

# CANADA WATER AREA ACTION PLAN

## EQUALITIES IMPACT ASSESSMENT

### Stage One: Scoping

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

##### The Canada Water Area Action Plan

The Canada Water Area Action Plan (AAP) will be a land use-planning framework for the Canada Water 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 the area a better place to live, work and visit. The AAP 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 Canada Water and will focus on delivery and implementation.

The Canada Water AAP will be developed and prepared in accordance with statutory regulations and in close consultation with the local community. The policies in the Canada Water AAP 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.

The vision and objectives of the Canada Water AAP are set out in annex 1 of this report.

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

The Canada Water AAP will be a new policy document and will form part of the council's Local Development Framework, which will contain all the council's planning policies used to guide how land is used in the borough and in the determination of planning applications. Current planning policy for Canada Water exists in the Southwark Plan (the council's Unitary Development Plan), the Canada Water Supplementary Planning Document (2005) and the Canada Water Masterplan (2005). The Canada Water AAP will replace this existing policy and covers a wider area of the Rotherhithe peninsula.

#### 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).

This is the first stage in the preparation of the AAP and therefore this is the first opportunity to consider equalities impacts. The council did undertake an EqIA of the Southwark Plan, although this did not use the current methodology. Nevertheless it provides an indication of the likely impacts on Southwark's equality target groups. The findings are summarised below.

##### Key findings:

- Provision of small local businesses which are easily accessible by local communities encourages 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, disadvantage 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.

More recently, the council has undertaken a stage 1 EqIA assessment of the Canada Water masterplan. The masterplan is not part of the borough's Local Development Framework (LDF), but was used to guide development in the core sites around Canada Water. It suggested that the key issues which need to be taken into consideration are that:

- While well serviced by transport, the tube stations in the Canada Water area have poor pedestrian access, and there are major barriers to pedestrian flow in the area.
- There is a need to increase affordable housing in the area.
- Despite the shopping centre, the overall area is poorly serviced by shops, leading to "draining of money to other areas" as local residents choose to shop in other areas.
- There was very little monitoring of earlier consultation processes which means that it is unclear which sections of the community were involved, and it is not possible to say if the most 'excluded' sections were able to influence the process. The consultative process should be examined, and issues such as the provision of language/interpreting support at events checked.
- There is also a need to monitor the ongoing impact of the regeneration as it takes place.

The scope of the AAP will be much broader than the masterplan. It also covers a wider area to ensure that the impacts of development on the core area are fully addressed.

Below is a list of strategies and policies that are related to the activities of the Canada Water Area Action Plan. The relevant findings are summarised at annex 2:

- Southwark 2016
- Local Implementation Plan for Transport (LIP)
- The Employment and Enterprise Strategy
- The Housing Strategy 2005-2010

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

#### **Community and Stakeholder Involvement**

In preparing and developing the Canada Water AAP, the council will have to carry out consultation in accordance with statutory regulations and the 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 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 using methods appropriate to the communities concerned (paras. 4.20 of PPS12). A demographic breakdown of residents on the peninsula is shown in annex 3. The council has prepared a consultation strategy for the AAP. This highlights a number of issues which are set out below:

### **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 most likely to care for children, older people and those with limiting illnesses.
- 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
- Information may not be presented in a way that engages people effectively, such as material only printed in English, information is presented in a complicated format or language.
- Certain groups may not feel comfortable expressing their views in public due to fear of discrimination. These include LGBT community, faith groups, young people and the BME community.
- Certain groups may not understand what relevance the Canada Water AAP has to them and therefore they do not become involved in the process.
- People may misunderstand the purpose of the Canada Water AAP 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 AAP 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 Canada Water:

### **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 intensify or result in overcrowding and poor quality accommodation which in turn disproportionately affects

older people, the young and the 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 Canada Water may result in a rise in house prices in Canada Water and housing may become unaffordable to those currently living in the area, especially, 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 Canada Water AAP 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. This is particularly true in the case of estate renewal, where estates are redeveloped and residents re-housed outside the immediate vicinity.

