

APPENDIX 2 - Hammersmith Town Centre Supplementary Planning Document Full Equality Impact Analysis

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

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2024 Q1
Name and details of policy, strategy, function, project, activity, or programme	<p>This Supplementary Planning Document (SPD) sets out a shared vision/ the Council’s vision for the regeneration of Hammersmith up to 2035. The SPD builds upon Hammersmith’s existing strengths as a major office and retail centre, but also seeks to diversify the town centre offer, strengthening its role as a centre for arts, culture and leisure, alongside encouraging additional growth of new residential and commercial developments.</p> <p>The central aim of this Supplementary Planning Document is to deliver a step change in the quality of the physical and built environment in Hammersmith.</p> <p>Key objectives of the SPD focus on transforming the public realm and transport network, creating new public spaces and more legible routes; as well as redevelopment and refurbishment of buildings throughout the area.</p> <p>The SPD also seeks to assist in the delivery of the council’s key corporate strategies such as the Climate Change SPD (2023) encouraging innovative approaches to achieve net zero carbon and biodiversity-enhancing developments; and the Industrial Strategy (2019) supporting growth in enterprise, innovation, skills and infrastructure in Hammersmith and key places across the borough.</p> <p>The SPD is the outcome of the Hammersmith Regeneration Area Masterplan published by the council in 2019. Shaped through extensive collaboration with local residents, the masterplan outlines the key opportunities and challenges in Hammersmith and identifies areas for growth and key interventions to help restore the identity of the town centre. This SPD seeks to elaborate on the masterplan findings to provide planning guidance for developers and residents for Hammersmith town centre</p> <p>The SPD as all supplementary planning documents, does not propose new policy but seeks to supplement existing Policies in the Local Plan (2018) and principles in the Planning Guidance SPD providing supplementary guidance to new development that will come forward for Hammersmith. The SPD should thus be read in conjunction with the council’s policy documents.</p>

Lead Officer	Name: Eleonora Tafuro Position: Planning officer, Policy & Spatial Planning Team, Economic Department Email: localplan@lbhf.gov.uk
Date of completion of final EQIA	January 2024

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: This Equality Impact Assessment (EQIA) will support the consultation of the SPD due to take place in January 2024</p> <p>Resources: Officer time</p> <p>Lead Officer: David Gawthorpe, Team Leader Development Planning Team</p>
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<p>The purpose of the Hammersmith SPD is to provide planning guidance for developers and residents for the regeneration and enhancement of Hammersmith Town Centre. The document seeks to supplement and strengthen existing Policies set out in the council's Local Plan (2018). The SPD provides the opportunity to implement a comprehensive approach to redevelopment within the regeneration area whilst ensuring that key infrastructure is in place to support the growth in homes and jobs targets for Hammersmith identified in the Local Plan.</p> <p>The SPD sets out the following key objectives to achieve and deliver the Council's vision for the regeneration of Hammersmith:</p> <ul style="list-style-type: none"> • Enhance our civic, cultural and evening economy • Support the role of King Street • Provide a network of public spaces • Promote employment and new homes • Create an upgraded transport interchange • Reimagining transport infrastructure • Improving connections to the river

- Improve connectivity and accessibility

Section 03	Analysis of relevant data and/or undertake research
Documents and data reviewed	<p>The following documents and data have been used to help inform this Equality Impact Analysis:</p> <p>Equalities Plan 2021-25 The Council’s draft Equality Plan 2021-2025 sets out the Council’s vision for tackling inequality and responding to the public sector equality duty. The document draws on five objectives:</p> <ol style="list-style-type: none"> 1. Everyone in our borough must feel valued when the Covid-19 pandemic ends. 2. Removing barriers to inclusion. 3. Ensuring that our services tackle the disproportionate impact on young people of the risks of street crime and exploitation by gangs. 4. Improving opportunities for all. 5. Becoming an employer of choice and fostering greater inclusion <p>Hammersmith & Fulham Joint Health and Wellbeing Strategy 2016-2021 Hammersmith & Fulham Joint Health and Wellbeing Strategy 2016-2021 sets out an ambitious vision for improving the health and wellbeing of people in the borough and securing a sustainable system for the future. The strategy is for a people-centred health and social care system that supports communities to stay well, consistently providing the high quality care and support the most vulnerable people in the community. This includes tackling health inequalities within our communities, overcoming high levels of child poverty and child obesity and severe mental illness in the country. the strategy is therefore considered to be compliant with the statutory codes in relation to equalities characteristics.</p> <p>Census 2021 The 2021 Census describes the resident population of the UK and its constituent countries, by age and sex, and provides information on how the population has changed over time. Data source: [Hammersmith and Fulham population change, Census 2021 – ONS. Hammersmith and Fulham census population profile - 1981 to 2021 (bothness.github.io)]</p> <p>Office for National Statistics (ONS) The office for National Statistics provides statistics on population as the most up to date data collected from the Census 2021.</p>

Greater London Authority (GLA) projections 2020

The trend-based projections 2020 is the most recent set of projections released in September 2021 by the Greater London Authority (GLA).

