

# Core Strategy: submission version

## Equality Impact Assessment



July 2008

# Wandsworth Core Strategy – Equality Impact Assessment

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## **1.0 Introduction**

The Race Relations Amendment Act 2000, Disability Discrimination Act 2005 and the Equality Act 2006 require an Equality Impact Assessment (EIA) to be carried out for all services and policies delivered by Local Authorities. EIAs provide a process for examining the impact a policy or service may have on different groups, to identify and combat discrimination and serve the needs of disadvantaged groups of the community.

All Equality Impact Assessments are required to consider the impact of a policy or service in the borough in terms of race, gender and disability. Consideration of age, sexual orientation and religion/belief are also strongly encouraged.

This equality impact assessment examines the Core Strategy, which forms part of Wandsworth Council's Local Development Framework. The Core Strategy has already been approved by the Council to be published for representations relating to issues of soundness (see explanation below) and this assessment is therefore carried out retrospectively. However, while the assessment will have little ability to influence the Core Strategy prior to adoption, the findings will influence the development of other emerging Development Plan Documents, including the Development Control Policies Document and the Site Specific Allocations Document. This EIA provides an assessment of Core Strategy Policies in relation to:

- Race
- Gender
- Disability
- Age
- Sexual Orientation
- Religion/Belief

## **1.1 Consultation and Updating**

The Council consulted on the Equality Impact Assessment between 3 September and 29 October 2008, at the same time as it sought representations on the Core Strategy in relation to 'Soundness'. To be sound the Core Strategy must be justified, effective and consistent with national policy. No comments were received specifically relating to the Equality Impact Assessment. The Council has however reviewed the document and updated it where further information has become available.

## **1.2 Context - Brief Description of the Core Strategy**

The Council is preparing a Local Development Framework (LDF), which together with the London Plan will comprise the development plan for the borough. The Core Strategy is the most important document in the LDF as it sets out the Council's vision and its guiding principles for planning in Wandsworth. It will be followed by a Site Specific Allocations Document, identifying proposed site allocations, and a Development Management Policies Document.

The Core Strategy aims to make provision to meet needs for housing, business, community services and infrastructure, in a sustainable way, protecting and improving both the built and natural environments while mitigating climate change. To achieve the Core Strategy's spatial vision the Council has set strategic environmental, social and economic objectives. The social objectives of the strategy are to:

- Secure a range of new housing development to meet different needs and demands, including that for affordable and special needs housing;
- Ensure that the strategic target for housing completions in Wandsworth is achieved;
- Provide for the needs of and improve access to educational, social, welfare, health, community, police and prison services;
- Create safer and more secure communities;
- Promote equality of opportunity, including seeking to ensure that new development is accessible for people with disabilities.

## **2.0 Demographics of Equality Target Groups**

A summary of the current position in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the Core Strategy on these groups.

### **Population**

Wandsworth is the largest inner London borough, stretching from central London at Vauxhall out to the edge of Richmond Park in the west. It includes a diverse range of communities and many distinct districts including Clapham Junction, Battersea and Nine Elms, Balham, Tooting, Wandsworth, Earlsfield, Southfields, Putney and Roehampton.

The Greater London Authority (GLA) produce projections of population for the Borough. The latest dwelling-led projection (2007 Round Post London Plan Low) shows that the number of people resident in Wandsworth is set to increase by 42,300 (16%) between 2001 and 2026 to around 314,500 in total.

## Race

### Resident Population by Ethnic Group

Ethnic Group (thousand residents)	Wandsworth		London		England	
	No.	%	No.	%	No.	%
White: British	185.4	66.5%	4,354.7	58.0%	42,737.7	84.2%
White: Irish	7.0	2.5%	187.7	2.5%	581.3	1.1%
White: Other White	29.6	10.6%	667.5	8.9%	1,699.1	3.3%
<b>Total White</b>	<b>222.0</b>	<b>79.6%</b>	<b>5,209.9</b>	<b>69.4%</b>	<b>45,018.1</b>	<b>88.7%</b>
Mixed: White and Black Caribbean	2.6	0.9%	75.4	1.0%	274.5	0.5%
Mixed: White and Black African	1.3	0.5%	40.2	0.5%	107.7	0.2%
Mixed: White and Asian	2.5	0.9%	72.7	1.0%	246.4	0.5%
Mixed: Other Mixed	2.3	0.8%	71.5	1.0%	200.9	0.4%
<b>Total Mixed</b>	<b>8.7</b>	<b>3.1%</b>	<b>259.8</b>	<b>3.5%</b>	<b>829.5</b>	<b>1.6%</b>
Asian or Asian British: Indian	8.9	3.2%	491.3	6.5%	1,264.2	2.5%
Asian or Asian British: Pakistani	5.3	1.9%	170.4	2.3%	861.0	1.7%
Asian or Asian British: Bangladeshi	2.1	0.8%	170.5	2.3%	338.3	0.7%
Asian or Asian British: Other Asian	3.9	1.4%	150.5	2.0%	323.1	0.6%
<b>Total Asian or Asian British</b>	<b>20.2</b>	<b>7.2%</b>	<b>982.7</b>	<b>13.1%</b>	<b>2,786.6</b>	<b>5.5%</b>
Black or Black British: Black Caribbean	10.5	3.8%	325.3	4.3%	594.7	1.2%
Black or Black British: Black African	8.4	3.0%	415.4	5.5%	694.5	1.4%
Black or Black British: Other Black	2.3	0.8%	63.0	0.8%	113.8	0.2%
<b>Total Black or Black British</b>	<b>21.2</b>	<b>7.6%</b>	<b>803.7</b>	<b>10.7%</b>	<b>1,403.0</b>	<b>2.8%</b>
Chinese or Other Ethnic Group: Chinese	2.7	1.0%	111.5	1.5%	374.2	0.7%
Chinese or Other Ethnic Group: Other	4.2	1.5%	144.8	1.9%	351.5	0.7%
<b>Total Chinese or Other Ethnic Group</b>	<b>6.9</b>	<b>2.5%</b>	<b>256.3</b>	<b>3.4%</b>	<b>725.7</b>	<b>1.4%</b>
<b>Total Non-White</b>	<b>57.0</b>	<b>20.4%</b>	<b>2,302.5</b>	<b>30.6%</b>	<b>5,744.8</b>	<b>11.3%</b>
<b>Total</b>	<b>279.0</b>	<b>100%</b>	<b>7,512.4</b>	<b>100%</b>	<b>50,762.9</b>	<b>100%</b>

