



No.	Title
Appendix A	New Southwark Plan Proposed Submission version: Amended policies 2019
Appendix B	Consultation Plan
Appendix C	Consultation Report
Appendix D	Integrated Impact Assessment
Appendix E	Equalities Impact Assessment
Appendix F	Habitats Regulations Assessment

# New Southwark Plan Proposed Submission Version: Amended Policies 2019

## Equalities Impact Assessment

January 2019

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## Guidance notes

### Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty. Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others who can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present within divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and [www.southwarkadvice.org.uk](http://www.southwarkadvice.org.uk)).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health and wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

## Section 1: Equality analysis details

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	New Southwark Plan Proposed Submission Version Amended Policies January 2019
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<b>Equality analysis author</b>	Deepa Mistry, Laretta Doku, Hajnalka Kurti				
<b>Strategic Director:</b>	Simon Bevan				
<b>Department</b>	Planning Policy	<b>Division</b>	Place and Wellbeing		
<b>Period analysis undertaken</b>	January 2019				
<b>Date of review (if applicable)</b>	June 2019				
<b>Sign-off</b>	Juliet Seymour	<b>Position</b>	Planning Policy Manager	<b>Date</b>	10 January 2019

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## Section 2: Brief description of policy/decision/business plan

### 1.1 Brief description of policy/decision/business plan

The New Southwark Plan (NSP) will shape development in Southwark from 2018 to 2033 through the application of area vision guidance, strategic, development management and site allocation policies to planning proposals.

Implementation of the NSP policies will be achieved through our development management function when we make decisions on planning applications. We will work with landowners and developers to ensure schemes make effective use of land across the borough and consider the wider context.

The New Southwark Plan Proposed Submission Version (NSP PSV): Amended Policies January 2019 is an interim document looking into the revised policies, area visions and site locations of the NSP PSV prepared in October 2017. Based upon consultation responses received between December 2017 and February 2018 on the NSP PSV the following policies have been amended:

<b>Strategic Policies</b>		
SP2:	<del>Social regeneration to revitalise neighbourhoods</del> Regeneration that works for all	Amended policy
<b>Development Management Policies</b>		
P1:	<del>Affordable homes</del> Social rented and intermediate homes	Amended policy
P4:	Private rented homes	Amended policy
P9:	Optimising delivery of new homes	Amended policy P9 and P13
<del>P13:</del>	<del>Residential Design</del>	<del>Deleted policy</del>
P14:	Tall buildings	Amended policy
P28:	<del>Small and independent businesses</del> Affordable workspace	Amended policy
P36:	Hotels and other visitor accommodation	Amended policy
P70:	Local list	New policy
P71:	Homes for Travellers and Gypsies	New policy
Annex 4:	Borough views	Amendment to Annex 4
<b>Area Visions</b>		
	Aylesbury	New vision
<b>Site Allocations</b>		
<del>NSP 13:</del>	<del>Old Jamaica Road Industrial Estate</del>	<del>Deleted policy</del>
<del>NSP 46:</del>	<del>Skipton House</del>	<del>Deleted policy</del>
NSP 57:	Mandela Way	Amended policy
NSP 65:	Land bounded by Glengall Road, Latona Road and Old Kent Road	Amended policy
NSP 69 and 70:	Hatcham and Ilderton Road	Amended policy
NSP 80:	St Olav's Business Park, Lower Road	Amended policy
NSP 86:	Croft Street Depot	Amended policy
<b>Policies map schedule changes</b>		
	Old Jamaica Road Industrial Estate	Strategic Protected Industrial Land (SPIL)
	Strategic Protected Industrial Land (SPIL) boundary amendment (gasworks site, Old Kent Road)	Boundary amendments
	Camberwell town centre	Boundary amendments

All revised policies, area visions and site locations in the New Southwark Plan Proposed Submission Version: Amended Policies January 2019 shall be assessed in this Equalities Impact Assessment.

