

**APPENDIX 4**

**LB Hammersmith and Fulham Shepherds Bush Market Area Planning Brief for Market and Theatre led Regeneration - Equality Impact Assessment Section 1 – Details of Full Equality Impact Assessment**

Overall Information	Details of Full Equality Impact Assessment
	(Note: the Equality impact Assessment contained herein is referred to as EQIA, and not EIA for the purposes of this report. This is to avoid confusion with Environmental Impact Assessments, which are known as EIA in planning terms.)
<b>Financial Year</b>	2010-2011
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	The Shepherds Bush Market Area Planning Brief for Market and Theatre-led Regeneration constitutes a Draft Supplementary Planning Document (SPD) which sets out detailed planning guidance on how the area (shown within the red line site plan) should be regenerated. The SPD is intended to be adopted as Supplementary Planning Guidance to the Adopted Unitary Development Plan (2007) Policy SBTC3.
<b>Name of Service Department</b>	<b>Name:</b> Jackie Simkins <b>Position:</b> Special Projects (Regeneration) <b>Email:</b> <a href="mailto:jackie.simkins@lbhf.bov.uk">jackie.simkins@lbhf.bov.uk</a> <b>Telephone No:</b> 0208 753 3460
<b>Date of completion of final EIA</b>	Date for start of EQIA: December 2009 Completion date for finalised EQIA: 11 <sup>th</sup> October 2010

## Section 2 – Scoping of Full EQIA

Section 02	Scoping of Full EQIA
<p><b>Plan for completion</b></p>	<p>The Shepherds Bush Market Area Planning Brief for Market and Theatre-led Regeneration is of high public interest, therefore a full EQIA is necessary.</p> <p><b>Timing:</b> The EQIA will support the consultation of the Supplementary Planning Document (SPD), which started in December 2009 and has been an ongoing process.</p> <p><b>Resources:</b> Officer time only</p> <p><b>Lead Officer:</b> Jackie Simkins (Special Projects Officers)</p>
<p><b>What is the policy, strategy, function, project, activity, or programme looking to achieve?</b></p>	<p>The Draft SPD sets out detailed planning guidance on how Shepherds Bush Market including the Theatre and its surrounding land should be regenerated, and in doing so provide an enhanced focus and destination in the western part of the town centre by refurbishing the market and other land as a vibrant mixed use town centre development of small shops, market stalls, leisure uses, residential and offices. The objectives of the SPD are:</p> <ul style="list-style-type: none"> <li>• To renovate and enhance the existing markets in terms of the physical fabric of the trading units and stalls; the public realm and railway arches; servicing arrangements; security and safety; to increase footfall; and, to provide a mix of trading opportunities capable of sustaining long term viability and a vibrant diversity in the markets opportunities while seeking to maintain as a minimum an equivalent trading area attributed to the current operational market stalls and units to sustain the traditional role of the market in the community, its long term viability and its vibrant diversity to support existing traders.</li> <li>• To complement and integrate the market’s renovation with a retail and leisure led mixed use scheme that will provide a vibrant ground floor mix of small shops, cafes and restaurants (providing opportunities for independent businesses and for the relocation of businesses from the Goldhawk Road frontage); with a mix of residential, and offices, on upper floors essential to the urban mix.</li> <li>• To ensure that there are new significant leisure, public arts or cultural facilities to act as a focus and public attraction; and that the former Shepherds Bush library maintains a cultural role in the community as a publicly accessible facility, such as a theatre, that will help anchor and complement the overall market area regeneration.</li> </ul>

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- To create a well managed development of exceptional design that complements the best of the local architectural and historical character and respects the local context, in particular the environmental amenity of adjacent residential properties on Pennard Road, Pennard Mansions and Lime Grove.
  - To ensure there is a site layout that successfully integrates the market within the new development producing a permeable, accessible and secure public realm with enhanced circulation space; and, with entrances from Goldhawk and Uxbridge Road that provide a presence to the market and draw people into the area.
  - To ensure that vehicular access and servicing is dealt with in a way that does not compromise the other objectives or cause congestion, danger, or unacceptable disturbance on surrounding roads or to local residents.
  - To ensure there is a comprehensive scheme for at least the area east of and including the railway viaduct, which is capable of integration with any scheme for the market west of, and including, the viaduct; and to ensure that there is a phased approach so that the market can operate throughout the development period.
  - To encourage the upgrading and renovation of the privately owned market west of the railway viaduct, and ensure this happens in a way that supports the overall objectives and maximises connectivity with the Transport for London market and eastern side of the regeneration area.
  - To ensure that all waste is managed and containerised to maximise recycling and reduce impact on the public realm.

