

**Full Equality Impact Analysis**  
**LB Hammersmith and Fulham Local Plan (Consultation Draft): Equality Impact Analysis**

(Note: the Equality Impact Analysis contained herein is referred to as EQIA, and not EIA for the purposes of this report. This is to avoid confusion with Environmental Impact Assessments, which are known as EIA in planning terms.)

The purpose of this document is to ensure that the emerging Local Plan is compliant with the Public Sector Equality Duty. The document sets out to whom the duty applies and looks at the demographics of the borough. It examines the proposed Local Plan policies and the way in which these meet the PSED and affected protected characteristics. There is also a summary of the assessment and action points to be carried out in order to ensure the Equalities duty is met. A key point to note is that this document is a working document and will continuously be revised until the point of the submission to the Planning Inspectorate for independent examination.

Overall Information	Details of Full Equality Impact Analysis
<b>Financial Year and Quarter</b>	2016Q2
<b>Name and details of policy, strategy, function, project, activity, or programme</b>	<p>The London Borough of Hammersmith &amp; Fulham has prepared a key strategic planning policy document, termed as the 'Proposed Submission Local Plan'.</p> <p>The Proposed Submission Local Plan updates and amalgamates the council's Core Strategy (adopted in October 2011) and the Development Management Local Plan (adopted in July 2013) into one document and also includes a number of new policies for key regeneration areas such as Hammersmith Town Centre. The Proposed Submission Local Plan sets out the council's vision for the Borough and a strategy for the period 2016-2036.</p> <p>After an Examination in Public and upon formal adoption, the Local Plan will form the borough's principal planning policy document. It will be used to determine planning applications in the borough and will therefore be instrumental in guiding development across the borough over the long term.</p>
<b>Lead Officer</b>	<p><b>Name:</b> Thajinder Ghai  <b>Position:</b> Transport and Technical Services (Development Plans Team)  <b>Email:</b> thajinder.ghai@lbhf.gov.uk  <b>Telephone No:</b> 0208 753 2874</p>
<b>Date of completion of final EQIA</b>	<p>Date for start of EQIA: 24 February 2016  Completion date for EQIA: 04 March 2016</p>

**Section 02 Scoping of Full EIA**

**Plan for completion**

The purpose of the Equality Impact Assessment (EQIA) is to determine how the policies and proposals of the emerging Local Plan will impact on, or affect, different groups or communities. It enables the council to assess whether the impacts are positive, negative or unlikely to have a significant impact on each of the protected characteristics groups.

The EQIA reflects the Public Sector Equality Duty (PSED) which highlights three areas in which public bodies must show compliance. The duty states that a public authority must, in the exercise of its functions, have due regards to the need to:

- 1. Eliminate discrimination, harassment, victimisation and any other conduct that is prohibited under this Act;
- 2. Advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it;
- 3. Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The equality duty is a continuing duty and consideration of equality impacts has taken place throughout the preparation and publication of the Local Plan. The expected timetable for the consultation and adoption of the Local Plan is set out below:

<b>Timescales</b>	<b>Stage</b>
January 2015	Preliminary Consultation (Regulation 18, Town and Country Planning (Local Planning) (England) Regulations 2012) (c 10 weeks)
July/ September 2016	Publication of Proposed Submission version of Local Plan for consultation (Regulation 19)
Autumn/Winter 2016/2017	Submission to independent examiner
Early 2017	Independent examination
summer 2017	Formal adoption of the Local Plan

**Resources:** Officer time only

**Lead Officer:** David Gawthorpe (Deputy Team Leader) and Trevor Harvey (Team Leader), Development Plans Team.

**What is the policy, strategy, function,**

The Local Plan contains policies and proposals regarding the development and use of land which the council wishes

<p><b>project, activity, or programme looking to achieve?</b></p>	<p>to encourage over the 20 year life of the Plan (2016-2036). The Local Plan contains:</p> <ul style="list-style-type: none"> <li>• strategic objectives for sustainable development across the borough, including within four specifically identified 'regeneration areas';</li> <li>• detailed development management policies which will be used to determine applications for planning permission; and</li> <li>• detailed policies for the borough's four identified regeneration areas and strategic sites within these areas.</li> </ul> <p>The Local Plan must have regard to national planning legislation and statutory policies, including the Government's National Planning Policy Framework, and must also be in general conformity with the London Plan.</p>
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<p><b>Section 03</b></p>	<p><b>Analysis of relevant data and/or undertake research</b></p>
<p><b>Documents and data reviewed</b></p>	<p>The following documents and data have been used to help inform this Equality Impact Analysis:</p> <p><b>DOCUMENTS REVIEWED</b></p> <p><b>Draft Equality Objective 2016</b></p> <p>The Council's draft Equality Objective is that by 2018 there will be fewer people living in poverty in H&amp;F, more residents will be accessing opportunities to better their lives and have improved prospects of employment and more people with additional needs will have access to the services and support that they require. This main objective would be delivered through the following sub-categories.</p> <ul style="list-style-type: none"> <li>• We will fund a cross-cutting social inclusion approach and host a Social Inclusion Forum that will tackle exclusion.</li> <li>• We will work with charities and faith communities to prevent and tackle homelessness in the borough.</li> <li>• We will ensure services are designed to meet the needs of people who are disabled, sensory impaired or have special educational needs and their families irrespective of age.</li> <li>• We will improve qualifications, skills, employment and Health &amp; Wellbeing outcomes for all LBHF residents.</li> </ul> <p>The Local Plan is a document that overall has high impact and the ability to positively drive the objectives which are set out in the Equality Objective of the Council. The emerging Local Plan is considered to be consistent with statutory codes in relation to race, gender, disability, and other equalities characteristics.</p>

### **Single Equality Scheme**

The Single Equality Scheme simplifies how we meet our requirements for all, including groups protected by discrimination law. Officers gave careful consideration to the statutory codes that were relevant at the time, in relation to race, gender, and disability in preparing the scheme, as well as to the duties that were expected (at the time) to arise from the Equality Act 2010. Most of the Act's provisions came into force on 1st October 2010. The Single Equality Scheme objectives are based on the same Community Strategy objectives as the Spatial vision of the Local Plan in terms of creating a borough of opportunity for all<sup>1</sup>, including promoting home ownership and regenerating the most deprived parts of the borough.

### **London Plan**

The London Plan: Spatial Development Strategy for Greater London and subsequent alterations<sup>2</sup> include policies that are applicable to development in the borough. The Council's Local Plan must be in general conformity to the London Plan.

### **Equalities Impact Assessment of 'A Transport Plan for Hammersmith and Fulham 2011-2031: Second Local Implementation Plan'**

The abovementioned EIA has been referred to when analysing the Local Plan policies on Transport and Accessibility.

### **DATA REVIEWED**

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

A summary of the demographic situation in relation to each of the equality groups is given below. This provides a starting point for the analysis of likely impacts of the Local Plan on these groups.

