

Waltham Forest Local Development Framework



Core Strategy Proposed Submission Equality Impact Assessment Report

Spatial Planning Team

London Borough of Waltham Forest

January 2011

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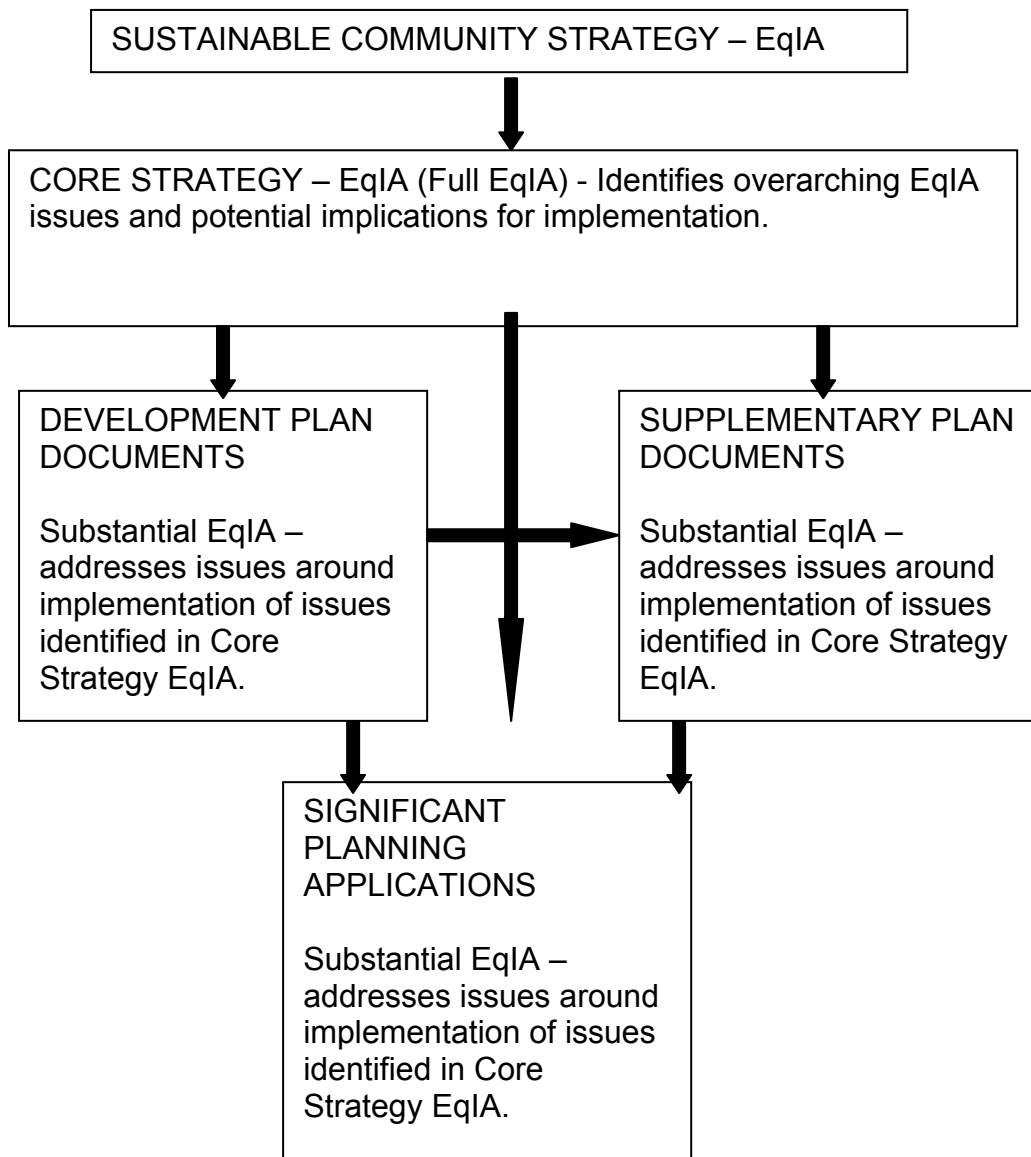
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1.0 Introduction

- 1.1 An equality impact assessment is a way of systematically assessing, and consulting on, the effects that a policy or procedure will have on an equality target group(s). An equality target group is a group that is likely to face discrimination and disadvantage on the basis of race, gender, disability, sexual orientation, religion or belief, age or any other inappropriate distinction. The main purpose of an equality impact assessment is to pre-empt the possibility that a proposed policy could affect some groups unfavourably.
- 1.2 The Waltham Forest Local Development Framework (LDF) Core Strategy is a Development Plan Document. It contains policies and proposals for managing growth and change in Waltham Forest. The Core Strategy document must have regard to national guidance in Planning Policy Statements 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.
- 1.4 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.
- 1.5 The Core Strategy has been prepared in a number of stages, each subject to appraisal and public participation. The Issues and Options document was published in June 2008, followed by the Preferred Options document in January 2010. Each stage was developed having regard to the results of community involvement and sustainability appraisal of the previous stage, as well as new evidence and changes to national or regional policy.

2.0 Background

- 2.1 This assessment explores the impact of implementing 16 high level strategic planning policies contained in the Core Strategy. These are designed to deliver the Council's vision for the physical, economic, environmental and social development of the borough. These policies will be used to direct and manage regeneration activity and to manage the planning process for the next 15 years.
- 2.2 This Equality Impact Assessment (EqIA) adopts the Golden Thread approach, as shown in the below diagram:



2.3 Equality issues which are relevant to the successful delivery of the equality-related intentions that lie behind the 16 policies are as follows;

- Educational and skills gaps particularly affect some BAME groups, young people, people over 50 and disabled people.
- Health inequalities particularly affect some BAME groups and children from vulnerable backgrounds.
- Women, young people, LGBT people, disabled people, older people and BAME people feel less safe in the public realm than others.
- Inclusive housing design and physical accessibility to public buildings and spaces in the public realm are key issues for disabled people with mobility and sensory impairments.
- Setting up hot food take-aways is a relatively common activity amongst some BAME groups and offers a self-employment option to some low-skilled business owners.
- A significant proportion of the BAME groups live in the centre of the borough where the proposed regeneration activities will be focused.
- There are deficiencies in the provision of social infrastructure generally which may reduce access for some equality groups.
- A significant proportion of BAME households have inadequate housing characterised by the existence of small size accommodation and over occupation of existing units.
- Unemployment is highest among the Asia or Asian/British group. There is higher unemployment among men.
- There is a higher incidence of mental illness among the African Caribbean and the LGBT communities.
- Young people and elderly people are often more dependent on transport modes other than the private car.

2.4 From an equalities perspective, the main desired outcomes from the implementation of the Core Strategy policies are to ensure that;

- all new building and physical changes to existing buildings provide accessibility to disabled people and meet inclusion design standards,
- new housing is accessible to and affordable by families of different sizes, older people and disabled people including those who use wheelchairs,
- those with the lowest skill levels, including BAME people, disabled people, young men and people over 50 have the opportunities to increase their skills and obtain well paid employment,
- educational achievement rates increase and gaps between disabled people and non-disabled people, between some BAME groups and other groups and girls and boys are narrowed or closed,

- health is improved for all and health inequalities between different ethnic groups are narrowed or closed and health outcomes are improved for economically deprived communities,
- Residents feel safe in the public realm and feelings of safety and security increase particularly amongst young people, LGBT people, women, BAME groups and older people,
- All sections of the community are more resilient to the effects of climate change particularly older people, younger people and disabled people,
- Cultural facilities are introduced that reflect the diversity of the population and help bring people together and foster good relations between different groups.

2.5 The adoption of these policies will result in a mixture of positive and negative equalities impacts. These are considered in detail in the tables below.

Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS1 LOCATION AND MANAGEMENT OF GROWTH
Department:		Spatial Planning
Assessing Officer:		JAY
1.	What is the main purpose of the policy?	Outlines the location and distribution of growth over the plan period. Identifies the key growth areas as Blackhorse Lane, Northern Olympic Fringe, Walthamstow Town Centre and Wood Street. This policy also identifies other growth centres as the designated town centres and other key sites to support the delivery of the plan. Planned intervention at these locations is expected to transform the borough.
2.	Which external drivers for change affect the policy?	Population growth and need to improve economic, social and environmental conditions as set out in the Sustainable Communities Strategy
3.	List the main activities of the policy?	<ul style="list-style-type: none"> a) Focussing regeneration activities in the key growth areas of Blackhorse Lane, Northern Olympic Fringe, Walthamstow Town Centre and Wood Street for which Area Actions Plans are to be prepared, b) Steering additional growth in retail, leisure, small office, community and cultural facilities in the designated town centres and maximising residential opportunities, c) Redevelopment of key sites including Walthamstow Dogs Stadium, Chingford Municipal Offices, Whipps Cross Hospital for appropriate uses including housing, employment, leisure and community uses , d) Protecting local areas from inappropriate developments, e) Preserving the integrity of the Green Belt protect and Metropolitan Open Land, f) Protecting employment land in the designated Strategic Industrial Locations (SIL) and other Borough Employment Areas, g) Using land more efficiently by encouraging greater intensification of use particularly in the key growth areas and other key sites, h) Ensuring the timely delivery of essential infrastructure to support growth,

		i) Applying a comprehensive set of actions to implement the plan strategy including, seeking and maximising funding opportunities, supporting the establishment of business improvement districts, using compulsory purchase powers.					
4.	Who implements the policy?	The Council, Partners, Developers and Delivery Agencies					
5.	Who will be affected by the policy?	Residents in the identified growth areas/centres, the WF Community at large					
6.	What outcome do you want to achieve, why and for whom?	Improved housing and employment provision, improved economic, social and environmental conditions					
7.	Are any other organisations involved?	Private Housing Developers, Delivery Agencies, Landowners, Transport Providers, (TfL & Network Rail), Businesses, Local Education Providers, Primary Care Trusts, Metropolitan Police, Utility Providers etc.					
8.	Are there any existing assessments or inspections?	Policy/Development Monitoring through Annual Monitoring Report					
9	Who have you consulted on the policy?	The WF Community and Statutory Consultees at the Preferred Options Stage. Further consultation to be undertaken at the Publication Stage.					
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					√	Planned regeneration proposed in the key growth areas will maximise the number and variety of housing and employment opportunities and improve social, economic and environmental conditions for all residents. However a significant proportion of the BAME population live in the centre of the borough where the regeneration activities will be focussed. These communities will benefit from convenient access to new employment and	

						housing opportunities. Growth and intensification of uses will have some negative impact arising from disruption during the construction process. In practice, it is difficult for the planning system alone to ensure that the benefits of growth are shared equitably.
Gender	√					Policy seeks to maximise the number and variety of housing and employment opportunities and improve social, economic and environmental conditions for all residents of the borough – both men and women.
Disability	√					Policy seeks to maximise the number and variety of housing and employment opportunities and improve social, economic and environmental conditions for all residents of the borough including people with disabilities. Planned new development is expected to incorporate inclusive design measures which will benefit disabled workers/ residents.
Sexual Orientation			√			Policy seeks to maximise the number and variety of housing and employment opportunities and improve social, economic and environmental conditions for all residents of the borough. It is considered that this policy would not have a differential impact by reason of lower participation or take up of the housing and employment opportunities to be created.
Age	√					Policy seeks to maximise the number and variety of housing and employment opportunities and improve social, economic and environmental conditions for all residents of the borough including young, older and elderly residents and workers.
Religion / Faith	√					Policy seeks to maximise the number and variety of housing and employment opportunities and improve

						<p>social, economic and environmental conditions for all residents of the borough including all faith groups. Planned growth will provide the opportunity to address deficiencies in cultural and community services provision for religious/faith groups.</p>
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Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS 2 – IMPROVE HOUSING AND CHOICE
Department:		Spatial Planning
Assessing Officer:		IB
1.	What is the main purpose of the policy?	To maximise housing supply; to maximise the amount of affordable housing; to protect existing family housing; to ensure a balanced mix of housing in terms of size, type and tenure; to ensure all new housing meets high of build and design quality; make the most efficient use of housing land; to provide a variety of housing types for older and vulnerable communities; to meet the needs of gypsy and traveller communities.
2.	Which external drivers for change affect the policy?	London Plan borough housing targets; London Plan affordable housing target; London Plan housing density matrix; London Plan requirements for accessible and wheel chair housing; demographic changes; housing need; changes/investment in physical and social infrastructure; PTAL; gypsy and traveller movements; changes to methods of social care provision older and vulnerable people.
3.	List the main activities of the policy?	1) Maximising the number of quality homes in the borough and resisting the loss of any residential accommodation; 2) Focusing the delivery of new homes in Waltham Forest's key regeneration areas of Walthamstow Town Centre, Blackhorse Lane, the Northern Olympic Fringe, Wood Street and other key sites in the borough; 3) Making the most effective and efficient use of land, particularly unused

		<p>brownfield land;</p> <p>4) Working with housing partners to support the programme of housing estate renewal;</p> <p>5) Securing high quality affordable homes by seeking to maximise the number of affordable homes provided on sites. The Council will aim to provide at least 50% of homes as affordable over the Plan period. Council will aim to ensure that 60% is social rented housing and 40% is intermediate housing;</p> <p>6) Seeking a range of unit sizes in new development, prioritising the need for family homes (three bed rooms or more) by maximising the number of larger units in new developments and resisting the loss of existing family homes;</p> <p>7) Seeking the highest levels of build and design quality from all new housing development to make a positive contribution to improving the quality of urban environment in the borough;</p> <p>8) Ensuring all homes should be accessible by all members of the local community and be able to meet the needs of residents throughout their changing life cycle;</p> <p>9) Providing a variety of housing types to meet the accommodation needs of older and vulnerable people; and</p> <p>10) Protecting existing provision and seeking to provide for the future needs and requirements of Gypsies and Travellers.</p>
4.	Who implements the policy?	The Council

5.	Who will be affected by the policy?	Housing developers, Existing residents (all sections), Future residents (all sections), 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, that housing provision meets the needs of the existing and future residents and ensure new housing is of the highest quality to enable the development of sustainable communities in the borough.				
7.	Are any other organisations involved?	GLA, HCA, Housing Associations, RSL's, Housing developers, Private care providers.				
8.	Are there any existing assessments or inspections?	Development monitoring in the Annual Monitoring Report				
9.	Who have you consulted on the policy?	These policies were consulted on at 'Issues and Options' stage in June 2008 and 'Preferred Options' stage in March 2009. A schedule of representations and the Council's response at both stages have been published.				
10.	Who are the main beneficiaries of the policy?	Housing developers, Existing residents (all sections), Future residents (all sections), Gypsies and Travellers.				
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'				
		Positive		Neutral	Negative	
High	Low	High	Low			
Race		√				Half of all households in the borough are BME. According to the HNMA (2007) 61.8% of households said their home was inadequate, citing that it was too small. Over occupation affects 21% of BME households. 77.4% of BME households, who wished to move but stated an inability to do so, specified this was due to being unable to afford to buy a home. As such housing policies which seek to increase housing supply in the borough and which increase the amount of affordable housing will benefit this group. The Council is also seeking to protect exiting larger homes and seek to ensure larger homes are included in new development.

						This policy will reduce the level of overcrowding in this group and provide more housing options. Development near local services and facilities creates community cohesion and reduces isolation.
Gender		√				Generally females are in greater housing need. ONS data suggests that the number of single parents' households in the borough is 14.5%. Increasing the supply of housing and particularly affordable housing will benefit this group.
Disability	√					According to the HNMA (2007) 24.2% of households in the borough include a member with a disability. 44.1% of these with a disability suffer from mobility difficulties and 6.2% contained a member who is a wheel chair user. The requirement that homes should be accessible to all members of the community and meet the needs of residents throughout their changing life cycle will benefit this group. The provision wheel chair housing will also benefit this group. Design and access statements will also provide details as to how new development will meet the Council's requirements for inclusive design.
Sexual Orientation					√	According to research carried out by ELOP there is little safe or sheltered accommodation for LGBT people and what is available is allocated to young people. Older adults are particularly vulnerable in supported care and become invisible. Policies which aim to increase housing supply in the borough, particularly increasing housing choice for 'vulnerable communities' would further meet the needs of LGBT. Development near local services and facilities creates community cohesion and reduces isolation.

						The focus on family housing could have a negative effect on LGBT as this could restrict the supply of smaller and more affordable non self-contained housing options.
Age					√	<p>According to the HNMA (2007) forecasts a rise in the number of people aged 65 and over and 75 and over up to 2026. Where the need is justified, the Council will seek to provide more housing options for of older and vulnerable people. The policy will focus on provision of housing options which allow such groups to maintain their independence. The policy will also require that homes should be accessible to all members of the community and meet the needs of residents throughout their changing life cycle. Development near local services and facilities creates community cohesion and reduces isolation.</p> <p>The focus on family housing could have a negative effect on younger people as this could restrict the supply of smaller and more affordable non self-contained housing options.</p>
Religion / Faith		√				Those from religious or faith groups will generally live in overcrowded housing and are therefore seeking to larger homes. The protection of family homes and seeking a larger proportion of larger homes in new development will provide for the needs of these groups. Development near local services and facilities creates community cohesion and reduces isolation.

