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?

1.1 Adoption of a Development Plan Development - Waltham Forest Local Plan – Walthamstow Town Centre Area Action Plan. The adopted plan will be used for the purposes of determining planning applications with the Area Action Plan boundary.

1.2 This Equality Analysis has been prepared to comply with the Public Sector Equality Duty and is informed by a separate Equality Impact Assessment (EqIA) document published with the Core Strategy. The EqIA report (published the Council’s website) assessed the impact of each of the 16 development plan policies on the equality target groups and was submitted with the Core Strategy for independent examination.

2. What are the recommendations?

- Approval of Walthamstow Town Centre Area Action Plan Proposed Submission for public consultation;
- Director of Housing and Development be given delegated powers to approve any non-material changes prior to the submission of the Area Action Plan to the Planning Inspectorate for independent examination.
3. Who is affected by the Proposal?

The development plan policies contained in the Core Strategy document will affect the communities within and around Walthamstow Town Centre including residents, businesses, property owners and other stakeholders.

**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

**Age**

- Walthamstow has a relatively low skilled labour force with below average qualifications. 28.4% of the population have no qualifications compared to 23.7% in London. This results in an above average proportion of local residents in low skilled jobs, with 16.9% of the population in the bottom two occupation groups compared to 13.9% in London (Walthamstow Socio-Economic Master plan 2007).

- High Street has 5,800 households with 28% of households having dependent children.

- 35% of children in the ward are considered to live in poverty. 25% of the pupils are eligible for free school meal.

- The proportion of the older population in Walthamstow is declining at a faster rate than the Borough or London as whole.

- Walthamstow has a greater proportion (65.5%) of the population of working age (between 18 and 65) than the Borough (64.3%), London (65.0%) or England (61.5%) (Walthamstow Socio-Economic Master plan 2007). The latest GLA population projections for 2011 show that High Street has a notable amount of its population in the 25-45 age band compared to the borough average.

- In High Street Ward – 68.5% of JSA claimants are aged 25-49, which is the highest proportion in the borough (Local Economic Assessment,
• Fear of crime affects both older and younger people, as evidenced in the resident’s panel report 2009. This found that elderly people would avoid going out after dark, whilst younger people found teenagers hanging around shops a problem.

• Young people and elderly are often more dependent on modes other than the private car.

<table>
<thead>
<tr>
<th>What is the proposal’s impact on the equalities aims?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits to all Age Groups.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>What actions can be taken to avoid or mitigate any negative impact or to better advance equality and foster good relations?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• No negative impacts on this equality group to mitigate.</td>
</tr>
</tbody>
</table>

However, the following activity to be delivered as part of the WTC Area Action Plan is likely to contribute to advancement of equality and the aims of the Public Sector Equality Duty:

• Protecting existing employment uses and promoting economic growth will benefit residents of working age by creating new job opportunities and improved business environment. Diversifying the economy and encouraging creative and cultural industries will also improve opportunities outside of the retail sector.

• Providing additional educational facilities, particularly at Mission Grove School will the younger population.

• Improvement and improved access to existing open spaces within the centre (and beyond e.g. Walthamstow Wetlands) will be of benefit to those who spend a proportionately higher amount of time
in public spaces; which could include both young people and the elderly.

- The provision of additional infrastructure, particularly in accessible locations will benefit **all age groups**.

- Providing a range of housing products, including smaller units close to the station on both the open market and through shared ownership, could help young first time buyers get on the property ladder.

- Improved public realm, greater natural surveillance within the town centre, particularly in the evenings will improve community safety will reduce crime and fear of crime which is a real concern to **older people**.

- Promotion of leisure and entertainment uses within the centre will benefit all age groups but particularly the young, working age population who regularly use such facilities.

- Promotion of community and cultural facilities (within the Cultural Quarter and ‘Leisure and Entertainment Zone’) will improve community cohesion and reduces isolation.

- Improvements to public transport and public transport accessibility will benefit older and younger people who are more frequent users of public transport.

- Improvement to play facilities (e.g. on the Town Square and Gardens)
will benefit young children.

- Provision of improved retail, other services and access to new leisure within the centre will have benefits to younger and older people who may be restricted in their ability or desire to travel to satisfy such requirements.

Public realm improvements, particularly to the street network within the centre will improve the pedestrian environment generally; legibility (e.g. wayfinding) and sense of place will benefit older people as it will be easier to travel around the town centre.

