

## **Appendix 3**

### **Equalities Impact Assessment (EQIA)**

**123 Grove Park**

**Supplementary Planning Document (SPD)**

**Equalities Impact Assessment (EQIA)  
of the  
123 Grove Park Supplementary Planning Document (SPD) November 2006**

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**POLICIES, STRATEGIES AND PLANS**

**Stage one: scoping**

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

The purpose of this supplementary planning document (SPD) is to establish a planning framework and provide detailed guidance for potential developers of 123 Grove Park. This framework and guidance should be taken into account when considering opportunities for the future development of the site.

The objective of preparing an SPD for 123 Grove Park is to provide a framework for a high quality residential development that preserves and enhances the character of the conservation area. The SPD will seek to safeguard the future of a key dis-used building in the Camberwell Grove conservation area. Once adopted the SPD will form significant material consideration in assessing any development proposals for the site, providing developers and owners with a clear indication of the council's expectations.

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

This is a new planning document, and there have been no previous planning documents prepared for the site.

**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).**

Not applicable

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

*Issues to consider may include:*

- Whether your policy could have or is having a differential impact or unintended consequences, which are disproportionately, and unfairly benefiting or disadvantaging certain groups.*
- Whether there may be any barriers, which could prevent certain groups from benefiting fully from what you are intending to happen as a result of your policy.*
- Whether there is any risk that the policy could lead to worsening relations between members of different groups or exacerbate tensions between communities.*

It is important to address all six equality areas here (age, disability, faith & belief, gender, race & ethnicity and sexual orientation), even if for some you just state that you do not think there is, or will be, a differential impact. You should also consider the experiences of Gypsies and Travellers and of refugees and asylum seekers.

Any issues identified here will provide an initial focus for the impact assessment.

\* Policy is used as shorthand throughout for any policy, plan or strategy.

**Do the expected outcomes or impacts of the SPD differ according to equalities group?**

Group	Expected outcome of the draft SPD		
			Any risks of worsening relationships?
<b>Gender</b> i.e. <ul style="list-style-type: none"> <li>▪ Women</li> <li>▪ Men</li> <li>▪ Transgender</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Race</b> <ul style="list-style-type: none"> <li>▪ White groups</li> <li>▪ African</li> <li>▪ Indian</li> <li>▪ Pakistani</li> <li>▪ Bangladeshi</li> <li>▪ Chinese</li> <li>▪ Others</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Disabled people</b> <ul style="list-style-type: none"> <li>▪ Physical, Sensory and Neurological disability</li> <li>▪ Learning disability</li> <li>▪ Mental Health</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Sexuality</b> <ul style="list-style-type: none"> <li>▪ Gay</li> <li>▪ Lesbian</li> <li>▪ Bisexual</li> <li>▪ Transgender</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Faith Groups</b> <ul style="list-style-type: none"> <li>▪ Christian</li> <li>▪ Muslim</li> <li>▪ Hindu</li> <li>▪ Buddhist</li> <li>▪ Sikh</li> <li>▪ Jewish</li> <li>▪ Other</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Age</b> <ul style="list-style-type: none"> <li>▪ Pre-School</li> <li>▪ School Age</li> <li>▪ Young adult</li> <li>▪ Adult</li> <li>▪ Older persons</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low
<b>Other</b> <ul style="list-style-type: none"> <li>▪ Gypsies</li> <li>▪ Travellers</li> <li>▪ Refugees</li> <li>▪ Asylum seekers</li> </ul>	<ul style="list-style-type: none"> <li>• There will be no discrimination by group</li> </ul>	None	Low

It is in the opinion of the assessor that the SPD adequately meets the local development authority's obligation to meet the requirements under legislation. It is considered that the SPD complies with the Statement of Community Involvement, and does not unlawfully, directly or intentionally discriminate against anybody according to their race, sexuality, gender, faith, ability or age but actively tries to avoid this from happening.

## Stage two: assessment of impacts

### Part A: Purpose and aims of policy/strategy

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

There is a need for a Supplementary Planning Document (SPD) to provide further guidance for specific sites to the policies set out in the emerging Southwark Plan 2006.

The SPD includes information on the current use of the site and its planning history and outlines the Council's aspirations for any redevelopment in terms of land use, design, transport and servicing. Once adopted, the SPD will be a material consideration in making a decision on planning applications on the site.

#### 2. What are its aims?

The primary objectives of the 123 Grove Park SPD are to:

- Facilitate the re-use of the site, maximizing its potential, whilst protecting its conservation value, consistent with strategic policies 14 (sustainable buildings) and 15 (open space and biodiversity) of the emerging Southwark Plan.
- Ensure that any development preserves or enhances the character and appearance of the Camberwell Grove Conservation Area, consistent with strategic policy 13 (design and heritage) of the emerging Southwark Plan.
- Ensure that new development maximizes the social, economic and environmental potential of the site.

