

**Cabinet: 28 January 2014**  
**Blackfriars Road Supplementary Planning Document**

No.	Title	Held at
Appendix A	Blackfriars Road supplementary planning document, 2014	Hard copy provided with the report
Appendix B	Representations received and the officer comments (Appendix J of the consultation report)	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix C	Tracked changed version of the Blackfriars Road supplementary planning document, 2014	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix D	Consultation report including a separate document containing appendices A-I Two separate documents	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix E	Equalities analysis	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix F	Sustainability appraisal	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix G	Sustainability statement	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix H	Appropriate assessment	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix I	Urban design study	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>
Appendix J	Business and employment background paper	Available on the web at: <a href="http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4">http://moderngov.southwark.gov.uk/ieListDocuments.aspx?CId=302&amp;MId=4554&amp;Ver=4</a>



# **Blackfriars Road Supplementary Planning Document**

**Equalities Analysis**

**January 2014**

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**Section 1: Equality analysis details**

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<b>Proposed policy/decision/business plan to which this equality analysis relates</b>	Blackfriars Road Supplementary Planning Document
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<b>Equality analysis author</b>	Tom Buttrick				
<b>Strategic Director:</b>	Simon Bevan				
<b>Department</b>	Chief Executive	<b>Division</b>	Planning Policy		
<b>Period analysis undertaken</b>	May 2013 and updated December 2013/January 2014				
<b>Date of review (if applicable)</b>	N/A				
<b>Sign-off</b>	Alison Squires	<b>Position</b>	Planning Team Leader	<b>Date</b>	January 2014

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

### 1.1 Brief description of policy/decision/business plan

Located in central London, the Blackfriars Road is a wide boulevard running south from the River Thames to historic St George's Circus, forming part of the "Blackfriars Mile", linking Elephant and Castle to the South Bank and beyond to the City. The area is being transformed by a series of new developments including the opening of an entrance to Blackfriars Station and innovative public realm schemes.

This SPD is required due to the scale of growth proposed. There is a need to ensure that the pressure for residential development is balanced with the need for a vibrant street with places for leisure and business and a pleasant environment. Development needs to take place in a coordinated way so that Blackfriars Road reaches its potential as a vibrant destination whilst regenerating the area from the river, along Blackfriars Road and onwards to Elephant and Castle. The SPD will provide a strategic framework and detailed guidance to coordinate future growth along and around the Blackfriars Road.

The SPD lies mostly within the Bankside, Borough and London Bridge Opportunity Area, which is identified in the London Plan as having the potential to provide around 25,000 jobs and a minimum of 1,900 new homes. A small part of the southern end of Blackfriars Road around St George's Circus lies within the Elephant and Castle Opportunity Area. There is already an adopted supplementary planning document/opportunity area planning framework for Elephant and Castle. The Blackfriars Road SPD will replace the guidance for the Elephant and Castle SPD/OAPF for the overlapping area.

The SPD provides further guidance to existing planning policies in the London Plan, Core Strategy and saved Southwark Plan. It does not repeat borough wide policies and so the SPD must be read alongside our other planning documents.

The Blackfriars Road Supplementary Planning Document (SPD) provides guidance and information on:

- The emerging vision for Blackfriars Road. It sets out the adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area within an appendix. It also sets out ideas for a new vision for Blackfriars Road within section 2 of the SPD. We will look at refining this further through the preparation of the New Southwark Plan. The New Southwark Plan is currently being prepared and will eventually replace the Core Strategy and saved Southwark Plan policies. It will also look at allocating proposals sites on the adopted policies map.
- Business space.
- Mixed use town centre.
- Public realm and open space.
- Built form and heritage.
- Building heights.
- Active travel.
- Implementation.

The SPD will assist members and council officers in implementing the existing policies effectively, inform the community of the issues associated with development in the area and will provide detailed advice to guide developers to inform their proposals. The SPD

will be a material consideration to be taken into account in determining planning applications.

It is also important to note that there is an extensive evidence base that underpins the overarching Core Strategy, London Plan and saved Southwark Plan policies. This includes studies such as the South East London Strategic Housing Market Assessment, Southwark's Housing Requirement Study, our Retail Capacity Study, our Employment Land Review and our Open Spaces Strategy. These studies and others can be viewed on our website. There is also an evidence base relating more specifically to the Blackfriars Road SPD. This includes the Bankside, Borough and London Bridge characterisation study, the Blackfriars Road Urban Design Study and the Blackfriars Road SPD Business and Retail Background Paper. All of these can be viewed on the websites below:

[http://www.southwark.gov.uk/info/200272/evidence\\_base](http://www.southwark.gov.uk/info/200272/evidence_base)

