

# Waltham Forest Local Development Framework



## Blackhorse Lane Area Action Plan - Preferred Options Equality Impact Assessment Report

August 2011

## Equality Impact Assessment (EQIA)

### The Equalities Duties

The Council has statutory equalities duties in relation to gender, race and disabilities

The Council must have 'due regard' to the need in the following areas to:

#### Gender:

- eliminate unlawful sex discrimination and harassment (including for transsexual people)
- promote equality of opportunity between men and women

#### Race:

- eliminate unlawful racial discrimination;
- promote equality of opportunity; and
- promote good relations between people of different racial groups.

#### Disability:

- promote equality of opportunity between disabled persons and other persons
- eliminate discrimination that is unlawful under the Act
- eliminate harassment of disabled persons related to their disabilities
- promote positive attitudes towards disabled persons
- encourage participation by disabled persons in public life; **and**
- take steps to take account of disabled persons' disabilities, even where that involves treating disabled persons more favourably than other persons

**NB** Please note the additional disability duty to provide for positive discrimination for disabled persons to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces).

<b>Name of policy/service/function</b>	Waltham Forest Local Development Framework (LDF) – Blackhorse Lane Area Action Plan, and accompanying Urban Design Framework
<b>Date of Assessment</b>	August 2011
<b>Directorate</b>	Environment and Regeneration
<b>Head of Service</b>	Gordon Glenday
<b>Name of Lead Assessor</b>	Sean Walsh
<b>Reason for completing assessment</b>	
<ul style="list-style-type: none"> <li>• New Policy</li> </ul>	

### **Context**

What is the purpose or desired outcome of this policy/proposal from an equalities perspective?

*Together the Area Action Plan and Urban Design Framework will seek to provide detailed guidance to developers and landowners to secure the regeneration of under-used sites in the Blackhorse Lane area. From an equalities perspective, the documents will seek to ensure regeneration occurs in a manner that secures maximum gains for all sectors of society, and that people are not marginalised because of their race, gender, sexual orientation, age, religion/ faith, or any disability.*

### **Stage 1 Gathering and Reviewing Evidence**

What are the equality issues including barriers to access or success that are relevant to understanding the equality dimension of this policy/proposal?

(Look at race, gender, disability, faith, age, sexual orientation, trans-gender and any other potentially disadvantaging factors such as ex-offender background, being a gypsy or traveller, being a looked-after child)

#### **Gender**

- *As identified in the Local Economic Assessment (2010), 50.7% of the population of the area is female.*
- *Women's travel patterns are understood to be generally shorter than men's. The provision of a range of shops and services in an accessible new neighbourhood centre within Blackhorse Lane will therefore be a major benefit to this sector of society.*
- *Women with families are also more likely to use open spaces and parks (as set out in the Councils Open Space Strategy). Providing new*

- *The Local Economic Assessment (2010) has shown that unemployment in the borough is much higher amongst men (8.6%) than women (3.4%). In William Morris ward (which covers a significant proportion of the AAP area), 75% of job seekers allowance claimants are male, which is the highest proportion in the borough. Protecting and encouraging the provision of new units for employment use will therefore help out of work males in the area secure gainful employment.*

## **Race**

- *Higham Hill (one of the three wards within the Blackhorse Lane area), has the boroughs largest representation of the Black Caribbean community, and one of the most significant concentrations of mixed race (Local Economic Assessment, 2010).*
- *Evidence suggests BME groups are less likely to drive cars than white counterparts; therefore they will benefit from both documents priority towards sustainable transport methods such as walking, cycling and public transport.*
- *Improving access to existing open spaces could benefit BME groups due to the benefits it brings in terms of improving physical and mental health. The 2006 AESOP study of ethnicity and psychosis (Department of Health, 2010) found inequalities in terms of incidence of mental illness amongst BME groups.*
- *BME groups are disproportionately more likely to be living in poverty than their white counterparts. Protecting and providing new employment opportunities within redevelopment areas will therefore benefit these groups.*
- *The Housing Needs and Market Assessment (2007) found 77.4% of BMEs in the borough wanted to move house but couldn't afford to do so. New developments in Blackhorse Lane will help address housing need, including through new affordable products.*

## **Age**

- *Higham Hill ward has the highest proportion of under 16yr olds in the borough (Local Economic Assessment, 2010), whilst over 70% of the population in Blackhorse Lane is of working age.*
- *Protecting and providing new job opportunities through the encouragement of creative industries, retail and social infrastructure, will help provide for those of working age.*
- *Provision of new education facilities on key sites within the area, and improved access to open space, will be of benefit to the areas young population.*
- *A new neighbourhood centre incorporating social facilities will benefit*

- *Promoting a range of housing products, including smaller units close to the station, will benefit young couples and single person households in providing for their needs.*

### **Disability**

- *Access to open space is understood to have benefits in terms of physical and mental health. In this respect, disability groups will therefore benefit from the new policies.*
- *The encouragement of new social infrastructure within opportunity sites, including health facilities, could enhance the availability of care for the disabled.*
- *Improvements to the Standard Junction (with removal of barriers at crossings), will benefit those in wheelchairs, who similar to pushchairs, may struggle to cross Forest Road under existing arrangements.*