Policy / Strategy:	Core Strategy Proposed Submission – POLICY CS3 - MAKING EFFICIENT USE OF EMPLOYMENT LAND	
Department:	Spatial Planning	
Assessing Officer:	SW	
1.	What is the main purpose of the policy?	To protect designated employment sites for such purposes; to use land efficiently so maximum number of jobs can be used on minimal land take; to allow redundant land to come forward for other purposes (especially social infrastructure)
2.	Which external drivers for change affect the policy?	London Plan SIL designations; London Plan and PPS4 requirements to release surplus industrial land; demographic changes; changing global national and local employment markets; PTAL
3.	List the main activities of the policy?	<ul style="list-style-type: none"> 1) Protecting best quality employment land and releasing that no longer fit for purpose to other uses 2) Steering office development towards centres and areas well served by public transport 3) Encouraging a range of employment, including for SMEs, and creative/ cultural industries 4) Prioritising mixed use schemes with social infrastructure on released employment land 5) Supporting proposals for new employment uses.
4.	Who implements the policy?	The Council
5.	Who will be affected by the policy?	Landowners and developers, existing and future residents, residents of neighbouring boroughs
6.	What outcome do you want to achieve, why and for whom?	To ensure a range of jobs are provided for local residents in sustainable locations, and that sufficient land is made available for other uses and infrastructure and uses required in the interests of creating sustainable communities.
7.	Are any other organisations involved?	Landowners and developers, GLA
8.	Are there any existing assessments or	Development monitoring in the Annual Monitoring Report

	inspections?					
9	Who have you consulted on the policy?	These policies were consulted on at 'Issues and Options' stage in June 2008 and 'Preferred Options' stage in March 2009. A schedule of representations and the Council's response at each stage has been collated and published.				
10.	Who are the main beneficiaries of the policy?	Existing and future residents				
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'				
		Positive		Neutral	Negative	
High	Low	High	Low			
Race	√					The provision of a range of employment land in sustainable locations will enhance employment opportunities for all sectors of the community of working age. As unemployment is highest amongst Asian or Asian/ British (highlighted in the Local Economic Assessment), opportunities for this sector of the community will particularly be enhanced.
Gender	√					The provision of a range of employment land in sustainable locations will enhance employment opportunities for all sectors of the community of working age. As the Local Economic Assessment identified higher unemployment amongst men, this sector of the community will particularly benefit from the policy approach.
Disability	√					Releasing redundant employment land to other uses with a priority towards social infrastructure will enhance opportunities for appropriate care of the disabled. Furthermore upgrading existing stock and providing new employment opportunities will be better geared towards the needs of disabled workers due to modern requirements such as changes to building regulations, and the need for design and access

						statements.
Sexual Orientation		√				The provision of a range of employment land in sustainable locations will enhance employment opportunities for all sectors of the community of working age.
Age	√					Releasing redundant employment land to other uses with a priority towards social infrastructure will enhance opportunities for facilities for a range of community facilities for all sectors including those outside working age. The provision of new employment space, when coupled with the requirements of Policy CS10 of tackling worklessness, will also increase employment opportunities for young people.
Religion / Faith			√			None

Policy / Strategy:	Core Strategy Proposed Submission – CS 4 - PROVIDING INFRASTRUCTURE	
Department:	Spatial Planning	
Assessing Officer:	RY	
1.	What is the main purpose of the policy?	To ensure adequate provision of social infrastructure across the life of the plan for the following facilities: Educational facilities including early years education, primary education, secondary education, further education, adult learning (refer also to CS 9) Health services including primary health and secondary health; Sports and Leisure facilities including swimming pools, sports halls and outdoor sports spaces; Libraries; Community Space and Faith Facilities; Meeting rooms and halls; Emergency Services; Pubs.
2.	Which external drivers for change affect the policy?	Projected growth in the Borough over the lifetime of the plan and existing levels of deprivation in some parts of the Borough are the two main drivers for this policy.
3.	List the main activities of the policy?	The delivery of adequate infrastructure, the resisting of the loss of existing infrastructure and the requiring of developers to provide the infrastructure to cater to their development.
4.	Who implements the policy?	The Council, its partners and various third sector bodies will work together to implement this policy.
5.	Who will be affected by the policy?	Local people and developers.
6.	What outcome do you want to achieve, why and for whom?	The adequate provision of infrastructure across the Borough so as to allow convergence with the levels of opportunity across London.
7.	Are any other organisations involved?	Social Infrastructure will be provided by various authorities such as the Council, the NHS, and private enterprises.
8.	Are there any existing assessments or	No

	inspections?						
9	Who have you consulted on the policy?	Internal and external service providers have been consulted on this policy.					
10.	Who are the main beneficiaries of the policy?	The local population and other users of the Borough's social and physical infrastructure.					
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'					
		Positive		Neutral	Negative		Reason / Comment
		High	Low		High	Low	
Race	√					Policy seeks to promote race equality and therefore contributes positively towards the Councils Race Equality Scheme. Target provision towards communities who experience disadvantages, e.g. BAME communities.	
Gender		√				The provision of appropriate social and physical infrastructure facilities will seek to bridge deprivation gap that exists between men and women of various minority groups in the Borough. It will contribute to the Councils Gender Equality Scheme. This policy promotes inclusive access for all.	
Disability	√					The provision of appropriate social and physical infrastructure will seek to promote disability equality and contributes to the Council's Disability Equality Scheme by improving the infrastructure so that wheelchair users are able to move around independently and more easily. The facilities should become accessible and barrier free for everyone.	

Sexual Orientation	√					The provision of appropriate social infrastructure facilities will seek to bridge deprivation gap that exists between various minority groups in the Borough and the London average.
Age	√					The provision of appropriate infrastructure will promote greater participation from young and old people. This policy will seek to ensure that appropriate facilities are accessible to all age groups and offer necessary facilities such as crèche facilities.
Religion / Faith	√					Policy seeks to maximise the accessibility of appropriate infrastructure to everyone and improve social, economic and environmental conditions for all residents of the borough including all faith groups.

Policy / Strategy:	Core Strategy Proposed Submission – POLICY CS5 - MINIMISING AND ADAPTING TO CLIMATE CHANGE	
Department:	Spatial Planning	
Assessing Officer:	KD	
What is the main purpose of the policy?	Support the long-term sustainability of the environment by reducing carbon emissions and minimising climate change and ensuring high environmental standards of development and sustainable resource management and efficiency.	
Which external drivers for change affect the policy?	London Plan, The Stern Report, PPS 1 requirements	
List the main activities of the policy?	<ul style="list-style-type: none"> 1) Reducing carbon emissions through energy efficiency; 2) Supplying energy efficiently and using renewable energy sources; 3) Ensuring future developments are adapted to climate change and mitigate against overheating; and 4) Requiring developments to maximise water efficiency and minimise potential of surface water flooding. 	
Who implements the policy?	The Council	
Who will be affected by the policy?	Developers, existing and future residents.	
What outcome do you want to achieve, why and for whom?	To ensure that the impact of development on the environment is minimised by reducing carbon emissions in line with national and London Plan targets and managing finite resources in a sustainable manner.	
Are any other organisations involved?	Development Industry	
Are there any existing assessments or inspections?	Development monitoring	
Who have you consulted on the policy?	Specific consultation bodies, residents and stakeholders (external) and other Council officers.	
Who are the main beneficiaries of the policy?	Existing and future residents	
The Impact	Tick the boxes which apply for each 'target group'	

Equality Target Group	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups.
Gender		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups.
Disability		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups. The Strategy is expected to result in reduced energy bills and may therefore benefit more vulnerable people with a higher heat demand. However, this benefit might be offset through higher house prices and rents.
Sexual Orientation		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups.
Age		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups. The Strategy is expected to result in reduced energy bills and may therefore benefit older and younger people with a higher heat demand. However, this benefit might be offset through higher house prices and rents.
Religion / Faith		√				Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups.

Policy / Strategy:	Core Strategy Proposed Submission – Policy - CS6 GREEN INFRASTRUCTURE AND BIODIVERSITY	
Department:	Spatial Planning	
Assessing Officer:	LH	
1.	What is the main purpose of the policy?	To ensure the adequate provision of open space in the Borough
2.	Which external drivers for change affect the policy?	Change of political party/ councillors, national policy, competing aims of policy e.g. for regeneration or meeting housing targets.
3.	List the main activities of the policy?	Protecting Green Belt and MOL Enhancing the green infrastructure network Reducing deficiency in access to open space Ensuring adequate provision of space to grow food Protecting and enhancing the Lee Valley Regional Park Safeguarding and improving waterways Protecting habitats and species Improving access to areas of nature conservation Protecting and planting trees Safeguarding and improving the provision of recreational spaces, outdoor sports facilities and parks
4.	Who implements the policy?	The Council
5.	Who will be affected by the policy?	Residents and workers in the Borough
6.	What outcome do you want to achieve, why and for whom?	Better physical and mental health through opportunities for exercise and recreation for all. Economic benefits e.g. raised house prices when near to open spaces- to benefit all. Mitigating against the effects of climate change for people, species and habitats at the global scale.
7.	Are any other organisations involved?	Lee Valley Regional Park Local community groups for the management and maintenance of open spaces.

