Waltham Forest

Waltham Forest
Local Development Framework

Core Strategy- Preferred Options

Equality Impact Assessment Report

Spatial Planning Team
London Borough of Waltham Forest

December 2009

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Introduction

Equality Impact Assessment (EqIA) is a tool for identifying the potential impact of a council's policies, services and functions on its residents and staff. It can help staff provide and deliver excellent services to residents by making sure that these reflect the needs of the community.

By carrying out EqIAs, a council may also ensure that the services that it provides fulfil the requirements of anti-discrimination and equalities legislation.

EqIAs offer an opportunity for council staff and their teams to think carefully about the impact of their work on local people and other members of staff. They can then take action that will promote equality for all.

On the whole, EqIAs should make sure that equality is placed at the centre of policy development and review, as well as service delivery.

The equality impact assessment process focuses on:

- initial screening
- scoping and defining
- information gathering
- making a judgement
- action planning
- publication and review.

Equality impact assessments can achieve the following:

- increased participation with customers and therefore more transparency in relation to policy and service development
- changes to the culture of public decision making a more proactive approach to the promotion of equality, at the heart of public policy.

Equality Target Groups

The London Borough of Waltham Forest has identified six equality target groups, or equality strands, that are central to the equality agenda. These are:

- race
- gender
- disability
- sexual orientation
- age
- religion and or belief

The need for an EqIA

There is a legal requirement to consider the impact of the London Borough of Waltham Forest's work on race equality under the Race Relations (amendment) Act 2000 and as well as the Disability Discrimination Act (DDA) 2005. However, in line with best practice, the London Borough of Waltham Forest is committed to carrying out EqIA's which consider all its equality target groups.
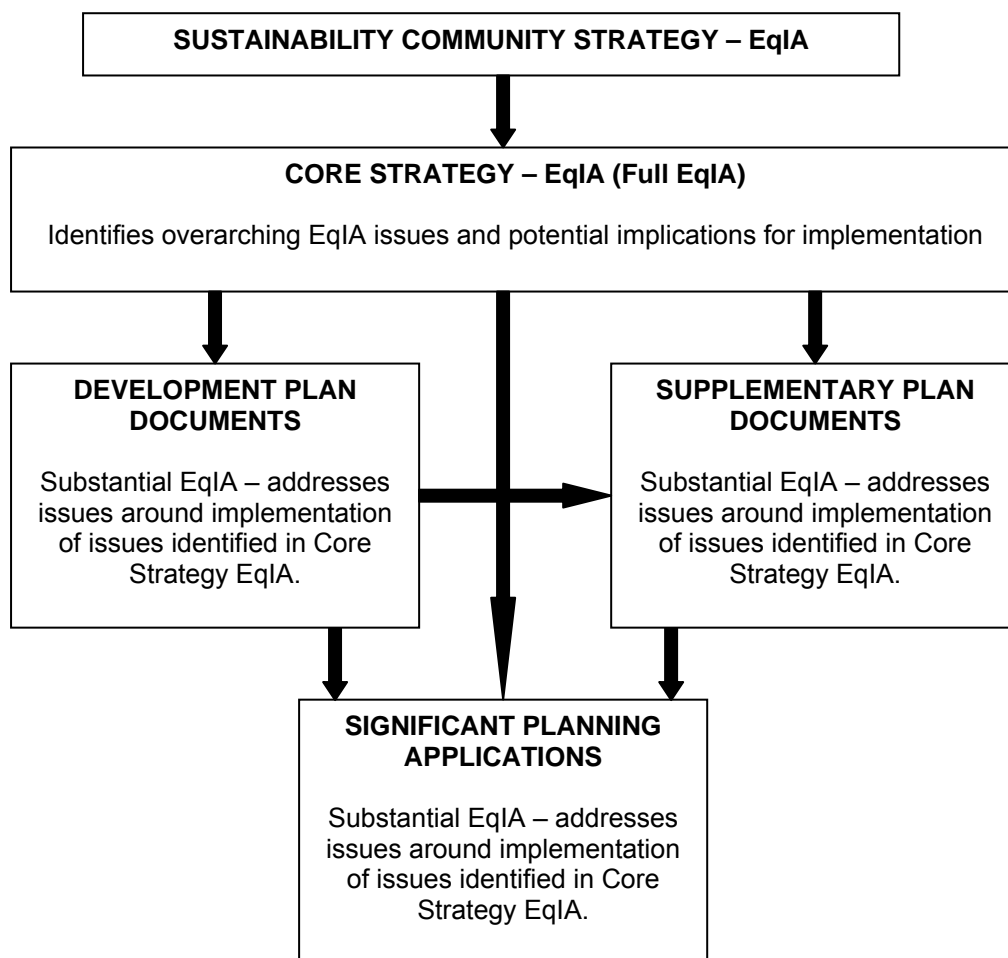
The EqIA will support the London Borough of Waltham Forest's equalities agenda and help mainstream equality and diversity into policies and practices.

