

Appendix

Equalities Impact Assessment for Application Number 2015/05050/FUL

Section 1

Overall Information	Details of Full Equality Impact Analysis
Financial Year and Quarter	2015-16
Name and details of policy, strategy, function, project, activity, or programme	<p>This is the Equalities Impact Assessment (EQIA) for Application Number 2015/05050/FUL. It should be given due consideration in determining the planning application in light of the Council's equality duties. A summary of this EQIA is included within the main body of the committee report.</p> <p>This EQIA has been undertaken on a planning application submitted by Fordstam Ltd for Demolition of existing stadium and buildings within Stamford Bridge Grounds and construction of a new 60,000 capacity football stadium with ancillary stadium related uses, including a combined heat and power (CHP) plant, club shop, kiosks and museum; restaurant/café (Class A3); construction of a decking platform over the District Line railway (to the north-west) and the Southern mainline railway (to the east); external concourse areas; associated excavation works; new pedestrian access from Fulham Broadway Station and Fulham Road; new vehicular access via Wansdown Place; associated car parking, landscaping and related works</p> <p>This EQIA analyses the impact of the applicant's proposals on protected groups</p>
Lead Officer	John Sanchez, Planning Regeneration
Date of completion of final EQIA	20 th December 2016

Section 2

	Scoping of Full EQIA
Plan for completion	Timing: December 2016 Resources: Officer time, data and information as given at Section 03 of this EQIA Lead Officer: John Sanchez
What is the policy, strategy, function, project, activity, or	Information: Protected characteristics and PSED The public sector equality duty (PSED) states that in the exercise of our functions, we must

<p>programme looking to achieve?</p>	<p>have due regard to the need to:</p> <ul style="list-style-type: none"> • Eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act; • Advance equality of opportunity between people who share a protected characteristic and those who do not; and • Foster good relations between people who share a protected characteristic and those who do not <p>Having due regard for advancing equality involves</p> <ul style="list-style-type: none"> • Removing or minimising disadvantages suffered by people due to their protected characteristics; • Taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and • Encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low <p>The Act states that meeting different needs involves amongst other things, taking steps to take account of disabled people’s disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the duty may involve treating some people more favourably than others.</p>
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Section 3

