race including due regard to PSED (above).</p> <p>Race refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.</p> <p>The Housing Quality policies in the SPD are not relevant to, and are unlikely to have an impact on Race</p>	L/M/H  NA	+ / -  NA
Religion/belief (including non-belief)	<p>Analysis of impact on religion including due regard to PSED (above).</p> <p>Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p> <p>The Housing Quality policies in the SPD are not relevant to, and are unlikely to have an impact on Religion/Belief(including non-belief)</p>	L/M/H  NA	+ / -  NA
Sex	<p>Analysis of impact on sex</p> <p>Information: Sex means a man or a woman</p> <p>The Housing Quality policies in the SPD are not relevant to, and are unlikely to have an impact on Sex</p>	L/M/H  NA	+ / -  NA
Sexual Orientation	<p>Analysis of impact on sexual orientation</p> <p>Information: Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes</p> <p>The Housing Quality policies in the SPD are not relevant to, and are unlikely to have an impact on Sexual Orientation</p>	L/M/H  NA	+ / -  NA

**Human Rights and Children’s Rights**

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

The policies in the SPD on Housing Quality will not affect human rights as defined in the Human Rights Act 1998.

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

As noted under Age above, there are a number of areas in which the policies will have a positive effect on children. These are as follows:

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

These rights are relevant in relation to the following policies for the following reasons:

Policies 1, 2 and 3 – Children will benefit from having adequate amounts of private amenity space to play and to engage in other recreational and leisure activities in.

**DESIGN**

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policies 1,2 3,4,6,7,8,9,10,11 The policies in the Access chapter focus on ensuring that new developments, including new public and open spaces are built to be ‘accessible and inclusive’ and effectively cater both to the changing access needs of people throughout different stages of their lives. In practice the implementation of the policies in the Access chapter will mean that new developments should facilitate easy access for children in prams, toddlers and young children and pregnant women and elderly people who may be mobility impaired.	H	+

**2. Access**

Disability	<p>Policies 1,2,3,4,5,6,7,8,9,10,11</p> <p>The overarching principle of the Access chapter is to ensure that new development including new public and open spaces are designed to ensure that these are accessible to disabled people. The policies in this chapter provide detailed design guidance to developers on how this may best be achieved. This includes guidance on the following elements: designing building entrances (Policy 3), Access to facilities such as lifts and toilets within buildings (Policy4), Access in public spaces (Policy 8), the design of ramps and steps (Policy 7), Access to and within public and open spaces (Policy 9), consultation requirements with relevant Disability groups.</p>	H	+
Gender reassignment	The policies in the SPD on Access have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	Public authorities are not legally required to take into account the impact of their duties on married people and civil partners or to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. In this respect, the policies on Access in the SPD are not relevant to, and are unlikely to have an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	<p>Policies 1,2 3,4,6,7,8</p> <p>The policies in the SPD on Access aim to ensure new housing and other buildings are built to high design standards to ensure new developments and new public and open spaces are both accessible and inclusive. The policies mentioned above will benefit pregnant women whose mobility may be reduced, particularly in later stages of their pregnancy. A greater benefit will accrue to mothers with young children as the policies in the Access chapter will enable easy pram access within private and communal spaces of new developments.</p>	H	+
Race	The policies in the SPD on Access have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-	The policies in the SPD on Access have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA

belief)			
Sex	The policies in the SPD on Access have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Access have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Access will not affect human rights as defined in the Human Rights Act 1998.

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

Yes. As noted under Age above, the policies on access will have a positive effect on children by improving their levels of access in new developments, including new public spaces in the borough. This will in turn positively impact on the following:

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

### 3. Guidelines for Lightwells

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on age.	NA	NA
Disability	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on disability.	NA	NA
Gender reassignment	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A

Marriage and Civil Partnership	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on pregnancy and maternity	NA	NA
Race	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Lightwells have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

#### Human Rights and Children's Rights

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

The policies in the SPD on Lightwells will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Lightwells will not affect children's rights as defined by the UNRC 1992.