8.	Are there any existing assessments or inspections?	None				
9	Who have you consulted on the policy?	Natural England, Environment Agency, Internal departments (including Greenspaces and Development Management)				
10.	Who are the main beneficiaries of the policy?	All people in the Borough, with particular emphasis on those in deprived areas or in areas with deficiency in access to nature or open space. Seeks to provide open spaces for all abilities, ages and backgrounds.				
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'				
		Positive		Neutral	Negative	
High	Low	High	Low			
Race		√				<p>The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections of the community.</p> <p>The 2006 'AESOP' study of ethnicity and psychosis in England (Department of Health, 2010) found strong evidence of inequalities between ethnic groups in England in the incidence of severe mental illness. The findings indicated that rates of psychosis are: x9 higher for African Caribbean communities than for the White British population x6 higher for African communities and increased risks of a smaller degree for other Black and minority ethnic groups</p> <p>Therefore this policy, which promotes improving access to open spaces, may be beneficial to this equalities group as there is a link between access to open spaces and better physical and mental health.</p>
Gender		√				The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections

						<p>of the community. Safety measures will be implemented in parks as part of the Open Spaces Strategy to deal with safety issues which may hinder the use of parks by some women.</p>
Disability		√				<p>The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections of the community. The policy aims to improve access to allotments for those with disabilities through encouraging raised beds and suitable footpaths. The Open Spaces Strategy will improve accessibility to parks for those with disabilities.</p>
Sexual Orientation		√				<p>The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections of the community. Evidence indicates that LGBT members of the community are more likely to experience a mental illness (ELOP: East London's Lesbian and Gay Centre, 2010) and therefore this policy, which promotes improving access to open spaces, may be beneficial to this group as there is a link between access to open spaces and better physical and mental health.</p>
Age		√				<p>The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections of the community. Safety is a concern for older and younger park users and</p>

						<p>this will be addressed through the Open Spaces Strategy.</p> <p>The policy aims to improve access to allotments for those with disabilities or older people through encouraging raised beds and suitable footpaths.</p>
Religion / Faith			√			<p>The policy is non-discriminatory and aims to ensure better access to high quality open spaces for all sections of the community.</p> <p>No known correlation between religion/ faith and use of open spaces.</p>

Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS7 - PROMOTING SUSTAINABLE WASTE MANAGEMENT AND RECYCLING					
Department:		Spatial Planning					
Assessing Officer:		KD					
1.	What is the main purpose of the policy?	Ensure that waste is managed in the most environmentally friendly way in order to protect human health and the environment.					
2.	Which external drivers for change affect the policy?	London Plan, North London Joint Waste Strategy					
3.	List the main activities of the policy?	1) Promoting reduction of waste, reusing waste and increasing recycling; 2) Providing adequate storage facilities for recycling; 3) Minimising waste during construction and using sustainably sourced materials; 4) Providing sufficient land for waste management; and 5) Encouraging waste to be treated as close to the source as possible and encouraging sustainable movement of waste.					
4.	Who implements the policy?	The Council					
5.	Who will be affected by the policy?	Developers, existing and future residents					
6.	What outcome do you want to achieve, why and for whom?	To ensure an efficient use of resources, protect the environment and human health					
7.	Are any other organisations involved?	Development Industry; NLWA					
8.	Are there any existing assessments or inspections?	Development monitoring					
9.	Who have you consulted on the policy?	Specific consultation bodies, residents and stakeholders (external) and other Council officers.					
10.	Who are the main beneficiaries of the policy?	Existing and future residents					
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'					
		Positive		Neutral	Negative		Reason / Comment
		High	Low		High	Low	

Race		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups. BME groups are disproportionately more likely to live in poverty than non BMW groups; new waste facilities can provide employment opportunities.
Gender		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups. Parks and open spaces are particularly important for woman with families; they benefit from the policy, which contributes towards minimising the need for addition land for waste management facilities and therefore preserving open land by safeguarding existing facilities and encouraging their intensification, and encouraging waste minimisation and recycling on site.
Disability		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups. Design of recycling facilities within new developments will further contribute to provide easy access for disabled people. Due to low level of employment amongst disabled people, new waste facilities can provide employment opportunities and may therefore be beneficial to this equality group.
Sexual Orientation		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups.
Age		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups. As with women, parks and open spaces are particularly important for young people and children, as well as older people, and the policy will therefore benefit them. Design of recycling facilities within new developments will further contribute to provide easy access for elderly.

Religion / Faith		√				Managing waste in a sustainable manner and using resources efficiently will benefit all community groups. Muslim groups have the highest level of deprivation of any faith groups; Waltham Forest has higher than average Muslim population. This group may benefit from job opportunities relating to waste management.
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Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS8 - DEVELOPING SUSTAINABLE TRANSPORT
Department:		Spatial Planning
Assessing Officer:		KD
1.	What is the main purpose of the policy?	Ensure Waltham Forest is a safe, vibrant and healthy place to live and work by enhancing connectivity across the borough, facilitating regeneration and growth in a sustainable manner, minimising congestion and pollution, and providing a range of attractive travel options to access to jobs, opportunities and facilities within the borough and beyond.
2.	Which external drivers for change affect the policy?	London Plan, Mayors Transport Strategy, PPS 1 and PPS 13 requirements
3.	List the main activities of the policy?	1.) Coordinating land use and transport to support regeneration and growth in a sustainable manner; 2.) Encouraging sustainable travel by improving accessibility and providing attractive and safe routes and facilities for pedestrians and cyclists; 3.) Managing private motorised transport by managing traffic flow and speed, travel demand, and parking requirements; and 4.) Promoting sustainable movement of freight.
4.	Who implements the policy?	The Council
5.	Who will be affected by the policy?	Developers, existing and future residents, businesses, employees, visitors
6.	What outcome do you want to achieve, why and for whom?	To accommodate future growth on the transport network in a sustainable manner, ensuring that future development minimises any negative impacts associated with traffic on the environment and the population of the borough whilst maximising access and opportunities for Waltham Forest's residents
7.	Are any other organisations involved?	Development Industry; TfL; Network Rail
8.	Are there any existing assessments or inspections?	Development monitoring

9	Who have you consulted on the policy?	Specific consultation bodies, residents and stakeholders (external) and other Council officers.				
10.	Who are the main beneficiaries of the policy?	Existing and future residents 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	√					<p>Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups.</p> <p>Travel pattern of black minority ethnic groups show high share of public transport trips. Therefore, this policy will benefit this equality group.</p>
Gender	√					<p>Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups.</p> <p>Women's travel pattern of show more and shorter trips compared to men. Therefore, improved public transport and walking and cycling facilities and mixed use developments that will reduce the need to travel or reduce travel distances will particularly benefit this group</p>
Disability					√	<p>Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups.</p> <p>Disability may limit travel options and may make more</p>

						difficult to access opportunities and to travel safely and conveniently. Active promotion of cycling and walking in circumstances and places where they feel unsafe could have a negative effect on disabled people in circumstance and places where they feel unsafe.
Sexual Orientation		√				Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups.
Age	√				√	Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups. Young people and elderly are often more dependent on modes other than the private car. Active promotion of cycling and walking in circumstances and places where they feel unsafe could have a negative effect on elderly people in circumstance and places where they feel unsafe.
Religion / Faith			√			Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups. There is no known correlation between religion / faith and transport.