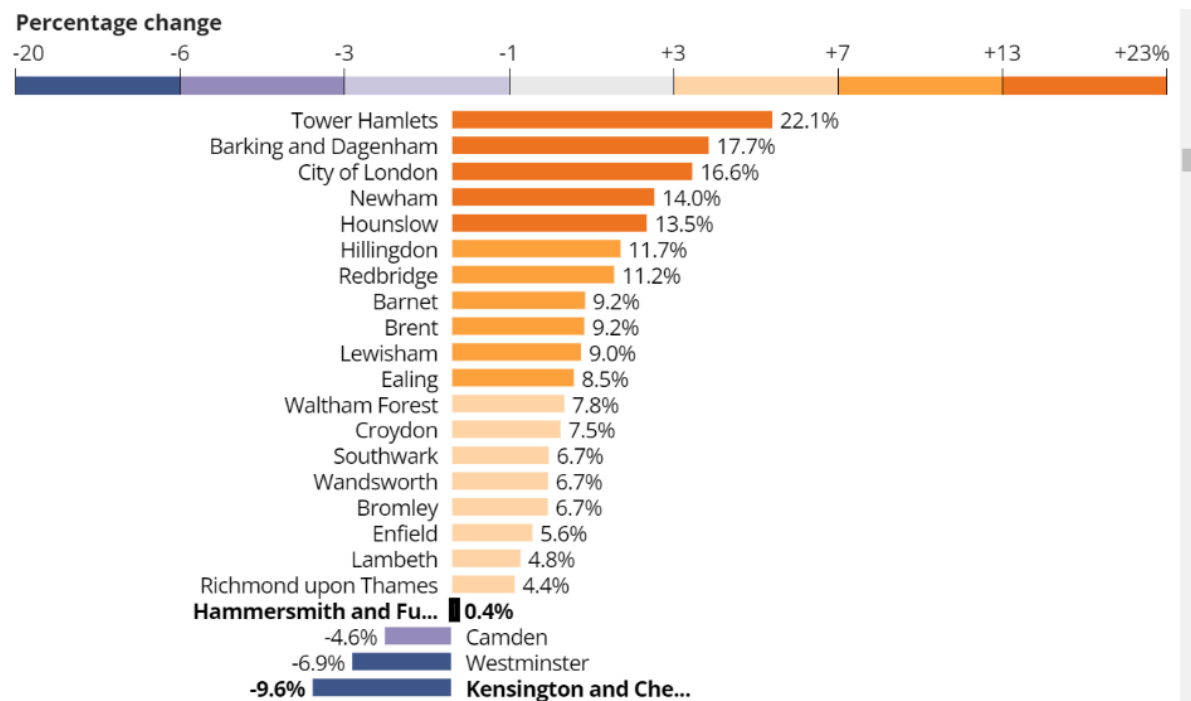
Demographics of Equality Target Groups

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 Hammersmith SPD on these protected categories.

Population and Population Density

Hammersmith and Fulham covers an area of 16 square kilometres (6 square miles). The 2021 Census shows that the total population in 2021 was 183,200 people in Hammersmith and Fulham. This is a 0.4 % increase from the previous census data collected in 2011. This increased to 183,295 according to mid-year population projections published by the ONS.

Figure 1: Population change for Local Authorities in London



(Source: Official National Statistics, 2023)

This is lower than the increase for England (6.6%), where the population grew by nearly 3.5 million to 56,489,800. At 0.9%, Hammersmith and Fulham's population increase is lower than the increase for London (7.7%). In 2021, Hammersmith and Fulham ranked 107th for total population out of 309 local authority areas in England, which is a fall of eight places in a decade.

Table 1: population trend over the last 10 years prior to the 2021 census

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Total Borough Population	182,117	181,421	181,679	182,183	181,783	182,998	184,426	185,143	183,544	183,295

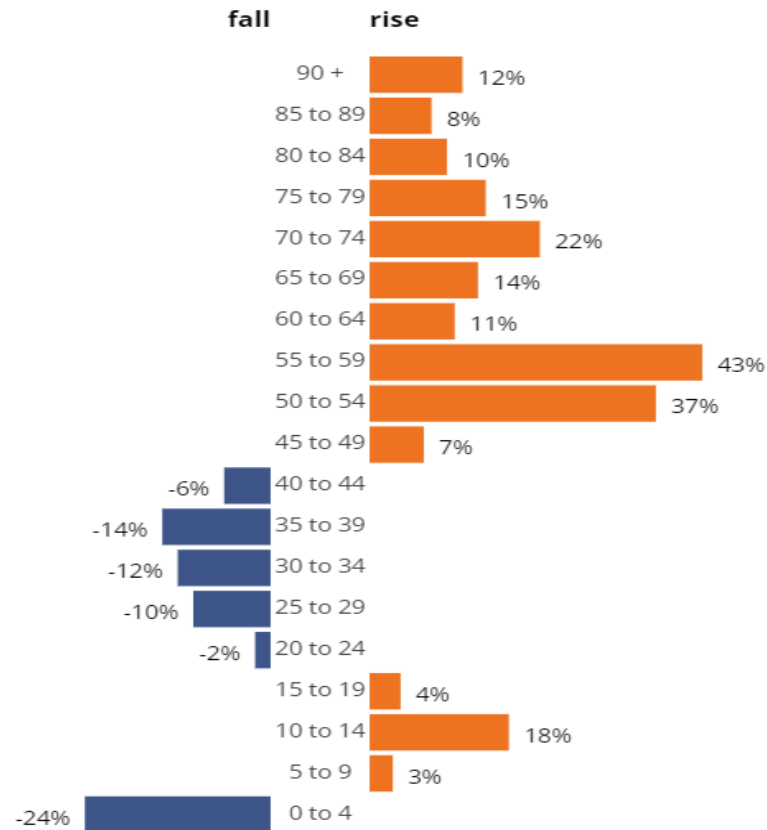
(Source: Varbes Demographic Statistics, Sourced February 2023)

Hammersmith and Fulham has a population density of 11,178 people per square kilometre (km²), based on the latest population estimates taken in mid-2021. There were 434 residents per square kilometre in England in 2021, up from 407 per square kilometre in 2011. Population density varies from area to area. As of 2021, Hammersmith and Fulham is the sixth most densely populated of London's 33 local authority areas, with around 80 people living on each football pitch-sized area of land.