[www.southwark.gov.uk/blackfriarsroadspd](http://www.southwark.gov.uk/blackfriarsroadspd)

**Section 3: Overview of service users and key stakeholders consulted**

2. Service users and stakeholders	
<b>Key users of the department or service</b>	<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, prescribed bodies, statutory consultees and interest groups.</p>
<b>Key stakeholders were/are involved in this policy/decision/business plan</b>	<p><i>Who may be affected by the Blackfriars Road SPD?</i></p> <p>The Blackfriars Road SPD will have an impact on anyone in the borough with an interest in the Blackfriars Road and the surrounding area, particularly residents, local businesses, local community groups, landowners and developers.</p> <p><i>Related consultation</i></p> <p>The SPD area falls partly within the Bankside, Borough and London Bridge Opportunity Area and partly within the Elephant and Castle Opportunity Area. We previously prepared and consulted on a draft SPD for the Borough, Bankside and London Bridge Opportunity Area in 2010. We are reviewing how to progress with this SPD.</p> <p>We also prepared and consulted on a draft SPD for the Elephant and Castle Opportunity Area in 2011/2012, which was adopted in conjunction with the Mayor of London in 2012 as an SPD/opportunity area planning framework.</p> <p>We have reviewed the work carried out for both these related SPDs in preparing the Blackfriars Road SPD and this equalities analysis. This has included reviewing the equalities analysis for both documents, and the consultation carried out.</p> <p><i>Consultation on the draft Blackfriars Road SPD</i></p> <p>We have consulted on the Blackfriars Road SPD in accordance with the required regulations and our Statement of Community Involvement (SCI) (2008). Our local requirements for consultation are set out in the SCI which sets out how the council will consult on our planning policy documents and also on planning applications. The SCI refers to a number of legal and regulatory requirements, both in terms of methods of consultation and also particular bodies that we must engage with. When the SCI was produced it was done so with regard to the Town and Country Planning (Local Development) (England) Regulations 2004 and the Town and Country Planning (Local Development) (England) (Amendment) Regulations 2008. In April 2012, both sets of regulations were replaced by the Town and Country Planning</p>

(Local Planning) (England) Regulations 2012. We have subsequently ensured that consultation on the SPD meets the requirements of the SCI and the updated regulations. Our SCI can be viewed at:

[http://www.southwark.gov.uk/info/856/planning\\_policy/1238/state-ment\\_of\\_community\\_involvement\\_sci](http://www.southwark.gov.uk/info/856/planning_policy/1238/state-ment_of_community_involvement_sci)

The SCI identifies a number of barriers for consultation for different groups and we sought to address these issues by using different consultation methods in order to reach all groups. The SCI also requires us to consult for a minimum of 12 weeks on our SPDs, which we achieved by consulting from 21 June to 12 September 2013. More information is set out within our Blackfriars Road SPD consultation report which can be viewed on our website at:

[www.southwark.gov.uk/blackfriarsroadspd](http://www.southwark.gov.uk/blackfriarsroadspd)

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## Section 4: Pre-implementation equality analysis

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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 the analysis is based and mitigating actions to be taken.

The guidance in the SPD 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 SPD will be positive on all residents and people who work in and visit the borough.

Further information is also set out in our sustainability appraisal where we have assessed the guidance in the SPD against 17 sustainable development objectives to assess the social, environmental and economic impacts. We have summarised how the sustainability appraisal has influenced the preparation of the SPD in our sustainability appraisal adoption statement. Both documents can be viewed on our website at:

[www.southwark.gov.uk/blackfriarsroadspd](http://www.southwark.gov.uk/blackfriarsroadspd)

**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**

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and



surrounding streets.

### **Strategy and guidance**

#### *Business space*

The aim of SPD 1 Business Space is to encourage the generation of new jobs and businesses in the Blackfriars Road area. Already there are a large number of businesses along and around the Blackfriars Road, within recent significant investment such as through the completion of schemes such as Palestra and One Valentine Place. In particular there is a strong clustering of the Technology, Media and Telecoms (TMT) sector in and around the Blackfriars Road. The SPD encourages a range of business unit sizes to increase the availability of more small work space to help further cluster this section, whilst also providing for larger sized businesses. The guidance also requires existing employment space to be retained or reprovided as well as supporting a range of uses in the railway arches in accordance with existing saved Southwark Plan and Core Strategy policies.

Increasing the range and amount of employment floorspace should have a positive impact on all of the community. Focusing on providing a range of unit sizes and utilising spaces within the railway arches will help provide a range of employment opportunities. In principle this will benefit all members of the community by creating local jobs for people to access. Providing mostly office jobs, this may have a positive impact on some groups with protected characteristics such as young people, women and disabled people who may be more likely to pursue jobs in office environments. Furthermore, the guidance may potentially have a more positive impact on young people who may be more likely to have the skills to work within the TMT sector.

