



Havering
LONDON BOROUGH

Havering Local Plan 2016-2031

**Equalities Impact Assessment
Submission version**

March 2018

1. Introduction

- 1.1 This document is the Equality Impact Assessment (EqIA) for the London Borough of Havering's Submission version of the Local Plan. The purpose of the EqIA is to ensure that equality is placed at the centre of policy development and review and identifies the likely impact of this Plan on the borough's diverse community. The EqIA can anticipate and recommend ways to avoid any discriminatory or negative consequences for a particular group.
- 1.2 The duty to carry out an EqIA of new policy is set out in the Equality Act 2010. The Act protects people from discrimination on the basis of certain characteristics, which are known as protected characteristics. The protected characteristics are:
- Age
 - Disability
 - Ethnicity/Race
 - Gender/Sex
 - Gender reassignment
 - Marriage and Civil Partnership
 - Pregnancy and maternity
 - Religion or beliefs and;
 - Sexual orientation
- 1.3 The Duty requires public bodies to have due regard for the need to eliminate discrimination, advance equality of opportunity, and foster good relations between different people when carrying out their activities.

2. The Havering Proposed Submission Local Plan

- 2.1 The Submission version of the Local Plan 2016-2031 for Havering guides future growth and development within the borough over a 15 year period up to 2031. The Plan sets out the Council's ambitious Vision: Havering – Making a Greater London and strategy and the policies that are needed to deliver them.
- 2.2 The Local Plan indicates the broad locations in Havering for future housing, employment, retail, leisure, transport, community services and other types of development. The policies in the Proposed Submission version of the Local Plan will help ensure that the needs of the borough over the next 15 years are sustainably met. The Submission version of the Local Plan and Proposals Map, when adopted, together with the London Plan, the Joint Waste Development Plan Document (DPD) for the East London Waste Authority Boroughs and Havering's forthcoming Site Specific Allocations Local Plan will comprise the

Development Plan for the borough and will be the primary basis against which planning applications are assessed.

- 2.3 The Submission version of the Local Plan must be consistent with the National Planning Policy Framework (NPPF) 2012 and in general conformity with the London Plan 2016 (consolidated with alterations since 2011). The London Plan was subject to an integrated impact Assessment which incorporated sustainability, community safety, health and equalities assessments.
- 2.4 The Submission version of the Local Plan has been prepared to be purposely focused and concise and it does not repeat policies that are already set out within National and Regional planning documents.

3. Process

- 3.1 The EqIA has been prepared following an iterative process. This involved identifying the likely impacts arising from each draft policy and then considering these impacts as positive, negative or neutral in light of the thrust of the relevant policy. This was set against known facts, information and evidence gathered from the Council's robust evidence base which underpins the Local Plan and which relates specifically to the protected characteristics listed in the Equality Act 2010. Recommendations on ways by which the negative impacts could be removed or mitigated and the positive impacts strengthened were then sought. The draft policies affected were then redrafted with such amendments in mind and then re-examined again in the same iterative process until they emerged with no known negative impacts and became acceptable.

In summer 2017 the Council consulted on the Proposed Submission Havering Local Plan under regulation 19 of the Town and Country Planning (Local Planning (England) Regulations 2012. The EqIA was published as a supporting document.

Following public consultation on the Proposed Submission Version of the Local Plan in summer 2017 and in preparation for submission to the Secretary of State, a number of modifications are being proposed to the Local Plan in response to representations received. As a result, the proposed modifications were examined to determine whether they are likely to have any impacts on the findings of the original EqIA. It was concluded that there are no known equalities implications on protected persons listed in the Equality Act 2010.

4. **Havering Spatial Portrait in regards the protected characteristics:**

Age

Table 1: Age range proportions- Demographic and Diversity Profile Jan 2015

Age	Havering	Greater London	National	
0-4	6.1%	5.9%	5.0%	Children
5-10	7.0%	8.4%	7.9%	
11-17	8.5%	5.6%	5.9%	Young People
18-24	8.7%	12.3%	11.9%	
25-64	51.3%	56.7%	52.8%	Working Age
65-84	15.8%	9.6%	14.3%	Older People
85+	2.7%	1.5%	2.2%	

Source: Havering Demographic and Diversity Profile Jan 2015

- 4.1 Havering's age structure is geared significantly towards the elderly, with proportionally more people aged 65+ than both that of Greater London and the rest of the nation, accounting for 18.5% of all Havering residents.
- 4.2 There is also a significantly greater child population aged under 4 (6.1%) which, when considered in conjunction with its increasingly ageing population suggests the borough is likely to experience mounting pressures on its social infrastructure in the near future, with increased competition for school places and rising demand for health, educational and recreational facilities outstripping current provision.
- 4.3 In contrast, there are significantly smaller proportions of young adults and working age residents aged 18-64 (60.0%) than both the Greater London (68%) and national averages (64.7%).