		<p>EQIA of Planning Application: 2015/05050/FUL</p> <p>The EIA sets out additional details on The Grounds’ redevelopment on a comprehensive basis. The objectives are:</p> <p>Urban Form</p> <ul style="list-style-type: none"> • Maximise connectivity; establish an urban grain within The Grounds that is inspired by the three contexts of cityscape, the surrounding pattern of streets and open spaces and the identity of the user. • Provide good quality public open space that offers a range of recreational and ecological opportunities and overcomes existing deficiencies in access to public open space; 		
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		<ul style="list-style-type: none"> • Ensure that the new stadium is sensitively integrated into and enhances the existing context; • Ensure that the new stadium if visible on the skyline does not have a negative impact on the quality and character of the surrounding townscape; and • Design well-proportioned open spaces in The Grounds that responds to those in the surrounding area and encourages walking and cycling. <p>Housing</p> <ul style="list-style-type: none"> • Ensure that new housing replaces existing accommodation and urban regeneration offsite creates a mix of diverse residential dwellings. <p>Employment</p> <ul style="list-style-type: none"> • Increase employment opportunities for local people, by creating a minimum 807 full-time equivalent new jobs and improving access to training initiatives and apprenticeships. <p>Retail</p> <ul style="list-style-type: none"> • The reprovision of the user’s ancillary retail unit within an extended premises complements the attraction of Fulham Town Centre and the removal of existing commercial ancillary floorspace increases the attraction of Fulham Town Centre by not diluting existing trade. <p>Culture</p> <ul style="list-style-type: none"> • The new stadium as a major landmark exploits the potential for a strategic leisure, cultural and visitor attraction in accordance with the Mayor’s London Plan; and • Creates a lively cultural destination that enhances the appeal of Fulham Town Centre for stadium visitors arriving on non-matchdays. <p>Social and Community facilities</p> <ul style="list-style-type: none"> • A Community Programme in partnership with the local authority would provide social and community facilities to meet the needs of the residential and commercial population of the Borough. <p>Transport</p> <ul style="list-style-type: none"> • Maximise the number of trips by walking and cycling, ensure excellent access to and increased capacity on public transport as well as 		
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		<p>managing the demand for deliveries with an enhanced stadium management plan whilst minimising unessential motorised travel to mitigate traffic impacts and congestion on the road network;</p> <ul style="list-style-type: none"> • Ensure mitigations are put in place to accommodate increased travel demand from development and that these interventions do not have any unacceptable impact on the transport network or wider environment; and • Ensure a comprehensive approach is taken to walking, cycling and public transport that delivers a high quality public realm and improves local connectivity. <p>Energy</p> <ul style="list-style-type: none"> • Non-domestic buildings from 2019 must be zero carbon; and • All buildings must reduce carbon dioxide emissions in accordance with the energy hierarchy of using less energy, supplying energy efficiently and using renewable energy. Environment • Protect the existing population from the impacts of demolition, excavation and construction and sustainably remediate any contaminated land; • Require development to reduce flood risk and achieve sustainable water management, including sustainable urban drainage; • Minimise waste generation, including demolition and construction waste, in accordance with the waste hierarchy; • Ensure that the environmental impacts of air pollution and noise and vibration are adequately controlled and minimised; and • Require development to protect and enhance ecology and biodiversity, including mitigating impacts to the area of the North Decking Platform and the East Decking Platform <p>Section 106 and Phasing Strategy</p> <ul style="list-style-type: none"> • Ensure a comprehensive approach to redevelopment of the Grounds; and • Ensure that the appropriate mix of land uses (D2 and A3) and infrastructure (railway cuttings) are delivered within the relevant 		
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		phase(s) to support the needs of development.		
	Age	<p>Analysis of impact on age including due regard to PSED (above).</p> <p>Where age is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds). Those under 18 are not protected under Age at present under the Act. Therefore, the impact on children and young people is assessed under Children’s Rights.</p> <p>Urban Form: Redevelopment of the Grounds in accordance with the objectives will deliver an integrated, inclusive urban environment accommodating all age groups. There will be a substantial improvement in general accessibility throughout The Grounds with barriers to accessibility removed and open spaces and concourses built to accommodate all age groups. There will be accessibility maintained at the nearby London Underground Station. All new infrastructure including off site s106 community facilities will accommodate all age groups.</p> <p>Housing: The loss of housing from the site will have a detrimental impact on individuals of all ages. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the reprovision of housing built in accordance with current policies and standards (to be constructed off-site) secured in the s106 agreement resulting in a neutral impact. This will benefit new residents who may become disabled or have an age-related mobility impairment later in their lives, which means that they require accessible housing.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on age. This could be off-set from additional employment provisions associated with the larger stadium. The planning obligations in the s106 agreement will assist in the ability for local residents to access employment created by the development and this is likely to have a beneficial impact on individuals of all ages.</p>	Degree	Impact
			M	+
			M	-
			L	+ & -

