



Shad Thames Conservation Areas Management Plan

Equalities Analysis

November 2013

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Shad Thames Conservation Areas Management Plan
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Equality analysis author	Michael Tsoukaris				
Strategic Director:	Simon Bevan				
Department	Chief Executive	Division	Design & Conservation		
Period analysis undertaken	October 2013				
Date of review (if applicable)	N/A				
Sign-off	Michael Tsoukaris	Position	Group Manager Design & Conservation	Date	October 2013

Section 2: Brief description of policy/decision/business plan

1.1 Brief description of policy/decision/business plan

The Shad Thames Conservation Areas Management Plan sets out the way in which development pressure and neglect will be managed to ensure the conservation area retains the qualities which led to its designation. A management plan follows the adoption of a conservation area appraisal. An appraisal reviews a conservation area and is used to develop a management plan, because it analyses what is positive and negative and identifies opportunities for beneficial change or the need for additional protection and restraint. The Management Plan sets out a framework to manage change appropriately, whilst also protecting, enhancing and promoting the built and natural environment of the conservation area.

The Plan sets out practical initiatives and identifies key issues affecting the character and appearance of the Management Area. Each key issue is addressed in three ways:

- Identifying objectives;
- Outlining the best approach to support these objectives; and
- Setting out practical initiatives to implement objectives.

In relation to each key issue the focus is on:

- Identifying priorities to resolve the negative impacts that have arisen;
- Proactively maintaining and enhancing the Management Area's historic character and appearance;
- Managing future change so as to conserve/ enhance the Management Area's historic character and appearance; and
- Ensuring that at least a portion of the Section 106 contributions from any new development in the Management Area is used to support action under the Management Plan

The Management Area is subject to overarching planning policies applicable nationally and locally. The local community will be consulted on the Shad Thames Conservation Areas Management Plan in accordance with our Statement of Community Involvement (2008).

Section 3: Overview of service users and key stakeholders consulted

2. Service users and stakeholders	
<p>Key users of the department or service</p>	<p>Planning is a statutory function carried out by local authorities. The development of planning policies and the impacts of planning decisions can affect everyone with an interest in land in the borough. This can include residents, landowners, developers, local businesses and their employees, community organisations, statutory consultees and interest groups.</p>
<p>Key stakeholders were/are involved in this policy/decision/business plan</p>	<p>The Shad Thames Conservation Areas Management Plan will have an impact on anyone in the borough with an interest in the Tower Bridge Conservation Area and the surrounding area, particularly residents, local community groups, landowners and developers.</p> <p>The Planning (Listed Buildings and Conservation Areas) Act 1990 does not oblige the council to consult on its decision to designate a conservation area, appraisal or management. However, we have previously carried out public consultation on the designation of the Tower Bridge Conservation Area and Appraisal, prior to adoption at planning committee in February 1978 and extended in December 1985. Consultation on the conservation area designation and appraisal was carried out in accordance with our adopted Statement of Community Involvement (SCI) (2008). We will undertake consultation on the Management Plan in the same way as the original designation and appraisal.</p> <p>Our Statement of Community Involvement (SCI) sets out our approach to consultation on all our planning documents. The SCI identifies a number of barriers for consultation for different groups and we will seek to address these issues by using different consultation methods in order for each all groups.</p> <p>http://www.southwark.gov.uk/info/856/planning_policy/1238/statement_of_community_involvement_sci</p> <p>In accordance with our SCI, all organisations and individuals on our mailing list are notified when the documents were available for consultation. Information was also available on our website to raise awareness of the consultation. We will attend and present at the Bermondsey Community Council in January 2014.</p>

Section 4: Pre-implementation equality analysis

This section considers the potential impact (positive and negative) of proposals on the key 'protected characteristics' in the Equality Act 2010 and Human Rights, the equality information on which above analysis is based and mitigating actions to be taken.

The guidance in the Management Plan may have many similar impacts on the different groups with protected characteristics. We have set out below some of the key impacts we have identified. Overall, we have assessed the guidance and consider that the overall impact of the Management Plan will be positive on all residents and people who work in and visit the borough, as the document will provide a framework to ensure a higher quality of design and built environment, as well as managing change appropriately.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).