Source: 2006 ONS Experimental Population Mid-Year Estimates by Ethnic Group

The 2006 ONS Experimental Mid-Year Estimates by ethnic group data indicated that 20% of the Borough's population were non-white, compared with 31% for Greater London and 11% nationally. In 2006, Wandsworth had the 26th largest non-white population of the 33 London Boroughs.

Although the overall non-white population in the Borough has changed little since 2001, there has been a significant percentage increase in the number of residents of Asian or Asian British ethnicity, particularly Bangladeshi (75%), Indian (16%) and Mixed White & Asian (9%). There has also been a 19% increase in Chinese and Other ethnic groups. The largest percentage decreases between 2001 and 2006 are

for the Black or Black British ethnic groups, particularly Caribbean (-19%), African (18%) and Mixed White & Black Caribbean (-10%). The White Irish ethnic group has also seen a 18% percentage decrease in population, equating to 1,500 less people.

The increase in the number of residents of White Other ethnicity may reflect the additional migrants who have arrived since EU expansion in May 2004, as the number in this ethnic group fluctuated between 27,000 and 27,500 between 2001 and 2004, before increasing significantly to 29,600 in 2006. Between mid-years 2004 and 2006, 6% of the new Other White population in London resided in Wandsworth, just behind the boroughs of Southwark (9%), Camden (7%) and Merton (6%).

Unemployment information by ethnic group from the 2001 Census showed that unemployment rates (as a proportion of the economically active population) were highest for Black or Black British ethnic groups in the Borough.

### Unemployment by Ethnic Group (2001)

<b>Ethnic Group</b>	<b>% Economically Active 16 to 74: Unemployed</b>
White: British	4%
White: Irish	5%
White: Other White	5%
<b>Total White</b>	<b>4%</b>
Mixed: White and Black Caribbean	11%
Mixed: White and Black African	11%
Mixed: White and Asian	7%
Mixed: Other Mixed	7%
<b>Total Mixed</b>	<b>9%</b>
Asian or Asian British: Indian	6%
Asian or Asian British: Pakistani	11%
Asian or Asian British: Bangladeshi	12%
Asian or Asian British: Other	10%
<b>Total Asian or Asian British</b>	<b>9%</b>
Black or Black British: Black Caribbean	14%
Black or Black British: Black African	13%
Black or Black British: Black Other	16%
<b>Total Black or Black British</b>	<b>13%</b>
Chinese or Other: Chinese	5%
Chinese or Other: Other Ethnic Group	7%
<b>Total Chinese or Other Ethnic Group</b>	<b>6%</b>
<b>Total Non White</b>	<b>11%</b>
<b>Total</b>	<b>5%</b>

Source: 2001 Census

## Gender

### **% of Population by Gender 2007**

	<b>Wandsworth</b>	<b>London</b>	<b>England</b>
<b>Males</b>	48.2%	49.5%	49.2%
<b>Females</b>	51.8%	50.5%	50.8%

Source: ONS 2007 Mid-Year Estimates

Statistics show that women are less economically active than men. In Wandsworth 78.0% of women and 86.9% of men are economically active. This is higher than the London wide figures of 67.8% for women and 82.7% for men (Source 2007/08 – Nomis: ONS Annual Population Survey).

On average males have a higher weekly wage than females. This is consistent with the London trend. The economically active population in Wandsworth (both males and females) has a higher average weekly wage than the London average.

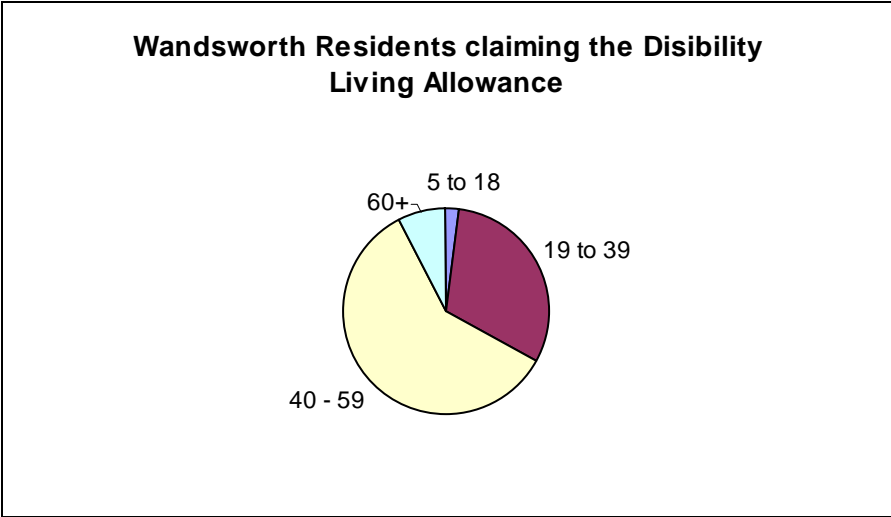
- Average (gross) weekly wage for female full time workers (Wandsworth) - £714.60
- Average (gross) weekly wage for male full time workers (Wandsworth) - £946.00
- Average (gross) weekly wage for female full time workers (London) - £617.90
- Average (gross) weekly wage for male full time workers (London) - £798.10

(Source 2008 – Nomis: ONS Annual Survey of Hours and Earnings).

