

PECKHAM AND NUNHEAD AREA ACTION PLAN**EQUALITIES IMPACT ASSESSMENT****Stage One: Scoping****1. What policy, strategy or plan is this assessment addressing?**The Peckham and Nunhead Area Action Plan

The Peckham and Nunhead Area Action Plan (AAP) will be a land use-planning framework for the Peckham and Nunhead area, which will be used to plan, manage and facilitate change in the area in a sustainable way that will benefit the community and make Peckham and Nunhead a better place to live work and visit. The area action plan will potentially contain a number of planning policies on a variety of topics, such as housing, transport, employment, open space, community facilities and the environment. The policies will be specific to Peckham and Nunhead and will focus on delivery and implementation.

The Peckham and Nunhead AAP will be developed and prepared in accordance with statutory regulations and in close consultation with the local community. The policies in the Peckham and Nunhead AAP must be in general conformity with national and regional guidance and policy and contribute towards meeting local needs. The council's policies and strategies must also be evidenced to ensure that they are robust, meet local needs and can be justified.

The vision and objectives of the Peckham and Nunhead AAP are set out in annex 1 of this report.

2. Is this a new or an existing policy/strategy?

The Peckham and Nunhead AAP will be a new policy document and will form part of the council's Local Development Framework, which will contain all of the council's planning policies used to guide how land is used in the borough and in the determination of planning applications. Current planning policy for Peckham and Nunhead exists in the Southwark Plan (the council's Unitary Development Plan) and the Core Strategy (2011).

The Core Strategy has a vision for the area and strategic policies for Peckham and Nunhead. The Peckham and Nunhead AAP will provide further detailed policies based on the vision and strategic policies set out in the Core Strategy.

3. If existing, has the policy/strategy already been reviewed under the previous EqIA programme? If so, what were the findings to come out of this and has the agreed action plan been implemented? What has changed since the last assessment was undertaken (in terms of context, nature of the policy/strategy or the type of people affected by the policy/ strategy).

This is the second stage in the preparation of the Peckham and Nunhead AAP and builds on the issues and options report. The issues and option report was the first stage in the process and therefore provided the first opportunity to consider equalities impacts. The council undertook an EqIA of the issues and options report, and the findings of this EqIA have been incorporated into this document.

Since the previous EqIA was carried out the Equalities Act 2010 has come into force setting out new groups with protected characteristics to be included in equality impact assessments. Therefore, we have revised the stage one scoping assessment to reflect the new legislation. We are consulting on an updated stage one scoping assessment (this document) alongside the Peckham and Nunhead Area Action Plan, Towards a Preferred Option report. We will undertake a stage two assessment during the preferred option and publication/submission stages in the preparation of the AAP.

This EqIA has been carried out in accordance with the Equalities Act (2010) which identifies the following groups with protected characteristics:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy and maternity
- Race
- Religion or belief
- Sex
- Sexual orientation

Below is a list of services, strategies and policies that are related to the activities of the Peckham and Nunhead AAP. The relevant findings are summarised at annex two:

- The Southwark Plan
- Core strategy
- Southwark 2016
- Local Implementation Plan for Transport (LIP)
- Employment and enterprise strategies
- Housing Strategy 2009-2016
- Housing area management
- Culture service
- Alcohol Strategy
- Children and Young People's Plan
- Education Achievement
- Sustainable Design and Construction Supplementary Planning Document (SPD)
- Rye Lane Peckham and Peckham Hill Street Conservation Areas EQIA's

4. What do you think are the main issues for your policy or strategy in relation to equality, diversity and social cohesion?

Community and Stakeholder Involvement

In preparing and developing the Peckham and Nunhead AAP, the council will have to carry out consultation in accordance with statutory regulations and the emerging Statement of Community Involvement, which sets out how and when Southwark Council will involve the community in the alteration and development of town planning documents and applications for planning permission. National policy states that local planning authorities ('the council') should involve the community at an early stage in the process and should continue to involve the community throughout the process of preparing development plan documents (paras. 3.2 and 3.3. of PPS12). The council will endeavour to do this, however there are a number of issues to be considered in this regard:

Considerations:

- Certain groups may not be able to access information and consultations as easily as others i.e. disabled people, those who do not have English as their first language, young people, those who support vulnerable people such as women who are more likely to care for children, older people and those with limiting illnesses.
- Certain groups may not feel comfortable expressing their views in public due to fear of discrimination such as people from the LGBT community, faith groups, young people and the BME community.
- People may not feel safe in attending public information or consultation events at certain times of the day, in particular after dark, such as older people and women
- Events may clash with times of religious observance and therefore we need to take into account people's faiths.
- Information may not be presented in a way that engages people effectively, such as material only printed in English, or information presented in a complicated format or language.
- Certain groups may not understand what relevance the Peckham and Nunhead AAP has to them and therefore they do not become involved in the process.
- People may misunderstand the purpose of the Peckham and Nunhead AAP and what can be achieved which may result in tensions between groups if it does not deliver what they expect.
- Certain groups may have a negative perception of the council or disappointing experiences of community consultations which stop them becoming involved in the process.
- If people do not feel that they can access information at an early stage or have problems accessing it, they may become disillusioned in the process and lose interest i.e. BME groups, young and elderly people and disabled people.
- Some people may not be aware how to express their views or how these will feed into the process i.e. children and young people.
- There may be differences in the needs and aspirations between different groups which may result in conflict.
- People may feel as though certain groups are having a greater impact on how the area action plan is developed which may increase tensions in the community.

Housing

Meeting housing need is one of the most challenging issues that national, regional and local government is faced with. Everyone should have the opportunity of a decent home. Housing should not reinforce social distinctions and should meet the housing needs of the whole community, creating mixed and inclusive communities and housing choice. Consideration should be given to the following when developing housing policies for Peckham and Nunhead:

Considerations

- The plan could unintentionally fail to meet local housing needs by not providing the right housing type and mix for the local community which could sustain or result in overcrowding and poor quality accommodation which in turn disproportionately affects older people, young and BME community. An appropriate range of affordable, permanent and temporary accommodation may not be provided to meet the needs of specific user groups such as refugee and asylum seekers and Travellers.
- The regeneration of Peckham and Nunhead may result in a rise in house prices and housing may become unaffordable to those currently living in the area, especially for,

lone parents, disabled people, the BME community and elderly people. This may also result in a dilution of the community as people are forced to move out of the area as they no longer can afford to live there. People may view the Peckham and Nunhead AAP as gentrification rather than regeneration.

- People currently living in the area may feel resentful towards large numbers of people moving in. This tension could be further exacerbated if people moving into the area buy up newer and higher quality housing.
- New housing may only cater for a broad market and fail to cater for the needs of specific groups such as disabled people, families with children, young people, and older people.
- People may feel that the needs of certain groups are being prioritised over others such as the need to have designated locations for Travellers and homes for larger families. People who are married or in a civil partnership may feel that the needs of single people are prioritised over their needs and vice versa.
- Redevelopment and regeneration of areas may result in the disruption of communities.

Transport

National, regional and local policy states that sustainable methods of transport should be promoted. It is the intention that the capacity of public transport should be increased, the quality and integration of the transport system should be improved and a co-ordinated approach to improvements to transport integration and facilitating greater use of public transport, walking and cycling should be sought. Consideration should be given to the following when developing transport policies for Peckham and Nunhead:

Considerations

- Proposed transport and infrastructure projects are reliant on central and regional governmental funding. Programmes may be subject to delay or cancellation. This may cause anger and frustration amongst the community if their expectations are not met, especially among those that do not have access to cheap and reliable public transport such as children, older people and parents with children (who are predominantly women).
- Transport services may continue to feel unsafe for certain user groups. Some people may continue to feel unsafe when travelling on public transport and fear for their personal safety such as women (especially pregnant women) and young people or they fear discrimination such as members of the BME community, the LGBT community or people following a certain faith, such as Muslims and Sikhs. In the same way, walking routes may continue to feel unsafe for these groups.
- Older people and young people may not have the opportunity to be independently mobile if reliable, convenient, safe and cheap public transport is not made available to them. This could further exacerbate the need for parents and carers to continue to use unsustainable forms of transport, such as the car. This also puts pressure on ensuring the availability of accessible parking spaces in areas where required.
- Although it has been recognised that Southwark council has taken disabled people's needs into account, this should continue to be an important consideration to avoid circumstances where disabled people continue to find it difficult in accessing convenient and reliable public transport due to poor design and management. This could act to create further barriers to their inclusion within the wider community and limit their access to job opportunities, leisure activities and housing options. This could make disabled people unnecessarily dependant on others and limit their inclusion.

- Disabled access may be provided but they may be segregated from other access routes, which further exacerbates separation and isolation from the rest of the community.
- Public transport could continue to be unaffordable to those on lower incomes such as the BME community, young people (i.e. those who do not have access to free travel) refugees and asylum seekers. This may limit their job opportunities and inclusion in the wider community. It may limit them to one particular area.
- People may have different priorities in terms of transport such as parents with children, disabled people and those on lower incomes. Tensions may arise if people think that the needs of any one-user group are being prioritised above their own.
- Restricting car parking in new homes may be seen to disadvantage people who are married or in a civil partnership who own more than one car.