#### **Population**

The Population of Hammersmith and Fulham has risen by over 10% from 165,242 in 2001 to 182,500 in 2011. The GLA's 2015 projection estimates the population to be 186,800. According to the 2015 GLA Population projections (SHLAA), the borough's population is expected to increase by 11,895 people (6.7 %) between 2011 and 2021; this compares to a 9.1% increase in London as a whole. The further projected increase in population between 2021 and 2031 is 8.2%; a similar level as the London average (8.3%). While there will be growth in the borough's population in all age groups, the main growth will occur for people aged 85 and over. The population in that age group is expected to increase by 2,260 by 2031, equivalent to 110%. The population aged 65-84 is expected to grow by 61% during

<sup>1</sup> Single Equality Scheme Hammersmith and Fulham Council (2009-2012) "Opportunity for all".

<sup>2</sup> The London Plan (Published 2015)

the same period and population aged 50 to 64 to grow by 30%. The main growth in the number of households will be in 'one person' households (32% up to 2026), while the number of 'couple' households will decrease by nearly 8%.

The population of the borough is relatively young and ethnically diverse. It is also a highly mobile population with about half of all households having moved in the previous five years. In 2011, nearly half of the population (45%) was between 20 and 40 years old which is significantly higher than the London (32%) and the national (27%) averages.

The borough has a high proportion of single people (55.9%) compared to 34% in England & Wales, and 37.5% of all households consisted of one person households in 2011.

It is projected by the GLA (taking account of the borough's housing target of an additional 1,031 dwellings per annum) that the population will increase from 182,493 in 2011 to 209,000 in 2031, (a 14.6% increase). This compares to a 22% increase for Inner London as a whole.

Between 2010 and 2031, the population aged 20 to 49 is expected to grow by 6.5%, the population aged 50 to 64 by 37%, and the population aged 65 to 79 by 15% and the population over 80 by 23%.

Households will increase by 9% from 76,400 households in 2008 to 83,130 in 2033 (Source: DCLG). It is projected that the main growth in number of households will be in 'one person' households (21% up to 2033), while the number of 'co-habiting couples' households will decrease by nearly 11% between 2008 and 2033.

### **Deprivation**

The borough has high levels of deprivation. According to the 2015 Indices of Deprivation, it is ranked 76<sup>th</sup> most deprived local authority area in the country (31<sup>st</sup> 2010 and 38<sup>th</sup> in 207) and there are significant pockets of deprivation, particularly in the north of the borough. Eight (7%) of the borough's Lower Super Output Areas (LSOAs- Lower Super Output Areas are used by the Office of National Statistic (ONS) to identify local neighbourhoods of about 700 households) are within the top ten most deprived nationally. These areas comprise major public sector housing estates: Clem Attlee, Edward Woods, White City, Wormholt, Charecroft and Ashcroft Square. A further 15% of the borough's LSOA are in the 10-20% worst nationally. Most of these areas are in the north of the borough, but also extend into parts of Hammersmith and Fulham.

Hammersmith and Fulham not only have high levels of deprivation, it is polarised socially and economically. For example, in the last census 41.6% of the household heads classified themselves as "managers or professionals", while more than a quarter said they were entirely dependent on benefit. Some 23.9% of households in Hammersmith and Fulham depend on less than £20,000 per annum compared to 27% of London and 34.9% for Great Britain. Just under 40 % of borough households have a households income between £50k and £80K per year. 16.2% of households have an income greater than £80k per annum; this is equivalent to nearly 13,000 households.

Until the 1970s, social housing and council estates tended to be occupied by households with a greater mix of incomes than is now the case. The mix under social housing tenants has come to include proportionally more people on lower incomes, some experiencing multiple deprivation. Approximately 53% of households living in social housing in Hammersmith and Fulham are currently workless and dependent on benefits and they make up the largest single group within the estimated 13,150 (2011 Census) workless households in the borough. Nearly 2,000 lone parents are dependent on out-of-work benefits and a further 2,800 are claiming Working Tax Credit and/ or Child Tax Credit benefits.

Deprivation and low household incomes also impact on health inequalities and result in high levels of child poverty. About 20% of people are in poverty in Hammersmith and Fulham compared to 32% of children in poverty. Childhood poverty in Hammersmith and Fulham compared to 32% of children in poverty. Childhood poverty in Hammersmith and Fulham does not follow the general north-south divide, but is more scattered geographically across the borough. In 2012 over 7,490 children under the age of 16 was living in families receiving means-tested benefits. In 2013 over 30% of primary school children and 23.8% of secondary school children were entitled to free school means in the borough compared to national figures of 15 % and 12% respectively. Further details of health, wellbeing and social care needs of the borough can be found in the Joint Strategic Needs Assessment 2010/2011 carried out by the Council and the NHS Hammersmith and Fulham (now NHS Hammersmith & Fulham Clinical Commissioning Group).

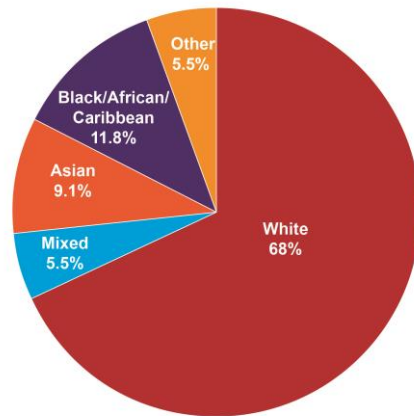
### **Race**

According to the Census 2011, 32% of the borough's population in 2011 belonged to ethnic groups other than white. This represents an increase of nearly 10% since 2001. The main ethnicity in the borough was 'white people' (68 %) followed by people from 'black African' origin (5.7%) and the 'other'<sup>3</sup> group.

In 2011, the white population represented 80% of the economically active population followed by the Black African ethnic group (4.4%) and the 'other group' (3.90%).

### **Figure 1: Ethnic groups in Hammersmith & Fulham, Census 2011**

<sup>3</sup> The other group refers to the two ONS 2011 Census Ethnic Category: 'other Asian or any other ethnic group'.



