

MEETING:	Equalities & Diversity Panel	Date:	16 February 2009
ITEM TITLE:	Peckham and Nunhead Area Action Plan		
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SUMMARY OF CONTENT

A description of the different activities the Peckham and Nunhead Area Action Plan intends to cover and co-ordinate, to ensure a seamless approach to improving the Peckham and Nunhead area. The ways that equalities issues may impact on different groups of people have been highlighted.

KEY ISSUES

- The methods used to involve and engage people on the Peckham and Nunhead Area Action Plan needs to be accessible to all.
- The implementation of the Peckham and Nunhead Area Action Plan may result in higher rents and house prices in the area, which may have an impact on those on lower incomes such as lone parents, disabled people, the BME community and the elderly.
- The implementation of the Peckham and Nunhead Area Action Plan may result in higher business rents in the area, which may push out current businesses and/or limit the opportunities for small and medium size enterprises (SME), which could have a detrimental effect on BME communities.
- Improvements to or the development of new transport infrastructure needs to be accessible to all.

DECISIONS REQUIRED:

- Comment on the main issues raised in this assessment
- Suggest/recommend any areas to be focused on at stage two.

PECKHAM AND NUNHEAD AREA ACTION PLAN

EQUALITIES IMPACT ASSESSMENT

Stage One: Scoping

1. What policy, strategy or plan is this assessment addressing?

The Peckham and Nunhead Area Action Plan

The Peckham and Nunhead Area Action Plan will be a land use-planning framework for the Peckham and Nunhead area, which will be used to plan, manage and facilitate change in the area in a sustainable way that will benefit the community and make Peckham and Nunhead a better place to live work and visit. The area action plan will potentially contain a number of planning policies on a variety of topics, such as housing, transport, employment, open space, community facilities and the environment. The policies will be specific to Peckham and Nunhead and will focus on delivery and implementation.

The Peckham and Nunhead Area Action Plan will be developed and prepared in accordance with statutory regulations and in close consultation with the local community. The policies in the Peckham and Nunhead Area Action Plan must be in general conformity with national and regional guidance and policy and contribute towards meeting local needs. The council's policies and strategies must also be evidenced to ensure that they are robust, meet local needs and can be justified.

2. Is this a new or an existing policy/strategy?

The Peckham and Nunhead Area Action Plan will be a new policy document and will form part of the council's Local Development Framework, which will contain all of the council's planning policies used to guide how land is used in the borough and in the determination of planning applications. The Peckham and Nunhead Area Action Plan will be prepared as a development plan document, which forms part of the council's statutory development plan. An existing planning policy for Peckham exists in the Southwark Plan (the council's Unitary Development Plan). The Peckham and Nunhead Area Action plan will replace this policy.

3. If existing, has the policy/strategy already been reviewed under the previous EqIA programme? If so, what were the findings to come out of this and has the agreed action plan been implemented? What has changed since the last assessment was undertaken (in terms of context, nature of the policy/strategy or the type of people affected by the policy/ strategy).

Below is a list of services, strategies and policies that are related to the activities of the Peckham and Nunhead Area Action Plan. The relevant findings are summarised at annex one:

- The Southwark Plan
- Local Implementation Plan for Transport (LIP)
- Sustainable Design and Construction Supplementary Planning Document (SPD)
- Housing Strategy 2005–2010
- Housing area management
- Culture service
- Alcohol Strategy

- Employment and enterprise strategies
- Children and Young People's Plan
- Education Achievement
- Southwark 2016
- Local Area Agreement

4. What do you think are the main issues for your policy or strategy in relation to equality, diversity and social cohesion?

Section 106: Planning Obligations

Planning obligations (or section 106 monies) are used to provide measures to mitigate the impacts of proposals to make developments acceptable that would otherwise be unacceptable. In many cases developments will have cumulative effects that will increase pressure on existing infrastructure and facilities and create demand for new provision. The Peckham and Nunhead Area Action Plan will look at how planning obligations might be required and spent in the Peckham and Nunhead and if the area has any specific priorities for section 106. It is therefore important to firstly, ensure that the promotion of development and change in Peckham and Nunhead does not result in unacceptable impacts which have a detrimental impact to those living and working in Peckham and Nunhead and secondly, that the way in which planning obligations are required and spent does not have differential benefits/deficits to any one group.