		<p>Retail: The re-provision of the club shop with extended premises will have a positive impact on individuals of all ages.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility gives an opportunity to cater for all those who want to watch a game, particularly younger supporters. Younger supporters (under the age of 20) cannot easily obtain tickets and the average age of a season ticket holder is approaching 55 years of age; the oldest average age in Europe. Whilst this reflects accurately the loyalty of Chelsea's support, it also creates a social impact issue whereby certain age groups cannot gain access regularly to match day tickets. A new stadium with an increased capacity will allow Chelsea to begin to address this demand. The proposed development will enable the number of season tickets for younger supporters to increase and will make more tickets available for club members (currently 95,000 supporters pay a seasonal membership subscription). It is considered to have a beneficial impact on individuals of all ages.</p> <p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact on age. Some of the negative impacts will be offset by the provision of community services and uses secured in the s106 agreement which will benefit all age groups.</p> <p>Transport: Improved access will benefit all ages and in particular will be of benefit to older people and those with small children, who may have limited mobility in comparison to other age groups. The application results in 12% of the total car parking capacity be provided as Blue Badge bays. This will benefit supporters who may become disabled or have an age-related mobility impairment later on in their lives.</p> <p>Energy: Improvements to energy provision will have a positive impact on individuals of all ages.</p>	<p>M</p> <p>M</p> <p>L</p> <p>H</p> <p>M</p>	<p>+</p> <p>+</p> <p>-</p> <p>+</p> <p>+</p>
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	<p>Disability</p>	<p>Analysis of impact on disability including due regard to PSED (above).</p> <p>A person has a disability if s/he has a physical or mental impairment.</p> <p>Urban Form: Redevelopment of the Grounds in accordance with the objectives will deliver an integrated, inclusive urban environment. There will be a safer and more controlled environment in the stadium grounds (resulting from the access and egress improvements). There will also be positive impacts in relation to the additional facilities for disabled/wheelchair bound spectators. There will be accessibility maintained at the nearby London Underground Station.</p> <p>Housing: The loss of housing from the site will have a detrimental impact. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing built in accordance with current policies and standards (to be constructed off-site) secured in the s106 agreement resulting in a neutral impact.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on disability. This could be off-set from additional employment provisions associated with the larger stadium.</p> <p>Retail: The re-provision of the club shop with extended premises and with improved access will have a positive impact on disability.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility results in more than double the existing number of places available to disabled spectators and their carers, with better views of the football pitch and better facilities. It is considered to have a beneficial impact on disability.</p>	<p>H</p> <p>M</p> <p>M</p> <p>M</p> <p>M</p>	<p>+</p> <p>-</p> <p>-</p> <p>+</p> <p>+</p>
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		<p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact on disability. Some of the negative impacts will be offset by the provision of community services and uses secured in the s106 agreement.</p> <p>Transport: Improved access will benefit all who may have limited mobility. The application results in 12% of the total car parking capacity be provided as Blue Badge bays. There will also be positive impacts in relation to the additional facilities for disabled/wheelchair bound spectators.</p> <p>Energy: Improvements to energy provision will have a positive impact on the disabled.</p>	L	-
	Gender reassignment	<p>Analysis of impact on gender reassignment including due regard to PSED (above).</p> <p>Through the consultation process, the application has not emerged as being of particular relevance to this protected characteristic, although the more general benefits in terms of better public realm and spaces, more opportunities for walking and cycling, may have a positive impact on this group. However, this is in general terms and so overall the application is of low relevance to, but may have a small indirect positive impact on, this protected characteristic</p>		
	Marriage and Civil Partnership	<p>Analysis of impact on marriage and civil partnership including due regard to PSED (above).</p> <p>Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. The law does not require the Applicant nor the site user to take into account the impact of what they do on married people and civil partners. These objectives have not so far emerged as relevant to this protected characteristic because it is not aiming to put in place a service for</p>		

		married people or civil partners (e.g. land use for a registrar's service).		
	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 maternity employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.</p> <p>Urban Form: Redevelopment of The Grounds in accordance with the Urban Form Strategy requires designing buildings and places so that they are accessible to all. There will be a substantial improvement in general accessibility throughout The Grounds with barriers to accessibility removed and open spaces and concourses built to accommodate all age groups and built to accommodate prams, buggies and young children safely and conveniently which will positively impact on pregnant women and parents with babies and children, because it will make it easier for them to get about.</p> <p>Housing: The loss of housing from the site will have a detrimental impact on pregnancy and maternity. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing built in accordance with current policies and standards (to be constructed off-site) secured in the s106 agreement. This will indirectly benefit women who may have reduced mobility due to their pregnancy or those with small infants resulting in a neutral impact.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on pregnancy and maternity. This could be off-set from additional employment provisions</p>	M	+
			M	-
			M	-

		<p>associated with the larger stadium.</p> <p>Retail: The re-provision of the club shop with extended premises and with improved access will have a positive impact on pregnancy and maternity.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility results in better facilities. The development will include enhanced baby changing facilities in comparison to the existing stadium and it is considered to have a beneficial impact on pregnancy and maternity.</p> <p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact on pregnancy and maternity. Some of the negative impacts may be offset by the provision of community services and uses secured in the s106 agreement. This is likely to have benefits for pregnant residents or residents with young children. The nature of the community services and uses is not known at this stage and it is therefore difficult to predict the level of relevance to this protected characteristic.</p> <p>Transport: Improved access will benefit all who may have limited mobility. There will also be maintenance of accessibility at the nearby London Underground Station.</p> <p>Energy: Improvements to energy provision will have a positive impact on pregnancy and maternity.</p>	M	+
			M	+
			L	-
			M	+
			L	+
	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 colour, nationality (including citizenship), ethnic or national origins.</p> <p>Urban Form: Redevelopment of The Grounds in accordance with the Urban Form Strategy</p>		
			M	+

