

***GATEWAY TO
PECKHAM
EQUALITY IMPACT
ASSESSMENT***






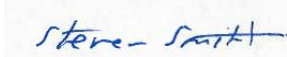

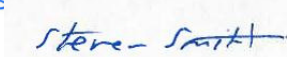
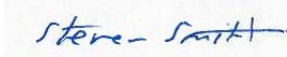
***PREPARED FOR
SOUTHWARK
COUNCIL***

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EXECUTIVE SUMMARY

Executive Summary

1.1 Purpose

1.1.1 Southwark Council ('the Council') has commissioned AECOM to undertake an Equalities Impact Assessment (EqIA) of the Peckham Gateway Project to support fulfilment of its equality duties in taking forward the proposed development scheme. The Council, as a public body, is subject to a public sector Equality Duty, as set out in Section 149 of the Equality Act 2010 ('the Act').

1.2 Background

1.2.1 Southwark Council, working in partnership with Network Rail and the Greater London Authority (GLA), is developing plans to significantly improve the area around Peckham Rye train station. Project objectives are to:

- substantially improve the setting of the station, through the removal of the existing station forecourt buildings and the creation of a new Station Square;
- retain the strength and diversity of local business and retail through the refurbishment of the railway arches and new development on Blenheim Grove; and
- improve the quality and offer in Peckham Rye through the development of a new or refurbished building on Blenheim Grove including studio/workshop space for cultural/creative users.

1.2.2 The project originally sought to master plan the entire station area. In 2013, AECOM was appointed to conduct an EqIA of these proposals, which considered potential impacts on circa 57 small businesses across two sites ('Site A' and 'Site B'). The site has now been divided up into four discrete elements, each being delivered by different partners.

1.2.3 AECOM has been appointed to conduct an EqIA of updated proposals for the redevelopment of 'Area 1', which will be delivered by Southwark Council. These proposals will involve the removal of existing station forecourt buildings, from which approximately 20 small businesses operate. These businesses include a bank; several minimarkets and other food retailers; restaurants and takeaways; and hair and beauty salons. The current proposals for Area 1 do not include any residential uses.

1.2.4 The scheme's design is currently in development, and the Council expects to submit a planning application in June 2015.

1.3 Methodology

1.3.1 The methodology for undertaking the EqIA and compiling this report involved the following stages:

- screening;
- review of legislation;
- collection of evidence on profile of affected population and design proposals;
- design, conduct and analysis of a business and customer survey;
- appraisal of potential impacts, informed by consideration of survey findings; and
- preparation of recommendations and this report.

1.3.2 The focus of the EqIA is limited to consideration of the effects for businesses currently operating at the site and associated indirect effects for customers. The screening stage identified potential

negative equality impacts arising for people of South Asian, West African, Afro-Caribbean and mixed racial origin as well as people from different minority faith groups.

Survey of businesses and customers

- 1.3.3 This EqIA presents findings from an analysis of survey data collected for the previous EqIA, conducted in January 2014. A survey was prepared for businesses within the proposed development area, and a second survey was prepared for customers of these businesses. The surveys were conducted in the area that would be directly affected by the 2013 development proposals (including both 'Site A' and 'Site B'). Copies of the surveys can be found in Appendix 1: Survey for businesses and Appendix 2: Survey for customers.

Site visit, February 2015

- 1.3.4 A member of AECOM staff visited the site in February 2015 to confirm which businesses included in the previous business survey lie within the relevant area ('Area 1') and to check for any significant changes in the business profile of the area. No further surveys were undertaken. Notes from the site visit were subsequently checked against notes from the survey in January 2014.

Survey analysis

- 1.3.5 The business survey included a question which asked respondents to confirm the location of their premises (Site A or Site B). This question was used to filter out responses from businesses located in Site B, which is no longer included in the development proposals. The analysis therefore included only those businesses located in Site A, which corresponds broadly to Area 1 in the current proposals. The survey of business customers did not include an equivalent question, and so it has not been possible to filter out responses from customers of businesses located in Site B.

Limitations and constraints

- 1.3.6 Whilst efforts were made to achieve as much coverage as possible, the study was subject to a number of constraints and limitations, including incomplete coverage achieved within the survey period; potential misinterpretation of survey questions; and the small sample size for the customer surveys. Additionally, the survey does not capture the views of businesses that have opened in the area since the survey was conducted in January 2014. These constraints and limitations are explained in detail in paragraph 2.6.

1.4 Baseline situation

- 1.4.1 Southwark is the 12th most deprived borough in London and the 41st most deprived of the 326 local authorities across England.
- 1.4.2 There is a slightly lower proportion of White British residents compared with the borough and London average, and a significantly lower proportion than the national average. There are large populations of Black, African, Caribbean and Black British people.
- 1.4.3 The proportion of the population aged 16-74 that is economically active is high and the proportion of economically active people who are employed full-time is higher than across London and England. However, unemployment is slightly higher than the regional and national figures. The proportion of residents who are long-term sick or disabled is marginally higher than the borough and London rates, but slightly lower than the national rate.
- 1.4.4 Southwark was one of the areas affected by civil disturbances in August 2011. 140 businesses across the borough reported damage, looting and disruption to trade, 50 of which were in Peckham. However, a study conducted by Southwark Council following the civil disturbances found that there is generally a strong sense of community in Southwark.

- 1.4.5 Peckham Rye Station has a high rate of crime, relative to other nearby stations. Concerns have been expressed about levels of anti-social behaviour, and consultation responses received in relation to the redevelopment scheme suggest that local residents would like the area around the station to be made cleaner, safer and less cluttered, with improved lighting and fewer dark spaces or narrow passages.

1.5 Consultation and engagement

- 1.5.1 A programme of consultation activities specifically focused on the previous Peckham Rye Station Area redevelopment proposals, led by Southwark Council and Network Rail, began in February 2013. These activities included holding meetings with local community groups, and several public consultation events. The Council and Network Rail also undertook consultation activity specifically targeted at business owners within the scheme area. In addition, the Council sent letters to affected businesses on various dates to inform them of progress with the redevelopment.
- 1.5.2 In 2013 Southwark Council appointed a consultant from GLE oneLondon to act as business advisors in relation to the proposed development. The service specification for GLE oneLondon made explicit reference to equalities considerations being central to their service. The consultant's role was to provide support for all affected businesses to continue trading effectively during and after the development, providing business advice to business owners. As of November 2013, GLE oneLondon had met with 16 business owners across Site A and Site B.
- 1.5.3 In 2014, Southwark Council initiated a CoDesign process, focusing on the proposed development of Area 1 (as illustrated in Figure 4-1). The CoDesign project sought to engage local people, facilitate greater local influence on the project brief and design, and provide a platform to more thoroughly communicate the opportunities and challenges of delivering the project. This resulted in the production of a report setting out an 'atlas' of 30 key aspirations, which have been fed into the vision statement for the revised scheme. The CoDesign process and its outcomes are discussed in full in section 6.3.6 below.

1.6 Key findings

Survey of business representatives

- 1.6.1 The survey achieved a total of 17 responses from business owners and representatives. Six of these businesses were White-owned and 11 were Black and Minority Ethnic (BME) owned.
- 1.6.2 A significantly higher proportion of BME owners than White owners strongly agreed or agreed that their business provided goods or services that served the needs of people from a shared ethnic background. Six out of 11 BME respondents considered that their business serves people with a shared religious identity. None of the White respondents considered that their business serves people with a shared religious identity.
- 1.6.3 White and BME business representatives alike identified transport links as the most valued factor for Peckham Rye as a location for business.

Effects on the business

- 1.6.4 16 of the 17 business owners surveyed (94%) stated that they wish to continue operating their business following the redevelopment. Some commented that, if they were able to remain in the area, the proposed development could be 'good for business' as it would attract more customers and potentially bring more money to the area. However, other business owners were concerned that commercial rents could increase following the redevelopment, and that this could have the potential to put them out of business.
- 1.6.5 There was some concern about the potential business impacts of moving away from the area: respondents commented that their businesses were integrated into the community, that they had

built up a strong reputation locally, and that they would risk losing customers if they were to move elsewhere. This was a particular concern for some BME business owners. Some BME business representatives also stated a concern over the loss of customers if the local identity and diversity of the area changed.

Effects on customers

- 1.6.6 Concerns were expressed about the potential effects on customers of businesses relocating outside of Peckham. Business owners commented that both local residents and customers travelling to Peckham in order to purchase specialist goods and services may not be able to access these in future. This was particularly the case for BME-owned businesses offering specialist goods to serve the needs of people with either a shared ethnic background or religious identity.
- 1.6.7 It was considered that the proposed development could help attract new customers; however, business representatives also expressed concern over the potential loss of existing customers and the change to the business profile of the area. Less favourable transport access of alternative sites for businesses needing to relocate was highlighted as a concern, reflecting the recognition that current transport links contribute significantly to the success of the businesses.

Effects on employees

- 1.6.8 Many of the business representatives expressed concern that the new development would lead to job losses and unemployment amongst their staff, which could make it difficult for them to maintain their current levels of financial security.
- 1.6.9 Both BME and White business representatives noted that many of their employees were dependent on public transport to get to work, and therefore relocation outside of Peckham or in an area less served by transport links could adversely impact them by increasing transport costs.

Survey of customers

- 1.6.10 It was generally considered that the development would produce long-term benefits through the provision of better quality retail units, increased public amenity and increased attraction to people from further afield, particularly if the existing community and existing businesses could be reintegrated following the redevelopment.
- 1.6.11 However, there was concern from both White and BME customers that the character of the area could change, and that local residents and businesses could be 'priced out of the market'. Particular concerns were expressed that the established African and Caribbean communities that live and work in the area could be displaced.
- 1.6.12 A primary concern was that many local residents depend on products and services that they find in the area. Customers considered that if current businesses were relocated, they would need to go to other places to find similar products, services or facilities, which would cause them inconvenience.

1.7 Appraisal of potential equality impacts

Business

- 1.7.1 Responses to the business survey show that a diverse range of businesses operate within the site. However, there are notable differences in the types of businesses run by different ethnic groups.
- 1.7.2 The business survey responses confirm that there is a strong desire among business owners across all ethnic groups to continue operating their businesses following the proposed development. The proposed development scheme includes provision for a number of new commercial units that are designed to be flexible in order to accommodate a range of potential uses – including arts and creative industries within three refurbished railway arches and at 2–10 Blenheim Grove.

- 1.7.3 The council has stated that it is committed to supporting current occupiers and traders to relocate either within the new scheme, close by in Peckham, or to a new location of their choice. It is unclear at this stage what proportion of existing businesses can expect to be relocated within the proposed development scheme. Furthermore, it is considered that the successful relocation of existing businesses will depend, in part, on the flexibility of individual businesses and the ability and willingness of business owners to engage in the redevelopment process, particularly when construction activity at the site means businesses cannot operate at the site temporarily.

Potential implications for businesses as a result of the redevelopment

- 1.7.4 The affordability of commercial rent both on the redeveloped site and at other locations was identified as a key concern. There was uncertainty about the cost of commercial rents for the new units and the implications this could have for them in terms of being able to afford to continue running their business either in the locality or nearby.
- 1.7.5 It is understood from Southwark Council that current commercial rents in the proposed development area are relatively high, and there is little evidence to suggest that rents will be significantly higher following the redevelopment.¹ However, given the level of concern expressed by BME business owners about this issue, AECOM considers that some BME businesses may be particularly susceptible to any future increase to rents as a threat to their ability to continue to operate their businesses successfully.

Employment

- 1.7.6 The redevelopment will provide new commercial space which may generate employment opportunities. However, it is not clear whether this will result in a net gain in the number of jobs on the site compared to the current situation.
- 1.7.7 Given the ethnic composition of business owners and employees currently in the area, any loss of existing business units as a result of the redevelopment of the station area is considered likely to disproportionately affect business owners and employees of BME groups, particularly those of Black Caribbean and Black African origin.
- 1.7.8 This assessment is informed by business survey responses that demonstrate significant levels of concern and uncertainty in relation to the ability of businesses to afford to operate in the new development, although it should be noted that there is currently little evidence to suggest that commercial rents for the new units will be significantly higher than those that currently prevail on the site.

Goods and services

- 1.7.9 Responses to the business survey show that the majority of BME business owners within the area provide services that cater primarily to people from a shared ethnic background. A number of the business survey respondents highlighted that the station area is known for providing African and Caribbean products and services, and expressed concern over the potential loss of services from the local area. However, it is notable that Rye Lane is also a destination for these goods and services. Several BME owners raised concerns over a potential loss of community cohesion as a result of changes in the types of services that would be offered following the redevelopment.
- 1.7.10 It is currently unclear what proportion of existing businesses can expect to relocate into the new development. Alternatives are likely to be available on Rye Lane and in other parts of Peckham, or Southwark and town centres in neighbouring boroughs. Should existing businesses relocate further afield, this may somewhat diminish the identity of Peckham Rye as a hub for Afro-Caribbean and Asian goods and services. However, with the potential for many of the businesses to relocate locally, concerns about an associated loss of community cohesion may be overstated.

¹ Email communication from Southwark Council, received 25/02/15.

Facilities

- 1.7.11 The proposed redevelopment is expected to result in significant improvements to the public realm through the creation of a new public square in front of the station which will provide space and a better sense of connectivity between the station and the town centre. It is considered that the proposed redevelopment will contribute different cultural benefits for different groups; while it may result in some displacement of existing culturally-specific businesses serving a mainly Afro-Caribbean community, the potential change in the mix of businesses in the area may attract a more diverse range of shops with the capacity to appeal to the local community as well as others visiting Peckham Rye.

Other potential benefits of the redevelopment

- 1.7.12 While this EqIA has identified a number of potential negative impacts for BME groups, the potential benefits of the redevelopment have been identified as: new business opportunities which may generate new employment opportunities for local people; improved accessibility of public realm and streetscape; and improved public safety.

1.8 Recommendations and conclusion

- 1.8.1 A full set of recommendations are set out in Chapter Seven in relation to the following themes:
- Wide-ranging consultation and enabling participation;
 - Business and employment;
 - Goods, services and facilities; and
 - Safety and crime.

