

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

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2013/Q1
Name and details of policy, strategy, function, project, activity, or programme	<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>

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Date of completion of final EIA	April 2013

Section 02	Scoping of Full EIA
Plan for completion	<p>Timing: 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>Resources: Officer time only (20 hours)</p> <p>Lead Officer: Trevor Harvey, Team Leader Development Plans Team</p>
What is the policy, strategy, function, project, activity, or programme looking to achieve?	<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).

		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 to 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

Characteristic	Applicability of characteristic to SPD policies	Relevance	Impact
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

<i>Characteristic</i>	<i>Applicability of characteristic to SPD policies</i>	<i>Relevance</i>	<i>Impact</i>
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	<p>The following documents and data have been used to help inform this Equality Impact Analysis:</p> <p>Community Strategy The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Development Management Development Plan Document and the Single Equality scheme. The Strategy was developed with our local partners from across the public, private, voluntary and community sectors and was</p>

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%.

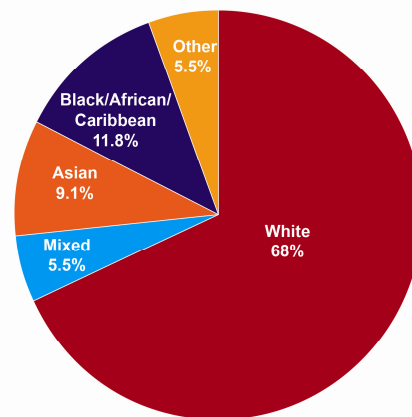
Households will increase by 9% from 76,400 households in 2008 to 83,130 in 2033 (Source: DCLG). It is projected that the main growth in number of households will be in 'one person' households (21% up to 2033), while the number of 'co-habiting couples' households will decrease by nearly 11% between 2008 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'¹ 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

¹ 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

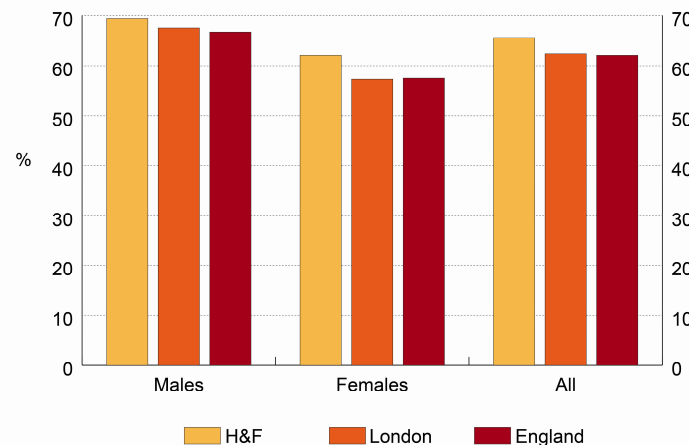
which represents a key equality gap for Hammersmith and Fulham.

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.

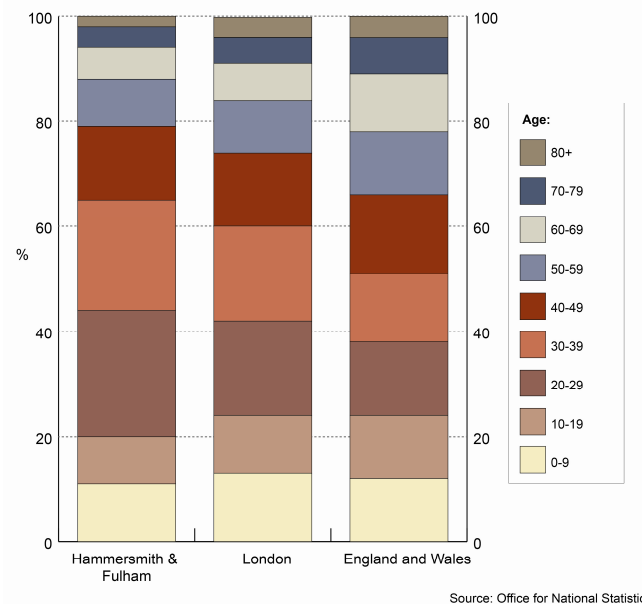
Age

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)



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 55th 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>Children's Rights</p> <p>It is considered that the PG SPD will have a positive impact on 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.
New research	Not Applicable.

Section 04	Undertake and analyse consultation
Consultation	<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>
Analysis	<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**

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.

<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.

	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.

Section 06	Reducing any adverse impacts
Outcome of Analysis	<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.

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
Chief Officer sign-off	Name: Nigel Pallace Position: Director of Transport and Technical Services Email: nigel.pallace@lbhf.gov.uk
Key Decision Report	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
Opportunities Manager for advice and guidance only	Name: Carly Fry Position: Opportunities Manager Date advice / guidance given: Email: carly.fry@lbhf.gov.uk Telephone No: 020 8753 3430

