

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

Section 1 – Details of Full Equality Impact Assessment

Overall Information	<p>Details of Full Equality Impact Assessment</p> <p>(Note: the Equality impact Assessment contained herein is referred to as EQIA, and not EIA for the purposes of this report. This is to avoid confusion with Environmental Impact Assessments, which are known as EIA in planning terms.)</p>
Financial Year	2010-2011
Name and details of policy, strategy, function, project, activity, or programme	<p>The Core Strategy is the overarching development plan document of the Local Development Framework (LDF) and sets out the Council’s long term vision, as contained in H&F’s Community Strategy 2007, to create a borough of opportunity for all. It highlights the strategic objectives for the borough, focussing on the key issues to be addressed, and includes a delivery strategy for achieving these objectives. It identifies five major regeneration areas and allocates strategic sites for development which are considered crucial to the achievement of the Core Strategy. It also includes borough-wide policies on topics such as housing and the built environment. The plan period for the core strategy is 20 years.</p>
Name of Service Department	<p>Name: David Gawthorpe Position: Environment Services (Development Plans Team) Email: david.gawthorpe@lbhf.gov.uk Telephone No: 0208 753 3384</p>
Date of completion of final EIA	<p>Date for start of EQIA: June 2010 Completion date for finalised EQIA: July 2011</p>

Section 2 – Scoping of Full EQIA

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

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

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

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

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


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

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

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

These areas are:

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

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

The findings of the assessment are set out in section 5.0

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

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

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

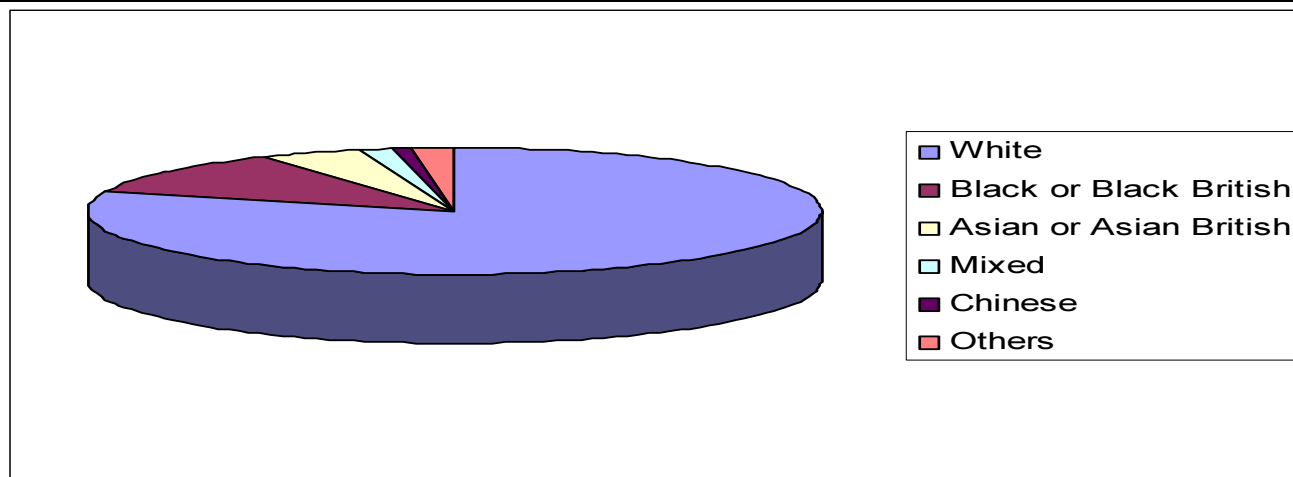
It is projected by the GLA (taking account of the borough's housing target of an additional 615 dwellings p.a.) that the population will increase from 175,800 in 2006 to 189,800 in 2031, (a 14,000 (8%) increase) and that households will increase by 14,600 from 79,880 households in 2006 to 94,400 in 2031(an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