**Disability**

At November 2007, 5,770 Wandsworth residents (2.1% of the resident population) were receiving the Disability Living Allowance (not including suspended cases). This is similar to the London trend (2.4% of the London resident population received the disability living allowance).

An additional 120 people in Wandsworth were entitled to the Disability Living Allowance and did not claim it. 2.1% of those entitled to the benefit in Wandsworth did not claim it compared to 1.2% in London.

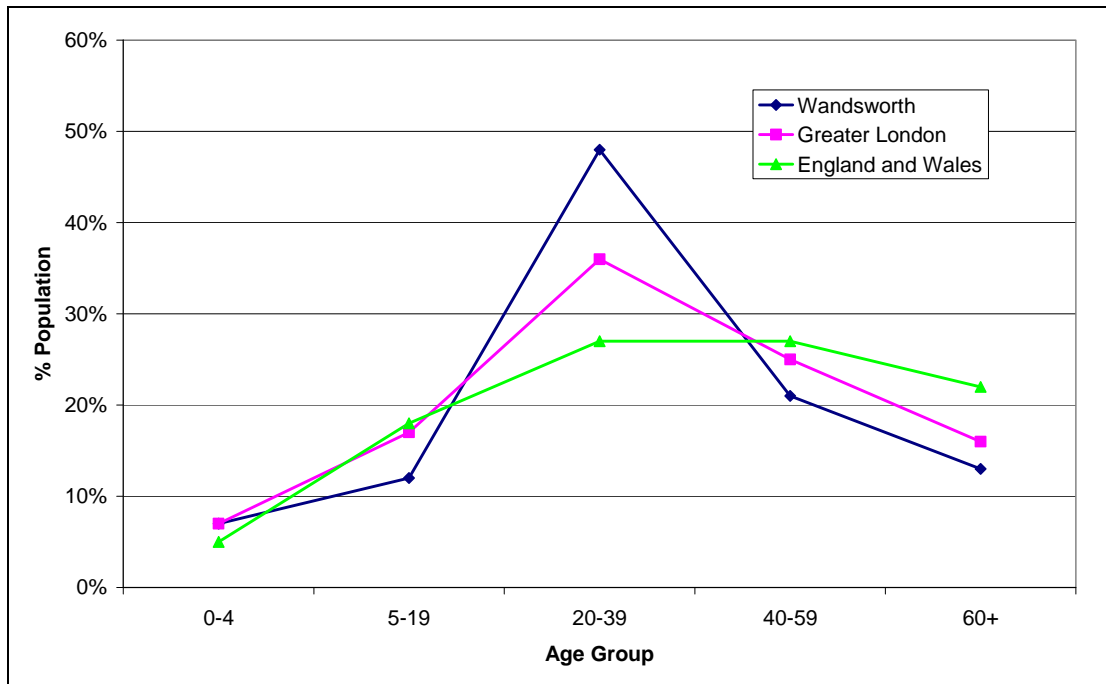


Source: Work and Pensions Longitudinal Study, 2007

## Age

The graph below shows that, whilst the Wandsworth population reflects the general age distribution of Greater London and England and Wales, its extremes are far greater with a very high proportion aged between 20 and 39 and a much smaller proportion aged between 5 and 19 and over 60. The 20-39 year old age group represents 48% of the population compared to 27% nationally and 36% in Greater London.

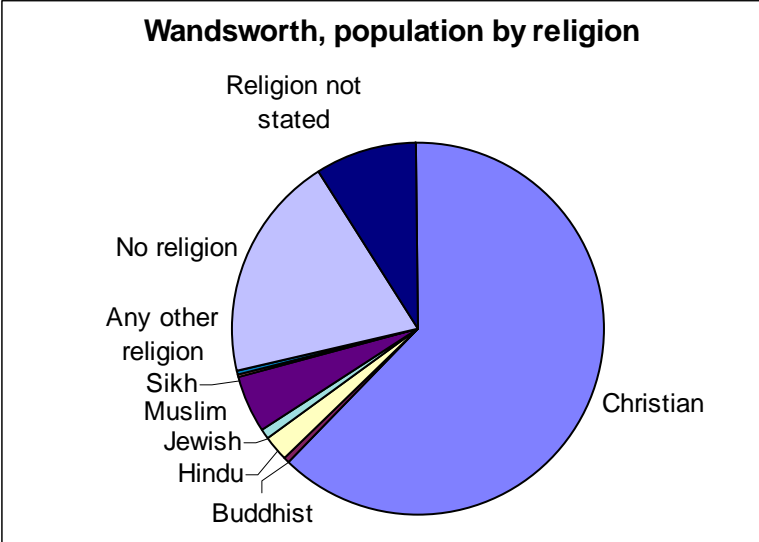
### Total population by age group



Source: 2007 ONS Mid-Year Estimates

**Religion/Belief**

Faith is important to many Wandsworth residents. In the 2001 Census 71.3% of the population associated with a religious group compared to 75.5% of the overall London population. Of those who stated their religion, the majority identified themselves as being of the Christian faith.