Disability

- 4.4 Havering has one of the highest recorded rates of serious physical disability among London boroughs, with a rate of 7,788 per 100,000 people, well above the London and national averages of 7,006 and 7,704 respectively. (Health survey England 2001).
- 4.5 Furthermore, 18.2% of working age people in Havering has disclosed they have a disability or a long term illness, a figure again outweighing Outer London and London averages of 16.4% and 16.1% respectively, and just short of the national average of 19.2% (GLA, London Borough Profiles 2016).

Gender re-assignment

4.6 No data is available regarding gender reassignment.

Marriage and civil partnership

4.7 The 2011 census indicated that 48.5% of Havering's population are married, which is significantly greater than the proportion of married couples for Greater London (39.8%) and the rest of the country (46.6%).

4.7 Conversely, Havering has some of the lowest percentages (just 0.2%) for registered same-sex civil partnerships in London (0.5%), and also falls below the proportions for the rest of the country (0.3%) (Census data, 2011).

Pregnancy and maternity

4.8 The total fertility rate in Havering has fluctuated over the years but has risen from 54 births per 1,000 women in 2003, to 66 births per 1,000 women in 2014 (Havering Public Health Service 2016, 'This is Havering'), a factor responsible for the significant increase in children aged under 4 in the Borough.

Race

Table 2: Ethnicity proportions (*Source: ONS 2011 Census*)

		Havering	Greater London	National
Ethnicity				
White groups	White British	83.3%	44.9%	80.5%
	White Irish	1.3%	2.2%	0.9%
	Gypsy/Irish traveller	0.1%	0.1%	0.1%
	White Other	3.0%	12.6%	4.4%
Mixed groups	White and Black Caribbean	0.8%	1.5%	0.8%
	White and Black African	0.3%	0.8%	0.3%
	White and Asian	0.5%	1.2%	0.6%
	Other Mixed	0.5%	1.5%	0.5%
Black groups	Caribbean	1.2%	7.0%	1.8%
	African	3.2%	4.2%	1.1%
	Black Other	0.4%	2.1%	0.5%
Asian groups	Indian	2.1%	6.6%	2.5%
	Pakistani	0.6%	2.7%	2.0%
	Bangladeshi	0.4%	2.7%	0.8%
	Chinese	0.6%	1.5%	0.7%
	Other Asian	1.1%	4.9%	1.5%
Other	Arab	0.1%	1.3%	0.4%
	Any other Ethnic Group	0.4%	2.1%	0.6%

- 4.9 Havering is clearly one of the most ethnically homogenous Boroughs in London, with data to suggest over 83% of its residents are recorded as white British which is a figure significantly greater than that of London (44.9%) and the rest of the country (80.5%). Within the broad white groups category there is the Gypsy/Irish Traveller community who make up to 0.1% of the borough's population.
- 4.10 According to the GLA ethnic group categorisation, Black Africans form the largest minority group, with 3.8% of the total population. Estimates also suggest this ethnic group will be the fastest growing over the Proposed Submission version of the Local Plan period, rising to around 5.2% of the Boroughs population by 2030.
- 4.11 Furthermore, according to the Census 2011, the most commonly spoken languages in the borough after English were; Lithuanian (0.4%), Polish (0.4%), Punjabi (0.3%) Bengalis (0.2%) and Filipino (0.2%)

Religion

Table 3: Faith proportions-

Religion	Havering	Greater London	National
Christian	66.0%	48.4%	59.3%
Muslim	2.0%	12.4%	4.8%
Buddhist	0.3%	1.0%	0.4%
Hindu	1.0%	5.0%	1.5%
Sikh	1.0%	1.5%	0.8%
Jewish	0.5%	1.8%	0.5%
No religion	23.0%	20.7%	25.1%
Not stated	7.0%	8.5%	7.2%
Other religion	0.3%	0.6%	0.4%

Source: ONS 2011 Census

- 4.12 Havering is an overwhelmingly Christian borough, with a higher proportion of Christians (66.0%) than both Greater London (48.4%) and the rest of country (59.3%). The next biggest religious denomination was Muslim at (2.0%), however this is still markedly below proportions experienced within both Greater London (12.4%) and the rest of the country (4.8%).
- 4.13 Data does however suggest that Islam is the fastest growing religion in Havering and will continue to grow in prominence as the Borough's population continues to grow and diversify.

Sex/gender

4.14 The percentage of girls and women in Havering is slightly above the average for London (50%) and England (51%).

- 52% of Havering's current population (125,848) are girls and women (and)
- 48% of Havering's current population (116,232) are boys and men.