		<p>requires designing buildings and places so that they are accessible to all. Redevelopment will deliver an integrated, inclusive urban environment capable of accommodating all racial groups and ethnic minorities. This is likely to have benefits for all race groups.</p> <p>Housing: The loss of housing from the site will have a detrimental impact on race. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing (to be constructed off-site) secured in the s106 agreement resulting in a neutral impact.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on race. This could be off-set from additional employment provisions created for all associated with the larger stadium. The planning obligations in the s106 agreement will assist in the ability for all local residents to access employment created by the development and this is likely to have a beneficial impact on race.</p> <p>Retail: The re-provision of the club shop with extended premises and with improved access will have a positive impact on race.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility provides an opportunity to cater for all those who want to watch a game. A new stadium with an increased capacity will allow Chelsea to begin to address this demand. Seats specifically for local residents will be made available with a larger spectator capacity; a seating category which does not currently exist. The proposal is considered to have a beneficial impact on race.</p> <p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact on race. Some of the negative impacts will be offset by the provision of community services and uses secured in the s106 agreement. The impact of cultural facilities on race groups will not be known</p>	<p>M</p> <p>M</p> <p>M</p> <p>M</p> <p>L</p>	<p>–</p> <p>+</p> <p>+</p> <p>–</p>
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		<p>until the nature of the community services and uses is known.</p> <p>Transport: Improved access will benefit all who may have limited mobility. There will also be maintenance of accessibility at the nearby London Underground Station.</p> <p>Energy: Improvements to energy provision will have a positive impact on race.</p>	M	+
			M	+
	Religion/ belief (including non-belief)	<p>Analysis of impact on religion/belief (including non-belief 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>Urban Form: Redevelopment of The Grounds in accordance with the objectives will deliver an integrated, inclusive urban environment accommodating all religious groups but not identifying them nor providing facilities for their practice. Public open space and green space will also be available for formal and informal non-matchday events operated by the user.</p> <p>Housing: The loss of housing from the site will have a detrimental impact on religion belief (including non-belief). Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing (to be constructed off-site) secured in the s106 agreement resulting in a neutral impact.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a neutral impact. The planning obligations in the s106 agreement will assist in the ability for all local residents to access employment created by the development and this is likely to have a beneficial impact on religion belief (including non-belief).</p>	L	+
			M	-
			M	+ & -

		<p>Retail: The re-provision of the club shop with extended premises and with improved access will have a neutral impact.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility provides an opportunity to cater for all those who want to watch a game. A new stadium with an increased capacity will allow Chelsea to begin to address this demand. Seats specifically for local residents will be made available with a larger spectator capacity; a seating category which does not currently exist. The proposal is considered to have a beneficial impact on religion belief (including non-belief).</p> <p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact. Some of the negative impacts will be offset by the provision of community services and uses secured in the s106 agreement. The impact of cultural facilities on religion belief (including non-belief) will not be known until the nature of the community services and uses is known.</p> <p>Transport: Improved access will benefit all who may have limited mobility. There will also be maintenance of accessibility at the nearby London Underground Station.</p> <p>Energy: Improvements to energy provision will have a neutral impact.</p>	M	+ £ _
			M	+
			L	_
			M	+
	Sex	<p>Analysis of impact on sex including due regard to PSED (above).</p> <p>Sex means a man or a woman.</p> <p>Urban Form: Redevelopment of the Grounds in accordance with the objectives will deliver an integrated, inclusive urban environment accommodating both men and women. There will be a substantial improvement in general accessibility throughout The Grounds with barriers to accessibility removed and open spaces and concourses built to accommodate all men and women. Public</p>		
			M	+