Policy / Strategy:		Core Strategy Proposed Submission – CS9 - PROMOTING BETTER EDUCATION
Department:		Spatial Planning
Assessing Officer:		RY
1.	What is the main purpose of the policy?	To ensure the adequate delivery of primary, secondary and further educational facilities in the Borough.
2.	Which external drivers for change affect the policy?	The Borough suffers from a deficiency of educational places, and in many areas educational attainment is low. As such this policy seeks to outline the strategy for ensuring that appropriate educational facilities are developed over the life of the plan to meet the needs of residents.
3.	List the main activities of the policy?	Providing appropriate educational facilities to meet the needs of the population, and to ensure that the facilities provided are of a high standard and designed and located appropriately.
4.	Who implements the policy?	The Council, its partners and various third sector bodies will work together to implement this policy.
5.	Who will be affected by the policy?	Local people, developers and any privately run educational facilities.
6.	What outcome do you want to achieve, why and for whom?	An increase in the accessibility and the quality of primary, secondary and further educational facilities within Waltham Forest
7.	Are any other organisations involved?	The Council and any other private educational providers.
8.	Are there any existing assessments or inspections?	No
9.	Who have you consulted on the policy?	Internal and external service providers have been consulted on this policy.
10.	Who are the main beneficiaries of the policy?	There is an expectation that the local population in general will experience the positive impacts of convergence, however it is hoped that a number of target groups will see increased attainment including Black, Asian and Minority Ethnic groups. Furthermore, it is thought that this policy will benefit those who are currently living in areas where there are not enough school places.
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 provision of better educational facilities will seek to bridge the skills and attainment gap that exists between various minority groups in the Borough and the London average.
Gender	√					The provision of better educational facilities will seek to bridge the skills and attainment gap that exists between various minority groups in the Borough and the London average. Furthermore, it is understood that the skills gap that exists within the Black, Asian and Minority Ethnic groups within the Borough affects women more than it does men.
Disability	√					The provision of better educational facilities will seek to bridge the skills and attainment gap that exists between disabled people in the Borough and those who are not disabled. This policy, and other policies within the document, promotes inclusive access for all and thus this policy seeks to reduce the disability skills gap.
Sexual Orientation		√				The provision of better educational facilities will seek to bridge the skills and attainment gap that exists between various minority groups in the Borough and the London average.
Age	√					This policy focuses on not only educational facilities for young people but further educational facilities; as such it is thought that this will have a beneficial impact upon all age groups.
Religion / Faith	√					The provision of better educational facilities will seek to bridge the skills and attainment gap that exist between various minority groups and faith groups in the Borough.

Policy / Strategy:	Core Strategy Proposed Submission – Policy CS10 - CREATING MORE JOBS AND REDUCING WORKLESSNESS					
Department:	Spatial Planning					
Assessing Officer:	SW					
What is the main purpose of the policy?	To improve skills, training and education opportunities so residents can access gainful employment					
Which external drivers for change affect the policy?	Changing employment markets and skills levels required from employers, London Plan and PPS 4 requirements to address deprivation					
List the main activities of the policy?	1) Promoting the delivery of additional educational and training facilities in suitable locations 2) Ensuring provision is made for the recruitment and training of local residents, including through s106 agreements; 3) Supporting infrastructure improvements that enhance residents' access to employment areas via public transport, foot and bicycle.					
Who implements the policy?	Environment and Regeneration Department					
Who will be affected by the policy?	Existing and future residents, developers					
What outcome do you want to achieve, why and for whom?	To improve skills levels of residents and physical access to employment to enhance opportunities for the more deprived sections of the community					
Are any other organisations involved?	Infrastructure providers, training providers					
Are there any existing assessments or inspections?	Development monitoring in the Annual Monitoring Report					
Who have you consulted on the policy?	These policies were consulted on at 'Issues and Options' stage in June 2008 and 'Preferred Options' stage in March 2009. A schedule of representations and the Council's response at each stage has been collated and published					
Who are the main beneficiaries of the policy?	Existing residents currently out of work					
The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	

Race	√					Policy is targeted at those sectors of the community out of but seeking employment. Data from the Local Economic Assessment suggests a higher instance of unemployment among Asian or Asian/ British than White.
Gender	√					Policy is targeted at those sectors of the community out of work but seeking employment. Data from the Local Economic Assessment suggests a higher instance of unemployment among young men than women'
Disability	√					Policy is targeted at those sectors of the community out of but seeking employment. Disabled job seekers will be targeted for improved skills and training under the policy. This will be particularly important given central governments aims of encouraging more disabled people to work.
Sexual Orientation			√			Whilst homophobic bullying is understood to be an issue in schools (www.nasuwt.org.uk), and possibly even in workplaces, there is limited evidence of a direct link between this and low educational achievement, and subsequent worklessness.
Age		√				Policy is targeted at those sectors of the community out of but seeking employment. Data from the Local Economic Assessment suggests a higher instance of this among young men. However, retraining older members of the community who have become unemployed as manufacturing has declined could form part of this strategy. The Worknet partnership has identified 16-24yr old NEETS and people of 50+ as sectors of high unemployment
Religion / Faith			√			Whilst the Local Economic Assessment identifies a higher level of unemployment amongst Asian and Asian British groups, no data is available to suggest further

						disadvantage amongst particular faiths.
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Policy / Strategy:	Core Strategy Proposed Submission – POLICY CS11- TOURISM DEVELOPMENT AND VISITOR ATTRACTIONS					
Department:	Spatial Planning					
Assessing Officer:	SW					
1.	What is the main purpose of the policy?	To increase the boroughs attractiveness as a tourist destination				
2.	Which external drivers for change affect the policy?	London Plan requirements for new hotel spaces in London, hosting 2012 Olympics				
3.	List the main activities of the policy?	Focus tourist accommodation and new attractions in centres Protect existing visitor attractions Improving access and use of green assets				
4.	Who implements the policy?	The Council				
5.	Who will be affected by the policy?	Local businesses, residents				
6.	What outcome do you want to achieve, why and for whom?	To improve the tourist offer within the borough to maximise the legacy of being a host borough for the 2012 Olympics and secure economic gains				
7.	Are any other organisations involved?	Lea Valley Regional Park				
8.	Are there any existing assessments or inspections?	None				
9.	Who have you consulted on the policy?	This is a new policy within the Core Strategy and as such has not previously been consulted on.				
10.	Who are the main beneficiaries of the policy?	Local 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	√					Focussing development towards Walthamstow will enhance benefits to BAME groups due to their greater presence in the centre and south of the borough (evidenced by GLA demographic data 2009).
Gender		√				Policy aims to make the borough attractive for visits by all sectors of society. In terms of improving access to green assets, safety measures will be included through the open space strategy and policies on crime and disorder, to ensure women are not discouraged from using.
Disability		√				Policy aims to make the borough attractive for visits by all sectors of society. New developments will be expected to make appropriate access for the disabled; e.g. in new build by, by complying with building regulations
Sexual Orientation		√				Evidence indicates that LGBT members of the community are more likely to experience a mental illness (ELOP: East London's Lesbian and Gay Centre, 2010) and therefore this policy, which promotes improving access to open spaces, may be beneficial to this group as there is a link between access to open spaces and better physical and mental health.
Age		√				Policy focuses developments to Walthamstow, and away from the north of the borough (where an elderly population is more prevalent – as evidenced by GLA

						demographic data 2009). However this approach is justified in terms of the greater accessibility of Walthamstow by public transport; meaning both young and elderly sectors of the community (where car ownership may be lower) are able to access.
Religion / Faith			√			Policy aims to make the borough attractive for visits by all sectors of society. Different faiths are not considered to be particularly affected by the policy.

Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS12 - PROTECTING AND ENHANCING BUILT HERITAGE ASSETS
Department:		Spatial Planning
Assessing Officer:		JAY
1.	What is the main purpose of the policy?	Sets out the policy approach to be applied in protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains.
2.	Which external drivers for change affect the policy?	Population growth and the pressure for redevelopment of land for new housing, employment provision and the need to ensure that heritage assets are preserved for enjoyment of future generations.
3.	List the main activities of the policy?	<ul style="list-style-type: none"> a) Safeguarding designated areas of historic importance such as conservation areas and archaeological priority zones and protecting buildings of historic value and their settings, b) Keeping under review heritage designations and designating additional areas for protection where justified by evidence, c) Carrying out and reviewing Conservation Area Appraisals and management plans, d) Promoting heritage-led regeneration and seeking appropriate beneficial uses and improvements to historic buildings, e) Ensuring improved access to historic assets and improved understanding of the borough's history.
4.	Who implements the policy?	The Council, Partners, Developers and Delivery Agencies
5.	Who will be affected by the policy?	WF Community at large, Developers, Visitors
6.	What outcome do you want to achieve, why and for whom?	Improved protection for built heritage assets. To ensure that heritage assets are not lost for the benefit of the community.
7.	Are any other organisations involved?	Private Housing Developers, Delivery Agencies, Landowners, Transport Providers, (TfL & Network Rail), Businesses, Local Education Providers, Primary Care Trusts, English Heritage, Utility Providers etc.

8.	Are there any existing assessments or inspections?	Policy/Development Monitoring through Annual Monitoring Report				
9	Who have you consulted on the policy?	The WF Community and Statutory Consultees at the Preferred Options Stage. Further consultation to be undertaken at the Publication Stage.				
10.	Who are the main beneficiaries of the policy?	All residents and visitors to the borough.				
The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains is expected to benefit all groups. However actual realisation of benefits for particular groups is difficult to establish. Generally the presence of heritage assets in an area will help to foster civic pride.
Gender			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains is expected to benefit all groups. Generally, the presence of heritage assets in an area will help to foster civic pride – among both men and women.
Disability			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains is expected to benefit all groups. However actual realisation of benefits for particular groups is difficult to establish. Generally, the presence of heritage assets in an area will help to foster civic pride.
Sexual Orientation			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and

						archaeological remains is expected to benefit all groups. However actual realisation of benefits for particular groups is difficult to establish. Generally the presence of heritage assets in an area will help to foster civic pride.
Age			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains is expected to benefit all groups. However actual realisation of benefits for particular groups is difficult to establish. Generally the presence of heritage assets in an area will help to foster civic pride – among young, older and elderly groups.
Religion / Faith			√			Protecting and managing the borough's built heritage assets including conservation areas, listed buildings and archaeological remains is expected to benefit all groups. However actual realisation of benefits for particular groups is difficult to establish. Generally the presence of heritage assets in an area will help to foster civic pride among all religious/faith groups.