Potential impacts (positive and negative) of proposed policy/decision/business plan

The Management Plan recognises that the Shad Thames area has a distinct character and it seeks to manage change appropriately, whilst also protecting the existing historic environment and heritage assets. The protection of areas for heritage and conservation purposes restricts the amount and scale of development which may limit the opportunities for creating new jobs and housing for those that are seeking employment or better quality housing. This may disproportionately affect young people who are seeking affordable accommodation in the area and access to new jobs. Limiting development may also result in more limited range of housing stock which can also impact on families looking for larger accommodation and the elderly who may wish to downsize to smaller properties but remain within the local area. The housing policies in the core strategy seek to ensure a mix of housing tenure is provided across the borough.

The Management Plan covers the: streets, spaces, green walks and other pedestrian routes which act as the setting for the historic buildings. The conservation area itself lacks green spaces but the wider area benefits from a high provision of good quality open spaces which will benefit all groups in the community. These spaces are an integral part of Shad Thames identity and local character.

Improving areas through access to and improved quality of open spaces and public realm may result in a rise in house prices which may cause conflict between groups. For example young people who wish to stay in the area may not be able to afford the new housing whilst new residents move into the area. The housing policies in the core strategy seek to ensure a mix of housing tenure is provided, including at least 35% affordable housing and all major new developments across the borough.

Ensuring that open spaces are maintained to a high standard and are accessible to all will help to improve the quality of life for all groups but especially for the young and the elderly who may not have the means to travel far for access to open space. Improving links between spaces can improve access to open spaces and promote sustainable transport. This will have a positive impact on those with reduced mobility, including the elderly.

Protecting and improving open spaces will help to encourage the local community to take pride in their surroundings, which may in turn reduce levels of crime and fear of crime. This will have a particularly positive benefit to more vulnerable groups such as the elderly.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

The above analysis highlights that the implementation of the guidance set out in the Shad Thames Conservation Areas Management Plan will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Management Plan in the main section above.

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The Management Plan recognises that the Shad Thames area has a distinct character and it seeks to manage change appropriately, whilst also protecting the existing historic environment and heritage assets. The protection of areas for heritage and conservation purposes restricts the amount and scale of development which may limit the opportunities for new housing. This may disproportionately affect disabled people who are seeking specific types of accommodation in the area that meets their needs. The housing policies in the core strategy seek to provide at least 10% of new accommodation in major developments is designed to be Wheelchair accessible.

Focusing on the heritage and conservation value of an area may mean that the built environment and the public realm may not meet the needs of disabled people' for example the laying of traditional paving materials. This can result in creating barriers to inclusion in the wider community and opportunities to decent housing, jobs and access to leisure and community facilities. In contrast, the needs of disabled people may be considered but results in the public realm being designed in a way that segregates and separates disabled people from the wider community. We will require design and access statements to be submitted with planning applications setting out how any works in the public realm will improve accessibility.

Disabled access may be provided but they may be segregated from other access routes; where there is a change of level into an historic building, this can further exacerbate separation and isolation from the rest of the community. We will require design and access statements to be submitted with planning applications setting out how any development will be accessible and consider the needs of people with disabilities.

Certain groups may experience discrimination in accessing employment opportunities such as disabled people. The inability to access opportunities to work could further lead to poverty, social exclusion and isolation from the wider community. Our core strategy policies seek to protect existing jobs in the borough and encourage a wide range of employment opportunities.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

The Management Plan sets out objectives for preserving and enhancing the retail and industrial heritage of the management area, through practical initiatives to improve the public realm and reduce the clutter that not only impacts on the historic character but also impacts negatively on the accessibility for disabled people.

Gender reassignment - The process of transitioning from one gender to another.

Possible impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts identified. The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area.

Equality information on which above analysis is based.

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan

Mitigating actions to be taken

No specific impacts have been identified that would affect people differently as a result of their sexual orientation.

Marriage and civil partnership - Marriage is defined as a 'union between a man and a woman'. Same-sex couples can have their relationships legally recognised as 'civil partnerships'. Civil partners must be treated the same as married couples on a wide range of legal matters. **(Only to be considered in respect to the need to eliminate discrimination.**

Possible impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts identified. The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

No specific impacts have been identified.

Pregnancy and maternity - Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area.

The Management Plan recognises that the Shad Thames Area has a distinct character and it seeks to retain and enhance the existing historic environment and heritage assets.

The built environment and the public realm may not meet the needs of pregnant women or women with young children which can result in creating barriers to inclusion in the wider community and opportunities to decent housing, jobs and access to leisure and community facilities. We will require design and access statements to be submitted with planning applications setting out how any works in the public realm will improve accessibility.

