

LDF

Local Development Framework

Equalities Impact Assessment

Core Strategy Submission Document
(consolidated with Schedule of
Proposed Changes)
February 2010





London Borough of Hackney Full Equality Impact Assessment Form

Title of Strategy:

The London Borough of Hackney's Core Strategy

Officer Responsible:

Name: Emer Costello & Helen Chen	Ext: 7736
Directorate: Neighbourhoods and Regeneration	Department/Division: Planning Policy and Strategy, Regeneration and Planning Division
Signature: John Hodson	

Purpose for Full EIA:

New policy/strategy/service/function

Date of Assessment:

6th May - 8th June 2009. Updated February 2010

A) Understanding the Strategy

1. What are the aims, objectives and purpose of the Strategy, including desired outcomes?:

- The Core Strategy aims to contribute to addressing the overall aim to reduce inequality and social exclusion within the diverse communities in Hackney and in the rest of the country. Particularly working with:
 - 1) The Local Strategic Partnership, which brings together all the key public, voluntary, community and private sector agencies serving this borough. Team Hackney, the Strategic Partnership, produced the Local Area Agreement (LAA) in September 2006 which is the contract with government setting out the changes it intends to make to help tackle deprivation and radically improve services in the borough.
 - 2) The NHS and the East London Local Improvement Finance Trust in the delivery of Hackney's Primary and Community Service Strategy.
 - 3) The Metropolitan Police Authority in the delivery of Hackney's Asset management Plan.
- The key Strategic Objectives for the Core Strategy are to:
 - 1) Tackle inequality amongst Hackney residents and contribute to enhancing community cohesion across Hackney's

neighbourhoods, through raising the quality of development and by building on Hackney's distinctive strengths.

- 2) Ensure that the housing needs and aspirations of Hackney's residents are met in a way that is sustainable.
- 3) Work in partnership with partners to deliver a quality infrastructure that provides residents, workers and visitors with the essential services and facilities to enjoy Hackney and improves their quality of life.
- 4) Make Hackney's one of London most competitive and affordable business destinations by helping Shoreditch to continue attracting a distinctive mix of enterprises; Hackney Wick to improve the quality of its environment and industrial locations; and ensuring all employment areas offer high quality, affordable units.
- 5) Develop Hackney's town centres into some of the most inclusive and vibrant places in London, by enabling, in particular, Hackney Central to become civic and cultural quarter, Dalston to become a thriving, vibrant and well-connected centre with a strong cultural industries presence, and the borough's street markets to remain an essential feature of their neighbourhoods.
- 6) Tackle climate change through higher standards in new buildings, retrofitting existing buildings and promoting local energy centres as a way of providing cheaper and cleaner energy and reduce resource consumption through ensuring efficient use of water, sustainable waste management, promoting waste minimisation and recycling.
- 7) Shape Hackney's environment to promote healthy and active lifestyles by improving health facilities, encouraging a shift from car usage to public transport, walking and cycling, and providing a safer and more secure environment across the whole Borough.
- 8) Ensure that Hackney's natural environment, including wildlife habitats and landscape character is protected and conserved, and that new development identifies, protects and enhances important assets and look for opportunities to create new wildlife habitats.
- 9) Protect and enhance the quality of Hackney's historic environments through a sensitive approach to existing character.
- 10) Ensure the benefits of the 2012 Olympic and Paralympics

Games and its legacy are harnessed to support economic, social and environmental improvements over the long-term.

2. Who are the main people/groups that will be affected?

All members of the public, residents, workers and visitors of the Borough as well as business and Partner organisations

3. How relevant is the Strategy to the following equality strands?:

	Age	Disability	Gender	Race	Religion / Belief	Sexual Orientation
Relevance	High	High	High	High	High	High

B) Identifying the Impact

a) Identifying the Impact of the Core Strategy

4. What systems do you have in place to find out who uses the service and what they think?

Consultation on the Core Strategy Development Plan Document was conducted to get as many individuals and organisations as possible in the LDF process, and to encourage discussion and response to the Policy identified. Different methods of consultation were used to maximise community and stakeholder engagement.