Age

Age statistics collected by the ONS show the adult population of Hammersmith and Fulham, that is how many people there are over the age of 18, is 156,503. There has been an increase of 15.2% in people aged 65 years and over, a decrease of 0.5% in people aged 15 to 64 years, and a decrease of 4.2% in children aged under 15 years. The largest decrease was recorded in the 0-4 age group 23.7%, while the elderly population has increased by 15.7% (London +15.3% and England +20.1%).

Figure 2: Population change (%) by age group in Hammersmith and Fulham, 2011 to 2021



(Source: ONS Census 2022)

It has been estimated that while there will be growth in the borough's population in all age groups, the main growth will occur for people aged 84 and over. The population in that age group is expected to increase by 1,273 by 2031, equivalent to 42.8%. The population aged 64-83 is expected to grow by 33.9% during the same period and population aged 50 to 63 to grow by 13.3%. This trend is reflected similarly in London with 37.7% and 33% of increase respectively for people aged 64-83 and over.

Although across the borough the median age of someone in Hammersmith and Fulham is 34.1 years. The life expectancy for someone born in Hammersmith and Fulham has risen by 3 years over the past decade, from a life expectancy of 79 years to a life expectancy of 82 years.

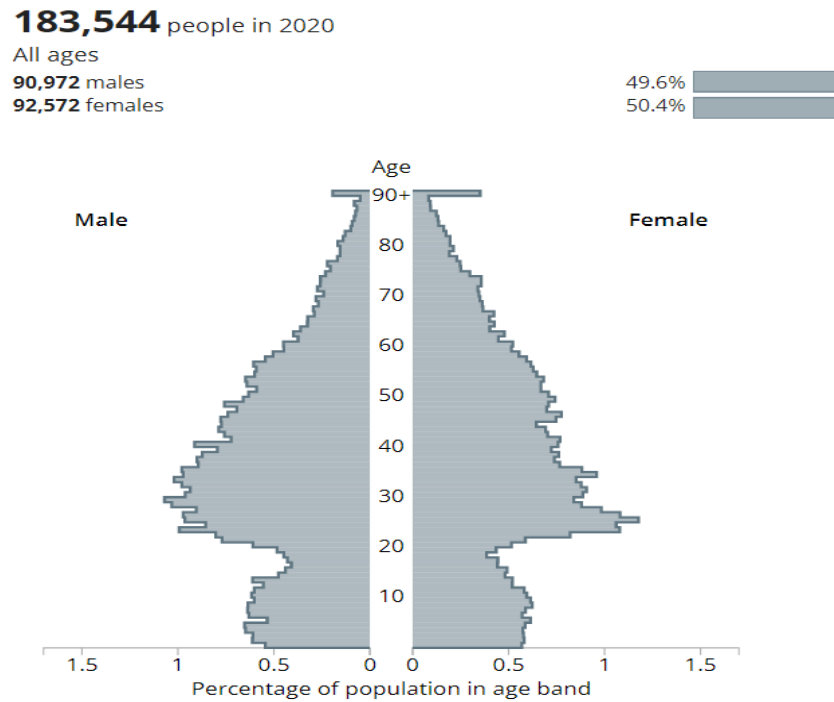
Hammersmith and Fulham's age structure shows the working-age population to be 137,402 which is 75.0% of the population. People under the age of 16 represent 14.6% of the population, and over 65s represent 10.4% of the population. The percentage of the population that is of working-age has decreased over the last 10 years.

Gender

The Census 2021 has reported a higher percentage of female (53.1%) in the borough than males (46.9%). This figure has slightly changed throughout the years in terms of percentage of female against males since Census 2011 where females were (51.3%) and males (48.7%). Overall, the percentage of females in the borough has been higher than males.

The gender ratio (the number of males for each female in a population) was 88 males to every 100 females in 2021. In England as a whole, the gender ratio was 96 males to every 100 females in 2021. The ratio of 2.1 to 1 is therefore very similar across the country where there is a greater number of males to females.

Figure 3: Age and Sex structure in Hammersmith and Fulham



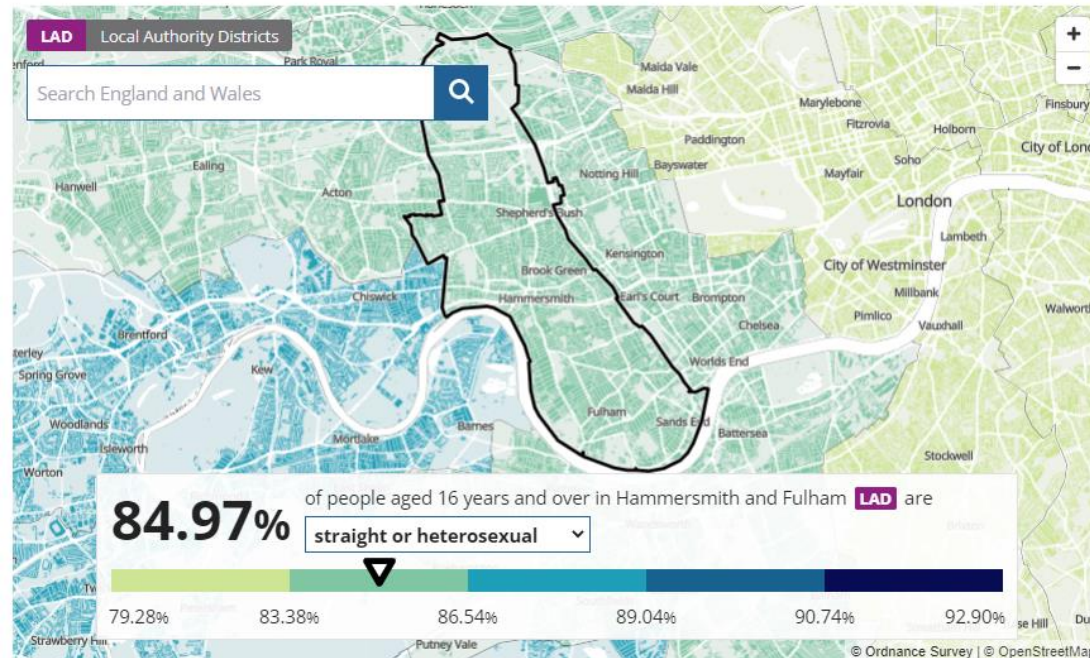
Source: Office for National Statistics, Population age and sex structure, 2020