The EqIA provides a good practice and logistical process to help identify improvements to services and to make them more appropriate and accessible to the needs of stakeholders.

Approach to this EqIA

This assessment is an equality assessment and review of the Core Strategy Issues and Options. This EqIA is consistent with and adopts the Golden Thread approach, as shown in the below diagram:

Golden Thread approach to EqIAs

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┌──────────────────────────────────────────────────────────┐
│        SUSTAINABILITY COMMUNITY STRATEGY – EqIA           │
└──────────────────────────────────────────────────────────┘
                            │
                            ▼
┌──────────────────────────────────────────────────────────┐
│              CORE STRATEGY – EqIA (Full EqIA)            │
│                                                          │
│  Identifies overarching EqIA issues and potential        │
│  implications for implementation                         │
└──────────────────────────────────────────────────────────┘
        │                                       │
        ▼                                       ▼
┌──────────────────────┐              ┌──────────────────────┐
│  DEVELOPMENT PLAN    │              │  SUPPLEMENTARY PLAN  │
│     DOCUMENTS        │─────────────▶│     DOCUMENTS        │
│                      │              │                      │
│ Substantial EqIA –   │              │ Substantial EqIA –   │
│ addresses issues     │              │ addresses issues     │
│ around implementation│              │ around implementation│
│ of issues identified │              │ of issues identified │
│ in Core Strategy     │              │ in Core Strategy     │
│ EqIA.                │              │ EqIA.                │
└──────────────────────┘              └──────────────────────┘
        │                                       │
        ▼                                       ▼
        ┌──────────────────────────────┐
        │   SIGNIFICANT PLANNING       │
        │     APPLICATIONS             │
        │                              │
        │ Substantial EqIA – addresses │
        │ issues around implementation │
        │ of issues identified in Core │
        │ Strategy EqIA.               │
        └──────────────────────────────┘
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Methodology

The EqIA process considers the impact of policies on certain equality target groups. There are three possible impacts which should be considered as part of the EqIA:

- Negative or adverse impact: occurs where the policy disadvantages one or more equality target groups.

- Positive impact: occurs where the policy influences on one or more the equality target groups, or improves equal opportunities and/or relationships between groups.

- Neutral impact: occurs when a policy has a similar impact upon all groups.

EqIA Stage One: Initial Screening

Initial screening takes place for all new and revised policies with the Core Strategy. This stage is completed at the earliest opportunity and will determine whether or not it is necessary to carry out a full equality impact assessment or EqIA for this area of activity.

The key questions assessed during the initial screening stage are:

1. What are you looking to achieve in this activity?
2. Who in the main will benefit?
3. Does the activity have the potential to cause adverse impact or discriminate against different groups in the community?
4. Does the activity make a positive contribution to equalities?

If the answer to the questions 3 is 'yes' then it is necessary to go ahead with an equality impact assessment.

The Overarching Strategy

The Core Strategy is a Development Plan Document and as such is part of the Development Plan for the Borough. The Core Strategy is one of the documents that form the Local Development Framework.

The Core Strategy sets out the vision and strategic spatial objectives for the spatial development of the Borough. This includes the amount of and broad locations for future housing and employment use. Policies within this document apply to the whole of the local authority area and are not site-specific. Once adopted, all other Development Plan Documents must be in conformity with the Core Strategy. Site-specific policies (for example housing allocations) will be set out in future Development Plan Documents, in conformity with the broad locations set out in the Core Strategy.

The Core Strategy document will have regard to national guidance in Planning Policy Statements (produced by the Office of the Deputy Prime Minister) and be in general conformity with the London Plan (produced by the Mayor of London). The Core Strategy must also have regard to other strategies produced by Council.

All other Local Development Documents (both statutory Development Plan Documents and non-statutory documents) within the Local Development Framework must be in conformity with the Core Strategy.

The spatial principles and priorities are fundamentally linked to the Waltham Forest Sustainable Community Strategy. These principles and priorities are:

- **Manage population growth and change;**
    - Improve housing quality and choice with the right kind of homes in the right places.
    - Create a more economically balanced population, to increase local spending power, generate jobs and tackle concentrations of deprivation and low aspirations.
    - Cultivate civic participation, cohesion and independent living so everyone feels they belong.
    - Respond to climate change in a practical and effective way.