Conclusion

- 1.8.2 The redevelopment proposal is identified as giving rise to a number of positive equality impacts in relation to: an improved and more accessible public realm and streetscape; improved public safety; and potential new business opportunities, which could generate new employment opportunities for local people. People sharing protected characteristics are likely to be able to share in these benefits. Southwark Council, as a public body, can maximise this sharing of benefits, through explicit measures in their approach to future letting of premises and overall site management to encourage equal opportunities.
- 1.8.3 It is considered that the redevelopment proposals do have the potential to give rise to negative equality impacts in terms of potential loss of existing employment and business opportunities, and, to some degree, to access to culturally-specific goods and services. BME-owned businesses and employees (particularly amongst people of Black African and Black Caribbean origin) are identified as particularly vulnerable to potential negative effects of the redevelopment and associated loss of existing business premises.
- 1.8.4 The new development will have a reduced amount of floor space available for businesses and there is current uncertainty regarding what proportion of existing businesses can expect to relocate into the new development. The potential implications of this may involve the closure of a number of BME-owned businesses, which could result in job losses among people in BME groups.
- 1.8.5 Southwark Council has stated its commitment to enable businesses to remain local, unless they want to move elsewhere. Where businesses are able to relocate within the redevelopment or the local Rye Lane area, this would reduce the significance of negative effects for businesses and for customers from African, Afro-Caribbean and Asian backgrounds.

INTRODUCTION

01

1 Introduction

1.1 Purpose

- 1.1.1 Southwark Council ('the Council') has commissioned AECOM to undertake an Equalities Impact Assessment (EqIA) of the Peckham Gateway Project to support fulfilment of its equality duties in taking forward the proposed development scheme. The Council, as a public body, is subject to a public sector Equality Duty, as set out in Section 149 of the Equality Act 2010 ('the Act').
- 1.1.2 The public sector Equality Duty (the 'Duty') brings together the previous race, disability and gender duties, and extends coverage to include age, sexual orientation, religion or belief, pregnancy and maternity, and gender reassignment. These are the grounds upon which discrimination is unlawful and are referred to as 'protected characteristics'. The Duty requires public bodies to take proactive measures to address inequality. The purpose of these duties is to ensure that public bodies contribute to a wider government commitment to tackle persistent and long-standing issues of disadvantage and discrimination in society. It requires that in the exercise of all their functions, public bodies consider the need to eliminate discrimination, advance equality of opportunity and foster good relations.

1.2 Background

- 1.2.1 Southwark Council, working in partnership with Network Rail and the Greater London Authority (GLA), is developing plans to significantly improve the area around Peckham Rye train station. The project is being delivered to unlock the potential of the station, associated railway arches and the immediate surroundings. The aim, as highlighted in the Peckham and Nunhead Area Action Plan (PNAAP) is to create a public station square, resulting in a positive focal point for the area whilst unveiling the high quality heritage asset of the grade II listed station.
- 1.2.2 Project objectives are to:
- substantially improve the setting of the station, through the removal of the existing station forecourt buildings and the creation of a new Station Square;
 - retain the strength and diversity of local business and retail through the refurbishment of the railway arches and new development on Blenheim Grove; and
 - improve the quality and offer in Peckham Rye through the development of a new or refurbished building on Blenheim Grove including studio/workshop space for cultural/creative uses.
- 1.2.3 The project originally sought to master plan the entire station area, including the rear arches in Dovedale Court. In 2013, AECOM was appointed to conduct an EqIA of these proposals, which considered potential impacts on circa 57 small businesses across two sites, 'Site A' and 'Site B'. Site A comprised the land between the railway arches and the land immediately adjacent to them, including the buildings fronting onto Holly Grove, Blenheim Grove and Rye Lane; while 'Site B' comprised the land to the rear of the station, on Dovedale Court Business Estate.
- 1.2.4 In order to deliver the overall project, the site has now been split into four discrete elements, each being delivered by different partners. AECOM has been appointed to conduct an EqIA of updated proposals for 'Area 1', which will be delivered by Southwark Council. These proposals will involve the removal of existing station forecourt buildings, from which approximately 20 small businesses operate. These businesses include a bank; several minimarkets and other food retailers; restaurants and takeaways; and hair and beauty salons.

1.2.5 The current proposals for Area 1 do not include any residential uses. Southwark Council anticipates that there may be some residential development on the Bywater site (Area 2), however this does not form part of the Council's proposals and is therefore outside the scope of this report.

1.2.6 Area 1 is the area hatched edged in red in Figure 1-1 below, and corresponds broadly to Site A in the previous proposals.

Figure 1-1: Proposed development site



1.2.7 This report draws on research and consultation conducted for the previous EqIA, as well as subsequent consultation and engagement work carried out in support of the updated development proposals. This includes CoDesign work conducted by Ash Sakula Architects between July and October 2014. The scheme's design is currently in development, and the Council expects to submit a planning application in June 2015.

1.2.8 This report presents the EqIA undertaken in order to demonstrate how the Council has fulfilled its equality duties in taking forward the proposed development scheme.

1.3 Structure of this report

1.3.1 This report is structured as follows:

- Chapter 1: Introduction
- Chapter 2: Methodology
- Chapter 3: Equalities Legislation and Policy Review
- Chapter 4: Summary of Development Scheme

- Chapter 5: Baseline Situation
- Chapter 6: Consultation and Engagement
- Chapter 7: Appraisal of Equality Impacts
- Chapter 8: Recommendations and Conclusions

METHODOLOGY

02

2 Methodology

2.1 Introduction

- 2.1.1 In accordance with the requirements of the Duty, the Council's aim is to positively promote equality for all people in the development scheme area (i.e. Area 1). The EqIA was thus designed to enable consideration to be given to the scheme's impact on all those likely to be affected by it.
- 2.1.2 The EqIA focuses on assessing and recording the likely positive and negative equality impact of the proposed development scheme for affected people sharing protected characteristics identified in the Equality Act 2010. The EqIA focus is limited to consideration of the effects for businesses currently operating at the site and associated indirect effects for customers. The EqIA does not consider effects for commuters or local residents in the wider area. These have been considered as part of the consultation process to date.
- 2.1.3 The approach draws on guidance for the appraisal of equality impacts produced by the Equality and Human Rights Commission (EHRC),² as well as AECOM's in-house approach for conducting EqIAs. The Equality Act 2010 places a legal duty on public authorities to take proactive measures to address inequality. It considers how the Council has fulfilled its duties, with reference to the Duty. Further detail on equalities legislation is contained in Section 3.1.
- 2.1.4 The methodology for undertaking the EqIA and compiling this report comprised a combination of desk-based research and primary data collection and has involved the following stages:
- screening;
 - review of legislation,
 - evidence on profile of affected population and design proposals;
 - design, conduct and analysis of a business and customer survey;
 - appraisal of potential impacts, informed by consideration of survey findings; and
 - preparation of recommendations and this report.
- 2.1.5 The EqIA screening identified potential negative equality impacts arising for people of South Asian, West African and Afro-Caribbean origin as well as people of mixed race and of faith/religious groups.
- 2.1.6 It should be noted that this appraisal considers the impacts of the development proposals as presented in the project briefing provided to AECOM in February 2015. Should the development proposals be subject to any significant change prior to a planning application being submitted, further consideration of effects for equality may be required.

2.2 Survey design

- 2.2.1 This EqIA presents findings from an analysis of survey data collected for the previous EqIA, conducted in January 2014. Two separate surveys were designed in order to gather the views of those affected by the initial development proposals put forward by Southwark Council and Network Rail in 2013. A survey was prepared for businesses within the proposed development area and another survey was prepared for customers of businesses within the proposed development area (including both Site A and Site B - (see site description in paragraph 1.2.3, above). Copies of the surveys can be found in Appendix 1: Survey for businesses and Appendix 2: Survey for customers.

² Equality and Human Rights Commission (2012) *The essential guide to the public sector equality duty* [online] Available at: http://www.equalityhumanrights.com/sites/default/files/documents/EqualityAct/PSED/essential_guide_guidance.pdf (Accessed 02/2015)

- 2.2.2 The surveys were of a structured design which captured a combination of quantitative and qualitative information. This combined approach was chosen as it ensured that relevant factual information was collected, whilst also allowing respondents to share their wider views on the proposals. Questions were developed that were relevant to the needs and circumstances of this particular study. Diversity monitoring questions that were drawn from data in the 2011 Census were also included.
- 2.2.3 The development of the surveys followed good practice in survey design. This included the avoidance of leading and double-barrelled questions, careful choice of wording (e.g. clear, lay language) and type (e.g. closed, open), the application of logical sequencing and simple layout, and consideration of questionnaire length.

2.3 Conducting the survey

- 2.3.1 The survey was conducted in the area that would be directly affected by the 2013 development proposals, including both Site A and Site B. Visits to the survey area were undertaken over a three-day period between the hours of 0900 and 1730.³ This period was chosen as it provided an opportunity to contact business operators during their working hours and customers of these businesses during opening hours.
- 2.3.2 Surveys were conducted by AECOM staff with prior surveying experience. The majority of answers were inputted directly into the online survey using an iPad. Either the staff member or the survey respondent themselves entered the data, dependent on the respondent's wishes. In some cases respondents preferred to input their responses on a paper version of the surveys at a later date. In such cases, AECOM staff agreed a suitable time to collect the completed surveys, or provided a stamped addressed envelope to enable respondents to return the completed survey by post. AECOM staff then inputted the hardcopy survey data into the online survey software.
- 2.3.3 Surveys were conducted within the individual business premises. Repeat visits to business owners who were busy or unavailable were made wherever possible.

2.4 Site visit

- 2.4.1 A member of AECOM staff visited the site in February 2015 to confirm which businesses included in the previous survey lie within the relevant area (Area 1) and to check for any significant changes in the business profile of the area. No further surveys were undertaken. Notes from the site visit findings were checked against notes from the January 2014 survey, to resolve apparent discrepancies in the number of businesses and units identified.

2.5 Survey analysis

- 2.5.1 The business survey included a question which asked respondents to confirm the location of their premises (Site A or Site B). For the purposes of this appraisal, the analysis of business survey findings used this question to filter out responses from businesses located in Site B, which is no longer included in the development proposals. The analysis therefore included only those businesses located in Site A, which corresponds broadly to Area 1 in the current proposals.
- 2.5.2 The survey of business customers did not include an equivalent question, and so it has not been possible to filter out responses from customers of businesses located in Site B and therefore outside the scope of the current development proposals. Findings from the customer survey are reported in this appraisal; however caution should be taken in interpreting these findings as they are not necessarily specific to the context of the current development site.

2.6 Limitations and constraints

- 2.6.1 Given the small number of businesses affected, a 100% target sample was identified for the business surveys, rather than a randomised sample. This was with the recognition that it would be

³ Monday 13/01/2014, Thursday 16/01/2014, Tuesday 21/01/2014

unlikely that a response would be obtained from all affected businesses. Whilst efforts were made to ensure that the survey questionnaire achieved as much coverage as possible, it was subject to a number of constraints and limitations. These included the following:

- It was not possible to obtain a response from representatives from all businesses during the available survey period. Some units were closed or vacant, some business owners declined to participate in the survey, and some requested a hard-copy version of the survey. Hard-copies were left with these businesses, along with a stamped return envelope addressed to AECOM. The non-randomised nature of the survey and the small total eligible population size mean that results are not intended to be generalised more widely.
- The surveys were designed to capture the views on the development scheme of those people identified as being most likely to be affected by it. As such the surveys were targeted at business owners, employees and customers of businesses located within the development area. Although commuters were not specifically identified for inclusion in the surveys, a number of commuters using nearby services participated in the customer surveys.
- Despite care taken in the explanation of the surveys' purpose and the meanings of the questions involved, it is possible that respondents may not always have understood the questions fully and that questions may have been misinterpreted. The interviewers took care to ensure that respondents understood what they were being asked, without influencing their responses.
- For the customer surveys, given the limited availability of survey respondents for each business, a convenience sample was undertaken rather than a random sample. The nonrandomised nature of the survey, and the small sample size (2-3 customers per business, across the original Site A and Site B) limits the reliability of responses. As a result caution should be taken in interpreting the survey data findings, and these cannot be generalised to represent views of the wider population.

2.6.2 Furthermore, the report does not capture the views of businesses that have opened in the area since the survey was conducted in January 2014. The site visit was undertaken to confirm that there had not been any significant changes to the business profile of the area; however, no additional surveys or interviews with new business owners were conducted. Notes from the site visit were checked against notes from the January 2014 site visit to resolve apparent discrepancies in the record of numbers of businesses and units.

2.6.3 Area 1 does not correspond exactly with the original Site A: Site A included units at 12-16 Blenheim Grove, which are not part of the current proposed development area. It is understood that these units comprise various arts and creative industry uses, including an art gallery, incubator studios, and commercial printing services. It has not been possible to filter these businesses out of the survey analysis; however findings relating specifically to these businesses have not been reported.

2.6.4 It has not been possible to filter out the survey responses of customers of businesses located in the original Site B, and therefore outside the scope of the proposed development. Caution should therefore be taken in using and interpreting the customer survey results.

***EQUALITIES
LEGISLATION AND
POLICY REVIEW***

03

3 Equalities Legislation and Policy Review

3.1 Equality Act 2010

- 3.1.1 The Equality Act 2010 is the relevant legislation setting out the Public Sector Equality Duty, to which Southwark Council is subject in carrying out all its functions, including its consideration of planning applications.
- 3.1.2 In December 2013, the Government announced that Network Rail has been classified as a central government body in the public sector and the public sector Equality Duty therefore also applies. The new classification will be implemented from 1st September 2014.
- 3.1.3 Those subject to the Duty must, in the exercise of their functions, have due regard to the need to:
- eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act;
 - advance equality of opportunity between people who share a protected characteristic and those who do not; and
 - foster good relations between people who share a protected characteristic and those who do not.
- 3.1.4 These are sometimes referred to as the three aims or arms of the general equality Duty. The Act explains that having due regard for advancing equality involves:
- removing or minimising disadvantages suffered by people due to their protected characteristics;
 - taking steps to meet the needs of people from protected groups where these are different from the needs of other people; and
 - encouraging people from protected groups to participate in public life or in other activities where their participation is disproportionately low.
- 3.1.5 The Act states that meeting different needs involves taking steps to take account of disabled people's disabilities. It describes fostering good relations as tackling prejudice and promoting understanding between people from different groups. It states that compliance with the Duty may involve treating some people more favourably than others.
- 3.1.6 The Duty covers the following eight protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.
- 3.1.7 Public authorities also need to have due regard to the need to eliminate unlawful discrimination against someone because of their marriage or civil partnership status. This means that the first arm of the Duty applies to this characteristic, but that the other arms (advancing equality and fostering good relations) do not apply.