Overall the approval rate for the Preferred Policy Options aims was high 73% of all responses for all questions were either agreed or strongly agreed with the policy aims.

An overview of the consultation process on the Core Strategy is provided in the Statement of Consultation Document (June 2009) and the Statement of Representations (Feb 2010), the London Borough of Hackney. Please see:

http://www.hackney.gov.uk/core_strategy_preferred_options.htm
<http://www.hackney.gov.uk/core-strategy.htm>

5. What is overall impact of the Strategy?

Positive Impact:

- The Core Strategy should have a positive impact on all different groups as its aim is to contribute to reducing inequalities and social exclusion.
- The Core Strategy sets out the overarching spatial policy framework rather than detailed land use policies. This means more detailed area based analysis with disaggregated equalities data and targeted

consultations will be required for the planned Development Plan Documents (especially Area Action Plans for the strategic growth locations e.g. Dalston, Hackney Central and Hackney Wick) and Supplementary Planning Documents that are anticipated.

Negative Impact:

- Data shows that BME groups and disabled people were underrepresented during the consultation process.
- Potential negative impacts identified especially for members of the community with large families or mobility issues as a result of Core Strategy Policy 6: Transport and Land Use and Core Strategy policy 33: Promoting Sustainable Transport on reducing car based travel.
- Potential negative impacts resulting from increases in anti-social behaviour, noise and waste identified on all equality groups as a result of Core Strategy Policy 15 Night-Time Economy.

Note

- *This EIA is based on the Core Strategy as it currently stands. This EIA will be reviewed on an annual basis and will take account of any changes that may occur during the course of implementing this Strategy.*

b) Identifying the Impacts on Equality Groups

Equality Groups	Positive Impact	Negative Impact	Relevance to Legislation – Does it involve or impact on....?	
			Eliminating discrimination & harassment	Promoting equality of opportunity
Age	Three focus groups were specifically undertaken with young people (aged 16-20). These focus groups were held to gauge views on whether the Core Strategy Preferred Policy Options were addressing their various needs and if not, how they could be addressed	None specifically identified at present	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Disability	Public material is available, upon request, in different formats, such as Braille, large front, audio tape. This helps improve the	None specifically identified at present	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
			Promoting positive attitudes toward disabled persons Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

	helps improve the accessibility for disabled people to be consulted with.		Encouraging participation by disabled persons in public life Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
			Taking steps to take account of disabled persons' disabilities even where that involves treating disabled persons more favourably than other persons Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Gender	None identified at present	Consultation data shows more women than men have responded to the consultation	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Race	Public material is available, upon request, in different community languages. This helps improve the opportunity for people who have little or no English Language skills to be consulted with.	26% of respondents did not declare their ethnicity, Data from the respondents where their ethnicity is known shows Black/Black British people and people of Mixed Heritage are underrepresented	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
			Promoting Good Race Relations? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	

Religion/ Belief	None specifically identified at present	None specifically identified at present	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
Sexual Orientation	None specifically identified at present	None specifically identified at present	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>
Other Groups	None specifically identified at present	None specifically identified at present	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>

6. Impact of Spatial Themes

a) Delivering Growth

This chapter sets out the strategic policies that support the population and economic growth by emphasizing the type and location of developments, together with the Council's policy on the provision of physical and social infrastructures to support growth in Hackney over the next 15 years. In general, the principle of this chapter of the Core Strategy seeks to deliver the growth sustainably and maximise the economic, social and environmental benefits to all communities. This chapter is an overview theme, which has a strong link to the rest of the chapters.