Policy / Strategy:		Core Strategy Proposed Submission – CS13 - PROMOTING HEALTH AND FITNESS
Department:		Spatial Planning
Assessing Officer:		GV
1.	What is the main purpose of the policy?	To promote health and wellbeing through the shaping of the spatial determinants of health.
2.	Which external drivers for change affect the policy?	The Borough has significant levels of poor health, and this policy has been developed to try to reduce this through influencing nutrition, physical activity and pollution levels.
3.	List the main activities of the policy?	Reducing the proliferation of any use which is seen to reduce people's ability to be healthy such as Hot Food takeaways and betting shops; Providing convenient pedestrian and cycle access to the Olympic Park and its Legacy and associated sports facilities throughout the Lea Valley; Providing high quality Leisure Centres in accessible locations; Ensuring easy and local access to clinical health services in the borough; Promoting higher levels of everyday exercise from walking and cycling through a more attractive and safer public realm; Protecting people and from unsafe, unhealthy and polluting influences; Promoting a high quality living environment.
4.	Who implements the policy?	The Council, its partners and various third sector bodies will work together to implement this policy.
5.	Who will be affected by the policy?	Local people, developers and the National Health Service
6.	What outcome do you want to achieve, why and for whom?	An increase in the health and well being of the residents of the Borough.
7.	Are any other organisations involved?	The Council, the NHS, and private enterprises.
8.	Are there any existing assessments or inspections?	No
9.	Who have you consulted on the policy?	Internal and external service providers have been consulted on this policy.
10.	Who are the main beneficiaries of the	The local population.

policy?		Tick the boxes which apply for each 'target group'				
The Impact Equality Target Group	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race					√	<p>The restricting of hot food takeaway businesses opening may impact upon black or Asian minority groups in the Borough who are often operators of these types of uses. However, The overall focus on increased health will impact positively on all residents in the borough regardless of race.</p> <p>Policies seeking to improve the living environment will further improve faith groups health, for example through initiatives to reduce overcrowding.</p>
Gender	√					<p>The overall focus on increased health will impact positively on all residents in the Borough regardless of gender.</p> <p>Fear of crime is higher amongst the female gender as evidenced in residents' panel report 2009. Enhancing places and making them safer will encourage such groups to uses areas for activities such as sports and recreation.</p>
Disability	√					<p>The overall focus on increased health will impact positively on all residents in the Borough regardless of disability. The Council will seek to ensure leisure and sports facilities are highly accessible to this group to reduce any barriers this group has to access such facilities. Increasing the opportunities for such groups to</p>

					<p>increase their physical activity will benefit this group.</p> <p>Fear of crime is higher amongst those with a disability as evidenced in residents' panel report 2009. Enhancing places and making them safer will encourage such groups to uses areas for activities such as sports and recreation.</p>
Sexual Orientation		√			<p>LGBT experience a number of health inequalities which are often unrecognised in health and social care settings For example LGBT groups are more like to suffer from mental health issues (East London Out Project, 2010). Increasing the opportunities to appropriate health care facilities will greatly benefit this group.</p> <p>Fear of crime is higher amongst those from LGBT communities as evidenced in residents' panel report 2009. Enhancing places and making them safer will encourage such groups to uses areas for activities such as sports and recreation.</p>
Age	√				<p>The overall focus on increased health will impact positively on all residents in the Borough regardless of age. Improving accessibility to sporting facilities will encourage older residents to use them.</p> <p>Increasing the number of leisure and sports facilities will give both older and younger age groups more opportunities to partake in physical activities.</p>

						<p>Reducing the number of Hot Food Takeaway's in the 'school fringe' will reduce the opportunities for younger residents to access unhealthy food.</p> <p>Fear of crime is higher amongst those from older and young people as evidenced in residents' panel report 2009. Enhancing places and making them safer will encourage such groups to uses areas for activities such as sports and recreation.</p>
Religion / Faith	√					<p>The overall focus on increased health will impact positively on all residents in the Borough regardless of faith.</p> <p>Policies seeking to improve the living environment will further improve faith groups health, for example through initiatives to reduce overcrowding.</p> <p>Fear of crime is higher amongst those from faith groups as evidenced in residents' panel report 2009. Enhancing places and making them safer will encourage such groups to uses areas for activities such as sports and recreation.</p>

Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS14 - ATTRACTIVE, VIBRANT TOWN CENTRES
Department:		Spatial Planning
Assessing Officer:		
1.	What is the main purpose of the policy?	To manage growth in town centre uses and activities and ensure that there is a good choice of shopping and other town centre services and facilities for residents.
2.	Which external drivers for change affect the policy?	Population growth and change and the need to accommodate new town centre uses, ensuring that borough's town centres remain vital and viable places for shopping, business, cultural and leisure activities.
3.	List the main activities of the policy?	<p>a) Ensuring that new proposals for town centre uses including retail, leisure, office, entertainment, hotel, cultural and service uses are directed to the designated centres through the 'sequential test', whilst also ensuring that the scale of development proposed in a centre is appropriate to the role and character of the centre and its catchment,</p> <p>b) Promoting the dominant position of Walthamstow Town Centre as the main destination for comparison goods shopping in accordance with its role as a Major Centre in the London Plan.</p> <p>c) Consolidating the role of District Centres including North Chingford, South Chingford, Highams Park, Wood Street, Bakers Arms, Leyton and Leytonstone as complimentary centres to Walthamstow Town Centre. The provision of an appropriate range of retail and other commercial uses, small offices, housing, leisure, community and cultural facilities will be encouraged in these centres;</p> <p>d) Supporting the role of neighbourhood centres including Sewardstone Road, Chingford Hatch, Chingford Road, Forest Road, Markhouse Corner, Francis Road, Thatched House and Blackhorse Road as local activity hubs for retail and other town centre uses, community and cultural</p>

		<p>facilities,</p> <p>e) Creating a sustainable pattern/distribution of town centre uses in the borough by: consolidating retail activities within compact retail core areas of the designated centres and local retail parades; managing the proliferation of particular uses where their location and grouping would be contrary to the aspirations and priorities of the Sustainable Community Strategy or other strategies; encouraging and managing the development of appropriate clusters of complementary evening and night-time economy uses in town centres;</p> <p>f) Creating distinctive town centres by encouraging the development of complimentary roles, differentiation and specialisation between centres with regard to their 'offer' and place setting;</p> <p>g) Encouraging housing in and around town centres as part of mixed use developments,</p> <p>h) Promoting the rejuvenation of town centre areas through the redevelopment of under used sites and premises; and</p> <p>l) Supporting the establishment and operation of Business Improvement Districts where appropriate to create an improved environment for business and secure improvements in town centre performance.</p>
4.	Who implements the policy?	The Council, Partners, Developers and Delivery Agencies
5.	Who will be affected by the policy?	WF Community at large, Developers, Visitors
6.	What outcome do you want to achieve, why and for whom?	Healthy and vibrant town centres containing a mix of uses which attract people and create a lively social environment for all groups – particularly inclusive of older people/disabled people and younger people, making it possible to achieve greater community cohesion.
7.	Are any other organisations involved?	Private Housing Developers, Delivery Agencies, Landowners, Transport Providers, (TfL & Network Rail), Businesses, Primary Care Trusts, Utility Providers etc.
8.	Are there any existing assessments or inspections?	Policy/Development Monitoring through Annual Monitoring Report

9	Who have you consulted on the policy?	The WF Community and Statutory Consultees at the Preferred Options Stage. Further consultation to be undertaken at the Publication Stage.				
10.	Who are the main beneficiaries of the policy?	All borough residents, shoppers, town centres users and visitors				
The Impact Equality Target Group	Tick the boxes which apply for each 'target group'					
	Positive		Neutral	Negative		Reason / Comment
	High	Low		High	Low	
Race	√					Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors. The provision of a wide range of shops will help to address cultural needs. Opportunities for more speciality shops to be established for the diversity of cultures in the borough will be a positive outcome. Residents will have convenient access to shops, services and facilities and the environment will foster social cohesion.
Gender	√					Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors. It is expected that a lively social environment will be created for both men and women who can all have convenient access to shops, services and facilities.
Disability	√					Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors. Disabled facilities in shopping centres in the UK have improved significantly with the introduction of the Disability Discrimination Act (DDA). It is expected that there will be further improvement

						through positive encouragement of inclusive design measures, the provision of - convenient parking with easy access to entrances, automated doors to assist with getting in and out of shops, adjustments to the existing facilities including the provision of other disabled facilities such as the toilets.
Sexual Orientation			√			Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors, regardless of sexual orientation. Actual realisation of benefits whether positive or negative for the LGBT group is difficult to establish.
Age	√					Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors, regardless of age. Ensuring vibrant and attractive town centres will meet the needs of both old and young people.
Religion / Faith	√					Policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of the WF community and visitors. Opportunities for more specialist shops to be established for the diversity of cultures in the borough will be a positive outcome for faith groups.