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

This approach will have a positive impact on all members of the community as access to local services can help to create good community relations and improve satisfaction with the local area. At present the SPD area is mixed with a large number of commercial buildings, mostly on and directly around Blackfriars Road. The majority of the rest of the area is residential, and should benefit for the increased range of activities in the area. There is mixed-development especially in the west such as Oxo Tower Wharf which houses art galleries, shops and restaurant, some shops, such as along The Cut, and a number of arts, cultural and entertainment facilities in the north of the SPD area. Improving the range of town centre uses will mean there is less need for people to travel elsewhere for their services and will have a positive impact on all groups. New town centre uses will also provide a wider range of employment opportunities which is likely to have a particular beneficial impact for young people.

The guidance also supports proposals for hotels to contribute to a mix of uses. This is also likely to have a positive impact on all members of the community by increasing the range of employment opportunities. The strategy is to encourage high quality hotels, particularly those which contribute to employment growth and offer employment opportunities. The SPD refers to a case study of an existing hotel which provides

ancillary facilities to the hotel use, such as cafes and restaurants open to the public, which will create more of a positive impact on all groups as well as increasing the range of employment opportunities.

#### *Public realm and open space, built form and heritage and building heights*

The aim of these sections of guidance is to create a high quality design of public squares, streets and spaces, ensuring development makes a positive contribution to the local character and distinctiveness and ensuring appropriate building heights. It seeks to improve linkages between existing and new open spaces and squares, creating an identity for Blackfriars Road. This will ensure that residents, workers and visitors alike enjoy the Blackfriars Road area and choose to spend time here.

There are many potential development sites along and around the Blackfriars Road which provide the opportunity for a lot of change. The SPD seeks to ensure that we maximise these opportunities by ensuring improvements to public realm and requiring high quality architecture and buildings so that development is appropriate to the area. Overall this is likely to have positive impacts on all members of the community.

However, there could be some more uncertain impacts on some groups. For example, the SPD provides guidance on heights along Blackfriars Road and where taller buildings may be appropriate, in accordance with the development plan. Taller buildings could potentially have an uncertain/negative impact on families, particularly those with young children as it can be more difficult to provide adequate private amenity space in taller buildings. We are proposing to mitigate this by continuing to apply our Core Strategy family mix of housing policies, which require a range of different housing types, as well as through the SPD which provides clear guidance on building heights. Saved policies in the Southwark Plan will also continue to be used. We will also seek to mitigate this impact by encouraging developers to look at innovative ways to provide suitable amenity space in taller buildings such as through roof gardens and terraces.

The SPD also requires buildings of 70 metres or taller to include a publically accessible area on upper floors where feasible, to help to mitigate the potentially uncertain/negative impact on some groups by opening part of the building up to the public.

#### *Active travel*

Our strategy is to continue to work with our many partners, specifically the GLA and Transport for London to improve the Blackfriars Road as a key walking and cycling route, strengthening east-west links, and improving crossings and the wider pedestrian/cycle environment at key junctions. The SPD refers specifically to TfL's proposal to create a segregated route for cyclists.

Overall, this approach should benefit all members of the community. Traditionally car ownership is lower among the young and elderly and so guidance seeking to improve walking and cycling routes should have a more positive impact on these groups. At the moment, cyclists account for more than 25% of the vehicular mode share in the northbound morning peak, which highlights the importance of the need to further improve cycling links.

#### **Implementation**

Section 4 of the SPD sets out how the council will seek to deliver our aspirations through partnership working, business and community involvement. The SPD also provides guidance about managing change as there is likely to be a considerable amount of change and development over the next few years. The scale of change proposed may potentially have a negative/uncertain impact on some groups, and so the guidance in the implementation section seeks to minimise this by requiring construction management plans and encouraging developers and contractors to work together and with the

Bankside and London Bridge Logistics Group to coordinate all aspects of the construction process including issues such as traffic management, noise and pollution, local employment opportunities and public realm works. This mitigation measure is likely to have an impact on all groups including a beneficial impact by encouraging local employment opportunities which may benefit the young.