Equality Groups	Positive Impact	Negative Impact
<p>Overall</p>	<p>Promoting a positive image about the Borough that will challenge the negative stereotypes of the area.</p> <p>Help reduce poverty levels in the borough by increasing employment opportunities</p> <p>Providing greater access to transport facilities, allow people to travel in and out of the Borough more easily.</p>	<p>Potential negative impacts on some equality groups as a result of reducing car based travel.</p>
<p>Age</p>	<p>The Older People's Plan (source) shows that shows that some older people may find it difficult to get out and about, which may lead to the lack of involvement and social isolation of older people. This issue can be address through the improvement to access into and out of the Borough. Improving access may also help some older people live independently.</p> <p>A focus group discussion indicates that younger people may welcome initiatives which promote cycling, as bike sheds were listed under 'what is needed to address the needs</p>	<p>Reducing car based travel (see Core Strategy Policy 6: Transport and Land Use and Core Strategy policy 33: Promoting Sustainable Transport) and on site parking whilst promoting walking and cycling could have a potential negative impact on older people who may rely on cars. For some people, walking and cycling is not an option. The Council must ensure older people are not portrayed in a negative light and do not feel excluded as part of this initiative.</p>

	of younger people’.	
Disability	<p>National statistics show that disabled people are more likely to be unemployed than other groups. Developing sustainable employment will help increase the employment opportunities for disabled people, which will help reduce the level of poverty in Borough.</p> <p>Improving the access in and out of the Borough may assist disabled people in living independent lives and increase participation levels.</p> <p>Disabled people are more likely to have lower incomes than non-disabled people, which may prevent some people from owning their homes. The provision of affordable housing and improvement of supported housing may help address some of the housing needs for disabled people.</p>	<p>Reducing car base travel and on site parking (see Core Strategy Policy 6: Transport and Land Use and Core Strategy policy 33: Promoting Sustainable Transport) whilst promoting walking and cycling could have a negative impact on some disabled people who may rely on cars as a form of travel. For some people, walking and cycling is not an option. The Council must ensure this is appropriately addressed e.g. through provision of appropriately placed disabled parking bays.</p>
Gender	<p>Improving the access routes may assist parents travelling around the Borough. Those looking after young children, the majority tending to be women, should find it easier to travel with pushchairs</p>	<p>None specifically identified at present.</p>
Race	<p>Statistics show that certain ethnic groups are more likely to be unemployed than other groups. The Core Strategy aims to increase employment opportunities in the Borough, which will help to reduce unemployment for all groups.</p>	<p>Some BME groups tend to have larger families. Reducing car based travel (see Core Strategy Policy 6: Transport and Land Use and Core Strategy Policy 33: Promoting Sustainable Transport) have a negative</p>

	The Core Strategy will help enhance good race relations by developing and mixed communities to help integrate different groups together rather than segregating them.	impact on those families who, due to safety and cost issues, may find it harder travel by other modes. The Council should monitor the impact of these initiatives to ensure larger families are not adversely affected by this initiative.
Religion/ Belief	None specifically identified at present	None specifically identified at present.
Sexual Orientation	None specifically identified at present	None specifically identified at present.
Other Groups	None specifically identified at present	None specifically identified at present if the policies are implemented as intended.

b) Supporting Neighbourhoods and Communities

This chapter sets out the strategic policies to support Hackney's young and diverse community through delivering physical and social infrastructures over the next 15 years. This chapter covers major issues related to sustainable communities and has a strong link to the rest of the chapters.

Equality Groups	Positive Impact	Negative Impact
Overall	<p>This chapter will promote better access to health and educational facilities for all groups.</p> <p>Hackney is one of the most health deprived boroughs in the country. The majority of the borough falls within the top 30 - 40% of health deprived areas in England and rates poorly on most health indicators. The Core Strategy will ensure the Council and Hackney PCT to work together to raise the quality of healthcare and health for Hackney's residents.</p> <p>40% of residents are unemployed or workless and over 30% have low or no skills/qualifications. The</p>	None identified at present.

