

Waltham Forest Local Plan Supporting Document



Wood Street Area Action Plan Preferred Options Equality Impact Assessment

August 2013

1.0 Introduction

1.1 For the purposes of development plan preparation, an equality impact assessment (EqIA) is an analysis of the impact of a proposed change to planning policy/proposal to determine whether it has a disparate impact on target equality groups. EqIA's are carried out as part of the Council's Public Sector Equality Duty under the Equality Act 2010. Section 149 of this Act requires the Council, when exercising its functions, to have "due regard" to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited under the Act,
- Advance equality of opportunity between those who share a "protected characteristic" and those who do not share that protected characteristic and
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

1.3 These are collectively referred to in this document as the equality aims. Advancing equality (the second equality aim) involves having due regard, in particular, to the need to:

- remove or minimise disadvantages suffered by people due to their protected characteristic,
- take steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people's disabilities and
- encourage people from protected groups to participate in public life or in other activities where their participation in disproportionately low.

1.4 For disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to "level the playing field" with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

Fostering good relations involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

Protected Characteristics defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination etc.

- 1.5 Undertaking an Equality Impact Assessment (EqIA) provides evidence that the Council has complied with the Public Sector Equality Duty (PSED) under the Equality Act.
- 1.6 To comply with the duty, the Council must have “due regard” to the three equality aims in formulating policies and proposals. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are as follows:
 - EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
 - There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
 - There must be compliance with the duty when proposals are being formulated or when taking the decision.
 - Those making a decision where there is an equalities impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made.
 - The duty is not however, to achieve the three equality aims but to take them into account when making the final decision – therefore, the duty does not stop difficult but justifiable decisions being made.
 - The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.

- The duty is on-going – the EqIA should be reviewed over time and there should be evidence of how impact will be monitored after the decision.

1.7 The ‘protected characteristics’ or equalities communities referred to under the Equalities Act are as follows:

- Age - Issues relating to a particular age group i.e. the young or the elderly
- Disability - Issues relating to communities with physical or mental impairment
- Pregnancy and Maternity -Issues relating to women who are pregnant or within the period of maternity leave
- Race - Issues relating to colour, nationality and ethnic or national origin
- Religion or Belief - Issues relating to religion or lack of religion and or religious or philosophical belief or lack of belief
- Sex -Issues relating to men and women
- Sexual Orientation and Gender reassignment - Issues relating to the Heterosexual, Gay, Lesbian and Bisexual communities/ Issues relating to men and women who have undergone, are undergoing or are about to undergo a process of reassigning their sex.
- Marriage and Civil Partnership - Issues relating to marriage or civil partnership

1.8 The above equalities communities will include everyone with many people belonging to more than one group.

2.0 The Wood Street Area Action Plan

2.1 The proposals contained in this document are considered to be relevant to the Public Sector Equality Duty in terms of:

- the promotion of equality of opportunity;
- the elimination of discrimination;
- the promotion of good relations between different equalities communities.

2.2 The Wood Street Area Action Plan contains land-use proposals that will support and deliver the Council's adopted Core Strategy for the whole of the borough. It identifies sites in the borough for specific uses such as the provision of new homes, workspaces, community facilities, open spaces etc. Each site allocation includes development considerations that set out the requirements that development should take account of. Decisions on planning applications on these sites will be guided by these development considerations. The proposals for these sites will have implications for all communities who live and work nearby and as such will be relevant to the Public Sector Equality Duties identified above.

2.3 The Wood Street Area Action Plan is being prepared as part of the Waltham Forest Local Plan. The Waltham Forest Local Plan is a set of development plans that will be used use will guide future planning decisions in the borough.

2.4 The lead Local Plan document is the Waltham Forest Core Strategy which was adopted in March 2012. This sets out the overall development strategy for the borough and contains strategic planning policies to deliver that strategy. The Core Strategy is supported by an EqIA.

Current stage of the plan preparation process

2.5 This EqIA has been prepared at the Preferred Options stage. At this stage, the Council has identified the preferred options most likely to be taken forward when the plan is finalised. The preparation of this document follows on from the earlier work

undertaken as part of the Wood Street Scoping Study (2009/10), the stakeholder consultation on the TFL funded public realm scheme (2010), the consultation leaflets distributed (2011) and the Urban Design Framework (2011).

- 2.6 At this stage of the plan making process, the Council has appraised the equality impact of the policies and proposals for the sites identified. This follows the consideration of other options. Where there were several plausible options, the most sustainable has been chosen.
- 2.7 Following the Preferred Options Consultation, it may be necessary to consider other options. This process would ensure that the final plan proposals represent the most equitable having considered all available alternatives. Where it is not, there will be justifiable reasons and mitigation measures will be applied where necessary.