3.2 London-wide Policy

London Plan (July 2011, amended October 2013)

- 3.2.1 The London Plan is the overall strategic plan for London, and sets out a fully integrated economic, environmental, transport and social framework for the development of the capital to 2031. It forms part of the development plan for Greater London. London boroughs' local plans need to be in

general conformity with the London Plan, and its policies guide decisions on planning applications by councils and the Mayor.

3.2.2 The Plan includes strategic and planning policies to encourage equal life chances for all, in recognition of social inequalities existing within the city. A number of policies outlined in the Plan relate to equalities and the protection of disadvantaged groups, specifically:

- Policy 3.1 'Ensuring Equal Life Chances for All' requires that development proposals should protect and enhance facilities that meet the needs of particular groups and communities. The plan does not support proposals involving loss of these facilities without adequate justification or provision for replacement;
- Policy 3.2 'Improving Health and Addressing Health Inequalities' is also relevant, requiring due regard to the impact of development proposals on health inequalities in London;
- Policies 3.17 – 3.19 concern the provision of social infrastructure, including health and social care, education, sports and recreation facilities; and
- Housing policies 3.3 – 3.16 concerning housing provision, affordable housing provision, mixed and balanced communities, housing choice and provision of associated play facilities, are all relevant to equal opportunities.

3.2.3 Revised early minor alterations to the London Plan were issued in 2013, and draft further alterations in 2014. These do not affect the policies summarised above.

Equal Life Chances for All (2012)

3.2.4 The GLA's Equality Framework sets out the Mayor's commitment to tackling inequality, improving life chances, and removing barriers that prevent people from reaching their full potential in London. The Framework identifies 22 equality objectives relating to health; education, employment, pay and skills; housing; safety; violence; transport and community engagement.

3.3 Local Policy

Southwark Council's Approach to Equality: Delivering a Fairer Future for All (2011)

3.3.1 This document sets out Southwark Council's approach to meeting the Public Sector Equality Duty (PSED) and explains what people in the borough can expect from the Council in terms of the way it plans and delivers its services, and what the Council is committed to doing. It also explains the Council's approach to advancing equality of opportunity in the borough by making equality part of its day-to-day business.

3.3.2 In particular the Council seeks to ensure that the effects on equality are considered at an early enough stage to influence decision making.

Fairer Future Promises (2014)

3.3.3 In 2014, the Council set out ten Fairer Future promises. These are key commitments that outline the objectives that the Council will be working towards in order to deliver a fairer future for all its residents. They are:

1. Value for money;
2. Free swimming and gyms;
3. Quality affordable homes;
4. More and better schools;

5. Nurseries and childcare;
6. A greener borough;
7. Safer communities;
8. Education, employment and training;
9. Revitalised neighbourhoods; and
10. Age friendly borough

3.3.4 Of greatest relevance to this project is Promise 7, Revitalised Neighbourhoods, which commits to revitalising neighbourhoods to make them places in which all residents can be proud to live and work.

Southwark Core Strategy (2011)

3.3.5 The Council's Core Strategy includes planning policies which are relevant to promoting equality and tackling existing disadvantage, including policies on housing and density, community facilities and open space.

3.3.6 In relation to the scheme area, the Core Strategy states that the Council will work with Network Rail to help deliver improvements to areas around Peckham Rye station and the associated railway lines, including a possible new square that will transform the area around the station and the railway arches.

Peckham and Nunhead Area Action Plan (adopted 2014)

3.3.7 The Peckham and Nunhead Area Action Plan (PNAAP) was formally adopted in November 2014, and sets out policies specific to Peckham and Nunhead. The PNAAP identifies Peckham town centre as the area with the greatest potential for change, and focuses on maintaining and strengthening its role as a major town centre in Southwark.

3.3.8 The PNAAP highlights the redevelopment opportunity at Peckham Rye Station (identified as site PNAAP 6) for mixed uses including business, retail, a public square, community/cultural/leisure and residential use.

***SUMMARY OF
DEVELOPMENT
SCHEME***

04

4 Summary of Development Scheme

4.1 Introduction

- 4.1.1 The community of Peckham and Nunhead has for many years expressed a desire for Peckham Rye station, the forecourt and the rear court to be improved. The Peckham and Nunhead Area Action Plan (PNAAP) was developed in close consultation with local people, and feedback on the PNAAP highlighted overwhelming support for improving the station and removing the existing forecourt buildings.
- 4.1.2 In 2012, Southwark Council began working in partnership with Network Rail and the Greater London Authority (GLA) to transform the area immediately surrounding the station. Proposals were developed to deliver improvements to the station and surrounding area, which would have resulted in the displacement of up to 60 local businesses. Following feedback from the local community, the Council decided to revise the scope of the scheme and adopt an approach based on evolving the design of the proposals with local stakeholders.
- 4.1.3 The revised Gateway to Peckham scheme is part funded by a grant from the GLA. The Council will also be investing considerable funding to secure the necessary Compulsory Purchase Orders (CPOs) to reconfigure the retail offer in the area, to build a new station square, and to create a fully accessible station.

4.2 Previous work

- 4.2.1 In 2012, Southwark Council with support from Network Rail undertook a feasibility / concept design study that was used to create a business appraisal to support the delivery of the project.
- 4.2.2 In 2013, architects were appointed to progress the scheme based on this feasibility / concept design study in order to be able to submit a planning application. As part of the architects' work, two stages of community consultation were undertaken to inform the preparation of proposals, in November 2013 and January 2014. It was at this stage that AECOM (as URS) was appointed to undertake the previous EqIA of the proposed development. In response to concerns emerging from the community consultation, wider outreach work was undertaken including attending Peckham and Nunhead Youth Community Council, leaflet drops, visits to individual business, church meetings and a Peckham Town Team meeting.
- 4.2.3 The consultation exercises proved useful in gathering feedback, but also raised questions from the community about the principle, scope and content of emerging plans, revealing a perception that the previous plans did not reflect the aspirations of the local community. Feedback from pre-application meetings with the London Borough of Southwark development control department and Southwark Design Review Panel also raised concerns about the proposed scheme, and particularly its relationship with buildings on Holly Grove.
- 4.2.4 A combination of feedback from the planners and opposition from local people led Southwark Council and Network Rail to seek an extension to their timescales from the GLA. The aspiration was that with a revised timescale and refreshed approach, plans could be developed with local people's involvement in shaping the redevelopment.

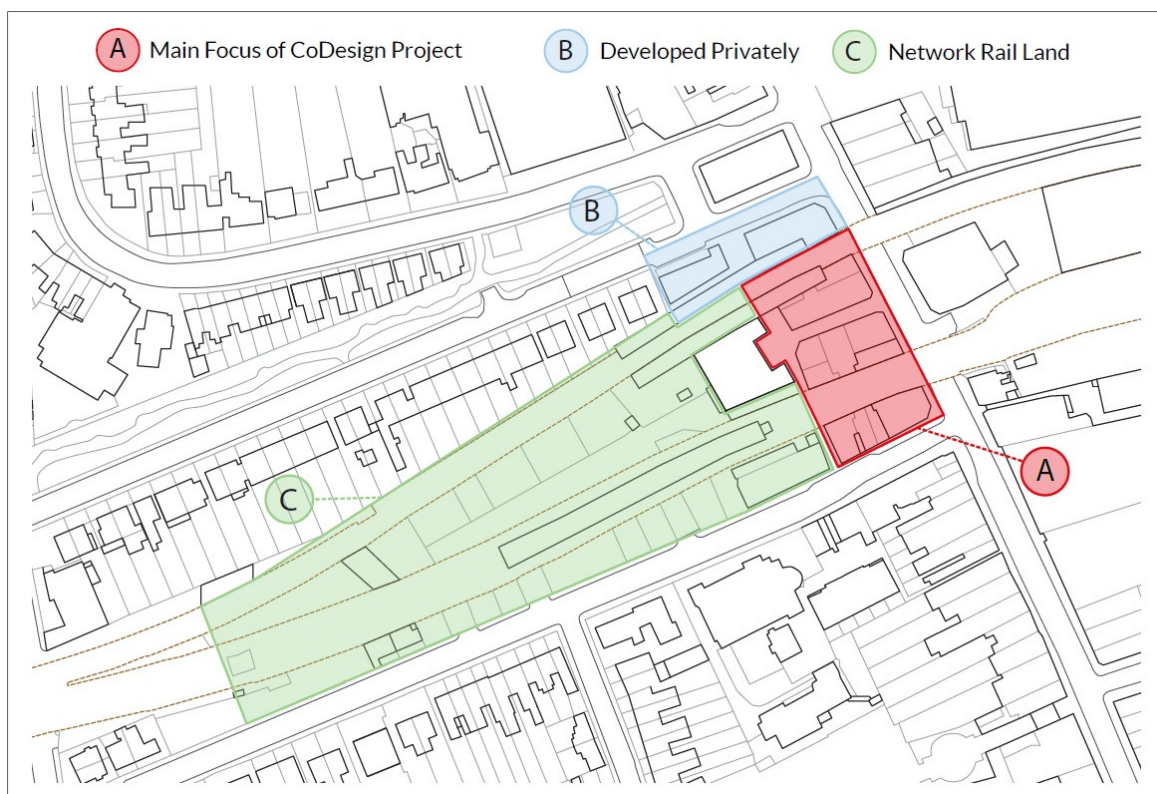
4.3 Revised scope of the development scheme

- 4.3.1 The project originally sought to master plan the entire station area, including the rear arches in Dovedale Court. In order to deliver the overall project the site has now been split into four discrete elements, each being delivered by different partners (see Figure 1-1: Proposed development site, above, and Figure 4-1: Peckham Rye CoDesign site (source: Ash Sakula (2014) CoDesign Peckham Report, overleaf):

- Area 1 – Arcade, Railway Arches (excluding Iceland), 2-10 Blenheim Grove, 4 Station Way & 82 Rye Lane (marked as A in Figure 4-1). This is the area to be delivered by Southwark Council, and is the subject of this report. . This has also been the area of focus of the CoDesign process (see Section 4.3.2 below).
- Area 2 – Bywater site: 74 Rye Lane, 24 Station Way, and 4 Holly Grove (marked as B in Figure 4-1). This is intended to be delivered by the current leaseholder and Network Rail (subject to negotiation). This may form part of the scheme if negotiations between the parties are not concluded.
- Areas 3 and 4 – station building, Dovedale Court and arches (marked as C in Figure 4-1). Improvements to Dovedale Court (to the rear of the station) and the station building, including Access for All improvements and general improvements, will be delivered by Network Rail.

4.3.2 In 2014, Southwark Council initiated a CoDesign process, focusing on the proposed development of Area 1 (as illustrated in Figure 4-1). The CoDesign project sought to engage local people, facilitate greater local influence on the project brief and design, and provide a platform to more thoroughly communicate the opportunities and challenges of delivering the project. This resulted in the production of a report setting out an ‘atlas’ of 30 key aspirations, which have been fed into the vision statement for the revised scheme. The CoDesign process and its outcomes are discussed in full in section 6.3.6 below.

Figure 4-1: Peckham Rye CoDesign site (source: Ash Sakula (2014) CoDesign Peckham Report



4.4 Project objectives

4.4.1 The project focused on Area 1 is being delivered by Southwark Council to unlock the potential of the station, associated railway arches and the immediate surroundings. The aim, as highlighted in the PNAAP, is to create a public station square, resulting in a positive focal point for the area whilst unveiling the high quality heritage asset of the grade II listed station. This project is made up of three

interrelated elements: a new station square, refurbished railway arches and a new or refurbished building on Blenheim Grove.

4.4.2 Project objectives are to:

- substantially improve the setting of the station, through the removal of the existing station forecourt buildings and the creation of a new Station Square;
- retain the strength and diversity of local business and retail through the refurbishment of the railway arches and new development on Blenheim Grove; and
- improve the quality and offer in Peckham Rye through the development of a new or refurbished building on Blenheim Grove including studio/workshop space for cultural/creative uses.

4.4.3 New and refurbished commercial floorspace will be provided on site, potentially including new studio/workshop units in the Blenheim Grove building to encourage new creative/cultural businesses. There will not be as much floorspace as is currently provided on site, but Southwark Council have stated that current occupiers will either be relocated within the new scheme, nearby in Peckham, or at a location of their choice.

4.4.4 The following section summarises key design considerations that have been drawn from the work to date undertaken in partnership with Network Rail and the GLA, and from the outcomes of the Co-Design process.

The Station Square

4.4.5 The new station square should reveal and celebrate the façade of the listed station building. The space should be easy to maintain and to keep clean, and should provide flexible space to accommodate different uses. As well as space for people passing through, there should be space to meet people, to sit and to linger as well as to hold events. Planting and green elements should be included in the new square and consideration given to linkage to nearby green spaces.

4.4.6 Connectivity to the wider street network should be improved and allow for easy movement to and from the station. This includes the route directly to Rye Lane but attention should also be given to enhancing the route to Blenheim Grove and Holly Grove. Way finding to and from the station to other parts of the town centre, including the various markets, should be considered, and the needs of cyclists should be accommodated. Consideration should be given to use of the space at different times of the day and night, and there should be appropriate lighting for visibility and way finding.

4.4.7 The design should support the diversity of the area and meet the highest standards of accessibility and inclusion for all people regardless of disability, age or gender. Access is not just about the physical access, but also about how people feel about using the space.

Refurbishment of railway arches

4.4.8 The arches on either side of the square should provide units that open out onto the square, and are able to accommodate a range of potential uses, predominantly retail. There is an ambition to relocate some existing businesses if possible within the three new arches in Area 1.