Considerations:

- Certain groups may find it hard to access information relating to section 106 i.e. those who do not speak English, those with a visual or hearing impairment. This may limit their involvement in discussions that relate to how section 106 is required and spent in the area and therefore may not receive the benefits in the same way as others who have been able to express their views in the development of policy.
- Certain groups may not understand the relevance of section 106 and its potential impact on their quality of life, i.e. young people. They may not become involved in discussions to develop policy, which may then be skewed towards benefiting more vocal groups.
- People may think that the way in which section 106 is required and spent is having disproportionate benefits to one specific group, which may result in worsening tensions between members of the community, i.e. the provision of a skate park for young people. In addition people will often have different priorities for how they think that section 106 should be spent, which may result in tensions if certain groups benefit from section 106 more than others.

Community and Stakeholder Involvement

In preparing and developing the Peckham and Nunhead Area Action Plan, the council will have to carry out consultation in accordance with statutory regulations and the emerging Statement of Community Involvement, which sets out how and when Southwark Council will involve the community in the alteration and development of town planning documents and applications for planning permission. National policy states that local planning authorities ('the council') should involve the community at an early stage in the process and should continue to involve the community throughout the process of preparing development plan documents (paras. 3.2 and 3.3. of PPS12). The council will endeavour to do this, however there are a number of issues to be considered in this regard:

Considerations:

- Certain groups may not be able to access information and consultations as easily as others i.e. disabled people, those who do not have English as their first language, young people, those who support vulnerable people such as women who are more likely to care for children, older people and those with limiting illnesses.
- Certain groups may not feel comfortable expressing their views in public due to fear of discrimination such as people from the LGBT community, faith groups, young people and the BME community.
- People may not feel safe in attending public information or consultation events at certain times of the day, in particular after dark, such as older people and women
- Events may clash with times of religious observance and therefore we need to take into account people's faiths.
- Information may not be presented in a way that engages people effectively, such as material only printed in English, or information presented in a complicated format or language.
- Certain groups may not understand what relevance the Peckham and Nunhead Area Action Plan has to them and therefore they do not become involved in the process.
- People may misunderstand the purpose of the Peckham and Nunhead Area Action Plan and what can be achieved which may result in tensions between groups if it does not deliver what they expect.
- Certain groups may have a negative perception of the council or disappointing experiences of community consultations which stop them becoming involved in the process.
- If people do not feel that they can access information at an early stage or have problems accessing it, they may become disillusioned in the process and lose interest i.e. BME groups, young and elderly people and disabled people.
- Some people may not be aware how to express their views or how these will feed into the process i.e. children and young people.
- There may be differences in the needs and aspirations between different groups which may result in conflict.
- People may feel as though certain groups are having a greater impact on how the area action plan is developed which may increase tensions in the community.

Housing

Meeting housing need is one of the most challenging issues that national, regional and local government is faced with. Everyone should have the opportunity of a decent home. Housing should not reinforce social distinctions and should meet the housing needs of the whole community, creating mixed and inclusive communities and housing choice. Consideration should be given to the following when developing housing policies for Peckham and Nunhead:

Considerations

- The plan could unintentionally fail to meet local housing needs by not providing the right housing type and mix for the local community which could sustain or result in overcrowding and poor quality accommodation which in turn disproportionately affects older people, young and BME community. An appropriate range of affordable, permanent and temporary accommodation may not be provided to meet the needs of specific user groups such as refugee and asylum seekers and Travellers.
- The regeneration of Peckham and Nunhead may result in a rise in house prices in Peckham and Nunhead and housing may become unaffordable to those currently living

in the area, especially for, lone parents, disabled people, the BME community and elderly people. This may also result in a dilution of the community as people are forced to move out of the area as they no longer can afford to live there. People may view the Peckham and Nunhead Area Action Plan as gentrification rather than regeneration.

- People currently living in the area may feel resentful towards large numbers of people moving in. This tension could be further exacerbated if people moving into the area buy up newer and higher quality housing.
- New housing may only cater for a broad market and fail to cater for the needs of specific groups such as disabled people, families with children, young people, and older people.
- People may feel that the needs of certain groups are being prioritised over others such as the need to have designated locations for Travellers and those with larger families.
- Redevelopment and regeneration of areas may result in the disruption of communities.