Source: Havering Demographic and Diversity Profile Jan 2015

Sexual orientation

4.15 There is no information on sexual orientation or gender identity at either local or national levels.

4.16 On the basis of the integrated Household survey, the Office for National Statistics data (2011-12) suggests that in London, 91% of those surveyed were heterosexual/straight, 2.5% as gay, lesbian or bisexual, 0.4% have an alternative sexual identity and 5.7% do not know or did not respond. The ONS emphasises that Integrated Household Survey is an experimental data source undergoing evaluation for inclusion in new official statistics.

5. Analysing equality information and assessing the impact

A) Policies not relevant to equalities or offering general benefits to all protected groups

5.1 There are several policies which are considered not to be relevant to the Equalities Impact Assessment or offer general benefits to all groups. These policies are outside the scope of the EqIA and are summarised below.

Policy 28: Heritage assets

5.2 Havering has a wealth of heritage, including listed buildings and conservation areas. The policy therefore seeks to conserve and enhance these heritage assets, including those identified on the Havering Local List.

Policy 31: Rivers and river corridors

5.2 The council will seek to enhance the river environment by requiring developments in close proximity to a river to investigate and, where feasible, secure opportunities to restore and enhance rivers and their corridors.

Policy 36: Low carbon design, decentralised energy and renewable energy

- 5.3 The policy seeks to optimise the energy efficiency of buildings and support low carbon and renewable energy developments.

Policy 37: Mineral reserves

- 5.4 The policy seeks to safeguard mineral reserves in Havering from other forms of development that might otherwise sterilise the resource and/or prejudice future mineral extraction.

Policy 38: Mineral extraction

- 5.5 The policy supports mineral extraction in mineral safeguarding areas when the apportioned land-bank falls below seven years and the extraction would not unacceptably impact upon public health and safety, quality of life, the natural or built environment and the efficient and effective operation of the road network.

Policy 39: Secondary aggregates

- 5.6 The policy seeks to minimise the quantity of primary aggregates and resources necessary to facilitate a development and the amount of waste generated through good practise, appropriate design and the recycling of construction materials.

B) Strategy and Policies impacting upon protected groups

- 5.7 It is considered that all groups will benefit in some way from the policies below. Particular effects relating to individual protected groups are identified and discussed.

Spatial Strategy

- 5.8 The Spatial Strategy sets out the council's ambitious growth and place-making agenda, supporting a significant level of sustainable development whilst continuing to preserve and enhance the borough's most valuable assets. The Strategy sets out plans for the delivery of a range of high quality homes that exceeds the boroughs minimum housing target of 17,550 (over the 15 year plan period), ensuring sufficient provision to meet all resident needs, regardless of age, ethnicity, religion, disability or family situation.

- 5.9 The Spatial Strategy also lays out plans to increase social and commercial infrastructure including the delivery of an early years and schools expansion programme to increase the number of early years and school places for new and existing residents including for those in the growth areas of Romford and Rainham and Beam Park and improved health, leisure and recreational facilities will help relieve growing social and infrastructural pressures as a result of an increasing borough population and maintain the high quality of life Havering residents currently enjoy.
- 5.10 Increased transport connectivity across the borough will also see increasing levels of social inclusiveness as Havering's major centres and key trip generators become more accessible for elderly and disabled residents as well as dependents who do not have access to a car or choose to make their journeys by other modes. The borough-wide development expected over the course of the Plan also has potential to provide a range of employment opportunities that can be seen to benefit all protected groups.

Policy 1: Romford Strategic Development Area

- 5.11 The policy promotes the delivery of a range of high quality, mixed tenure dwellings that help cater to the boroughs local housing need, providing homes for all residents regardless of age, disability or family dimension. Plans to increase social and commercial infrastructure provision including the delivery of an early years and schools expansion programme to increase the number of early years and school places for new and existing residents including for those in the growth areas of Romford and Rainham and Beam Park and health services will also help relieve growing social and infrastructural pressures to the benefit of all within the Romford area. The policy also outlines strategy to increase transport connectivity which will increase levels of social inclusiveness as Romford becomes more accessible for the elderly and the disabled. Such development also has potential to provide a range of employment opportunities that can be seen to benefit people from all socio-economic backgrounds.

Policy 2: Rainham and Beam Park Strategic Development Area

- 5.12 The policy promotes the delivery of a range of high quality, mixed tenure dwellings that helps cater to the boroughs local housing need, providing homes for all age groups, disabilities and family dimensions. Increasing social and commercial infrastructure provision, including the delivery of new schools and health services will help relieve growing social and infrastructural pressures to the benefit of all within the Rainham and Beam Park area and will also see

increasing levels of social inclusiveness as enhanced transport links improve the accessibility of the area for the elderly and the disabled. The provision of a new local centre also has potential to provide a range of employment opportunities for the benefit of all residents.