#### 4. Buildings of Merit

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policies 20 and 21 place restrictions on certain types of development to buildings of merit, including prohibiting 'harmful alterations' to such buildings. Exceptions to this provision permitting alterations are limited to whether the building is beyond repair or the proposed development will bring substantial benefits to the community and cannot be practicably adapted to retain any historic interest.	L/M	-



	In some circumstances the implementation of this policy may serve to restrict external and internal alterations to buildings of merit aimed at improving levels of access for people. Alterations such as access ramps, lifts and/or escalators may be seen to be unsympathetic to or detrimental to the building in question. This could disadvantage young children, especially those in prams and elderly people who are mobility impaired from accessing these buildings.		
Disability	Policies 20 and 21 Disabled people with impaired mobility may be disadvantaged from the implementation of Policy 1 as this may reduce their ability to access some buildings of merit where modifications to increase access may be deemed to be unsympathetic and/or harmful to the buildings design and character.	L/M	-
Gender reassignment	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policies 20 and 21 Pregnant women or those with young children may have restricted mobility and may be disadvantaged from the implementation of Policy 1 as this may reduce their ability to access some buildings of merit where modifications to increase access may be deemed to be unsympathetic and/or harmful to the buildings design and character.	L	-
Race	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Buildings of Merit have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Buildings of Merit will not affect human rights as defined in the Human Rights Act 1998.

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

Although there is some potential for very young children to be disadvantaged by the application of the policies in the SPD on Buildings of Merit, these are not likely to affect children's rights as defined by the UNRC 1992.

### 5. Shopfront Design

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policy 25 in the SPD on Shopfront Design aims to ensure that shopfronts should secure easy access for people of all abilities. Design measures to facilitate ease of access include minimum door widths, doors that are easy to open, level entrances or non-slip ramps and shallow gradients and vision strips on large areas of glazing. The inclusion of these design measures should improve the ability of very young children, including children in prams and elderly people who may be mobility impaired or in wheelchairs to access shops.	H	+
Disability	Disabled people, particularly those who have impaired mobility will benefit from the implementation of Policy 4 as they will be able to access shops with relative ease. Visually impaired people will also benefit from having vision strips introduced on large unbroken areas of glazing.	H	+
Gender reassignment	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A

Pregnancy and maternity	Both pregnant women and those with young children will benefit from shopfront design features as detailed in Policy 4 that facilitate easier access to shops.	H	+
Race	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Shopfront Design have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Shopfront Design will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Shopfront Design are not likely to affect children's rights as defined by the UNRC 1992.

### 6. Conservation Area Guidelines

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policy 52 aims to encourage access to historic buildings by disabled people. The implementation of this policy will also facilitate access to these buildings by people with limited mobility such as very young children and the elderly.	L/M	+
Disability	Policy 52 aims to encourage access to historic buildings by disabled people. The implementation of this policy will facilitate access to these buildings by disabled people.	M	+

Gender reassignment	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policy 52 aims to encourage access to historic buildings by disabled people. The implementation of this policy will also facilitate access to these buildings by pregnant women and women with young children.	L/M	+
Race	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Conservation Area Guidelines have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

#### **Human Rights and Children's Rights**

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

The policies in the SPD on Conservation Area Guidelines will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Conservation Area Guidelines are not likely to affect children's rights as defined by the UNRC 1992.

## 7. Archaeology

<b>Characteristic</b>	<b>Applicability of characteristic to SPD policies</b>	<b>Relevance</b>	<b>Impact</b>
Age	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on age	NA	NA
Disability	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on Disability	NA	NA
Gender reassignment	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on pregnancy and maternity	NA	NA
Race	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Archaeology have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Archaeology will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Archaeology are not likely to affect children's rights as defined by the UNRC 1992.

### 8. Hot Food Takeaways

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	The key policy of the Hot Food Takeaway chapter is to resist the development of new Hot Food Takeaway establishments within walking distance of secondary, parks or youth facilities. Restricting children's access to these establishments may have a positive effect on health and obesity levels.	L	+
Disability	Restricting access to hot food takeaways by limiting the places where they maybe located will mean that disabled people will also find it relatively harder to access these establishments. The impacts on disabled people from restricted access to new hot food takeaways may generally be seen to be positive.	L	+
Gender reassignment	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on pregnancy and maternity	NA	NA
Race	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on Religion or	NA	NA

belief)	belief including non-belief.		
Sex	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Hot Food Takeaways have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Hot Food Takeaways will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Hot Food Takeaways are not likely to affect children's rights as defined by the UNRC 1992.