Source: 2001 Census

**Sexual Orientation**

The national census does not collect data on sexual orientation and there is no reliable data on sexual orientation that applies to Wandsworth.

## Indices of Deprivation

At a local authority level, there are five measures of the overall indices of Deprivation (2007), which are calculated by considering local deprivation across seven dimensions:

- Income
- Employment
- Health Deprivation and Disability
- Education, skills and training
- Barriers to Housing and Services
- Crime and Disorder
- Living Environment

There are 354 local authorities in England and a rank of 1 indicates that the area is most deprived and 354 least deprived.

### **Indices of Deprivation 2007, Borough Level**

Rank (out of 354)	
<b>Average score</b> Measure of the average level of deprivation across the entire district	144
<b>Extent</b> Measure of the average level of deprivation across the entire district	159
<b>Local Concentration</b> Shows the severity of multiple deprivation in each authority, measuring 'hot-spots' of deprivation	166
<b>Income Scale</b> The number of people experiencing income deprivation	49
<b>Employment Scale</b> The number of people experiencing employment deprivation	54

Source: CLG, Indices of Deprivation 2007

Wandsworth's deprivation is most evident on the income (49/354) and employment (54/354) scales. Super Output Areas (SOAs) are clusters of households containing populations in the range of 1,300 to 1,800 which are adjacent to each other and have similar characteristics. There are 174 SOAs in Wandsworth. The table below shows how many SOAs in Wandsworth are within the 10% and 20% most deprived nationally.

## Number of LSOAs in Wandsworth within the 10% and 20% most deprived nationally

Deprivation Measure	10% Percentile			20% Percentile		
	2004	2007	Change	2004	2007	Change
Index of Multiple Deprivation	0	0	0	16	16	0
Income	11	13	2	28	30	2
Employment	0	5	5	8	14	6
Health Deprivation & Disability	2	6	4	12	18	6
Education, Skills & Training	0	0	0	0	0	0
Barriers to Housing & Services	2	1	-1	13	8	-5
Crime & Disorder	14	16	2	41	34	-7
Living Environment	36	40	4	91	113	22
Income Deprivation Affecting Children Index	25	32	7	50	61	11
Income Deprivation Affecting Older People Index	23	14	-9	65	53	-12

Source: CLG Indices of Deprivation 2007

### 3.0 Assessment

#### 3.1 Scope of Assessment

The Core Strategy contains fifteen 'Core Policies for Places' and seven 'Core Policies for Issues'. Some of these policies will have little or no impact on equality issues. For example, Policy IS 2 'Sustainable design, low carbon development and renewable energy' is a key policy which affects the whole community and it is difficult to determine how this policy could affect different equality groups in any considerable way. For that reason the Core Strategy policies have been grouped into four key areas, based on the spatial strategy, to enable the assessment of key themes on different equality groups. These areas are:

- Housing
- Employment
- Community facilities and services
- Transport and Accessibility

The findings of the assessment are set out in section 4.0

A comprehensive Equality Impact Assessment in line with Wandsworth Council's EIA template is also provided in Appendix 1. This includes an assessment of each of the Core Strategy Policies in relation to sustainability indicators which have a bearing on equality.

Collectively the assessments provide a broad and robust appraisal of the impact of the Core Strategy on the equality of residents in the borough. A summary of the overall findings is provided in the final section.

### 3.2 Key Themes Assessment

	Key Theme			
	Housing	Employment	Community Facilities/Services	Transport and Accessibility
<b>Race</b>	<p>Policy PL5 requires the provision of new homes in line with London Plan housing targets and policy IS5 requires a proportion of affordable housing within new developments. This will benefit all disadvantaged groups. The protection of family sized homes afforded by Policy IS5 will particularly benefit ethnic minority groups as they typically have larger families. The provision of new homes will also benefit these groups as the majority of applicants on Council's housing queues for non-sheltered housing, are from ethnic minorities. In particular, Black or Black British applicants</p>	<p>Mixed use development encouraged by the Core Strategy, will improve the number and range of employment opportunities. Choice of employment opportunities will benefit different ethnic groups. In addition, regeneration of deprived areas such as Roehampton and Tooting, which have a greater proportion of ethnic minorities, will enable provision of local jobs in these areas.</p>	<p>The Core Strategy supports the protection of existing facilities and provision of new social, health, education and community facilities. Improved access to sporting, social, cultural and recreational facilities, particularly in regeneration areas will benefit ethnic minority groups.</p>	<p>Improvements to the transport network will benefit all Wandsworth residents, however the Core Strategy does not make a direct link between disadvantaged groups and transport.</p>

	<b>Key Theme</b>			
	<b>Housing</b>	<b>Employment</b>	<b>Community Facilities/Services</b>	<b>Transport and Accessibility</b>
	<p>make up 39% of these queues.</p> <p>Policy IS5 sets out how the Council will continue to protect the existing Gypsy and Traveller site at Trewint Street and will seek to identify a new site for additional permanent facilities within the borough to meet the long-term needs of Gypsies and Travellers, having regard to set criteria. This policy will benefit Gypsies and Travellers, an ethnic group not identified in the last Census.</p>			

	<b>Key Theme</b>			
	<b>Housing</b>	<b>Employment</b>	<b>Community Facilities/Services</b>	<b>Transport and Accessibility</b>
<b>Gender</b>	Core Strategy policy IS5 requires a proportion of affordable housing which will assist women who are single parents as they are statistically less economically active than men.	Policy PL6 encourages promotion of employment opportunities through regeneration, requiring employment floorspace specific to the needs of the local economy and allowing mixed use schemes to provide business accommodation identified as being required in the borough to service growth sectors. The growth sectors include logistics, business services and creative industries. Women tend to be employed in these industries and will therefore benefit from this policy.	Women are likely to benefit most from the provision of health and social welfare services, due to their role in caring for children (at the 2001 census 92.4% of lone parents were women).	Improvements to the Clapham Junction Station, which are advocated by Policy PL13, encourage an enhanced pedestrian environment around the station, improved entrances and a vibrant mixed use environment. This may improve safety and the perception of safety for all, especially female travellers.