3.0 Impact Assessment

3.1 Method and scope of assessment

3.1.1 Impact means the effect that a decision or policy might have on the specified equalities community. In this assessment, the Council has sought to identify impacts using the following categories:

- Neutral impact - a decision or policy would have no impact on the equalities community in question.
- Negative Impact - a decision or policy might disadvantage one or more equalities communities.
- Positive impact - a decision or policy would improve opportunities for one or more equalities communities or improve cohesion and relations between different communities.

3.1.2 The general equality duty does not specify how public authorities should analyse the effect of their existing and new policies and practices on equality, but doing so is an important part of complying with the general equality duty. It is up to each organisation to choose the most effective approach for them. Case law on the meaning of the previous general equality duties make it clear that the analysis has to be undertaken before making the relevant policy decision, and include consideration as to whether any detrimental impact can be mitigated. A written record to demonstrate that due regard had been taken is also expected.

3.1.3 A principle purpose of the Wood Street Area Action Plan is to support the delivery of the Core Strategy. The assessment of the Core Strategy did not find any significant adverse impacts on the target equality groups. In the circumstances, all the policies included in the Wood Street Area Action Plan are linked to and deliver the aims of the Core Strategy policies and therefore are unlikely to raise substantive equalities issues. Given the plan's links to the Core Strategy this assessment has only sought to consider what further equalities issues may arise through the implementation of the proposals on the identified sites.

3.1.4 The following sites are identified in the Wood Street Area Action Plan:

Site ID	Site Name	Site ID	Site Name
Site 1	Cedar Wood House	Site 11	The Plaza
Site 2	Goss Components	Site 12	Brandon Road Car Park
Site 3	Walthamstow Business Centre	Site 13	Wood Street Station
Site 4	Ardleigh Works	Site 14	Vallentin Road
Site 5	Stirling House	Site 15	Woodside School Car Park (Bridge Site)
Site 6	Willow House	Site 16	Scout Hall and Church (former factory)
Site 7	Wood Street Corner	Site 17	Dairy Site
Site 8	Millennium Clock Corner	Site 18	Crownlea
Site 9	Thorpe Coombe Hospital	Site 19	Lucerne Grove
Site 10	Marlowe Road		

- 3.1.5 The tables below provide an assessment for each of the equalities communities identified above. Each step of the assessment, with associated key questions relate to the following:
- What is the proposals impact on the equalities aims?
 - What actions can be taken to avoid or mitigate any negative impact or to better advance equality?

3.2 **Age**

3.2.1 **Key borough statistics:** The 2011 Mayhew Harper population count shows that Waltham Forest has a population of 247,503. Broken down by broad age group, some 28% of the population (68,141) are aged 0-19, 34% (83,798) aged 20-39, 29% (71,048) aged 40-64 and 10% (24,517) aged 65+. Pan London data from the GLA shows that Waltham Forest has a larger percentage of its population aged 0-19 (28.3%) compared to 24.5% across London. Between 2011 and 2031 the same data shows that the 65+ age group in Waltham Forest is forecast to grow the most from 26,898 to 39,852. (Source: 2011 Mayhew Harper population count and 2010 SHLAA from GLA).

3.2.2 Evidence from the GLA suggest that there will be 3,400 more children aged between 4-15 years by 2031 which strengthens the need to increase school places. Data also shows that around 40% of people over 50 in the Borough have a limiting long-term illness. This reinforces the need to provide sufficient social infrastructure facilities, such as health centres.

Age: What is the proposal’s impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation

Age: What is the proposal's impact on the equalities aims?

Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use			√	The provision of additional housing and commercial units will benefit all age groups including young and elderly people.
Site 9	Residential/health use			√	The delivery of additional housing across the tenure range will potentially benefit all age groups including young and elderly residents. Retention of the existing health use will benefit all age groups.
Site 3	Employment use	√			Development on the site retains the existing use/allocation and is unlikely to have differential impact.
Site 10 Site 12 Site 14 Site 19	Residential			√	The delivery of additional housing across the tenure range will potentially benefit all age groups including young and elderly residents.
Site 16 Site 18	Residential/community use			√	The provision of additional housing and community use will benefit all age groups including young and elderly people.
Site 13	Improvements to station buildings			√	Development on the site retains the existing use/allocation and is unlikely to have differential impact. Opportunities to improve access to the station buildings will benefit all