		<p>open space and green space will also be available for formal and informal non-matchday events operated by the user. There will be accessibility maintained at the nearby London Underground Station. All new infrastructure including the offsite s106 community uses and services will accommodate all.</p> <p>Housing: The loss of housing from the site will have a detrimental impact on all individuals. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing.</p> <p>Employment: The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on men and women. This could be off-set from additional employment provisions associated with the larger stadium. The planning obligations in the s106 agreement will assist in the ability for all local residents to access employment created by the development.</p> <p>Retail: The re-provision of the club shop with extended premises will have a positive impact on all individuals.</p> <p>Culture: The provision of a new sports stadium for a high profile London-based football club as a cultural facility is considered to have beneficial impacts on men and women.</p> <p>Social and Community Facilities: The loss of leisure facilities and community floorspace is likely to have a negative impact on men and women. Some of the negative impacts will be offset by the provision of community services and uses secured in the s106 agreement.</p> <p>Transport: Improved access will benefit all and in particular will be of benefit to older people and those with small children, who may have limited mobility.</p> <p>Energy: Improvements to energy provision will have a positive impact on all</p>	<p>M</p> <p>M</p> <p>H</p> <p>M</p> <p>L</p> <p>M</p> <p>M</p>	<p>—</p> <p>—</p> <p>—</p> <p>+</p> <p>—</p> <p>+</p> <p>+</p>
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		individuals.		
	Sexual Orientation	Analysis of impact on sexual orientation including due regard to PSED (above). Sexual orientation means whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes. The objectives have not emerged as relevant to this protected characteristic because it is not seeking to provide a service (e.g. land use for a service for lesbian, gay, bisexual, or heterosexual people).		
		Other – Construction The impacts of construction and expected to have varying degrees of negative impacts on age, disability, pregnancy and maternity and children, depending on the measures that are set out in the Construction Management Plan.	L,M,H	–
	Human Rights and Children’s Rights Will it affect Human Rights, as defined by the Human Rights Act. It is not considered that the Objectives will have an impact on Human Rights Will it affect Children’s Rights, as defined by the UNCRC. As given throughout, there are a number of ways in which the proposal will impact positively on Children’s Rights.			

Section 4

	Analysis of relevant data and/or undertake research
Documents and data reviewed	The following documents and data have been used to help inform this Equality Impact Assessment: <ul style="list-style-type: none"> • LBHF Single Equality Scheme The Single Equality Scheme simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers have considered the statutory codes in relation to race, gender, and disability in preparing the scheme, as well as to the duties that were expected to arise from the Equality Act 2010, and most of the provisions which came into force on 01 October 2010 (see below). 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 regenerating the most deprived parts of the borough. The Grounds objectives work to these same broad objectives. outcome focused.

- Public Sector Equality Duty

The public sector equality duty (PSED) states that in the exercise of our functions, we must have due regard to the need to:

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

Having due regard for advancing equality involves:

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

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

- LBHF Community Strategy

The Community Strategy was produced in 2007 and sets the framework of objectives used for both the LBHF Core Strategy and the Single Equality scheme. The Strategy was developed with 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 whilst 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.

- Census 2011
- Parsons Green and Walham ward profile
- Development Specification
- Development Plan
- Representations received on the application
- Demographic Information Available

The Grounds' residential population is approximately 50 persons, with the vast majority of residents living in Village

	Court and a much smaller number in the Copthorne Hotel. There are 38 residential units in total on site and an average of under 2 people per household.
New research	No new research necessary.

Section 5

	Undertake and analyse consultation
Consultation	A preliminary consultation exercise was undertaken in early summer 2015 to inform the public and interested parties of the proposals for redevelopment and to determine and clarify issues. The second stage of consultation was carried out in early autumn 2015 and provided feedback on objectives and key principles along with general feedback on redevelopment of the Grounds. The third stage of consultation was formally undertaken in December-January 2015-2016 and provided further feedback on the objectives and key principles, along with general feedback on redevelopment of the Grounds.
Analysis	<p>The responses to the questions were presented in pie-graph form and discussed, and the results summarised by topic area. Written comments received were also collated and categorised by topic area in Excel and are appended. Discernible preferences from the written comments have been summarised.</p> <p>Consultation Objectives</p> <p>Public consultation is not a statutory requirement during the preliminary stages of a planning application. However, public consultation at an early stage ensures key issues are identified and community aspirations are considered in the drafting of the planning application. This consultation exercise therefore had three key objectives:</p> <ol style="list-style-type: none"> 1. To introduce and inform the community on the potential redevelopment of The Grounds; 2. Identify the key issues affecting The Grounds and the surrounding area; 3. Identify what changes the community of residents and existing match going spectators would like to see through redevelopment of The Grounds. <p>With respect to Objectives 2 and 3, the questionnaire sought to find out what aspects of The Grounds and surrounding area respondents 'rate by preference' in relation to four topics, namely: Spectator View, Atmosphere, Seat Continuity, Ease of Access, Food & Beverage. These questions helped establish in broad terms the respondent profile. Breakdown of the consultation responses are provided in the Community Engagement Statement accompanying this application. Relationship to The Grounds Respondents were asked to state their relationship to The Grounds by proximity postcode.</p> <p>The consultation has shown issues relating to equality and these are summarised and addressed in the</p>

	accompanying committee report.
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Section 6