Transport

National, regional and local policy states that sustainable methods of transport should be promoted. It is the intention that the capacity of public transport should be increased, the quality and integration of the transport system should be improved and a co-ordinated approach to improvements to transport integration and facilitating greater use of public transport, walking and cycling should be sought. Consideration should be given to the following when developing transport policies for Peckham and Nunhead:

Considerations

- Proposed transport and infrastructure projects are reliant on central and regional governmental funding. Programmes may be subject to delay or cancellation. This may cause anger and frustration amongst the community if their expectations are not met, especially among those that do not have access to cheap and reliable public transport such as children, older people and parents with children (who are predominantly women).
- Transport services may continue to feel unsafe for certain user groups. Some people may continue to feel unsafe when travelling on public transport and fear for their personal safety such as women and young people or they fear discrimination such as members of the BME community, the LGBT community or people following a certain faith, such as Muslims and Sikhs. In the same way, walking routes may continue to feel unsafe for these groups.
- Older people and young people may not have the opportunity to be independently mobile if reliable, convenient, safe and cheap public transport is not made available to them. This could further exacerbate the need for parents and carers to continue to use unsustainable forms of transport, such as the car. This also puts pressure on ensuring the availability of accessible parking spaces in areas where required.
- Although it has been recognised that Southwark council has taken disabled people's needs into account, this should continue to be an important consideration to avoid circumstances where disabled people continue to find it difficult in accessing convenient and reliable public transport due to poor design and management. This could act to create further barriers to their inclusion within the wider community and limit their access to job opportunities, leisure activities and housing options. This could make disabled people unnecessarily dependant on others and limit their inclusion.
- Disabled access may be provided but they may be segregated from other access routes, which further exacerbates separation and isolation from the rest of the community.

- Public transport could continue to be unaffordable to those on lower incomes such as the BME community, young people (i.e. those who do not have access to free travel) refugees and asylum seekers. This may limit their job opportunities and inclusion in the wider community. It may limit them to one particular area.
- People may have different priorities in terms of transport such as parents with children, disabled people and those on lower incomes. Tensions may arise if people think that the needs of any one-user group are being prioritised above their own.

Safety and Security

A significant concern in Peckham and Nunhead is the issue of crime and safety. Safety and security is one of the key concerns for local businesses and residents in the area. The Peckham and Nunhead Area Action Plan will endeavour to incorporate deliverable policies that will improve perceptions of the area and act to prevent crime. The following considerations should be taken into account in the development and implementation of policies for safety and security in Peckham and Nunhead:

Considerations

- The fear of crime could continue to make people feel isolated if they do not feel safe travelling from their homes to use and enjoy facilities and services within the area i.e. women, members of the BME community, members of certain faith groups, young people, members of the LGBT community and older people.
- The needs of individuals and groups may not be taken into account when designing new buildings, homes, open spaces and areas of the public realm and result in people not feeling safe to use them.
- Through promoting growth and regeneration to the area, the Peckham **and** Nunhead Area Action Plan may act to displace problems or create alternative problems with regard to crime and the fear of crime instead of solving or preventing them.

Employment

The policies in the Peckham and Nunhead Area Action Plan must be in accordance with national and regional guidance and policy and contribute towards meeting the aims and objectives of the council's community strategy whilst meeting local needs for employment in Peckham and Nunhead. Through the development and implementation of the Peckham and Nunhead Area Action, sites will be identified and improvements will be proposed for the growth and improvement of Peckham and Nunhead's economy. This will lead to greater investment in the area and lead to a growth in jobs in the area. Consideration needs to be given to identifying sites and developing policies to accommodate a range of employment premises and opportunities of different types, sizes and costs to meet the different needs of the community. In developing employment policies for Peckham and Nunhead, consideration should be given to the following:

Considerations

- People may feel excluded from new job opportunities created through the regeneration of the area such as women who can only work part time due to other commitments such as childcare. This could also exacerbate problems of child poverty in the area where this results in more households without an adult in employment.
- Certain groups may experience discrimination in accessing employment opportunities such as a members of certain faith groups; single parents; members of the BME community (especially young black men); and disabled people. The inability to access

opportunities to work could further lead to poverty, social exclusion and isolation from the wider community.

- Local people may not have the skills to access job opportunities that are created through the regeneration of Peckham and Nunhead and therefore will not benefit from these new opportunities. This could act to create tensions in the community if there continues to be a high level of unemployment in the area and resentment towards new people coming into the area and being successful in securing employment.
- Encouraging investment into the area may result in higher rents, which may push existing businesses out of the area and limit the opportunities for smaller and medium size enterprises. This could have a detrimental effect on current BME businesses that operate in the area and their retention in the long term. This may cause tensions in the community if through the regeneration of the area, the needs of big businesses are prioritised over SME businesses.
- There may be conflicting priorities for the expansion and control of the nighttime economy. Younger people may feel strongly that there is a need for a more vibrant nighttime economy, which could act as a way to make the town centre safer in the evening and at night by having an increased footfall at these times. Elderly people may feel threatened by this in terms of the people that the nighttime economy might attract and the noise that it will create.