Given the WTC Area Action Plan is a high level plan, where relevant, individual schemes and planning applications, will also take into consideration the Public Sector Equality Duty as and when they arise.

Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.
**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”.

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

- Walthamstow is within the top 5% most deprived, in terms of crime, in London. Fear of crime is higher amongst those with disabilities as evidenced in the resident’s panel report 2009.

- According to the HNMA (2007) 24.2% of households in the borough include a member with a disability. 44.1% of these with a disability suffer from mobility difficulties and 6.2% contained a member who is a wheelchair user. The requirement that homes, shops and other facilities should be accessible to all members of the community and meet the needs of residents throughout their changing life cycle will benefit this group.

- Disability may limit travel options and may make more difficult to access opportunities and to travel safely and conveniently.
### What is the proposal’s impact on the equalities aims?

- The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits to disabled people.

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

- No negative impacts on this equality group to mitigate.

However, the following activity to be delivered as part of the WTC Area Action Plan is likely to contribute to advancement of disability equality and the aims of the Public Sector Equality Duty:

- Improvements to key pedestrian junctions (with removal of barriers at crossings, and pavement widening) within the centre will benefit those in wheelchairs/who have restricted mobility.

- Provision of new social infrastructure, including health facilities (e.g. St James Street Medical Centre), could enhance the availability of care for the disability groups.

- Access to open space is understood to have benefits in terms of physical and mental health. Improvement and improved access to existing open spaces (e.g. Town Square and Gardens) within the centre (and beyond e.g. Walthamstow Wetlands) will be of benefit to those who spend a proportionately higher amount of time in public spaces; which could include both young people and the elderly.

- While new housing development will be ‘car free’, adequate parking provision for disabled people to be provided in new development.
• Public realm improvements, particularly to the street network within the centre will improve the pedestrian environment generally, legibility (e.g. wayfinding) and sense of place but also be of specific benefit to disabled persons as it will be easier to travel around the town centre.

• Improvements to public transport and public transport accessibility will encourage more people with disabilities to use public transport and enhance independence.

• Provision of improved retail, other services and access to new leisure within the centre will have benefits to those with disabilities who may be restricted in their ability or desire to travel to satisfy such requirements.

Given the WTC Area Action Plan is a high level plan, where relevant, individual schemes and planning applications, will also take into consideration the Public Sector Equality Duty as and when they arise.

Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.
**What is the proposal’s impact on the equalities aims?**

- The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits this group.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality?**

- No negative impacts on this equality group to mitigate.

However, the following activity to be delivered as part of the WTC Area Action Plan is likely to contribute to advancement of disability equality and the aims of the Public Sector Equality Duty:

- Provision of new social infrastructure, including health facilities, could enhance the availability of care for pregnant women and women with your children.

- Public realm improvements, particularly to the street network...
more pedestrian friendly environment, pavement widening, removal of barriers) will improve the pedestrian environment generally, but also be of specific benefit to pregnant women and women with your children.
Key Borough Statistics: The local population is ethnically diverse, with larger proportions of all non-white ethnic groups than the Borough, London or England averages. The ethnic profile of Walthamstow Town Centre differs slightly to the other regeneration areas in that the profiles of all ethnic groupings apart from White (other) and Asians is below the proportionate representation across the borough. This is principally due to the large Asian population across these wards, making up around 35% of the local population (Local Economic Assessment, 2010).

Additional Equalities Data (Service level or Corporate)

- High Street ward is more ethnically diverse than the borough average with 59% of BAME residents compared to 55% in Waltham Forest. The three largest ethnic minorities are Pakistani (14.3%), Other White background (11.8%) and African (7.4%).

- Walthamstow has a high proportion of households which are classified as overcrowded (22.4%). Many of these homes are occupied by BME groups. (Walthamstow Socio-Economic Master plan 2007).

- 77.4% of BME households, who wished to move but stated an inability to do so, specified this was due to being unable to afford to buy a home.

- Walthamstow includes a significant number of local community areas which are amongst the top 5% most deprived areas in London (Walthamstow Socio-Economic Master plan 2007). BME groups are disproportionately more likely to be living in poverty.

- The 2006 AESOP study of ethnicity and psychosis (Department of Health, 2010) found inequalities in terms of incidence of mental illness amongst BME groups.

- There is a good mix of ethnically owned businesses within Walthamstow town centre which reflects the diverse local population. Indeed, the business survey identified that 28% of businesses were operated by the Pakistani and Asian British population, 26% operated by the White British population and 10% operated by the Indian and Asian British population.
## What is the proposal’s impact on the equalities aims?