## **Transport and Movement**

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. In addition to seeking greater use of pedestrian and cycle routes, the safety and perception of safety should also be improved regarding existing and new routes. Consideration should be given to the following when developing transport policies for Canada Water:

### **Considerations**

- Transport services and pedestrian/cycle routes may continue to feel unsafe for certain user groups. Some people may continue to feel unsafe when travelling on public transport or along pedestrian/cycle routes 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.
- 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.
- Disabled access may be provided but it may be segregated from other access routes, which 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 and further education opportunities and inclusion in the wider community. It may limit them to one particular area that cannot provide all of the facilities and opportunities they need

- 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.
- 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 open spaces and areas of the public realm and result in people not feeling safe to use them for pedestrian and cycle movement around the area.

## **Employment**

The policies in the Canada Water AAP 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 Canada Water. Through the development and implementation of the AAP, sites will be identified and improvements will be proposed for the growth and improvement of Canada Water's economy. This will lead to greater investment 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 and sizes and costs to meet the different needs of the community. Alongside developing employment opportunities, consideration should be given to providing the local community with the skills and education required to take advantage of new employment opportunities in the local and wider area. In developing employment policies for Canada Water, 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 and 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 Canada Water and therefore will not benefit from these new opportunities. This could create tensions in the community if there continues to be a high level of unemployment.
- The AAP will need to ensure that a range of business units are provided so that small and medium enterprises (SMEs) are able to find space within the core area. BME businesses are strongly represented in SMEs in Southwark and the failure to provide space suitable for small businesses could have a significant impact on the BME community.
- SMEs can also be affected in other ways by development. It will be important to ensure that SMEs are able to compete for contracts to deliver goods and services which are generated in larger business hubs. Canada Water is located between Canary Wharf and London Bridge where it is expected that 140,000 new jobs will be created by 2026. The AAP should consider how supply chains can be opened up to create business opportunities for locally based SMEs.

- There may be conflicting priorities for the expansion and control of the night time economy. Younger people may feel strongly that there is a need for a more vibrant night time 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 night time economy might attract and the noise that it will create.
- There may be physical barriers to jobs outside of the Canada Water area. Accessibility to these opportunities may be hindered by poor quality transport links in and out of the area. This may affect both existing and new residents, especially those with lower incomes.

## **Design and Heritage**

The Canada Water area is expected to undergo significant change through the development and implementation of the Canada Water AAP. 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**

- Design may also have an impact on social cohesion. Although the built environment around Canada Water is fairly bland and lifeless, the presence of the docks provides a link with the past and the area's heritage. Development will need to respect this heritage. Failure to do this could exacerbate the feeling that the incoming population are taking precedence over the needs of local people. It could also result in a feeling of alienation among groups who have lived in the area many years and particularly the elderly.
- If the public realm and the environmental quality of the area remain poor, 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 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 result in the public realm being designed in a way that segregates disabled people from the wider community.
- High quality design standards in the area may result in higher costs for SME businesses i.e. high quality shop fronts, which may threaten the viability of these businesses.
- The development of tall buildings and higher density residential schemes may reduce accessibility to private and communal open space, especially important for families with young children.

### **Open spaces**

Through the development and implementation of the Canada Water AAP, the area will experience significant changes through growth in population, housing and employment. In addition to the overall quantity of open space, the location and use of the space is also important to ensure that they are accessible to all. The following considerations need to be

taken into account when developing and implementing policies for open space within Canada Water:

### **Considerations**

- The needs of different user groups may not be properly considered which will result in certain groups feeling excluded. 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. This may cause tensions between groups if it is perceived that one group's needs are being prioritised.
- The poor design of open spaces may make them feel unsafe and result in misuse. This may exclude certain groups as they may fear for their personal safety, such as women, members of the BME community, members of the LGBT community, members of different faith groups, older people. Poor design may also result in poor access and limit the use of these spaces for disabled people and mothers with children.
- Poorly designed and inaccessible open spaces in the area may restrict the ability for people to gain from the health benefits active recreation and the educational benefits of 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 Canada Water AAP, the area will experience significant growth in population. The council will need to identify sites for and propose improvements to the community infrastructure to meet the additional needs of the whole community resulting from development. The following considerations will have to be taken into account when developing policies for community facilities in Canada Water:

### **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 unresolved if there are no facilities for people to 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 unable to speak English.
- The EqIA undertaken for the masterplan noted that shopping provision does not adequately serve local needs. The majority of shops in the shopping centre are multiple stores. There are few independent outlets and therefore few local businesses trading in the core area. Consequently, the shopping offer does not reflect the diversity of the area. Moreover, as is noted in the employment section, it fails to offer much opportunity to locally based SMEs.
- Social cohesion may be threatened by a lack of faith premises being available for the whole population of the area. BME groups may not be properly considered if faith premises are not provided for the full spectrum of religious beliefs. It should be noted

that there are a number of faith premises in the AAP area including the Scandinavian churches, and the faith premises in Mulberry Business Park.

- 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 to 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.
- Educational facilities need to be of a high standard and be available to all groups to use in flexible and coordinated ways as people will have different needs and uses for facilities. For example, schools are needed for the young population as well as the adult population seeking skills to improve access to employment. People may have different priorities for the use of educational facilities, i.e. for parents it may be before and after childcare, for young people it may be youth clubs and sporting facilities and for other groups it may be informal meeting places or temporary places of worship. Tensions could arise among different groups in the community if it is perceived that the needs of one group are being prioritised above others.

## **Stage two: Assessment of Impacts**

### **Part A: Feedback from the Equalities and Diversity panel**

#### **1. What feedback did the panel give you at stage one**

The Stage 1 EQIA was considered by Equalities and Diversity Panel on 20 January 2009 and their comments are set out below. These were considered when preparing the Area Action Plan: Preferred Options report and Stage 2 of the EQIA.

- Disabled parking provision should be considered when providing new shops
- All new homes will be Lifetime Homes and 10% of all new homes will be wheelchair accessible
- Access to public toilets needs to be considered in new developments
- There are issues with young people in the area
- Provide new buildings for faith groups, especially ones that women are more likely to visit
- Option to create community hubs
- There are lots of young people in the area and the plan should consider providing jobs for them

### **Part B: Purpose and aims of policy/strategy**

#### **2. What is the overall purpose of the policy/ strategy?**

The Canada Water Area Action Plan, when adopted, will be part of Southwark's Local Development Framework. This will make it an important document which will be used for deciding what sort of development should take place within the Canada Water area, and when, where and how it should happen.

#### **3. What are its aims?**

The aims of the plan are set out in Appendix A of this report.

#### **4. Could these aims be in conflict with the Council's responsibility to:**

- Eliminate discrimination
- Promote equality of opportunity
- Promote community cohesion and good relations between different groups

The scoping report identifies a number of key considerations which have been acknowledged and addressed in the stage two assessment as follows:

## **Community and stakeholder involvement**

The stage 1 EqlA highlighted the need to ensure that the methods used to consult and engage people in the preparation of the AAP are open accessible to all members of the community. To help address this issue the council prepared a consultation strategy which sets out the principles of how it will consult and the importance of reducing barriers to consultation. It emphasises that particular needs such as access, transport, childcare and translation need to be considered, as well as a strategy to broaden the appeal of consultation and make it attractive to a diverse range of people and groups. At each stage, participation will be monitored and analysed to see whether any particular groups have not been engaged and whether this can be addressed at the next stage.

At issues and options stage a variety of means were used to publicise, consult and engage with local people. These are described in detail in the Consultation Statement which accompanies the preferred options report and is summarised below:

- **Publicity:** Consultation on the AAP issues and options report was widely publicised using the following methods; mail-out to contacts on Southwark's Planning Policy database, documents available on Southwark's website, a newspaper advert, documents made available in libraries, area housing offices and council offices.
- **Events and exhibitions:** Public exhibitions were held to publicise the Issues and Options consultation at; the Pump House Museum, Rotherhithe Library, Surrey Quays shopping centre, Silverlock Tenants Hall, the Lewington Centre and the Brunel Museum. Officers also attended the following events to publicise the AAP; Rotherhithe Festival, Hawkestone Fun Day, St George Festival, The Event at Southwark Park, and Burgess Park carnival.
- **Stakeholder meetings:** Meeting were held with the following stakeholders; Rotherhithe Estate over-50s, Bermondsey and Rotherhithe Area Faith group, Silwood Estate community group, Redriff Tenants Association, Canada Water Consultative Forum, Southwark Living Streets, Southwark Transport Consultative Forum and Bermondsey and Rotherhithe Green Enthusiasts.
- **Community Council:** Attended Rotherhithe Community Council on 10 December 2008 and 4 February 2009.