- **Create wealth and opportunity for all residents; and**
    - Provide children and young people with the skills and confidence to compete in a global economy.
    - Achieve full employment.
    - Ensure residents are fit and healthy for work.
    - Make the most of the regeneration of East London.

- **Retain more wealth in the borough.**
    - Create vibrant town centres with an attractive cultural, leisure and commercial offer.
    - Transform the design and quality of public space.
    - Improve community safety and reduce anti-social behaviour.

Template

Policy / Strategy:	Core Strategy 6 May 2009 – Template					
Department:	Spatial Planning					
Assessing Officer:						

1.	What is the main purpose of the policy?	
2.	Which external drivers for change affect the policy?	
3.	List the main activities of the policy?	
4.	Who implements the policy?	
5.	Who will be affected by the policy?	
6.	What outcome do you want to achieve, why and for whom?	
7.	Are any other organisations involved?	
8.	Are there any existing assessments or inspections?	
9	Who have you consulted on the policy?	
10.	Who are the main beneficiaries of the policy?	

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race						
Gender						
Disability						
Sexual Orientation						
Age						
Religion / Faith						

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Improving Housing Quality and Choice					
Department:	Spatial Planning					
Assessing Officer:	Dylan Grieve					

1.	What is the main purpose of the policy?	Maximising housing, maximising affordable housing; protecting family housing by resisting the conversion of existing properties; ensuring all new housing meets high amenity standards; making efficient use of housing land; create sustainable, attractive, mixed and balanced communities; and ensuring sufficient good quality, appropriately located Gypsy and Traveller Accommodation.
2.	Which external drivers for change affect the policy?	The London Plan sets targets for increases in housing; sites coming forward, PTAL Ratings, existing density; demographics, infrastructure, housing needs; gypsy and traveller movements; demographics, infrastructure and housing needs; targets for affordable housing.
3.	List the main activities of the policy?	1. To allow housing in locations where it will not have a detrimental affect on the Borough or result in poor amenity for residents. 2. To allow housing in locations where it will not have a detrimental affect on the Borough or result in poor amenity for residents. 3. Providing new housing, including affordable housing, infrastructure and make best of existing housing and infrastructure in locations to promote sustainable communities. 4. Delivery of suitable sites for Gypsies and Travellers. 5. To encourage proposals that contributes to the regeneration of those areas of the Borough where investment is required.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents, gypsies and travellers
6.	What outcome do you want to achieve, why and for whom?	To ensure that future housing development is in suitable locations for residents and commercial interests and infrastructure availability and requirements.
7.	Are any other organisations involved?	GLA, Housing Associations, RSL's, Developers
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race		√				More housing developments are required in the borough. Inclusion of deliverable housing policies will benefit a wider range of groups.

							Clustered development creates community and reduces isolation.
Gender		√					More housing developments are required in the borough. Inclusion of deliverable housing policies will benefit a wider range of groups. Clustered development creates community and reduces isolation.
Disability		√					More housing developments are required in the borough. The inclusion of lifetime homes standards and wheelchair accessible homes will benefit this group. Clustered development creates community and reduces isolation.
Sexual Orientation		√					More housing developments are required in the borough. Inclusion of deliverable housing policies will benefit a wider range of groups. Clustered development creates community and reduces isolation.
Age		√					More housing developments are required in the borough. The inclusion of lifetime homes standards and wheelchair accessible homes will benefit this group. Clustered development creates community and reduces isolation.
Religion / Faith		√					More housing developments are required in the borough. Inclusion of affordable housing policies will benefit a wider range of groups. Clustered development creates community and reduces isolation.

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Economically Balanced Population
Department:	Spatial Planning
Assessing Officer:	

1.	What is the main purpose of the policy?	Identifying Strategic Industrial Locations (SILs); ensuring that there is a sufficient and diverse range, mix and quality of employment land and premises; seeking opportunities for growth, regeneration and development in the borough's town centres; taking a more flexible approach to employment land allocation so that non-designated employment land and premises that are no longer viable and surplus to requirements can be released; encouraging a mix of employment facilities and types; supporting local enterprise development, employment and training schemes; directing business developments to appropriate locations across the borough to reduce the need to travel; and intensifying existing employment sites where appropriate and incorporating estate improvements such as signage, surfacing, landscaping, lighting, safety measures and energy efficient measures.
2.	Which external drivers for change affect the policy?	The London Plan, economic climate, employment land and floor space demand.
3.	List the main activities of the policy?	1. Strengthen and sustain Waltham Forest's economy; 2. Designate the Lea Bridge Gateway as a strategic industrial location for industrial, distribution and waste management activities. 3. Protected Employment Zone designations due to the concentrations of viable employment, mainly non-office uses in these areas and the continued need for this type of employment space. 4. New office development as part of the regeneration of Blackhorse Lane and Walthamstow Central. 5. Facilitate other locations in Waltham Forest that have the potential for accommodating increased demand from office users. 6. Retain designated industrial land while also allowing appropriate redevelopment including the introduction of enabling mixed-use regeneration that introduces more modern industrial (B2/B8) premises where opportunities arise. 7. Controlling the release of employment land through a policy that specifies conditions and criteria for determining whether an employment site is unviable and surplus to requirements. 8. Providing suitable affordable accommodation for start-ups engaged in the cultural and creative industries. 9. Intensifying employment land to provide an opportunity to improve the stock of