Design and Heritage

The action area is expected to undergo significant change through the development and implementation of the Peckham and Nunhead Area Action plan. This will see increased investment and development activity, which provides significant opportunities to improve the built environment in the area. Consideration should be given to the following issues in the development and implementation of policies for design and heritage:

Considerations

- If the public realm and the environmental quality of the area remain poorly designed, certain groups may continue to feel threatened walking through the area such as members of certain faith groups, members of the BME community, young people, older people and women.
- The needs of certain groups may not be properly considered which may mean that they are unable to use the services and facilities in and around the area. For instance, older people may not be provided with basic facilities such as accessible and safe places to meet, public toilets and street furniture, such as benches, which provide a respite when using the town centre.
- The built environment and the public realm may continue to ignore the needs of disabled people which results in creating barriers to inclusion in the wider community and opportunities to decent housing, jobs and access to leisure and community facilities. In contrast, the needs of disabled people may be considered but results in the public realm being designed in a way that segregates and separates disabled people from the wider community.
- The protection of areas for heritage and conservation purposes may limit development which may limit the opportunities for creating new jobs and housing for those that are seeking employment or better quality housing.
- High quality design standards in the area may result in higher costs for SME businesses i.e. by having to provide high quality shop fronts, which may threaten the viability of these businesses.

- Different groups may have different priorities for how buildings and the public realm is designed to meet their needs. Tensions could arise if there is the perception that one groups needs are being prioritised over others i.e. older people and young people.

Open spaces

Through the development and implementation of the Peckham and Nunhead Area Action plan, the area will experience significant changes through growth in population, housing and employment. As development intensifies the value of the open space increases, especially where there are current deficits. In addition to the overall quantity of the open space, the location and use of the space is also important to ensure that they are accessible to all members of the community. The following considerations need to be taken into account when developing and implementing policies for open space within Peckham and Nunhead:

Considerations

- The needs of different user groups may not be properly considered which will result in certain groups not feeling that they are able to use the space. This may occur where there are conflicting priorities of how the spaces should be used, i.e. elderly people and women may wish to use the space for informal recreation such as a meeting place whereas other groups, such as young people, may wish to use the space for more formal and active recreation such as sports. This may cause tensions between groups if it perceived that one groups needs are being prioritised above others.
- The poor design of open spaces may make them feel unsafe and result in the mis-use of the space. This may exclude certain groups from using open spaces as they may fear for their personal safety, such as women, members of the BME community, the LGBT community, different faith groups, and older people. Poor design may also result in poor access and limit the use of these spaces for disabled people and mothers with children.
- A lack of open spaces in the area may restrict the ability for people to benefit from the health benefits of participating in active recreation and the educational benefits of learning about sporting activities or ecology, depending on the functionality of the open space. In addition, open spaces can act as a social meeting place and a deficit of open space could have a detrimental effect on inclusion and social cohesion.
- A lack of play space for children can have detrimental effects on their physical and mental development.

Community facilities

Through the development and implementation of the Peckham and Nunhead Area Action Plan, the area will experience significant growth in population. The council will need identify sites for and propose improvements to the community infrastructure to meet additional needs resulting from development. The following considerations will have to be taken into account when developing and implementing policies for community facilities in Peckham and Nunhead:

Considerations

- A lack of adequate, accessible and affordable community facilities could act to isolate certain members of the community, such as women who may need a respite from

supporting others such as children and those with limiting illnesses or older people who may live alone and need to interact with others.