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

Section 03	Assessment of relevant data and/or undertake research
<b>Documents and data reviewed</b>	<p>The following documents and data have been used to help inform this Equality Impact assessment:</p> <p><b>Single Equality Scheme</b></p> <p>The Single Equality Scheme contains our statutory and non-statutory equality schemes and simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers have given careful consideration to the statutory codes in relation to race, gender, ethnicity, socio-economics and disability in preparing the scheme, as well as to the duties that were expected to arise from the Equality Act 2010, which received Royal Assent in April 2010, and most of the provisions of which came into force on 01 October 2010 (see below).</p> <p>The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the Core Strategy in terms of creating a borough of opportunity for all, including promoting home ownership and regenerating the most deprived parts of the borough. This SPD works to those same objectives.</p> <p><b>Equalities Duties</b></p> <p>Assessing planning policy guidance such as this SPD across equality strands helps us discharge our equality duty. The public sector equality duty requires the Council to:</p> <ul style="list-style-type: none"><li>a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;</li><li>b) advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li><li>c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li></ul> <p>The provisions from the Equality Act 2010 that came into force on 01 October 2010 provide a framework of protection against direct and indirect discrimination, harassment and victimisation in services and public functions; premises; work; education; associations, and transport. The Equality Act</p>

2010 supersedes the previous Equality Act 2006 which was relevant at the time of the commencement of the drafting of the SPD. This EqIA has been prepared with due consideration of the Equality Act 2010, which is the relevant statutory Act at the time of consideration of the SPD.

### **Community Strategy**

The Community Strategy was produced in 2007 and sets the framework of objectives used for both the Core Strategy and the Single Equality scheme. The Strategy was developed with our local partners from across the public, private, voluntary and community sectors and was subject to public consultation. As partners in delivering local services the aim of the Council through the community strategy is to combine opportunity, with social responsibility and social justice to assist the vast majority of people in the borough to help themselves while supporting the most vulnerable in the community. The community strategy is therefore considered to be consistent with the statutory codes in relation to race, gender, disability etc.

The Council have had regard for the following equality groups with regards to the preparation of the Shepherds Bush Market Area Planning Brief for Market and Theatre led Regeneration. The Brief takes into account the needs of all equality groups with regards to the future regeneration of the area.

### **Demographics of Equality Target Groups (Source: Borough profile 2010 and Census 2001)**

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 Draft SPD on these groups.

#### **Age: Number and Percentage:**

	Shepherds Bush Market Area		Shepherds Bush Ward	Hammersmith and Fulham
	number	percentage	percentage	percentage
Aged 0-17	123	<b>19.5%</b>	<b>17.3%</b>	<b>18.3%</b>
Aged 18-64	476	<b>75.4%</b>	<b>73.4%</b>	<b>71.2%</b>
Aged 65+	32	<b>5.1%</b>	<b>9.4%</b>	<b>10.5%</b>
Total	631	<b>100%</b>	<b>100%</b>	<b>100%</b>

The above 2001 census data shows that the percentages of people within the various age ranges within the Shepherds Bush Market Area is broadly similar to the Ward and Borough. There is a marginally higher percentage of 0-17 years olds in the Market Area than the borough-wide percentage. While there is a marginally lower percentage of people aged 65+ within the Market Area, than the borough-wide percentage.

**Gender:**

The census data shows that there is a marginally lower proportion of males in the Shepherd’s Bush Ward, then the borough-wide proportion. The statistics demonstrate that there is a marginally higher proportion of females in the ward, than males.

	Ward (2001)	LBHF	London	England
All males, count	5,035	83,700	3,802,700	30,153,800
All males, %	49.13%	49.6%	49.6%	49.1%
All females, count	5,214	84,900	3,865,700	31,244,400
All females, %	50.87%	50.4%	50.4%	50.9%

Data source: Ward data - Census, 2001. Table UV03. All comparative data – Revised Mid Year Estimates 2008

**Ethnicity: Number and Percentage**

The 2001 census data references the ethnic mix within the Shepherds Bush Market Area, in contrast with the Ward, and Borough as a whole. It is noted that the Asian proportion is greater within the Market Area, in contrast to the Shepherd’s Bush Ward and Borough as a whole. It is also noted that there is a marginally higher proportion of Black Caribbean and Black Africans in the Market Area in contrast to the Borough-wide percentages. As a result, the proportion of White British is significantly lower than the Borough-wide percentage.