### **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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

### **Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions that will be taken to overcome these impacts.

**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**

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the

needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

### **Strategy and guidance**

#### *Business space*

The aim of SPD 1 Business Space is to encourage the generation of new jobs and businesses in the Blackfriars Road area. Already there are a large number of businesses along and around the Blackfriars Road, within recent significant investment such as through the completion of schemes such as Palestra and One Valentine Place. In particular there is a strong clustering of the Technology, Media and Telecoms (TMT) sector in and around the Blackfriars Road. The SPD encourages a range of business unit sizes to increase the availability of more small work space to help further cluster this section, whilst also providing for larger sized businesses. The guidance also requires existing employment space to be retained or reprovided as well as supporting a range of uses in the railway arches in accordance with existing saved Southwark Plan and Core Strategy policies.

Increasing the range and amount of employment floorspace should have a positive impact on all of the community. Focusing on providing a range of unit sizes and utilising spaces within the railway arches will help provide a range of employment opportunities. In principle this will benefit all members of the community by creating local jobs for people to access. Providing mostly office jobs, this may have a positive impact on some groups with protected characteristics such as young people, women and disabled people who may be more likely to pursue jobs in office environments. Providing jobs in the local area may also have more positive impacts on some disabled people who may not find it as easy to travel to other parts of London for employment.

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

This approach will have a positive impact on all members of the community as access to local services can help to create good community relations and improve satisfaction with the local area. At present the SPD area is mixed with a large number of commercial buildings, mostly on and directly around Blackfriars Road. Much of the surrounding area is residential. There is mixed-development especially in the west such as Oxo Tower Wharf which houses art galleries, shops and restaurant, some shops, such as along The Cut, and a number of arts, cultural and entertainment facilities in the north of the SPD area. Improving the range of town centre uses will mean there is less need for people to travel elsewhere for their services and will have a positive impact on all groups. Improving the range of town centre uses will mean there is less need for people to travel elsewhere for their services and will have a positive impact on all groups. New town centre uses will also

provide a wider range of employment opportunities which is likely to have a particular beneficial impact for some groups. This may include disabled people as an increased range and amount of employment opportunities will reduce the need to travel elsewhere for employment.

The guidance also supports proposals for hotels to contribute to a mix of uses. This is also likely to have a positive impact on all members of the community by increasing the range of employment opportunities. The strategy is to encourage high quality hotels, particularly those which contribute to employment growth and offer employment opportunities. The SPD refers to a case study of an existing hotel which provides ancillary facilities to the hotel use, such as cafes and restaurants open to the public, which will create more of a positive impact on all groups as well as increasing the range of employment opportunities.

#### *Public realm and open space, built form and heritage and building heights*

The aim of these sections of guidance is to create a high quality design of public squares, streets and spaces, ensuring development makes a positive contribution to the local character and distinctiveness and ensuring appropriate building heights. It seeks to improve linkages between existing and new open spaces and squares, creating an identity for Blackfriars Road. This will ensure that residents, workers and visitors alike enjoy the Blackfriars Road area and choose to spend time here.

There are many potential development sites along and around the Blackfriars Road which provide the opportunity for a lot of change. The SPD seeks to ensure that we maximise these opportunities by ensuring improvements to public realm and requiring high quality architecture and buildings so that development is appropriate to the area. Overall this is likely to have positive impacts on all members of the community.

However, there could be some more uncertain impacts on some groups. For example, the SPD provides guidance on heights along Blackfriars Road and where taller buildings may be appropriate, in accordance with the development plan. There could potentially be an uncertain/negative impact on some groups such as families with children and potentially also some disabled people. Sometimes it can be more difficult to provide adequate amounts of usable private amenity space in taller buildings, which could potentially have an impact on disabled people who may be less able to access open and green spaces so easily outside their homes. We are proposing to mitigate this by continuing to apply our Core Strategy family mix of housing policies, which require a range of different housing types, as well as through the SPD which provides clear guidance on building heights. Saved policies in the Southwark Plan will also continue to be used. We will also seek to mitigate this impact by encouraging developers to look at innovative ways to provide suitable amenity space in taller buildings such as through roof gardens and terraces. We will also continue to apply our saved Southwark Plan policy on requiring 10% of new developments of 10 or more units to be wheelchair accessible to meet the needs of some disabled people.

The SPD also requires buildings of 70 metres or taller to include a publically accessible area on upper floors where feasible, to help to mitigate the potentially uncertain/negative impact on some groups by opening part of the building up to the public.

#### *Active travel*

Our strategy is to continue to work with our many partners, specifically the GLA and Transport for London to improve the Blackfriars Road as a key walking and cycling route, strengthening east-west links, and improving crossings and the wider pedestrian/cycle environment at key junctions. The SPD refers specifically to TfL's proposal to create a segregated route for cyclists.