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

Race

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

Ethnic Groups in Hammersmith & Fulham 2001

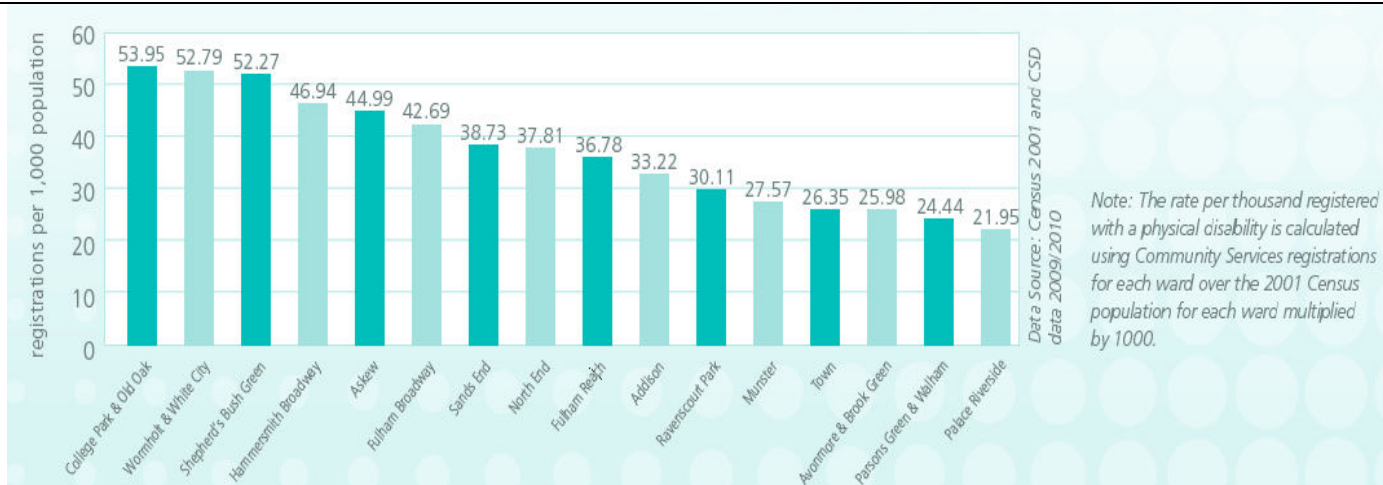


Source of data : 2001 Census Key Statistics for Local Authorities

Disability

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

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



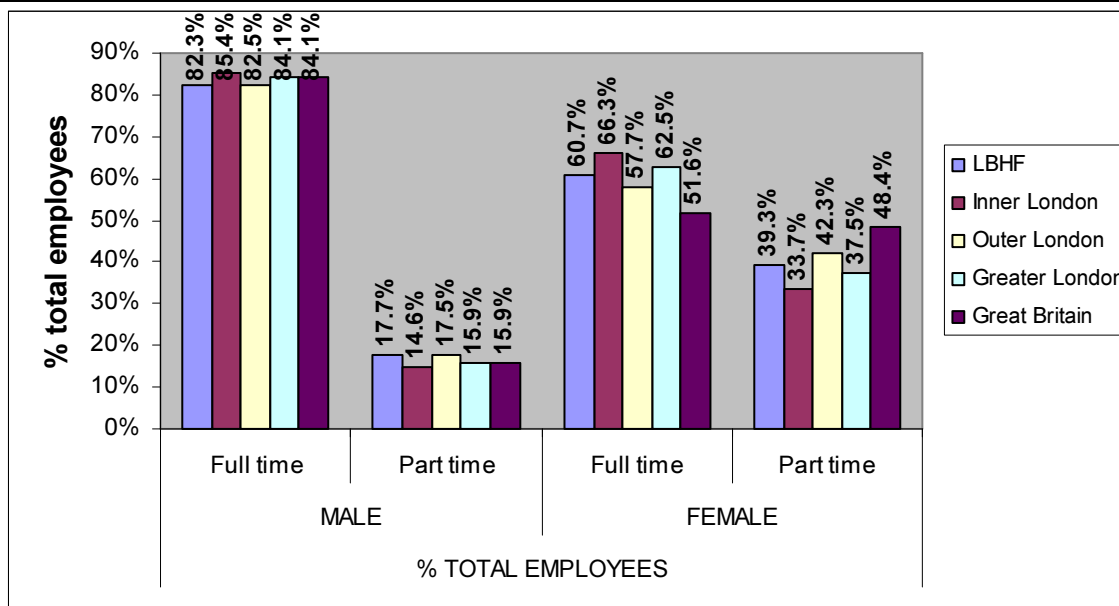
Gender

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

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

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

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



Source of data : 2001 Census Key Statistics for Local Authorities

Religion

The religious profile of the Borough is less diverse than in London as a whole. In 2001, 63.6% of residents in the Borough were Christians, 6.8% were Muslim and 2.3% were other religions. This partly reflects the ethnic profile of the Borough, with a higher White population who are predominantly Christian and a lower Asian population who have a more diverse religious profile. In 2001, 17.6% of residents in the Borough stated that they had no religion. This is similar to the proportion for Inner London (18.3%) and Greater London (15.8%).