Policy 3: Housing supply

- 5.13 The potential supply of additional homes in Havering may exceed the minimum annual housing target of 1,170 homes per year as set out in the London Plan.
- 5.14 Under the housing supply policy this will be achieved through; focusing the delivery of new homes in Havering's two housing zones at Rainham and Beam Park and Romford, supporting the renewal and intensification of existing housing estates, prioritising all non-designated land for housing, encouraging the effective use of land by re-using previously developed land and finally, allocating a range of sustainable sites for housing development.
- 5.15 The housing supply policy therefore seeks to secure a sufficient supply of homes that not only meets the varying local and sub-regional housing needs of all its residents, but also exceeds its annual housing target by maximising the supply of housing. It can therefore be considered that all groups will benefit from such policy, as the supply of housing will ensure the availability of homes that meets the differing needs of all protected people; from pensioners and first time buyers, to lone parent households and families with young children. The policy will also see specialist homes provided for those with disability, as well as increased availability for all Havering residents, regardless of race, religion, gender, sexual orientation, marital status, gender identification or socio-economic background.

Policy 4: Affordable housing

- 5.16 The policy seeks to ensure the correct delivery of affordable housing within the borough, with proposals expected to maximise the provision of affordable housing. Housing schemes of 10 or more units or sites 1,000m² or greater will be required to provide at least 35% affordable housing. It is considered that all groups will benefit in some way from such policy, particularly the younger generation wishing to get a foot on the housing ladder as well as retirees wanting to 'down size'. The policy can also be seen to benefit people with disability, those of differing sexual orientation, religious beliefs and ethnic minorities, single parent households and those expecting who might otherwise struggle to afford suitable accommodation.

Policy 5: Housing mix

5.17 The Housing Mix policy will ensure the provision of a mixture of dwelling types that suitably addresses the boroughs local housing need as calculated by the borough's latest SHMA report.

5.18 It is considered that all groups will benefit from such policy as it seeks to provide a wide range of housing types, sizes and tenures that meet the objectively assessed needs (OAN) of all protected groups, including people with disabilities and families with children, first time buyers and senior citizens alike. The policy can be seen to provide all groups with the opportunity to satisfy their housing needs and go on to attain the highest quality of life possible.

Policy 6: Specialist accommodation

5.19 The policy seeks to ensure the provision of housing that meets the specialist needs of local people, particularly the elderly and other persons who struggle to live independently. As a result, the policy ensures the delivery of housing that demonstrates good connectivity and accessibility, an appropriate level of amenity space that meets the needs of the intended occupants and housing that positively contributes to creating mixed, balanced and inclusive communities. This policy is largely for the benefit of the elderly and those with disability who require carefully planned and adaptable homes to live independently, be socially inclusive and receive the highest quality of life possible.

Policy 7: Residential design and amenity

5.20 The policy assures the delivery of good quality, secure and safe living environments for new residents whilst ensuring that the amenity of existing residents is not adversely impacted. The policy therefore ensures developments are easily accessible and adaptable and consequently, the policy can be seen to benefit all protected groups and communities within Havering, particularly the elderly and those with disability.

5.21 The policy also seeks to protect groups most at risk from violent crime, particularly 'stranger violence', as well as those groups who suffer fear of crime i.e. women, the frail, elderly and the disabled and groups traditionally targeted for hate crime, i.e. those in the LGBT community or from ethnic and faith minority backgrounds. This will be addressed by ensuring all new developments are designed in accordance with the principles of 'Secured by Design'.

Policy 8: Houses in multiple occupations (HMO's)

5.22 The policy ensures that HMOs, which are composed of residential units with shared facilities such as kitchens and bathrooms, uphold the quantum of amenity space that is appropriate for the number of occupants, taking into consideration the quality and usability of space. The policy can therefore be seen to safeguard the provision of cheaper living arrangements, of which there is clearly a large demand particularly among young, single adults and those from poorer socio-economic backgrounds of which there is a high proportion from ethnic minority backgrounds, and consequently, the policy ensures the safeguarding of acceptable living standards.

Policy 9: Conversions and sub-divisions

5.23 The policy supports conversions and sub-divisions that meet amenity space standards and that provide safe and secure access to each unit from the street. This policy will help to increase housing supply to meet Havering's existing and future housing need through maximisation of existing housing stock by conversion. It is therefore considered that all groups will benefit in some way from this policy as the increase in the supply of housing will ensure availability of homes for all protected groups; age groups including pensioners and first time buyers, single parents and families with young children, people with disability and people of different ethnic backgrounds, religions, genders, sexual orientation, marital status and gender identification.