Source: Office for National Statistics

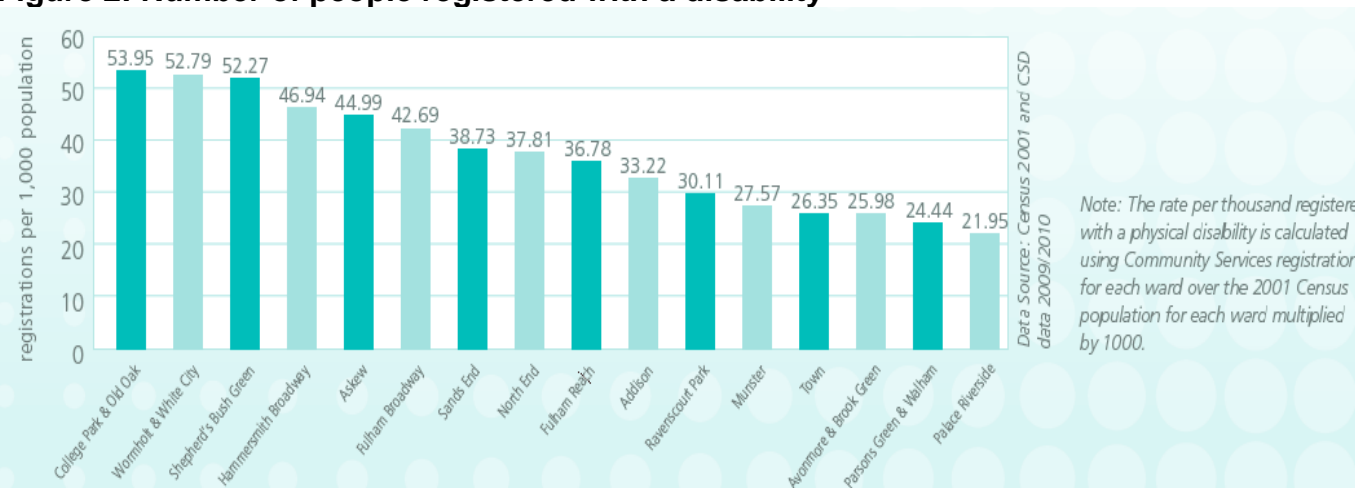
### Disability

The rate of physical disability registrations for Hammersmith and Fulham as a whole is 37.3 registrations per 1,000 population. The Single Equalities Scheme (SES) from 2009-12 indicates that around 15% of residents in Hammersmith and Fulham have a disability. College Park and Old Oak has the highest rate of physical disability registrations in the borough (53.95). The five wards with the highest rates are all in the north of the borough; College Park and Old Oak, Wormholt and White City, Shepherd's Bush Green, Hammersmith Broadway and Askew. Palace Riverside has the lowest rate of registrations in the borough. Physical disability registration is voluntary so the figures do not give a complete picture of disability within Hammersmith & Fulham. In 2011, 12.6% of the borough population had limited day-to-day activities in the borough.

We recognise that people with disabilities and those that support them may be represented in one or more of the other equality groups. The other related group that is usually referenced is age, in particular, we recognise that people with disabilities who can experience difficulty accessing services and accessing the built environment are often children and young people, older people, and those who may provide care for older and younger disabled people. As disability covers a broad spectrum, we also recognise that adaptations for people with mobility impairments may not make the built environment accessible for people with sensory impairments, and that people with mental health or long-term limiting illnesses may have different requirements from their environment. It is for these reasons that we actively engaged with the Hammersmith and Fulham Disability Forum, the local user group representing disabled people.



**Figure 2: Number of people registered with a disability**



Source: Community Services registrations

### Gender

In 2011, there were more women in the borough than men (there were also more women than men in London).

The Single Equality Scheme (SES) indicates that there are more female headed households in the borough which represents a key equality gap for Hammersmith and Fulham.

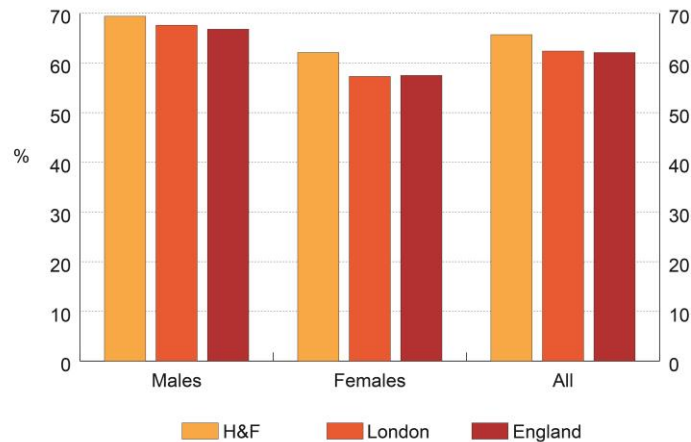
Women are less economically active than men representing respectively 70% and 78% in 2011. These figures are higher than the London figures of 66% for women and 77.5% for men (Source: Census 2011).

Hammersmith & Fulham has a marginally higher proportion of male residents in employment (69.4%) than the London (67.6%) and national averages (66.8%). The proportion of female residents in employment (62.1%) is also higher than the London (57.3%) and national averages (57.5%).

For commentary regarding transgendered or transitioning people, see 'sexual orientation (and transgender)' below. For the assessment of policies, transgendered or transitioning people are represented in the gender category (see section 05).

**Figure 3: Employment in Hammersmith and Fulham, Census 2011**





Source: Office for National Statistics

### Religion

The religious profile of the borough is less diverse than in London as a whole. In 2011, 54.1% of residents in the borough were Christians, 10% Muslim and 23.8% stated that they had no religion.

This partly reflects the ethnic profile of the borough, with a higher White population who are predominantly Christian and a lower Asian population who have a more diverse religious profile.

The policies in the Local Plan are not aimed specifically at religious groups, but policies implemented would impact all religious groups. It is also noted that members of this population will also be represented through one or more other equality strands and that race and religion are often linked, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment. Further, places of worship are supported in the CF1 – Supporting Community Facilities and Services policy which is concerned with community services, arts, culture and leisure respectively.

### Age

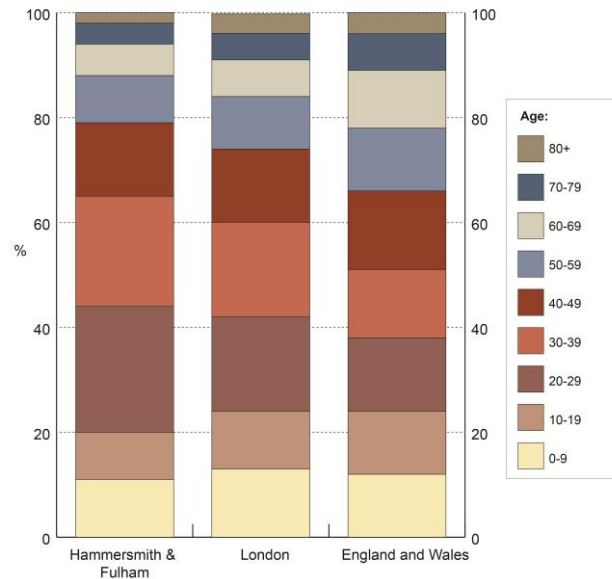
In 2011, the borough had a higher proportion of young adults aged 25-39 (35.7%) than London (28%) and England and Wales (20%). Conversely, the proportion of children and young adults (0-24) in the borough was lower than in London (26.7% compared to 32.2%) and England and Wales (30.7%).

12.7% of the population is aged 60 or over, which is slightly lower than the London (15.2%) and England and Wales (20.3%) averages.

According to the H&F Carer's Strategy 2005-2010 and Experian Mosaic Data for the borough, older residents in the

borough are more likely to live alone.

**Figure 4: Age structure (% of total population, Census 2011)**



Source: Office for National Statistics

According to GLA projections, by 2031 the number of 4-10 year-olds (primary sector) is predicted to rise from 13,368 to 16,208. For the range 11-15 (secondary sector), numbers will rise from 7,337 to 9,875. The projections clearly show that the need for additional secondary places will increase after 2017 at a much faster rate than for primary places.