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

Age

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

of the country. Conversely, the proportion (28%) of children and young adults (0-24s) is lower than in London and the rest of the country. Some 23% of the population is aged 50 or over, which is slightly higher than the average for Inner London, but lower than the average for Outer London. According to the H&F Carer's Strategy 2005-2010 and Experian Mosaic Data for the borough, older residents in the borough are more likely to live alone.

Age Structure % of Total Population - 2008



Sexual Orientation (and transgender)

The nature of issues facing LGB people is such that often, the voluntary sector has worked with those supporting transgendered or transitioning people as well, hence we often use the term LBGT (lesbian, gay, bisexual, transgender). This is relevant when assessing impacts and looking at populations, for there are no official statistics on sexual orientation or gender identity, as these are not routinely captured by public bodies, and are not captured by the census. However:

'In 2005, the Department for Trade and Industry published a figure of 6% as the percentage of LGBT people in the general population...the number of LGBT people in London is thought to be anywhere

between 6% and 10% of the total population, increased by disproportionate levels of migration. This equates to an urban population of between 450,000 and 750'

[Kairos in Soho, *London's LGBT Voluntary Sector Infrastructure Project*, 25:2007]

To put this in a local context so far as is possible, although there are no accurate statistics for the numbers of lesbian, gay and bisexual residents in the borough, the 2001 census recorded 568 people (or 1.1% of couples), aged 16 and over, living as same sex couples in Hammersmith and Fulham. In 2009 there were 49 civil partnerships in this borough. This gives us some of the picture but within the parameters of the DTI figures, we note that these local statistics may hide single LGB people, or LGB people who have not entered into civil partnerships. We do not have specific data on transgendered or transitioning people. The policies in the Core Strategy are not aimed specifically at LGBT people but it is noted that members of this population will also be represented through one or more other equality strands, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment.

Socio-economic

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

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

Section 4: Assess or undertake consultation

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

Section 5: Assessment of impact and outcomes

Section 05	Assessment of impact and outcomes			
Assessment	<p>This section assesses the Core Strategy Policies against the 7 key equality strands. Each Core Strategy policy and/or topic area has been given a score which indicates whether it has a positive (+) or negative (-) impact on the 7 equality strands and also whether this impact is low, medium or high. Where no impact has been identified it has been marked with a dash (/).</p>			
	Key Equality Strands			Core Strategy Policies
				Spatial Policy A: Planning for regeneration and growth
	Race	+	Medium	<p>The spatial policy will focus on and encourage major regeneration and growth in five key regeneration areas in the borough. The policy states that accessibility, scale, infrastructure, the environment and housing mix and affordability will be important considerations in regenerating these areas. Increasing the amount of housing, including affordable housing, will help to support the needs of all groups. In addition, promoting development in these areas will provide an opportunity to create new and accessible locations which meet the needs of all ages and disabilities.</p> <p>The socio-economic benefits of regeneration are high with investment in community facilities and decent neighbourhoods together with the economic benefits of new jobs and housing to the local area. Choice of employment opportunities will benefit different ethnic groups, especially in areas such as White City, which has a higher spatial distribution of ethnic minorities.</p>
	Disability	+	Medium	
	Gender	+	Medium	
	Age	+	Medium	
	Sexual Orientation	+	Low	
	Religion/belief (including non-belief)	+	Low	
	Socio-Economic	+	High	
				Spatial Policy B: Planning for the location of employment activities
	Race	+	Low	<p>The spatial policy seeks to target employment activities into appropriate locations in the borough. This includes promoting and improving industrial land in the north of the borough in the Hythe</p>
Disability	+	Medium		
Gender	+	Low		

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

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

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

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

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

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

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

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

Human rights

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

Conclusion

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

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

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

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

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

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

Section 6: Reducing any adverse impacts

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

Section 7: Action Plan

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

Section 8: Agreement, publication and monitoring

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