Overall, this approach should benefit all members of the community. Traditionally car

ownership is lower among the young and elderly and so guidance seeking to improve walking and cycling routes should have a more positive impact on these groups. Improvements to the public realm and improved linkages may also have a more positive impact on disabled people, making the area easier to navigate and more accessible to a range of users. However, as part of the implementation of the segregated cycle line, TfL and its partners must ensure that the needs of all users are met included people with disabilities. The SPD seeks to ensure this by setting out in SPD 6 that TfL's proposals should ensure the needs of all users are met safely.

**Implementation**

Section 4 of the SPD sets out how the council will seek to deliver our aspirations through partnership working, business and community involvement. The SPD also provides guidance about managing change as there is likely to be a considerable amount of change and development over the next few years. The scale of change proposed may potentially have a negative/uncertain impacts on some groups, and so the guidance in the implementation section seeks to minimise this by requiring construction management plans and encouraging developers and contractors to work together and with the Bankside and London Bridge Logistics Group to coordinate all aspects of the construction process including issues such as traffic management, noise and pollution, local employment opportunities and public realm works. This mitigation measure is likely to have an impact on all groups including a beneficial impact by encouraging local employment opportunities which may benefit the young and possibly disabled people by offering more employment opportunities in 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

**Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions that will be taken to overcome these impacts.

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

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

**Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core

Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

#### **Strategy and guidance**

No specific impacts identified. The implementation of the Blackfriars Road SPD should benefit all groups by ensuring the right type of development is delivered that is needed to support a healthy, safe and prosperous community, new employment opportunities, enhanced public spaces and a fairer future for all in the Blackfriars Road 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

#### **Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. No specific impacts have been identified that would affect people differently as a result of their gender reassignment.

**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**

**Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

**Strategy and guidance**

No specific impacts identified. The implementation of the Blackfriars Road SPD should benefit all groups by ensuring the right type of development is delivered that is needed to support a healthy, safe and prosperous community, new employment opportunities, enhanced public spaces and a fairer future for all in the Blackfriars Road 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

**Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. No specific impacts have been identified that would affect people



differently as a result of their marriage or civil partnership.

**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**

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

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- A range of building heights.
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The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

#### **Strategy and guidance**

##### *Business space*

The aim of SPD1 Business Space is to encourage the generation of new jobs and businesses in the Blackfriars Road area. Already there are a large number of businesses along and around the Blackfriars Road, within recent significant investment such as through the completion of schemes such as Palestra and One Valentine Place.

Increasing the range and amount of employment floorspace should have a positive impact on all of the community. Focusing on providing a range of unit sizes and utilising spaces within the railway arches will help provide a range of employment opportunities. In principle this will benefit all members of the community by creating local jobs for people to

access. Providing mostly office jobs, this may have a positive impact on some groups with protected characteristics such as young people, women and disabled people who may be more likely to pursue jobs in office environments. It may have a particularly positive impact on pregnant women/women during maternity by increasing the range and amount of job opportunities for women if/when they choose to return to work. Furthermore by providing a range of employment opportunities in the local area it may have a positive impact for pregnant women and those with young children who may find it difficult to travel further afield for employment.

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

This approach will have a positive impact on all members of the community as access to local services can help to create good community relations and improve satisfaction with the local area. At present the SPD area is mixed with a large number of commercial buildings, mostly on and directly around Blackfriars Road. The majority of the surrounding area is residential. There is mixed-development especially in the west such as Oxo Tower Wharf which houses art galleries, shops and restaurant, some shops, such as along The Cut, and a number of arts, cultural and entertainment facilities in the north of the SPD area. Improving the range of town centre uses will mean there is less need for people to travel elsewhere for their services and will have a positive impact on all groups. New town centre uses will also provide a wider range of employment opportunities which is likely to have a particular beneficial impact for some groups of the community.

The guidance also supports proposals for hotels to contribute to a mix of uses. This is also likely to have a positive impact on all members of the community by increasing the range of employment opportunities. The strategy is to encourage high quality hotels, particularly those which contribute to employment growth and offer employment opportunities. The SPD refers to a case study of an existing hotel which provides ancillary facilities to the hotel use, such as cafes and restaurants open to the public, which will create more of a positive impact on all groups as well as increasing the range of employment opportunities.

Increasing the amounting and range of employment options through encouraging a range of different services may have a particularly positive impact on pregnant women/women during maternity by increasing the range and amount of job opportunities for women. Furthermore by providing a range of employment opportunities in the local area it may have a positive impact for pregnant women and those with young children who may find it difficult to travel further afield for employment. The service industry traditionally offers a wide of hours of work which may have a further positive impact on pregnant/maternity women.