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). Data published by the Office for National Statistics (ONS) revealed that in 2019 4.5% of London's population were LGBT.

The 2021 Census included the question on sexual orientation which was voluntary and only asked of people aged 16 years and over. Based on the percentage of people who provided an answer, in London, 2.2% described their sexual orientation as gay or lesbian, 1.5% described their sexual orientation as bisexual, and 0.5% wrote in a different orientation. Hammersmith and Fulham has a majority of heterosexual population (84.97%), gay or lesbian account for 3.12%, bisexual (1.76%) and other orientation (0.43%).

Figure 4: Sexual orientation, 2021, local authorities in England



Source: ONS, 2023 [Sexual orientation, England and Wales - Office for National Statistics (ons.gov.uk)]

Ethnicity and Religion

Hammersmith, and Fulham remains ethnically diverse and saw a 6.6% increase in people who are from an ethnic group other than White British (61.7%). Despite this ethnic diversity, 7 in 10 people still identify with a UK national identity. The main ethnic minorities identified are Black African (7.2%), Mixed (6.7%), Black Caribbean (3.6%), and Arab (3%).

The most populous religious group within Hammersmith and Fulham is Christian (45.7%), an 8.4% decrease from 2011. The next most common religious group is Muslim (11.6%,) with a population of 21,290, up from 10% in 2011. These trends are similar to London and England as a whole.

Table 2: breakdown of religion within the borough

Religion	Number of people	Percentage
Christian	83,673	45.7%
Buddhist	1,723	0.9%
Hindu	2,209	1.2%
Jewish	1,228	0.7%
Muslim	21,290	11.6%
Sikh	450	0.2%
Other	72,584	39.6%

(Source: Census 2021)

8 in 10 residents aged three years and over, had English as a main language while the other most common main languages are French, Spanish, and Italian. H&F is therefore more diverse than 10 years ago, with 46% of the population born outside of the UK (London 41%), an increase from 43% in 2011 with most residents coming from Italy, France, the US, and Spain.

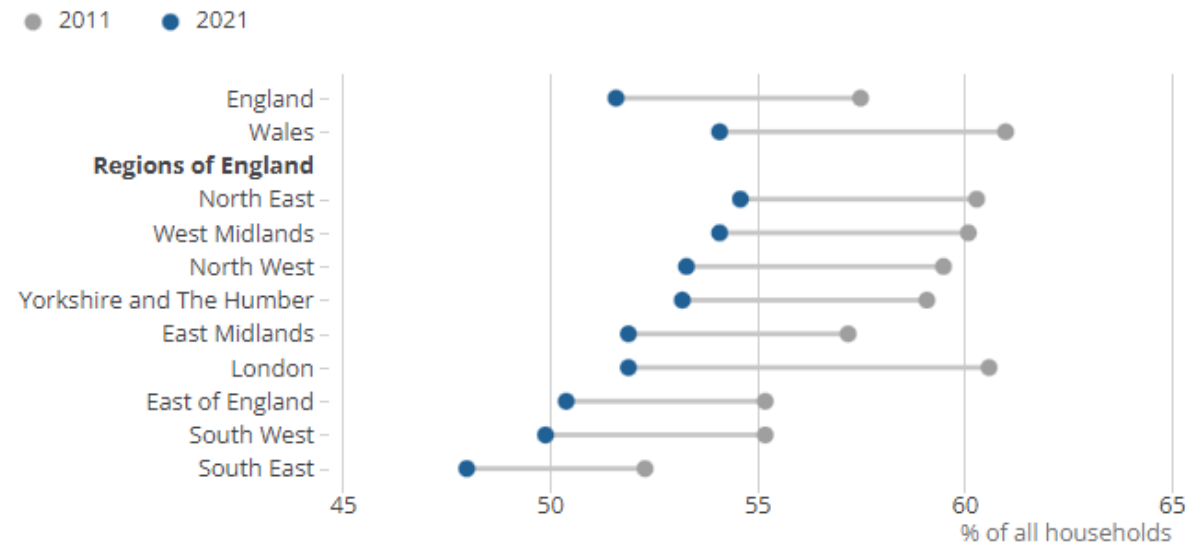
Deprivation

Households in England were classified in terms of dimensions of deprivation, based on selected household characteristics. Households were considered to be deprived if they met one of the following four dimensions of deprivation:

- employment: where any member of a household, who is not a full-time student, is either unemployed or economically inactive due to long-term sickness or disability.
- education: no person in the household has at least five or more GCSE passes or equivalent qualifications, and no person aged 16 to 18 years is a full-time student
- health and disability: any person in the household has general health that is “bad” or “very bad” or is identified as disabled

- housing: the household's accommodation is either overcrowded or is in a shared dwelling, or has no central heating

Figure 5: Households deprived in at least one dimension, 2011 and 2021, England, Wales and regions of England



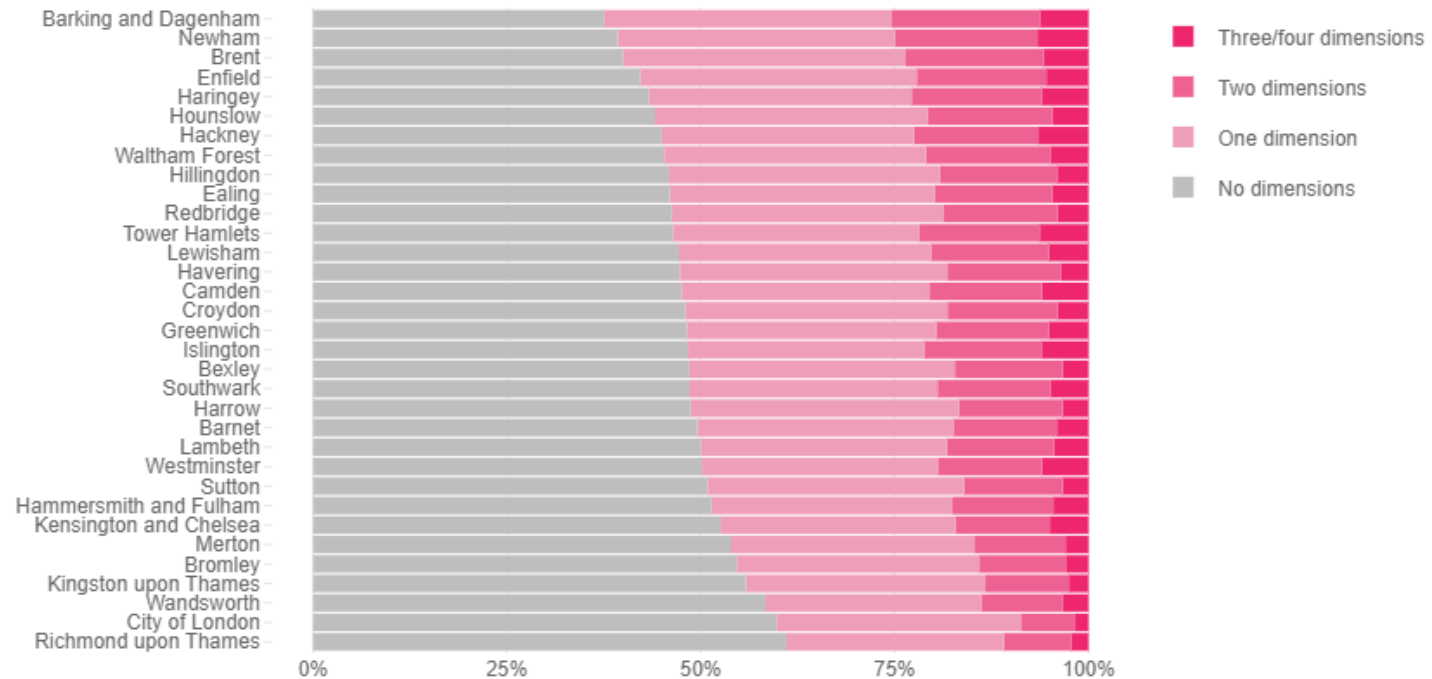
(Source: Office for National Statistics, 2023)

The 2021 Census reported a general improvement on health, as per Hammersmith and Fulham 53.8% of the residents stated that health has been improved since 2011.

Overall, London's pattern of household deprivation is very close to the rest of England, with just over half of all households deprived on at least one dimension. The proportion of households not deprived in any dimensions increased between 2011 and 2021, with this increase clearly greater for London than for other regions. London remains the region with the highest proportion of households deprived in all four dimensions. Even though that proportion is small (0.4 per cent), it still represents more than 13,000 households in London showing all aspects of deprivation. London boroughs have both the highest proportion of households deprived on at least one dimension (Barking & Dagenham, Newham and Brent) and among the very lowest (Richmond upon Thames) of any local authorities in England. At ward level, concentrations of deprived households are even more obvious, with more than one in ten households showing at least three of the four dimensions of deprivation in seven wards from Westminster, Kensington & Chelsea, Camden and Enfield.

Hammersmith and Fulham reported 51.3% of household not deprived in any dimension, 31% of household deprivation in one dimension and 4.5% of household deprived in three or four dimensions. (GLA Census 2021 Reports, available at: Census 2021 Reports (london.gov.uk)).

Figure 6: Households deprivation by borough, 2021



(Source: GLA Report Census 2021)

At ward level, average dimensions of deprivation in Hammersmith and Fulham were highest (between 0.9-0.97) in the northern part of the borough (College Park & Old Oak, White City and Shepherd’s Bush Green) and lowest (0.48-0.5) in the south (Parsons Green 7 Sandford and Fulham Town).

Four wards in London had 1.4 per cent of households derived on all four dimensions, two in Westminster (Church Street and Westbourne) and two in Camden (St Pancras & Somers Town and Kilburn), though seven other boroughs include wards with at least one in a hundred households deprived in all four dimensions. Those are Haringey,

Hammersmith & Fulham, Kensington & Chelsea, Hackney, Barnet, Enfield and Brent [Census 2021 Reports (london.gov.uk)].