### 9. Contaminated Land

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policy 4 of the section on Contaminated Land assumes the possibility of contamination of land located close to previously contaminative uses and being proposed to be developed into a use that is sensitive to contamination such as schools, hospitals, housing and nurseries. Implementing this precautionary approach is likely to reduce the levels of risk of exposure to the harmful effects of contamination and will particularly benefit young and elderly people.	H	+
Disability	Policy 4 of the section on Contaminated Land assumes the possibility of contamination of land located close to previously contaminative uses and being proposed to be developed into a use that is sensitive to contamination such as schools, hospitals, housing and nurseries. Implementing this precautionary approach is likely to reduce the levels of risk of exposure to the harmful effects of contamination and will particularly benefit disabled people who may have limited mobility and spend large amounts of time at home.	L	+

Gender reassignment	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on gender reassignment.	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	Policy 4 of the section on Contaminated Land assumes the possibility of contamination of land located close to previously contaminative uses and being proposed to be developed into a use that is sensitive to contamination such as schools, hospitals, housing and nurseries. Implementing this precautionary approach is likely to reduce the levels of risk of exposure to the harmful effects of contamination and will particularly benefit pregnant women and women with children.	L	+
Race	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on Religion or belief including non-belief.	NA	NA
Sex	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Contaminated Land have not emerged as relevant to, or as having an impact on sexual orientation.	NA	NA

#### **Human Rights and Children's Rights**

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

The policies in the SPD on Contaminated Land will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Contaminated Land are not likely to affect children's rights as defined by the UNRC 1992.



## 10. Noise and environmental pollution

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	<p>Policies 18,19, 20,21,22, 23,24,25,26</p> <p>The chapter on noise and environmental pollution aims to minimise as far as possible, the adverse impacts of developments that create noise and/or environmental pollution such as dust, odour, vibration and light pollution. Although the measures aimed at controlling these forms of pollution will result in benefits to all people generally, certain sections of the community who are particularly vulnerable and less tolerant to these forms of pollution including very young children and the elderly will particularly benefit. Very young children and the elderly are also likely to be relatively less mobile and therefore more likely to be constrained within their residences than other sections of the community. The policies in this chapter will therefore benefit these sections of the community in particular.</p>	M	+
Disability	<p>Policies 18,19, 20,21,22, 23,24,25,26</p> <p>See above. Although the policies aimed at controlling noise and environmental pollution will provide benefits to the wider community, they will particularly benefit people with disabilities who are less mobile and more likely to be largely restricted in the confines of their homes and therefore more likely to suffer disproportionate exposure to the adverse impacts of noise and environmental pollution.</p>	M	+
Gender reassignment	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Gender reassignment	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership	N/A	N/A

Pregnancy and maternity	Policies 18,19, 20,21,22, 23,24,25,26 See above. Although the policies aimed at controlling noise and environmental pollution will provide benefits to the wider community, they will benefit pregnant women and women with young children who are more likely to be largely restricted to the confines of their homes and therefore more likely to suffer disproportionate exposure to the adverse impacts of noise and environmental pollution.	M	+
Race	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Race	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief)	NA	NA
Sex	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Sex	NA	NA
Sexual Orientation	The policies in the SPD on Noise and Environmental Pollution have not emerged as relevant to, or as having an impact on Sexual Orientation	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Noise and Environmental Pollution will not affect human rights as defined in the Human Rights Act 1998.

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

The policies on Noise and Environmental Pollution will have a positive health benefits for children by reducing the potential for their exposure to the these pollutants and therefore the impacts of the associated harm. In terms of the UNCRC children's rights will be benefitted in the following areas:

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

## 11. Flood Risk Mitigation and Sustainable Drainage Principles

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policies 1 and 2 The chapter on flood risk mitigation and sustainable drainage principles aims to minimise flood risk in the borough as far as possible. Although the benefits accruing from the implementation of these policies will accrue to all people generally, certain sections of the community who are less mobile and therefore especially vulnerable including very young children and the elderly will particularly benefit.	L/M	+
Disability	Policies 1, 2 See above. Although the policies aimed at minimising flood risk will provide benefits to the community at large, they will particularly benefit people with disabilities who are less mobile and are more likely to suffer harm in the event of a flood.	L/M	+
Gender reassignment	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Gender reassignment	N/A	N/A
Marriage and Civil Partnership	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership	N/A	N/A
Pregnancy and maternity	Policies 1 and 2 The chapter on flood risk mitigation and sustainable drainage principles aims to minimise flood risk in the borough as far as possible. Although the benefits accruing from the implementation of these policies will accrue to all people generally, certain sections of the community who are less mobile and therefore especially vulnerable including very young children and the elderly will particularly benefit.	L/M	+

Race	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Race	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief)	NA	NA
Sex	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Sex	NA	NA
Sexual Orientation	The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles have not emerged as relevant to, or as having an impact on Sexual Orientation	NA	NA

#### **Human Rights and Children's Rights**

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

The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Flood Risk Mitigation and Sustainable Design Principles are not likely to affect children's rights as defined by the UNRC 1992.

#### **11. Storage of refuse and recyclables**

<b>Characteristic</b>	<b>Applicability of characteristic to SPD policies</b>	<b>Relevance</b>	<b>Impact</b>
Age	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Age	NA	NA
Disability	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Disability.	NA	NA

Gender reassignment	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Gender reassignment	NA	NA
Marriage and Civil Partnership	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership	NA	NA
Pregnancy and maternity	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Pregnancy and maternity	NA	NA
Race	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Race	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief)	NA	NA
Sex	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Sex	NA	NA
Sexual Orientation	The policies in the SPD on the Storage of Refuse and Recyclables have not emerged as relevant to, or as having an impact on Sexual Orientation	NA	NA

### Human Rights and Children's Rights

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

The policies in the SPD on Storage of refuse and recyclables will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Storage of refuse and recyclables are not likely to affect children's rights as defined by the UNRC 1992.

### 12. Biodiversity

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
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Age	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Age.	NA	NA
Disability	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Disability.	NA	NA
Gender reassignment	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Gender reassignment.	NA	NA
Marriage and Civil Partnership	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	NA	NA
Pregnancy and maternity	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Pregnancy and maternity.	NA	NA
Race	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief).	NA	NA
Sex	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Biodiversity have not emerged as relevant to, or as having an impact on Sexual Orientation.	NA	NA

### **Human Rights and Children's Rights**

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

The policies in the SPD on Biodiversity will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Biodiversity are not likely to affect children's rights as defined by the UNRC 1992.

### **13. Sustainable Construction**

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	Policy 26 in the section on Sustainable construction will benefit all sections of the community but will be particularly beneficial to vulnerable groups such as young children and elderly people who may be less mobile and more susceptible to harm from the effects of construction related air, noise and water pollution.	L/M	+
Disability	Policy 26 in the section on Sustainable Construction will particularly benefit disabled people with limited mobility and those who are vulnerable to air, noise and water pollution.	L/M	+
Gender reassignment	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Gender reassignment.	NA	NA
Marriage and Civil Partnership	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	NA	NA
Pregnancy and maternity	Policy 26 in the section on Sustainable Construction will particularly benefit pregnant women with limited mobility and those with young children who may be vulnerable to air, noise and water pollution.	L/M	+
Race	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief).	NA	NA
Sex	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Sustainable Construction have not emerged as relevant to, or as having an impact on Sexual Orientation.	NA	NA

#### **Human Rights and Children's Rights**

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

The policies in the SPD on Sustainable Construction will not affect human rights as defined in the Human Rights

Act 1998.

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

The policies in the SPD on Sustainable Construction are not likely to affect children's rights as defined by the UNRC 1992.

#### 14. Sustainable Energy

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
Age	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Age.	NA	NA
Disability	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Disability.	NA	NA
Gender reassignment	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Gender reassignment.	NA	NA
Marriage and Civil Partnership	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	NA	NA
Pregnancy and maternity	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Pregnancy and maternity.	NA	NA
Race	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief).	NA	NA
Sex	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Sustainable Energy have not emerged as relevant to, or as having an impact on Sexual Orientation.	NA	NA

#### Human Rights and Children's Rights

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



The policies in the SPD on Sustainable Energy will not affect human rights as defined in the Human Rights Act 1998.