4.	Who implements the policy?		Environment and Regeneration Department			
5.	Who will be affected by the policy?		Developers, residents and future residents,			
6.	What outcome do you want to achieve, why and for whom?		To ensure that future employment and business development is in suitable locations for residents and commercial interests and infrastructure availability and requirements.			
7.	Are any other organisations involved?		Public and private companies			
8.	Are there any existing assessments or inspections?		Development monitoring			
9	Who have you consulted on the policy?		See Schedule of Representations and the Council's Response – March 2009			
10.	Who are the main beneficiaries of the policy?		Future residents, developers and businesses			

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training schemes will benefit employment this group.
Gender		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training schemes will benefit employment this group.
Disability		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training schemes will benefit employment this group.
Sexual Orientation		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training schemes will benefit employment this group.
Age		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training schemes will benefit employment this group.
Religion / Faith		√				Attracting business developments to the borough and intensifying existing employment sites with a reduction the need to travel and supporting local enterprise development, employment and training

						schemes will benefit employment this group.
Further Action						
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2						**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2						**No**
Is progression to Stage 2: Full Assessment required?						**No**

Signed (Assessing Officer):   **Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Encouraging Participation and Social Cohesion					
Department:	Spatial Planning					
Assessing Officer:						

1.	What is the main purpose of the policy?	Resist the loss of community facilities; support for the retention and enhancement of existing facilities and encourage multi-purpose community facilities; Promote the innovation of service provision; encourage new development to contribute towards the provision of community facilities to meet the needs of new communities and mitigate impacts on existing communities; and locate community facilities in centres or other accessible locations to maximize community access, sustainable transport and build a sense of local community identity.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Provision of essential services and infrastructure to promote a well-serviced community that has all people's essential needs catered for. 2. Development to increase the quality and distribution of a wide range of social services as a means of bridging the gap in deprived areas. 3. Ensure the capacity of community and social facilities is increased to reflect the inevitable increase in demand as new people move into the borough. 4. Community facilities and services located so that they have maximum accessibility for their potential users, some may be best located in a town centre or key local centre whilst other services and facilities may be better close to the communities they serve.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	To ensure that future community facility development is in suitable locations for residents and commercial interests and infrastructure availability and requirements.
7.	Are any other organisations involved?	Primary Care Trust, NHS
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact	Tick the boxes which apply for each 'target group'					
Equality Target Group	**Positive**		**Neutral**	**Negative**		**Reason / Comment**
	High	**Low**		**High**	**Low**	
Race		√				Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of

						cultures and to provide a space where various communities can meet and interact and reduce isolation.
Gender		√					Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of cultures and to provide a space where various communities can meet and interact and reduce isolation.
Disability		√					Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of cultures and to provide a space where various communities can meet and interact and reduce isolation.
Sexual Orientation		√					Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of cultures and to provide a space where various communities can meet and interact and reduce isolation.
Age		√					Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of cultures and to provide a space where various communities can meet and interact and reduce isolation.
Religion / Faith		√					Cultural facilities that will provide a place for the creation, production and dissemination of culture. These facilities will be co-used by all members of the community to ensure that there is a cross mixing of cultures and to provide a space where various communities can meet and interact and reduce isolation.
Further Action							
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**					
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**					
Is progression to Stage 2: Full Assessment required?	**No**					