	<b>Key Theme</b>			
	<b>Housing</b>	<b>Employment</b>	<b>Community Facilities/Services</b>	<b>Transport and Accessibility</b>
<b>Disability</b>	Policy IS5 requires at least 10% of new homes to be wheelchair accessible which will assist access to homes for those with limited mobility. All new dwellings are also required to be built to Lifetime Homes standards under this policy.	The Core Strategy does not specifically provide for the employment needs of disabled people. However, policy PL6 provides for town centres to be the main focus for office development and town centres are generally the most accessible locations.	Policy IS6 includes the provision of healthcare services which by their nature are likely to be wheelchair accessible. However this is not explicitly stated and should be outlined in the forthcoming Development Management Policies document.	The Core Strategy focuses new development around town centres where access is generally better, which will benefit those with limited mobility.

	<b>Key Theme</b>			
	<b>Housing</b>	<b>Employment</b>	<b>Community Facilities/Services</b>	<b>Transport and Accessibility</b>
<b>Age</b>	The protection of family sized homes under policy IS5 will ensure adequate provision of suitable housing for young adult house sharers (typically aged between 20-39). This will benefit the 48% of Wandsworth's population within this age bracket. Children will also benefit from this policy, by having adequate space within a household to play and complete their homework. Parents within these families will also benefit from access to larger homes.	Provision of additional employment opportunities will benefit people of all ages, but will have the greatest benefit to those within the working age population (16 to 74).	The Core Strategy supports the protection of existing facilities and provision of new facilities which includes education and childcare facilities, benefiting the young as well as healthcare and social welfare services, benefiting everyone but largely the very young and elderly.	In 2001, 56% of the Borough's working population aged 16 to 74 used public transport to travel to work. Improvements to public transport outlined in Policy PL3 will therefore benefit this age range.
<b>Sexual Orientation</b>	No impact identified.	No impact identified.	No impact identified.	No impact identified.

	<b>Key Theme</b>			
	<b>Housing</b>	<b>Employment</b>	<b>Community Facilities/Services</b>	<b>Transport and Accessibility</b>
<b>Religion/Belief</b>	<p>Policy PL 5 requires the provision of new homes in line with London Plan housing targets and policy IS 5 requires a proportion of affordable housing within new developments. This will benefit all disadvantaged groups. The protection of family sized homes afforded by Policy IS 5 will particularly benefit some religious groups who have large families.</p>	<p>Mixed use development encouraged by the Core Strategy, will improve the number and range of employment opportunities. Choice of employment opportunities will benefit people of all faiths. In addition, regeneration of deprived areas such as Tooting, which have a greater proportion of people of Muslim and Hindu faith, will enable provision of local jobs in these areas.</p>	<p>The Core Strategy supports the protection of existing facilities and provision of new facilities, which include places of worship and other community facilities. This will benefit religious groups.</p>	<p>Improvements to the transport network will benefit all Wandsworth residents, however the Core Strategy does not make a direct link between religious groups and transport.</p>

## 4.0 Overall Findings

The Equality Impact Assessment of key Core Strategy themes in terms of race, gender, disability, age and religious belief, coupled with the comprehensive EIA of the Core Strategy contained in Appendix 1, has had positive findings overall. Unfortunately there was not enough robust information available to make a well-founded assessment in terms of sexual orientation.

The housing policies, which require the provision of new homes, a proportion of affordable housing, protection of existing family sized homes and a mix of types and sizes of particularly benefits families, ethnic minorities and people on low incomes.

Policies aimed at the encouragement of mixed use communities, regeneration of areas and the provision of employment floorspace ensure that local job opportunities are available, benefiting all disadvantaged groups that have difficulty accessing these opportunities.

By their nature, community facilities, such as childcare and health facilities provide the greatest benefit to the very young, the elderly and women, who are more often charged with responsibility for children's care.

Transport and Accessibility objectives will benefit all Wandsworth residents, however the Core Strategy does not make a direct link between disadvantaged groups and transport. The working age population will benefit most from strategic transport improvements.

The comments and conclusions of this assessment are based on quantified demographic data, and for the most part, the discussion is concerned with who will benefit most from the policies within the Core Strategy. It is acknowledged however that additional benefits will arise that have not been specifically identified. For example, while over 92.4% of lone parents were women in 2001, and the table in section 3.2 discusses benefits to women of having access to community facilities and services, the remaining 7.6% were men who will also benefit from the policy which enables this. Due to the myriad of effects that will arise from the policies, only the most obvious or significant have been discussed.



## Appendix 1 – Wandsworth Equality Impact Assessment – Core Strategy

### Section 1 - 'Scoping' the assessment

<b>Service, policy or function being assessed. :</b> Core Strategy
<b>Officers responsible for conducting the EIA</b>
<b>Lead Officer:</b> John Stone, Head of Forward Planning and Transportation <b>Officers:</b> Kristen McGavock, Temporary Planner (Proposed Submission Stage); Christine Pollard, Senior Planner – Information Manager (Submission Stage)
<b>Organisations who had the opportunity to provide feedback on the EIA?</b>
The Council consulted on this Equality Impact Assessment between 3 September and 29 October 2008, at the same time as it invited representations on the Core Strategy in relation to 'Soundness'. To be sound the Core Strategy must be justified, effective and consistent with national policy.