	Analysis of impact and outcomes
Analysis	<p>Age: In terms of demographics, 18 percent of residents within Parsons Green & Walham ward are under the age of 15, compared to 15 percent overall across LBHF and 19 percent across Greater London. Across the ward the most populous age group is between 25 and 29, making up 43 percent of the population. This figure is 5 percent above the LBHF average, and 9 percent above the London average.</p> <p>Sex: Female residents make up 52 percent of the residential population, in line with figures for LBHF and 1 percent above the comparative figure for Greater London.</p> <p>Ethnic Group: At the ward level, the ethnic composition is broadly in line with that of LBHF, although the proportion of residents from a non-white background was slightly lower than that for Greater London. Overall, 'White British' - 58% is the biggest ethnic group in the ward.</p> <p>Religion: Christian - 54.1%, Buddhist - 1.1%, Hindu - 1.1%, Jewish - 0.6%, Muslim - 10%, Sikh - 0.2%, Other religion - 0.5% No religion - 23.8%, Religion not stated - 8.4%.</p> <p>Population: The population of the ward on Census day was 10,813. Overall, population has grown consistently over the past 20 years in both LBHF and London, with the GLA estimating there will be a steady growth in the population of both LBHF from 180,000 to 210,000 in 2031 with the city's population rising to 8.8m. LBHF is expected to grow at a faster average annual rate over this period.</p> <p>Disability: Inclusive Design sets out the relevant London guidance to ensure appropriate provision is made for people with disabilities. LBHF have also given consideration to the need to make The Grounds accessible for all disabled people.</p> <p>This Equality Impact Analysis of the planning application on protected groups as defined by the Act shows that:</p> <ol style="list-style-type: none"> 1. There are positive impacts on age, disability, pregnancy and maternity, sex, race, religion, and belief

including non-belief and children in relation to the applicant's proposals to provide additional stadium capacity, more accessible spectator facilities, a redistribution of employment and a safer and more controlled environment in the stadium grounds (resulting from the access and egress improvements). There will also be positive impacts in relation to the additional facilities for disabled/wheelchair bound spectators. The comprehensive package of s106 obligations will provide mitigation measures which would result in the provision of new community uses and services which ameliorates the loss of existing on-site facilities.

2. There will be negative impacts on age, disability, pregnancy and maternity, and children given the loss of housing, hotels, and community/leisure facilities. Some of the negative impacts from the loss of housing, would be off-set in the longer term through the re-provision of housing (to be constructed off-site) secured in the s106 agreement resulting in a neutral impact. Those with the protected characteristics of race, religion belief (including non-belief) will also be negatively impacted from the loss of housing.

3. The loss of the employment created by the hotels, leisure facilities and community floorspace is likely to have a negative impact on age. This could be off-set from additional employment provisions associated with the larger stadium and the additional conference facilities.

4. The impacts of construction are expected to have varying degrees of negative impacts on age, disability, pregnancy and maternity and children, depending on the mitigation measures that are set out in the Construction Management Plan.

5. The provision of a new sports stadium for a high profile London-based football club as a cultural facility is considered to have beneficial impacts on age, disability, race, religion, and sex.

Negative impacts (without any mitigation) are identified in relation to the proposed loss of community facilities and leisure (age, disability, maternity and pregnancy, race and religion/belief (including non-belief), the loss of the employment generated by the hotels/leisure facilities (age, disability, maternity and pregnancy and sex), the impacts of construction (age, disability and pregnancy and maternity) and loss of housing (age, disability, religion, sex, maternity, pregnancy and children).

Generally, it is considered that the impacts of the development proposals are positive, offering enhanced stadium facilities for increased spectator attendance. The proposals comprise significant improvements to the access and

	<p>egress arrangements (on match and non-match days), ensuring spectators can be marshalled in a safe and controlled manner to/from public transport and the town centre. The proposals would provide improved facilities for all spectators, including those with protected characteristics of age, disability, pregnancy, maternity and children.</p>
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Section 7

