**Equality Analysis** *(Waltham Forest Local Plan Development Management Policies  July 2012 Cabinet)*

<table>
<thead>
<tr>
<th>Name of policy/service/function</th>
<th>Waltham Forest Local Plan Development Management Policies</th>
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<tr>
<td>Date of Assessment</td>
<td>20 June 2012</td>
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<tr>
<td>Directorate</td>
<td>Environment and Regeneration</td>
</tr>
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<td>Gordon Glenday, Head of Planning Policy and Regeneration, <a href="mailto:Gordon.Glenday@walthamforest.gov.uk">Gordon.Glenday@walthamforest.gov.uk</a></td>
</tr>
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<td>Name of Lead Assessor</td>
<td>Rebecca Yee, Programme Manager (Policy), <a href="mailto:Rebecca.Yee@walthamforest.gov.uk">Rebecca.Yee@walthamforest.gov.uk</a></td>
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<tr>
<td>Reason for completing assessment</td>
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**What is an Equality Analysis (EA) for?**
The Council must have due regard to its Public Sector Equality Duty (PSED) when making decisions at member and officer level. An EA is the best method by which the Council can provide the evidential analysis to comply with the equality duty, particularly for major decisions. However, the level of analysis required should only be proportionate to the relevance of the duty to the service or decision. Some decisions will require detailed equalities consideration, e.g. a decision on adult social care provision or reduction of grants to voluntary organisations, whereas the performance of other functions will have less of an equalities impact, e.g. the appointment of committees where only a limited assessment is required. In rare cases, the Courts have said there may be no impact. If you think this may be the case, then you must seek advice first and have a rational basis for this conclusion. The EA should normally be appended to the Cabinet or other report and the key findings set out in the “Equalities Implications” section of the report. **NOTE:** Failure to complete an EA and implications section adequately or at all is likely to result in the deferral of consideration of the report as it places in doubt the legality and effectiveness of the overall decision.

**What is the Public Sector Equality Duty (PSED)?**
The new public sector duty (s.149, Equality Act 2010) requires the Council, when exercising its functions, to have “due regard” to the need to:
1. **eliminate unlawful discrimination**, harassment and victimisation and other conduct prohibited under the Act,
2. **advance equality of opportunity** between those who share a “protected characteristic” and those who do not share that protected characteristic and
3. **foster good relations** between persons who share a relevant protected characteristic and persons who do not share it (this involves having due regard, in particular, to the need to (a) tackle prejudice, and (b) promote understanding).

These are collectively referred to in this EA as the **equality aims**. **Advancing equality (the second equality aim)** involves having due regard, in particular, to the need to:

- Removing or minimising disadvantages suffered by people due to their protected characteristic
- Taking steps to meet the needs of people from protected groups where these are different from the needs of other people including steps to take account of disabled people’s disabilities and
- Encouraging people from protected groups to participate in public life or in other activities where their participation in disproportionately low

NB Please note that, for disabled persons, the Council must have regard to the possible need for steps that amount to positive discrimination, to “level the playing field” with non-disabled persons, e.g. in accessing services through dedicated car parking spaces.

**Fostering good relations** involves having due regard, in particular, to the need to tackle prejudice and promote understanding.

**Protected Characteristics** defined in the Act are age; disability; gender reassignment; pregnancy and maternity; race; religion or belief; sex and sexual orientation. Marriage and civil partnership are also a protected characteristic for the first equality aim to eliminate discrimination etc.

**Guidance on Compliance with the PSED for officers and decision makers**
To comply with the duty, the Council must have “due regard” to the three equality aims. This means the PSED must be considered as a relevant factor in a decision alongside other relevant matters such as budgetary, legal, economic and practical implications. What regard is “due” will depend on the circumstances of each proposal and importance of equalities to the decision being taken. Some key principles for compliance during the decision-making process are set out below:

1. The duty is mandatory and important and must be met by the decision-maker and not delegated.
2. EAs must be evidence based and accurate – negative impacts must be fully and frankly identified so the decision-maker can fully consider their impact.
3. There must be an assessment of the practical impact of decisions on equalities, measures to avoid or mitigate negative impact and their effectiveness.
4. There must be compliance with the duty when proposals are being formulated by officers and then by members or officers when taking the decision: the Council cannot rely on an EA produced after the decision is made but sometimes a “provisional” EA is appropriate e.g. before consultation on a proposal.
5. Officers and members making a decision where there is an equalities impact must give conscious and open minded consideration to the impact of the duty on the decision, e.g. be prepared to change or amend a decision although negative equalities impacts does not stop a decision being made (see 7).
6. The duty is not, however, to achieve the three equality aims but to take them into account when making the final decision – therefore, the duty does not stop difficult but justifiable decisions being made.

7. The decision maker may take into account countervailing (i.e. opposing) factors that may objectively justify taking a decision which has negative impact on equalities, e.g. financial targets, value for money or service needs.

8. The duty is ongoing: EAs should be reviewed over time and there should be evidence of how impact will be monitored after the decision.

The above is a general guide to this changing area of law. You should also refer to the Council’s Guidance Notes on EAs and specific advice from the Equalities Team should be sought on complex issues. In addition to the Act, the Council is required to comply with any statutory Code of Practice issued by the Equality and Human Rights Commission. New Codes of Practice under the new Act have yet to be published but Codes of Practice issued under the previous legislation remain relevant and the EHRC has also published non-statutory guidance on the PSED (go to http://www.equalityhumanrights.com for full details).

IMPORTANT NOTES:
1. THIS FRONT SHEET IS AN ESSENTIAL PART OF THE EA – COMPLETE THE TEMPLATE AND SUBMIT IT AS A SINGLE DOCUMENT.

2. IN RARE CASES, WHEN COMPLETING THE ASSESSMENT IT MAY BECOME APPARENT THAT THE RECOMMENDATIONS WOULD LEAD TO UNLAWFUL DISCRIMINATION E.G. A PROPOSAL TO PAY MEN MORE THAN WOMEN. IF SO, STOP, RECONSIDER YOUR PROPOSAL AND SEEK ADVICE.

3. THE HEAD OF SERVICE OR DIRECTOR WHO ARE RESPONSIBLE FOR MEMBER LEVEL REPORTS MUST BE SATISFIED WITH THE FINALISED EQUALITIES ASSESSMENTS AND IT IS SENSIBLE TO ENSURE YOUR LEAD MEMBER HAS BEEN CONSULTED.

The Proposals

1. What is the Proposal?

This assessment explores the impact of implementing 42 high level strategic planning policies. These are designed to deliver the Council’s vision for the physical, economic, environmental and social development of the borough. These policies will be used to direct and manage regeneration activity and to manage the planning process for the next 15 years. The policies cover:

- New housing build and the types of housing that can be built,
- The location of new opportunities for jobs and training,
- The building of new schools and health facilities,
- The provision of better infrastructure for public transport, cycling and walking,
- Increasing feeling of safety in the public realm,
- Improving the design quality of architecture and spaces,
• The building of new shopping facilities, making enhancements to existing ones and managing the development of new hot food takeaways,
• Mitigating the effects of climate change,
• Improving cultural facilities.

From an equalities perspective the desired outcomes from the implementation of these policies is to ensure that;

• all new building and physical changes to existing buildings provide accessibility to disabled people and meet inclusion design standards,
• new housing is accessible to and affordable by families of different sizes, older people and disabled people including those who use wheelchairs,
• those with the lowest skill levels, including BAME people, disabled people, young men and people over 50 have the opportunities to increase their skills and obtain well paid employment,
• educational achievement rates increase and gaps between disabled people and non-disabled people, between some BAME groups and other groups and girls and boys are narrowed or closed,
• health is improved for all and health inequalities between different ethnic groups are narrowed or closed and health outcomes are improved for economically deprived communities,
• Residents feel safe in the public realm and feelings of safety and security increase particularly amongst young people, LGBT people, women, BAME groups and older people,
• All sections of the community are more resilient to the effects of climate change particularly older people, younger people and disabled people,
• Cultural facilities are introduced that reflect the diversity of the population and help bring people together and foster good relations between different groups.