### Section 3: Overview of service users and key stakeholders consulted

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<b>2. Service users and stakeholders</b>	
<b>Key users of the department or service</b>	Members of the public; Developers; Local Authorities; Housing Associations; Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department;
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	Members of the public; Housing Associations; Local Authorities Environment and Leisure Department; Flood and Drainage Department; Children's and Adult's Services Department; Housing and Modernisation Department; Councillors; Finance and Governance Department; Place and Wellbeing Department; Greater London Authority; Transport for London; Thames Water; Metropolitan Police; Chief Executive's Department;

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## Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough. The Public Health Team can assist with research and data.

<b>Age</b> - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which aims to meet the needs of families with young children, young adults and the elderly.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of age.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>Policies within the plan seek to encourage the provision of open spaces and communal spaces within large developments. Open spaces are an essential resource to obtain health and wellbeing benefits, for residents and visitors, used for sports and other exercise, relaxation, socialising, nature conservation, food growing and cultural events.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>

<p>borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	
<p><b>Equality information on which above analysis is based</b></p>	<p><b>Health data on which above analysis is based</b></p>
<p>Please refer to Integrated Impact Assessment (IIA) indicators established in the IIA framework and objectives at the end of the document or Appendix 4 of IIA.</p> <ul style="list-style-type: none"> <li>• SP2: All data illustrated in IIA Objective 3 which states: To promote social inclusion, equality, diversity and community cohesion. Objective 3 suggests a target for Southwark to increase percentages which shall be achieved through this policy being implemented.</li> <li>• P1 and P4: All data illustrated in IIA Objective 1 which states: To provide everyone with the opportunity to live in a decent/healthy home. Objective 1 seeks to increase the availability and affordability of homes in Southwark.</li> <li>• P9, P14 and P70: All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</li> <li>• P28 and P36: All data illustrated in IIA Objective 7 which states: To tackle poverty and encourage wealth creation. These objectives seek to reduce unemployment and encourage creative industries, together with small and medium enterprises.</li> <li>• P71 is a new policy and still requires time to find data.</li> </ul>	
<p><b>Mitigating actions to be taken</b></p>	
<p>Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the Authority Monitoring Report (AMR).</p>	



<p><b>Disability</b> - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which aims to meet the needs of residents with specialist housing requirements.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of disability.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>

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<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
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<b>Mitigating actions to be taken</b>	
Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.	

<b>Gender reassignment</b> - The process of transitioning from one gender to another.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against those with gender reassignment.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited in-</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the</p>

<p>tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of their gender reassignment.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	<p>maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>
<p><b>Equality information on which above analysis is based.</b></p>	<p><b>Health data on which above analysis is based</b></p>
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<p><b>Mitigating actions to be taken</b></p>
<p>Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.</p>

<p><b>Marriage and civil partnership</b> – In England and Wales marriage is no longer restricted to a union between a man and a woman but now includes a marriage between a same-sex couple. Same-sex couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favorably than married couples and must be treated the same as married couples on a wide range of legal matters. <b>(Only to be considered in respect to the need to eliminate discrimination.)</b></p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
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<p>occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	
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<p><b>Mitigating actions to be taken</b></p>	
<p>Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.</p>	

**Pregnancy and maternity** - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against those who are expecting a baby.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited in-tenancy rent increases agreed in advance.</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive regardless of pregnancy or maternity.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>

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<b>Mitigating actions to be taken</b>	
Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.	

<p><b>Race</b> - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against any race.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of race.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>



<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>
<p>Please refer to IIA indicators established in the IIA framework and objectives at the end of the document or Appendix 4 of IIA.</p> <ul style="list-style-type: none"> <li>• SP2: All data illustrated in IIA Objective 3 which states: To promote social inclusion, equality, diversity and community cohesion. Objective 3 suggests a target for Southwark to increase percentages which shall be achieved through this policy being implemented.</li> <li>• P1 and P4: All data illustrated in IIA Objective 1 which states: To provide everyone with the opportunity to live in a decent/healthy home. Objective 1 seeks to increase the availability and affordability of homes in Southwark.</li> <li>• P9, P14 and P70: All data illustrated in IIA Objectives 1, 2, 3, 4, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</li> <li>• P28 and P36: All data illustrated in IIA Objective 7 which states: To tackle poverty and encourage wealth creation. These objectives seek to reduce unemployment and encourage creative industries, together with small and medium enterprises.</li> <li>• P71 is a new policy and still requires time to find data.</li> </ul>	
<b>Mitigating actions to be taken</b>	
Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.	