Signed (Assessing Officer):   **Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Responding to Climate Change	
Department:	Spatial Planning	
Assessing Officer:		
1.	What is the main purpose of the policy?	Minimise and prevent further climate change by prioritising the reduction of CO2 emissions; encouraging development to be designed and constructed to take account of the impacts of climate change; promote the protection and enhancement of biodiversity, open space and green wildlife corridors; reduce, reuse and recycle waste; and reducing the need for travel and encouraging the use of sustainable modes of transport.
2.	Which external drivers for change affect the policy?	The London Plan, The Stern Report, North London Joint Waste Strategy, North London Strategic Flood Risk Assessment.
3.	List the main activities of the policy?	1. Mitigate against water shortages, overheating and increasing subsidence problems. 2. Promotion of low carbon renewable energy technologies in new developments to significantly contribute towards reducing overall carbon emissions. 3. Energy and emissions savings from energy efficiency and renewable energy measures incorporated into development. 4. Respond appropriately to the risk of flooding to deliver social and economic regeneration in Blackhorse Lane, and the Northern Olympic Fringe. 5. Utilise Sustainable Urban Drainage Systems to limit the flooding and pollution problems associated with conventional drainage schemes from hard-surfaced areas to soft landscaped features. 6. Implement effective biodiversity enhancement to mitigate the impacts of climate change and reduce carbon emissions by contributing to a reduction in the 'heat island' effect and providing valuable shade to buildings, streets and public places and contribute to improving local biodiversity. 7. Facilitate the provision of new waste management services, to increase recycling and recovery and divert more waste away from disposal to landfill. 8. Facilities for home composting will be encouraged in appropriate development schemes. 9. Reduce the need for travel and encourage the use of more sustainable modes of transport. 10. The provision of safe, well designed routes and facilities for pedestrians, cyclists and public transport users. 11. All non-residential buildings shall have a minimum BREEAM (or its successor) rating of "Very Good".

4.	Who implements the policy?					Environment and Regeneration Department
5.	Who will be affected by the policy?					Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?					To ensure that future development is in suitable locations for residents and commercial interests and infrastructure availability and requirements through an integrated and holistic approach to responding to climate change.
7.	Are any other organisations involved?					North London Waste Authority, Environment Agency,
8.	Are there any existing assessments or inspections?					Development monitoring
9	Who have you consulted on the policy?					See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?					Future residents, developers and businesses

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					Reason / Comment
	Positive		**Neutral**	**Negative**		
	High	**Low**		**High**	**Low**	
Race		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including pedestrians, cyclists and public transport users will benefit this group.
Gender		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including pedestrians, cyclists and public transport users will benefit this group.
Disability		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including pedestrians, cyclists and public transport users will benefit this group.
Sexual Orientation		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including pedestrians, cyclists and public transport users will benefit this group.
Age		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including

						pedestrians, cyclists and public transport users will benefit this group.
Religion / Faith		√				Reducing carbon emissions, flood risk, impacts of climate change, increasing recycling, and the provision of safe, well designed routes and facilities for sustainable modes of transport including pedestrians, cyclists and public transport users will benefit this group.
Further Action						
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2						**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2						**No**
Is progression to Stage 2: Full Assessment required?						**No**

Signed (Assessing Officer):   **Date:**

	Policy / Strategy:	**Core Strategy Preferred Options 6 August 2009 – Skills for Children and Young People**
	Department:	**Spatial Planning**
	Assessing Officer:	
1.	What is the main purpose of the policy?	Provision of appropriate educational capacity; nursery, pre-school, school and further / higher education facilities will be well designed, energy efficient and highly sustainable; schools have access to local playing fields and sporting facilities, ensuring education is contributing to healthy lifestyles; educational establishments that contribute positively to borough's environment; and redevelopment of redundant educational sites that support the creation of sustainable, linked communities.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Ensure that educational establishments are of the highest quality so as to continue to improve the offer for residents. 2. Provision of different types of educational facilities and the expansion of existing facilities. 3. Develop suitable, well-sited schools as 'community hubs' that offer a range of learning and related facilities in conjunction with other providers offering services to the wider community to provide better, joined-up service delivery. 4. Community learning hubs that promote hope and optimism, particularly in areas of social and economic uncertainty, and contribute to regeneration.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	To ensure that future development reflects the educational, employment and recreational needs and aspirations of the boroughs residents to alleviate worklessness and depravation and improve opportunity and lifestyle.
7.	Are any other organisations involved?	Department for schools, children and families; Adult education providers.
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.

Gender		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.
Disability		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.
Sexual Orientation		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.
Age		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.
Religion / Faith		√				Improving access to education facilities and work skills training will contribute to alleviating deprivation and improve the quality of lifestyle of this group.
Further Action						
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2						**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2						**No**
Is progression to Stage 2: Full Assessment required?						**No**