Broad evidence base:

In addition to drawing on the technical knowledge of the policy authors, the following documents have been used during this assessments;

• Waltham Forest Local Economic Assessment, 2010
• Waltham Forest Affordable Housing Viability Study, 2009
• Waltham Forest High Density Housing Study, 2009
• Waltham Forest Housing Needs Market Assessment, 2007
• Waltham Forest Housing Availability Assessment, 2008
• Waltham Forest Employment Land Study, 2009
• Waltham Forest Climate Change Study, 2009
• Waltham Forest Strategic Infrastructure Plan, 2009
• Waltham Forest Characterisation Study, 2009
An analysis of the evidence identified equality issues which are relevant to the successfully delivery of the equality-related intentions that lie behind the 42 policies. These are as follows;

- Educational and skills gaps particularly affect some BAME groups, young people, people over 50 and disabled people.
- Health inequalities particularly affect some BAME groups and children from vulnerable backgrounds.
- Women, young people, LGBT people, disabled people, older people and BAME people feel less safe in the public realm than others.
- Inclusive housing design and physical accessibility to public buildings and spaces in the public realm are key issues for disabled people with mobility and sensory impairments.
- Setting up hot food takeaways is a relatively common activity amongst some BAME groups and offers a self-employment option to some low-skilled business owners.
- A significant proportion of the BAME groups live in the centre of the borough where the proposed regeneration activities will be focused.
- There are deficiencies in the provision of social infrastructure generally which may reduce access for some equality groups.
- A significant proportion of BAME households have inadequate housing characterised by the existence of small size accommodation and over occupation of existing units.
- Unemployment is highest among the Asian or Asian/British group. There is higher unemployment among men.
- There is a higher incidence of mental illness among the African Caribbean and the LGBT communities.
- Young people and elderly people are often more dependent on transport modes other than the private car.
- LGBT experience a number of health inequalities which are often unrecognised in health and social care settings. For example LGBT groups are more like to suffer from mental health issues.
- An increasing demand for places/expansion of places of worship in relation to the Muslim Community.
2. What are the recommendations?

The Cabinet recommendation is to approve the contents of the Development Management Policies and supporting documentation.

3. Who is affected by the Proposal?

*Identify the main groups most likely to be affected by the recommendations, directly and indirectly. Examples are: the client group of the service (and possibly their families or carers); service users affected by a change – which may be all residents for a universal service like waste collection or a specific neighbourhood that is directly affected by a proposal, e.g. to reduce opening of a local office will affect those in that immediate area primarily. This will be the starting point for your equalities analysis, i.e. you analyse the equalities impact of those affected.*

The adoption of these policies will affect all residents of Waltham Forest as well as businesses and visitors.

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**Key borough statistics:** The 2011 Mayhew Harper population count shows that Waltham Forest has a population of 247,503. Broken down by broad age group, some 28% of the population (68,141) are aged 0-19, 34% (83,798) aged 20-39, 29% (71,048) aged 40-64 and 10% (24,517) aged 65+. Pan London data from the GLA shows that Waltham Forest has a larger percentage of its population aged 0-19 (28.3%) compared to 24.5% across London. Between 2011 and 2031 the same data shows that the 65+ age group in Waltham Forest is forecast to grow the most from 26,898 to 39,852. (Source: 2011 Mayhew Harper population count and 2010 SHLAA from GLA).

**Children in Care:** As of December 2011, we had 320 children in our care. 55% were male and 45% female. Most are in the '10-15' age bracket (35%) followed by '16 years and older' (27%). Mixed race children are over-represented in care (21% in care compared to 10% in local population). **NB:** These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

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### Additional Equalities Data (Service level or Corporate)

You should include more detailed analysis of the impact of the proposals e.g. the age breakdown of service users or if a decision affects a few wards, details of the age breakdown / impact in that area. You may append additional data that will not fit easily into this template, e.g. graphs and tables. **NOTE:** that different age groups may have to be considered separately where there is evidence of differential impact.

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#### What is the proposal’s impact on the equalities aims?