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

The policies in the SPD on Sustainable Energy are not likely to affect children's rights as defined by the UNRC 1992.

### 15. Transport

<i>Characteristi</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Releva nce</i>	<i>Impact</i>
Age	The SPD policies on Transport will particularly benefit people who cannot or are unable to drive private vehicles, such as children and elderly people. The policies aim on promoting sustainable transport modes such as walking, cycling and public transport and aim to ensure that accessibility	H	+
Disability	The PG SPD policies on transport contain a number of policies aimed at improving access for disabled people across all modes of transport. These include policies on adequate car parking size, Blue Badge parking, the promotion of public transport and walking and ensuring safe and accessible pedestrian access on public streets and communal spaces.	H	+
Gender reassignment	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Gender reassignment.	N/A	N/A

Marriage and Civil Partnership	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.	N/A	N/A
Pregnancy and maternity	The policies in the SPD on Transport will have a positive benefit on pregnant women and women with young children. These policies that cover a range of topics including promoting walking and public transport, and ensuring safe and accessible environments for pedestrians, including those who may be movement impaired.	H	+
Race	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Race.	NA	NA
Religion/belief (including non-belief)	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief).	NA	NA
Sex	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Sex.	NA	NA
Sexual Orientation	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Sexual Orientation.	NA	NA

**Section 03****Analysis of relevant data and/or undertake research****Documents and data reviewed**

The following documents and data have been used to help inform this Equality Impact Analysis:

**Community Strategy**

The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Development Management Development Plan Document and the Single Equality scheme. The Strategy was developed with our local partners from across the public, private, voluntary and community sectors and was

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

### **Single Equality Scheme**

The Single Equality Scheme simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers gave careful consideration to the statutory codes that were relevant at the time, in relation to race, gender, and disability in preparing the scheme, as well as to the duties that were expected (at the time) to arise from the Equality Act 2010. Most of the Act's provisions came into force on 01 October 2010.

The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the LBHF Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough. The PG SPD works to these same broad objectives.

### **Demographics of Equality Target Groups**

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

A summary of the current position in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the PG SPD on these groups.

### **Population**

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

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

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

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

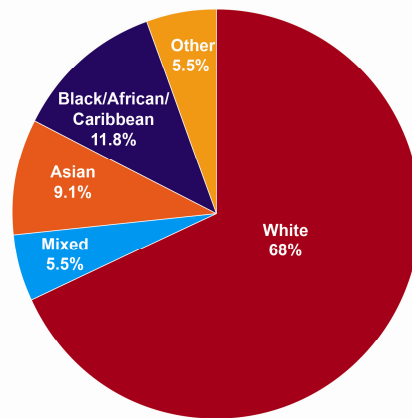
Households will increase by 9% from 76,400 households in 2008 to 83,130 in 2033 (Source: DCLG). It is projected that the main growth in number of households will be in 'one person' households (21% up to 2033), while the number of 'co-habiting couples' households will decrease by nearly 11% between 2008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

**Race**

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

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

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



Source: Office for National Statistics

**Disability**

The rate of physical disability registrations for Hammersmith and Fulham as a whole is 37.3 registrations per 1,000 population. The Single Equalities Scheme (SES) from 2009-12 indicates that around 15% of residents in

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

Hammersmith and Fulham have a disability. College Park and Old Oak has the highest rate of physical disability registrations in the borough (53.95). The five wards with the highest rates are all in the north of the borough; College Park and Old Oak, Wormholt and White City, Shepherd's Bush Green, Hammersmith Broadway and Askew. Palace Riverside has the lowest rate of registrations in the borough. Physical disability registration is voluntary so the figures do not give a complete picture of disability within Hammersmith & Fulham. In 2011, 12.6% of the borough population had limited day-to-day activities in the borough.