<p><b>Religion and belief</b> - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against any religion or belief.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of religion or belief.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>

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<p><b>Mitigating actions to be taken</b></p>	
<p>Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.</p>	

<b>Sex</b> - A man or a woman.	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against any sex.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of sex.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seeks to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>
<b>Equality information on which above analysis is based</b>	<b>Health data on which above analysis is based</b>

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<p><b>Mitigating actions to be taken</b></p>	
<p>Continuously monitoring and annually reviewing our NSP policies and IIA indicators, in addition to the AMR.</p>	

<b>Sexual orientation</b> - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
<b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b>	<b>Potential health impacts (positive and negative)</b>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against any sexual orientation.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of sexual orientation.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving the area visions of the borough.</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>

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<p><b>Socio-economic disadvantage</b> – although the Equality Act 2010 does not include socio-economic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>	<p><b>Potential health impacts (positive and negative)</b></p>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing which does not discriminate against any socio-economic position.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited tenancy rent increases agreed in advance</p> <p>Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, regardless of socio-economic position.</p> <p>P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.</p> <p>P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.</p> <p>P71 safeguards current and future needs of all residents of the traveller community, who chose to stay in the borough and integrate with the Southwark way of living.</p> <p>Annex 4 seeks to provide increased protection of protected views, for all to enjoy an improved visual amenity.</p> <p>Aylesbury area vision has been introduced to the NSP to give a platform for social, economic and environmental infrastructure to be implemented in the area, through design guidance. This will create an area vision that reflects residents' needs of all ages. Similarly the site allocations aim to contribute towards achieving</p>	<p>SP2 will encourage better health and life chances for all in regards to physical and mental health.</p> <p>P4 offers greater security and stability for tenants for a minimum of 3 years.</p> <p>P9 will result in development that is built to an exemplary standard, which will improve the quality of life for users.</p> <p>P28 and P36 seek to support local independent businesses and retailers, which will deliver a broader and diverse employment base. This will enable the maximisation of diversity and consumer choice to avoid risk of one-dimensional economy; this will also enable a reduction in poverty.</p> <p>Through P71 sites would have regard to improved sanitation and water facilities, safeguarding the health and wellbeing of residents.</p>



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<b>Mitigating actions to be taken</b>	
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<p><b>Human Rights</b></p> <p>There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour , Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol</p>
<p><b>Potential impacts (positive and negative) of proposed policy/decision/business plan</b></p>
<p>SP2 illustrates positive impacts as it aims to provide and improve, infrastructure to revitalise neighbourhoods for all ages and will enhance the overall wellbeing of residents of Southwark.</p> <p>It is identified that P1 aims to provide a variety of social rented and intermediate housing that considers the Human Rights Act.</p> <p>P4 seeks to provide more affordable private rented homes through removing the higher income bracket. The policy requires development to provide more protection for renters, as there is a minimum requirement of three years with a six month break clause in the tenant's favour. Structured and limited in-tenancy rent increases agreed in advance.</p>

Policy P9 aims to ensure that development is of an excellent standard of accommodation, that will contribute to creating healthy and safe places where people of all ages want to live and can thrive, considerate of the Humans Rights Act.

P28 seeks to secure affordable workspace provision within all major developments greater than 500sqm, driving a vibrant economy through providing space for small and independent businesses, which make up the majority of Southwark's economy. Similarly P36 seeks to encourage employment opportunities within a minimum of 10% of hotel developments floorspace.

P70 would support long term high quality place making by considering inclusive design taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all.

P71 safeguards current and future needs of all residents of the traveller community choosing to stay in the borough and integrate with the Southwark way of living, as an obligation to the Human Rights Act.

Annex 4 seeks to provide increased protection of protected views, for all to enjoy improved visual amenity.

Aylesbury area vision being introduced to the NSP gives the platform for social, economic and environmental infrastructure to be implemented in the area through design guidance. This will create an area vision that reflects residents' needs considering the Human Rights Act.

All site locations contribute towards an area vision in the borough and therefore have the same positive effects established above with the Aylesbury area vision.

#### **Information on which above analysis is based**

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