*Look for direct impact but also evidence of disproportionate impact* i.e. where a decision affects a protected group more than the general population, including indirect impact e.g. where a protected group is disproportionately represented with another group of service users affected by a decision, such as the unemployed. If relevant to your proposal also consider Children in Care.

- Potential positive impact as those with the lowest skill levels, including some people over 50 could have the opportunities to increase their skills and obtain well paid employment,
- Educational achievement rates increase and gaps between some groups close benefiting school aged children and young people,
- Potential benefits as residents feel safe in the public realm and feelings of safety and security increase particularly amongst older people,
- Positive impacts as all sections of the community are more resilient to the effects of climate change particularly older people,

#### What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?

Provide details of how effective the mitigation will be and how it will be monitored.

No mitigation required.
Disability

Key borough statistics: Recent data from the 2009 Annual Population Survey suggests there are 24,000 disabled people of working age (16-64) living in Waltham Forest. This would represent around 16% of the resident working-age population and is in line with the London average. 2011 data on the percentage of those claiming Disability Living Allowance shows that claimant rates tend to be higher in the southern and middle wards of the borough compared to the North though this data should only be treated as a rough indicator of the prevalence of disability. There are 19,000 people with reduced mobility living in Waltham Forest, half of whom have walking difficulties (48%) and 13% are wheelchair users. It is estimated that there are between 1,800 and 3,200 children and young people in the borough experiencing some form of disability. As of June 2010, 1,418 children and young people had a statement of Special Educational Needs in Waltham Forest (Source: 2001 Census, 2009 Annual Population survey, Office for National Statistics, Department for Work and Pensions). Notes: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

In Waltham Forest the employment rate of people with a disability is worse than for London and England. 40.5% of disabled people in Waltham Forest were employed in 2005, which is lower than both the England (50.9%) and London employment rate (69.1%). People with a physical disability are the most likely to be employed (44.8%) and the least likely to be employed suffer from a skin condition or other progressive illness.

Nearly two out of three Londoners with a limiting illness or disability rent their accommodation and are more likely to rent their accommodation from a social landlord than residents overall. Over a third of disabled Londoners and specifically half of people with a mental health problem rent from their council. In Waltham Forest in 2006 there were 978 Council tenants who declared they have a disability.

Anecdotal evidence and the interim findings from the Place Survey suggest that a large number of disabled residents feel unsafe in their local area after dark.

Additional Equalities Data (Service level or Corporate) See guidance under “Age”. Note: different groups within the disabled population may need to be highlighted (e.g. visually impairment and hearing impact or mobility difficulties may be impacted differently)

What is the proposal’s impact on the equalities aims? See Guidance under “Age”. What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations? See Guidance under “Age”.

Safeguarding the provision of employment land in sustainable locations will enhance employment opportunities for all equality groups. However
From a disability equality perspective the desired outcomes from the implementation of these policies is to ensure that:

- Disabled people are able to benefit from more accessible spaces and inclusive design.
- Those with the lowest skill levels, including disabled people, have the opportunities to increase their skills and obtain well paid employment,
- Educational achievement rates increase and gaps between disabled people and non-disabled people are narrowed or closed,
- tackling some of the deep-rooted problems with regard to access to employment for some equality groups would require the support of other strategies, including the government's anti-poverty strategy and other legislation.

The provision of infrastructure to support growth including schools, further and higher education establishments, healthcare, community facilities, parks, utilities and improvements to transport connectivity will benefit all equality groups including disabled people. The provision of appropriate social infrastructure will help bridge the deprivation gap.

Lead Officer:  Rebecca Yee  
Timescales: June 2012

**Key borough statistics:** Data regarding recent births from the GLA shows that Waltham Forest has 8.9% of its population aged between 0 and 4 compared to a London wide figure of 7.6% (2011). For those up to the age of 1 this percentage is 1.9% and 1.6% respectively. The Total Fertility rate for Waltham Forest in 2009 is 2.54 (4th highest across London) compared to a London wide figure of 1.95. The teenage pregnancy rate in Waltham Forest (2009) is 55 per 1,000 of the female population aged 15-17 compared with 41 across London and 38 across England. Source: 2010 SHLAA from GLA, Office for National Statistics, NHS (NCHOD).