	Shepherds Bush Market Area		Shepherds Bush Ward	Hammersmith and Fulham
	number	percentage	percentage	percentage
White British	287	45.1%	50.3%	58.0%
White Irish	47	7.4%	6.1%	4.8%
White Other	98	15.4%	14.1%	15.0%
Black Caribbean	34	5.3%	7.7%	5.2%
Black African	45	7.1%	6.2%	4.9%

Black Other	9	1.4%	1.9%	1.1%
Mixed	32	5.0%	4.9%	3.8%
Asian	70	11.0%	6.3%	4.4%
Chinese and other	15	2.4%	2.5%	2.8%
Total	637	100%	100%	100%

### Religion: Percentage:

The 2001 Census data reveals that there is a marginally greater percentage of people of Hindu and Muslim religions within the Shepherds Bush Ward, than the borough percentages. Additionally, it is noted that there is a greater percentage of people with no religion than the borough percentage. Christianity is the most common religion within the Ward, and the Borough, although the percentage is lower than the Borough level. The Census reveals a diverse range of religions within the Shepherd's Bush Ward with Christianity and Islam being the most common.

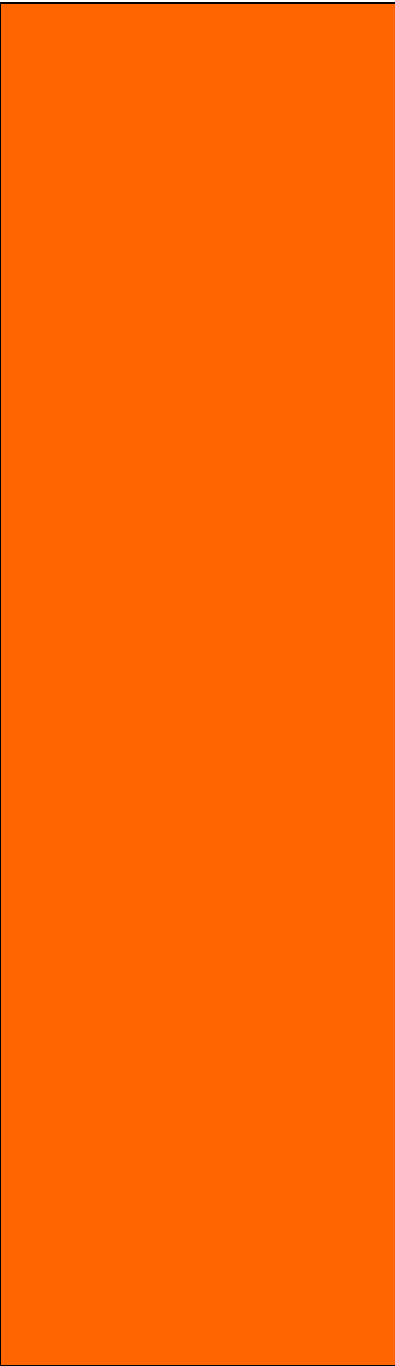
	Ward	LBHF	London	England
Christian	59.11%	63.65%	58.23%	71.74%
Buddhist	0.92%	0.77%	0.76%	0.28%
Hindu	1.48%	1.09%	4.07%	1.11%
Jewish	0.65%	0.79%	2.09%	0.52%
Muslim	8.49%	6.85%	8.46%	3.10%
Sikh	0.26%	0.19%	1.45%	0.67%
Any other religion	0.55%	0.43%	0.51%	0.29%
No religion	19.51%	17.64%	15.76%	14.59%
Religion not stated	9.03%	8.59%	8.66%	7.69%

Data source: Census, 2001. Table KS07

Data may not be representative as responding to the Census question relating to religion was voluntary

### Sexual Orientation

There is no census data available with regards to sexual orientation within London Borough of Hammersmith and Fulham. The Council have considered the implications of the Planning Brief on this equality group.