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

Sustainability appraisal (SA) has been carried out on the SPD, in order that all social aspects of sustainability, including the following council objectives are fully considered:

- A. Eliminate discrimination
- B. Promote equality of opportunity
- C. Promote community cohesion and good relations between different groups

#### How the SPD addresses the Council's Core Values:

		Shortfalls
<b>Equality and diversity</b> – promoting equality for everyone, and responding to the needs of the many diverse communities	<ul style="list-style-type: none"> <li>• Consultation on all planning applications will be carried out in line with the councils' Statement of Community Involvement (SCI), which sets out the councils strategy to include all groups in the planning process, including, for example, measures to:               <ul style="list-style-type: none"> <li>▪ Working with other bodies to promote involvement by BME groups mentioned</li> <li>▪ Methods for engaging equality and diversity groups outlined</li> <li>▪ Barriers and solutions for engaging equality and diversity groups outlined.</li> <li>▪ Equalities groups stated as local consultees in Appendix A</li> </ul> </li> </ul>	None
<b>Community involvement and cohesion</b> – engaging with all sectors of the community so that the vision is representative, reflects local need and encourages good community spirit and relations.	<ul style="list-style-type: none"> <li>• Execution of a 12 week consultation exercise in the area surrounding the development, including presentations at community council, and community group meetings.</li> </ul>	None
None <b>Fairness</b> – delivering priorities in a way that	<ul style="list-style-type: none"> <li>• Consultation on all planning applications will be carried out in line with the councils' Statement of Community Involvement (SCI), which sets</li> </ul>	None

eliminates unfair disadvantages against any one person or group in Southwark Council	out the councils strategy to include all groups in the planning process.	
<b>Sustainability</b> – ensuring actions today benefit future generations	<ul style="list-style-type: none"> <li>The SPD has been subject to full sustainability appraisal.</li> </ul>	None
<b>Quality</b> – ensuring that quality rather than quantity drives the vision to continuously improve the borough.	<ul style="list-style-type: none"> <li>Planning applications for schemes over 10 units in size will be required to submit design statements stating how the development and association section 106 contributions will contribute to the development of successful place making.</li> </ul>	None
<b>Value for money</b> – using scarce resources efficiently.	<ul style="list-style-type: none"> <li>N/A</li> </ul>	None

**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?**

Consultation of the SPD document will be carried out in line with the councils’ Statement of Community Involvement (SCI), which sets out the councils strategy to include all groups in the planning process.

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

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

A consultation plan has been prepared which states how the council will ensure that all groups are aware of, and have chance to comment on the SPD. Additional outreach will be carried out, as requested, through presentations and workshops with community groups.

**2. 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 development of 123 Grove Park will have an impact on the neighbouring community living adjacent to the site within the eastern half of the Camberwell Grove conservation area, and the residents living in Groveland Close to the north of the railway line.

Sustainability appraisal has been carried out to ensure that issues arising from the development of the site, such as traffic generation and biodiversity do not harm the adjacent existing community. The site makes an important contribution to the character and appearance of the conservation area. The SPD seeks to ensure that the visual amenity of the site and its conservation value are not harmed. The provision of some housing on the site could help meet need, and provide for affordable housing.

**3. 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?**

Presentations will be given on the SPD during the informal and formal consultation periods at any community group that wishes to learn more about the topic, and at community council.

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

The assessor has not identified any specific reasons why the groups would be negatively impacted on. It is suggested that any negative impacts on equalities groups that may occur would be derived from an omission, or lack of detail in the Statement of Community Involvement rather than an intentional outcome. However, the Statement of Community Involvement will be continuously monitored and updated annually through the Annual Monitoring Report which should act to address any omissions or lack of detail that are identified throughout the monitoring process.

### **Stage three: Developing your action plan and making changes**

Having completed stages one and two of your EqlA, you are likely to have identified a number of areas where improvements could be made. In stage three you will pull together a comprehensive list of the issues that have been identified so far. You will then outline what you are going to do to address these. This document has been designed to enable you to outline and keep track of the changes you are making.

Over the coming months you will complete three separate documents to take you through the different stages of implementing the necessary changes to your policy or service. There are:

- 1) Outlining what you are doing and how you are going to do it – developing your Action Plan (this document)
- 2) Measuring progress towards implementation, which occurs on a quarterly basis
- 3) Measuring the impact of the changes you have made. Once you have made all of the required changes, you will complete a final document that can be used to record what impact the changes you have made have had for different clients

This document is the first of these documents. It concentrates on helping you to draw up your Action Plan. Once this has been completed you should complete a quarterly progress report, which will help document your progress in relation to the actions you are committed to and the impact they are having.

A supplementary planning document (SPD) provides additional information on planning policies in a development plan document or saved policies in the local development plan, also known as the Unitary Development Plan (UDP). An EqlA was prepared for the parent policy (UDP), which was approved by Executive in March 2007. Consultation has been carried out in accordance with the SCI, and we have consulted widely as set out in the consultation statement. In addition to the continuous monitoring of the Statement of Community Involvement through the Annual Monitoring Report, measuring progress towards implementation of the policy will be carried out through assessment and determination of the planning application for the site, which will be submitted by the owners of the site.