Policy 10: Garden and backland development

5.24 The policy supports the loss of garden land where it represents comprehensive development of a number of whole land plots, ensures good access and does not result in 'gated' developments that would otherwise prevent access which would normally be provided by a publicly accessible street. Like the conversions and sub-divisions policy, this policy will help to increase housing supply to meet Havering's existing and future housing need through maximisation of existing housing stock by infill development. Thus, it is considered that all groups will benefit from such policy as the increase in the supply of housing will ensure availability of homes for all protected groups; age groups including pensioners and first time buyers, single parents and families with young children, people with disability and people of different ethnic backgrounds, religions, genders, sexual orientation, marital status and gender identification.

Policy 11: Gypsy and Traveller accommodation

5.25 In August 2015 a revised version of Planning Policy for Traveller Sites (PPTS) which included a change to the definition of Travellers for planning purposes was published. The new definition is set out in Annex 1 of the PPTS. It should

be noted that the Havering Gypsy and Traveller Accommodation Assessment (2018) evidence base and the planning policy on Gypsy and Traveller Accommodation formulated from it have been prepared on the basis of this new definition.

- 5.26 The policy ensures that additional sites and pitches for gypsy and traveller accommodation in Havering as identified in the 2018 needs assessment are provided. The provision of permanent pitches should provide certainty and stability for families and should help to reduce the social exclusion of the gypsy and traveller community.
- 5.27 The provision of permanent pitches should have a positive impact on access to essential services and facilities. This should ensure improved access to education – particularly in conjunction with Traveller Education Service – and the potential to improve qualifications, skills and training opportunities within the gypsy and traveller community and subsequently, the policy should have a positive impact on the general health and well-being of the gypsy and traveller community.
- 5.28 The lack of suitable sites and uncertainty over the status of temporary or unauthorised sites can have a negative impact on health and well-being within the gypsy and traveller community. The provision of permanent gypsy and traveller pitches in the borough on sites where families wish to live, and in many cases are already well established, should have a positive impact on fostering community identity and participation. The allocation of sufficient permanent pitches should reduce the incidences of unauthorised sites and the social tensions that these can cause.

Policy 12: Healthy communities

- 5.29 The policy supports proposals that contribute to the creation of healthier communities and a reduction in health inequalities across the borough. This will be to the benefit of all protected groups with the council proactively seeking policy to increase quality of life for all Havering's residents with those groups with higher health related needs, such as the elderly and disabled persons likely to benefit most. As a consequence, all major developments are required to be supported by a Health Impact Assessment outlining the potential health implications of their proposals.

Policy 13: Town Centre development

- 5.30 Havering's centres are a focus for activity and community life and provide character and identity to local areas and the borough as a whole. The policy

therefore seeks to assure that key shops and services of appropriate scales are located in centres which are made increasingly accessible and offer a diverse range of uses for all to enjoy in an attractive, clean and safe shopping environment. Increasing the accessibility of Havering's town centres will be of particular benefit to less mobile groups such as the disabled, the elderly and families with young children.

Policy 14: Eating and drinking

5.31 The policy seeks to limit the over-proliferation of fast food outlets along Havering's Metropolitan, District and Local centres due to the adverse impacts these can inflict on both the vitality and viability of town centres and the health and well-being of its residents. Such policy can therefore be seen to benefit all protected groups, particularly young children who are most susceptible to obesity and its health implications.

Policy 15: Culture and creativity

5.32 The Council is committed to protecting and enhancing the boroughs cultural assets, with the council supporting proposals which promote community engagement, increase social inclusiveness and expand the boroughs cultural offer to reflect the diversity of its local communities. This policy can be seen to benefit all protected groups with proposals safe-guarding both the boroughs culture assets and residents' beliefs and values in an attempt to further instil respect and tolerance for all.

Policy 16: Social infrastructure

5.33 Havering has a high health inequality gap between occupational groups in England for both men and women. The Social Infrastructure policy therefore seeks to improve the health and well-being of Havering's population by ensuring that development creates the basic environment for people to lead a healthy lifestyle, with access to a variety of health, education, sports and leisure facilities which will be protected and enhanced under this policy. The policy will naturally benefit groups with higher health related needs, such as older and disabled people, as well as children who require access to health, sports and leisure facilities to ensure they can remain active, lead healthy lives and combat the growing risks of childhood obesity.

5.34 Havering also has many meeting places, churches, synagogues, temples, community facilities and prayer centres that cater for a range of faiths and beliefs. The policy seeks to support community organisations and religious groups to help them to meet their need for faith facilities. For many, local

community centres and cultural centres are their main source of support, particularly for people from Ethnic Minorities. These centres support social activity and provide help and advice for dealing with life's difficulties.