### **Disability**

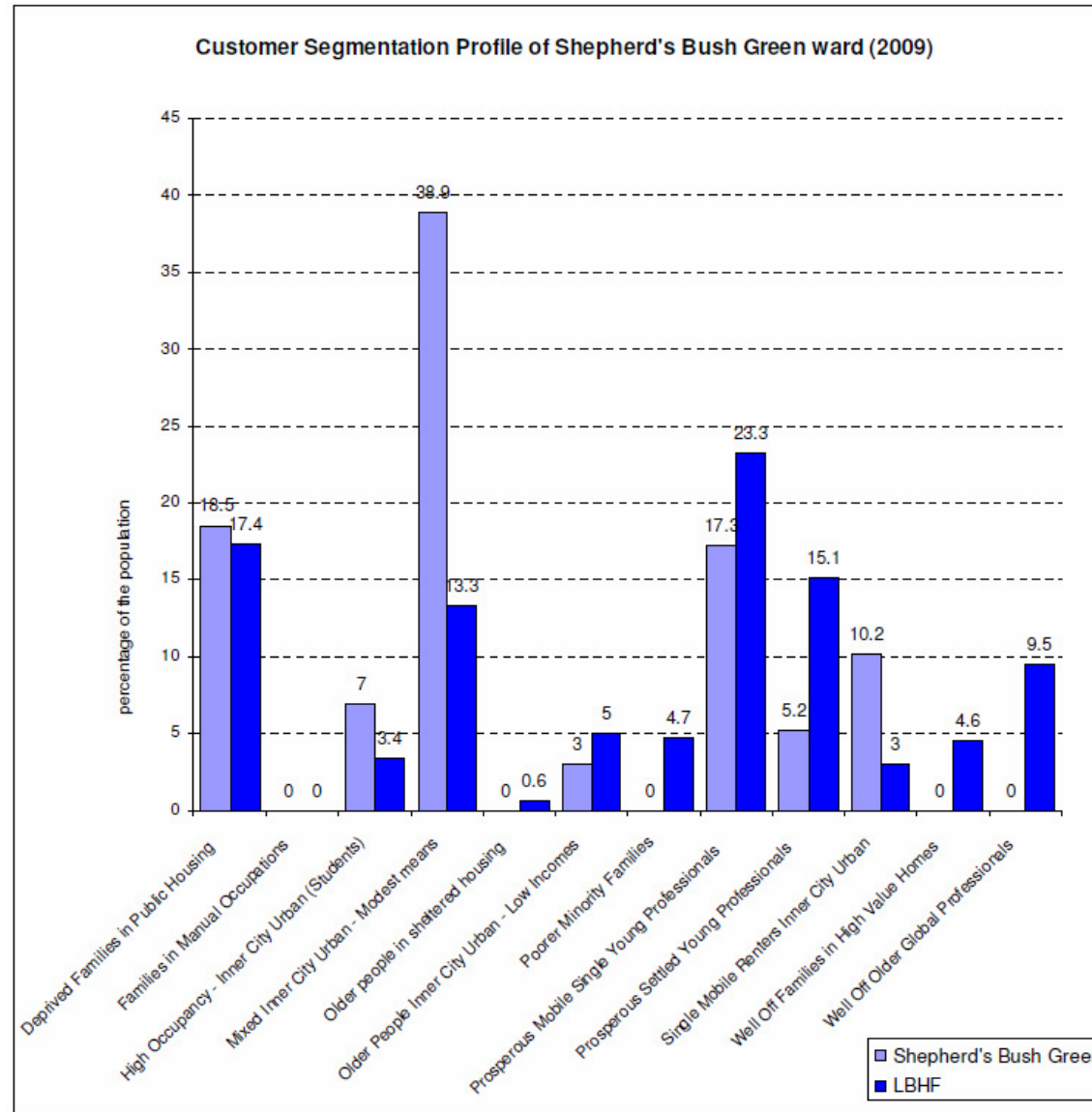
It is estimated that there are more than 10million disabled people in the UK (Source: LBHF Access for All 2006) and more than 800,000 disabled people in London (Source: London Plan SPD: Planning for Equality 2007). This presents a significant challenge to ensure that new development makes provision for people with disabilities.

There are no up-to-date statistics in LBHF which identify the disability levels of the local population. Due consideration of the London Plan policies 3A.14 (Protecting London's Diverse Population) and 4B.5: Inclusive Design and LBHF's SPD: Access for All are key documents which set out the Borough's requirements to ensure appropriate provision is made for people with disabilities.

The Council have had due regard for the need to make the environment accessible for all disabled people, as required by the London Plan and Unitary Development Plan Policies. Specific Design Guidance for new development is set out in the Supplementary Planning Documents produced by the Greater London Authority (GLA) and LBHF. The Planning Brief for the Market Area would ensure compliance with these detailed standards at the detailed design stage.



## Socio-Economic



Hammersmith and Fulham is ranked as the 38<sup>th</sup> most deprived local authority in England, out of 342 local authorities. There is a high degree of polarisation within the Borough with increasing numbers of high earners with a static proportion of low earners. The socio-economic statistics show that Shepherds Bush Ward is one of the more deprived parts of the borough and that the Shepherds Bush Market Area is one of the more deprived parts of the ward given the statistics show a marginally lower proportion of median household incomes, a lower proportion of people with no academic qualifications and a higher proportion of people who are economically inactive (e.g.: unemployed).

The Council are aware of the importance of retaining and improving the existing market facilities and enhancing the social and economic opportunities for traders. The Council view the Market as having greater potential to generate greater revenues for the existing traders and increase the qualitative range of retailing on offer within the wider Shepherd's Bush area.