The monitoring of consultation showed that wide range of groups and communities were involved at issues and options stage. The range of people who responded to the formal questionnaire on the issues and options was much narrower and emphasised the need to continue to pursue informal means of engaging with the local community.

## **Housing**

The preferred options aim is to provide new high quality homes in the AAP area suitable for a range of groups by developing particular sites in the area for housing. New housing developments will need to meet required policy standards for affordable housing, wheelchair accessible homes, family housing, public and private open space and children's play space. The types and size of homes will meet the needs of the local community.

The preferred option is to require at least 30% family sized housing in all new developments. As a result more homes would have access to private gardens and courtyards. Increasing the

amount of private amenity space available will benefit families and young children. Providing more houses will give more households their own front door and reduces common parts, and so generate more activity at street level and help create a safer environment. This should benefit those groups who can feel vulnerable, such as the young and elderly.

The preferred option would provide fewer affordable units per development (35%) than the alternative option presented at Issues and Options stage (50%). This will have some impact on those groups who rely on affordable housing. However, this should be balanced against the benefits that will ensue from providing more family homes.

The preferred options ask for very high standards for all new housing delivered as part of the AAP. All new homes will be designed to Lifetime Homes Standards. They will be flexible enough to meet the changing lifetime needs of residents such as when people get older. For example, ensuring there is space to install a shower next to a downstairs toilet. Homes will be able to be altered and adapted to meet the needs of single people, older people, couples, large families and disadvantaged groups. This will prevent residents from having to move as their housing requirements change and will help to ensure that a sense of community is maintained amongst a long-term resident population.

At least 10% of all new homes will be designed to meet the needs of vulnerable groups such as the elderly and disabled including specialised housing schemes, providing appropriate level of support and homes designed for wheelchair users at each phase of the development. There will be a range of housing types in each development which will help to create a more mixed community.

## **Transport and Movement**

The preferred option is that the area is made highly accessible, particularly by public transport, walking and cycling, and that new development does not lead to an increase in traffic on the roads. Public transport quality and frequency should be improved, the road network should be changed to improve traffic flows, and greater use of public transport, walking and cycling should be sought through improved routes and reduced car parking in new developments. The safety, and perception of safety, should also be improved regarding existing and new walking and cycle routes.

In principle, this approach benefits all members of the community. Car ownership levels tend to be lower among the young and elderly. Therefore a policy which seeks to promote walking and cycling, creating routes which are safe from conflict with vehicles, which prioritises non-car users, and which also maximizes opportunities to use public transport should benefit these groups in particular, promoting inclusivity and equality of access to jobs and services.

It should be noted however that there are certain groups who may rely on using a car. This might include the elderly, people with disabilities and parents with young children. The preferred options seek to mitigate the impact of a general presumption in favour of low parking levels by prioritising parking for people with disabilities, even within what are otherwise in some cases “car free” developments.

It will also be very important that a reduction in car parking and promotion of sustainable modes of transport are undertaken in tandem with improvements in public transport and the public realm. While in theory promoting walking and cycling is beneficial to all users, if routes out of developments are poorly lit, secluded and at risk from conflicts with road vehicles, a reduction in car parking may discourage people from going out and make people feel more isolated. This

could particularly apply to vulnerable groups such as the elderly and young, people with disabilities, women and LGBT groups.

## **Employment**

The aim of the preferred option is to create a new business cluster in the area, around Harmsworth Quays print works. New office and light industrial units will be built on several sites around Harmsworth Quays. This will provide importance local jobs and training opportunities and reduce the need for local people to travel far to get to work.