	<p>Reducing any adverse impacts</p>
<p>Outcome of Analysis</p>	<p>Urban Form: Although many Key Principles of the Urban Form Strategy relate to aspects of secure by design, there is no key principle that underpins it and requires it to be incorporated into the design of buildings and public space. Policy 7.3 of the London Plan 'Designing out Crime' requires Boroughs to seek to create safe, secure and appropriately accessible environments where crime and disorder and fear of crime so not undermine quality of life or community cohesion. It is therefore recommended that a key principle or set of key principles are included within the Urban Form Strategy to ensure safety and security for all people is fundamental to the redevelopment of The Grounds. This is covered by a higher order policy and it is not felt necessary to replicate this high order policy as a new Key Principle.</p> <p>Housing: Phasing Strategy required under Key Principles will need to set out measures that not only minimise the impacts of offsite re-housing, but also set in place measures that assist ethnic minority groups with the re-housing process. A Housing Strategy will require the offsite affordable housing mix to have regard to local need and strategic housing needs assessment. Affordable housing will also be tenure blind helping to achieve an integrated and balanced community. Key Principles require the provision of affordable housing within LBHF. Key Principles seek to ensure a broad range of affordability and seek to ensure that the affordable housing is spread evenly across the Borough, mixed with any market housing. The Housing Strategy will also require any comprehensive development to provide alternative housing types catering specifically for the needs of the elderly, vulnerable groups and students.</p> <p>Sex:- Key principles require minimum proportions of family units, which will benefit younger men and women with children. Key Principles requires new homes to be carefully designed and laid out to have satisfactory access to outdoor amenity space. Family dwellings at ground level should have access to private open space. This will benefit younger men and women with families. Key Principles require affordable housing as part of all applications for comprehensive development, which may be of more relevance to younger men and women who have built up less capital, and those who have one income, or whose combined income is not high.</p> <p>Sexual Orientation:- The Housing Strategy has not so far emerged as relevant to lesbian, gay, bisexual, or</p>

heterosexual people.

Religion/belief (including non-belief): - The Housing Strategy has not so far emerged as relevant to religious belief and non-belief.

Human Rights: - The objectives do not require a phasing strategy to be submitted.

Children's Rights: - The Offsite Housing Strategy will have positive impacts through ensuring amenity space and private space is provided in conjunction with new housing, and ensuring accessibility for all. These key principles will help consider their best interests, their right to development, rights for disabled children and the right to leisure.

Employment:

Age: - Key Principles requires a local labour, skills and employment strategy and delivery plan that encourages full participation of the local labour force in employment both during the construction and operational phases for all sectors of the population including disabled people. As such it may be of various levels of relevance to disabled people. Key Principles require funding for workplace coordinators to encourage full participation of the local labour force in employment. Disabled people face particular barriers in gaining access to employment, and the strategy encourages employment across all groups.

Gender reassignment: - The Employment Strategy is focussed on providing jobs for local people and is inclusive by nature. The Employment Strategy has not so far emerged as particularly relevant people who have transitioned or are transitioning, although this group does have workplace protection and the overall aims and benefits may have a positive impact.

Marriage and Civil Partnership: - The Employment Strategy is focussed on providing jobs for local people and is inclusive by nature. The Employment Strategy has not so far emerged as relevant to married people or people who are civil partners although this group does have workplace protection and the overall aims and benefits may have a positive impact.

Pregnancy and maternity: - The Employment Strategy is focussed on providing jobs for local people and is inclusive by nature. The key objective and all related key principles of the Employment Strategy will encourage participation in the workforce by pregnant women and child caregivers and so the overall aims and benefits may have a positive impact.

Race: - The neighbourhood of The Grounds and surrounding area features a diverse range of shops, businesses and office based activities, many of which are owned or managed by local residents from a diverse range of ethnicities. The Key Objective of the Employment Strategy is to increase employment opportunities for local people by creating a minimum of 807 new jobs and improving access to training initiatives and apprenticeships. Key Principles require existing floorspace to be renewed and modernised to maintain and intensify existing employment

provision. Key Principles require funding for workplace coordinators to encourage full participation of the local labour force in employment.

Religion/belief (including non-belief): - The Employment Strategy is focussed on providing jobs for local people and is inclusive by nature.

Marriage and Civil Partnership: - The Employment Strategy has not so far emerged as relevant to married people or people who are civil partners although this group does have workplace protection and the overall aims and benefits may have a positive impact.

Retail:

The policies of the Retail Strategy have not emerged as particularly relevant to the scope of this redevelopment.

Culture:

The Culture Strategy is inclusive by nature and remains unchanged for this site as the user remains the same.