### **Sexual Orientation (and transgender)**

The nature of issues facing LGB people can be similar to transgendered or transitioning people as well, hence the council often use the term LGBT (lesbian, gay, bisexual and transgender). This is relevant when assessing impacts and looking at populations, for there are no official statistics on sexual orientation or gender identity, as these are not routinely captured by public bodies, and are not captured by the census. However:

'In 2005, the Department for Trade and Industry published a figure of 6% as the percentage of LGBT people in the general population..... the number of LGBT people in London is thought to be anywhere between 6% and 10% of the total population, increased by disproportionate levels of migration. This equates to an urban population of between 450,000 and 750,000' (Kairos in Soho, *London's LGBT Voluntary Sector Infrastructure Project*, 25:2007).

To put this in a local context so far as is possible, although there are no accurate statistics for the numbers of

	<p>lesbian, gay and bisexual residents in the borough, the 2011 census recorded that 568 people (or 1.1% of couples), aged 16 and over, were living as same sex couples in Hammersmith and Fulham. In 2011, there were 299 same sex civil partnerships in the borough.</p> <p>This gives us some of the picture but within the parameters of the DTI figures, we note that these local statistics may hide single LGB people, or LGB people who have not entered into civil partnerships. We do not have specific data on transgendered or transitioning people. The policies in the DM LP are not aimed specifically at LGBT people but it is noted that members of this population will also be represented through one or more other equality strands, meaning that benefits will be experienced by this group in more subtle ways. For example, through increased employment opportunities, better transport and quality of built environment.</p> <p>Source: NOMIS</p>
<b>New research</b>	N/A.

<b>Section 04</b>	<b>Undertake and analyse consultation</b>
<b>Consultation</b>	<p>Local Plan consultation</p> <p>The council has produced a Statement of Community Involvement (SCI) 2015 that sets out the principles to be applied in involving the community in the preparation of planning documents, including the emerging Local Plan (See SCI for more details). The involvement of the community is also subject to the Town and Country Planning (Local Planning) (England) Regulations 2012.</p> <p>Informal public consultation on issues and options for the draft Local Plan took place from July to September 2013. Representations from residents and voluntary organisations, including a disability group, as well as statutory bodies and others were received and were taken into account in drafting the Local Plan for Regulation 18 consultation.</p> <p>The Regulation 18 consultation took place during January and February 2015. Following the consideration of representations, the Local Plan and the associated documents such as the Sustainability Appraisal were reviewed and updated. These documents and this EQIA will be subject to a further public consultation for a six week period in Summer 2016 before being examined in public by an independent Inspector. It is expected that the Local Plan will be adopted by August 2017.</p>

## Analysis

### Methodology of the Analysis & Protected characteristics and the Public Sector Equality Duties PSED)

This EQIA analyses the likely impacts of the Local Plan policies on statutorily identified protected characteristics (age, disability, gender reassignment, marriage/civil partnership), pregnancy/maternity, race, religion/belief, sex, and sexual orientation), human rights and children's rights. It also assesses the Local Plan policies against the Public Sector Equality Duties in s149 of the Equality Act 2010 which states that in the exercise of its functions the council must have due regard to the need to:

- eliminate unlawful discrimination, harassment and victimisation and other conduct that is prohibited under the Act;
- advance equality of opportunity between people who share a protected characteristic and those who do not; and
- foster good relations between people who share a protected characteristic and those who do not.

Note: Age as covered by the Equality Act 2010 does not protect young people under the age of 18, although they are protected under other protected characteristics. Reference to this group has been included under Age in this EQIA, however, in order to make it easier to understand the link between Local Plan policies and young people. Analysis of the effects of each policy on those under 18 is more fully included under Children's Rights. The EQIA analysis of the Local Plan policies adopts a matrix-based approach to assess both the relevance of the various policies and their level of impact upon people who have the protected characteristics. The Local Plan policies are listed along the vertical axis of the matrix, with the protected characteristics listed on the horizontal axis.

The relevance of the policies to the protected characteristics is categorised as:

#### High (H)

There is substantial or a fair amount of evidence that some groups are (or could be) differently affected by it

- There is substantial or a fair amount of public concern about it
- The policy, strategy, function, project, activity, or programme is relevant to most parts of the general duty, and/or to human/children's rights
- There is some evidence that some groups are (or could be) differently affected by it

#### Medium (M)

There is some public concern about it

- The policy, strategy, function, project, activity, or programme is not generally relevant to most parts of the general duty, and/or to human/children's rights
- There is little evidence that some groups are (or could be) differently affected by it

Low (L)

- There is little public concern about it

Not  
Applicable  
(N/A)

- Not applicable

The impacts of the policy on the protected characteristics are categorised as:

Positive (+)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and that it does advance equality of opportunity, and/or fulfils PSED in another way.

Neutral(Blank)

The EQIA shows the policy, strategy, function, project or activity is not likely to result in adverse impact for any protected characteristic and does not advance equality of opportunity, and/or fulfils PSED in another way.

Negative (-)

The EQIA shows the policy, strategy, function, project or activity is likely to have an adverse impact on a particular protected characteristic(s) and potentially does not fulfil PSED, or the negative impact will be mitigated through another means.

It is not a legal requirement to consult on EQIAs, although these have been made available as part of the consultation process for residents and stakeholders to view and comment on. This opportunity will be made available to the public, alongside the proposed submission Local Plan and associated documents, at the next stage of consultation governed by Regulation 19 of the Town and Country Planning (Local Planning) (England) Regulations 2012. This consultation is due to run between from July to September 2016.

The Local Plan contains policies on the following topics:

A: Meeting Housing Needs and Aspirations

- HO1 Housing Supply
- HO2 Housing conversion and retention
- HO3 Affordable Housing

- HO4 Housing Quality and Density
- HO5 Housing Mix
- HO6 Accessible Housing
- HO7 Meeting needs of people who need care and support
- HO8 Hostels and houses in multiple accommodation
- HO9 Student accommodation
- HO10 Gypsy and traveller accommodation
- HO11 Detailed Residential Standards

**B: Local Economy and Employment**

- E1 Providing for a range of employment uses
- E2 Land and premises for employment use
- E3 Provision for visitor accommodation and facilities
- E4 Local employment, training and skills development initiatives

**C: Town and Local Centres**

- TLC1 Hierarchy of town and local centres
- TLC2 Town Centres
- TLC3 Local Centres
- TLC4 Small non-designated parades and clusters and corner shops
- TLC5 Managing the impact of food, drink and entertainment uses
- TLC6 Betting shops, pawnbrokers and payday loan shops and hot food takeaways
- TLC7 Public houses

**D: Community Facilities, Leisure and Recreation**

- CF1 Supporting community facilities and services
- CF2 Enhancement and retention of Community uses
- CF3 Enhancement and retention of Arts, Culture, Entertainment, Leisure, Recreation and Sport uses
- CF4 Professional football grounds

**E: Green and Public Open Spaces**

- OS1 Parks and Open Spaces
- OS2 Access to parks and open spaces
- OS3 Playspace for children and young people
- OS4 Nature conservation
- OS5 Greening the borough