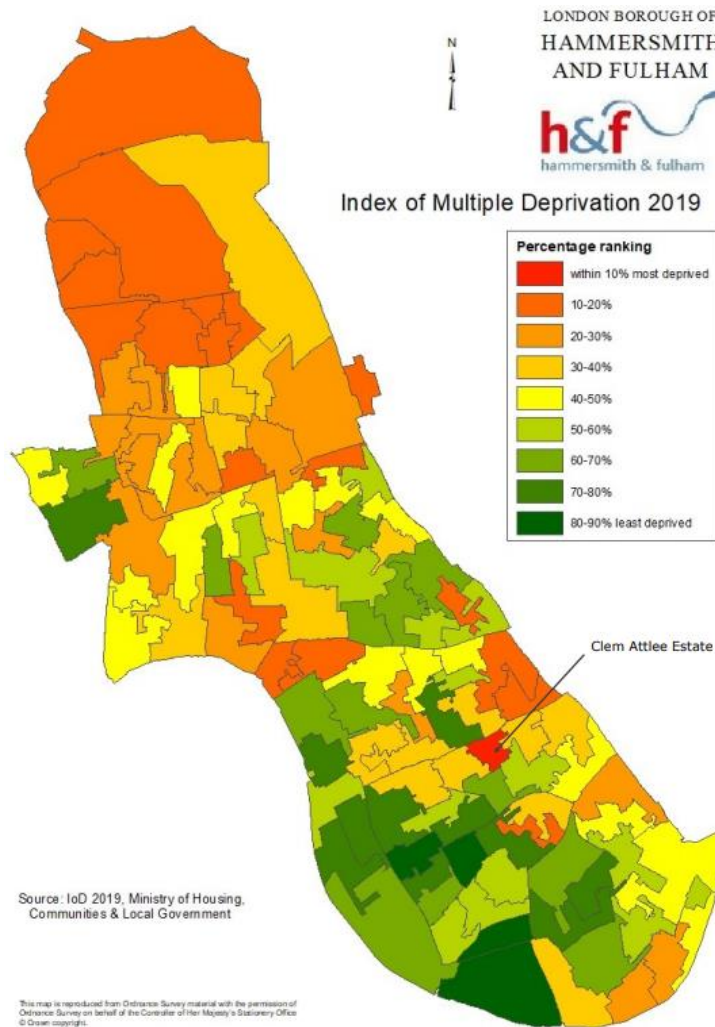
Map 1: Map of average deprivation, London wards, 2021



(Source: 2021 Census, ONS, GLA survey)

According to the 2019 Indices of Deprivation (IoD), Hammersmith and Fulham was ranked 112 out of 317 local authority area in the country (91 in 2015). Of the 113 Lower Super Output Areas (LSOAs) one (0.9%) is in the most deprived 10% nationally (Clem Attlee estate). Most of the areas in the north of the borough are in LSOAs 10-20% worst nationally.

Figure 7: Index of Deprivation in Hammersmith and Fulham



(Source: Deprivation in Hammersmith and Fulham | LBHF, 2019)

Hammersmith and Fulham not only has high levels of deprivation, it is polarised socially and economically. In the context of London this is demonstrated by the fact that the borough has some wards that have the highest and lowest rankings for the levels of income. Palace Riverside appears in the rankings as having the one of the highest income

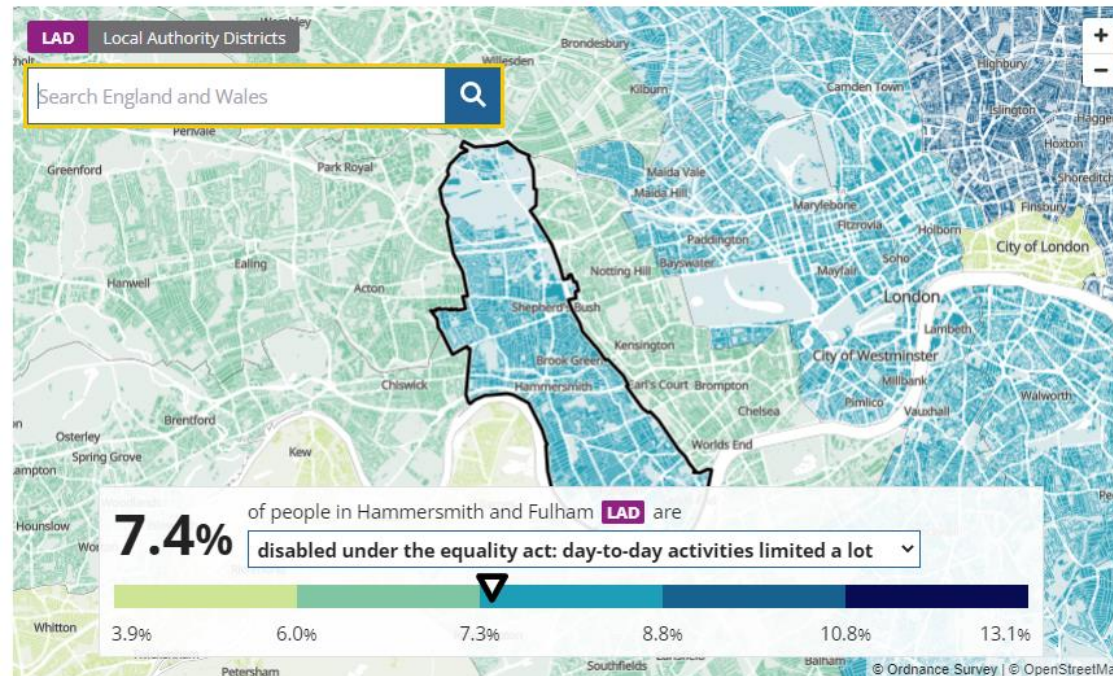
ranks as well as highest Index of multiple deprivation ranks. On the contrary Wormholt and White City has statistically the one of the lowest income ranks and lowest index of multiple deprivation ranks. The above image shows this effectively, with the brighter orange colours signifying parts of the borough which have high deprivation levels and conversely the brighter green areas showing low levels of deprivation.