### **Lesbians, Gays, Bisexuals and Transgendered (LGBT)**

- *LGBT groups are proportionally more likely to experience a mental illness (ELOP: East London's Lesbian and Gay Centre, 2010). The approach in the new policies to improve public access to existing open spaces will therefore benefit this group; due to the links between access to open space and physical and mental wellbeing.*
- *Providing a range of housing products, including of appropriate sizes for couples and single person households, rather than just families with children, will benefit this group.*

### **Faith**

- *Policies encourage the development of new social infrastructure to help serve existing and new communities in the area. This could include the provision of new faith facilities, which will help promote community cohesion.*
- *Some faith groups housing needs are for larger properties, as different generations of the family live together. Policies within the documents aimed at providing for a range of household sizes throughout the Blackhorse Lane area will benefit these groups.*

Where are the gaps in this evidence; which groups or issues do we know least about?

- *No gaps in evidence have been identified.*

Where you have involved or consulted on this policy/proposal with equality stakeholders and what did they tell you?

- *No specific equality feedback was received as part of the consultation on issues and options.*

## **Stage 2. Making an Assessment of the Impact**

Drawing on aims of the policy, the evidence of issues and barriers and the outcomes of involvement activity please list all potential **negative impacts** on;

- people from the equality groups
- the promotion of equality in general and
- the promotion of community cohesion.

*The construction phase of new developments is expected to result in an increase in air pollutants and noise, which will have a negative impact on people with health issues.*

*Furthermore, the level of development proposed in the area will inevitably lead to some increases in local traffic, which will have a negative impact on vulnerable road users, including children, older people, and the disabled.*

Please specify what action you could take to remove or partially mitigate each **negative impact**.

*Disruption during the construction period of new developments will cause inconvenience to everyone, and should be only for a limited time. Eventually these negative impacts will be outweighed by the benefits new developments will bring. Where possible disruption will be minimised through section 106 agreements, which will limit hours of working and ensure that works are carried out in accordance with the considerate construction code. These will also be negotiated through the planning application process.*

*The impact of developments on local traffic will be minimised by both documents focussing on providing for sustainable travel choices; since this will minimise any increase in car use in the area. Measures will include a requirement on new developments to provide and accord with a travel plan. This will be secured through the planning application process.*

If any of these **negative impacts** cannot be mitigated at all please provide justification for this.

*All identified negative impacts can be mitigated.*

Drawing on the evidence, the outcomes of involvement activity and the detail of the policy please list any **additional improvements and positive benefits** that can be made to better promote equality and community cohesion.

- *Improving access to existing open spaces will help improve mental and physical health and hence benefit vulnerable groups such as BMEs and LGBTs.*
- *A new neighbourhood centre will provide accessible shops and services for women and provide social benefits to young people.*
- *Protecting existing and encouraging new employment spaces will benefit those sectors vulnerable to unemployment such as young males and BMEs.*
- *The provision of new health facilities may be of particular benefit to the elderly and disabled.*
- *Focussing on sustainable transport will benefit those with less access to cars, which is proportionally more likely to be BMEs and women*
- *Providing new education facilities in the area will primarily benefit those of school age.*

### **Stage 3 Planning Mitigating and Improvement Action**

Complete the action-plan template attached to show what action will be taken to mitigate each negative impact and action each improvement, how will be take it and when it will be done.

### **Stage 4 Governance, Monitoring and Review**

Which group, Board or Officer will be responsible for the implementation and review of the action plan?

*The Spatial Planning Team is responsible for the Council's statutory plan making work. The performance of LDF policies, including those contained in the AAP, will be monitored through the Annual Monitoring Report (AMR). The AMR assesses nationally determined core indicators, locally derived indicators and contextual indicators that relate to the specific circumstances of the borough. The outcomes derived through monitoring may lead to policy reviews.*

*As the Urban Design Framework supplements and is consistent with the headlines of the AAP, separate monitoring of this document will not be necessary.*

### **Stage 5 Recording and Communicating the Results of the Assessment**

#### **Checklist to ensure proper completion of the assessment**

Executive Director has signed off this assessment

Cabinet report EIAs has been signed off by the Portfolio holder

The results of the assessment are included in the relevant report and this record is attached as background information

The assessment is available on the Council's website

Relevant officers are aware of the action allocated to them in the action plan



## EIA Action Plan

Negative impact or improvement	Action required	Lead Officer	Time scale	Expected Outcome
Potential disruption to residents and businesses in the area during the construction phase of new developments.	Conditions or section 106 agreements will be attached to planning permissions to limit hours of working during the construction phase of developments.	Gordon Glenday (Head of Spatial Planning)/ David Scourfield (Head of Development Management and Building Control)	Up to 2026 (plan period)	Disruption to neighbours of development sites during the construction phase is minimised.
Increase in local road traffic arising from new developments and the subsequent increase in population in the area.	Travel plans will be required in support of planning applications, which will identify strategies to minimise impacts and potential mitigation measures through the planning system (section 106 or equivalent).	Gordon Glenday (Head of Spatial Planning)/ David Scourfield (Head of Development Management and Building Control)	Up to 2026 (plan period)	Increase in road traffic in the area is minimised.



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