Policy 17: Education

5.35 The policy seeks to assure the delivery of sufficient school and nursery places to meet the needs and demands of the borough. This will benefit all current and future school children regardless of ability/disability aged between 0 & 19, as well as improving the socio-economic environmental condition of the borough, making it a more attractive place to live, work and visit.

Policy 18: Open space, leisure and recreation

5.36 The policy seeks to ensure that all residents have access to high quality open space, sports and recreation facilities by protecting the borough's existing sport and recreation facilities and requiring development to improve the quality of and access to said facilities. Improving the quantity of open space provision and enhancing access will benefit all protected groups, particularly the elderly; those with disability and mothers with young children who may wish to take their children out to accessible and nearby recreational spaces for important play time.

5.37 Retaining open space safeguards resident's amenity whilst also ensuring recreational space for all residents to enjoy, which can in turn convey significant health benefits for all local people.

Policies 19-21: Business growth, Loss of industrial land & Affordable workspace

5.38 The policies aim to deliver business growth and economic prosperity across the borough by protecting existing SILs and LSISs as well as promoting new office development within Romford's Metropolitan Town Centre and the Borough's six District Centres. The protection of employment land will help to decrease unemployment which is currently a large problem for ethnic minority groups, people with disability, young people and the elderly who may wish to start or return to work, with the land readily available to accommodate the business spaces needed to generate jobs.

5.39 By retaining employment land and seeking the creation of accessible and affordable new local business space, we will also begin to see more people with disability have access to wider employment opportunities. The policies also encourage the provision of well-designed affordable and flexible business

spaces of varied unit sizes that would help foster an environment conducive to the creation of a wide-range of new employment opportunities for the benefit of all protected groups within the borough.

Policy 22: Skills and training

5.40 The policy aims to provide local residents the opportunity to acquire new skills and training from a range of new developments, especially where they offer scope for later employment. The policy includes the requirement for larger schemes to provide an employment and training strategy which will include details of how training and employment opportunities for local people will be incorporated into the scheme. Young people, ethnic minority persons and people with disability who often suffer higher levels of unemployment and lack skills, knowledge and opportunity are expected to benefit most from such policy. Furthermore; the policy also aims to stimulate and deliver opportunity for all people.

Policy 23: Transport connections

5.41 The policy aims to improve the transport connectivity to key services and locations in and outside of the borough, benefitting those without access to a car, particularly the elderly and younger age groups who are more reliant upon existing bus and train networks. The improved transport connectivity will also see increased connectivity and accessibility for the disabled and consequently, the policy can also be seen to reduce indices of social exclusion across the borough. The enhancement of the sustainable transport offer also links with the pollution policy, as improved public transport connectivity should lead to decreased car use and subsequent improvements to Havering's air quality which will benefit all protected groups.

Policy 24: Parking provision and design

5.42 As an outer North East London borough, it is unsurprising that Havering has some of the highest levels of car use and car ownership in London. Although the borough has good radial connections and strong links to London and adjoining areas, many journeys (such as north-south) are difficult and time-consuming because of inadequate infrastructure.

5.43 The policy therefore requires all new development to provide 'sufficient' parking, with special revisions made to include disabled and cycle parking in line with the London Plan. The policy therefore ensures that the needs of all residents are met, including those groups traditionally reliant on car use such

as the elderly and those with young children, as well as those without access to a car who rely on cycling as their principle means of travel.

Policy 25: Digital connections

- 5.44 The Policy seeks to promote the delivery of improved internet connectivity for all new developments, with such policy seen to benefit all protected groups. The disabled and older age groups will likely benefit most from such policy, with improved digital access allowing for home working and further skill progression providing a means of social inclusion for those who might otherwise struggle to leave home.

Policy 26: Urban design

- 5.45 Good design is essential to creating beautiful, sustainable and inclusive places. Under this policy, the Council will require a high standard of design for all buildings and spaces in the borough. A key element of good design recognised in the policy is ensuring that buildings are accessible to all. Examples of features which improve accessibility could include wheelchair access, step free routes, way-finding and non-slip surfaces. Those less mobile, including older and disabled people will benefit most from such policy.

Policy 27: Landscaping

- 5.46 The policy seeks to ensure that all new developments incorporate a detailed and high quality landscape scheme with existing landscape features that contribute positively to the setting and character of a local area, with a specific focus on maximising opportunities for greening through planting of trees and other soft landscaping.
- 5.47 Landscape, which refers to the character, design and appearance of all of the spaces between buildings, can not only contribute positively to the streetscape and local character of an area but it can also provide visual amenity and opportunities for recreation and relaxation.
- 5.48 Ensuring incorporation of high quality landscape schemes and retaining existing landscape features therefore has the potential to benefit all protected groups, by continuing to ensure the provision of opportunities for recreation and relaxation and enhancement of an area's visual amenity, significant health benefits can be conveyed to all protected groups.