	LifeLong Learning initiatives, in partnership with other agencies, will help address this.	
Age	<p>The aim to increase the percentage of children attending Hackney Schools should help reduce exclusion rates and increase attainment levels.</p> <p>Better access to health facilities may help address high levels childhood obesity in Hackney, which are higher than compared with London and England.</p>	None identified at present
Disability	Improvements in healthcare facilities may help to increase the support available to people with mental health. Statistics show that Hackney has one of the highest rates of mental illness in London	None identified at present
Gender	<p>Better access to healthcare facilities may help increase life expectancy rates, particularly for men, who currently have a lower life expectancy rate than women.</p> <p>Improvements to educational facilities will have a positive impact for boys. Currently boys are more likely to travel outside the Borough for their secondary education. Improvements should lead to increased spaces, which may encourage boys to stay in Hackney to complete their education.</p>	None identified at present.
Race	Black Caribbean and Turkish students have lower attainment levels than other groups. Improvements in education facilities may help to increase such attainment levels within the Borough.	None identified at present.

Religion/ Belief	None specifically identified at present	None identified at present.
Sexual Orientation	None specifically identified at present	None identified at present.
Other Groups	None specifically identified at present	None identified at present

c) A Dynamic and Creative Economy

This chapter sets out the strategic policies to contribute delivering high quality commercial and employment space in response to the shift of the economy and the requirements of all communities over the next 15 years. This chapter covers major issues related to retail and employment and has a strong link to the Delivering Growth chapter.

Equality Groups	Positive Impact	Negative Impact
Overall	<p>Policies within this chapter will help reduce poverty by supporting residents into suitable employment and promoting employment opportunities.</p> <p>In addition, a positive image of the Borough will be promoted, where all citizens take pride in and take care of Hackney and its town centres, street markets for future generations.</p> <p>Shops that provide essential day-to-day needs for the local community such as bakery, butcher, greengrocers, grocers, specialist ethnic food shops, post office, dispensing chemist, launderette, newsagent in the Borough's town, district and local shopping centres as well as Shopping parades and</p>	<p>The consultation data show that only 57% of respondents agreed/strongly agreed with objectives set within this Chapter. The data also shows that 18% of respondents do not strongly support the specific objective around the proposed managed expansion.</p> <p>In other areas of the country the expansion of the visitor and night-time economy has had a negative impact, in terms of anti-social behaviour and complaints related to noise and rubbish (see Core Strategy Policy 15 Night Time Economy).</p>

	<p>Corner shops will be protected.</p> <p>To add, the Streets Markets, which contribute significantly to the social and economic life of the Borough, will be protected and their conditions improved.</p>	
Age	None identified at present	None specifically identified at present.
Disability	<p>National statistics show that disabled people are more likely to be unemployed than other groups. This chapters aims to promote training opportunities and employment land. Developing sustainable employment will help increase the employment opportunities for disabled people/</p>	None specifically identified at present.
Gender	None specifically identified at present	None specifically identified at present.
Race	<p>Statistics show that certain ethnic groups are more likely to be unemployed than other groups. This Chapter aims to promote training opportunities and employment land. Developing sustainable employment opportunities in the Borough will help to reduce unemployment for all groups.</p>	None specifically identified at present.
Religion/Belief	None specifically identified at present	None specifically identified at present.
Sexual		

Orientation	None specifically identified at present	None specifically identified at present.
Other Groups	Businesses – this Chapter aims to encourage economic diversity and business development by facilitating the location of micro, small and medium companies in the Borough.	None specifically identified at present.

d) Providing Better Homes

This chapter sets out the strategic policies to support the delivery of new residential development to meet the annual target of 1,085 dwellings in the current London Plan. This chapter covers major issues such as housing growth, affordable housing. It has a strong link to the rest of the chapters in the document.

Equality Groups	Positive Impact	Negative Impact
Overall	<p>The aims of this Chapter should help to reduce overcrowding levels. The Census 2001 shows that 28% of all households are overcrowded. Also, housing conditions should improve. In 2004/5, 70% of Hackney Council's housing stock was below the decent homes standard.</p> <p>In addition, the aims may help reduce the number of households registered as homeless</p>	Potential impacts on race as resulting from those opposed restrictions to household extensions.
Age	The aims of this Chapter will help promote independent living for older people through adaptations to meet the need of occupiers as set out in a Residential Standard Guidance	None specifically identified at present.