#### *Public realm and open space, built form and heritage and building heights*

The aim of these sections of guidance is to create a high quality design of public squares, streets and spaces, ensuring development makes a positive contribution to the local character and distinctiveness and ensuring appropriate building heights. It seeks to improve linkages between existing and new open spaces and squares, creating an identity for Blackfriars Road. This will ensure that residents, workers and visitors alike

enjoy the Blackfriars Road area and choose to spend time here.

There are many potential development sites along and around the Blackfriars Road which provide the opportunity for a lot of change. The SPD seeks to ensure that we maximise these opportunities by ensuring improvements to public realm and requiring high quality architecture and buildings so that development is appropriate to the area. Overall this is likely to have positive impacts on all members of the community.

Improved public realm could have positive impacts for this group specifically, making it easier to get around whilst pregnant or whilst with a young family. Similarly improvements to open spaces and new public realm opportunities could provide areas for play for young families.

However, there could be some more uncertain impacts on some groups. For example, the SPD provides guidance on heights along Blackfriars Road and where taller buildings may be appropriate, in accordance with the development plan. There could potentially be an uncertain/negative impact on families, particularly those with young children as it can be more difficult to provide adequate private amenity space in taller buildings. We are proposing to mitigate this by continuing to apply our Core Strategy family mix of housing policies, which require a range of different housing types, as well as through the SPD which provides clear guidance on building heights. Saved policies in the Southwark Plan will also continue to be used. We will also seek to mitigate this impact by encouraging developers to look at innovative ways to provide suitable amenity space in taller buildings such as through roof gardens and terraces.

The SPD also requires buildings of 70 metres or taller to include a publically accessible area on upper floors where feasible, to help to mitigate the potentially uncertain/negative impact on some groups by opening part of the building up to the public.

#### *Active travel*

Our strategy is to continue to work with our many partners, specifically the GLA and Transport for London to improve the Blackfriars Road as a key walking and cycling route, straightening east-west links, and impressive crossings and the wider pedestrian/cycle environment at key junctions. The SPD refers specifically to TfL's proposal to create a segregated route for cyclists.

Overall, this approach should benefit all members of the community. Traditionally car ownership is lower among the young and elderly and so guidance seeking to improve walking and cycling routes should have a more positive impact on these groups. This may also include pregnant women.

#### **Implementation**

Section 4 of the SPD sets out how the council will seek to deliver our aspirations through partnership working, business and community involvement. The SPD also provides guidance about managing change as there is likely to be a considerable amount of change and development over the next few years. The scale of change proposed may potentially have a negative/uncertain impacts on some groups, and so the guidance in the implementation section seeks to minimise this by requiring construction management plans and encouraging developers and contractors to work together and with the Bankside and London Bridge Logistics Group to coordinate all aspects of the construction process including issues such as traffic management, noise and pollution, local employment opportunities and public realm works. This mitigation measure is likely to have an impact on all groups including a beneficial impact by encouraging local employment opportunities. It may have a positive impact on pregnant women/women on maternity who live in the area and spend more time at home during their pregnancy by

minimising the impact of development on the local 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

### **Mitigating actions to be taken**

Consideration has been given to specific impacts that might arise as a result of the implementation of the Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

**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**

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a

range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

### **Strategy and guidance**

#### *Business space*

The aim of SPD1 Business Space is to encourage the generation of new jobs and businesses in the Blackfriars Road area. Already there are a large number of businesses along and around the Blackfriars Road, within recent significant investment such as through the completion of schemes such as Palestra and One Valentine Place. In particular there is a strong clustering of the Technology, Media and Telecoms (TMT) sector in and around the Blackfriars Road. The SPD encourages a range of business unit sizes to increase the availability of more small work space to help further cluster this section, whilst also providing for larger sized businesses. The guidance also requires existing employment space to be retained or reprovided as well as supporting a range of uses in the railway arches in accordance with existing saved Southwark Plan and Core Strategy policies.

Increasing the range and amount of employment floorspace should have a positive impact on all of the community. Focusing on providing a range of unit sizes and utilising spaces within the railway arches will help provide a range of employment opportunities. In principle this will benefit all members of the community by creating local jobs for people to access. It is possible that some groups may experience barriers in accessing employment opportunities. We will seek to mitigate against this by securing Community Infrastructure funds/section 106 planning obligations to for employment training. Local employment and training projects will help to ensure that local people can access sustainable jobs and share in local economic growth. This will help to reduce inequalities, both social and economic, and to create a fairer future for all residents.

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

This approach will have a positive impact on all members of the community as access to local services can help to create good community relations and improve satisfaction with the local area. At present the SPD area is mixed with a large number of commercial buildings, mostly on and directly around Blackfriars Road. The surrounding area is mostly residential. There is mixed-development especially in the west such as Oxo Tower Wharf which houses art galleries, shops and restaurant, some shops, such as along The Cut, and a number of arts, cultural and entertainment facilities in the north of the SPD area. Improving the range of town centre uses will mean there is less need for people to travel elsewhere for their services and will have a positive impact on all groups.