Signed (Assessing Officer):   **Date:**

	Policy / Strategy:	**Core Strategy Preferred Options 6 August 2009 – Maximising Employment Opportunities**
	Department:	**Spatial Planning**
	Assessing Officer:	
1.	What is the main purpose of the policy?	Supplying the right range of skilled personnel to match the forecast needs of business growth sectors, occupations and skill levels; Encouraging Skills for Life provision that is vocationally oriented and delivered alongside into-work services; strengthening relationships and links between public agencies, the private sector and providers of employment support and business growth services; incentivising new and existing employers, especially in the sectors of construction, hospitality, retail, health and social care, to offer bespoke packages of training and job entry services that meets new and identified demand; Supporting secure local labour agreements with new inward investors; and motivating workless families to return to work.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Support local residents who do not have the skills or qualifications sought by the borough's employers, particularly in "knowledge-based" business to acquire these skills and jobs. 2. Improve basic learning – especially literacy, numeracy, language and ICT. 3. Create and support an economic environment that encourages employers to offer adult apprenticeships, high technology/vocational training and basic employability skills. 4. Implement the CSP Worknet Programme to integrate work and skills services that bring together all employability services including the Future Jobs Fund, the Multi Area Agreement, Pathways to Work, Jobs Pledge and other new mainstream services. 5. Implement a proposal to deliver Waltham Forest's part of the 5 Borough Multi Area Agreement which will provide a robust delivery vehicle through which we can continue to integrate employment and skills services.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	Improving the skill level of Waltham Forest's residents is vital to promoting equality, improving social justice and tackling deprivation in the borough.
7.	Are any other organisations involved?	Adult education and skill providers, Business Board, Local Strategic Partnership (LSP) Board, CSP Worknet,
8.	Are there any existing assessments or inspections?	Development monitoring

9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009				
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses				

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		**Neutral**	**Negative**		**Reason / Comment**
	High	**Low**		**High**	**Low**	
Race		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.
Gender		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.
Disability		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.
Sexual Orientation		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.
Age		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.
Religion / Faith		√				Meeting and providing skills and training to the workforce and under-employed will enhance the Borough's status as a place to do business and will be of benefit for all equality strands.

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

	Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Improving People's Health
	Department:	Spatial Planning
	Assessing Officer:	
1.	What is the main purpose of the policy?	Ensure that areas of access deficiency are reduced or potentially eliminated, generally protect existing open spaces and playing pitches; provide new public open spaces in areas of deficiency; improve the poorest quality open spaces; increasing access to opportunities for physical activity; encourage a better quality public realm which is conducive to higher levels of exercise from walking and cycling; and protect people and the environment from unsafe, unhealthy and polluted activities.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Address, through the physical environment, lifestyle to have a positive impact on health and disease and on life expectancy. 2. Prevention of ill-health through the promotion of healthy lifestyles. 3. Support healthier lifestyles through good urban design, greater opportunities for physical activities, access to healthier food choices and access to clinical services. 4. Maximising interest in exercise and health from the Olympics. 5. Ensure that residents have a range of opportunities for direct forms of exercise, such as open spaces, playing pitches and better quality built leisure facilities. 6. Ensure the local community have access to facilities and opportunities for participating in sport and undertaking physical activity and thus contribute to the community cohesion and health strategy for the area. 7. Provide high quality and useable open spaces to ensure opportunities for physical activity. 8. Design of public spaces and movement networks to promote safe, permeable and pedestrian friendly spaces which enable active transport such as walking and cycling. 9. Land allocated to community gardens and access to healthy foods in restaurants and cafés, development of education regarding nutrition, and supports policies which seeks to reduce unhealthy foods in the borough.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	To improve the health and well-being of residents by influencing the wider determinants of health, promotion of healthy lifestyles and improving access to leisure facilities to have a positive impact on health and disease and on life expectancy.
7.	Are any other organisations involved?	Primary Care Trust, City of London (Epping Forest), Lee Valley Regional Park

				Authority			
8.	Are there any existing assessments or inspections?			Development monitoring			
9	Who have you consulted on the policy?			See Schedule of Representations and the Council's Response – March 2009			
10.	Who are the main beneficiaries of the policy?			Future residents, developers and businesses			

The Impact	Tick the boxes which apply for each 'target group'						
Equality Target Group	**Positive**		**Neutral**	**Negative**		**Reason / Comment**	
	High	**Low**		**High**	**Low**		
Race		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	
Gender		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	
Disability		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	
Sexual Orientation		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	
Age		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	
Religion / Faith		√				Improving the health and well-being by influencing the wider determinants of health and improving access to leisure facilities will contribute to a healthier lifestyle and increased life expectancy of this group.	