82 Rye Lane and 2-10 Blenheim Grove

4.4.9 This building is in a landmark position fronting onto Rye Lane and Blenheim Grove and marking the location of the station and station square. The new building should be designed to maximize the opportunity for relocation of existing businesses, and should be sensitive to the existing buildings and heritage of the area.

4.4.10 It is anticipated that the design brief for the proposed development will be finalised by March 2015, with the concept design finalised by April 2015, and the full planning application submitted during June 2015.

BASELINE SITUATION

5 Baseline Situation

- 5.1.1 This section provides baseline information on the population likely to be affected by the construction and operation of the development scheme, drawing on 2011 Census data for the London Borough of Southwark, the Greater London region, and England. Data for the ward of The Lane is included where available.

5.2 Peckham Rye

- 5.2.1 Peckham Rye Station is located in The Lane ward of the London Borough of Southwark. Lane Ward's population has increased by 30 per cent, over a ten year period from 2001 to 2011, with the resident population at the time of the 2011 Census recorded as 15,565 people. This rapid population growth exceeded that across the borough as a whole (17 per cent), and was more than double the rate of population growth across London (14 per cent) over the same period.⁴⁵ Both The Lane and Southwark are expected to experience continued high rates of population growth over the next ten years: by 2021 the population of the ward is projected to be 18,137, an increase of 16.3 per cent on the 2011 level, while the population of Southwark is projected to increase by 21.2 per cent over the same period.⁶

5.3 Profile of potential affected groups sharing protected characteristics

Age

- 5.3.1 71.1 per cent of residents of The Lane, and 73.7 per cent of residents of Southwark are aged between 16 and 64. The proportions of residents aged under 16 are broadly in line with regional and national averages, while the proportions of people aged 65 and over (9.1 per cent and 7.7 per cent in The Lane and Southwark respectively) are lower than the figures for London (11.1 per cent) and England (16.4 per cent).⁷
- 5.3.2 The number of older people living in The Lane is projected to fall slightly over the next decade, before growing again from 2021. In Southwark, however, population growth is expected to be high in the over 65 age group: the population of over 65s in the borough is expected to grow to 26,428 by 2021, an increase of 4,004, or 18 per cent, on the 2011 level. The greatest population increase is expected in the 0-15 age group, which will increase by 22 per cent, and account for 18 per cent of the total population of Southwark by 2021.⁸

Sex

- 5.3.3 51.3 per cent of residents of The Lane are female. This is slightly higher than across Southwark (50.5 per cent), London (50.7 per cent) and England (50.8 per cent).⁹

Race

- 5.3.4 The proportion of White British people living in The Lane (38.5 per cent) is slightly lower than in both the wider borough of Southwark (39.7 per cent) and the London region (44.9 per cent), and significantly lower than the national average (79.8 per cent). Both The Lane and Southwark have large populations of Black, African, Caribbean and Black British people: 33.7 per cent of residents of The Lane and 26.9 across Southwark are Black, compared with 13.3 per cent in London and 3.5 per cent nationally. 17.5 per cent of the population of The Lane is African, and 10.6 per cent Caribbean.

⁴ Office for National Statistics (ONS) (2004) Census 2001, Usual resident population, local authorities in England and Wales (UV01)

⁵ ONS (2012) Census 2011, Usual resident population, local authorities in England and Wales (KS101EW)

⁶ ONS (2012) Interim 2011-based subnational population projections for England

⁷ ONS (2012) Census 2011, Age structure (KS102EW)

⁸ ONS (2012) Interim 2011-based subnational population projections for England

⁹ ONS (2012) Census 2011, Sex (QS104EW)

- 5.3.5 The proportion of Asian and Asian British people living in The Lane (7.9 per cent) is in line with the national average (7.8 per cent), but lower than the figures for Southwark (9.4 per cent) and London (18.5 per cent).¹⁰

Religion/belief

- 5.3.6 53 per cent of residents of The Lane are Christian. This is lower than the national average of 59.4 per cent, but higher than the figures for both Southwark and London (52.5 per cent and 42.4 per cent respectively). Both The Lane and Southwark have relatively high proportions of residents with no religion: 26.7 per cent in each area, in comparison with 20.7 per cent across London and 24.7 per cent nationally. 8.5 per cent of residents of The Lane are Muslim, and there are smaller proportions of Buddhists, Hindus, Sikhs and Jewish people living in the ward.¹¹

Disability

- 5.3.7 The rate of people living with a limiting long-term illness or disability is slightly lower in Southwark (13.5 per cent) and across London (14.1 per cent) than in England as a whole (17.6 per cent). The figure for The Lane (15.4 per cent) is higher than in Southwark and London, but lower than the national average.¹²
- 5.3.8 Data collected by Transport for London suggests that around 12.4 per cent of the population of London, or 890,569 people, currently experiences reduced mobility, including 1.2 per cent of residents who are wheelchair users and 4.4 per cent who have walking difficulties. These figures vary significantly by age group: 0.3 per cent of people aged under 25 have walking difficulties, compared with 17.5 per cent of those aged 60 and over. In total, 29.6 per cent of people in London over the age of 60 – 350,527 people – experience reduced mobility in some way.¹³

Employment and business ownership

- 5.3.9 Both The Lane (71.1 per cent) and Southwark (73.7 per cent) have relatively large proportions of residents of working age (those aged 16 - 64), in comparison to regional (69 per cent) and national averages (64.8).¹⁴ The proportion of the population aged 16-74 that is economically active is also high, at 73 per cent in both The Lane and Southwark, and the proportion of economically active people who are employed full-time is higher than across London and England. The Lane has a high proportion of residents who are full-time self-employed. At 7.9 per cent, this figure is in line with the London-wide average of 8 per cent, but slightly higher than across Southwark (6.9 per cent) and England (6.8 per cent).¹⁵
- 5.3.10 A very high proportion of the population of both The Lane (42 per cent) and Southwark (43.1 per cent) is educated to degree level or above, in comparison to both regional (37.7 per cent) and national (27.4 per cent) averages.¹⁶ This is reflected in the occupational profiles of people living in The Lane and Southwark in comparison to London and England. The Lane (25.2 per cent) and Southwark (25.8 per cent) both have a larger proportion of residents in professional occupations than either London (22.5 per cent) or England (17.5 per cent), although the proportions of managers, directors and senior officials are broadly in line with regional and national averages.¹⁷
- 5.3.11 Residents in The Lane work predominately in human health and social work activities (14%), professional scientific and technical activities (12%) Education (10%), wholesale and retail trade, repair of motor vehicles and motor cycles (10%) and arts, entertainment, recreation and other

¹⁰ ONS (2012) Census 2011, Ethnic group (KS201EW)

¹¹ ONS (2012) Census 2011, Religion (KS209EW)

¹² ONS (2012) Census 2011, Long-term health problem or disability (QS303EW)

¹³ Transport for London (TfL) (2010) Londoners with reduced mobility

¹⁴ ONS (2012) Census 2011, Age structure (KS102EW)

¹⁵ ONS (2012) Census 2011, Economic activity (QS601EW)

¹⁶ ONS (2012) Census 2011, Highest level of qualification (QS501EW)

¹⁷ ONS (2012) Census 2011, Occupational profile (QS606EW)

service activities (9%). There is a similar pattern in Southwark with small variations in the percentages of residents working in each sector. Overall both The Lane and Southwark have higher proportions of residents working in human health and social work, professional scientific and technical and arts, entertainment, recreation and other service activities and relatively lower proportions of residents working in manufacturing, construction, wholesale and retail in comparison to London and England.¹⁸

5.3.12 Unemployment is slightly higher in both The Lane (6.2 per cent) and Southwark (6.0 per cent) than the regional and national figures (5.2 per cent and 4.4 per cent respectively).¹⁹ The proportion of residents who are long-term sick or disabled is also marginally higher, and Southwark has slightly higher rates of incapacity benefit claimants (2.5 per cent) and jobseekers' allowance claimants (4.4 per cent) than either London (2.3 per cent and 3.6 per cent) or England (2.4 per cent and 3.8 per cent).²⁰

Access to services and facilities

5.3.13 The Index of Multiple Deprivation (IMD) measures deprivation at the level of Lower Super Output Areas (LSOAs); small geographical zones that are used for statistical purposes. There are 32,482 LSOAs in England, and 4,765 in Greater London. The IMD gives each LSOA a score, based on the following 'domains' of deprivation:

- income deprivation;
- employment deprivation;
- health deprivation and disability;
- barriers to housing and services;
- living environment deprivation; and
- crime.

5.3.14 LSOAs are then ranked to enable comparison with other areas across England. Two thirds of LSOAs within Greater London have above average levels of deprivation, and 26 per cent fall within the 20 per cent most deprived nationally. Southwark is the 12th most deprived borough in London and the 41st most deprived of the 326 local authorities across England, with 54 LSOAs (33 per cent) within the 20 per cent most deprived nationally.

5.3.15 Southwark performs poorly in the housing domain, with 159 of its 165 LSOAs in the 20 per cent most deprived nationally; this is likely to reflect London-wide affordability barriers to housing.²¹

Public realm, transport, safety

5.3.16 Peckham Rye Station is classed as a strategic transport interchange.²² Journey times are 10 minutes to London Bridge and 15 minutes to Victoria, and the station is used by two and a half million people each year. The recent London Overground extension has improved links to Clapham, east London, and Canary Wharf, and will provide connections with Crossrail for Heathrow. Rye Lane is also an important route for buses, goods vehicles, private cars, cyclists and pedestrians,

¹⁸ ONS (2012) Census 2011, Industry (QS605EW)

¹⁹ ONS (2012) Census 2011, Economic activity (QS601EW)

²⁰ ONS (2013) Benefit claimants, working age client group

²¹ Southwark Council (2010) *Southwark Report – Index of Multiple Deprivation 2010* [online] Available at: https://www.southwarkstats.com/public/download/DIRECT/D0002/IMD2010_Southwark%20analysis%20report_alldomains.pdf (accessed 13/02/2015)

²² Southwark Council (2012) *Peckham and Nunhead Area Action Plan, Preferred Option February 2012* [online] Available at: http://www.southwark.gov.uk/downloads/download/2959/peckham_and_nunhead_aap_preferred_option (accessed 13/02/15)

particularly around the station and the junction with Peckham High Street, and can become congested for both vehicles and pedestrians.²³

- 5.3.17 There were 59 crimes reported at Peckham Rye Station in 2014. Of these, 14 (23.7 per cent) were drugs offences, 11 (18.6%) were bicycle thefts, and 11 were violence and sexual offences. Smaller numbers of thefts, incidents of anti-social behaviour, criminal damage and arson, public order offences, and possession of a weapon were also recorded.²⁴ Between January and December 2014, the rate of crime and anti-social behaviour offences per 100,000 passengers recorded at Peckham Rye Station was 2.26, an increase from 1.89 the previous year. This is in line with the rate recorded at Nunhead (2.37) but higher than the rates recorded at other nearby stations, including Queen's Road Peckham (1.78); Brockley (1.1); East Dulwich (1.09); Denmark Hill (0.87); and New Cross Gate (1.05).²⁵
- 5.3.18 Across the ward of The Lane, 22.9 per cent of offences recorded during 2014 were antisocial behaviour. There were 581 violent and sexual offences (18.5 per cent of the total), and relatively high rates of other theft (407 offences, or 12.9 per cent of the total).²⁶
- 5.3.19 Concerns have been expressed about levels of anti-social behaviour, and consultation responses received to date suggest that local residents would like the area around the station made cleaner, safer and less cluttered, with improved lighting and fewer dark spaces or narrow passages. Residents would also like to see more space available for pedestrians around the station and on Rye Lane.

Community cohesion and relations between different groups

- 5.3.20 Southwark was one of the areas affected by civil disturbances in August 2011. 140 businesses across the borough reported damage, looting and disruption to trade, 50 of which were in Peckham. Many more businesses experienced loss of trade and reduced demand as a result of road closures and reduced footfall.²⁷ Southwark Council conducted a series of 'community conversations' to find out more about why the disturbances occurred, and what could be done to stop something similar happening again in future. This research found that there is generally a strong sense of community in Southwark: 80 per cent of residents feel that people in their local area treat each other with respect and consideration, and 92 per cent agree that their local area is a place where people from different backgrounds get on well together.²⁸

²³ Southwark Council (2012) *Peckham and Nunhead Area Action Plan, Preferred Option February 2012* [online] Available at: http://www.southwark.gov.uk/downloads/download/2959/peckham_and_nunhead_aap_preferred_option (accessed 13/02/15)

²⁴ Metropolitan Police crime statistics – *Peckham Rye station* [online] Available at: <http://www.police.uk/metropolitan/00BEGY/crime/2014-01/all-crime/1488010/> (accessed 13/02/15)

²⁵ British Transport Police (2014) *Crime Maps and Statistics* [online] Available at <http://crimemaps.btp.police.uk/> (accessed 13/02/15)

²⁶ Metropolitan Police crime statistics – *The Lane* [online] Available at: <http://www.police.uk/metropolitan/00BEGY/crime/> (accessed 13/02/14)

²⁷ Southwark Council (2012) *Peckham and Nunhead Area Action Plan, Preferred Option February 2012* [online] Available at: http://www.southwark.gov.uk/downloads/download/2959/peckham_and_nunhead_aap_preferred_option (accessed 13/02/15)

²⁸ Southwark Council (2011) *Community Conversations 2011, Summary Report* [online] Available at: http://www.southwark.gov.uk/download/7158/community_conversations_report (accessed 31/01/14)

***CONSULTATION AND
ENGAGEMENT***

6 Consultation and Engagement

6.1 Introduction

6.1.1 The first part of this chapter presents findings from the business and customer surveys conducted by AECOM with directly affected business owners and representatives, and with customers of the affected businesses. There is also a summary of findings from a site visit conducted in February 2015 in order to check for any significant changes in the business profile of the proposed development site. The second part of this chapter includes a summary of consultation undertaken by Southwark Council in relation to the proposed development scheme, including the CoDesign process initiated in 2014.