## Section Two – Developing an initial view.

### What are the aims of the policy/service?

The Core Strategy aims to make provision to meet needs for housing, business, community services and infrastructure, in a sustainable way, protecting and improving both the built and the natural environments while mitigating climate change. Building on information from the evidence base, including public consultation and sustainability appraisal, and an analysis of the issues, problems and challenges, the Council's spatial vision for the borough is:

- A borough of attractive and distinctive neighbourhoods, separated by parks and commons, with a good range of local services focused on five distinct centres at Battersea (Clapham Junction), Wandsworth, Putney, Tooting and Balham, backed up by local centres in each district, with the retention and enhancement of its significant family-sized housing stock.
- Regeneration activity tackling pockets of deprivation in Battersea, Tooting and Roehampton, with the main areas of change and development being the Thames riverside, the town centres and the Nine Elms Opportunity Area.
- New mixed use quarters opening up the riverside and well linked into existing communities.
- Housing development of good quality, sustainable design, employing the latest innovations in energy reduction and the provision of renewable energy, to provide homes, including affordable homes, for the growing number of households seeking to live in the borough.
- A range of opportunities for local business activity, including start up and small enterprise, in mixed use developments.
- A strategic pool of key industrial sites in the Wandle Valley corridor and parts of Nine Elms and North Battersea, continuing to provide opportunities for industry and warehousing which are better located outside residential areas as well as new waste management facilities.
- Investment in public services throughout the borough as opportunities arise.
- An enhanced local environment including cleaner air and less traffic congestion, with protected and improved habitat and biodiversity, particularly along the Thames and Wandle Valley corridors, the green chain network and the borough's parks and open spaces.
- Good access to the wider opportunities outside the borough for jobs and services, particularly in central London.

**What evidence could you use to verify if the service/policy offers equality of access?**

The Core Strategy sets out 50 key indicators, which will be monitored to indicate how the Core Strategy is being delivered. A full list of the indicators and results of the monitoring will be set out in the Annual Monitoring Report. The indicators include factors related to equality such as Affordable dwelling completions by tenure. These statistics will provide evidence of each policies performance, and indicate whether revisions are required in order to enhance the equality of the Core Strategy.

A sustainability appraisal has also been carried out to ensure that the planning policies being developed by the Council achieve the optimal balance of positive social, environmental and economic outcomes for Wandsworth.

**Will further data or information be required for carrying out the assessment?**

No

**What do you think are the main issues relating to equality within the service/policy area?**

While all policies are prepared with the good of the entire Wandsworth community in mind, the Core Strategy contains policies that specifically relate to equality. These include policies related to regeneration of deprived areas and a policy on affordable housing.

Regeneration – Policy PL 6 makes a commitment to support regeneration initiatives in areas lacking local jobs, particularly Roehampton, to promote additional employment options. Policy PL 15 is specifically related to the regeneration of Roehampton to create the “Heart of Roehampton” with improved housing, new and improved business and retail floorspace, community facilities, employment opportunities and environmental improvements to make the area safer.

Affordable housing – Policy IS 5 requires the provision of affordable housing within developments and sets targets for amount of affordable housing, triggers where affordable housing will be required and sets a required tenure split. This policy is aimed at tackling the issue of high property and land prices that are isolating many members of society from the property market.

In addition, the Core Strategy is considered to be equitable, as it has been consulted on widely throughout the process of establishing issues and options and deciding on preferred policy options. As alluded to above, consultation on preferred options attracted over 100 responses from stakeholders and members of the community. The sustainability appraisals’ consideration of social, economic and environmental benefits and costs has also revealed that the Core Strategy options are the most sustainable and equitable.

**Are there any criteria/requirements or aspects that could contribute to inequality?**

While consultation on the Core Strategy was undertaken widely, and representations were invited from all members of society there was a lack of responses from the following groups:

- The elderly
- Teenagers/Young persons
- Residents of areas experiencing deprivation such as Roehampton and Tooting
- Ethnic minority groups

Targeted consultation with these groups may be required in future.

**Section Three – Assessment of Impact.**

<b>What does available data/results of consultation show for take up/usage and other outcomes?</b>
<b>What is the impact on different groups?</b>
The impact of each of the policies on sustainability objectives relating to equality is included in the matrix in Annex 1 to this report.
<b>Do the results show that there is an adverse impact?</b>
No

## Section Four- Improving the service delivered.

<p><b>If the EIA has shown that there is an Adverse Impact what changes or practical measures would reduce adverse impact on particular groups?</b></p>
<p>N/a</p>
<p><b>What can be done proactively to improve access to/take up of the service?</b></p>
<p>Targeted consultation with the following groups as part of future consultation exercises:</p> <ul style="list-style-type: none"> <li>- The elderly</li> <li>- Teenagers/Young persons</li> <li>- Residents of areas experiencing deprivation (such as Roehampton and Tooting)</li> <li>- Ethnic minority groups</li> </ul>
<p><b>What is the justification for taking these measures?</b></p>
<p>To ensure that all groups of society provide their feedback on proposed policies that will affect them.</p>
<p><b>What future monitoring and evaluation tools will be appropriate and effective?</b></p>
<p>Fifty key indicators to monitor the effectiveness of the Core Strategy have been developed to indicate how the Core Strategy is being delivered. The indicators are listed in Appendix 1 of the Core Strategy, however indicators relating to regeneration and affordable housing policies are as follows:</p> <p>Policy PL 1 – Attractive and distinctive neighbourhoods and regeneration initiatives  Indicator 1 – Indices of deprivation regeneration areas – East Battersea, Tooting and Roehampton.  Indicator 2 – Amount of employment floorspace completed by type, which is in regeneration areas – East Battersea, Roehampton and Tooting.</p> <p>Policy IS 5 – Achieving a mix of housing including affordable housing  Indicator 43 – Affordable dwelling completions by tenure.  Indicator 44 – Type and size of dwelling completions by tenure.  Indicator 45 – Number of family sized units lost through conversion to smaller units.  Indicator 46 – Number and proportion of permissions granted that meet Lifetime Homes standard.  Indicator 47 – Number and proportion of permissions granted that are Wheelchair Accessible.</p>