The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits to BAME groups. However,

- Restricting uses within the centre such as Hot Food Takeaways could disproportionally adversely affect BME business owners.

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

The following actions/improvements have been identified that could better advance equality:

- BME groups are disproportionately more likely to be living in poverty and in overcrowded homes. Increasing the number and size of homes will benefit BME groups.

- BME groups are disproportionately more likely to be unemployed. Increased job opportunities and training, business opportunities will therefore benefit BME groups.

- Travel pattern of BME groups show high share of public transport trips. Evidence suggests BME groups are less likely to drive cars. Improvements to public transport and public transport accessibility will benefit BME groups.

### Mitigation against the potential negative impact:

- The Council will work with partners to encourage best practice in the operation of existing hot food takeaway businesses, including developing alternative business models offering healthier food options.

- Given the WTC Area Action Plan is a high level plan, where relevant, individual schemes and planning applications, will also take into consideration the Public Sector Equality Duty as and
when they arise.

Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.

**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 Additional Equalities Data (Service level or Corporate)

- Walthamstow is within the top 5% most deprived, in terms of crime, in London. Fear of crime is a concern amongst residents of being abused due to their religion. Policies which improve community safety will reduce future crime and fear of crime.
- Christianity is the largest stated religion in Walthamstow, with Islam second largest.
- The town centre has a high proportion of households which are classified as overcrowded (22.4%), as does Hoe Street (22.8%) (Walthamstow Socio-Economic Master plan 2007). Those from religious or faith groups will generally live in overcrowded housing and are therefore seeking to larger homes.
- Policies encourage the development of new social infrastructure to help serve existing and new communities in the area. This could include the provision of new community and cultural centre, which will help promote community cohesion.
- Some faith groups housing needs are for larger properties, as different generations of the family live together. Policies within the documents aimed at providing for a range of household sizes throughout the Walthamstow area will benefit these groups.

<table>
<thead>
<tr>
<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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<tbody>
<tr>
<td>The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to be broadly positive on Religion and Belief characteristics.</td>
<td>No negative impacts on this equality group to mitigate.</td>
</tr>
<tr>
<td>The following actions/improvements have been identified that could better advance equality:</td>
<td></td>
</tr>
<tr>
<td>- Some faith groups housing needs are for larger properties, as different generations of the family live together. The protection of family homes and providing larger homes in new development will provide for the needs of faith groups.</td>
<td></td>
</tr>
<tr>
<td>- Provision of new social infrastructure, including faith and community facilities, will provide for the needs of faith groups.</td>
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</tr>
<tr>
<td>- Improved public realm, greater natural surveillance within the town centre, particularly in the evenings will improve community safety will reduce crime and fear of crime which is a real concern for some faith groups.</td>
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</tbody>
</table>

Given the WTC Area Action Plan is a high level plan, where relevant, individual schemes and planning applications as and when they arise, will also take into consideration the Public Sector Equality Duty.
Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.

**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”.

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

- Data from the Local Economic Assessment (2010) suggests a higher instance of unemployment among young men than women. Unemployment has been consistently higher within Walthamstow compared to the Borough or London as a whole (Walthamstow Socio-Economic Master plan 2007).

- The total population of the Walthamstow Town Centre and its immediate surrounding area is 25,701, which is around 10.6% of the total population of Waltham Forest. The proportion according to gender in the area is 50.1% female and 49.9% male (Walthamstow Socio-Economic Master plan 2007).

- In total, 28% of households in High Street have dependent children (compared to the borough average of 32%). This includes 500 single parent households (9% of all households in the ward).

- Walthamstow is within the top 5% most deprived, in terms of crime, in London. Fear of crime is higher amongst the female gender as evidenced in the resident’s panel report 2009.
- Generally females are in greater housing need. ONS data suggests that the number of single parents’ households in the borough is 14.5%. Increasing the supply of housing and particularly affordable housing will benefit this group.

- Women’s travel patterns are understood to be generally shorter than men’s.

- The Local Economic Assessment (2010) has shown that unemployment in the borough is much higher amongst men (8.6%) than women (3.4%).

- Both male (10%) and female (7.1%) claimant count rate in High Street are close to borough averages.