Policy / Strategy:		Core Strategy Proposed Submission – POLICY CS15 - WELL DESIGNED BUILDINGS, PLACES AND SPACES
Department:		Spatial Planning
Assessing Officer:		
1.	What is the main purpose of the policy?	To influence the creation of well designed accessible and distinctive places in the borough, encourage the enhancement and transformation of the built environment through quality design.
2.	Which external drivers for change affect the policy?	Waltham Forest Sustainable Community Strategy, need to accommodate population growth and change.
3.	List the main activities of the policy?	<p>New development proposals will be expected to:</p> <p>a) Ensure the highest quality architecture and urban design, both in terms of providing attractive and functional developments. New development should respond positively to the local context and character, improve the way places function and promote distinctiveness and sense of place;</p> <p>b) Give strong recognition to local distinctiveness and spatial context within the borough’s neighbourhoods of Chingford, Walthamstow, Leyton and Leytonstone and the unique characteristics they present as defined by the combination of common elements such as block structure, urban grain, building typology, street pattern and public realm, building density/height, richness, private and public space and the presence of street trees;</p> <p>c) Address issues of height and scale sensitively. Subject to detailed analysis of their impact on local context, tall buildings may be appropriate in some limited locations, for example in some town centres (particularly Walthamstow) and the key regeneration sites;</p> <p>d) Reinforce and, where appropriate, create new distinctive and legible areas/spaces based on a design-led approach to redevelopment particularly in the identified regeneration/growth areas, and</p> <p>e) Incorporate high quality and inclusive design measures to create an attractive,</p>

		safe, healthy, accessible and sustainable environment throughout Waltham Forest.				
4.	Who implements the policy?	The Council, Partners, Developers and Delivery Agencies				
5.	Who will be affected by the policy?	Developers, WF Community at large				
6.	What outcome do you want to achieve, why and for whom?	Improved design quality and environment, to encourage civic pride for all residents, stakeholders and the community at large.				
7.	Are any other organisations involved?	Developers, Delivery Agencies, Landowners				
8.	Are there any existing assessments or inspections?	Policy/Development Monitoring through Annual Monitoring Report				
9.	Who have you consulted on the policy?	The WF Community and Statutory Consultees at the Preferred Options Stage. Further consultation to be undertaken at the Publication Stage.				
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		√			Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of race. Accommodating the needs of different races through design will need to be carefully considered and monitored.	
Gender		√			Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of gender. It will be necessary to ensure that good design also promotes personal safety for vulnerable groups.	

Disability		√				Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of disability. Provision of a wide range of inclusive design measures is recognised by the policy.
Sexual Orientation		√				Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of sexual orientation. It will be necessary to ensure that good design also promotes personal safety for at risk groups.
Age		√				Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of age. It will be necessary to ensure that the needs of older and younger people are addressed in design proposals.
Religion / Faith		√				Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the WF community, irrespective of religion or faith. Accommodating the needs of different races/religion through design will need to be carefully considered and monitored.

Policy / Strategy:		Core Strategy Proposed Submission – Policy CS16 – MAKING WALTHAM FOREST SAFER				
Department:		Spatial Planning				
Assessing Officer:		SW				
1.	What is the main purpose of the policy?	To make the borough a safer place to live, work and visit				
2.	Which external drivers for change affect the policy?	Levels of reported crime and fear of crime amongst residents, section 17 of Crime and Disorder Act (reducing crime is not just responsibility of the police)				
3.	List the main activities of the policy?	Minimising opportunities for anti social behaviour and criminal activity in new developments				
4.	Who implements the policy?	The Council				
5.	Who will be affected by the policy?	Residents, Developers, Landowners				
6.	What outcome do you want to achieve, why and for whom?	Instance of and fear of crime in the borough is reduced to make the borough a more attractive place to live, work and visit				
7.	Are any other organisations involved?	Police				
8.	Are there any existing assessments or inspections?	Police Crime Reduction Advisor consulted on planning applications				
9.	Who have you consulted on the policy?	These policies were consulted on at 'Issues and Options' stage in June 2008 and 'Preferred Options' stage in March 2009. A schedule of representations and the Council's response at each stage has been collated and published				
10.	Who are the main beneficiaries of the policy?	Existing and future residents and businesses				
The Impact Equality Target Group		Tick the boxes which apply for each 'target group'				
		Positive		Neutral	Negative	
High	Low	High	Low			
Race		√				Through maximising natural surveillance in new developments, opportunities for race hate crime should be reduced.

Gender	√					Fear of crime is higher amongst the female gender as evidenced in the residents' panel report 2009. Policy is aimed at reducing future instances of, and fear of, crime.
Disability	√					Fear of crime is higher amongst those with a disability as evidenced in the residents' panel report 2009. Policy is aimed at reducing future instances of, and fear of, crime.
Sexual Orientation	√					The residents' panel report 2009 demonstrated concern amongst residents of being abused due to their sexual orientation. Policy is aimed at reducing future instances of, and fear of, crime.
Age	√					Fear of crime affects both older and young people, as evidenced in the residents' panel report 2009. This found that the elderly would avoid going out after dark, whilst more younger people (i.e. those aged 18-34) found teenagers hanging around shops a problem. Policy is aimed at reducing future instances of, and fear of, crime.
Religion / Faith	√					The residents' panel report 2009 demonstrated concern amongst residents of being abused due to their religion. Policy is aimed at reducing future instances of, and fear of crime.

3.0 Key Findings

- 3.1 This assessment has aimed to examine whether the policies contained in the Core Strategy Proposed Submission document has any direct or indirect effects on the target equality groups.
- 3.2 While the Core Strategy sets out the general approach to the scale and location of development, it does not deal with specific development sites, nor does it deal with the most detailed policy issues. These will follow in later documents such as the Development Management Policies Document, the Area Action Plans for the key growth areas and the Site Allocations Document while being consistent with the strategic objectives of the Core Strategy.
- 3.3 In general, it is considered that the Core Strategy will have a positive effect on the equality strands identified above. It will also have a positive effect on community cohesion. A summary discussion on the key findings is presented below.
- 3.3 Policy CS1 - There will be significant growth in some parts of borough, in particular, the identified key growth areas of Blackhorse Lane, Northern Olympic Fringe, Walthamstow and Wood Street, where significant new housing, employment and supporting social infrastructure will be delivered. The Core Strategy seeks to achieve a balance between economic growth by providing the opportunity for other benefits to be secured for local people. These include employment initiatives, new homes, new social and community facilities, sustainable energy technologies, improved public realm and public transport facilities. In implementing policies, all development proposals are expected to carefully consider existing communities needs and seek to integrate physically with existing buildings to create more sustainable places. Furthermore, developments are expected to bring people together providing opportunities for social interaction, but not to exclude people. Well designed development will help to build social cohesion within the community.
- 3.4 The Council acknowledges that growth and intensification of uses will have some negative impact on residents, workers and visitors. In particular, the disruption during the construction period of new development includes noise from building sites, air pollution and general disruption, which will cause inconvenience to everyone. However, this should only be for a limited period of time and the overall benefits will be significant for local people. It is not appropriate to address in detail the ways to mitigate disruption caused by growth through the spatial strategy. Where possible these will be issues addressed through section 106 agreements, which limit hours of working and ensure that works are carried out in accordance within the considerate construction code. These will be negotiated through the planning application process.