Age: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
					age groups.
Site 15	Residential/educational use			√	The delivery of additional housing across the tenure range will potentially benefit all age groups including young and elderly residents. Also this expected to make a positive contribution to the provision of school places for young children. Development plan policy encourages the use of school sites as community hubs accessible to all age groups. This allocation will help meet the needs of local community – including both young and elderly age groups.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.3 **Disability**

3.3.1 Key borough statistics: Data from the 2009 Annual Population Survey suggests there are 24,000 disabled people of working age (16-64) living in Waltham Forest. This would represent around 16% of the resident working-age population and is in line with the London average. 2011 data on the percentage of those claiming Disability Living Allowance shows that claimant rates tend to be higher in the southern and middle wards of the borough compared to the North though this data should only be treated as a rough indicator of the prevalence of disability. There are 19,000 people with reduced mobility living in Waltham Forest, half of whom have walking difficulties (48%) and 13% are wheelchair users. It is estimated that there are between 1,800 and 3,200 children and young people in the borough experiencing some form of disability.

3.2.2 As of June 2010, 1,418 children and young people had a statement of Special Educational Needs in Waltham Forest (Source: 2001 Census, 2009 Annual Population survey, Office for National Statistics, Department for Work and Pensions). Disabled Children's Needs Assessment 2010 estimates that there are between 1,800 and 3,200 disabled children and young people in the borough. The employment rate of people with a disability is lower in Waltham Forest than for London and England. The Council has run focus groups where parents reported that having a good park nearby was important to the health and happiness of disabled children.

Disability: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of disabled people.
Site 9	Residential/health use			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of people with disabilities.
Site 3	Employment use			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of people with

Disability: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
					disabilities.
Site 10 Site 12 Site 14 Site 19	Residential			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of people with disabilities.
Site 16 Site 18	Residential/community use			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of people with disabilities.
Site 13	Improvements to station buildings			√	The opportunity to improve access to the station buildings will benefit people with disabilities.
Site 15	Residential/educational use			√	The application of inclusive design measures as required by policy CS15 of the Core Strategy and DM31 of the Development Management document is expected to make a positive contribution towards meeting the needs of people with disabilities.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
------------------------------------	--

No negative impacts have been identified.

The Council will continue to monitor the effects of its development plan policies/proposals.

3.4 **Pregnancy and Maternity**

3.4.1 Key borough statistics: Data regarding recent births from the GLA shows that Waltham Forest has 8.9% of its population aged between 0 and 4 compared to a London wide figure of 7.6% (2011). For those up to the age of 1 this percentage is 1.9% and 1.6% respectively. The total fertility rate for Waltham Forest in 2009 was 2.54 (4th highest across London) compared to a London wide figure of 1.95. The teenage pregnancy rate in Waltham Forest (2009) is 55 per 1,000 of the female population aged 15-17 compared with 41 across London and 38 across England. Source: 2010 SHLAA from GLA, Office for National Statistics, NHS (NCHOD). Total fertility rate measures the projected number of births born to a woman over her lifetime. These statistics provide general data for this protected characteristic.

Pregnancy and Maternity: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use			√	The proposed use should benefit all members of the local community including women who are pregnant or within the period of maternity leave.
Site 9	Residential/health use			√	The redevelopment of the site as proposed would benefit all members of the local community including women who are pregnant or within the period of maternity leave.
Site 3	Employment use			√	The redevelopment of the site as proposed would benefit all members of the local community including women who are

Pregnancy and Maternity: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
					pregnant or within the period of maternity leave.
Site 10 Site 12 Site 14 Site 19	Residential			√	The redevelopment of the site for residential purposes would benefit all members of the local community including women who are pregnant or within the period of maternity leave.
Site 16 Site 18	Residential/community use			√	The redevelopment of the site as proposed would benefit all members of the community including women who are pregnant or within the period of maternity leave.
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any differential impact on women who are pregnant or within the period of maternity leave.
Site 15	Residential/educational use			√	The redevelopment of the site as proposed would benefit all members of the local community including women who are pregnant or within the period of maternity leave.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.5 **Race**

3.5.1 Key Borough Statistics: Waltham Forest's BAME population is 98,830 out of 232,726. This is 42% of the total population and 8th highest across London when expressed as a percentage of total population. Broken down by specific ethnicity: Pakistani (9%), Black Caribbean (8.9%), Black African (7.1%), Other Asian (4.1%), Black Other (4.1%), Indian (3.5%), Other (3.7%), Bangladeshi (1.2%) and Chinese (0.9%). Of all the new arrivals to the borough since 2002, the top 3 countries of origin have been Poland, Pakistan and Lithuania (Source: GLA 2010 SHLAA and NINO Registrations Data 2002 –2010 DWP).