Whilst there are no green spaces in the conservation area, the wider area currently benefits from a high provision of good quality open spaces which benefit all groups in the community. These spaces are an integral part of Shad Thames' identity and local character.

The Management Plan offers a number of suggestions to improve, link and create opportunities for the green environment to soften and provide respite from the bustle of the busy streets. Along with ensuring that open spaces; in the wider area, are maintained to a high standard and are accessible to all will help to improve the quality of life for all groups but especially for pregnant women and those with young children who may not have the means to travel far for access to open space. Improving links between spaces can improve access to open spaces and promote sustainable transport. This will also have a positive impact on pregnant women and those with young children who may not be able to travel far for access to open space.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

The Management Plan sets out objectives for preserving and enhancing the retail and industrial heritage of the management area, through practical initiatives to improve the public realm and reduce the clutter that not only impacts on the historic character but also impacts negatively on the accessibility for pregnant women or women with young children.

Race - Refers to the protected characteristic of Race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area. The Management Plan recognises that the Shad Thames area has a distinct character and it seeks to retain and enhance the existing historic environment and heritage assets.

High quality design standards in the area may result in higher costs for SME businesses i.e. by having to provide high quality shop fronts, which may threaten the viability of these businesses. These business' are often run by ethnic minority groups and therefore these groups may be disproportionately affected. Our core strategy policies seek to protect existing jobs in the borough and encourage a wider range of employment opportunities.

Whilst there are no green spaces in the conservation area, the wider area currently benefits from a high provision of good quality open spaces which benefit all groups in the community. These spaces are an integral part of Shad Thames area identity and local character.

The Management Plan offers a number of suggestions to improve, link and create opportunities for the green environment to soften and provide respite from the bustle of the busy streets. Along with ensuring that open spaces; in the wider area, are maintained to a high standard and are accessible to all will help to improve the quality of life for all groups Improving links between spaces can improve access to open spaces and promote sustainable transport.

Protecting and improving open spaces will help to encourage the local community to take pride in their surroundings, which may in turn reduce levels of crime and fear of crime. This will have a particularly positive benefit to more vulnerable groups such as certain ethnic minority groups.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

The above analysis highlights that the implementation of the guidance set out in the Shad Thames Conservation Areas Management Plan will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Management Plan in the main section above.

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.

Possible impacts (positive and negative) of proposed policy/decision/business plan

The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area. The Management Plan recognises that the Shad Thames area has a distinct character and it seeks to retain and enhance the existing historic environment and heritage assets. The Management Plan also recognises the importance to the area of the faith groups; who worship in the management area and sets out objectives to encourage local groups to work together on joint community initiatives.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

The above analysis highlights that the implementation of the guidance set out in the Shad Thames Conservation Areas Management Plan will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions taken through the Management Plan in the main section above.

Sex - A man or a woman.

Possible impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts identified. The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area.

Equality information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

No specific impacts have been identified.

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes

Possible impacts (positive and negative) of proposed policy/decision/business plan

No specific impacts identified. The implementation of Management Plan should benefit all groups by ensuring that change is managed appropriately, while also protecting, enhancing and promoting the built and natural heritage of the area.

Information on which above analysis is based

Consideration has been given to specific impacts that might arise as a result of the implementation of the Shad Thames Conservation Areas Management Plan.

Mitigating actions to be taken

No specific impacts have been identified.

Human Rights

There are 16 rights in the Human Rights Act. Each one is called an Article. They are all taken from the European Convention on Human Rights. The Articles are The right to life, Freedom from torture, inhuman and degrading treatment, Freedom from forced labour, Right to Liberty, Fair trial, Retrospective penalties, Privacy, Freedom of conscience, Freedom of expression, Freedom of assembly, Marriage and family, Freedom from discrimination and the First Protocol

Possible impacts (positive and negative) of proposed policy/decision/business plan

The implementation of the Shad Thames Conservation Areas Management Plan will have no impacts on the Articles that are set out in the Human Rights Act.

Information on which above analysis is based

Mitigating actions to be taken

N/A

Section 5: Further actions and objectives

5. Further actions			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
Number	Description of Issue	Action	Timeframe
1	Monitoring the impact of the policies in the Management Plan on groups with protected characteristics	The Plan will be reviewed annually by all stakeholders, to establish priorities, assess progress and make any changes necessary.	The Plan has a five year life and will be reviewed annually.
2			
3			
4			
5			
6			
7			