Not all of the existing employment space will be reprovided (this was an option at Issues and Options stage), however by focusing on providing new office and light industrial units, more jobs will be created in the area compared to the re-provision of existing storage, warehouse and industrial units which tend to employ less people.

In principle, this approach benefits all as it will create local jobs which all members of the community will be able to access. Focusing on office and light industrial space instead of larger industrial units will provide more of a wide range of jobs for different equalities groups such as young people, women and disabled people who may be more likely to pursue jobs in office environments.

Employment and training opportunities created by new development will be targeted at local people. This will have a particularly positive effect on young people, particularly school leavers who live in the area and want to work locally.

Certain groups may experience discrimination in accessing employment opportunities such as a members of certain faith groups and members of the BME community (especially young black men) and disabled people. However by targeting employment and training opportunities at young people this can be mitigated against.

## **Design and Heritage**

The preferred option seeks to create more of a sense of place and a better environment in the town centre through the design of new development. This will be achieved by creating new streets and public spaces, safe walking and cycling routes, creating a new high street in the town centre and the implementation of other guidance relating to urban design.

The heritage of the area will be strengthened by the protection and enhancement of the St Mary's Conservation Area and increased use of the docks for leisure and tourist activities. This will benefit all members of the community who will have access to and will be able to enjoy these areas.

Improving the public realm through design will benefit all equalities groups, in particular certain groups may currently 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 public realm will need to take into account the specific needs of elderly, young and disabled people, benches and public toilets will be provided.

## **Open spaces**

The preferred option is that all development in the core area must provide high quality open spaces which are linked together and have different uses. Children's play areas should be

provided as part of new housing developments. Improvements will also be made to existing open spaces in the area.

This option will benefit all members of the community provided that the needs of different user groups are considered in the design and location of open spaces e.g. benches for elderly people, disabled access and children's play areas.

The provision of children's playspace will have a particularly positive impact on children and families.

### **Community facilities**

The aim of the preferred option is to provide facilities to support the growing population. This includes new health facilities, a new school, improved sports provision, leisure facilities and the protection of existing leisure facilities, youth provision and new community facilities.

The amount of shops in the town centre will also be increased, as will the number of cafés and restaurants. Local shopping parades on Albion Street and Lower Road will be protected and enhanced. New small-scale local shops, cafes and restaurants will be permitted in certain places outside of the town centre.

This approach will have a positive impact on all members of the community as access to local services help to create good community relations and improve satisfaction with the local area. Locating new community facilities together will have a positive impact on young people, the elderly and disabled people who may be less likely to have access to a car to get to different facilities.

Improved health facilities will have a positive impact on all members of the community and in particular, the elderly and families with young children. A new school, improved sports, leisure and young people's provision will have a very positive impact on young people but will also improve the lives of elderly people and women who may feel threatened by groups of young people congregating in the area.

### **5. Does the documentation relating to this policy/strategy include specific reference to the Council's responsibility (as set out above) and a commitment to work to meet this?**

While the council's responsibility for eliminating discrimination and promoting equality of opportunity and social cohesion are not specifically referred to in the preferred options report, the objectives of the AAP refer to the aim of creating a strong community in which the needs of all groups are taken into account.

The consultation strategy for the AAP does refer specifically to the need to ensure that in accordance with Southwark's Equalities Scheme 2005-2008, the Equalities priorities groups are involved and that arrangements are made to include under-represented groups and individuals.

## **Part C: Application of this policy/strategy**

### **6. What steps are you taking or will you take to ensure that the policy is or will be implemented consistently and fairly?**

The draft AAP will contain a framework which will set out how the plan will be monitored as it moves into the implementation phase. The implementation is likely to take between 10 and 15

years and will require periodic monitoring. The AAP also provides an umbrella framework for a number of council strategies, including rehousing policies, the Southwark Schools for the Future for schools in the AAP area, and the employment and enterprise strategies where they relate to the AAP area. The equalities impacts of each of these strategies will need to be considered in more detail as implementation progresses.