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- F: River Thames and Grand Union Canal
  - RTC1 River Thames
  - RTC2 Access to the Thames riverside and foreshore
  - RTC3 Design and appearance of development within the Thames Policy Areas
  - RTC4 Water-based activity on the Thames
- G: Design and Conservation
  - DC1 Built environment
  - DC2 Design of new build
  - DC3 Tall buildings
  - DC4 Alterations and extensions (including outbuildings)
  - DC5 Shopfronts
  - DC6 Replacement windows
  - DC7 Views and landmarks
  - DC8 Heritage and conservation
  - DC9 Advertisements
  - DC10 Telecommunications
  - DC11 Basements and Light wells
- H: Environmental Sustainability
  - CC1 Reducing carbon dioxide emissions
  - CC2 Ensuring sustainable design and construction
  - CC3 Minimising Flood Risk Water Use
  - CC4 Minimising surface water run-off with sustainable drainage systems
  - CC5 Water Quality
  - CC6 Strategic Waste Management
  - CC7 On-site Waste Management
  - CC8 Hazardous Substances
  - CC9 Contaminated land
  - CC10 Air Quality
  - CC11 Noise
  - CC12 Light pollution
  - CC13 Control of potentially polluting uses
- J: Transport and Accessibility
  - T1 Transport



- T2 Transport Assessment and Travel Plans
- T3 Increasing the opportunities for cycling and walking
- T4 Vehicle Parking Standards
- T5 Parking for Blue Badge holders
- T6 Borough road network – hierarchy of roads
- T7 Construction and Demolition Logistics

#### K: Regeneration Areas

- WCRA White City Regeneration Area
- HRA Hammersmith Regeneration area
- FRA Fulham Regeneration Area
- SFRA South Fulham Regeneration Area

In addition there are a number of strategic site policies within the four regeneration areas.

The Local Plan also sets out how the Council will deliver and implement its policies and how the effectiveness of policies will be monitored.

There is also a policy on Delivery and Implementation of the Local Plan, including Planning Contributions and Infrastructure.

The section below assesses each policy against the protected characteristics as follows and sets out commentary relating to the way in which the Local Plan is likely to impact upon the protected characteristics:

1. Age
2. Disability
3. Gender reassignment
4. Marriage/ Civil Partnership
5. Pregnancy/ Maternity
6. Race
7. Religion/Belief
8. Sex
9. Sexual Orientation
10. Human/ Children's Rights Act

Section 05	Analysis of impact and outcomes											
Analysis	Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
	HO1 - Housing Supply	H;+	H;+	L;	L;	H;+	L;	L;	L;	L;	L;+	Increasing the number of dwellings in the borough will positively impact on the protected characteristics. The policy is of high relevance to characteristics including, age, disability and pregnancy and maternity.
	HO2 – Housing Conversion and Retention	L;	L;	N/A;	M;+	M;+	N/A;	N/A;	N/A;	N/A;	N/A	Permitting housing conversions whilst ensuring that the proposed units cater to families wherever possible will help address the under-provision of family homes in the borough. The policy will also benefit pregnant women and people with young families. Having policy that is not highly restrictive of smaller dwellings whilst retaining the need for family sized dwelling also caters for a mixture of housing affordability.
	HO3 – Affordable Housing	H;+	H;+	N/A;	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	H;+	The affordable housing policy will benefit a number of groups, including age and disability. A mix of market and affordable homes is required to meet housing need. Provision of family housing (3 or more bedrooms) is also required. Residential floor space is sought to be protected where possible.
	HO4 – Housing Quality and Density	H;+	H;+	N/A;	M;+	H;+	N/A;	N/A;	N/A;	N/A;	H;+	Ensuring housing is built to the standards of the London Plan is of high relevance to, and will have a positive impact on, the protected characteristics of age, disability and children's rights.  Design that is of a high quality does not adversely affect neighbouring occupiers and will improve the aesthetic appearance of the environment as well as enable an improved quality of life and economic growth for the borough.
	HO5 – Housing Mix	H;+	N/A;	N/A;	M;+	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The preferred housing mix will seek to address the lack of family sized social housing in the borough on a site by site basis. The policy is of high relevance to, and can positively impact upon, the protected characteristics of age, pregnancy/maternity and children's rights.
	HO6 – Accessing Housing	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy seeks to address the shortage of accessible housing in London. By enhancing choice and enabling independent living it could help reduce differences between communities. This will have a positive impact on the protected characteristics of age and disability.

	HO7 – Meeting needs of people who need care and support	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of high relevance to and will positively impact upon the protected characteristics of age and disability.
	HO8 – Hostels and houses in multiple accommodation	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy on hostels and houses in multiple occupations does not impact upon the protected characteristics.
	HO9 – Student Accommodation	N/A	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy on student housing is not generally relevant to the protected characteristics.
	H10 – Gypsy and Traveller Accommodation	N/A	N/A;	N/A;	N/A;	N/A;	H;	N/A;	N/A;	N/A;	H;+	The policy is of high relevance to, and is likely to impact upon, the protected characteristic of race. The policy focuses on exploring the potential to increase the capacity of the existing site.
	H11 – Detailed Residential Standards	M	M	N/A	N/A	M	N/A	N/A	N/A	N/A	N/A	The policy on basements is of relevance and has potential to positively impact on a number of protected groups. Further specific consideration would need to be made to the disability characteristic.
<p><u>Human Rights and Children’s Rights</u></p> <p>The housing policies in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. There are a number of areas in which the policies will have a positive effect on Children’s Rights, as defined by the UNCRC (1992). These are as follows:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have children’s views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security</li> </ul>												

These rights are most relevant under the following policies for the following reasons:

- **Housing Supply:** All children will benefit from the increased provision of better quality, family-sized, accessible housing. The provision encouraging dwelling conversion containing more family sized homes with adequate amenity space will also benefit children, aiding in their mental and physical development and improving their overall quality of life. .
- **Housing Quality and Density:** This policy will benefit children because it requires new dwellings to be designed to have adequate internal space and outdoor communal amenity and playspace areas. This will benefit younger children in particular, by allowing sufficient internal space for play, storage for prams and other items. Older children and adults will also benefit from the requirement to provide adequate private outdoor amenity/play space, positively impacting on mental and physical health.
- **Housing Mix:** This will benefit children because it aims to address the need for family housing for all tenures of new housing.
- **Detailed residential standards:** This policy will benefit children as it aims to ensure that new housing provides accessible, private amenity space or garden provision as appropriate. Having access to these spaces will allow all children to engage in recreational activity, improving their quality of life.