## Section Five – Summary

<p><b>What are the key findings of this EIA</b></p> <p>The Core Strategy has positive sustainability benefits overall, including social sustainability benefits such as encouraging mixed use communities, access to affordable housing for all and the regeneration of areas of deprivation. As many of the policies are interdependent it is important that they are applied cohesively. Sustainable development and equality will be achieved by applying a balanced approach to the policy framework when considering development proposals.</p>
<p><b>Are the aims of the service/policy consistent with wider Council policies on Equality and Diversity?</b></p> <p>The Council's equality statement says, "It is our policy that no service user is discriminated against because of their disability, gender, race/ethnicity and other dimensions of disadvantage and discrimination including age, sexuality and religion or belief." The Core Strategy supports this by catering for the needs of all members of the Wandsworth community, including those living in deprived areas and those that do not have access to affordable accommodation.</p>
<p><b>What are the priority recommendations and actions?</b></p> <p>Future recommendations are to:</p> <ul style="list-style-type: none"> <li>- Target those groups that did not feed back through the consultation exercise;</li> </ul> <p>Include an additional sustainability objective as part of the Sustainability Appraisal of future policies relating to the impact of policies on the equality of different groups.</p>
<p><b>How can these recommendations be built into wider planning and review processes?</b></p> <p>These actions will be included in the Corporate Equality Plan and progress against them will be monitored annually.</p>
<p><b>What indicators of effectiveness or targets are recommended for future use?</b></p> <p>The effectiveness of the Core Strategy will be monitored via agreed performance indicators.</p>
<p><b>Which of the following does the service/policy relate to? (you can select more than one)</b></p> <ol style="list-style-type: none"> <li>1. Eliminating discrimination (N)</li> <li>2. Promoting equal opportunities (Y)</li> <li>3. Promoting good relations (Y)</li> </ol>

**How would you rank the service/policy in relation to relevance to equality? (select one level only)**

High

**Why did you allocate this ranking?**

The Core Strategy is the most important document within the Local Development Framework as it sets out the Council's vision and its guiding principles for planning in Wandsworth. It therefore affects all Wandsworth residents and equality is key to its performance.

### Section Six – Action Plan.

These actions will be added to the Corporate Equality Plan.

<b>Action</b>	<b>Who will be responsible?</b>	<b>Resources and training required</b>	<b>Targets and milestones (give three year target and milestones)</b>
Target community groups that did not input into the Core Strategy in future consultation exercise on Local Development Framework Documents.	Planning Policy.	N/a	Throughout preparation of Development Management Policies Document and Site Specific Allocations Document.
Include an additional sustainability objective as part of the Sustainability Appraisal of future policies relating to the impact of policies on the equality of different groups.	Planning Policy	N/a	Throughout preparation of Development Management Policies Document and Site Specific Allocations Document.

## Section Seven – Feedback on the findings of the EIA

### **What did external organisations say about your findings when you shared this EIA with them?**

Representations made in relation to matters of equality related mainly to regeneration of deprived areas, housing affordability and mix of housing, and were generally in support of the policies. A general and detailed summary of the main issues raised through representations, together with the Council's response is set out in the *Core Strategy Proposed Submission Versions – Summary of Representations made on Preferred Options and Council's Response*.

## Annex 1 : Sustainability Matrix – Equality Considerations

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>				
Policy PL 1 – Attractive and distinctive neighbourhoods and regeneration initiatives	-	Retention of the five town centres and regeneration initiatives should help to ensure access.	Significant positive effect through the provision of additional jobs in regeneration areas.	Positive effect but extent will depend on the natures of regeneration initiatives.
Policy PL 2- Flood risk	Directly addresses this objective by enabling the provision of housing within flood risk zones subject to the tests of PPS25.	Enabling development in these areas also includes the provision of community services and facilities.	Enabling development within these areas also enables provision of employment space, where provided for in other policies.	The provision of suitable housing for all should reduce these inequalities.
Policy PL 3 – Transport	-	Improved public transport accessibility increases peoples access to community facilities.	-	The long term reduction in the use of the private car and commercial vehicles will lead to an improvement in air quality.
Policy PL 4 – Open space and the natural environment	-	This policy promotes the retention of open space for sport and recreation and additional facilities where most needed.	Development of the Wandle Valley Regional Park includes regeneration initiatives such as training and more investment in the	Commitment to developing the Wandle Valley Regional Park includes environmental and transport improvements and community training

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>			area.	programmes which over time is likely to lead to market regeneration of theWandle Valley. Access to local sport and recreation facilities can help to address social exclusion and health inequalities.
Policy PL 5 – Provision of new homes	Will result in a tangible increase in the housing stock.	-	Loss of small number of employment sites will be offset by mixed development.	-
Policy PL 6 – Meeting the needs of the local economy	Policy allows for potential residential development as part of mixed use schemes within some of the employment sites in employment areas (formerly IEAs).	-	The policy provides specifically for this objective by encouraging promotion of employment through regeneration, requiring employment floorspace specific to the needs of the local economy and allowing mixed use schemes to provide the kind of business	The effects of regeneration of highly deprived areas should help to reduce poverty, social exclusion and health inequalities.