6.2 Business and customer surveys

6.2.1 The views expressed in this section are those of business owners and customers at the time of the survey in January 2014, and do not reflect the current proposals or any stakeholder engagement carried out by Southwark Council and its partners in 2014 and 2015.

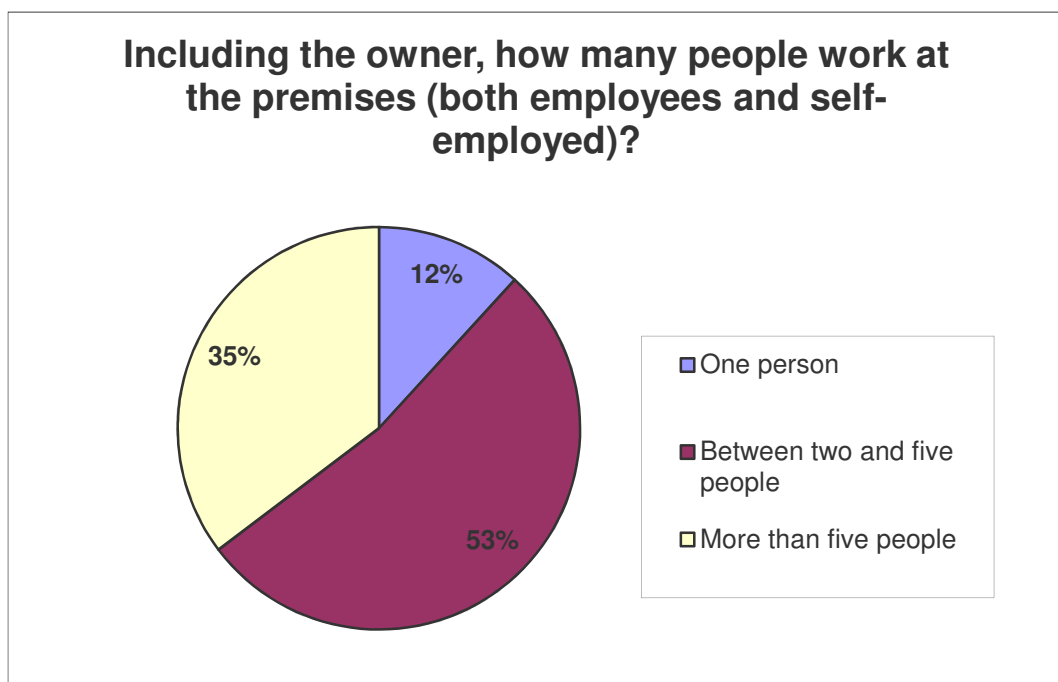
Survey of affected businesses

6.2.2 The following is a breakdown of the results from the surveys conducted with businesses within the area affected by the proposed Gateway to Peckham development. It should be noted that Area 1 does not correspond exactly with the original Site A, which included units at 12-16 Blenheim Grove that are not part of the current proposed development area. It is understood that these units comprise various arts and creative industry uses, including an art gallery, incubator studios, and commercial printing services. It has not been possible to filter these businesses out of the survey analysis; however findings relating specifically to these businesses have not been reported.

Profile of affected businesses

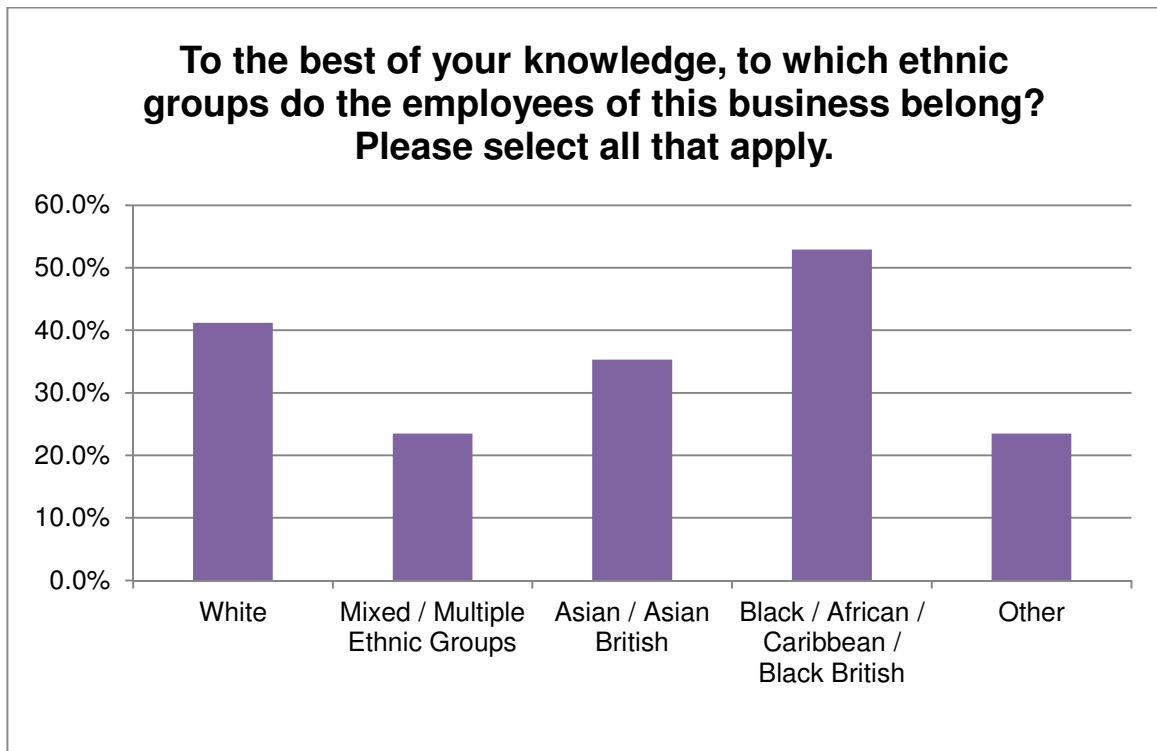
6.2.3 The survey achieved a total of 17 responses: 16 from owners of businesses located in the proposed development area, and one from the main leaseholder of a business. As illustrated in Figure 6-1, the majority of these businesses (11, or 65%) employ fewer than five people.

Figure 6-1: Number of employees



- 6.2.4 Six (35%) of the business owners²⁹ surveyed described themselves as White, seven (41%) as Black or Black British, one as Asian or Asian British and one as of a mixed ethnic background. Two business representatives answered that they belong to an 'Other' ethnic group.³⁰ Six business owners gave their religion as Christianity and six as Islam. Four stated that they have no religion, and one respondent preferred not to say.
- 6.2.5 Respondents were also asked to which ethnic group the employees of the business belong, and were able to select all groups that applied. 53% of businesses surveyed had some Black or Black British employees, 41% had some White Employees, 35% had some Asian or Asian British employees, and 23% had employees of a mixed ethnic background.

Figure 6-2: Ethnic groups of business employees



- 6.2.6 As shown in Table 6-1, nearly a third (29%) of business owners surveyed had held the lease on the business premises for more than 10 years. In total, 82% of businesses had held the lease for at least two years, indicating a relatively low rate of turnover. Of the businesses that had held the lease for less than two years, two were White-owned and one BME-owned. Of all BME-owned businesses in the proposed development area, 89% had held the lease for at least two years, compared with 67% of White-owned businesses. However half of all White-owned businesses had held the lease on their premises for at least ten years.

²⁹ For brevity, the term 'business owner' is used hereafter to refer to both owners and main leaseholders of businesses located within the proposed development area.

³⁰ For the purposes of this analysis, these businesses have been considered BME-owned.

Table 6-1: Length of lease (all businesses)

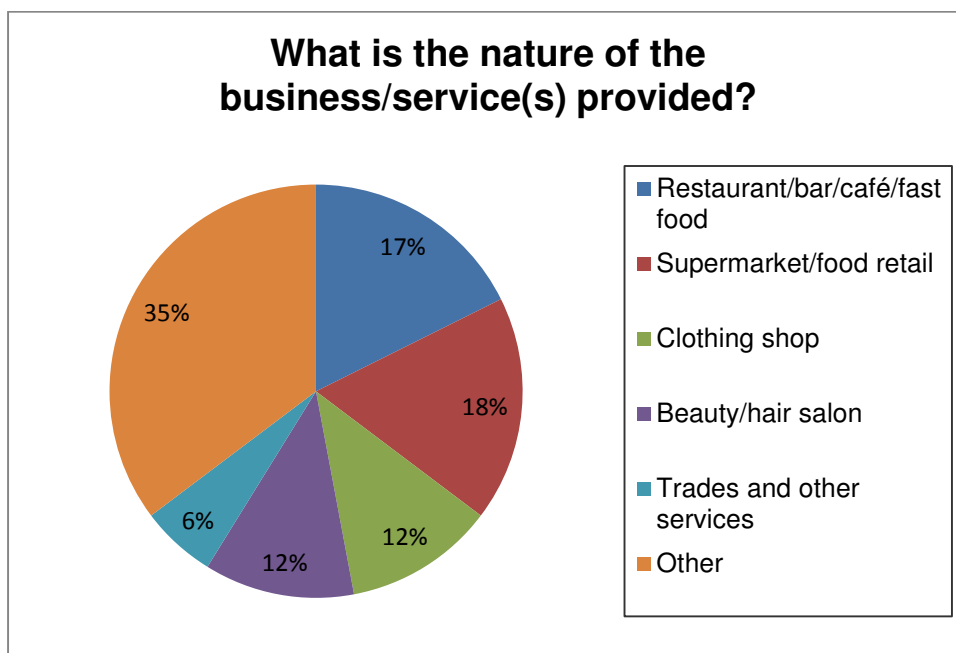
Question	Options	Number of respondents	% of respondents
How long have you held the lease for the premises?	Less than 12 months	2	11.8
	Between one and two years	1	5.9
	Between two and five years	5	29.4
	Between five and 10 years	4	23.5
	More than 10 years	5	29.4
Answered question		17	100
Skipped question		0	0

6.2.7 Respondents were asked separately about how long they have operated in their current premises. Responses correlated closely with the above: 35% of businesses have operated on the premises for more than 10 years, and 82% for at least two years. The majority of business owners surveyed (71%) hold the lease for just one unit in the proposed development area. Three business owners hold the lease for two units, one for three units, and one for more than five units. Of the multi-unit business owners, three are White and three from BME groups. At the time of the survey, all potentially affected units were let.

Business/service provision

6.2.8 Figure 6-3 shows the range of business in the proposed development area represented in responses to the survey. Other businesses and services provided include a church, a bank, and a dentist. Two business units are currently used primarily for storage. When responses are analysed separately for White or BME-owned businesses, the data shows that BME-owned businesses include a specialist food shop, fast food outlets, clothing shops, beauty and hair salons, a dentist’s surgery and a Pentecostal church. It should be noted that the number of hair and beauty salons operating on the site may have been underreported in the survey, due to a low response rate among these businesses. Site visits undertaken at the time of the survey in January 2014 suggest that there were six such businesses in the area.

Figure 6-3: Nature of business/service(s) provided



- 6.2.9 Respondents were asked to indicate whether their business caters primarily for local residents. The majority of business owners (13 out of 17, or 77%), and five out of six White business owners, agreed that their business does cater primarily for local customers. Of BME-owned businesses, six out of nine (67%) agreed or agreed strongly. Both White and BME respondents commented that, although their businesses do cater for local trade, they also attract custom from across Southwark and London. One BME respondent, the owner of a hair and beauty salon, said that ‘people know Peckham for this industry’. Another BME respondent, who owns a range of businesses including a supermarket and beauty salon, estimated that 50% of customers travelled from outside of Peckham in order to access specialist African products.
- 6.2.10 Respondents were then asked to indicate whether their business provides goods or services that serve the needs of people from a shared ethnic background. Responses to this question were mixed, with 53% of business owners agreeing or agreeing strongly that they do serve the needs of people from a shared ethnic background, 35% disagreeing or disagreeing strongly, and 12% stating that they neither agreed nor disagreed. As illustrated in Table 6-2, there was a marked split in the responses to this question from White and BME-owned businesses. Four out of six White business owners disagreed with this statement, whereas 10 out of 11 BME business owners agreed or agreed strongly. Specific goods or services mentioned by BME respondents include African and Caribbean food, hair and beauty services catering for people of African and Caribbean descent, African clothing, halal meat, and money transfer services.