### Local Economy and Employment

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
E1 – Providing for a range of employment uses	M;+	M;+	N/A;	N/A;	M;+	M;+	N/A;	M;+	N/A;	N/A	The policy will not generally impact on any protected characteristics. However, by increasing and retaining employment land this would help decrease the levels of unemployment within the borough, which affects both the older and younger generations.  In addition by creating and retaining jobs locally there who are less able to travel far, to reach more accessible employment.
E2 – Land and premise for employment use	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A	The policy will not impact on any protected characteristics
E3 – Provision for visitor accommodation and facilities	N/A ;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A	The policy seeks to ensure the development of an adequate number of wheelchair friendly hotel rooms. This is of relevance to, and will benefit the disability and age groups in particular.
E4 – Local	M;+	H;+	N/A;	N/A;	N/A;	M;+	N/A;	M;	N/A;	H	The policy seeks to improve the employment prospects of local people and as such will benefit all

	employment, training and skills development initiatives											residents who are seeking work and training opportunities. There are likely to be particular beneficial impacts on people of working age, people with disabilities and those whose first language is not English.
	<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Local Economy and Employment in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. There are likely to be positive impacts particularly on older children as the increase in the type and number of new jobs may facilitate increased employment/training opportunities for younger people. This will positively influence the following rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Providing for a range of employment uses – The council will support new employment uses and will resist the loss of viable employment sites. This policy is likely to lead to more training and employment opportunities and will particularly benefit older children.</li> <li>• Local employment, training and skills development initiatives – The council will seek appropriate training and employment opportunities for local people as part of larger employment generating developments. This is likely to benefit older children by offering them a diverse range of opportunities in commencing their careers. It may also benefit older people who need/want to change careers.</li> </ul>											
	<b>Town and Local Centres</b>											
	<b>Policy</b>	<b>Age</b>	<b>Disability</b>	<b>Gender Reassignment</b>	<b>Marriage/Civil Partnership</b>	<b>Pregnancy/Maternity</b>	<b>Race</b>	<b>Religion/Belief</b>	<b>Sex</b>	<b>Sexual Orientation</b>	<b>Human/Children's rights</b>	<b>Commentary</b>
TLC1 – Hierarchy of Town and Local Centres	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M	The policy seeks to direct economic development to the borough's town and local centres and neighbourhood and satellite parades thereby sustaining these as vital and viable centres. The policy is of high relevance to, and will have a positive impact on, the protected characteristics of age, disability and pregnancy/maternity, particularly benefitting those who are less mobile and would benefit from having close access to services and amenities.	
TLC2 – Town Centres	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas.	

												This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC3 – Local Centres	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas. This will help people who are less mobile to have relatively easier access to essential services and amenities.
TLC4 – Small non-designated parades and clusters and corner shops	M;+	M;+	N/A;	N/A;	M;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy is of some relevance to the protected characteristics of age, disability and pregnancy/maternity, and will benefit people who share these characteristics by helping to ensure a diverse range of services in local shopping areas.  This will help people who are less mobile, in particular the elderly in order to have relatively easier access to essential services and amenities.
TLC5 – Managing the impact of food, drink and entertainment uses	N/A	M;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will generally not impact on any protected characteristics. However, the policy has potential to reduce the impact of noise and disturbance on those residents sensitive to this issue.  More generally the mix of uses would ensure that there would be uses catered for all user groups for leisure purposes.
TLC6 – Betting shops, pawnbrokers and payday loan shops and hot food takeaways	N/A	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will generally not impact on any protected characteristics. However, the policy does aim to maintain a balance in the mix of uses that would support all members of the public in accessing most essential services and amenities.
TLC7 – Public	N/A	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will generally not impact on any protected characteristics.

Houses												
<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Town and Local Centres in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will benefit the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development;</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Hierarchy of town and local centres -The council aims to enhance the viability and vitality of town and local centres and neighbourhood and satellite parades by encouraging the protection and of accessible local services and amenities wherever appropriate. Having easily accessible facilities will increase families exposure to amenities including leisure, culture and the arts, thereby improving their overall quality of life. Controls over hot food takeaways will benefit children's health.</li> </ul>												
<b>Community Facilities, Leisure and Recreation</b>												
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary	
CF1 – Supporting community facilities and services	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	<p>The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the protection and additional provision of community facilities and services linked to health and social care. Community, arts and culture uses are used by many different groups from within the borough and outside of it.</p> <p>The policy will enable opportunity for retaining as well as new provision for schools, libraries, health centres in accessible locations for the benefit of the younger and elder generations.</p>	
CF2 – Enhancement and retention of Community uses	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	<p>The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the enhancement and additional provision of community uses.</p> <p>The facilitation of cultural/ creative uses within the borough will allow for the inclusion of all residents regardless of their background.</p>	
CF3 – Enhancement and retention	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	M;+	<p>The policy is relevant to and will positively impact on all people in the borough. However, people sharing the protected characteristics of age, disability and pregnancy/maternity will particularly benefit from the enhancement and additional provision of arts, culture,</p>	



	n of Arts, Culture, Entertainment, Leisure, Recreation and Sport uses											entertainment, leisure, recreation and sport uses.
	CF4 – Professional Football grounds	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will generally not impact on any protected characteristics
	<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Community Facilities, Leisure and Recreation in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will benefit the following children's rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Enhancement of Community Facilities and Enhancement of Arts, Culture, Entertainment, leisure, recreation and sport uses – the policies aim to ensure that adequate levels of community facilities are provided in new developments taking account of local need and also aim to enhance existing facilities where appropriate. Children in particular are heavily reliant on various community facilities, such as schools, nurseries, healthcare and leisure facilities although other people also have their own community service needs. Adequate provision and protection of these community facilities along with the protection and enhancement of arts, culture, leisure, entertainment, recreation and sport uses will ensure the rights mentioned above are protected.</li> </ul>											
<b>Green and Public Open Space</b>												
<b>Policy</b>	<b>Age</b>	<b>Disability</b>	<b>Gender Reassignment</b>	<b>Marriage/Civil Partnership</b>	<b>Pregnancy/Maternity</b>	<b>Race</b>	<b>Religion/Belief</b>	<b>Sex</b>	<b>Sexual Orientation</b>	<b>Human/Children's rights</b>	<b>Commentary</b>	
OS1 – Parks and open spaces	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	H;+	The policy is relevant to and will positively impact on people of all ages but especially children and young people. Elderly and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.	
OS2 – Access to parks and open spaces	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	H;+	The policy is relevant to and will positively impact on people of all ages but especially children and young people. Elderly and disabled people will also benefit from having close access to open spaces which can offer both active and passive recreation opportunities.	

	OS3 – Place space for children and young people	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A;	N/A;	H;+	The policy is relevant to and will positively impact on children and young people by ensuring that the provision of open space within the borough is of good quality and is accessible and of a sizeable amount.
	OS4 – Nature conservation	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	OS5 – Greening the borough	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
<p><b>Human Rights and Children’s Rights</b></p> <p>The policies on Green and Public Open Space in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will positively impact upon the following children’s rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Access to parks and open spaces – The policy aims to reduce open space deficiency and improve the quality of, and access to existing open space. Doing so will help ensure sufficient open space areas for all children and will help to address the current deficit in open space provision in the borough. Parks can also provide opportunities to contribute to healthy lifestyles through sport and recreation.</li> <li>• Playspace for Children and young people – The policy complements that on improving access to parks and open spaces by aiming to prevent the loss of existing playspace and requiring new, accessible, communal play spaces to be provided in new development that provides family sized developments.</li> </ul>												
<b>River Thames and Grand Union Canal</b>												
<b>Policy</b>	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children’s rights	<b>Commentary</b>	
RTC1 – River Thames	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.	
RTC2 – Access to the Thames riversid	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	H;+	The policy seeks to improve accessibility to the riverside and as such is of high relevance to, and will have a positive impact on all people but particularly those who are less mobile.	