<table>
<thead>
<tr>
<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>
</tr>
</thead>
<tbody>
<tr>
<td>- The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits across genders.</td>
<td>- No negative impacts on this equality group to mitigate.</td>
</tr>
</tbody>
</table>

The following actions/improvements have been identified that can better advance equality:

- Improved public realm, greater natural surveillance within the town centre, particularly in the evenings will improve community safety will reduce crime and fear of crime which is a real concern for women.

- Improvement and improved access to existing open spaces within the centre (and beyond e.g. Walthamstow Wetlands) will be of benefit to those who spend a proportionately higher amount of time...
in public spaces; which include women with families.

- Given high levels of unemployment amongst men in the local population, encouraging economic development, protecting existing and encouraging new business within the centre will benefit unemployed males.

Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.

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**Key Area 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”.

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**Additional Equalities Data (Service level or Corporate):**

- Walthamstow is within the top 5% most deprived, in terms of crime, in London. Fear of crime is higher amongst those from GLBT groups as evidenced in the resident’s panel report 2009.

- According to research carried out by ELOP there is little safe or sheltered accommodation for LGBT people and what is available is allocated to young people. Older adults are particularly vulnerable in supported care and become invisible.
- LGBT groups are proportionally more likely to experience a mental illness (ELOP: East London’s Lesbian and Gay Centre, 2010).

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

- The adoption and delivery of Walthamstow Town Centre Area Action Plan is likely to have a positive impact on the equalities aim and bring about specific benefits to LGB&T groups.

**What actions can be taken to avoid or mitigate any negative impact or to better advance equality?**

- No negative impacts on this equality group to mitigate.

**The following actions/improvements have been identified that can better advance equality:**

- Providing a range of housing products, including of appropriate sizes for couples and single person households will benefit this group.

- Improved public realm, greater natural surveillance within the town centre, particularly in the evenings will improve community safety will reduce crime and fear of crime which is a real concern for LGB&T.

Over the plan period, this will be secured through the determination of planning applications, delivery of regeneration programmes; for which the Head of Development Management (David Scourfield) and Head of Planning Policy and Regeneration (Gordon Glenday) are responsible.
What is the proposal’s impact on the equalities aims?

- Providing a range of housing products, including of appropriate sizes for couples and single person households, rather than just families with children, will benefit this group.

What actions can be taken to avoid or mitigate any negative impact or to better advance equality?

- No negative impacts on this equality group to mitigate.

The following actions/improvements have been identified that can better advance equality:

- Providing a range of housing products, including of appropriate sizes for couples and single person households, rather than just families with children, will benefit this group.

Key Borough Statistics:

<table>
<thead>
<tr>
<th>Year</th>
<th>Marriages Registered</th>
<th>Civil Partnerships</th>
</tr>
</thead>
<tbody>
<tr>
<td>2007-2008</td>
<td>534</td>
<td>46</td>
</tr>
<tr>
<td>2008-2009</td>
<td>625</td>
<td>33</td>
</tr>
<tr>
<td>2009-2010</td>
<td>670</td>
<td>32</td>
</tr>
<tr>
<td>2010-2011</td>
<td>725</td>
<td>27</td>
</tr>
</tbody>
</table>
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. You need to ensure you have sufficient data about those affected by the proposals – see below under “additional equalities data”.

Additional Impacts on Advancing Equality & Fostering Good Relations

Additional Equalities Data (Service level or Corporate)

<table>
<thead>
<tr>
<th>Are there any additional benefits or risks of the proposals on advancing equality and fostering good relations not considered above?</th>
<th>What actions can be taken to avoid or mitigate any negative impact on advancing equality or fostering good relations not considered above?</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Provision of new and promotion of community and cultural facilities (e.g. within the Cultural Quarter and ‘Leisure and Entertainment Zone’) will improve community cohesion and reduces isolation.   • Provision of new and promotion of community and cultural facilities (e.g. within the Cultural Quarter and ‘Leisure and Entertainment Zone’) will increase the opportunities to</td>
<td>• No negative impacts on this equality group to mitigate.</td>
</tr>
</tbody>
</table>
participate in community activities.

- Improvement to the public realm, particularly to open and green spaces within the centre will make these areas more attractive places to use and improve community interaction.

**Conclusion**

One of the key aims of the Are Action Plan is to promote community cohesion, support regeneration, and tackle deprivation and inequalities. The document contains a number of policies which seek to address these issues. This analysis has concluded that the Walthamstow Area Action Plan will have a positive impact on all groups. This assessment has not identified any potential for discrimination or adverse impacts. No major change is required. All opportunities to advance equality have been taken.

**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.