Consultation on the AAP will be monitored at each stage of the plan preparation process to ensure that all groups will be engaged as effectively as possible. The consultation statement which accompanies the preferred options report contains more details on this. When the draft AAP is submitted to the Secretary of State, the council will also submit a consultation report demonstrating that the consultation which has been carried out meets statutory minimums and meets the requirements of Southwark's Statement of Community Involvement.

**7. Could the way that this policy/strategy is being or will be implemented be discriminating against any particular individuals or groups or be potentially damaging to relations between different groups?**

The preferred options aim to contribute to eliminating discrimination, promoting equality of opportunity and promoting social cohesion and good community relations.

**8. What changes could you make to either the policy/strategy itself or the way it is applied to improve the positive outcomes for all groups and to reduce or eliminate any negative outcomes?**

In preparing the preferred options report, the findings of the EqlA scoping have been considered and the report has been prepared iteratively with the stage 2 EqlA. This stage 2 assessment recognises those areas where the AAP may have differential impacts and where appropriate mitigation measures are proposed to address these. The council will take all representations on the preferred options into account and there will be a further opportunity to adjust policies prior to the submission of the draft plan to the secretary of state, should this be necessary or appropriate.

**9. What information do you collect or do you plan to collect to monitor the impact of this policy/strategy on different groups?**

As is noted above the council monitors participation in the AAP preparation process to ensure that all groups have the opportunity to be involved. Where there is evidence that some groups have not been engaged, the council can seek to address this at the next stage. The consultation which has been carried out will be reported in the consultation statement to be submitted to the secretary of state.

The council's team in the Analytical Hub prepares periodic updates on demographic changes in the population, including changes relating to ethnicity, age, and faith. The council also monitors economic activity, health and pupil attainment in schools. Biannually the council also commissions a residents' survey to ascertain how local people feel about their area and whether it is improving. These analyses are carried out at community council level. These analyses will be useful in determining the success of the AAP.

These analyses are also reported in the council's annual monitoring report which assesses the impact of all development in the borough. Once the AAP has been adopted, the AMR will report annually on the implementation of the AAP, using indicators such as new housing completed in

the AAP area, social rented and intermediate housing completed, new retail and business space completed, including small business units, average household income, the percentage of residents who feel safe at night business start ups and the local employment rate.

As mentioned above, the AAP comprises an umbrella framework under which a number of strategies, including those of the council and its partners will be implemented. While organisations such as the PCT may have their own strategies for monitoring the impact of their policies on key equalities groups, the preparation of the AAP may enable the council and PCT to identify a set of key indicators for the AAP area. These can inform the monitoring framework which is put in place to assess monitor and review the AAP.

The need to provide high quality schools is a key objective of the AAP and in this respect it seeks to support the Southwark Schools for the Future Programme and the Academies Programme. An EqIA has already been carried out for the SSF secondary schools programme, which assesses the impact on equalities up to outline business case stage. The council is also currently preparing an EqIA for the SSF primary schools programme and details of the monitoring framework will be identified as part of that process.

## Annex 1: The vision and objectives of the Canada Water AAP

Successful places where people are attracted to live, work and visit have a range of elements including good housing, safe and attractive public realm, good connections, successful schools, shops, health and leisure facilities. It is important that we develop a strong vision and set of objectives for the area. The vision and objectives have been derived from our Sustainable Community Strategy, Southwark 2016, the Southwark Plan and what local people have told us in the past. We will use the vision and objectives to guide and help assess the options for development in the area and help select the preferred options.

### The Canada Water vision is:

Over the next 15 years, we will work with landowners and the local community to transform Canada Water into a town centre. It will have a much more diverse range of shops than at present, including a new department store and independent shops. These will be accommodated in generally mixed use developments with new homes above. As well as shops and homes, the centre will have leisure and civic facilities, offices, and restaurants and cafes. The centre will have with a distinctive identity which reflects its unique location around the former dock basin. It will have an open environment with a high street feel, and high quality public realm and open spaces. Car parking will be shared between town centre uses. The centre must reach out to the wider area, ensuring that it is accessible, particularly on foot, by bicycle and by public transport. In conjunction with this, we will work with TfL to improve the road network around Lower Road.

Outside the town centre and core area of the AAP, development will be less dense and should reflect the leafy and suburban character of much of the AAP area.