**NB 1. The total fertility rate measures the projected number of births born to a woman over her lifetime. 2. These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data.”**

**Pregnancy and Maternity**

**Additional Equalities Data (Service level or Corporate)** See Guidance under “Age”. **NOTE:** There is a likely crossover between impacts on pregnancy and maternity and sex and age, i.e. impacts on women of child bearing age.
What is the proposal’s impact on the equalities aims? *See Guidance under “Age”.*

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? *See Guidance under “Age”.*

Please see the conclusion section and the Equality Analysis Action Plan at the end of this report.

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**Race**

**Key Borough Statistics:** Waltham Forest’s BAME population is 98,830 out of 232,726. This is 42% of the total population and 8th highest across London when expressed as a percentage of total population. Broken down by specific ethnicity: Pakistani (9%), Black Caribbean (8.9%), Black African (7.1%), Other Asian (4.1%), Black Other (4.1%), Indian (3.5%), Other (3.7%), Bangladeshi (1.2%) and Chinese (0.9%). Of all the new arrivals to the borough since 2002, the top 3 countries of origin have been Poland, Pakistan and Lithuania (Source: GLA 2010 SHLAA and NINO Registrations Data 2002 –2010 DWP). **NB:** These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

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**Additional Equalities Data (Service level or Corporate)** *See Guidance under “Age”.* **NOTE:** “Race” includes ethnic or national origins, colour or nationality. A significant proportion of BAME households have inadequate housing characterised by the existence of small size accommodation and over occupation of existing units.
What is the proposal’s impact on the equalities aims? See Guidance under “Age”.

- There could be a potential negative impact on some BAME groups, arising from focussing regeneration activity in the centre of the borough.
- There could be a potential negative impact on the type of business opportunities available to low skilled BAME business entrepreneurs arising from restricting the number of new hot food takeaways.
- Potential positive impact on those with the lowest skill levels, including BAME people, have the opportunities to increase their skills and obtain well paid employment.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.

Growth and intensification of uses will have some negative impact on residents, workers and visitors. In particular, the disruption during the construction period of new development, noise from building sites, air pollution and other general inconvenience to everyone. However, this should only be for a limited period of time and the overall benefits of growth will be significant for local people. These communities will benefit from convenient access to new employment and housing opportunities.

Subsidiary plan documents to implement the Development Management Policies will include measures to mitigate disruption caused by growth. Where possible these issues will be addressed through section 106 agreements, which limit hours of working and ensure that works are carried out to minimise disturbance in accordance with the construction code. These will be negotiated through the planning application process.

Lead Officer: Rebecca Yee

Timescales: June 2012

It is considered that the benefits of improved health for the entire population outweigh the job creation benefits to be realised from the limited number of new hot food takeaway businesses to be created.

The Council is currently working with key partners to encourage best practice in the operation of existing hot food takeaway businesses. A corporate steering group has been formed including officers representing environmental health, enforcement, the Food in Schools Programme and the local Primary Care Trust. The Council has also prepared a
**Key borough statistics:** According to the 2001 Census the borough has 57% of its population stating their religion to be Christian, Muslim 15.1%, Hindu 1.8%, Jewish 0.7%, Sikh 0.6%, Buddhist 0.4% and other 0.4%. Some 15% of residents claimed no religion whilst 9% did not state an answer. The multi-faith nature of Waltham Forest is evidenced by more recent data which shows that Waltham Forest has around 150 Christian Churches, 16 Muslim Mosques, 4 Hindu Temples, 3 Jewish Synagogues, 1 Sikh Gurdwara and 1 Tao Temple. Source: 2001 census and Waltham Forest Faith Forum. **NB:** These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

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<th>Topic</th>
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| **Supplementary Planning Document on Hot Food Takeaway Uses.** | As part of joined up working with other partners, new BAME businesses will be encouraged to develop alternative business models offering healthier food options. Also, through the Council’s work on economic development, BAME entrepreneurs will be encouraged to go into healthier business activities.  
Lead Officer: Rebecca Yee  
Timescales: June 2012 |
| **Policies to support the development of larger family sized accommodation to be monitored.** |  
Lead Officer: Rebecca Yee  
Timescales: June 2012 |
### Additional Equalities Data (Service level or Corporate)

See guidance under “Age”. **Note:** different religious/belief groups may have to be considered separately. Higher demand for places/expansion of places of worship from the Muslim Community, increased enforcement against unauthorised uses of premises as prayer facilities.