Median Household Income (Source: CACI Paycheck 2009)

	Shepherds Bush Market Area	Shepherds Bush Ward	Hammersmith and Fulham
Median Household Income	£29,383	£30,769	£32,996

Qualifications: (Number and Percentage: Sources 2001 Census)

	Shepherds Bush Market Area		Shepherds Bush Ward	Hammersmith and Fulham
	number	percentage	percentage	percentage
<b>No qualifications</b>	<b>98</b>	<b>19.4%</b>	<b>18.8%</b>	<b>17.9%</b>
Level 1 qualifications	36	7.1%	8.9%	7.8%
Level 2 qualifications	59	11.7%	13.1%	13.2%
Level 3 qualifications	63	12.5%	11.1%	12.0%
Level 4 / 5 qualifications	227	45.0%	43.1%	45.1%
Other : Level unknown	22	4.4%	5.0%	4.1%

Economic Activity: (Number and Rate: Sources 2001 Census)

	Shepherds Bush Market Area	Shepherds Bush Ward	Hammersmith and Fulham
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	number	rate	rate	rate
<b>Economically Active</b>	<b>336</b>	<b>67.9%</b>	<b>69.3%</b>	<b>69.4%</b>
Employee	261	52.7%	51.2%	51.9%
Self-employed	44	8.9%	10.0%	10.3%
Unemployed	25	5.1%	5.8%	5.0%
Full-time Student	6	1.2%	2.4%	2.2%
<b>Economically Inactive</b>	<b>159</b>	<b>32.1%</b>	<b>30.7%</b>	<b>30.6%</b>
Retired	23	4.6%	7.3%	7.7%
Student	37	7.5%	6.6%	7.2%
Looking after home/family	33	6.7%	5.3%	6.3%
Permanently sick or disabled	34	6.9%	6.4%	4.7%
Other	32	6.5%	5.2%	4.6%

**Human Rights**

Will it affect human rights, as defined by the Human Rights Act 1998? No.

## Section 4: Assess or undertake consultation

Section 04	Assess or undertake consultation
<b>Consultation</b>	<p><b>Draft SPD Consultation</b></p> <p>A Public Consultation exercise for the first Draft SPD took place in December 2009. Local residents, land owners, market traders, shop owners, local businesses, residents associations, internal Council consultees, external statutory consultees were all notified of the Draft SPD along with the SPD Statutory Consultation document. Following this, the draft SPD has been amended to take into account of the issues that were raised in the initial consultation exercise</p> <p>In September 2010, a further Public Consultation exercise has taken place on the revised draft SPD.</p> <p>Planning legislation requires that consultation takes place with appropriate stakeholders in the course of the preparation of the SPD, in order to enable the Council to make an informed decision as part of the planning process.</p> <p>The EQIA is an assessment that makes sure the Council takes its equalities duties into account during the consultation stages and prior to and at the time of a decision to adopt the SPD. The aim of the consultation was to gain the perspectives of appropriate stakeholders including minority and other such groups on the SPD. Their responses were used to inform and assist in the evolution of the SPD. Equally, their responses, and the sources of those responses, provided the council with evidence in order to make an assessment of the impact of the draft SPD against its equalities duties.</p> <p>In addition to this evidence base, the Council consulted the Hammersmith &amp; Fulham Action on Disability Forum (HAFAD) on the SPD and were directly engaged in the impact assessment process. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include, in particular, steps to take account of disabled persons' disabilities.</p> <p>The Council has had a succession of meetings with the Market Traders and local residents. The demographic of the people present at the meetings was considered to represent a fair reflection of the equality groups defined in section 3 of this assessment. In particular, many of the market traders included ethnic minorities whose stall represented the main source of their household income..</p> <p>The Council has also extensively consulted the local residents, occupiers and community groups surrounding the site. Particular concern was expressed with regards to the loss of existing market stalls and the loss of retail units on Goldhawk Road. The SPD has been amended to take into account the</p>

	<p>needs of these traders who are considered to have a vital role to play in the future regeneration of the area. Hence, the wording has been amended to confirm that it is the Council's aim to accommodate the trading area of the existing market stalls and units currently operating in the market within the regeneration proposals and maintain the Market's traditional role in the community while enhancing its offer with a more diverse mix, complemented by new retail, café and restaurant uses. The Council would encourage the relocation of the existing Goldhawk Road ground floor uses within any reinstated frontage, should the proposals result in redevelopment of these buildings.</p> <p>The Council has ensured that consultation on the Draft SPD is in line with the Council's Consultation Guidelines.</p>

