



# **Edgware Growth Area Supplementary Planning Document Equality Impact Assessment**

**December 2020**

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## 1. Introduction

1. An Equalities Impact Assessment (EqIA) is a measure that public authorities often carry out prior to implementing a new policy or service, with a view to ascertaining its potential impact on equality. Such assessments are not required by law; however, they are a way to ensure public authorities are complying with the Public-Sector Equality Duty.
2. This EqIA has been prepared as a supporting document for the draft Edgware Growth Area Supplementary Planning Document (SPD). The EqIA together with the Sustainability Appraisal assesses the equalities, economic, environmental and social implications of the draft SPD which will be adopted as part of the boroughs Local Plan.
3. The draft SPD has been produced to support and guide appropriate development, change, investment and improvements in the future of the Edgware area.

### Equalities Impact Assessment and Target Groups

4. The purpose of this EqIA is to ensure the proposed draft SPD for Edgware Growth Area integrates the best outcome for any groups that may be affected by it and mitigates any negative impacts, in respect of the protected characteristics defined by the Equality Act 2010. The protected characteristics are:
  - Age;
  - Disability; (Disability Discrimination Act 2005, GLA Disability Equality Scheme 2005, Special Educational Needs and Disability Act 2001)
  - Gender reassignment;
  - Marriage and civil partnership;
  - Pregnancy and maternity;
  - Race; (Race Relations Act 1976, Amendment 2000, Amendment Regulations 2003)
  - Religion or belief;
  - Sex; (Sex Discrimination Act 1975)
  - Sexual orientation.
5. This EqIA is an opportunity to consider whether a policy, strategy or approach, affects all groups in the same way or whether there is a significant positive, negative or neutral impact on groups before a policy is formally introduced. On the whole, an EqIA should make sure that equality is placed at the centre of policy development, highlighting the likely impact of the policy on

the target groups and to take action to improve the policies where appropriate as a result or to demonstrate the potential benefits.

### **Equality and Diversity policy context**

6. Appendix 1 provides an overview of the local policy context on equality and diversity within the London Boroughs of Barnet and Harrow.

## 2. EqlA Assessment overview

Table 1: EqlA assessment overview

<p><b>Full description of function, policy, procedure or service:</b></p>	<p><i>Please include - why is it needed, what are the outcomes to be achieved, who is it aimed at? Who is likely to benefit?</i></p> <p><i>How have needs based on age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex, sexual orientation, marriage and civil partnership and carers been taken account of?</i></p> <p><i>Identify the ways people can find out about and benefit from the proposals.</i></p> <p><i>Consider any processes they need to go through or criteria that we apply to determine eligibility.</i></p> <p><i>Please include - why is it needed, what are the outcomes to be achieved, who is it aimed at? Who is likely to benefit?</i></p>
<p>Edgware Town Centre has a diverse character, vibrant community and excellent shopping opportunities. There are also enormous opportunities to bring improvements to Edgware through positive change and growth.</p> <p>The town centre falls within the boroughs of both Barnet and Harrow and the councils are jointly preparing a Supplementary Planning Document (SPD) to guide how Edgware Town Centre can successfully undergo renewal and better serve as a destination for local residents and businesses.</p> <p>The SPD will support comprehensive redevelopment of key sites to reflect Edgware’s status as a major town centre, reinforce the role of the high street, provide new public spaces and make the street environment more attractive. The environment for pedestrians and cyclists will be improved, providing better options for more sustainable transport and safe and active movement. The town centre will also provide opportunities for new high quality homes, including affordable housing.</p> <p>The key aims of the SPD are to:</p> <ul style="list-style-type: none"> <li>• Support comprehensive redevelopment of key sites to reflect Edgware’s status as a major town centre, provide new public spaces and make the street environment more attractive.</li> <li>• Establish the policy and design context for the redevelopment of the key sites within the town centre.</li> <li>• Provide supplementary detail to policies contained within the LBB Core Strategy (2012), development management policies (2012), and the Harrow Local Plan Core Strategy (2012) and Development Management policies, as well as the London Plan.</li> <li>• Outline how development will be delivered, and infrastructure investments secured.</li> </ul>	

- Engage all interested stakeholders in the development process.