- Tensions between certain groups may remain resolved if there are no facilities for people to come together and interact in informal surroundings. Social cohesion may be threatened by a deficit of community facilities in the area i.e. between different faith groups, BME groups and those who are not able to speak English.
- People on lower incomes may feel isolated from the rest of the community if they are unable to access affordable leisure and community facilities. This may result in isolation and social exclusion.
- A lack of appropriate community facilities may create boredom through a lack of things to do. This could result in a rise in anti social behaviour problems, particularly with young people.
- The needs of certain groups may not be properly considered when deciding on the number and type of community facilities that are considered appropriate for the area. For instance the need for meeting places for older people, BME groups, faith groups and the need for high quality childcare and play, leisure, cultural and educational facilities for children and young people.
- If poorly designed and located, it may limit the use of these facilities. For instance, disabled people may not be physically be able to access the facilities, those on lower incomes may not be able to afford to use them, such as older people, young people and refugee and asylum seekers. Some people may not be able travel distances due to other commitments, such as women with dependants.
- People having different priorities for the use of community facilities, i.e. for women it may be health and childcare, for young people it may be youth clubs and sporting facilities and for other groups it may be informal meeting places. Tensions could arise among different groups in the community if it is perceived that the needs of one group are being prioritised above others.

Annex 1: Related projects and EQIAs

The Southwark Plan

Key findings:

- Provision of small local businesses which are easily accessible by local communities encourage the closure of development gaps for the local communities through an increased sense of belonging, redressing disadvantage and equality of access to services.
- By ensuring that new developments are safe and secure, disadvantaged is addressed, community relations are improved and equality of opportunity is promoted.
- Protection of residential accommodation reduces discrimination and promotes equality of opportunity through providing inclusive and accessible housing for communities within the borough.
- Provision of accommodation other than houses and flats recognises the diverse needs of communities within the borough and promotes equality of opportunity since communities that will benefit are frequently the marginalized.
- The protection of transport impacts, creates a sustainable, inclusive and accessible borough for its residents, future residents, users and occupiers.
- Public transport improvements assist in the creation of an accessible and inclusive borough by focusing on sustainable forms of transport as well as being socially inclusive. Accessible and inclusive transport links promote equality of opportunity and prevent barriers of exclusion and discrimination.
- Mini cab offices in the borough make transportation in the borough accessible to those who may not have access to public transport or private car use.

Local Implementation Plan for Transport (LIP)

Key findings:

- Factors such as age and level of deprivation can increase the risk of people's road safety.
- Access to employment can be affected by journey time to travel to work.
- As a person ages and mobility decreases the importance of being able to access their surrounding environment and public transport grows considerably and inaccessible transport can be a major isolating factor.
- Accessibility transport planning should be used to: maximise independence and access to key services; establish transport standards; and assess, prioritise and meet the needs for all.
- The walking plan should be used to promote initiatives that aim to improve the physical environment, such as improved surfacing, removal of street clutter, improvements to street lighting while also providing additional foot ways.
- Route management strategies on the strategic road network should comprise measures to improve efficiency and safety by reducing traffic speeds and providing for improved pedestrian safety.

Sustainable Design and Construction Supplementary Planning Document (SPD)

Key findings:

- Improving the environmental performance of buildings, such as through energy saving, is likely to have benefits for the community such as more comfortable living and working environments and reduced running costs, which could be of particular benefit to people on low incomes, older people, families and disabled people.
- Local businesses are more likely to be owned/run by people from the BME community.
- Taking better care of our natural environment and resources will also help ensure a good quality of life for future generations.
- Disabled people, some older people and families with small children will benefit from the lifetime homes standard, as the barriers that previously existed to enabling them to enjoy their own homes, will be broken down by the new standard for all new developments.

Housing Strategy 2005–2010

Key findings:

- 39% of vulnerable people are currently living in non-decent private accommodation of which older people are over represented.
- 28.6% of council households contain a member defined as having special needs. 60% of BME residents of Southwark have council tenancies.
- 6,345 private sector homes contain a vulnerable person and are non-decent.
- Families with young children, pensioners and disabled people are more likely to suffer from fuel poverty. Of private sector housing assessed as non-decent 80% fail the standard on thermal comfort. The lowest SAP ratings are experienced by Chinese, Vietnamese and pensioner households.

Housing area management

Key findings:

- A high proportion of new tenants are young people.
- Access to the full range of services provided and opportunities for involvement in community life may be limited for disabled people.
- Residents with mental health problems may have difficulties sustaining their tenancies.
- Issues of harassment and hate crime may disproportionately affect LGBT tenants.
- Dealing with issues which can cause specific tensions within communities e.g. nuisance, noise, clashes emanating from lifestyles, is one of the functions of this service area. It is difficult to isolate any particular factor in determining why people feel more or less safe or comfortable within a community so difficult to assess the contribution that area management may make to this.