Across the AAP area, development will contribute to achieving a great network of parks and open spaces, which together with the docks and the River Thames, can help make Rotherhithe known as an attractive destination to visit, relax in and have fun. It will provide a good range of quality homes and successful schools to help make Rotherhithe a desirable place to live, particularly for families.

### Objectives

The Canada Water AAP seeks to meet the following objectives which are related to Southwark 2016: Sustainable Community Strategy:

#### *Shopping: A genuine town centre and neighbourhood hubs*

- S1: To create an accessible, distinctive and vibrant town centre at Canada Water which is well connected into the surrounding street network; which enhances the setting of Canada Water basin; and which has a range of shops, restaurants, community and leisure facilities within mixed use developments.
- S2 To ensure that the wider peninsula has access to convenient local facilities to meet day-to-day needs.

#### *Transport: Improved connections*

- T1 To use a range of measures, public transport improvements, green travel plans and road improvements to ease the impact of new development on the transport network and services.
- T2 To make the area more accessible, particularly by sustainable types of transport including walking, cycling and travelling by public transport.

T3 To use car parking in the town centre more efficiently by ensuring that shops and leisure facilities share parking facilities

*Leisure: a great place to visit, to relax in and have fun*

L1 To make the area known for its excellent leisure and entertainment facilities.

L2 To promote arts, culture and tourism in the area.

*Places: Better and safer streets, squares and parks*

P1 To ensure the design, scale and location of new buildings help create streets and neighbourhoods which have a varied character and which enhance the area's green spaces and heritage, especially the River Thames, the docks and the parks to create a distinctive sense of place.

P2 To create an attractive, safe, and secure public realm.

P3 To link the docks, River Thames and parks in a network of open spaces which have a variety of functions, including informal recreation and children's play facilities, provision for sports and nature conservation.

P4 To reduce the impact of development on the environment and help tackle climate change, pollution and waste.

*Homes: High quality homes*

H1 To create a mixed community through the provision of high quality homes with a range of tenure and sizes, and particularly larger homes which are suitable for families.

H2 To focus higher densities in the areas with good access to public transport and in the town centre.

*Community: Enhanced social and economic opportunities*

C1 To provide enhanced educational, health and community facilities which meet the needs of the growing population.

C2 To provide more local employment opportunities.

## **Annex 2: Related projects and EQIAs**

### **The Southwark Plan**

#### Key findings:

- Provision of small local businesses which are easily accessible by local communities encourages 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, disadvantage 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.

### **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 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 Implementation Plan for Transport (LIP)**

#### Key findings:

- Factors such as age and level of deprivation can increase the risk to 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 footways.
- 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.

## **Employment and enterprise strategies**

Key findings:

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

## **Housing Strategy 2005–2010**

Key findings:

- 39% of vulnerable people are currently living in non-decent private accommodation in 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.