Policy 29: Green infrastructure

- 5.49 The policy seeks to maintain and expand the network of green spaces and natural features in the borough and optimise the benefits of green infrastructure to the environment, economy and community.
- 5.50 Green infrastructure, which is a network of green spaces and natural features can provide multiple benefits for all protected groups, providing opportunities for recreation and relaxation, physical activity and education which can in turn encourage the adoption of healthy, active lifestyles as well as enhancing resident knowledge about their local environment.

Policy 30: Nature conservation

- 5.51 The policy seeks to ensure the protection and enhancement of designated biodiversity and geo-diversity sites across the borough for future generations to enjoy. Protection and enhancement of the boroughs biodiversity can be seen to benefit all protected groups, continuing to provide residents with high quality, attractive amenity space for all to enjoy. It is also considered that young people will benefit considerably from such policy, with increased opportunity for learning experiences to take place outside of the classroom to aid in their educational experience.

Policy 32: Flood management

- 5.52 The policy seeks to ensure that new and existing developments are safe from all sources of flooding and the physical safety of all residents and their belongings is guaranteed. The policy also ensures correct measures are integrated into new developments that minimise the risk of flooding and increase the resilience of Havering's communities to respond to the impacts of flooding events.
- 5.53 Developments that are located out of high flood risk zones and are well designed to counter flood risk would be of most benefit to vulnerable, less mobile groups such as the elderly, the disabled and families with very young children.

Policy 33 & 34: Air quality and Managing pollution

- 5.54 These policies seek to improve the health and well-being of Havering's residents and to protect the borough's natural environment from air pollution

and undue adverse impacts of new development from noise, odour and light pollution, land contamination, visual pollution and vibration by controlling and minimising exposure to these adverse impacts. Air quality is a particular issue in Havering, with the whole of the borough identified as an Air Quality Management Area. The main pollutants of concern are NO₂, PM₁₀ and PM_{2.5} and long term exposure to these pollutants are linked to cancer, heart disease, reduced lung function and respiratory disease. These policies therefore have particular benefits for both young and elderly persons who have been identified as being particularly sensitive to health issues linked to air pollution.

Policy 35: Waste management for new developments

5.55 The waste management policy seeks to protect existing waste sites and ensure development reduces waste and promotes recycling. The policy seeks waste storage to be located where it can be conveniently and safely accessed, which will benefit all members of the community.

6. Results of Equality Impact Assessment Screening

Protected Group	Summarise any possible negative impacts that have been identified for each protected group and the impact of this for the development of this activity	Summarise positive impacts or potential opportunities to advance equality or foster good relations for each protected group
Age	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	<p>All relevant policies contained within the Proposed Submission version of the Local Plan are considered to have positive impacts enjoyed by all ages. Older people will benefit particularly from policies to improve accessibility to services, health, amenity and recreational facilities, namely;</p> <ul style="list-style-type: none"> - Housing supply - Affordable housing - Housing mix - Specialist accommodation - Residential design and amenity - Healthy communities - Town Centre development - Social infrastructure

		<ul style="list-style-type: none"> - Open space, leisure & recreation - Transport connections - Parking provision and design - Digital connections - Urban design - Flood management; and - Air quality and pollution <p>Children and Young people will also benefit from all the above and the additional policies below, including:</p> <ul style="list-style-type: none"> - Houses in multiple occupation - Conversions and subdivisions - Garden and backland development - Eating and drinking - Education and early years provision - Business growth - Affordable workspace - Skills and training; and - Nature conservation
Disability	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	<p>It is considered that the relevant policies within the Proposed Submission version of the Local Plan will have a positive impact on the quality of life of disabled people. Disabled people will benefit particularly from policies to improve accessibility to homes, services, health, amenity and recreational facilities, namely;</p> <ul style="list-style-type: none"> - Housing supply - Housing mix - Specialist accommodation - Residential design & amenity - Healthy communities - Social infrastructure - Open space, leisure & recreation - Business growth - Affordable workspace - Skills and training - Transport connections - Parking provision and design - Urban design; and - Digital connections

Ethnicity/Race	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	<p>The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which people should benefit regardless of their race. Protection and enhancement of cultural facilities will support the needs of ethnic minority communities as will the residential amenity policy, where the adoption of ‘secured by design’ principles will ensure safety for all.</p> <p>The needs of Romany Gypsies and Irish travellers which are identified as racial groups under the Equalities Act are also considered in the Proposed Submission version of the Local Plan, with the ‘Gypsy & Traveller’ policy seeking to meet the objectively assessed pitch needs of such a group.</p>
Gender/Sex	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which all people should benefit, regardless of gender. The residential design and amenity policy will help to address both the fear of crime (most commonly expressed by women) and being a victim of ‘stranger violence’ within the public realm (as most commonly expressed by men)
Gender Re-assignment	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	<p>The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which all people should benefit, regardless of their current or previous gender.</p> <p>The residential design and amenity policy will help to address the fear of hate crime often expressed by many members of the LGBT community.</p>
Marriage & Civil Partners	The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group	The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which all people should benefit, regardless of their relationship status.