	e and foreshore											
	RTC3- Design and appearance of development within the Thames Policy Areas	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy would enable development to be of design that allows for greater accessibility, inclusive design and would be of high quality. As such would have a positive impact on key groups such as age, disability, pregnancy/ maternity.
	RTC4 – Water-based activity on the Thames	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy seeks to protect water based activity on River Thames. This is of high relevance to and likely to have a positive impact on all people who use the river for active recreation purposes.
<p><u>Human Rights and Children’s Rights</u></p> <p>The policies on the River Thames and the Grand Union Canal in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will positively impact upon the following children’s rights:</p> <ul style="list-style-type: none"> <li>▪ The right to life, survival and development</li> <li>▪ The right to have their views respected, and to have their best interests considered at all times</li> <li>▪ Health and welfare rights, including rights for disabled children, the right to health and health care, and social security</li> <li>▪ The right to education, leisure, culture and the arts</li> </ul> <p>These rights are most relevant under the following policies for the following reasons:</p> <ul style="list-style-type: none"> <li>• Access to the riverside and foreshore – The policy seeks to ensure accessible and inclusive public access to the riverside and foreshore. This will encourage children to use these areas resulting in positive health and leisure outcomes for them.</li> </ul> <p>Enhancing the Grand Union Canal and improving access – The policy encourages a mix of uses within canal side development that is of a high standard of accessible and inclusive design. This will encourage children to use these areas resulting in positive health and leisure outcomes for them.</p>												
<b>Design and Conservation</b>												
<b>Policy</b>	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children’s rights	<b>Commentary</b>	
DC1 – Built	N/A ;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	M	Accessible and inclusive design will be of particular benefit to people who are less mobile and have	

	Environ ment											particular design requirements.
	DC2 – Design of new build	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	M	The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to, and will have a high impact upon, people who are less mobile, including the elderly, disabled people and pregnant mothers and people with very young children.
	DC3 – Tall building s	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to, and will have a high impact upon, people who are less mobile, including the elderly, disabled people and pregnant mothers and people with very young children.
	DC4 – Alterati ons and extensi on (includi ng outbuild ings)	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy requires all new build to respect the principles of accessible and inclusive design. This is of high relevance to the elderly, disabled people and pregnant mothers and people with very young children.
	DC5 - Shopfro nts	N/A ;	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	Shop fronts built to an accessible and inclusive design will benefit people who are less mobile and have particular design requirements.
	DC6 – Replac ement Window s	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics. It will ensure that design and scale of shop fronts will be of inclusive design and would be accessible.
	DC7 – Views and landmar ks	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	DC8 – Heritag e and conserv ation	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	DC9 - Advertis ements	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	DC10 - Teleco mmunic ations	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

DC11 – Basements and Light wells	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	Permitting basements and light wells will add to housing capacity within the borough. Whilst doing so the policy is likely to have impact on the characteristic of disability as all floors within a dwelling are to be accessible.
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Human Rights and Children’s Rights

The policies on Design and Conservation in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will positively impact upon the following children’s rights:

- The right to life, survival and development
- The right to have their views respected, and to have their best interests considered at all times
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security
- The right to education, leisure, culture and the arts

There is also the potential for a negative impact on disabled children, as some conflict may arise between the need to preserve the heritage character of listed buildings and meeting disability and other accessibility needs, particularly within listed properties. As such, design measures to improve accessibility in listed buildings may not be incorporated in proposals concerning these heritage assets in order to preserve their character.

These rights are most relevant under the following policies for the following reasons:

- Built environment, Design of new build and Alterations and Extensions (including outbuildings - These policies aim to ensure new building developments and alterations and extensions are built adopting the principles of accessible and inclusive design. This will ensure that new developments consider the accessibility needs of children and incorporate suitable design elements in their construction to allow easy access through the development for these groups.

**Environmental Sustainability**

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children’s rights	Commentary
CC1 – Reducing carbon dioxide emissions	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC2 – Ensuring sustainable design and construction	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics. However, sustainable construction has the potential to reduce pollution, thereby befitting the health of all residents.
CC3 –	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	L	The design of developments should take account of

	Minimising Flood Risk Water Use											flood risk in compliance with the relevant flood risk regulations (Flood Risk Regulations 2009, the Flood and Water management Act 2010, the National Planning Policy Framework).  The policy will especially impact upon children, the elderly and people with disabilities.
	CC4 – Minimising surface water run-off with sustainable drainage systems	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	CC5 – Water Quality	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	CC6 – Strategic Waste management	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
	CC7 – On-site waste management	H;+	M/+	N/A;	N/A;	H/+	N/A;	N/A;	N/A ;	N/A;	L	There will be some impact on particular characteristics such as age, disability.
	CC8 – Hazardous Substances	H;+	M/+	N/A;	N/A;	H/+	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy is particularly relevant to users of open space. While the policy is of high relevance to and will have a positive impact on all people, they are of particular relevance to people who are less mobile such as the very young and elderly, disabled people and pregnant women.
	CC9 – Contaminated land	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A ;	N/A;	N/A;	The policy will impact positively on protected characteristics of age and disability.
	CC10- Air Quality	N/A ;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A ;	N/A;	N/A;	This particular policy will impact upon the health of all residents of the borough over the longer term. However, will not generate any impact on the protected characteristics of any specific group.
	CC11 -	N/A	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected

Noise											characteristics.
CC12 – Light Pollution	N/A	M;+	N/A;	N/A;	N/A	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.
CC13 – Control of potentially polluting uses	N/A	N/A;	N/A	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

#### Human Rights and Children's Rights

The policies on Environmental issues and Climate Change in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will positively impact upon the following children's rights:

- The right to life, survival and development
- The right to have their views respected, and to have their best interests considered at all times
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security

These rights are most relevant under the following policies:

- Reducing water use and the risk of flooding – The policy aims to ensure that new developments are designed to minimise the potential adverse effects of floods. Children and people with disabilities are at risk of suffering disproportionate harm from flood events and accordingly will benefit significantly from the implementation of this policy.
- Hazardous Substances, Contaminated Land, Air Quality, Noise, Light Pollution and Control of Potentially Polluting Uses and Environmental Nuisance - These policies aim to reduce and control different types of pollution. The implementation of these policies will benefit children and people with disabilities in particular.

#### **Transport and Accessibility**

<b>Policy</b>	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	<b>Commentary</b>
T1 - Transport	H;+	H;+	N/A;	N/A;	H;+	N/A;	N/A;	N/A	N/A;	N/A;	This strategic policy seeks among other things to improve public and sustainable transport infrastructure in the borough and will benefit all people, but especially people who are unable to drive and are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children.
T2 – Transport Assessment and	N/A	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	N/A;	M	The policy will not generally impact on any protected characteristics.