- 3.5 Policy CS2 – This policy seeks to deliver much needed housing to meet the borough’s housing target. Generally, it is expected that this would benefit all the equality target groups. The focus on family housing could have a negative effect on LGBT as this could restrict the supply of smaller and more affordable non self-contained housing options. However there are wider issues in the distribution and allocation of housing which are difficult to implement. Whilst the planning system can deliver planned housing units, it has no direct influence on who occupies these units. Therefore carefully implementation by delivery agencies would be required to ensure that all the equality groups have equitable access to housing.
- 3.6 Policy CS3 - Safeguarding the provision of employment land in sustainable locations will enhance employment opportunities for all members of the community. However tackling some of the deep-rooted problems with regard to access to employment for some equality groups would require the support of other strategies, including the government's anti-poverty strategy and other legislation e.g. racial discrimination.
- 3.7 Policy CS4 - Infrastructure to support growth including schools, further and higher education establishments, healthcare, community facilities, parks, utilities and improvements to transport connectivity will be required over the plan period. The provision of appropriate social infrastructure is expected to help bridge the deprivation gap. A key challenge will be to ensure that the needs of all groups are accommodated as far as it is practical to do so. In this regard, the Core Strategy includes policies encouraging the provision of multi-use facilities at community hubs. This is in accordance with the plan strategy to optimise the use of land, also ensuring the location of facilities in the most sustainable locations linked by public transport.
- 3.8 Policy CS5 - Reducing carbon emissions, flood risk and the impacts of climate change will benefit all community groups. The policy does not have a negative impact on any of the equality groups. Energy efficiency measures are expected to result in reduced energy bills and may in particular benefit fuel poor households and more vulnerable people, such as older people, younger people, and disabled people that may benefit from reduced energy bills. These benefits may (partially) be offset through the higher construction costs and subsequently higher rents so that on balance there might only be a marginal benefit. People in low income groups will not be excluded from the benefits of this strategy, since the standards will be applicable for affordable housing. People in affordable housing with reduced energy demand are expected to benefit from this policy, in particular if in conditions that require more heating (i.e. older people or people with health issues).
- 3.9 Policy CS6 – Protecting the green belt, enhancing the green infrastructure network and ensuring better access to high quality open spaces generally will benefit all sections of the community. Concerns

regarding safety could be an issue for some groups, particularly older people. Through the preparation and periodic reviews of the Open Space Strategy, the Council will seek to improve physical and social inclusion, including accessibility.

- 3.10 Policy CS7 - Managing waste in a sustainable manner and using resources efficiently will benefit all community groups.
- 3.11 Policy CS8 - Providing a range of attractive travel options to support economic regeneration and access to jobs, reducing car dependency by promoting sustainable modes of travel and coordinating land use and transport planning will benefit all community groups. The policy seeks to encourage sustainable travel by improving accessibility and providing attractive and safe routes and facilities for pedestrians and cyclists. However disability may limit travel options and make it more difficult for some groups to access opportunities and to travel safely and conveniently. Implementation of this policy will require the support of the transport operators. The 1995 Disability Discrimination Act (DDA) places legal duties on service providers and other persons not to discriminate against disabled people and authorises the establishment of regulations relating to enforceable standards for accessible public transport vehicles.
- 3.12 The projected growth in the borough and associated traffic impacts may have a negative impact in terms of reducing road safety, in particular for vulnerable road users, resulting in increased road congestions and increased delay for bus journeys which will have an impact on the equality target groups that are more dependent on public transport and have less access to private motorised transport. The strategy seeks to mitigate the negative traffic impacts associated with growth in the borough by encouraging sustainable modes of transport, contributing to road safety and managing private motorised traffic effectively.
- 3.13 Policy CS9 and CS10 – The provision of better educational facilities will help bridge the skills and attainment gap that exists between various minority groups in the Borough. Local education programmes will be important in ensuring that the skills gap that exists particularly among women within the Black, Asian and Minority Ethnic group are addressed.
There is a possible negative impact if new facilities are not accessible for disabled people/ safe for women/ have facilities for faith groups. These will therefore be important considerations in the determination of planning applications, and will be secured through other policy matters such as those elsewhere in the LDF related to accessibility/ designing out crime/ social infrastructure.
- 3.14 Policy CS11 – This policy seeks to increase the Borough's attractiveness for visitors. In association with other core strategy policies on improving access to services and facilities and ensuring

social cohesion and participation, this policy is expected to benefit all groups.

- 3.15 Policy CS12 - This policy seeks to protect and ensure equitable access to all heritage assets. In association with other core strategy policies on improving access to services and facilities and ensuring social cohesion and participation, this policy is expected to benefit all groups.
- 3.16 Policy CS13 - A key aspect of this policy is the objective to reduce the proliferation of any use which is seen to reduce people's ability to be healthy through activities such as restricting the opening of Hot Food Takeaway shops in areas in close proximity to schools. Restricting new hot food takeaway businesses opening in the borough may impact upon some BAME groups in the Borough who often operate these types businesses. However the benefits of improved health for the entire population outweigh the job creation benefits to be realised from the limited number of new hot food takeaway businesses to be created.
- 3.17 Policy CS14 – This policy seeks to create a lively social environment in town centres offering employment, shopping, leisure and other commercial services for the benefit of all members of the Waltham Forest community and visitors. The policy seeks to ensure, as far as it is practical to do so, that all residents of the borough have convenient access to shops, services and facilities.
- 3.18 Policy CS15 - Improved quality and higher standards of architecture and urban design in new developments will benefit all members of the community. Accommodating the needs of specific groups through design will need to be carefully considered and monitored. The Core Strategy includes specific policies on inclusive design, to ensure environments are accessible to disabled people and those with mobility problems. It also seeks to secure sustainable housing, including housing built to 'Lifetime Homes' standards (enabling people to adapt their homes to meet their changing needs as they become older, more frail or suffer short or long term disabilities).
- 3.19 Policy CS16 – This policy seeks to minimise opportunities for anti-social behaviour and criminal activity in new developments. This will benefit all groups. The Core Strategy provides a policy approach that will create safer places in the borough. This is an important equality issue for all groups in Waltham Forest as access to public buildings and spaces is important to ensure everyone has the same life chances. Creating a safe environment where people's fear of crime is reduced, through the careful design of buildings and spaces will ensure that people feel comfortable to move around the public realm and access employment, training, skills and education.

4.0 Conclusion

- 4.1 Local Authorities are required under legislation to undertake an Equality Impact Assessment (EQIA) when reviewing or developing new policies, strategies and functions, to determine if there is an adverse impact, or illegal discrimination, or any unmet need or requirements.
- 4.2 One of the aims of the Core Strategy is to promote community cohesion, support regeneration, and tackle deprivation and inequalities. The document contains policies to address these issues.
- 4.2 All policies have been assessed on their impact on the six equality strands. In general, it is considered that the Core Strategy will have a positive effect on all groups. However some likely negative impacts have been identified. An action plan has been prepared to mitigate each negative impact.
- 4.3 As the Core Strategy is the overarching LDF document, the role of other subsidiary plan documents would be crucial in delivering its outcomes. Accordingly, further scrutiny and mitigating measures (if any) will be applied to the detailed policies to be covered in the Development Management Policies Document, the Area Actions Plans and other Supplementary Planning Documents.
- 4.4 Together with the Sustainability Appraisal of the Core Strategy, this report will be made publicly available as part of the public consultation process. Any further issues identified from the consultation will inform the final plan that is adopted following submission to the Secretary of State and the independent examination into the soundness of the plan.

5.0 Monitoring Arrangements

- 5.1 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.
- 5.2 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 the borough. The outcomes derived through monitoring may lead to policy reviews or careful consideration of all implementation issues in subsidiary plan documents.

Equality Impact Assessment - Action Plan

Negative impact	Action required	Time scale	Expected Outcome
<p>a) There is a potential negative impact on some BAME groups, younger people and older people arising from focussing regeneration activity on the centre of the borough. This mainly arises from disruption, noise from building sites, air pollution and inconvenience to everyone.</p>	<p>Subsidiary plan documents to implement the Core Strategy will include measures to mitigate disruption caused by growth.</p> <p>Where possible these issues will be addressed through section 106 agreements, which limit hours of working and ensure that works are carried out to minimise disturbance in accordance with the construction code. These will be negotiated through the planning application process.</p>	<p>During the Plan Period – up to 2026</p>	<p>Minimal negative impacts on amenity.</p>
<p>b) There is a potential negative impact on the type of business opportunities available to low skilled BAME business entrepreneurs arising from restricting the number of new hot food take-aways.</p>	<p>The Council will work with key partners to encourage best practice in the operation of existing hot food takeaway businesses.</p> <p>A corporate steering group has been formed including officers representing environmental health, enforcement, the Food in Schools Programme and the local Primary Care Trust. The Council has also prepared a Supplementary Planning Document on Hot Food Takeaway Uses.</p> <p>As part of joined up working with other partners, new BAME businesses will be</p>	<p>During the Plan Period – up to 2026</p>	<p>The development of new BAME business models providing healthier food options and/or alternative business opportunities.</p>

Negative impact	Action required	Time scale	Expected Outcome
	encouraged to develop alternative business models offering healthier food options.		
c) The focus on family housing could have a negative impact on LGBT and younger people as this could restrict the supply of smaller and more affordable non self contained housing options.	The outcome of the policy is to be monitored annually through LDF Annual Monitoring Report. Changes to the policy would be made if necessary.	During the Plan Period – up to 2026	A balanced supply of housing – also ensuring the provision of smaller non self contained housing options.