Table 6-2: Provision of goods or services that serve the needs of people from a shared ethnic background

Question	Options	Total respondents	White-owned businesses	BME-owned businesses
This business provides goods or services that serve the needs of people from a shared ethnic background	Agree strongly	2	0	4
	Agree	1	0	6
	Neither agree nor disagree	5	2	0
	Disagree	4	4	0
	Disagree strongly	5	0	1
Answered question		17	6	11
Skipped question		0	0	0

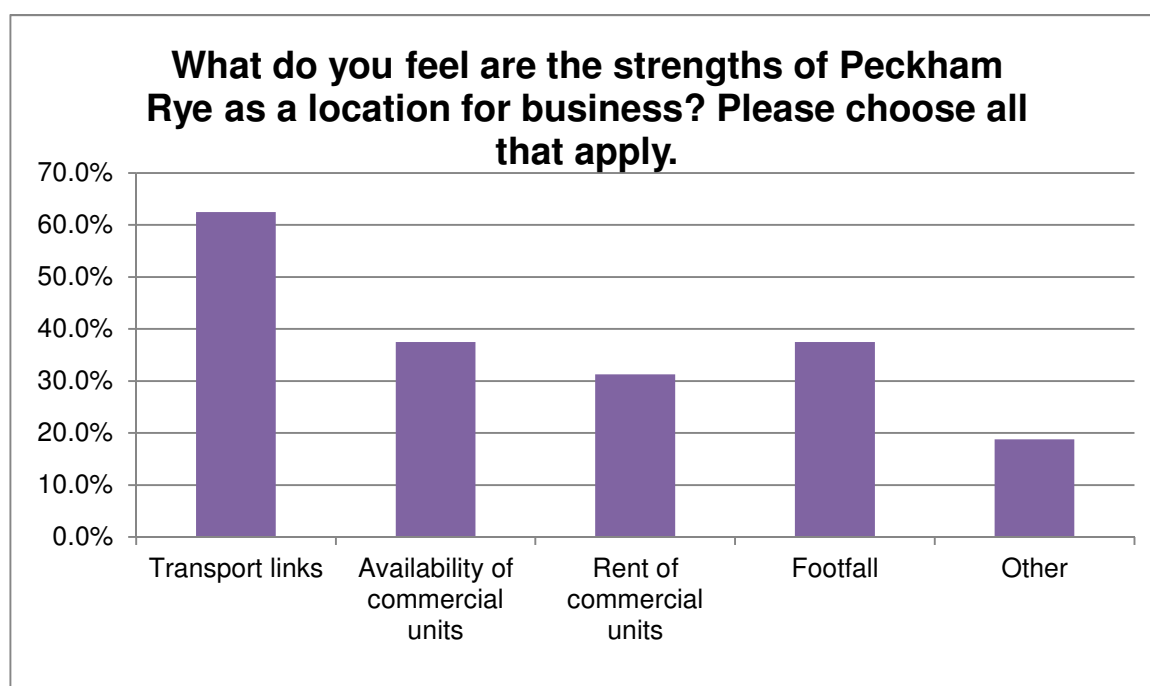
- 6.2.11 Respondents were asked separately whether their business provides goods or services that serve the needs of people with a shared religious identity. Eight out of 17 respondents (47%) disagreed with this statement. Of the six respondents who agreed with the statement, all were from BME groups. These businesses include fast food outlets and butcher’s shops selling halal meat, and a Pentecostal church catering primarily for Christians of African descent.
- 6.2.12 In total, 10 out of 16 business owners (63%) stated that there are no other businesses nearby that cater for similar ethnic or religious needs (one respondent skipped this question). These businesses include clothing shops, restaurants and fast food outlets.³¹ Of the six respondents who answered that there are other businesses nearby that cater for similar needs, three are supermarkets or food retailers, two hair or beauty salons, and one a Pentecostal church. Several commented that there are alternative food outlets and retailers in the area.

³¹ This may indicate a misunderstanding of the question, as art galleries and studios in the proposed development area are predominantly White-owned, and respondents had previously stated that they do not provide services that serve the needs of people from either a shared ethnic background or religious identity.

Views on Peckham Rye as a business location

- 6.2.13 Respondents were asked to comment on what they felt are the strengths of Peckham Rye as a location for business. As illustrated in Figure 6-4, business owners most frequently mentioned transport links, with the availability of commercial units, levels of rent on commercial units, and footfall also considered important by a significant proportion of respondents. Several business owners commented on the importance of proximity to the station, which allows customers from across London to easily access their businesses.
- 6.2.14 Respondents also highlighted the ethnic and cultural diversity of the area as a factor that contributes to a positive community atmosphere and creates varied demand for products and services. Business owners commented on the established market that exists for their businesses in Peckham Rye. One respondent, who owns a hair and beauty salon catering to people of African and Caribbean heritage, said that customers know that Peckham is an area where they are able to access these services.

Figure 6-4: Business views on the strengths of Peckham Rye



- 6.2.15 Respondents broadly agreed that recent developments in the Peckham area, such as the introduction of the London Overground service, have been beneficial to their businesses. 12 of the 16 business owners who responded to this question stated that these developments had been very beneficial or somewhat beneficial, and none of the business owners felt that they had been detrimental. Respondents perceived an increase in the number of customers visiting the area, and one business owner reported an associated 10% growth in sales.

Understanding of the proposed development

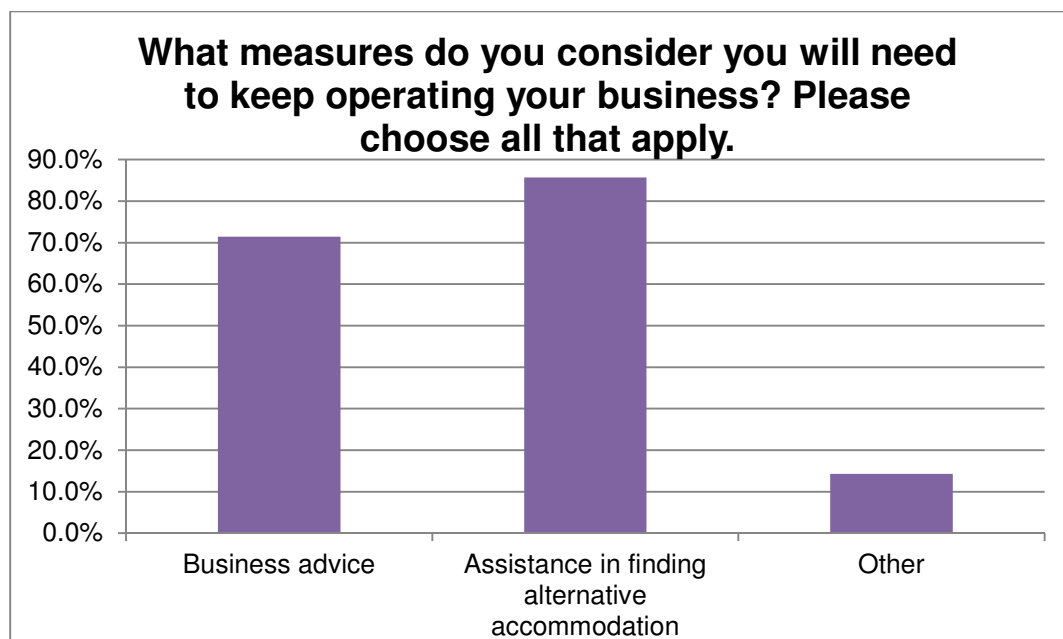
- 6.2.16 The survey asked respondents about the extent of their contact with Southwark Council in relation to the proposed development scheme. At the time of the survey, 11 of the 17 businesses surveyed (65%) had received a letter from the Council informing them of the proposals, and three had subsequently met with a Council representative. Of those that had received a letter, two respondents were White and 9 were from BME groups. Two of those who had met with a Council representative were BME business owners, and one was a White business owner. Similarly, three business owners – two from BME groups – reported that they had engaged with consultants from GLE OneLondon, appointed by the Council in 2013 to act as business advisors regarding the proposed development.

- 6.2.17 Several respondents commented that they had received a flyer about a consultation event related to the proposals, but had not received a formal letter or had any other contact with the Council. A number of other respondents stated that they either intended to make contact with Council representatives, or had scheduled meetings with the Council which had yet to take place.
- 6.2.18 Of the three business owners who had met with a Council representative, two described the meeting as helpful, in terms of improving their understanding of the proposals and their implications, and in helping them to find suitable alternative premises.
- 6.2.19 These responses pre-date the CoDesign process undertaken in 2014.

Opinions on the proposed development

- 6.2.20 16 of the 17 business owners surveyed (94%) stated that they wish to continue operating their business following the redevelopment. Respondents were asked to give the main reasons why they would wish to continue operating. Business owners from across ethnic backgrounds stated that their business was their main or sole source of income. Some had recently invested money to set up their businesses and were waiting to make a return, while others commented that they had a well-established and profitable client base in Peckham.
- 6.2.21 There was some concern about the potential business impacts of moving away from the area: respondents commented that their businesses were integrated into the community, that they had built up a strong reputation locally, and that they would risk losing customers if they were to move elsewhere. One BME respondent, the owner of a specialist African food shop, commented that customers currently travel from across London in order to access these products as the shop is well-known in the area.
- 6.2.22 Respondents were then asked to comment on the measures that they would require in order to continue operating their business. 14 respondents answered this question, of whom 12 said they would require assistance in finding alternative accommodation, and 10 would require business advice. Two respondents stated that they had already found alternative premises. Others commented that they would require financial assistance, compensation, and physical help in moving. Again, concerns were expressed about the potential impact of moving away from Peckham, as well as about the length of time that may be required in order to move to new premises and the potential impact of any short-term closure on business continuity.

Figure 6-5: Measures required to continue operating the business



Effects on the business

- 6.2.23 Respondents were then invited to put forward any comments they might have on the proposed development and its potential effects for their business. Some commented that, if they were able to remain in the area, the proposed development could be ‘good for business’ as it would attract more customers and potentially bring more money to the area.
- 6.2.24 However, other business owners expressed concerns about the potential effects of the proposed development for existing businesses on the site. Some respondents were concerned that commercial rents would increase following the redevelopment, and that this could have the potential to put them out of business.³² A respondent who owns a butcher’s shop selling halal meat and African speciality food commented that the business is currently based on demand from African people living locally, and expressed concern about a potential reduction in demand due to changing clientele as a result of the development.
- 6.2.25 A theme to emerge from the comments was that business owners generally would prefer to remain in Peckham, either because they have already invested considerably in their current premises, or they have built up an established client base. A number of business owners had significant concerns about the potential effects of moving away from the area, commenting on the benefits of the area’s good transport links, as well as the importance of retaining existing clients. This was a particular concern for some BME business owners. One respondent, who owns a hair and beauty salon catering for people of African and Caribbean heritage, commented that customers would not follow the business to a new location. Business owners also commented on the difficulties associated with finding alternative premises, and the costs associated with moving.

Effects on customers

- 6.2.26 Respondents again commented that the proposed development could have benefits in terms of regenerating the Peckham Rye area, but concerns were expressed about the potential effects on their customers of relocating their businesses outside of Peckham. Business owners commented that both local residents and customers travelling to Peckham in order to access specialist goods and services may not be able to access the business in future, and may not be able to find the goods and services that they require elsewhere. This was particularly the case for BME-owned businesses offering specialist goods to serve the needs of people with either a shared ethnic background or religious identity, including halal meat and other food products.

Effects on employees

- 6.2.27 Respondents expressed concerns that the proposed development could result in job losses – including the loss of full-time positions – among their employees if businesses were forced to close or relocate. Additionally, several business owners commented that their staff currently rely on public transport, particularly train services, to get to work, and that the cost of transport could increase if they were to relocate outside of Peckham.
- 6.2.28 A BME respondent, who owns a hair and beauty salon catering for customers of African or Caribbean heritage, commented on the uncertainty caused by the lack of clarity over the development proposals. In this respondent’s experience, self-employed hairdressers were unwilling to rent chairs in the business as they had heard that it was going to be knocked down.

Site visit, February 2015

- 6.2.29 In February 2015, a member of AECOM staff conducted a visit to the proposed development site to check for any significant changes to the business profile of the area since the survey was conducted in January 2014. No further surveys or interviews with business owners were conducted. The site

³² The survey did not include any questions about the current level of rent paid by businesses, due to potential sensitivities around this subject.

visit findings were checked against notes from the January 2014 survey, to resolve apparent discrepancies in the number of businesses and units identified.

- 6.2.30 Findings from this visit were that there had been no significant change in the mix of businesses operating on the proposed development site. Businesses present on the site included a bank; several minimarkets and specialist food retailers; restaurants and cafes; and seven hair and/or beauty salons, most of which are located in units along 2-10 Blenheim Grove. The majority of hair and beauty salons on the site cater primarily for customers of African or Caribbean heritage. There is also a nail bar on the site which has opened since the January 2014 survey, and which appears to cater primarily for customers of South-East Asian heritage.
- 6.2.31 Given the profile of business owners set out in paragraph 6.2.8, this would suggest that there has been very little change to the business profile of the proposed development site, which is unlikely to have resulted in a significant change in the proportion of BME-owned businesses operating on the site.

Survey of customers of affected businesses

- 6.2.32 The following is a breakdown of the results from the surveys conducted with customers within the area affected by the proposed development. Where the survey recorded zero responses to an option, it is not listed in these findings. The limitations associated with the customer survey and results are detailed in section 2.6 above. These responses pre-date the CoDesign process undertaken in 2014.
- 6.2.33 In total, the survey achieved a total of 45 responses from customers. Some business units did not receive any customers as they acted as a depot or storage area to support business functions elsewhere. In several such cases, where there were no customers present at the time of the surveys, it was possible to leave customer surveys with the business owners to collect at a later date. However, some business units were vacant or could not be accessed to leave a copy of the survey.

Customer visits to Peckham Rye

- 6.2.34 The survey asked respondents where they lived and how they had travelled to Peckham Rye. As shown in Table 6-3, 42% of the customers who took part in the survey (18 out of 43) lived in Peckham, 23% (10) lived elsewhere in Southwark, and 33% (14) lived elsewhere in London (e.g. Camberwell and Greenwich). One of the 43 customers who responded to this question lived outside of London. 52% of customers (23) had travelled to the area by bus, while 23% (10) had walked and 15% (5) had travelled by train.
- 6.2.35 When responses are reported separately by White or BME customers, the data indicates that 56% of White respondents (5 of 9) and 36% of BME respondents (12 of 33) lived in Peckham. BME customers were more likely than White customers to live elsewhere in Southwark, and were also more likely to have travelled by bus compared with White respondents, who were more likely to have travelled to Peckham by foot or by train.

Table 6-3: Respondents' place of residence

Question	Options	Total respondents	% White respondents	% BME respondents
Where do you live?	Peckham	18	56	36

	Elsewhere in Southwark	10	11	27
	Elsewhere in London	14	33	33
	Outside London	1	0	3
Answered question		43	9	33
Skipped question		2	0	1

6.2.36 Customers were asked how often they visited Peckham Rye. The majority of respondents (84.1%) were frequent visitors to the area, travelling to Peckham Rye on at least a weekly basis. 43% of respondents said that they visit the area every day. 66% of white customers (6 of 9) visited Peckham on a daily basis, compared to 35% (12 of 34) of BME respondents. BME respondents were more likely to visit on a weekly (47%) basis. 15% of BME respondents said that they visit Peckham monthly, compared to 0% of White respondents.