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>			accommodation identified as being required in the borough to service growth sectors.	
Policy PL 7 – The main locations for industry and waste management	Policy allows for potential residential development as part of mixed use schemes within some of the employment sites in employment areas (formerly IEAs).	-	The policy allows for mixed use schemes to provide the kind of business accommodation identified as being required in the borough to serve the growth sectors. The provision of a reservoir of employment land will continue to provide employment and business opportunities for the type of firms who currently locate in the IEAs.	Allocated employment land should continue to encourage economic investment and provide employment opportunities which may assist in reducing poverty.
Policy PL 8 – Town and local centres	Some residential use is appropriate in town centres, particularly non-family accommodation.	Significant positive effect. Retaining 5 town centres would help safeguard community uses across the	Retail and complementary uses would provide a range of employment uses.	Policy helps to combat social exclusion by providing access to facilities throughout the

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>				
		Borough.		borough.
Policy PL 9 – The River Thames and the riverside	Mixed use development would provide appropriate housing.	-	Mixed use schemes would create employment opportunities from business leisure and health facilities.	The policy would provide health benefits and employment opportunities from recreational riverside development and mixed use development.
Policy PL 10 – The Wandse Valley	The policy would allocate areas for employment land and waste management facilities and not housing. However the strategic housing target is achieved on other sites.	-	The policy would continue to provide a strategic reservoir of land for employment and industrial uses thus providing continuing employment opportunities.	Allocated employment land could continue to encourage economic investment and provide employment opportunities. Improved pedestrian and cycle ways should help to promote public health.
Policy PL 11 – Nine Elms and the adjoining area in north-east Battersea	High density mixed use development would contribute to housing provision in the borough.	Community services and facilities could be provided as part of large mixed-use schemes.	Employment opportunities will arise from mixed.	This policy would provide employment opportunities and affordable housing within mixed use schemes.
Policy PL 12 – Central Wandsworth and the Wandle Delta	The policy increases housing provision.	-	Significant positive effect in the long term. Mixed use development should provide a greater	The policy encourages increased housing and employment opportunities.

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>			number and range of employment opportunities.	
Policy PL 13 – Clapham Junction and the adjoining area	New housing provided for by the policy will help to meet housing provision targets.	An improved station will enhance access to community services and facilities via the rail network.	Additional jobs will be created within mixed-use developments.	Creation of both housing and jobs should have positive effects on these social factors.
Policy PL 14 – East Putney and Upper Richmond Road	Directly addresses this objective by making provision for new housing including affordable housing.	-	Retail and complementary uses would provide a range of employment opportunities.	The policy contributes to a reduction in social inequalities by requiring an affordable housing component.
Policy PL 15 - Roehampton	The policy aims to improve housing by improving existing dwellings and enabling provision for new dwellings.	The policy aims to improve and enable the provision of community services and facilities.	The policy aims to improve employment opportunities through the effects of regeneration.	The combined effects of this policy should help to reduce poverty, social exclusion and health inequalities.
Policy IS 1 – Sustainable development	This policy is likely to result in an increase in the total housing stock although detailed implementation will determine the type and mix of housing.	This policy seeks to ensure that developments strengthen local communities.	Significant positive effect – this policy seeks mixed-use development and affordable business space by providing a range of employment opportunities.	Providing a range of affordable employment opportunities, new housing and strengthening the local communities is likely to have a positive effect.

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>				
Policy IS 2 – Sustainable design, low carbon development and renewable energy	-	-	-	Sustainable design and low carbon development will have health benefits.
Policy IS 3 – Good quality design and townscape	The policy seeks to maximise development opportunities.	No significant effects.	No significant effects.	No significant effects.
Policy IS 4 – Protecting environmental quality	No significant effects.	No significant effects.	No significant effects.	Significant improvements to air quality should be beneficial to the health of people living and working in the borough.
Policy IS 5 – Achieving a mix of housing including affordable housing.	The policy will improve access by providing a wider range of house types and tenures.	-	Better access to suitable housing may improve access to local jobs.	Significant positive effects – The availability of housing is a basic requirement for well-being.
Policy IS 6 – Community services and infrastructure.	No significant effects.	The policy promoted the retention of open space for sport and recreation and additional facilities where most needed.	Development of the Wandle Valley Regional Park includes regeneration initiatives such as training and more investment in the area.	Commitment to developing the Wandle Valley Regional Park includes environmental and transport improvements and community and training programmes which over time are likely to lead to

<b>Sustainability Objective</b>	<b>10. Ensure people have access to suitable housing</b>	<b>11. Ensure people have access to essential community facilities</b>	<b>13. Ensure people have access to suitable employment opportunities.</b>	<b>16. Reduce poverty, social exclusion and health inequalities</b>
<b>Policy</b>				
				marked regeneration of the Wandle Valley. Access to local sport and recreation facilities can contribute to addressing social exclusion and health inequalities.
Policy IS 7 – Planning Obligations.	Planning obligations can make provision for affordable housing.	The policy allows contributions for off-site improvements to the quality and quantity of open space, recreation and leisure, education and community facilities.	Employment opportunities can arise from the associated effects of planning obligations.	Planning obligations can help to reduce poverty, social exclusion and health inequalities through mitigating impacts of development and/or providing additional facilities necessary for the effects of development.

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