The guidance also supports proposals for hotels to contribute to a mix of uses. This is also likely to have a positive impact on all members of the community by increasing the range of employment opportunities. The strategy is to encourage high quality hotels, particularly those which contribute to employment growth and offer employment opportunities. The

SPD refers to a case study of an existing hotel which provides ancillary facilities to the hotel use, such as cafes and restaurants open to the public, which will create more of a positive impact on all groups as well as increasing the 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

### **Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions that will be taken to overcome these impacts.

**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**

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

- Blackfriars Road having its own distinct identity as a lively and vibrant area.
- Working with partners and the community to enhance the area.
- Having a mix of different uses, including offices, services, shops, cultural and leisure facilities, and housing.
- A range of building heights.
- Improved public realm, linkages and open spaces.
- Working with TfL to create a segregated route for cyclists whilst ensuring the needs of all users are met safely.

The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

### **Strategy and guidance**

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

By supporting the provision of new social infrastructure and community facilities as part of mixed use development there may be benefits to some faith groups such as through the creation of more flexible community space as part of a mixed use development which may benefit religious groups unable to afford separate facilities in the borough.

#### *Public realm and open space, built form and heritage and building heights*

The aim of these sections of guidance is to create a high quality design of public squares, streets and spaces, ensuring development makes a positive contribution to the local character and distinctiveness and ensuring appropriate building heights. It seeks to improve linkages between existing and new open spaces and squares, creating an identity for Blackfriars Road. This will ensure that residents, workers and visitors alike enjoy the Blackfriars Road area and choose to spend time here.

There are many potential development sites along and around the Blackfriars Road which provide the opportunity for a lot of change. The SPD seeks to ensure that we maximise these opportunities by ensuring improvements to public realm and requiring high quality architecture and buildings so that development is appropriate to the area. Overall this is likely to have positive impacts on all members of the community.

Ensuring well-used, safe public spaces should have a positive impact on all groups. The SPD seeks to ensure that spaces are well-looked after, overlooked and feel safe at all times of the day, encouraging people to spend time in the area during evenings and weekends. This may have a particularly positive impact on some groups who may feel more vulnerable in the evening, including some faith groups.

### **Implementation**

Section 4 of the SPD sets out how the council will seek to deliver our aspirations through partnership working, business and community involvement. The SPD also provides guidance about managing change as there is likely to be a considerable amount of change and development over the next few years. The scale of change proposed may potentially have a negative/uncertain impacts on some groups, and so the guidance in the implementation section seeks to minimise this by requiring construction management plans and encouraging developers and contractors to work together and with the Bankside and London Bridge Logistics Group to coordinate all aspects of the construction process including issues such as traffic management, noise and pollution,

local employment opportunities and public realm works. This mitigation measure is likely to have an impact on all groups including a beneficial impact by encouraging local 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

### **Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions that will be taken to overcome these impacts.

**Sex** - A man or a woman.

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

#### **Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

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The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment



opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

### **Strategy and guidance**

#### *Business space*

The aim of SPD1 Business Space is to encourage the generation of new jobs and businesses in the Blackfriars Road area. Already there are a large number of businesses along and around the Blackfriars Road, within recent significant investment such as through the completion of schemes such as Palestra and One Valentine Place. In particular there is a strong clustering of the Technology, Media and Telecoms (TMT) sector in and around the Blackfriars Road. The SPD encourages a range of business unit sizes to increase the availability of more small work space to help further cluster this section, whilst also providing for larger sized businesses. The guidance also requires existing employment space to be retained or reprovided as well as supporting a range of uses in the railway arches in accordance with existing saved Southwark Plan and Core Strategy policies.

Increasing the range and amount of employment floorspace should have a positive impact on all of the community. Focusing on providing a range of unit sizes and utilising spaces within the railway arches will help provide a range of employment opportunities. In principle this will benefit all members of the community by creating local jobs for people to access. It is possible that some groups may experience barriers in accessing employment opportunities. We will seek to mitigate against this by securing Community Infrastructure funds/section 106 planning obligations to for employment training. Local employment and training projects will help to ensure that local people can access sustainable jobs and share in local economic growth. This will help to reduce inequalities, both social and economic, and to create a fairer future for all residents.