Travel Plans												
T3 – Increasing the opportunities for cycling and walking	H;+	H;+	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	M	Improving the opportunities for walking and cycling is of high relevance to and will have a positive impact on people who are unable to drive and are comparatively less mobile such as the young, the elderly, the disabled and potentially pregnant women and those with very young children.
T4 – Vehicle Parking Standards	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy will not generally impact on any protected characteristics.
T5 – Parking for blue badge holders	N/A;	H;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A	The policy will not generally impact on any protected characteristics. Parking for blue badge holders will particularly benefit the aged and people with disabilities.
T6 – Borough road network – hierarchy of roads	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This particular policy will not have any significant impact on residents of the borough whom fall under the protected characteristics.
T7 – Construction and Demolition Logistics	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children’s Rights

The policies on Transport in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. The policies in this topic area will positively impact upon the following children’s rights:

- The right to have their views respected, and to have their best interests considered at all times
- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security

These rights are most relevant under the following policies for the following reasons:

- Transport Assessments and Travel Plans – The policy will require new developments to prepare and submit transport assessments to manage the development's impact on congestion and particularly on bus routes. Managing congestion on bus routes in particular will benefit children, reducing journey times and improving their quality of life.
- Increasing opportunities for cycling and walking – The policy will benefit people who are unable or do not want to drive. Children will especially benefit from this policy as it will increase the opportunities for them to safely and conveniently access a wide range of community services and facilities using sustainable transport methods. This is likely to also have a positive effect on their physical and mental health.

**Delivery and monitoring**

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Delivery and monitoring	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998 or Children's rights as defined by the UNCRC (1992).

**Planning Contributions, Infrastructure Planning and Viability**

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Planning Contributions	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	N/A;	The policy will not generally impact on any protected characteristics.

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998 or Children's rights as defined by the UNCRC (1992).

**REGENERATION AREA POLICIES**

Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children.

**Hammersmith Regeneration Area**

Policy	Age	Disability	Gender	Marriage/Ci	Pregnan	Race	Religion/	Sex	Sexual	Human/C	Commentary
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		y	Reassignment	vil Partnership	cy/Maternity		Belief		Orientalion	hildren's rights	
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the Hammersmith Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable urban design including sustainable transport
HRA1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability. Further EQIA consideration will be necessary when a planning application is submitted.
HRA3	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above.

#### Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children.

#### **South Fulham Riverside Regeneration Area**

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Strategic Area	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the South Fulham Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable urban design.
SFRR1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability. Further EQIA consideration will be necessary when a planning application is submitted.

#### Human Rights and Children's Rights

The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of or Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children.(1992).

#### **Fulham Regeneration Area**

Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
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			ment	Partnership	ernity				tion	rights	
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	This policy sets out the overall development strategy for the Fulham Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable development and urban design, including sustainable transport
FRA1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability. Further EQIA consideration will be necessary when a planning application is submitted. .
<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of or Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children.(1992).</p>											
<p><b>White City Regeneration Area</b></p>											
Policy	Age	Disability	Gender Reassignment	Marriage/Civil Partnership	Pregnancy/Maternity	Race	Religion/Belief	Sex	Sexual Orientation	Human/Children's rights	Commentary
Strategic Policy	H;+	H;+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	M	This policy sets out the overall development strategy for the White City Regeneration Area. The policy is of high relevance to and will positively impact on all people living and working in the area. However, the people who have the protected characteristics of age and disability will especially benefit from the adoption of policies promoting sustainable development and urban design, including sustainable transport
WCRA1	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	The policy is of particularly high relevance to the protected characteristics of age and disability. Further EQIA consideration will be necessary when planning applications are submitted. .
WCRA2	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above
WCRA3	H;	H;	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	As above
<p><u>Human Rights and Children's Rights</u></p> <p>The policies on Delivery and Monitoring in the Local Plan will not affect Human Rights as defined by the Human Rights Act 1998. In respect of or Children's rights as defined by the UNCRC, the policies should assist in advancing opportunities for children. (1992).</p>											

<b>Section 06</b>	<b>Reducing any adverse impacts</b>
<b>Outcome of Analysis</b>	<p>The equalities impact analysis of the proposed submission Local Plan has found that in general, there is unlikely to be any potential unlawful discrimination against protected groups associated with the implementation of these policies. However, the council welcomes comments from the public and other stakeholders on the findings of this equalities impact analysis.</p> <p>The analysis has shown that not all protected characteristics will be impacted upon in a similar manner by the implementation of the Local Plan. The analysis has revealed that, generally, the Local Plan policies will have a positive or neutral impact upon all protected groups and characteristics and will improve the overall quality of life among people in these groups. The protected characteristics of Age, Disability, Pregnancy and Maternity and Race will be positively impacted upon most by the implementation of the Local Plan. The implementation of the Local Plan through consideration and determination of planning applications is unlikely to adversely impact upon Human and Children’s rights.</p> <p>The council will take the following actions to promote its equalities duties:</p> <ul style="list-style-type: none"> <li>• it will monitor the implementation of the Local Plan policies on an ongoing basis. Potential issues that may adversely impact on the protected characteristics will be reported in the council’s Monitoring Reports. The relevant Local Plan policies may then be amended accordingly, through a statutory review process, to help resolve these issues;</li> <li>• it will undertake public consultation on the Local Plan and associated documents, including the EQIA. The current consultation will provide people with an opportunity to comment on the overall ‘soundness’ of the Local Plan policies, namely that they are ‘justified’, ‘effective’ and consistent with national and London Plan policy and meet local needs, In addition, people may comment on the EQIA and on the supporting sustainability appraisal; and</li> <li>• it will monitor the development of equalities legislation and associated case law to help ensure that the Local Plan remains legally compliant.</li> </ul> <p>It is not considered the Local Plan will adversely affect human rights as defined by the Human Rights Act 1998.</p> <p>It is considered that the Local Plan will have a positive impact on children’s rights under the United Nations Convention on the Rights of the Child (UNCRC), including the following:</p> <ul style="list-style-type: none"> <li>• The right to life, survival and development;</li> </ul>

- Health and welfare rights, including rights for disabled children, the right to health and health care, and social security; and
- The right to education, leisure, culture and the arts

Section 07		Action Plan					
Action Plan		Issue identified	Action (s) to be taken	When	Lead officer	Expected outcome	Date added to business/service plan
		Ensure that the Local Plan remains legally compliant with respect to equalities matters	Monitoring emerging equalities related case law and any future legislative amendments.	Ongoing	To be confirmed	The Local Plan will continue to remain legally compliant with respect to equalities matters.	N/A
		Ensuring that the plan making process promotes the Council's commitment to the involvement of people (including those with protected characteristics) in decision making.	Ensuring that adequate consultation is carried throughout the plan making process as well as through the implementation of the plan through the development management and regeneration procedures and practices.	Ongoing.	To be confirmed	The Council will not only enable legal compliance, however it will be able to enable social inclusion.	N/A

	Monitoring the effects of the implementation of the Local Plan on protected characteristics	Identifying potentially unlawful impacts of the Local Plan on protected characteristics; reporting these impacts in the council's Monitoring Reports; and making recommendations to the Council on appropriate amendments to the Local Plan.	Monitoring will be undertaken on an ongoing basis. Any recommendations on amending the Local Plan will be made when the council's Monitoring Reports are published.	To be confirmed	The Local Plan will remain up to date and fit for purpose to ensure that there are not significant detrimental impacts upon protected characteristics.	N/A

<b>Section 08</b>	<b>Agreement, publication and monitoring</b>
<b>Chief Officer sign-off</b>	Name: Juliemma McLoughlin Position: Executive Director, Transport and Technical Services Email: juliemma.mcloughlin@lbhf.gov.uk Telephone No: 0208 753 3000



**Key Decision Report**

Full Council 20 July 2016, alongside the Pre-submission Local Plan.