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance?	**No**

If 'yes', proceed to Stage 2	
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

	Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Vibrant Town Centres
	Department:	Spatial Planning
	Assessing Officer:	
1.	What is the main purpose of the policy?	Encouraging new town centre uses including retail, leisure, office, entertainment, hotel, cultural and service uses to the designated centres through the 'sequential test'; maintaining and enhancing the hierarchy of centres according to their function and role; creating a sustainable pattern/distribution of town centre uses; discouraging proposals likely to have a harmful impact on the vitality and viability of the designated centres/parades; encourage greater differentiation and specialisation between centres with regard to their 'offer' and place setting; identify and create opportunities for development - particularly for business, retail leisure, tourism, cultural, and other services; promote the rejuvenation of town centres areas through the development of mixed use schemes; and support the establishment and operation of Business Improvement Districts to create an improved environment for business.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Improve the vitality and viability of the boroughs centres. 2. Protect Walthamstow Centre as the primary retail centre for the borough. 3. New development including housing, office and other commercial, cultural, health, leisure and community facilities located in Walthamstow Centre. 4. Ensuring the provision of appropriate local shopping, leisure and community facilities in District Centres and Neighbourhood Centres. 5. Parades to serve immediate local needs only and provide primarily convenience goods within residential, commercial or mixed-use areas. 6. Safeguarding retail premises in primary frontages. 7. Provide a mix and concentration of different uses which attract pedestrians and create a lively social environment. 8. The contribution of the historic environment to the economic, social and environmental well-being of the area.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	Town centres that are well managed to remain successful and attractive to meet the needs of borough residents and provide good choice and access to town centre facilities and services.
7.	Are any other organisations involved?	Development industry, private retail and commercial companies,

8.	Are there any existing assessments or inspections?		Development monitoring				
9	Who have you consulted on the policy?		See Schedule of Representations and the Council's Response – March 2009				
10.	Who are the main beneficiaries of the policy?		Future residents, developers and businesses				

The Impact	Tick the boxes which apply for each 'target group'						
Equality Target Group	**Positive**		**Neutral**	**Negative**		**Reason / Comment**	
	High	**Low**		**High**	**Low**		
Race		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	
Gender		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	
Disability		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	
Sexual Orientation		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	
Age		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	
Religion / Faith		√				The choice of alternative shopping, leisure and other town centre services and facilities within close proximity to the borough will reduce the need to travel and directly benefit this group.	

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

	Policy / Strategy:	**Core Strategy Preferred Options 6 August 2009 – Design and Quality of Public Space**
	Department:	**Spatial Planning**
	Assessing Officer:	
1.	What is the main purpose of the policy?	Development to be based on an analysis and understanding of the borough's built and natural context, to recognise distinctive local character and contribute to creating places of high architectural and urban design quality that are well used and valued; applying good practice design standards; ensuring that development proposals comply with good urban design principles; promoting development that is well integrated with its surroundings; safeguarding designated areas of historic importance; and managing changes to the built environment to sustain, reveal or reinforce the borough's cultural heritage value and local distinctiveness.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Good design, including scale and shape of buildings, the layout of streets, squares and parks, the handling of materials, signs, trees and plants, accessibility, durability, functionality and sustainability to support the local economy and will help to provide a strong visual identity and sustainable future. 2. A synergistic mix of commerce, leisure and everyday life, while the presence of people works like a magnet to attract more people. 3. Maintaining and improving the quality of the built environment and public spaces. 4. The conservation and enhancement of the historic environment. 5. Ensure that the built environment, public spaces, pedestrian and transport linkages are designed to be inclusive. 6. Integrating inclusive design principles to all new developments to promote social equality by creating a sustainable community that everyone can live, work, learn and participate.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	A built environment and public spaces that promote inclusive design principles, thus where people live and work achieves a profound positive effect on their quality of life and life chances.
7.	Are any other organisations involved?	Commission for Architecture and the Built Environment (CABE),
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					Reason / Comment
	Positive		Neutral	Negative		
	High	Low		High	Low	
Race		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Gender		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Disability		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Sexual Orientation		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Age		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Religion / Faith		√				The quality of life of this group will be enhanced through a built environment and public spaces that promotes inclusive and accessible design principles and offers opportunities for social cohesion and reduces isolation.
Further Action						
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2						**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2						**No**
Is progression to Stage 2: Full Assessment required?						**No**

Signed (Assessing Officer):　　　　　　　　　　**Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Improving Community Safety					
Department:	Spatial Planning					
Assessing Officer:						

1.	What is the main purpose of the policy?	Design principles which contribute to safety and security and minimise the opportunities for crime; Promoting safer streets and public areas; developing a network of walking routes that link homes with town centres, recreation/leisure facilities and open space to create additional passive surveillance; Ensuring Waltham Forest's businesses and organisations take responsibility for reducing the opportunities for crime; encouraging appropriate security and public safety measures; and Working with its Community Safety partners to tackle crime, fear of crime and anti-social behaviour.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Improve liveability and reduce rates of crime. 2. Reduce crime and disorder to stop all forms of anti-social behaviour and perception of crime. 3. Prioritise the design and layout of the physical environments to create safe environments to reduce crime and disorder. 4. Improve train platforms and bus/train interchanges' safety through 'Designing Out Crime' principles. 5. Encourage active frontages that attract people and allow streets to be overlooked. 6. Developing a network of walking routes that link homes with town centres, recreation/leisure facilities and open space.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	A reduction in crime, perception of crime, social inclusion and equal access for all, will benefit residents, workers and visitors to the Borough in terms of health benefits, reducing car use, congestion, improving air quality, accessibility to shops, and services, education and employment.
7.	Are any other organisations involved?	Waltham Forest Community Safety Board (CSB), SafetyNet Partnership,
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	