**Section 5: Assessment of impact and outcomes**

Section 05	Assessment of impact and outcomes			
<b>Assessment</b>	<p>This section assesses the key SPD Policy Guidelines against the 7 key equality strands. Each SPD Guideline has been given a score which indicates whether it has a positive (+) or negative (-) impact on the 7 equality strands and also whether this impact is low, medium or high. Where no impact has been identified it has been marked with a dash (-).</p>			
	<b>Key Equality Strands</b>			<b>Development Guidelines and Principles</b>
				<b>A. A Comprehensive Approach and Phasing</b>
	Race	+	H	<p>The guidance promotes comprehensiveness in terms of securing development without prejudice towards adjoining land. This approach seeks to avoid piecemeal development, and requires development to be complementary in terms of layout, arrangement of uses, design, access, routes, servicing, and relationships with surrounding properties.</p> <p>Whole site to the east of and including the railway must have a comprehensive scheme. Preferable for east and west side of railway to be developed together. Neither side must prejudice each other.</p> <p>The comprehensive approach, through a phased delivery, would involve more joined up processes, minimising displacement and enabling any displaced users to be accommodated and their requirements met. Although a phasing plan does not form part of the Brief, it is considered that enabling comprehensive redevelopment would limit potential disruption to traders and local residents during construction, by allowing traders to continue trading on temporary stalls elsewhere on the site.</p>
	Disability	+	H	
	Gender	+	H	
	Age	+	L	
	Sexual Orientation	+	L	
	Religion/belief (including non-belief)	+	M	
	Socio-Economic	+	M	
				<b>B. The Markets</b>
	Race	+	M	<p>Development should accommodate the refurbishment and improvement of the market within the regeneration proposal, enhance the market offer and sustain the long term viability. As a result of the consultation the Brief was changed to include the aim</p>
Disability	+	M		
Gender	+	M		
Age	+	M		

	Sexual Orientation	+	M	<p>to accommodate the trading area of the existing market stalls and units currently operating in the market within the regeneration proposals and maintain its traditional role in the community while enhancing the Market's offer with a more diverse mix, complemented by new retail, café and restaurant uses.</p> <p>Renovation and enhancement of the railway viaduct and adjoining bridges. Opportunity to improve access to the markets on both sides of the railway. Access from Uxbridge Road and Goldhawk Road should be retained.</p> <p>Proposals should include new or redesigned stalls or permanent accommodation for market trading. A clear scheme for providing access for servicing, waste storage and removal should be provided.</p> <p>Private Market should form an integral part of the market offer, but could contain other office, residential or town centre uses on upper floors. Possible inclusion of workshops between rear of market and Lime Grove properties.</p> <p>One of the Council's key aspirations driving the regeneration is to increase foot-flow within the market area and create a thriving trading environment which would provide a boost to the local economy and existing local businesses (including market traders). The Council consider that by creating a vibrant and diverse market experience for both trader and visitor, this can be achieved. It is considered that by refurbishing the existing market and up-grading the quality of the environment to attract additional customers, increased expenditure in the area would provide direct economic benefits to market traders. This objective is central to the Brief.</p> <p>Although this may result in increased competition for trading in the area, it is considered a healthy Market environment would act as a further stimulus to enhance the vitality and viability of Shepherd's Bush Town Centre, in accordance with Policy SBTC3.</p>
	Religion/belief (including non-belief)	+	M	
	Socio-Economic	+	M	

				<p>The Council are aware that increased competition may result in greater desirability for stalls/retail units. Small units, independent traders and specialist shops are cited in the brief as being suitable uses. The Council envisage that the typical footprint, size and type of these units would be best suited to market traders and small businesses who have these particular requirements to operate their businesses. In this respect, the development would be expected to provide for the needs of the existing traders and retailers within the Market area, within the scope of the Brief.</p> <p>The control of market rents does not form part of the Brief and falls outside the influence of planning control. The Council will endeavour to ensure that development proposals comply with the specific design guidelines and development principles set out in the Brief, which are intended to promote greater economic benefits for existing traders and businesses and deter inappropriate users, which are deemed unsuitable for the area, and not be in the local interest.</p>
				<b>C. Development East of Railway Line</b>
	Race	+	M	<p>Land uses within the scheme should provide a vibrant mix that will encourage activity throughout the day and evening, whilst respecting the neighbouring land uses. Ground floor uses to comprise retail, cafes, restaurants including limited use of upper floors. Presumption in favour of attracting independent and specialist shops to increase the qualitative range retail on offer. It is the Council's intention that the redevelopment proposals include the relocation of businesses on 30-52 Goldhawk Road to be reinstated within the primary retail frontage within the new building. This is designed to retain the character and specialised businesses in the area to serve a diverse range of customers within the main development on suitable terms and conditions, subject to viability and agreement with developer.</p> <p>In recognition of the rich ethnic and cultural mix of people in the area, development must include a significant public leisure, arts, entertainment or cultural use to help anchor the scheme, and be</p>
	Disability	+	M	
	Gender	+	M	
	Age	+	L	
	Sexual Orientation	+	L	
	Religion/belief (including non-belief)	+	M	
	Socio-Economic	+	M	