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

**Figure 2: Number of people registered with a disability**



Source: Community Services registrations

### Gender

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

The Single Equalities Scheme (SES) indicates that there are more female headed households in the borough

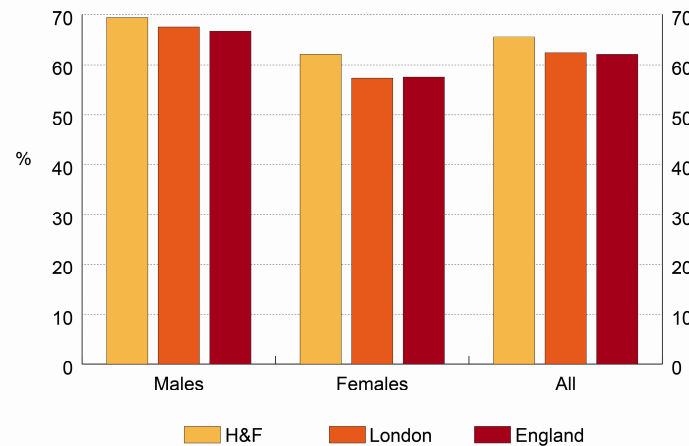
which represents a key equality gap for Hammersmith and Fulham.

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

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

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

**Figure 3: Employment in Hammersmith and Fulham, Census 2011**



Source: Office for National Statistics

**Religion**

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

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

The policies in the PGSPS are not aimed specifically at religious groups, but it is noted that members of this population will also be represented through one or more other equality strands and that race and religion are often linked, meaning that benefits will be experienced by this group in more subtle ways. For example,

through increased employment opportunities, better transport and quality of built environment.

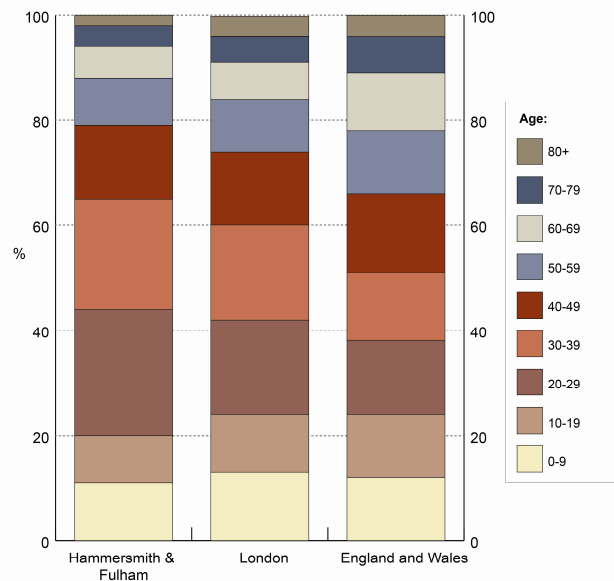
### Age

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

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

According to the H&F Carer's Strategy 2005-2010 and Experian Mosaic Data for the borough, older residents in the borough are more likely to live alone.

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



Source: Office for National Statistics

### Sexual Orientation (and transgender)

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

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

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

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

### **Socio-economic**

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

The 2011 Census shows that Hammersmith & Fulham is a polarised borough with relatively high proportions of residents who are either high earners or low earners. Census measures also show very high degrees of polarisation compared to other local authorities in educational attainment and occupation levels.

H&F has high proportions of working age residents in higher-paid jobs. In 2011, 14.6% were managers and senior officials compared to 11.6% in London and 10.8% in England and Wales.

27% were in professional positions: this has increased significantly from 2001 when only 19.6% fell within this occupation group. Conversely, the Associate and Technical occupations category has decreased slightly from 23.5% in 2001 to 22.1% in 2011.

Also, in 2011, 6.7% of the population were in the 'elementary occupations' category compared to 9.6% in London and 11.1% in the UK.

In terms of economic inactivity, 26% of the 16-74 population in 2011 was inactive compared to an average of 28.3% in London.

### **Human Rights**



	<p>It is not considered the PG SPD will adversely affect human rights as defined by the Human Rights Act 1998.</p> <p><b>Children's Rights</b>  It is considered that the PG SPD will have a positive impact on UNCRC, including the following:</p> <ul style="list-style-type: none"> <li>• The right to life, survival and development;</li> <li>• Health and welfare rights, including rights for disabled children, the right to health and health care, and social security; and</li> <li>• The right to education, leisure, culture and the arts.</li> </ul>
<b>New research</b>	Not Applicable.