The Draft SPDs vision and objectives are outlined below:

*Edgware Town Centre will become a vital and vibrant destination open to all and which supports communities across Barnet, Harrow and beyond.*

*It will provide an outstanding place for modern urban living in a wider suburban context. The environment will feel safe and welcoming at all times.*

*Edgware's status as a major town centre in North London will be reinforced as a destination for leisure, culture and civic offerings that supports the day and evening economy. The centre will be home to a new thriving commerce – a place in which companies start up and want to move to.*

*The town centre will celebrate Barnet and Harrow as family-friendly boroughs, meeting the diverse needs of local communities and people of all ages and circumstances. Edgware will be a healthy town centre with substantial new and integrated public spaces and landscaping to support wellbeing, to encourage visitors to stay, and to bring people together to relax and play.*

*Improved connectivity will see a move towards more sustainable options by providing pleasant and easily understandable routes for pedestrians and cyclists, alongside effective public transport improvements including a better transport interchange experience.*

*Edgware's renewal will be enabled by growth, with new homes delivering an inclusive mixed-use approach that makes better use of brownfield land and brings new life into the town centre.*

*Residential development must unlock social and economic town centre opportunities while being integrated with the surrounding residential areas. High quality public realm, design and architecture will be essential to creating a diverse, distinctive and attractive feel to the area, and will draw on local character and heritage where appropriate to the surrounding context.*

The below objectives set out how the Vision will be realised over the lifetime of the Plan.

- *Objective 1* - Major Town Centre status retained and enhanced
- *Objective 2*- A significant cultural and leisure offering, including support for the evening economy.
- *Objective 3* - Improving transport options.
- *Objective 4* – New public transport interchange
- *Objective 5* – Efficient land use
- *Objective 6* – Deliver new homes on well-connected, brownfield land
- *Objective 7*- High quality design that will stand the test of time.
- *Objective 8* – Celebrate local heritage
- *Objective 9* – New and improved public spaces
- *Objective 10* - Meet the need for community facilities.
- *Objective 11*- Economic growth and local jobs

<ul style="list-style-type: none"> <li>• <i>Objective 12</i> – Tackle climate change and pollution.</li> <li>• <i>Objective 13</i> – Increase biodiversity and environmental resilience.</li> <li>• <i>Objective 14</i> - A safe place to live, work and visit</li> <li>• <i>Objective 15</i> – Support health &amp; wellbeing</li> <li>• <i>Objective 16</i> - A diverse and family-friendly community.</li> </ul>	
<p><i>Key users of the department or service?</i></p>	<p>Planning is a statutory function carried out by local authorities. The development of planning policies / proposals can affect everyone with an interest in the land in the boroughs. This can include residents, landowners, developers, local businesses and their employees, community organisations, statutory consultees and other interest groups and stakeholders.</p>
<p><i>Who will be affected by this activity?</i></p>	<p>The Edgware Growth area SPD will have an impact on anyone with an interest in the SPD area, particularly residents, local businesses, local community groups, landowners and developers.</p>
<p>Who is likely to benefit?</p>	<p>The following are likely to benefit from the production of the Edgware Growth Area SPD:</p> <ul style="list-style-type: none"> <li>• Local residents</li> <li>• Business owners</li> <li>• Landowners / developers</li> <li>• Local community groups</li> </ul>
<p>Consultation</p>	<p>Early engagement was carried out that informed preparation of the SPD, including:</p> <ul style="list-style-type: none"> <li>• Local Plan Reg 18 Consultation in Edgware in March 2020.</li> <li>• A cross-borough Member workshop in May 2020 which sought the views of local Councillors in Barnet and Harrow.</li> <li>• A local stakeholder (businesses and community groups) event in July 2020 which provided an update on the emerging SPD and sought their input.</li> <li>• A project team with landowner representation including TfL which has met regularly since project inception.</li> </ul> <p>Public consultation will be undertaken as part of the SPD process. Following consultation any comments received will be assessed and the feedback will be used to inform the final document before it is adopted. Consultation details are set out in a Consultation Statement.</p>

### 3. Assessment against protected characteristics

Table 2: Assessment against protected characteristics

Protected Characteristic	Baseline information and EqIA analysis	Impact: Positive Neutral Negative
<p><b>Age</b></p>	<p><b>Age</b></p> <p>For 2020, the population of Barnet is estimated to be 402,700, which is the largest of all the London boroughs. The borough’s overall population is projected to increase by around 10.9% between 2020 and 2030, taking the number of residents to about 446,400.</p> <p>The number if people aged 65 and over is projected to increase by 29.8% between 2020 and 2030, compared with a 4.9% increase in the 0-19 age group and a 9.4% increase for working age adults aged 16-64.</p> <p>In 2020, for both males and females in the borough, the most populous age groups are the 30-34 years and 35-39 years old and the least populous are the 85-89 years old and 90+ years old groups.</p> <p><b>EqIA analysis</b></p> <p>All new housing proposals will be required to meet Building Regulation M4(2) ‘accessible and adaptable dwellings’. At least 10 per cent of new build dwellings will be required to meet Building Regulation M4(3) ‘wheelchair user dwellings’. This would bring slightly higher positive benefits to those elderly people who have</p>	<p><i>Neutral / positive</i></p>