			contemporary to the future of the Library building.	
			Residential uses on upper floors to be included and potential for ground floor family accommodation with private gardens should be explored. Affordable housing provided, if viable. Office accommodation for small or medium sized businesses can be provided.	
			Well connected layout of paths to be provided, in order to create a distinctive sense of place and an attractive and accessible environment for all users. An intimate new public space could provide a new focus for interior of the scheme and help increase the foot-flow and level of vitality within the market by drawing people in to the site	
			<b>D. Public Realm Design and Management</b>	
	Race	+	M	High quality and inclusive public realm must be designed comprehensively across the site. Access must be created for all. Public realm design and management will need to allow for maintenance or necessary public access, if the markets are closed after business hours.
	Disability	+	H	
	Gender	+	H	
	Age	+	M	
	Sexual Orientation	+	L	
	Religion/belief (including non-belief)	+	L	
	Socio-Economic	+	H	
				Market entrances to be marked as important gateways and give good presence. Lighting to be provided across the existing market area and proposed new development to avoid light pollution.
				Development must take into account principles in Secured by Design, in terms of providing Crime Prevention Measures.
				<b>E. Access, Parking and Servicing</b>
	Race	+	M	Car parking would need to comply with the strategy that emerges from the current transport study for the White City Opportunity Area Planning Framework. New residential occupants within forthcoming developments in the SPD area will not be entitled to
Disability	+	H		
Gender	+	M		
Age	+	H		

	Sexual Orientation	+	L	<p>obtain car parking permits.</p> <p>A Transport Assessment will be required with any planning application to consider best practice guidance. Travel Plans will be required for residential and commercial uses. Servicing Management Plan required to clearly define routes for pedestrians and vehicles. Servicing to be on-site, and segregated.</p> <p>Potential to close or retain access to Pennard Road as limited cycle/pedestrian entrance.</p> <p>Legible London signage could be extended to the site and all signage and routes to comply with Council's Access for All SPD.</p>
	Religion/belief (including non-belief)	+	M	
	Socio-Economic	+	H	
	<b>F. Former Shepherd's Bush Library</b>			
	Race	+	M	<p>SPD promotes the refurbishment of Shepherd's Bush Library building, adjacent to the market to comprise an arts/cultural facility. The use is envisaged to provide an anchor to and complement other cultural uses in the market and town centre, and support the wider regeneration of the area. It is considered that there is the requirement for such a facility given the rich and diverse ethnic and cultural mix of residents within the locality. A cultural/arts facility has the potential to provide significant recreational benefit to a range of user groups.</p>
	Disability	+	H	
	Gender	+	M	
	Age	+	M	
	Sexual Orientation	+	L	
	Religion/belief (including non-belief)	+	M	
Socio-Economic	+	H		
<b>G. Environmental Issues</b>				
Race	+	/	<p>The equality standards for Environmental Issues have been scored neutral at this point in time, because this information (Flood Risk Assessment, Sustainability Details, etc.) can only be provided and determined when a developer lodges a planning application for a development of the site and has a finalised design for the development of the site. However, it is expected that there will be a positive impact across all equality strands once this information is provided with an application.</p>	
Disability	+	/		
Gender	+	/		
Age	+	/		
Sexual Orientation	+	/		
Religion/belief (including non-belief)	+	/		

	Socio-Economic	+	/	<p>A Flood Risk Assessment is required with any planning application to demonstrate that the site can be developed and occupied safely in its proposed lifetime.</p> <p>London Plan policies require the development to reduce carbon emissions by 20%, from on site renewable energy generation. An energy assessment would be required with a planning application to demonstrate how energy efficiency measures have been designed into the scheme.</p> <p>Development should minimise the environmental impact upon adjoining properties, in terms of overlooking, daylight and sunlight, noise, light pollution and other disturbance. Ground contamination may also be investigated. A Waste Management plan must also be prepared with any planning application.</p>
				<b>H. Employment, Training and Business Support</b>
	Race	+	M	<p>When this was raised in consultation this was covered under section B of this table was mainly raised by businesses in relation to floor space.</p> <p>Development should contain business and employment spaces of sufficient scales so that a full range of size and types can be provided. Small start-up business space should be provided, in addition to the provision of space targeted at creative and media industries.</p> <p>Development should make a contribution to skills training and employment support.</p>
	Disability	+	M	
	Gender	+	M	
	Age	+	M	
	Sexual Orientation	+	M	
	Religion/belief (including non-belief)	+	M	
	Socio-Economic	+	M	
	<b>Overall Conclusion</b>			
<p>The comments and conclusions of these assessment are based on quantified demographic data, responses to the consultations and the various meetings held with stakeholders.</p> <p>The Equality Impact Assessment of the key Development Guidelines and Principles of the draft SPD, informed by the responses to the consultations and discussions that took place did identify equalities</p>				

impacts on businesses and market stall owners who include ethnic minorities groups, This led to the inclusion of the aim to accommodate the trading area of the existing market stalls and units currently operating in the market within the regeneration proposals and maintain its traditional role in the community while enhancing its offer with a more diverse mix, complemented by new retail, café and restaurant uses.