Social and Communities Facilities:

A Social and Communities Initiatives Strategy will be implemented as part of the s106 commitment. Social and Community Facilities Initiatives will be required to be accessible to all.

Human Rights - The Social and Communities Initiatives Strategy is expected to positively impact upon human rights (Article 2 of Protocol 2: right to education).

Children's Rights - The Social and Communities Initiatives Strategy is expected to positively impact upon children's rights.

Disability: - Green spaces and sites of nature conservation

Transport and Access:

Age: - Key Principles require pedestrian movement to be managed from the station to The Grounds, with crossings improved and accessibility improvements for all, with environmental improvements on streets surrounding The Grounds, which will assist movement and accessibility for all. These will be of benefit to older people and those with small children, who may have limited mobility in comparison to other age groups. Key Principles require physical accessibility maintained to the LUL stations. Key Principles require maintenance of step-free access at Fulham Broadway Station which will be of particular assistance to parents with babies and young children with existing bus stops and coach parking maintained, which may benefit all age groups in getting about.

Disability:- Key Principle require east-west pedestrian movement to be improved and crossings improved and the

quality of the pedestrian environment to be improved on streets around The Grounds including crossings, and better pedestrian crossing, all of which will better connect streets and improve legibility for disabled people with mobility impairment. Key Principles require blue badge parking for residents and visitors (in line with London Plan and local guidance), which is of benefit to disabled people.

Gender reassignment: - The Transport and Access Strategy has not so far emerged as relevant to people who have transitioned or are transitioning.

Marriage and Civil Partnership: - The Transport and Access Strategy is not seeking to deliver a service for married people or people who are civil partners and so is not relevant to this protected characteristic.

Pregnancy and maternity: - Key Principles require east-west pedestrian movement to be improved, crossings improved and accessibility improvements for all. Key Principles require environmental improvements and clearer footways on streets surrounding The Grounds, which will assist movement and accessibility for pregnant women and those with small infants. Key Principles require physical accessibility maintained to all the LUL station), which will make moving about this area much easier for this group.

Race:- The Transport and Accessibility Strategy has not so far emerged as relevant to race.

Religion/belief (including non -belief):- Redevelopment of The Grounds in accordance with the Transport and Access Strategy will deliver an integrated, inclusive urban environment accommodating a broad range of religious, faith and special interest groups who are not to identify themselves as individual such groups on the premises but rather as integral constituent parts of the whole spectator body solely devoted to the user. The range of connectivity and accessibility improvements will reduce severance and better connect segregated communities through a new street network and blend The Grounds into the surrounding area by improving the environment of the existing street network.

Energy Strategy and Environment Strategy:

Heat network to be implemented for the development and an energy centre established during phase 1 of development.

Gender reassignment: - Neither the Energy Strategy or Environment Strategy have so far emerged as relevant people who have transitioned or are transitioning.

Marriage and Civil Partnership: - Neither the Energy Strategy or Environment Strategy are seeking to deliver a service for married people or civil partners and so is not relevant to this protected characteristic.

Pregnancy maternity: - Neither the Energy Strategy or Environment Strategy have so far emerged as relevant to this protected characteristic.

Religion/belief (including non-belief): - The Energy Strategy and Environment Strategy have not so far emerged as

	<p>relevant to this protected characteristic</p> <p>Race: - All measures in the Energy Strategy and Environment Strategy are inclusive by nature.</p> <p>Childhood obesity has been identified as an issue in primary school children within London; there will be clear guidance on play space and open space within both the Urban Form Strategy and Social and Community Initiatives Strategy, therefore playing fields and open space suitable for active recreation will be accommodated in the proposed refurbishment programme.</p>
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Section 8

	Action Plan
Action Plan	The council's planning department considers that where necessary, planning conditions and the section 106 agreement set out the necessary mitigations where negative impacts arise. The section 106 agreement will secure monies for ongoing monitoring of the impacts of development, so that where necessary, revisions to the section 106 agreement can be made to mitigate arising impacts so far as is possible.

Section 9

	Agreement, publication and monitoring
Chief Officer sign-off	<p>Name: John Finlayson</p> <p>Position: Head of Planning Regeneration</p> <p>Email: john.finlayson@lbhf.gov.uk</p> <p>Telephone No: 020 8753 6743</p>
Key Decision Report	<p>Date of report to PADC: 11/01/2017</p> <p>Confirmation that key equalities issues found here have been included: Yes</p>