	SPD	
Disability	The aims of this Chapter will help promote independent living for disabled people through adaptations to meet the need of occupiers as set out in a Residential Extensions and Alterations SPD – adopted April 2009. (see LDF website – Supplementary Planning Guidance)	None specifically identified at present.
Gender	None specifically identified at present	None specifically identified at present.
Race	<p>The aims of this Chapter should help address overcrowding and improve housing conditions in the Borough. Statistics show that 21% of White households are overcrowded, which is 50% of all overcrowded households. 40% of Black households are living in overcrowded conditions, which equates to 35% of all overcrowded households within the Borough.</p> <p>In terms of reducing homelessness, African Caribbean households make up over 40% of new households that are registered as homeless (OPDM 2004-2005) – providing better homes may help to reduce this figure.</p> <p>Whilst the Core Strategy does identify specific sites for development of pitches for Gypsies and Travellers, it should set the criteria for such selection, as well as having an indicator to ensure no loss of existing sites. Sites should provide easy access to the</p>	As part of the consultation process, some groups, particularly those with larger families, have express concerns related to the proposed restriction of extensions to dwellings. Such extensions may help ease overcrowding and improve living conditions, particularly for larger families; however the aim of the restriction is to protect the architectural and visual integrity of the Borough.

	public highway; be within reasonable travelling distance of social infrastructure such as locals shops, healthcare and school facilities; be served by adequate mains waters and sewerage connections; should be compatible with neighbouring land uses and not have unacceptable adverse impact on neighbouring properties, land uses or the visual quality of the area. The sites and their proposed use must not conflict with any other material planning consideration such as flood risk, protection of the built or natural environment, or landscape character.	
Religion/ Belief	None specifically identified at present	None specifically identified at present.
Sexual Orientation	None specifically identified at present	None specifically identified at present.
Other Groups	None specifically identified at present	None specifically identified at present.

e) A Safer, Cleaner and Greener Place

This chapter sets out the strategic policies to help protect natural environment. It sets out policies to enhance the quality of existing open space to provide equal opportunities for all residents in Hackney to enjoy a safer, cleaner and greener place. The chapter covers all the key elements related to environment and design. It is particularly associated with the Support Neighbourhoods and Communities and Climate Change & Environmental Sustainability chapters.

Equality Groups	Positive Impact	Negative Impact
Overall	The aims of this Chapter	

	<p>should help reduce the fear of crime through enhancing the quality of design of public realm, and make it safer for people to travel around the Borough. The Borough Profile 2006 report shows that Hackney residents have a greater fear of crime than other people in London and England and they see crime as the problem the most in need of improvement</p>	<p>None specifically identified at present.</p>
<p>Age</p>	<p>Research shows that older people tend to have a higher fear of crime, so strategies to help make the Borough safer should help reduce such fears. This will be addressed by the Core Strategy to ensure the Council to work in partnership with the Metropolitan Police Services</p>	<p>None specifically identified at present.</p>
<p>Disability</p>	<p>Research shows that disabled people tend to have a higher fear of crime, so strategies to help make the Borough safer should help reduce such fears. This will be addressed by the Core Strategy to ensure the Council to work in partnership with the Metropolitan Police Services</p>	<p>None specifically identified at present.</p>
<p>Gender</p>	<p>Research shows that women tend to have a higher fear of crime, so strategies to help make the Borough safer should help reduce such fears. This will be addressed by the Core Strategy to ensure the Council to work in</p>	<p>None specifically identified at present.</p>

	partnership with the Metropolitan Police Services	
Race	None specifically identified at present	None specifically identified at present.
Religion/Belief	None specifically identified at present	None specifically identified at present.
Sexual Orientation	None specifically identified at present	None specifically identified at present.
Other Groups	None specifically identified at present	None specifically identified at present.

f) Climate Change and Environmental Sustainability

This chapter sets out the strategic policies to tackle climate change by looking at flooding, water consumption, soil, renewable energy, waste production and sustainable transport. This chapter is strongly associated with the rest of the chapters.