Further improving access in and to the area will, in the council's view, positively impact disabled people, various age groups, those with caring responsibilities.

In addition, the Council will endeavour to ensure that development proposals comply with the guidelines and development principles set out in the Brief with regards to the type of use/retail/business to be promoted. The revitalised market and theatre area is intended to promote greater economic benefits for existing market traders and businesses.

The policy guidelines put forward in the draft SPD are not considered to have any negative impacts on equality. When assessed against the seven equality strands, most of the guidelines would have a positive impact. The range of proposed land uses are considered to increase the mix of use in the area which is economically and socially diverse and where people of different ethnicity, faith and socio-economic background will benefit from proposals for more housing, job opportunities and the re-provision of the existing Market's floorspace.

**Section 6: Reducing any adverse impacts**

Section 06	Reducing any adverse impacts
<p><b>Outcome of Assessment</b></p>	<p><b>Actions</b></p> <p>In light of the council’s assessment that the SPD will not have any adverse impacts on equality, it does not anticipate that any specific actions will be needed to remove or mitigate against the risk of unlawful discrimination in the delivery and implementation of the SPD. The potential impacts that have been identified in the draft SPD have been subsequently amended.</p> <p>In order to make sure this remains the case, equality issues will continue to be monitored once the SPD is adopted, and as part of the ongoing Local Development Scheme. Where potential equality issues are identified, LBHF officers will consider whether it is necessary to adjust or amend the development principles and guidelines; eg. those to do with disability and other comments received. Furthermore, any proposal that comes forward will itself be the subject of an equality impact assessment as part of the planning application process.</p> <p>An example of where the Brief changed to reflect the Market Traders concerns was where they raised concerns that they would not be accommodated within the new market. The Brief was amended to include the aim to accommodate the trading area of the existing market stalls and units currently operating in the market within the regeneration proposals and maintain the Market’s traditional role in the community while enhancing its offer with a more diverse mix, complemented by new retail, café and restaurant uses. Therefore, no negative impact on the Traders in this regard is envisaged.</p> <p><b>Consultation</b></p> <p>The opportunity to take part in consultation on the Draft SPD was made available to all community groups within a reasonable distance of Shepherds Bush Market. The Council sought to reach the hard to reach groups in the Borough through advertisements, online information, leaflets and hard copy documents. The database of consultees that was compiled for consultation on the Draft SPD included a number of local business, conservation groups, residents associations, the Greater London Authority, Historic Buildings Society, Hammersmith Society and other groups. They were made aware of the Draft SPD and were invited to make representations. Translations of the text were made available on request to those people in the Borough whose first language was not English.</p> <p><b>Disability</b></p> <p>As well as having an obligation not to indirectly discriminate against disabled people, from October 2010, the duties under the Equality Act 2010 mean that service providers have an anticipatory duty to</p>



make reasonable adjustments for disabled people. The council have consulted the Hammersmith and Fulham Disability Forum (HAFAD) throughout the SPD process.

## Section 7: Action Plan

Section 07	Action Plan			
Action Plan	Issue identified	Action (s) to be taken	Who will be responsible	Targets and milestones
	Need to communicate in different languages to take account of the multicultural nature of the area	Ensure that the Brief is available to read in the languages that are used in the locality.	Special Projects Team	On-going
	Difficulty in raising awareness and interest in the Draft SPD amongst equality groups in the borough.	Continue to target hard to reach groups in future consultation on the Draft SPD.	Special Projects Team	On-going
	Need to ensure that the existing Market Traders and Shops take up floorspace in the proposed development	Liaise with the developer before and after construction to ensure these groups are catered for and the requirements of the Brief are met.	The Environment and Regeneration Departments	On-going
	Need for further consideration of equality and social justice in the Draft SPD.	Increase consideration of objectives on equality in the Draft SPD.	Special Projects Team	On-going

**Section 8: Agreement, publication and monitoring**

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officer sign-off for consultation</b>	Name: Nigel Pallace Position: Director of Environment Email: <a href="mailto:nigel.pallace@lbhf.gov.uk">nigel.pallace@lbhf.gov.uk</a> Telephone No: 020 8753 3000
<b>Key Decision Report</b>	Date of report to Council: 27/10/10 Confirmation that key equalities issues found here have been included: Yes