#### *Mixed use town centre*

The SPD seeks to encourage a balanced mix of town centre uses in the Blackfriars Road area. Town centre uses are those uses which will attract a lot of people, including retail, leisure and entertainment facilities, arts, tourism and cultural facilities. Business use and residential use is often also an appropriate use in the town centre and this is made clear in the SPD. The strategy is to encourage more mixed use development to build on the existing predominantly commercial development. This will include encouraging a mix of uses especially shops, restaurants, cafes and bars as currently there is little evening and weekend economy in the area. The SPD also seeks to encourage a mix of complementary arts, cultural, leisure and entertainment uses, and new social and community facilities.

Encouraging more evening use may potentially have negative/uncertain impacts on some women who may feel more vulnerable in the evening around an evening economy of bars and pubs. We will seek to mitigate this impact buy ensuring that proposals for these uses mist consider the impact on the overall mix of uses in the area and on local amenity.

#### *Public realm and open space, built form and heritage and building heights*

The aim of this these sections of guidance is to create a high quality design of public squares, streets and spaces, ensuring development makes a positive contribution to the local character and distinctiveness and ensuring appropriate building heights. It seeks to improve linkages between existing and new open spaces and squares, creating an identity for Blackfriars Road. This will ensure that residents, workers and visitors alike enjoy the Blackfriars Road area and choose to spend time here.

There are many potential development sites along and around the Blackfriars Road which provide the opportunity for a lot of change. The SPD seeks to ensure that we maximise these opportunities by ensuring improvements to public realm and requiring high quality

architecture and buildings so that development is appropriate to the area. Overall this is likely to have positive impacts on all members of the community. It may have more significant impact on the feeling of safety for some groups such as women who sometimes may feel more vulnerable in enclosed or poorly lit public spaces and streets.

**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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

**Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. Where there are uncertain or possible negative impacts, we have highlighted the mitigating actions that will be taken to overcome these impacts.

**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**

**Vision**

The adopted London Plan and Core Strategy visions for the Bankside, Borough and London Bridge Opportunity Area and the Elephant and Castle Opportunity Area have already been assessed for their equalities impacts. The current detailed visions are in the Core Strategy, providing visions for the whole of both opportunity areas and specific paragraphs for the Blackfriars Road within the Bankside, Borough and London Bridge vision. A full detailed equalities analysis was carried out alongside preparation of the Core Strategy, concluding that overall the visions have positive equalities impacts.

Whilst the SPD cannot create a new vision as it cannot establish new planning policy, it does set out ideas for a new vision, which will be developed further through the preparation of the New Southwark Plan. The ideas for a new vision build on the existing vision and include key points such as:

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The ideas within the SPD for the future vision are likely to have positive impacts on all the protected characteristics. The vision seeks to create an area with its own identity and a

range of uses and improved spaces. This will have a positive impact on all members of the community by improving things such as the range of shops, employment opportunities, amount of housing, the character and accessibility of the road and surrounding streets.

**Strategy and guidance**

No specific impacts identified. The implementation of the Blackfriars Road SPD should benefit all groups by ensuring the right type of development is delivered that is needed to support a healthy, safe and prosperous community, new employment opportunities, enhanced public spaces and a fairer future for all in the Blackfriars Road 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 Blackfriars Road SPD. In addition we have considered the Equalities Impact Assessments carried out on the Core Strategy and the Elephant and Castle SPD/OAPF. The Equalities Analysis has also been informed by feedback through consultation events and responses, our evidence base documents and our local knowledge and expertise.

**Mitigating actions to be taken**

The above analysis highlights that the implementation of the SPD will largely give rise to positive impacts. No specific impacts have been identified that would affect people differently as a result of their sexual orientation.

**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 Blackfriars Road SPD will have no impacts on the Articles that are set out in the Human Rights Act.

**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 SPD. In addition we have considered the Equalities Impact Assessment carried out for the adopted Core Strategy and the Elephant and Castle SPD/OAPF.

This Equalities Analysis has also been informed by feed back through consultation events and responses, other planning policy documents and our local knowledge and expertise.

<b>Mitigating actions to be taken</b>
N/A

**Section 5: Further actions and objectives**

<b>5. Further actions</b>			
Based on the initial analysis above, please detail the key areas identified as requiring more detailed analysis or key mitigating actions.			
<b>Number</b>	<b>Description of Issue</b>	<b>Action</b>	<b>Timeframe</b>
1	Monitoring the impact of the policies in the Blackfriars Road SPD on groups with protected characteristics	Report on development impacts and planning policy and guidance in the Authorities Monitoring Report (AMR)	AMR to be published annually
2	Ongoing review of overarching policies and development of an adopted vision for the Blackfriars Road area.	Preparation of the New Southwark Plan which will eventually replace the Core Strategy and saved Southwark Plan policies.	Preparation is taking place, with consultations planned for the next few years as the plan is developed. Adoption is planned for 2017.
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