3.5.2 Research evidence (Centre for Economic & Social Inclusion, 2005) points to the fact that ethnic minorities experience higher unemployment rates, greater concentrations in routine and semi-routine work and lower earnings than do members of the comparison group of British and other Whites.

Race: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use	√			The proposed use of the site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on the BAME group.
Site 9	Residential/health use	√			The proposed use of the site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on the BAME group.
Site 3	Employment use				It is expected that this proposal will benefit

Race: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
		√			all members of the local community. There is no evidence to show that this proposal would cause a differential impact on the BAME group.
Site 10 Site 12 Site 14 Site 19	Residential	√			It is noted that certain ethnic groups may require different housing needs. Development Plan policies require a mix of dwelling types and sizes. There is no evidence to show that this proposal would cause a differential impact on the BAME group.
Site 16 Site 18	Residential/community use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on the BAME group.
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any direct impact on the BAME group.
Site 15	Residential/educational use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on the BAME group.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
<p>No direct negative impacts have been identified. It is noted however that there are wider issues in the distribution and allocation of housing and opportunities which are outside the scope of planning policy. Whilst the planning system can deliver the planned development (housing/employment units), it has no direct influence on who ultimately occupies these units/benefits directly from this allocation. Therefore carefully implementation by delivery agencies would be required to ensure that all the equality groups have equitable access to housing/employment opportunities.</p>	<p>The Council will continue to monitor the effects of its development plan policies/proposals.</p>

3.6 **Religion or Belief**

3.6.1 Key borough statistics: According to the 2001 Census, the borough has 57% of its population stating their religion to be Christian, Muslim 15.1%, Hindu 1.8%, Jewish 0.7%, Sikh 0.6%, Buddhist 0.4% and other 0.4%. Some 15% of residents claimed no religion whilst 9% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. Source: 2001 census and Waltham Forest Faith Forum.

Religion or Belief: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4	Residential/commercial/employment use	✓			The proposed use should benefit all members of the local community. There is no evidence to show that this proposal

Religion or Belief: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 5 Site 6 Site 7 Site 8 Site 11 Site 17					would cause a differential impact on any religious group.
Site 9	Residential/health use	√			The proposed use of the site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on any religious group.
Site 3	Employment use	√			The provision used of the site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on any religious group.
Site 10 Site 12 Site 14 Site 19	Residential	√			The proposed use of this site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on any religious group.
Site 16 Site 18	Residential/community use			√	The redevelopment of the site as proposed would benefit all members of the local community. The provision of additional community facilities as meeting places will support the activities of religious groups.
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any direct impact on any religious group.

Religion or Belief: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 15	Residential/educational use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on any religious group.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No direct negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.7 **Sex**

3.7.1 Key borough statistics: Estimates of the gender split in Waltham Forest are 50.6% female and 49.4% male (Mayhew Harper) and 51.3% female and 48.7% male (GLA SHLAA). (Source: 2011 Mayhew Harper population count and GLA 2010 SHLAA).

- Educational attainment gap between boys and girls (boys lower attainment than girls)
- Greater unemployment across the Borough for men (Local Economic Assessment, 2010).
- Women's travel patterns are shorter than men.
- Women with families have been found to be greater users of open spaces and parks (Waltham Forest Open Space Strategy, 2010).

Sex: What is the proposal's impact on the equalities aims?

Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use	√			The proposed use should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women.
Site 9	Residential/health use	√			The proposed use of this site should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women
Site 3	Employment use	√			The proposed use of this site should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women.
Site 10 Site 12 Site 14 Site 19	Residential	√			The proposed use of this site should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women.
Site 16 Site 18	Residential/community use	√			The proposed use of this site should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women.

Sex: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any direct impact on either men or women.
Site 15	Residential/educational use	√			The proposed use of this site should benefit all members of the local community – both men and women. There is no evidence to show that this proposal would cause a differential impact on either men or women

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No direct negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.8 **Sexual Orientation and Gender Reassignment**

3.8.1 Key borough statistics: National estimates of LGBT population range from 0.3% to 10% using different measures. A recent study commissioned by Waltham Forest Council suggested the population to be somewhere between 7,000 to 10,000 people in 2007 (this is 4-6% of the adult population). The study also suggested that there may be at least 35 transgender individuals in the borough (Source: Measuring Sexual Identity – Office for National Statistics, Waltham Forest LGBT Matters). East London's Lesbian and Gay Centre (ELOP) found a need exists to improve access to sheltered accommodation and to enhance community cohesion. LGBT groups are proportionally more likely to experience a mental illness (ELOP).