	<p>reduced mobility. In addition, the draft SPD advocates for significant public realm improvements which will in turn make the area more accessible, benefitting all users but particularly elderly people with mobility issues.</p> <p>There is nothing proposed within the draft SPD that will benefit or disadvantage one age group over another.</p> <p>No significant impacts are identified under this protected characteristic.</p>	
<p><b>Disability</b></p>	<p><b>Disability</b></p> <p>The 2011 census shows that in Barnet, 6% of the population had a disability or longstanding illness that limits their day-to-day activities in some way.</p> <p>The Joint Strategic Needs Assessment (JSNA) indicates that there are around 7,300 adults in Barnet with a learning disability (83% of these are under 65). In addition, it is estimated that there are 12,600 adults in Barnet with a serious physical disability, and a further 29,500 with a moderate physical disability.</p> <p><b>EqlA Analysis</b></p> <p>Accessible parking (Blue Badge) will be needed for future users and residents of the town centre and should be provided in line with London Plan standards, which will benefit those people with a physical disability.</p> <p>All new housing proposals will be required to meet Building Regulation M4(2) ‘accessible and adaptable dwellings’. At least 10 per cent of new build dwellings will be required to meet Building Regulation M4(3) ‘wheelchair user dwellings’. This would bring positive benefits to those who have reduced mobility.</p>	<p><i>Neutral / Positive</i></p>

	<p>Improvements to the streetscape, including decluttering of street furniture, and widened footways, will have a positive impact on pedestrians, including those with mobility issues.</p> <p>Overall, no significant impacts are identified under this category.</p>															
<p><b><i>Marriage and civil partnership</i></b></p>	<p><b>Marriage and Civil partnership</b></p> <p>A breakdown of Edgware’s marital status is provided in the table below. This is based on data from Barnet’s Equalities Data Dashboard.</p> <table border="1" data-bbox="640 627 1072 932"> <thead> <tr> <th>Category</th> <th>%</th> </tr> </thead> <tbody> <tr> <td>Single</td> <td>18.5</td> </tr> <tr> <td>Married</td> <td>56.6</td> </tr> <tr> <td>Same sex Partnership</td> <td>0.2</td> </tr> <tr> <td>Separated</td> <td>4.0</td> </tr> <tr> <td>Divorced</td> <td>9.5</td> </tr> <tr> <td>Widowed</td> <td>11.2</td> </tr> </tbody> </table> <p><b><i>EqIA analysis</i></b></p> <p>No impacts are identified under this category.</p>	Category	%	Single	18.5	Married	56.6	Same sex Partnership	0.2	Separated	4.0	Divorced	9.5	Widowed	11.2	<p><i>Neutral</i></p>
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<p><b><i>Race</i></b></p>	<p><b>Race</b></p> <p>Edgware is ethnically diverse with 40% of the population made up of Black, Asian and Minority Ethnic (BAME) groups in the Edgware ward in Barnet side and 63% in the Edgware ward in Harrow. On a Barnet-wide level, the overall population is projected to become increasingly diverse, with the proportion of BAME people in the borough population rising from 40.3% in 2020 to 42.8% in 2030.</p>	<p><i>Neutral</i></p>														

	<p><b><i>EqIA analysis</i></b></p> <p>Information on ethnicity shows that there is a high proportion of people from ethnic minority groups living in Edgware. Whilst development proposals set out in the draft SPD will serve a higher ethnically diverse population, there is nothing in the draft SPD that will disadvantage one group over another.</p> <p>No impacts are identified under this category.</p>	
<i>Religion and belief</i>	<p><b>Religion and belief</b></p> <p>Barnet’s Edgware Ward has a mix of religions, with a relatively high proportion being Jewish (33%), followed by 28% Christian, 11% Muslim, 9% Hindu and 19% either another religion or not having a religion. Within the Edgware and Canon wards in Harrow, there is also a mix of religions with 37% of the population being Christian, followed by 30% Hindu and 16% Muslim.</p> <p><b><i>EqIA analysis</i></b></p> <p>There is nothing in the draft SPD that will benefit or disadvantage one group over another.</p> <p>No impacts identified under this protected characteristic.</p>	<i>Neutral</i>
<b>Sex</b>	<p><b>Sex</b></p> <p>In 2020, 50.5% of the population is female and 49.5% is male. For both males and females in the borough, the most populous age bands are 30-34 years and 35-39 years and the least populous are 85-89 years and 90+ years.</p>	<i>Neutral</i>