Culture service

Key findings:

- There are complexities in bringing buildings that are heritage listed up to standard with the Disability Discrimination Act. Solutions that provide access to upper floors are expensive and time consuming, as planning approval is needed.
- There is a broader issue with access to heritage sites and properties elsewhere in the borough and not in council control - there is a lack of information on what physical barriers to access to heritage sites there are and this needs to be addressed with our partners to ensure that they are compliant and working towards best practice.

Alcohol Strategy

Key findings:

- Under 25 year olds are most likely to be binge drinkers or drink to get drunk, which leads to an increase in the risk of accidents and alcohol poisoning.
- Older people who live in social housing have been identified as a group with alcohol issues.
- All services within the borough need to consider the difficulties that disabled people face when seeking help. This will include the difficulties faced by those who have acquired a disability due to alcohol use. This can be for a number of reasons including difficulties articulating that they have a problem; the physical barriers to attending meetings or counselling and the negative perceptions that they sometimes face from 'outsiders' that makes it hard for disabled people to admit that something is wrong.
- Nationally, as well as locally, statistics show that alcohol misuse and binge drinking is predominantly more common within the white community. In Southwark the ethnicity of patients admitted to hospital where alcohol was either the primary or secondary diagnosis was overwhelmingly White British, followed by White Other, and White Irish.

Employment and enterprise strategies

Key findings:

- Overall in both the UK and in Southwark the employment rate of BME people is lower than that of white British people.

- Overall in the UK and in Southwark the employment rate of women is lower than that of men. Barriers include limited access to affordable and flexible childcare and caring responsibilities.
- Young people (16-24) and older people (50+) in the working age group tend to experience specific barriers to employment related to their age.

Children and Young People's Plan

Key findings:

- Children in Southwark are more likely to be experiencing deprivation than elsewhere in the UK, with Southwark is ranked as the 17th most deprived borough in the UK.
- In Southwark, 31% of dependent children live in households with no working adults, compared with 17%. 36% of children in Southwark live with a lone parent, increasing their likelihood of experiencing economic disadvantage. In terms of housing tenure, 73% of dependent children in Southwark live in rented accommodation, with 54% living in accommodation rented from the council.
- Children and young people are more likely to become victims of crime than any other age group. Recorded offences against young people rose by 2% in the six months to October 2005 compared to the previous year, including a 26% rise in the incidence of robbery. In roughly half of all offences against young people in Southwark last year, the suspect was also a young person.
- The views of disabled children and their parents are not always taken into account when planning services. Disabled children and young people frequently experience barriers when trying to use sports and leisure facilities and other types of provision for young people.
- Boys do less well at school than girls. Across Southwark, Black Caribbean boys, mobile pupils and those with English as an additional language are doing less well than other groups.
- Traveller children and Looked After Children have particularly low rates of attainment. More young Travellers are now using early years services, education and youth projects, but they are not yet meeting their full educational potential and appear to have some unmet health needs.

Education Achievement

Key findings:

- Underachieving groups identified were:
 - pupils in receipt of free school meals across all communities but in particular white working class boys;
 - Black Caribbean pupils, particularly boys;
 - Traveller, Gypsy and Roma children;
 - Children Looked After;
 - Children who move school during the primary phase;
 - Children living in specific geographic areas linked to high levels of deprivation;
 - Summer born children particularly boys.

Southwark 2016

Key findings:

- Migration in and out of the borough is high: this makes it difficult to measure the success of interventions (because the beneficiaries may have moved on and another, more disadvantaged group, taken their place). It also makes it more difficult to predict the composition of the borough over the next 10 years.
- Southwark's population will continue to grow so that by 2016 it could be between 286,000 and 301,000. That means anything from 14,000 to 20,000 more households needed than in 2001.
- By 2016 around 43% of the population is expected to be from black and minority ethnic backgrounds, with many different faiths and cultures.
- Southwark's population ranges from those who enjoy significant affluence to those in severe poverty. Southwark is becoming more socially and geographically divided.
- We have a 10% gap in the numbers of people of working age (16-74) in Southwark who are in employment compared to the national average. In that age group, 65% have no or first level NVQ qualifications, rising to over 80% for people of Bangladeshi and Black Caribbean origin.

- 39% of local authority homes and 40% of private rented properties do not yet meet the decent homes standard.

Local Area Agreement

Key findings:

National versus local context

- The guidance provided by the central government has become increasingly restrictive, with the risk that policy reflects the national agenda rather than Southwark's local priorities.