<b>Section 04</b>	<b>Undertake and analyse consultation</b>
<b>Consultation</b>	<p>The PG SPD, or where relevant, separate sections of the document were sent to various government agencies and neighbouring boroughs for the purpose of seeking informal, general comments on proposed policies in accordance with the consultation requirements of regulation 12 of the Town and Country Planning (Local Planning) (England) Regulations 2012. Based on the recommendations made, the policies in the PG SPD was amended as appropriate.</p> <p>The draft Planning Guidance SPD and the associated EQIA were subject to a further stage of public consultation 2 July to 7 September 2012. No specific comments were received on the EQIA during this consultation.</p> <p>Following the receipt of public representations, the council made a number of changes to the proposed PG SPD and the EQIA has been reviewed following these changes.</p>
<b>Analysis</b>	<p>The bodies consulted during the initial informal consultation stage provided general comments on the content of the proposed PG SPD policies. A general query was raised by the Port of London Authority on whether access requirements relating to the proposed Residential Moorings policy in the PG SPD triggered the provisions of the Disability Discrimination Act 1995. As a result of the representations received this section of the PG SPD has been removed from the final document. The consultees did not raise any other matters relating to the protected characteristics and/or human and children's rights.</p>

Section 05	Analysis of impact and outcomes										
Analysis	<p>The table below analyses the PG SPD's overall relevance to, and impact upon the nine protected characteristics. The informal consultation undertaken so far and the analysis of data listed above reveals that the implementation of the PG SPD will be unlikely to result in any lawful and/or unlawful discrimination against people who share one or more of the protected characteristics.</p>										
	<table border="1"> <thead> <tr> <th data-bbox="551 432 835 475"><i>Characteristic</i></th> <th data-bbox="835 432 1973 475"><i>Applicability of characteristic to the SPD</i></th> </tr> </thead> <tbody> <tr> <td data-bbox="551 488 835 890">Age</td> <td data-bbox="835 488 1973 890">The SPD policies on Housing Quality, Design, Shopfront Design and Transport are of high relevance to people in this category and will result in positive impacts. SPD policies on Noise and environmental pollution, Flood Risk and Sustainable Construction are of lesser relevance but will also result in positive impacts. The implementation of the policies in the Buildings of Merit section may result in reduced access to certain buildings to people who may be mobility impaired and thereby have a negative impact people on very young and elderly people. A number of policies in the SPD are not relevant to and will not have any impact upon this characteristic.</td> </tr> <tr> <td data-bbox="551 895 835 1297">Disability</td> <td data-bbox="835 895 1973 1297">The SPD polices on Housing Quality, Shopfront Design and Transport are of high relevance to people in this category and are likely to result in positive benefits for disabled people. SPD policies on Noise and Environmental pollution, Flood risk and Sustainable Construction are of lesser relevance to disabled people but their implementation will also result in positive benefits for people who share this characteristic. The policies on Buildings of Merit may result in disabled people having a low – medium level of reduced access to certain historic buildings in the borough resulting in a negative impact upon them. SPD policies on Archaeology, Contaminated Land, Storage of Refuse and Biodiversity are not relevant to and are unlikely to have any impact upon this characteristic.</td> </tr> <tr> <td data-bbox="551 1302 835 1374">Gender reassignment</td> <td data-bbox="835 1302 1973 1374">The policies in the SPD have not emerged as relevant to, or as having an impact on Gender reassignment.</td> </tr> <tr> <td data-bbox="551 1378 835 1447">Marriage and Civil Partnership</td> <td data-bbox="835 1378 1973 1447">The policies in the SPD have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.</td> </tr> </tbody> </table>	<i>Characteristic</i>	<i>Applicability of characteristic to the SPD</i>	Age	The SPD policies on Housing Quality, Design, Shopfront Design and Transport are of high relevance to people in this category and will result in positive impacts. SPD policies on Noise and environmental pollution, Flood Risk and Sustainable Construction are of lesser relevance but will also result in positive impacts. The implementation of the policies in the Buildings of Merit section may result in reduced access to certain buildings to people who may be mobility impaired and thereby have a negative impact people on very young and elderly people. A number of policies in the SPD are not relevant to and will not have any impact upon this characteristic.	Disability	The SPD polices on Housing Quality, Shopfront Design and Transport are of high relevance to people in this category and are likely to result in positive benefits for disabled people. SPD policies on Noise and Environmental pollution, Flood risk and Sustainable Construction are of lesser relevance to disabled people but their implementation will also result in positive benefits for people who share this characteristic. The policies on Buildings of Merit may result in disabled people having a low – medium level of reduced access to certain historic buildings in the borough resulting in a negative impact upon them. SPD policies on Archaeology, Contaminated Land, Storage of Refuse and Biodiversity are not relevant to and are unlikely to have any impact upon this characteristic.	Gender reassignment	The policies in the SPD have not emerged as relevant to, or as having an impact on Gender reassignment.	Marriage and Civil Partnership	The policies in the SPD have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.
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Marriage and Civil Partnership	The policies in the SPD have not emerged as relevant to, or as having an impact on Marriage and Civil Partnership.										