Equality Groups	Positive Impact	Negative Impact
Overall	The aims of this Chapter should have a positive impact on all groups. Consultation through the E-Panel showed that over 90% of respondents would be prepared to change their behaviour to help limit climate change. Also just over 90% said they would like to see more action taken in their local area to tackle climate change.	None specifically identified at present.
Age	None specifically identified at present	None specifically identified at present.

Disability	None specifically identified at present	None specifically identified at present.
Gender	None specifically identified at present	None specifically identified at present.
Race	None specifically identified at present	None specifically identified at present.
Religion/Belief	None specifically identified at present	None specifically identified at present.
Sexual Orientation	None specifically identified at present	None specifically identified at present.
Other Groups	None specifically identified at present	None specifically identified at present.

C) Action Planning

No	Objective	Actions	Outcomes	Timescales / Milestones	Lead Officer
1	Ensure the views of all groups within Hackney are fairly represented in consultation associated with the roll out of this strategy	Include equality monitoring form, which covers all 6 main equality strand, with consultation material	Equality monitoring demonstrates respondents reflect Hackney's demographics	Through and after the representation	Planning Policy Team All Policy Officers
2	Understand better the impact of specific policies on different groups	Schedule and implement a programme of EqIA for individual policies	Policies have undergone EqIA and actions have been undertaken to build on positive impact and mitigate against negative impacts	Through the whole LDF process	Planning Policy Team All Policy Officers Monitoring Team Manager
3	Avoid and mitigate the negative impacts identified especially for members of the community with large families or mobility issues as a result of Core Strategy Policy 6: Transport and Land Use and Core Strategy Policy 33: Promoting Sustainable Transport on reducing car based travel.	Ensure that the future planned Development Management Policy on reducing car based travel considers exceptions in areas where the local community -have large families, -an elderly population and/or -where there are people with disability or general mobility issues.	The future development management policy on reducing car based development in all new major schemes makes exceptions for the vulnerable equality groups identified. Consult the Equalities Team on the policies development.	Set out in the Annual Monitoring Report, 2010.	Planning Policy Urban Design Transport Equalities Team

4	Avoid and mitigate the negative impacts identified on all equality groups as a result of Core Strategy Policy 15 Night-Time Economy on: -anti-social behaviour -complaints related to noise and rubbish.	Ensure measures are put in place as part of the implementation of Core strategy policy 15: Night-Time Economy on reducing noise, anti-social behaviour, noise and rubbish.	A wider programme in Hackney's Town centres to reduce anti-social behaviour, noise and rubbish working with the LSP, the Met and other Town Centre Partners.	Annual Monitoring Report, 2010.	Planning Policy Strategic Projects Town Centre Partners
---	--	--	--	---------------------------------	---

7. Have the above actions been incorporated into the Directorate's Equality Action Plan?
Measures will be taken to incorporate the findings into the Directorate's Equalities Action Plan as appropriate.
If No, how will these actions be monitored?
The EIA will be monitored through the Core Strategies Annual Monitoring Report.

8. Date for EIA Review: to incorporated in the annual monitoring of the Strategy

E) Signing Off

Assistant Director: John Hodson	Date: 25 th Jan 2010
Additional Comments: -	
Signature: John Hodson	

Name of Equality Officer: Shivangi Medhi **Date:** 8th February 2010

Additional Comments: -

Signature Shivangi Medhi

**PLEASE EMAIL COMPLETED FORM TO
equality.diversity@hackney.gov.uk**

**Contact:
Equalities Team, 020 8356 3402/3169/3239
Customer and Corporate Services
London Borough of Hackney**