Deprivation and low household incomes also impact on health inequalities and result in high levels of child poverty. About 20% of people are in poverty in Hammersmith and Fulham compared to 32% of children in poverty. Childhood poverty in Hammersmith and Fulham does not follow the general north-south divide but is more scattered geographically across the borough.

Disability

Overall, the portion of disabled people across England and Wales has fallen from 19.3% in 2011 to 17.7% in 2021. Figures from 2021 Census show 22,972 people in Hammersmith and Fulham have a physical or mental impairment, which account to 15.5% of the area's population. Of these people, 12,865 (8.1%) said their disability stopped them from carrying out regular activities 'a little', while 10,107 (7.4%) said it did so 'a lot'.

Figure 8: Disability (age-standardised), 2021 in Hammersmith and Fulham



(Source: ONS, 2023)

New research	N/A
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Section 04	Undertake and analyse consultation
Consultation	A public consultation took place in January 2024 and carried out for eight weeks in accordance with the consultation requirements of regulation 12 of the Town and Country Planning (Local Planning) (England) Regulations 2012 (as amended).
Analysis	<p>Methodology of the Analysis & Protected characteristics and the Public Sector Equality Duties PSED)</p> <p>This EQIA analyses the likely impacts of the Supplementary Planning Document on statutorily identified protected characteristics (age, disability, gender reassignment, marriage/civil partnership, pregnancy/maternity, race, religion/belief, sex, and sexual orientation), human rights and children’s rights. It also assesses the SPD principles against the Public Sector Equality Duties in s149 of the Equality Act 2010 which states that in the exercise of its functions the council must have due regard to the need to:</p> <ul style="list-style-type: none"> ▪ eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act; ▪ advance equality of opportunity between people who share a protected characteristic and those who do not; and ▪ foster good relations between people who share a protected characteristic and those who do not. <p>The relevance of the policies to the protected characteristics is categorised as:</p> <ul style="list-style-type: none"> • High (H) • Medium (M) • Low (L) • Not Applicable (NA) <p>and the magnitude of the impact on the protected characteristics are categorised as:</p> <ul style="list-style-type: none"> • Positive (+), • Negative (-) • Neutral (blank)

	<p>The potential impacts of the key principles contained in this SPD have been assessed against the protected characteristics as follows and sets out commentary relating to the way in which the SPD is likely to impact upon those protected characteristics:</p> <ol style="list-style-type: none"> 1. Age 2. Disability 3. Gender reassignment 4. Marriage/ Civil Partnership 5. Pregnancy/ Maternity 6. Race 7. Religion/Belief 8. Sex 9. Sexual Orientation 10. Human/ Children's Rights Act
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Section 05		Analysis of impact and outcomes										
Analysis	Principles of development	Age	Disability	Gender Reassignment	Marriage/ Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
	H1 – Sustainable Placemaking	H+	H+	N/A	N/A	M+	N/A	N/A	N/A	N/A	H+	<p>This principle helps assist the delivery of net zero carbon to new development schemes within Hammersmith Town Centre. The principle would encourage developers to adopt the highest possible climate change standards to support the achievement of net-zero carbon emissions and be designed to be well-adapted for a changing climate, as well as providing a net increase in biodiversity.</p> <p>The principle aims to renew the public realm and streets improving air quality and provide more comfortable,</p>

												<p>greener routes to promote walking and cycling, reducing potential impacts upon microclimate whilst also encouraging improved access to natural daylight/sunlight. This would overall add value to communities and would create a more comfortable pedestrian environment for Hammersmith.</p> <p>The principle will not have any adverse impact on the protected characteristics, but will benefit the entire community in terms of health and wellbeing. This will include people with impairments and people of different ages particularly, children, elders, and women with little children by improving air quality, biodiversity, encouraging sustainable transport and reducing adverse climate change impacts on the wider community.</p>
	H2 – Tall Buildings	H+	H+	N/A	N/A	H+	N/A	N/A	N/A	N/A	M+	<p>This principle supplements policies in the local plan on tall buildings location and design. This is of high relevance to, and will have a high impact upon, people who are less mobile, including the elderly, disabled people and pregnant mothers and people with very young children.</p>

	H3 – Landmarks and Gateways	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<p>This principle aims to improve the legibility of Hammersmith utilising new developments and improved view corridors to encourage wayfinding to new and enhanced public spaces, cultural/civic/leisure facilities and public transport interchanges.</p> <p>This principle is unlikely to have impacts on the protected characteristics.</p>
	H4 – View Management	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	<p>This principle will expect developers to consider a series of key short, medium and long-range views when submitting development proposals.</p> <p>This principle will not have any impact on the protected characteristics.</p>
	H5 – High-quality Architecture	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M+	<p>This principle seeks to create well defined, legible and attractive streetscapes. To achieve this objective this principle would require new development to build successful buildings with high-quality, sustainable architecture.</p> <p>This principle will not impact on the protected characteristics but will overall provide a sense of identity for the wider community in Hammersmith.</p> <p>A more attractive public realm will also help make communities healthier and more attractive places to live, work, play and do business.</p>