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<th>What is the proposal’s impact on the equalities aims?</th>
<th>What actions can be taken to avoid or mitigate any negative impact or to better advance equality?</th>
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<tr>
<td>What is the proposal’s impact on the equalities aims? See Guidance under “Age”</td>
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<td>Recognise that enforcement action, although necessary, against unauthorised places of worship can have a potential negative and disproportionate impact on the Muslim Community.</td>
<td><strong>•</strong> Bring together officers from planning policy, development management, building control, legal, equalities and representatives of the boroughs faith community in order to consider the needs of the community around places of worship, accommodation, planning etc. from a policy perspective which can then influence and inform current practice.</td>
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<td>Policies and the Framework provide an opportunity to consider the needs and plan longer term to issues identified.</td>
<td>Lead Officer: Sue Chadwick, Legal / Rebecca Yee, Planning Policy Timescale: June 2012</td>
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<td><strong>•</strong> tackling the issue of under-provision for faith communities with policy and dialogue rather than enforcement; continue with enforcement because of the amenity problems of unauthorised uses but seek to engage with the community through workshops; consider setting up an informal mediation process as an alternative to formal letters in the early stages of enforcement; put together a policy document that identifies the need numerically and spatially, if possible.</td>
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### Key borough statistics:

Estimates of the gender split in Waltham Forest are 50.6% female and 49.4% male (Mayhew Harper) and 51.3% female and 48.7% male (GLA SHLAA). (Source: 2011 Mayhew Harper population count and GLA 2010 SHLAA). **NB: These statistics provide general data for this protected characteristic. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

### Sex

**Additional Equalities Data (Service level or Corporate)** See guidance under “Age”. **NOTE: See Guidance under “Age”**.

| What is the proposal’s impact on the equalities aims? See Guidance under “Age”. | What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.

Please see the conclusion section and the Equality Analysis Action Plan at the end of this report. |
Key borough statistics: National estimates of LGBT population range from 0.3% to 10% using different measures. A recent study commissioned by Waltham Forest Council suggested the population to be somewhere between 7,000 to 10,000 people in 2007 (this is 4-6% of the adult population). The study also suggested that there maybe at least 35 transgender individuals in the borough (Source: Measuring Sexual Identity – Office for National Statistics, Waltham Forest LGBT Matters). **NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Equalities Data (Service level or Corporate): See Guidance under “Age”. **NOTE: Sexual orientation and gender reassignment are different protected characteristics and so need to be considered separately. However, data is usually collected together (under LGBT) and so analysis can more practically done together**

**What is the proposal’s impact on the equalities aims?** See Guidance under “Age”.
- The focus on family housing could have a negative impact on LGBT people as this could restrict the supply of smaller and more affordable non self-contained housing options.
- Potential for positive impact as residents feel safe in the public realm and feelings of safety and security increase particularly amongst LGBT people.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality?** See Guidance under “Age”.
- The underlying aim of the Development Management housing policy is to ensure that a range of housing choices are provided. The new focus on larger/family housing seeks to balance the existing housing stock by providing more family sized homes in order to accommodate the existing
high demand for larger homes and reduce overcrowding. There would still be a significant proportion of 1 and 2 bed units for those who need this type of accommodation. A significant proportion of 1-bedroom housing units have been built over the last 6 years. During the 2009/10 monitoring period, 54% of housing completions were 1-bedroom units.

To mitigate against any likely adverse impact on the LGBT group and younger people, the outcome of this policy will be monitored. The number and types of housing units delivered are monitored annually through LDF Annual Monitoring Report. Changes to the policy would be made if necessary.