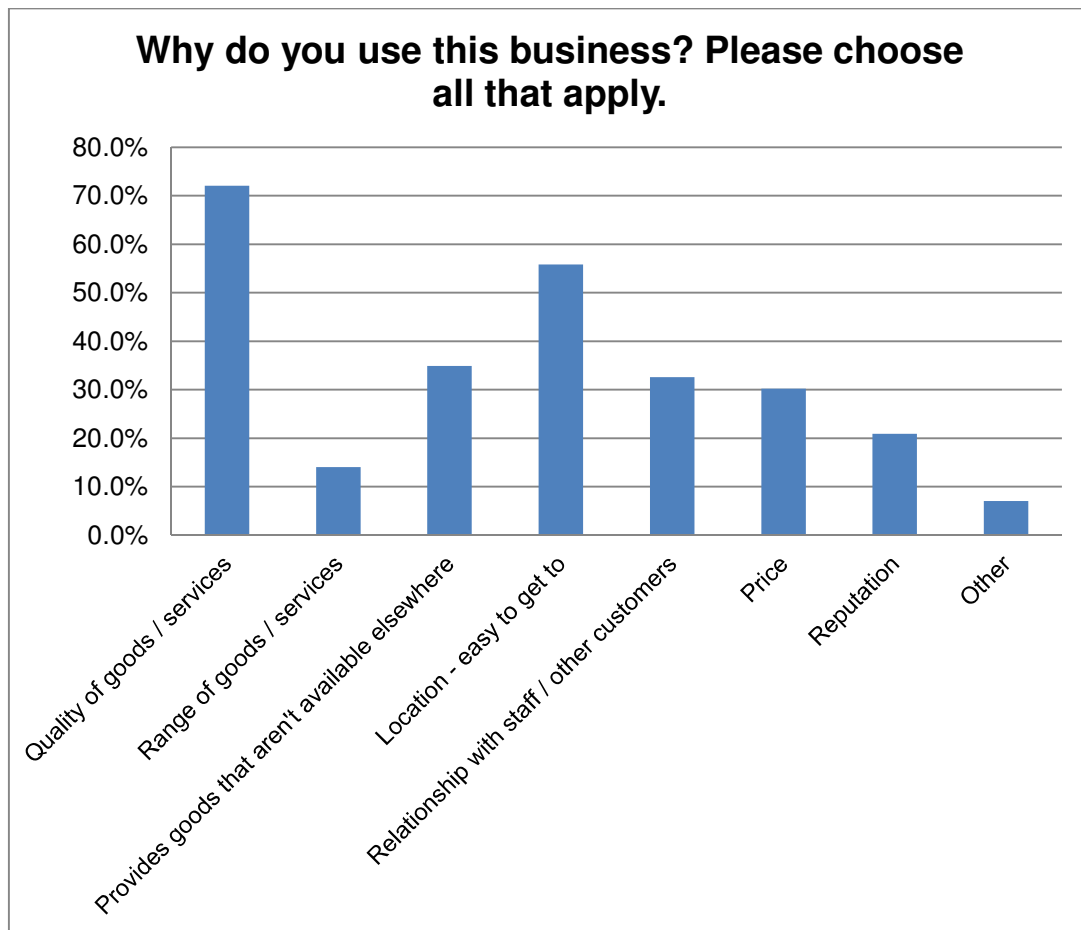
6.2.37 When asked for the key factors that attracted them to Peckham Rye, the majority of customers (57%) indicated that it was the variety and range of shops and businesses in Peckham Rye as a town centre that attracted them. Other customers reported that the affordability of shops and businesses (45%), the quality of shops (38%) and transport links (36%) attracted them to the area. In addition, some customers commented that the area acted as a social hub for meeting people from their ethnic community. One responded noted that 'it is like living in Africa, I can find everything African', and that Peckham Rye was their hometown and family base.

Customer use of businesses

6.2.38 41% of customers (18) reported using the specific business they were visiting on a weekly basis, and 23% (10) on a monthly basis. There was very little difference in responses from White and BME customers. 41% of respondents had been customers of the business in question for less than 12 months, while 27% had been using the same business for five years or more.

6.2.39 When asked their reasons for using the business, the majority (72%) of both BME and White customers indicated that they visit the business because of the quality of the products and services provided. The easily accessible location of the business was also considered important by over half of customers (56%). Again, there was very little difference in responses from White and BME customers.

Figure 6-6: Reasons for using the business



6.2.40 When asked whether other businesses nearby provided comparable goods and services that could be easily accessed, 60% (24) of customers stated that they would be able to find the same products and services nearby. However, a number of customers stated their preference for the chosen business for the reasons listed above. When responses are separately reported by white or BME customers, 67% (20) of BME respondents agreed that there were comparable businesses nearby, whilst 44% (4) of white respondents agreed.

Opinions on the proposed development and its potential effects

6.2.41 Customers were asked to give their opinion about the proposed development and its potential effects for local shops and businesses, and on the Peckham area more broadly. It was generally considered that the development would produce long-term benefits through the provision of better quality retail units, increased public amenity and increased attraction to people from further afield.

6.2.42 However, there was concern from both White and BME customers that the character of the area could change adversely, as the new development may attract people with higher incomes, potentially resulting in unaffordable commercial rents and local residents being 'priced out of the market'. Particular concerns were expressed that the established African and Caribbean communities that live and work in the area could be displaced. It was noted that shops and businesses had evolved in the area in light of local demand and that there might not be demand for a significant change in the nature of provision.

6.2.43 A primary concern was that many local residents depend on products and services that they find in the area. In particular, customers from BME backgrounds find specific traditional food from Africa, South America and Asia. Customers considered that if current businesses were relocated, they would need to go to other places to find similar products, services or facilities, which would cause them inconvenience.

- 6.2.44 Both BME and White customers expressed their concern for the future of people who work and depend on the businesses potentially affected by the redevelopment. Both BME and White customers stated that if the existing community and existing businesses were reintegrated following the development, the development could bring numerous benefits to businesses, customers and visitors. One BME respondent noted that they would be happy with the development if it could increase the general amenity of the area while preserving existing ethnic service provision. Similarly, a White respondent noted that they would be 'pro' the development if support was shown to existing local businesses in the process.
- 6.2.45 Some respondents expressed concern about a perceived lack of clearly and officially communicated information about the proposed development. These responses pre-date the CoDesign process undertaken in 2014.

6.3 Consultation by Southwark Council

- 6.3.1 The Peckham Rye Station Area redevelopment project is identified in the Peckham and Nunhead Area Action Plan (PNAAP), which was formally adopted in November 2014. This forms the basis of the proposed development moving forward. A programme of consultation activities specifically focused on the previous Peckham Rye Station Area redevelopment proposals, led by Southwark Council and Network Rail, began in February 2013.
- 6.3.2 The consultation activities that the Council undertook included holding meetings with local community groups such as the Peckham and Nunhead Community Council and Peckham Vision, at which Council officials presented the emerging redevelopment proposals. In addition the Council and Network Rail held several public consultation events including in November 2013 and in January 2014 at which the community's views on the visioning and early stage plans for the development were sought, and, in the case of the latter, the outline design was presented.
- 6.3.3 The Council and Network Rail also undertook consultation activity specifically targeted at business owners within the scheme area. This included visits to businesses by Local Councillors and Cabinet Members (February 2013; May 2013) as well as Southwark Council's Director of Regeneration (November 2013) to explain the purpose of the proposed redevelopment, the implications that it might have for businesses, and the business support available. In addition, the Council sent letters to affected businesses on various dates (July 2012; April 2013; November 2013 and November 2014) to inform them of progress with the redevelopment.

GLE oneLondon

- 6.3.4 In 2013 Southwark Council appointed a consultant from GLE oneLondon to act as business advisors in relation to the proposed development. The service specification for GLE oneLondon made explicit reference to equalities considerations being central to their service.
- 6.3.5 The consultant's role was to provide support for all affected businesses to continue trading effectively during and after the development, providing business advice to business owners. In the period between their appointment and the commencement of negotiations with individual business owners the consultant made initial contact with all businesses within Site A in November 2013 to inform them of 1) the redevelopment proposals and their likely implications, and 2) the assistance GLE oneLondon could offer, primarily in terms of identifying suitable alternative accommodation. As of November 2013, GLE oneLondon had met with 16 business owners across Site A and Site B.

CoDesign Peckham

- 6.3.6 In 2014, Southwark Council initiated a CoDesign process in order to successfully engage local people, facilitate greater local influence on the project brief and design, and provide a platform to more thoroughly communicate the opportunities and challenges of delivering the project. Southwark Council commissioned Ash Sakula architects to undertake the first stage of a CoDesign process

examining new visions for the area around Peckham Rye Station. This process focused solely on Area 1, as illustrated in Figure 4-1.

- 6.3.7 In partnership with the people of Peckham, the Ash Sakula creative team held discussions, exhibitions, workshops and editorials as part of the co-design project. They engaged writers, urbanists, horticulturalists, artists, filmmakers, poets, activists and visionaries in the process. Peckham CoDesign has generated energy, excitement and community spirit and, as a result of the process, a strong group of local co-designers has developed.
- 6.3.8 The output of the CoDesign process was an 'Atlas of Aspirations', setting out 30 key ambitions of the community in Peckham. These include numerous aspirations around cleaning and tidying up the pavements and streetscape, particularly around the station, to create more space for pedestrians and cyclists; modernising the station itself; creating public space in a new square in front of the station; encouraging the diversity of the area; and supporting social capital by providing spaces that can be used by the community. These aspirations have fed into the vision statement for the scheme.

***APPRAISAL OF
EQUALITY IMPACTS***

07

7 Appraisal of Equality Impacts

7.1 Introduction

7.1.1 The appraisal considers the potential impacts arising from the proposed Peckham Gateway project for affected people sharing protected characteristics. The appraisal addresses impacts in relation to themes which have been identified as relevant to these proposals and the local context. These themes have been identified through policy review, review of baseline evidence and consultation evidence.

7.2 Business

- 7.2.1 Responses to the business survey show that a diverse range of businesses operate within the site. However, there are notable differences in the types of businesses run by different ethnic groups. In particular the responses show that food retailers, fast food outlets, and hair and beauty salons are predominantly BME-owned businesses. The site visit in February 2015 confirmed that there has been very little change to the business profile of the area since the surveys were undertaken in January 2014, and that many of the businesses on the site – such as the hair and beauty salons at 2-10 Blenheim Grove – cater primarily to customers of African and Caribbean heritage.
- 7.2.2 The business survey responses confirm that there is a strong desire among all business owners to continue operating their businesses following the proposed development. The original masterplan would have resulted in the displacement of around 60 businesses across Site A and Site B, and in 2013, some businesses reported that they had been advised to assume non-return following the redevelopment. However, Southwark Council is committed to an approach of evolving a design with local stakeholders, and the CoDesign process has highlighted the importance to the local community of protecting independent shops and businesses.
- 7.2.3 The development is intended to be phased to allow some of the current occupiers the opportunity to be relocated during the development. The Council's strategy is to negotiate with leaseholders to find alternative premises either within the scheme if possible or elsewhere, to minimise the impact on the occupier and the overall cost to the council of the Compulsory Purchase Order (CPO) required to take possession of the development site.
- 7.2.4 Site specific guidance set out in the PNAAP for site 6, Peckham Rye Station, states that units in the railway arches and Blenheim Grove should be retained for business use. The proposed development scheme includes provision for a number of new commercial units that are designed to be flexible in order to accommodate a range of potential uses, in the refurbished railway arches and at 82 Rye Lane/2–10 Blenheim Grove. The units to be provided in the railway arches will open out onto the station square, and will accommodate a range of uses, predominantly retail. The building on Blenheim Grove will be designed to maximise the opportunity for the relocation of existing businesses. Additionally, Southwark Council has proposed that the Blenheim Grove building should include new studio/workshop units to encourage new creative/cultural businesses.
- 7.2.5 It is unclear at this stage what proportion of existing businesses can expect to be relocated within the proposed development scheme. There will not be as much floorspace as is currently provided on site, but Southwark Council has stated that current occupiers will either be relocated within the new scheme, nearby in Peckham, or at a location of their choice.³³ It is considered that the successful relocation of existing businesses will depend, in part, on the flexibility of individual businesses, some of which are quite specific in terms of where they consider an appropriate location for their business to operate successfully, as well as the ability and willingness of business owners to engage in the redevelopment process.

³³ Email communication from Southwark Council, received 25/02/2015.

7.3 Potential implications for businesses as a result of the redevelopment

- 7.3.1 Several common issues of concern were raised by both White and BME business owners. For example, the affordability of commercial rent both on the redeveloped site and at other locations was identified as a key concern. This is especially significant given that the relative affordability of commercial rents was identified by survey respondents as a strength of Peckham Rye as a location for business. In particular, there was uncertainty among business owners in terms of the cost of commercial rents for the new units and the implications this would have for them in terms of being able to afford to continue running their business either in the locality or nearby.
- 7.3.2 Business owners expressed concern over a lack of clarity with regards to the development scheme, as well as lack of information on the timescales of the development and associated relocation, and a lack of information on the compensation measures available. It should be noted that this finding relates to the previous development proposals, and pre-dates the CoDesign process undertaken in 2014.³⁴ Furthermore, Council representatives have since visited most of affected businesses on at least two occasions. However, it remains important to ensure continued effective collaboration between all interested parties, taking consideration of the differing levels of support needed by individual business owners.
- 7.3.3 Southwark Council has stated its ambition that the refurbished railway arches and building at 82 Rye Lane/2–10 Blenheim Grove will, as far as possible, provide the opportunity for the relocation of existing businesses. It is understood from Southwark Council that current commercial rents in the proposed development area are relatively high, and there is little evidence to suggest that rents for these new units will be prohibitively high.³⁵ However, given the level of concern expressed by BME business owners about this issue, AECOM considers that some BME businesses may be particularly susceptible to any potential future increase in commercial rents as a threat to their ability to continue to operate their businesses.