## Annex 3

Characteristic	Issues for consultation
<p><b>Age<sup>1</sup></b></p> <ul style="list-style-type: none"> <li>• 15% of the residents are under 15 years old, compared to 18% in Southwark.</li> <li>• 43% of residents are under 30 years old, compared to 41% across Southwark.</li> <li>• 10% of residents are over 65 years old, the same as across Southwark. This will</li> </ul>	<ul style="list-style-type: none"> <li>• Younger people may not be aware of the planning system are unable to attend meetings in the evening, yet they are an important voice. Consultation will need to target youth, this could include attending schools and youth forums in the area and using techniques that would appeal to young people.</li> <li>• Older people may not feel safe to attend meetings in the evening or there may be a lack of respect for their views. Meetings should be held at accessible times and information be provided in easily accessed locations. Groups that represent the interests of older people should also be targeted.</li> </ul>
<p><b>Ethnicity</b></p> <ul style="list-style-type: none"> <li>• At the 2001 Census 77% of residents identified as White, compared to 63% across Southwark</li> <li>• 13% identified as Black/Black British, compared with 26% across Southwark</li> <li>• 3% identified as Asian and 4% as Chinese, which is close to the Southwark average.</li> </ul>	<ul style="list-style-type: none"> <li>• Minority ethnic groups may fear discrimination and be reluctant to voice their opinion. English may not be their first language. Translators and interpreters may be required. Information should avoid jargon and legal terms. Groups that represent ethnic groups in the area should be targeted.</li> </ul>
<p><b>Country of birth</b></p> <ul style="list-style-type: none"> <li>• At the 2001 Census, 21% of residents identified as being born outside the UK and the republic of Ireland, compared with 27% in Southwark. Languages spoken include French, Spanish, Chinese and Vietnamese.</li> </ul>	<ul style="list-style-type: none"> <li>• At the very least, all written information will include details of the council's interpreter and translation service but in appropriate circumstances information will be translated into languages spoken locally.</li> </ul>
<p><b>Religion</b></p> <ul style="list-style-type: none"> <li>• At the 2001 Census, 65% of people identified as being Christian, which is close to the Southwark average.</li> <li>• 4% identified as being Muslim compared to 7% across Southwark,</li> <li>• There were a very small number of people identifying as Buddhist, Hindu or Jewish</li> </ul>	<ul style="list-style-type: none"> <li>• The needs of different religious groups may not be well understood and there may be restrictions on how certain individuals can get involved. There may also be fear of discrimination preventing people having their say. Contact with faith groups and forums will be important as well as holding events at accessible times and in appropriate venues.</li> </ul>
<p><b>Lone parents</b></p> <ul style="list-style-type: none"> <li>• At the 2001 Census, 8% of households in the area were lone</li> </ul>	<ul style="list-style-type: none"> <li>• Lone parents may not be able to afford child minding to attend meetings. A variety of consultation</li> </ul>

<b>Characteristic</b>	<b>Issues for consultation</b>
<p>parent households with dependent children, compared with 10% across Southwark.</p>	<p>techniques should be used. Another option is to provide childcare at meetings or reimburse part of the cost of childcare and travel for the low waged.</p>
<p><b>People with disabilities</b></p> <ul style="list-style-type: none"> <li>At the 2001 Census, 13% of people in the area identified as being disabled (having a limiting long term illness). This compares to 16% across Southwark.</li> </ul>	<ul style="list-style-type: none"> <li>Venues for meetings and exhibitions will need to be accessible. Information will need to be provided in a variety of formats such as audio, large print. Sign-language interpreters may also be needed at meetings.</li> </ul>
<p><b>Employment</b></p> <ul style="list-style-type: none"> <li>At the 2001 Census, 4.5% of people identified as being unemployed, compared to 6% in Southwark.</li> <li>Most of those in employment had full time jobs, however 6.5% of residents were in part-time work.</li> <li>10% of people identified as being students, compared to 13% across Southwark.</li> <li>27% of residents were not economically active, compared to 34% in Southwark.</li> <li>6% of people are retired, compared to 8% across Southwark.</li> <li>May 2007 data from the Department of Works and Pensions reveals approximately 14% of residents in the area are claiming income benefits of some kind.</li> </ul>	<ul style="list-style-type: none"> <li>The unemployed or low waged may not be able to afford to travel to meetings or obtain information. Information should be provided free of charge to all residents. An option is to reimburse residents for travel to meetings if they are low waged.</li> <li>Shift workers may not be able to come to meetings during the evenings, a variety of meetings times should be used. This could also include lunch time events for workers.</li> <li>Information should be available outside business hours. Email will provide an effective way of communicating with people outside of business hours.</li> </ul>
<p><b>Neighbourhoods</b></p> <ul style="list-style-type: none"> <li>Rotherhithe can be broken into smaller neighbourhoods with distinct characteristics.</li> <li>Previous consultation has showed differences in views between people living in Surrey Docks ward (with a higher proportion of young professionals) and Rotherhithe ward (with more long term residents, social renters, manual workers and benefit recipients).</li> </ul>	<ul style="list-style-type: none"> <li>Residents living in different parts of Rotherhithe may have different needs and aspirations for the local area, which will need to be considered in preparing the Canada Water Area Action Plan.</li> <li>Consultation may need to be tailored to match the concerns and priorities of people living in different parts of Rotherhithe.</li> </ul>