Sexual Orientation and Gender Reassignment: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use	√			The proposed use of the site should benefit all members of the local community. There is no evidence that this allocation will have any impact on this group.
Site 9	Residential/health use	√			The proposed use should benefit all members of the local community. There is no evidence that this allocation will have any impact on this group.
Site 3	Employment use	√			The proposed use of the site should benefit all members of the local community. There is no evidence that this allocation will have any impact on this group.
Site 10 Site 12 Site 14 Site 19	Residential	√			The proposed use of the site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on this group.
Site 16 Site 18	Residential/community use	√			The proposed use of this site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on this group.

Sexual Orientation and Gender Reassignment: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any direct impact on any group.
Site 15	Residential/educational use	√			The proposed use of this site should benefit all members of the local community. There is no evidence to show that this proposal would cause a differential impact on this group.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No direct negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.9 **Marriage and Civil Partnership**

3.9.1 Key borough statistics:

- 2007- 2008 - 534 marriages registered in the borough and 46 Civil Partnerships
- 2008- 2009 - 625 marriages registered in the borough and 33 Civil Partnerships
- 2009 - 2010 - 670 marriages registered in the borough and 32 Civil Partnerships
- 2010 - 2011 - 725 marriages registered in the borough and 27 Civil Partnerships

Marriage and Civil Partnership: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.
Site 9	Residential/health use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.
Site 3	Employment use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.
Site 10 Site 12 Site 14 Site 19	Residential	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.
Site 16 Site 18	Residential/community use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.

Marriage and Civil Partnership: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 13	Improvements to station buildings	√			This allocation retains the existing use and is unlikely to have any direct impact on any group.
Site 15	Residential/educational use	√			The redevelopment of the site as proposed would benefit all members of the local community. There is no evidence to show that this allocation would cause a differential impact on this group.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No direct negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.

3.10 **Additional Impacts on Advancing Equality & Fostering Good Relations**

3.10.1 Key borough data: From our 2011 Cohesion Survey, a third of our respondents believe that differences are 'definitely respected'. A further 46% believe this is the case most of the time, and just 6% feels this is not the case. By age group, a higher proportion of older residents feel differences are respected 'definitely/most of the time' (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%). Participation is lowest amongst South Chingford residents (63%).

Advancing Equality & Fostering Good Relations: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 1 Site 2 Site 4 Site 5 Site 6 Site 7 Site 8 Site 11 Site 17	Residential/commercial/employment use			√	The proposed redevelopment will be in accordance with plan policies encouraging opportunities for social interaction and the development of community cohesion. This allocation is therefore expected to advance equality and foster good relations.
Site 9	Residential/health use			√	Redevelopment opportunity at this site will enable the application of plan policies on mixed use and inclusive design principles etc. The provision of accessible health care facilities will benefit all groups. This will advance equality and foster good relations.
Site 3	Employment use			√	The retention of the site for employment use will support job creation. This will contribute to reducing worklessness among the vulnerable groups and therefore help advance equality and good relations.
Site 10 Site 12 Site 14 Site 19	Residential			√	Redevelopment of the site for residential purposes will be in accordance with housing and urban design policies which seek to provide a range of dwelling sizes and tenures and promote the development of mixed and balanced communities. This will advance equality and foster good relations.

Advancing Equality & Fostering Good Relations: What is the proposal's impact on the equalities aims?					
Site Ref.	Preferred Option	Neutral Effect	Negative Effect	Positive Effect	Explanation
Site 16 Site 18	Residential/community use			√	The provision of additional housing/community facilities will benefit all groups, advance equality and foster good relations.
Site 13	Improvements to station buildings			√	The provision of transport facilities for all groups will contribute to the quality, accessibility and use of the general environment for all groups. This will advance equality and foster good relations.
Site 15	Residential/educational use			√	Redevelopment of the site for residential and educational purposes will be in accordance with housing and urban design policies which seek to provide mixed and balanced communities and support the delivery of better education. This will advance equality and foster good relations.

Identified negative impacts	What actions can be taken to avoid or mitigate any negative impact or to better advance equality?
No direct negative impacts have been identified.	The Council will continue to monitor the effects of its development plan policies/proposals.



Waltham Forest

**Waltham Forest Town Hall
Forest Road, Walthamstow, E17 4JF
Tel: 020 8496 3000**