Lead Officer: Rebecca Yee  
Timescales: June 2012

It must be mentioned however that there are wider issues in the distribution and allocation of housing which are difficult to implement through the planning system. Whilst the planning system can deliver planned housing units, it has no direct influence on who occupies these units and the extent to which particular equality groups receive an equitable share. Carefully implementation by housing delivery agencies would be required to ensure that equality groups have equitable access to housing.
Marriage and Civil Partnership

Key borough statistics:
2007-2008  534 marriages registered in the borough and 46 Civil Partnerships
2008-2009  625 marriages registered in the borough and 33 Civil Partnerships
2009-2010  670 marriages registered in the borough and 32 Civil Partnerships
2010-2011  725 marriages registered in the borough and 27 Civil Partnerships

NB: These statistics provide general data for these protected characteristics. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Equalities Data (Service level or Corporate) See guidance under “Age”. NOTE: this characteristic is only relevant to the first equality aim: eliminating unlawful discrimination or conduct.

What is the proposal’s impact on the equalities aims? See Guidance under “Age”.

The proposed policies do not have a direct impact on aspects of marriage and civil partnership.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality? See Guidance under “Age”.
See pages 1 and 2 for full details of these two aims. This section seeks to identify what additional steps can be taken to promote these aims or to mitigate any adverse impact. Analysis should be based on the data you have collected above for the 8 protected characteristics covered by these aims. Remember, marriage and civil partnership is not covered.

Key borough data: From our 2011 Cohesion Survey, a third of our respondents believe that differences are ‘definitely respected’. A further 46% believe this is the case most of the time, and just 6% feels this is not the case. By age group, a higher proportion of older residents feel differences are respected ‘definitely/most of the time’ (86% aged 66+ years). Residents with a disability are less likely to feel differences are respected (74%) than those without a disability (80%). The survey also shows that participation in community activity is 75% for Asian residents and residents in North Chingford (72%). Participation is lowest amongst South Chingford residents (63%). NB: These statistics provide general data for these protected characteristics. There is sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Equalities Data (Service level or Corporate) You can rely on the additional data set out above in respect of the 8 protected characteristics as these do not apply to marriage and civil partnership.
The policies support potential cultural facilities that could be introduced that reflect the diversity of the population and help bring people together and foster good relations between different groups.

(I) Cross Cutting Potential Positive Impacts

- Safeguarding the provision of employment land in sustainable locations will enhance employment opportunities for all equality groups. However tackling some of the deep-rooted problems with regard to access to employment for some equality groups would require the support of other strategies, including the government's anti-poverty strategy and other legislation e.g. racial discrimination.

- The provision of infrastructure to support growth including schools, further and higher education establishments, healthcare, community facilities, parks, utilities and improvements to transport connectivity will benefit all equality groups. The provision of appropriate social infrastructure will help bridge the deprivation gap.

- Reducing carbon emissions, flood risk and the impacts of climate change will benefit all groups. Energy efficiency measures are expected to result in reduced energy bills and will benefit low income households, older people, younger people, and disabled people.

- Protecting the green belt, enhancing the green infrastructure network and ensuring better access to high quality open spaces generally will benefit all equality groups, especially those on lower incomes as open spaces are free to access.

- Creating attractive and vibrant town centres will ensure a lively social environment offering employment, shopping, leisure and other community and cultural facilities for the benefit of all members of the Waltham Forest community and visitors. Increasing the range of shopping facilities will offer opportunities for more speciality and ethnic shops to be provided.
• Improved quality of the built environment through higher standards of architecture and urban design will benefit all members of the community. New environments created will be designed to incorporate inclusive design measures for disabled people and those with mobility problems.

• Creating a safe environment where people’s fear of crime is reduced, through the careful design of buildings and spaces will particularly benefit the young, elderly, disabled people and other vulnerable groups.

(II) Governance, Monitoring and Review

The Spatial Planning Team is responsible for the Council’s statutory plan making work. The Waltham Forest Development Management Policies is the overarching strategy. Other subsidiary plan development plan documents will be key to the implementation of the policies set out in this document.