7.4 Employment

- 7.4.1 65% of business survey respondents identified themselves as belonging to a BME group, including 41% who identified themselves as Black or Black British. In terms of the ethnic composition of employees of businesses in the area, 53% of businesses surveyed had some Black or Black British employees, 41% had some White Employees, 35% had some Asian or Asian British employees, and 23% had employees of a mixed ethnic background.
- 7.4.2 The redevelopment will provide new commercial space, including better quality retail units. This may generate new employment opportunities for local people, including in arts and creative industries which may move to the new studios and workshops to be provided in the Blenheim Grove building. However, it is not clear whether this will result in a net increase in the number of jobs provided on the site compared to the current situation. Projected employment associated with the redevelopment will be established through the design and planning process.
- 7.4.3 Given the ethnic composition of business owners and employees currently in the area, AECOM considers that the proposed redevelopment has the potential to give rise to negative equality impacts in terms of employment, where it leads to loss of jobs amongst employees of existing businesses on

³⁴ The previous (2014) EqIA drew on interviews with representatives of GLE oneLondon and Network Rail, which owns the land at Dovedale Court ('Site B') that was previously within the scope of the development scheme. These interviews suggested that BME business owners may have been less engaged in the redevelopment process, and less forthcoming than White owners in seeking professional advice in terms of their relocation options. This evidence has not been included in this analysis, as both interviews were conducted prior to the initiation of the significant further community engagement work undertaken as part of the CoDesign process, and the Network Rail interview referred to businesses that are now outside the scope of the proposals. Furthermore, there is no evidence from the analysis of survey responses for businesses located in Area 1 ('Site A') to support this suggestion. The proportion of businesses that had met with a Council representative was very low (3 out of 17); however, there was no difference between business owners of different ethnic groups.

³⁵ Email communication from Southwark Council, received 25/02/15. It should be noted that the survey did not include any questions about current levels of rent paid by businesses, due to potential sensitivities.

the site. The redevelopment of the station area is considered likely to disproportionately affect business owners and employees of BME groups, particularly those of Black Caribbean and Black African origin. This assessment is informed by business survey responses that demonstrate significant levels of concern and uncertainty in relation to the ability of businesses to afford to operate in the new development, although it should be noted that there is currently little evidence to suggest that commercial rents for the new units will be significantly higher than those that currently prevail on the site.

- 7.4.4 The proposed development may also generate new employment suitable for local people from different BME backgrounds, though not necessarily for those individuals currently employed by existing businesses operating at the site.

7.5 Goods and services

- 7.5.1 The area around the station and Rye Lane is known as a hub for shops and businesses that provide specialist goods and services for people of African and Caribbean origin and other culturally diverse groups of customers. Responses to the business survey show that the majority of BME business owners within the station area provide services that cater primarily to people from a shared ethnic background. Evidence from the February 2015 site visit suggests that there has been very little change to the business profile of the area since the surveys were undertaken in January 2014.
- 7.5.2 A number of the business survey respondents highlighted that the station area is known for providing African and Caribbean products with strong links to cultural identity, and consequently expressed concern over the potential loss of such services following the proposed development. Furthermore, several BME owners raised concerns over a potential loss of community cohesion as a result of changes in the types of services that would be offered following the redevelopment.
- 7.5.3 This concern was shared by a number of BME customers who expressed concern that the proposed redevelopment would result in a change in the type of businesses present, which would affect the character of the area. BME customers also commented that they may be obliged to travel to other areas of London in order to purchase ethnically specific goods or services if the businesses currently located on the proposed development site were to close. However, it is notable that Rye Lane is also a destination for these goods and services.
- 7.5.4 Southwark Council have stated their ambition that the refurbished railway arches and building at 82 Rye Lane/2–10 Blenheim Grove will provide the opportunity for the relocation of existing businesses. However, there will not be as much floorspace as is currently provided on site. It is currently unclear what proportion of existing businesses can expect to relocate into the new development. Alternatives are likely to be available on Rye Lane, or elsewhere in Peckham, or further afield in Southwark or town centres in neighbouring boroughs. Should existing businesses relocate elsewhere, this may somewhat diminish the identity of Peckham Rye as a hub for African and Caribbean and South Asian goods and services. However, with the potential for many of the businesses to relocate locally, concerns about an associated loss of community cohesion may be overstated.

7.6 Facilities

- 7.6.1 Southwark Council has stated that a key aim for the proposed redevelopment is to improve the public realm in the area surrounding the station, which is currently of low quality. With the exception of a church, the station area currently includes limited community facilities. Although opposition to the development was stated by a number of the business and customer survey respondents, there was support for the scheme in terms of its capacity to improve the provision of facilities and the overall amenity of the area.
- 7.6.2 The proposed redevelopment is expected to result in significant improvements to the public realm through the creation of a new public square in front of the station which will provide space and a better sense of connectivity between the station and the town centre. It is considered that the proposed redevelopment will contribute different cultural benefits for different groups; while it may

result in the loss or displacement of existing culturally-specific businesses which may limit benefits for African, Caribbean and Asia clientele, the new mix of businesses may attract a more diverse range of shops with the capacity to appeal to the local community as well as others visiting Peckham Rye.

7.7 Other potential benefits of the redevelopment

- 7.7.1 One of the criteria for assessing the equalities impacts associated with a proposal is the extent to which any benefits from the proposal will be available to all the groups affected by it. While this EqIA has identified a number of potential negative impacts for BME groups, by drawing on the baseline information and the information on the proposed scheme, this assessment identifies a number of potential benefits of the redevelopment, which are expected to affect people across a broader range of protected characteristic groups. The potential benefits of the redevelopment have been identified as: new business opportunities potentially generating new employment opportunities for local people; improved accessibility of public realm and streetscape; and improved public safety.
- 7.7.2 The redevelopment is also expected to result in improvements to the accessibility of the public realm, streetscape and safety, particularly through the creation of the new station square providing increased circulation space for pedestrians, and better connectivity to the town centre. In addition, retail units in the railway arches will have 'active frontages' fronting the square, and improved lighting and way finding will be provided. In order that older people, young people, women and children in particular benefit from improvements, it will be important that the Council (and Network Rail, where appropriate) effectively communicate the new lighting and other safety measures that are being designed into the development scheme. Targeted communication of personal safety precautions that should be taken to reduce risk should also be carried out.
- 7.7.3 The current proposals for Area 1 do not include any residential uses. Southwark Council anticipates that there may be some residential development on the Bywater site (Area 2), however this does not form part of the Council's proposals and is therefore outside the scope of this report.

CONCLUSIONS AND RECOMMENDATIONS

08

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8 Conclusions and Recommendations

8.1 Introduction

- 8.1.1 This chapter sets out recommendations to strengthen, secure or enhance positive equality impacts and to mitigate for potential negative equality impacts. It also sets out conclusions on the overall impact of the current redevelopment proposals for equality.

8.2 Recommendations

- 8.2.1 A number of recommendations are made below, some of which AECOM consider should be undertaken prior to submission of the planning application and some following planning consent for the scheme. These should be undertaken through a combination of negotiation and agreement, as well as through the fulfilment of Heads of Terms included in the S106 agreement as part of the forthcoming planning application.

Wide-ranging consultation and enabling participation

- 8.2.2 Southwark Council should, as a matter of priority, publish and regularly update information relating to the development on its website and via the distribution of print versions. This should include information on the timescales involved in the redevelopment (including committee dates; the date on which the planning application is set to be determined; the procedure and timescales for property acquisition; the likely date on which notice will be served on businesses; the likely date by which premises will need to be vacated; the likely date around which new units will be allocated; and the phasing of the development). This would help widen awareness amongst affected members of the community of the timescales involved, including relevant timescales for them to express their views on the redevelopment and to make their own plans.
- 8.2.3 Southwark Council and its appointed business advisors³⁶ should together review consultation and engagement approaches to date and agree on a forward strategy, including any need for additional inputs or changes of approach that may encourage greater engagement by BME businesses, including in the CoDesign process. A renewed strategy for ongoing stakeholder engagement should be developed prior to a decision on the planning application being made, which should set out specific engagement pathways for particular affected groups, including existing shop owners, employees on the site, and other business owners and local residents in the area.
- 8.2.4 The Council should ensure that the CoDesign process continues as a key part of this broader stakeholder engagement strategy, maintaining communication with stakeholders and building on the significant work already undertaken. The Council should work to facilitate communication between the project team, CoDesigners and other external stakeholders. The CoDesign process should take account of the differences in levels of understanding/engagement among White and BME business owners and employees, as well as the implications these can have in terms of creating potential barriers to their take-up of available support and engagement in the process.

Business and employment

- 8.2.5 Southwark Council should ensure that its appointed business advisors continue to submit regular progress reports on their activities, as well as on other measures taken to support the existing businesses on the site.
- 8.2.6 Southwark Council, with its appointed business advisors, should identify whether additional or differing forms of support should be offered to businesses identified as poorly equipped to develop revised business plans or to find suitable alternative premises or employment.

³⁶ At the time of writing in February 2015, it is understood that the appointment of business advisors is currently being finalised by Southwark Council.

- 8.2.7 Southwark Council and its appointed business advisors should continue to signpost existing business owners and employees to relevant business support and/or training providers to develop their skills sets to be able to better respond to the changes resulting from the proposed redevelopment.
- 8.2.8 Southwark Council plans to negotiate with current occupiers and leaseholders pursuant to a CPO, and intends to phase development to allow some of the current occupiers the opportunity to be relocated either within the scheme or elsewhere during the development. Where a CPO is required, Southwark Council should seek to negotiate on a case-by-case basis a reasonable value for purchase of the premises and compensation for disturbance. A realistic timeframe for such negotiations following planning permission and prior to CPO should be agreed. This measure should be included in the S106 Heads of Terms to be agreed as part of the forthcoming planning application.

Goods, services and facilities

- 8.2.9 Planned support to help existing businesses find alternative locations or premises will be important to ensure that businesses' existing customer bases with shared equality characteristics are able to continue to access specialist goods and services. Marketing and advertising advice is likely to provide an important component of this support so that businesses are able to inform existing and new customers of their planned relocation. This measure should be included in the S106 Heads of Terms to be agreed as part of the forthcoming planning application.
- 8.2.10 Southwark Council, in planning its future approach to letting business premises at the redeveloped site and their overall management of the site, should include explicit measures to encourage equality of opportunity. These measures could include the promotion of diverse ownership of businesses at the site as well as measures to encourage services and activities that meet the creative and cultural aspirations of the diverse local community.

Safety and crime

- 8.2.11 It is recommended that the site should be registered with the Code of Considerate Practice, run by the Considerate Constructors' Scheme.³⁷
- 8.2.12 Prior to the demolition phase commencing, the police should be consulted on any appropriate additional security measures required such as monitoring to ensure that materials are not stolen during the demolition and construction phases.

8.3 Conclusion

- 8.3.1 The redevelopment proposal is identified as giving rise to a number of positive equality impacts in relation to: an improved and more accessible public realm and streetscape; improved safety; and potential new business opportunities which could generate new employment opportunities for local people. People sharing protected characteristics are likely to be able to share in these benefits. Southwark Council, as a public body, can maximise this sharing of benefits, through explicit measures in their approach to future letting of premises and overall site management to encourage equal opportunities.
- 8.3.2 It is considered that the redevelopment proposals do have the potential to give rise to negative equality impacts in terms of potential loss of existing employment and business opportunities, and, to some degree, to access to goods and services. BME-owned businesses and employees (particularly amongst people of Black African and Black Caribbean origin) are identified as particularly vulnerable to potential negative effects of the redevelopment and associated loss of existing business premises.

³⁷ See: <http://www.ccscheme.org.uk/index.php/company-registration/how-to-be-very-considerate/company-code-of-considerate-practice>

- 8.3.3 The new development will have a reduced amount of floor space available for businesses and there is current uncertainty regarding what proportion of existing businesses can expect to relocate into the new development. The potential implications of this may involve the closure of a number of BME-owned businesses, which could result in job losses among people in BME groups.
- 8.3.4 Southwark Council's has stated its commitment to enable businesses to remain local, unless they want to move elsewhere. Where businesses are able to relocate within the redevelopment or the local Rye Lane area, this would reduce the significance of negative effects for businesses and for customers from African, Afro-Caribbean and Asian backgrounds.

APPENDICES

Appendix 1: Survey for businesses

Appendix 2: Survey for customers

Appendix 3: Information on the diversity of survey respondents

8.4 Business owners and respondents

Table 0-1: Ethnic group

Question	Options	Respondents	% of respondents
What is your ethnic group?	White	6	35
	Mixed ethnic group	1	6
	Asian/Asian British	1	6
	Black/Black British	7	41
	Other ethnic group	2	12
Answered question		17	100
Skipped question		0	0

Table 0-2: Age

Question	Options	White respondents	BME respondents	Total
What is your age group?	Under 18	0	0	0
	18-24	0	0	0
	25-34	3	3	6
	35-44	1	2	3
	45-54	1	3	4
	55-64	1	3	4
	65-74	0	0	0
	75 and over	0	0	0
Answered question		6	11	17
Skipped question		0	0	0

Table 0-3: Sex

Question	Options	White respondents	BME respondents	Total
What is your sex?	Male	6	7	13
	Female	0	4	4
Answered question		6	11	17
Skipped question		0	0	0

Table 0-4: Religion

Question	Options	White respondents	BME respondents	Total
What is your religion?	Christianity	2	4	6
	Islam	0	6	6
	No religion	4	0	4
	Prefer not to say	0	1	1
	Other	0	0	0
Answered question		6	11	17
Skipped question		0	0	0

8.5 Business customers

Table 0-5: Ethnic group

Question	Options	Respondents	% of respondents
What is your ethnic group?	White	9	20
	Mixed ethnic group	4	9
	Asian/Asian British	4	9
	Black/Black British	26	58
	Other ethnic group	0	0
Answered question		43	96
Skipped question		2	4

Table 0-6: Age

Question	Options	White respondents	BME respondents	Total
What is your age group?	Under 18	0	0	0
	18-24	2	9	11
	25-34	2	13	15
	35-44	1	9	10
	45-54	2	1	3
	55-64	1	1	2
	65-74	1	0	1
	75 and over	0	1	1
Answered question		9	34	43
Skipped question		n/a	n/a	2

Table 0-7: Sex

Question	Options	White respondents	BME respondents	Total
What is your sex?	Male	4	12	16
	Female	5	22	27
Answered question		9	34	43
Skipped question		n/a	n/a	2

Table 0-8: Religion

Question	Options	White respondents	BME respondents	Total
What is your religion?	Christianity	3	18	21
	Hinduism	0	1	1
	Islam	0	10	10
	Rastafarianism	0	1	1
	No religion	4	3	7
	Prefer not to say	2	0	2
	Other	0	0	1
Answered question		9	33	42
Skipped question		n/a	1	3

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