	<p><b><i>EqlA analysis</i></b></p> <p>There is nothing in the proposed development that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this category</p>	
<i>Pregnancy and Maternity</i>	<p><b>Pregnancy and Maternity</b></p> <p>There were 5,111 live births in Barnet in 2018. The highest fertility rate for the borough was in women aged 30-34 years (115.4 per 1,000 women), compared to 101.9 per 1,000 for London and 107.2 per 1,000 in England, for the same age group.</p> <p><b><i>EqlA analysis</i></b></p> <p>Improvements to the public realm and streetscape, including decluttering of street furniture, and widened footways, will have a positive impact on all pedestrians, including those who are pregnant and with buggies.</p> <p>No significant impacts are identified under this protected characteristic.</p>	<i>Positive / Neutral</i>
<i>Sexual orientation</i>	<p><b>Sexual orientation</b></p> <p>There is no reliable data available on this protected characteristic on a ward basis or borough wide basis. However, emerging experimental statistics relating to sexual identity are available nationally and at a regional level. In 2016, estimates from the Annual Population Survey (APS)<sup>6</sup> showed that 93.4% of the UK population identified as heterosexual or straight and 2.0% of the population identified themselves as lesbian, gay or bisexual (LGB). This comprised of:</p>	<i>Neutral</i>

	<ul style="list-style-type: none"> <li>• 1.2% identifying as gay or lesbian</li> <li>• 0.8% identifying as bisexual</li> <li>• A further 0.5% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual, bisexual, gay or lesbian categories</li> </ul> <p><b><i>EqIA analysis</i></b></p> <p>There is nothing in the proposed development that will benefit or disadvantage either group over the other.</p> <p>No impacts are identified under this protected characteristic.</p>	
<i>Gender reassignment</i>	<p><b>Gender reassignment</b></p> <p>There are no official or census data for the number of gender variant people on a ward or borough wider basis. However, the ONS estimates that there are approximately 200,000-500,000 trans people in the UK<sup>1</sup>.</p> <p><b><i>EqIA analysis</i></b></p> <p>No impacts are identified under this protected characteristic.</p>	<i>Neutral</i>

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<sup>1</sup> Government Equalities Office (2018) Trans people in the UK.

## Appendix 1 – policy context

This section sets out the local policy context on equality and diversity within London Boroughs of Barnet and Harrow.

Policy	Review
The Equality Act 2010	<p>Equality and Diversity issues are a mandatory consideration in decision making within the Council pursuant to the Equality Act 2010. This means the Council and all other organisations acting on its behalf must have due regard to the equality duties when exercising a public function. The broad purpose of this duty is to integrate considerations of equality and good relations into day to day business, requiring equality considerations to be reflected into the design of policies and the delivery of services and for these to be kept under review.</p> <p>The specific duty set out in s149 of the Equality Act is to have due regard to:</p> <ul style="list-style-type: none"> <li>• Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;</li> <li>• Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it;</li> <li>• Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.</li> </ul>
Barnet’s Equality Policy 2014	<p>Barnet’s policy seeks to ensure that decision making includes issues regarding equality as a material consideration and that there is an awareness of any disproportionate impact on any particular group. With this in mind, all efforts to achieve equality among citizens will be taken by all deciding parties involved.</p>
Harrow – Equality of Opportunity Policy	<p>Harrow’s Equality of Opportunity policy supports and underpins the Council’s corporate Equality Objectives. It is underpinned by a number of principles and values, which are to:</p> <ul style="list-style-type: none"> <li>• Implement their equality policies to ensure that employment and service delivery policies address the needs of our diverse communities.</li> </ul>

- Ensure services are responsive and truly accessible to our customers and service users;
- In partnership with the Trades Unions and workforce, plan, develop and maintain effective communication and information solutions so that the Council can deliver cost effective and accessible services in the context of an appropriate work life balance;
- Ensure their workforce has the skills and competencies required to deliver a high quality service through effective recruitment, selection and development of employees;
- Encourage partnership and participation in the development and application of their policies, practices and services;
- Work actively to eliminate all forms of unlawful discrimination, both direct and indirect that is prohibited under the Equality Act 2010.

As a service provider, the Council outlines their commitment to ensuring their services are open, fair and accessible by taking into consideration the needs and requirements of the diverse community and service users. This will be done by:

- ensuring that people have the opportunity to engage with and participate in the planning and delivery of services;
- delivering services which are relevant, accessible and of the highest possible quality;
- providing clear information about their services and where necessary in accessible formats;
- providing training for all their employees and members to ensure they have a good understanding of their diverse communities and their needs;
- assessing the impact and monitoring of their services to ensure they do not discriminate and make improvements where possible through a comprehensive Equality Impact Assessment (EqIA) process; and
- encouraging our partnership agencies and commissioned service providers to contribute to the implementation of this policy.