Pregnancy and maternity	The policies in the SPD on Housing Quality, Shopfront Design and Transport are of high relevance to people in this category and are likely to result in positive benefits for pregnant women and women caring for very young children who may have reduced mobility. SPD policies on Sustainable construction and Flood Risk Mitigation and Sustainable Drainage are likely to be of lesser relevance to people in this category, but are likely to have positive impacts on this group. The policies on Buildings of Merit may result in pregnant women and women with children in having a low – medium level of reduced access to certain historic buildings in the borough resulting in a negative impact upon them. SPD policies on matters such as Archaeology, Hot Food Takeaways, Contaminated Land, Storage of Refuse and Biodiversity are not relevant to and are unlikely to have any impact upon this characteristic
Race	The policies in the SPD have not emerged as relevant to, or as having an impact on Race.
Religion/belief (including non-belief)	The policies in the SPD have not emerged as relevant to, or as having an impact on Religion/belief (including non-belief).
Sex	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Sex.
Sexual Orientation	The policies in the SPD on Transport have not emerged as relevant to, or as having an impact on Sexual Orientation.

<b>Section 06</b>	<b>Reducing any adverse impacts</b>
<b>Outcome of Analysis</b>	<p>The equalities impact analysis of the proposed SPD has found that despite some potential adverse impacts on the ability of disabled or other mobility impaired people including pregnant women and those with young children, very young children and elderly people to access some listed buildings as a result of the application of policies in the section on Buildings of Merit, there is unlikely to be any potential unlawful discrimination against protected groups associated with the implementation of these policies. The implementation of the SPD is also unlikely to adversely impact upon Human Rights or Children's rights. However, in accordance with the purpose of the formal public consultation phase, the council will welcome comments from the public and other stakeholders on the findings of this equalities impacts analysis.</p> <p>The SPD must be in conformity with the adopted Core Strategy and the Submission version of the DM DPD,</p>

both of which had separate Equality Impact Analyses completed.

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

- The council will monitor the development of equalities legislation and associated case law to help ensure that the SPD remains legally compliant;
- As part of its statutory obligations, the council is undertaking a public consultation exercise on the draft SPD. This will give people an opportunity to comment on the policies and for the council to take these comments into account when adopting the policy; and
- The council will monitor the implementation of the SPD on an ongoing basis. Potential issues that may adversely impact on the protected characteristics, such as issues concerning disabled access to listed buildings, will be reported in the council's Annual Monitoring Report. The relevant SPD policies may then be amended accordingly as needed to help address these issues.

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Section 07		Action Plan					
Action Plan		Issue identified	Action (s) to be taken	When	Lead officer	Expected outcome	Date added to business/service plan

Section 08		Agreement, publication and monitoring
<b>Chief Officer sign-off</b>	Name: Nigel Pallace Position: Director of Transport and Technical Services Email: nigel.pallace@lbhf.gov.uk	
<b>Key Decision Report</b>	Date of report to Cabinet/Cabinet Member to authorise consultation on the draft Planning Guidance SPD : 11 June 2012 Confirmation that key equalities issues found here have been included: Yes	
<b>Opportunities Manager for advice and guidance only</b>	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: Email: carly.fry@lbhf.gov.uk Telephone No: 020 8753 3430	