	H6 – Mix of Uses	H+	L+	N/A	N/A	L+	N/A	N/A	N/A	N/A	N/A	<p>This principle seeks to maximise opportunities for businesses and communities to grow and thrive. It would also encourage the creation of new workspaces to support SMEs and independents to access affordable floorspace and frontages across the town centre.</p> <p>The principle also seek to increase the amount of housing and affordable housing to create a more diverse and vibrant town centre.</p> <p>This principle is likely to have beneficial impacts on those with protected characteristics. Positive impacts will be especially on people of working age.</p>
	H7 – Active and Accessible Hammersmith	M+	H+	N/A	N/A	M+	N/A	N/A	N/A	N/A	M+	<p>This principle would drive new developments towards the creation of accessible, safe and active and liveable places for Hammersmith and its community.</p> <p>This principle will positively impact on all the protected characteristics, particularly on young people and people with impairments as the principle encourages development proposals to implement principles of inclusive and accessible design removing barriers to access from all residents, visitors and users of the town centre.</p>
<p><u>Human Rights and Children’s Rights</u></p> <p>The Principles in the SPD will not affect Human Rights as defined by the Human Rights Act 1998. The Principles in the SPD are not likely to affect Children’s Rights, as defined by the UNCRC 1992.</p>												



Section 06	Reducing any adverse impacts
Outcome of Analysis	<p>The equalities impact analysis of the proposed SPD has found that in general, there is unlikely to be any potential unlawful discrimination against protected groups associated with the implementation of these policies. However, the council welcomes comments from the public and other stakeholders on the findings of this equalities impact analysis.</p> <p>The analysis has shown that not all protected characteristics will be impacted upon in a similar manner by the implementation of the SPD. The analysis has revealed that, generally, the SPD will have a POSITIVE or NEUTRAL impact upon all protected groups and characteristics and will increase employment opportunities, health and wellbeing for all people in these groups. The protected characteristics of Age and Disability will be positively impacted upon most by the implementation of the SPD. The implementation of the SPD through consideration and determination of planning applications is 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"> • it will monitor the implementation of the SPD on an ongoing basis. It will require that affordable and flexible workspace delivered is monitored and reported to avoid any issues that may adversely impact on the protected characteristics. The relevant SPD principles may then be amended accordingly, through a statutory review process, to help resolve these issues. • it will undertake public consultation on the SPD and associated documents, including the EQIA. The consultation will provide people with an opportunity to comment on the SPD evidence. • it will monitor the development of equalities legislation and associated case law to help ensure that the SPD remains legally compliant. <p>It is not considered the SPD will adversely affect human rights as defined by the Human Rights Act 1998.</p> <p>It is considered that the SPD will have a POSITIVE and NEUTRAL impact on children's rights under the United Nations Convention on the Rights of the Child (UNCRC), including the following:</p> <ul style="list-style-type: none"> • 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

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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
	Ensure that the SPD remains legally compliant with respect to equalities matters	Monitoring emerging equalities related case law and any future legislative amendments.	Ongoing	To be confirmed	The SPD will continue to remain legally compliant with respect to equalities matters.	N/A
	Ensuring that the plan making process promotes the Council's commitment to the involvement of people (including those with protected characteristics) in decision making.	Ensuring that adequate consultation is carried throughout the plan making process as well as through the implementation of the plan through the development management and regeneration procedures and practices.	Ongoing	To be confirmed	The Council will not only enable legal compliance, however, it will enable social inclusion.	N/A

Section 08	Agreement, publication and monitoring
Chief Officer sign-off	Name: David Gawthorpe Position: Team Leader, Policy and Spatial Planning Email: localplan@lbhf.gov.uk
Key Decision Report	Date of report to Cabinet/Cabinet Member to adopt the Hammersmith SPD: TBD

Section 09	References
	<p>Department for Communities and Local Government (2017), <i>The Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2017</i>, available at < The Town and Country Planning (Local Planning) (England) (Amendment) Regulations 2017 (legislation.gov.uk)></p> <p>Disabled people's commission Hammersmith and Fulham (2018) <i>Nothing About Disabled People Without Disabled People Report</i>, available at https://www.lbhf.gov.uk/councillors-and-democracy/resident-led-commissions/disabled-people-s-commission</p> <p>Doug Pyper, House of Commons (2010), <i>The Public Sector Equality Duty and Equality Impact Assessments</i>, available at < http://www.parliament.uk/commons-library></p> <p>Greater London Authority (2018), <i>Hammersmith and Fulham Report</i>, London Area Profiles, London Database, available at < London Borough Overview (windows.net)></p> <p>GLA (2019), <i>London Wards Summary Measures Document</i>, available at < Indices of Deprivation - London Datastore></p> <p>Hammersmith & Fulham Council (2016), <i>Joint Health and Wellbeing Strategy 2016-2021</i>, available at < Health and Wellbeing Strategy LBHF></p> <p>Hammersmith and Fulham Council (2012), <i>2011 Census Statistics: Hammersmith and Fulham Briefing</i>, <Key statistics LBHF></p> <p>Hammersmith and Fulham Council (2021), <i>Equalities Plan 2021-25</i>, available at < H&F equality objectives London Borough of Hammersmith & Fulham (lbhf.gov.uk)></p>

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ONS – Census 2021 <[Hammersmith and Fulham population change, Census 2021 – ONS](#)>

[Hammersmith and Fulham census population profile - 1981 to 2021 \(bothness.github.io\)](#)