Monitoring is crucial to the successful delivery of the strategy and will be undertaken on a continuous basis. The performance of the Development Management Policies will be monitored through the Annual Monitoring Report (AMR). The AMR assesses nationally determined core indicators, locally derived indicators and contextual indicators that relate to the specific circumstances of the borough. The outcomes derived through monitoring may lead to policy reviews or careful consideration of all implementation issues in subsidiary plan documents.

(III) Equality Analysis - Action Plan

<table>
<thead>
<tr>
<th>Negative impact</th>
<th>Action required</th>
<th>Time scale</th>
<th>Expected Outcome</th>
</tr>
</thead>
<tbody>
<tr>
<td>a) There is a potential negative impact on some BAME groups, younger people and older people arising from focussing regeneration activity on the centre of the borough. This mainly arises from disruption, noise from building sites, air pollution and inconvenience to everyone.</td>
<td>Subsidiary plan documents to implement the Development Management Policies will include measures to mitigate disruption caused by growth. Where possible these issues will be addressed through section 106 agreements, which limit hours of working and ensure that works are carried out to minimise disturbance in accordance with the construction code. These will be negotiated through the planning</td>
<td>During the Plan Period – up to 2026</td>
<td>Minimal negative impacts on amenity.</td>
</tr>
<tr>
<td>Negative impact</td>
<td>Action required</td>
<td>Time scale</td>
<td>Expected Outcome</td>
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<td></td>
<td>application process.</td>
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<td>b) There is a potential negative impact on the type of business opportunities</td>
<td>The Council will work with key partners to encourage best practice in the operation of existing hot food takeaway businesses.</td>
<td>During the Plan Period – up to 2026</td>
<td>The development of new BAME business models providing healthier food options and/or alternative business opportunities.</td>
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<tr>
<td>available to low skilled BAME business entrepreneurs arising from restricting the</td>
<td>A corporate steering group has been formed including officers representing environmental health, enforcement, the Food in Schools Programme and the local Primary Care Trust. The Council has also prepared a Supplementary Planning Document on Hot Food Takeaway Uses.</td>
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<td>number of new hot food takeaways.</td>
<td>As part of joined up working with other partners, new BAME businesses will be encouraged to develop alternative business models offering healthier food options.</td>
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<tr>
<td>Negative impact</td>
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<td>c) The focus on family housing could have a negative impact on LGBT and younger people as this could restrict the supply of smaller and more affordable non self-contained housing options.</td>
<td>The outcome of the policy is to be monitored annually through Annual Monitoring Report. Changes to the policy would be made if necessary.</td>
<td>During the Plan Period – up to 2026</td>
<td>A balanced supply of housing – also ensuring the provision of smaller non self-contained housing options.</td>
</tr>
</tbody>
</table>

**Conclusion**

Consider the Guidance below and set out your conclusions from the equalities analysis of the 8 protected characteristics. If there are negative equalities impacts, but you think that the proposals should still proceed in the current or amended form, explain what the objective justification for this is, providing evidence as appropriate. If it is helpful, refer to other documents e.g. the Cabinet report. You may find it helpful to identify one of the 4 outcomes below as being closest to your current proposals. (Use your conclusions as a basis for the “Equalities Implications” in the Cabinet report.)

This analysis is broadly in line with Outcome 1 below, it is considered that the adoption of the policies will be mostly beneficial to the protected equality characteristics. Where potential negative or adverse impacts or further opportunities to advance equality have been identified these have been addressed via the action plan and is in line with Outcome 2 below.
### Outcome of the Analysis

**Outcome 1:** No major change required when the assessment has not identified any potential for discrimination or adverse impact and all opportunities to advance equality have been taken.

**Outcome 2:** Adjustments to remove barriers identified by the assessment or to better advance equality. The proposed adjustments will remove the barriers identified.

**Outcome 3:** Continue despite having identified some potential for adverse impacts or missed opportunities to advance equality. In this case, the justification should be included in the assessment and should be in line with the duty to have ‘due regard’. For the most important relevant policies, compelling reasons will be needed. It is considered that there are sufficient plans to reduce the negative impact and plans to monitor the actual impact.

**Outcome 4:** Stop and rethink when an assessment shows actual or potential unlawful discrimination.

(source: EHRC “Using the equality duties to make fair financial decisions”)