<p>Pregnancy & Maternity</p>	<p>The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group</p>	<p>The Proposed Submission version of the Local Plan aims to secure additions and improvements to open space which will bring benefits to all sectors of society. Families and young people will be particular beneficiaries, with nearby open spaces central to important play time.</p> <p>Pregnant women and new families will also benefit from the social infrastructure policy which seeks to protect and improve community and healthcare facilities as well as their accessibility.</p>
<p>Religion or Belief</p>	<p>The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group</p>	<p>The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which all people should benefit, regardless of their religion of beliefs.</p> <p>Faith facilities are also protected and places of worship encouraged under the Social Infrastructure policy so all beliefs have a safe place to worship.</p>
<p>Sexual Orientation</p>	<p>The Proposed Submission version of the Local Plan is not expected to have a negative impact in relation to this protected group</p>	<p>The Proposed Submission version of the Local Plan aims for overall improvements in the borough from which all people should benefit, regardless of their sexual orientation.</p> <p>The residential design and amenity policy will help to address the fear of hate crime often expressed by many members of the LGBT community.</p>

POLICY SUMMARY TABLE:

	<i>Age</i>	<i>Dis-ability</i>	<i>Race</i>	<i>Sex</i>	<i>Gender Reassignment</i>	<i>Marriage and Civil Partnership</i>	<i>Maternity</i>	<i>Religion or Belief</i>	<i>Sexual Orientation</i>
<i>Spatial Strategy</i>	+	+	+	+	+	+	+	+	+
<i>Romford Strategic Development Area</i>	+	+	+	+	+	+	+	+	+
<i>Rainham and Beam Park Strategic Development Area</i>	+	+	+	+	+	+	+	+	+
<i>Housing Supply</i>	+	+	+	+	+	+	+	+	+
<i>Affordable housing</i>	+	+	+	+	+	+	+	+	+
<i>Housing mix</i>	+	+	+	+	+	+	+	+	+
<i>Specialist accommodation</i>	+	+	0	0	0	0	0	0	0
<i>Houses in multiple occupation</i>	+	+	0	0	0	0	0	0	0
<i>Residential design and amenity</i>	+	+	+	+	+	+	0	+	+
<i>Conversions and sub-divisions</i>	+	+	+	+	+	+	+	+	+
<i>Garden and backland development</i>	+	+	0	0	0	0	+	0	0
<i>Gypsy and traveller accommodation</i>	0	0	+	0	0	0	0	+	0
<i>Healthy Communities</i>	+	+	+	+	+	+	+	+	+
<i>Town Centre Development</i>	+	+	+	0	0	0	+	0	0
<i>Eating and drinking</i>	+	0	0	0	0	0	0	0	0
<i>Culture and creativity</i>	+	+	+	0	0	0	0	0	0
<i>Social infrastructure</i>	+	+	+	+	+	+	+	+	+
<i>Education and early year's</i>	+	+	0	0	0	0	0	0	0

<i>provision</i>									
<i>Open space, leisure and recreation</i>	+	+	+	+	+	+	+	+	+
<i>Business growth</i>	+	+	+	0	0	0	0	0	0
<i>Loss of Industrial land</i>	+	+	+	0	0	0	0	0	0
<i>Affordable workspace</i>	+	+	+	0	0	0	0	0	0
<i>Skills and training</i>	+	+	+	0	0	0	0	0	0
<i>Transport connections</i>	+	+	0	0	0	0	0	0	0
<i>Parking provision and design</i>	+	+	0	0	0	0	0	0	0
<i>Digital connections</i>	+	+	0	0	0	0	0	0	0
<i>Urban design</i>	+	+	0	0	0	0	0	0	0
<i>Landscaping</i>	+	+	+	+	+	+	+	+	+
<i>Heritage Assets</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Green infrastructure</i>	+	0	0	0	0	0	0	0	0
<i>Nature conservation</i>	+	+	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Rivers and river corridors</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Flood management</i>	+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Air quality</i>	+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Managing pollution</i>	+	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>On-site waste management</i>	+	+	+	+	+	+	+	+	+
<i>Low carbon design, decentralised energy and renewable energy</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Mineral reserves</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Mineral extraction</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<i>Secondary aggregates</i>	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A

Key:

- +** positive impact
- 0** neutral impact
- negative impact

N/A no impact