Race		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Gender		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Disability		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Sexual Orientation		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Age		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Religion / Faith		√				A reduction in crime, perception of crime, social inclusion and equal access will benefit this group and facilitate community cohesion and reduce isolation to work, live and visit the Borough.
Further Action						
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2						**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2						**No**
Is progression to Stage 2: Full Assessment required?						**No**

Signed (Assessing Officer): **Date:**

Policy / Strategy:	Core Strategy Preferred Options 6 August 2009 – Making the Most of Regeneration					
Department:	Spatial Planning					
Assessing Officer:						

1.	What is the main purpose of the policy?	Regeneration that contributes to the improvement of housing-led regeneration projects, transport accessibility to, from and within the borough, safeguarding of designated employment sites and areas, and the promotion of sustainable new and mixed-use development including the development of Stratford City, the reinstatement of the Hall Farm Curve and the introduction of a new rail service between Chingford and Stratford, and significant regeneration opportunities that the 2012 Olympic Games will bring to East London.
2.	Which external drivers for change affect the policy?	The London Plan,
3.	List the main activities of the policy?	1. Regeneration suitably serviced by the appropriate infrastructure. 2. Make a positive contribution to safeguarding or creating sustainable, linked communities 3. Reinstatement of the Hall Farm Curve and the introduction of a new rail service between Chingford and Stratford. 4. Reopening of Lea Bridge Station. 5. Improve public transport services between the north of the borough, the Lower Lea Valley and Stratford. 6. Connect the borough to the Stratford City development, the London 2012 Olympics and Paralympics site and the major regeneration areas in the Lower Lea Valley.
4.	Who implements the policy?	Environment and Regeneration Department
5.	Who will be affected by the policy?	Developers, residents and future residents,
6.	What outcome do you want to achieve, why and for whom?	To replenish housing stock, transform underutilised land and foster sustainability, improve density, to provide local economic benefits and improve the borough's economic competitiveness. This will benefit cultural and social amenity, and opportunities for safety and surveillance for residents, workers and visitors.
7.	Are any other organisations involved?	Development Industry
8.	Are there any existing assessments or inspections?	Development monitoring
9	Who have you consulted on the policy?	See Schedule of Representations and the Council's Response – March 2009
10.	Who are the main beneficiaries of the policy?	Future residents, developers and businesses

The Impact	Tick the boxes which apply for each 'target group'					
Equality Target Group	**Positive**		**Neutral**	**Negative**		**Reason / Comment**
	High	**Low**		**High**	**Low**	

Race		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.
Gender		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.
Disability		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.
Sexual Orientation		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.
Age		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.
Religion / Faith		√					Regeneration development and planning obligations received from developers should help offset the adverse impact of developments for all groups. Quality of life, access and deprivation will be improved.

Further Action	
Does the policy have a negative impact on any of the equality target groups? If 'yes', proceed to Stage 2	**No**
Is the negative impact assessed as being of high significance? If 'yes', proceed to Stage 2	**No**
Is progression to Stage 2: Full Assessment required?	**No**

Signed (Assessing Officer):   **Date:**

Conclusion

This assessment has aimed to examine whether the Core Strategy Preferred Options version and the associated consultation arrangements affected any person or group of persons differently. In general it is considered that the Core Strategy will either have a positive effect on the equality strands identified above. It is considered to have a positive effect on community cohesion. The consultation arrangements aimed to give everyone an opportunity to participate.

Monitoring Arrangements

The Planning and Compulsory Purchase Act 2004 introduced the requirement to produce an Annual Monitoring Report (AMR), containing information on the implementation of the Local Development Framework (LDF) and the effectiveness of policies. Performance of the policies within the Local Development Framework Core Strategies will be monitored through the AMR.

Monitoring is crucial to the successful delivery of the spatial vision and objectives of the Local Development Framework (LDF) and will be undertaken on a continuous basis. The AMR assesses nationally determined core indicators, locally derived indicators and contextual indicators that relate to the specific circumstances of London Borough of Waltham Forest policies designed to address local issues. The outcomes derived through monitoring may lead to policy reviews or wholesale changes to certain documents set out within the MWDF.