Safety and Security

A significant concern in Peckham and Nunhead is the issue of crime and safety. Safety and security is one of the key concerns for local businesses and residents in the area. The Peckham and Nunhead AAP will endeavour to incorporate deliverable policies that will improve perceptions of the area and act to prevent crime. The following considerations should be taken into account in the development and implementation of policies for safety and security in Peckham and Nunhead:

Considerations

- The fear of crime could continue to make people feel isolated if they do not feel safe travelling from their homes to use and enjoy facilities and services within the area i.e. women (especially pregnant women), members of the BME community, members of certain faith groups, young people, members of the LGBT community and older people.
- The needs of individuals and groups may not be taken into account when designing new buildings, homes, open spaces and areas of the public realm and result in people not feeling safe to use them.
- Through promoting growth and regeneration to the area, the Peckham and Nunhead AAP may act to displace problems or create alternative problems with regard to crime and the fear of crime instead of solving or preventing them.

Employment

The policies in the Peckham and Nunhead AAP must be in accordance with national and regional guidance and policy and contribute towards meeting the aims and objectives of the council's community strategy whilst meeting local needs for employment in Peckham and Nunhead. Through the development and implementation of the Peckham and Nunhead AAP, sites will be identified and improvements will be proposed for the growth and improvement of Peckham and Nunhead's economy. This will lead to greater investment in the area and lead to a growth in jobs in the area. Consideration needs to be given to identifying sites and developing policies to accommodate a range of employment premises and opportunities of different types, sizes and costs to meet the different needs of the community. In developing employment policies for Peckham and Nunhead, consideration should be given to the following:

Considerations

- People may feel excluded from new job opportunities created through the regeneration of the area such as women who can only work part time due to other commitments such

as childcare. This could also exacerbate problems of child poverty in the area where this results in more households without an adult in employment.

- Certain groups may experience discrimination in accessing employment opportunities such as members of certain faith groups; single parents; pregnant women, members of the BME community (especially young black men); and disabled people. The inability to access opportunities to work could further lead to poverty, social exclusion and isolation from the wider community.
- Local people may not have the skills to access job opportunities that are created through the regeneration of Peckham and Nunhead and therefore will not benefit from these new opportunities. This could act to create tensions in the community if there continues to be a high level of unemployment in the area and resentment towards new people coming into the area and being successful in securing employment.
- Encouraging investment into the area may result in higher rents, which may push existing businesses out of the area and limit the opportunities for smaller and medium size enterprises. This could have a detrimental effect on current BME businesses that operate in the area and their retention in the long term. This may cause tensions in the community if through the regeneration of the area, the needs of big businesses are prioritised over SME businesses.
- There may be conflicting priorities for the expansion and control of the night time economy. Younger people may feel strongly that there is a need for a more vibrant night time economy, which could act as a way to make the town centre safer in the evening and at night by having an increased footfall at these times. Elderly people may feel threatened by this in terms of the people that the night time economy might attract and the noise that it will create.

Design and Heritage

The action area is expected to undergo significant change through the development and implementation of the Peckham and Nunhead AAP. This will see increased investment and development activity, which provides significant opportunities to improve the built environment in the area. Consideration should be given to the following issues in the development and implementation of policies for design and heritage:

Considerations

- If the public realm and the environmental quality of the area remain poorly designed, certain groups may continue to feel threatened walking through the area such as members of certain faith groups, members of the BME community, young people, older people and women.
- The needs of certain groups may not be properly considered which may mean that they are unable to use the services and facilities in and around the area. For instance, older people may not be provided with basic facilities such as accessible and safe places to meet, public toilets and street furniture, such as benches, which provide a respite when using the town centre.
- The built environment and the public realm may continue to ignore the needs of disabled people which results in creating barriers to inclusion in the wider community and opportunities to decent housing, jobs and access to leisure and community facilities. In contrast, the needs of disabled people may be considered but results in the public realm being designed in a way that segregates and separates disabled people from the wider community.

- The protection of areas for heritage and conservation purposes may limit development which may limit the opportunities for creating new jobs and housing for those that are seeking employment or better quality housing.
- High quality design standards in the area may result in higher costs for SME businesses i.e. by having to provide high quality shop fronts, which may threaten the viability of these businesses.
- Different groups may have different priorities for how buildings and the public realm is designed to meet their needs. Tensions could arise if there is the perception that one groups needs are being prioritised over others i.e. older people and young people.

Open spaces

Through the development and implementation of the Peckham and Nunhead AAP, the area will experience significant changes through growth in population, housing and employment. As development intensifies the value of the open space increases, especially where there are current deficits. In addition to the overall quantity of the open space, the location and use of the space is also important to ensure that they are accessible to all members of the community. The following considerations need to be taken into account when developing and implementing policies for open space within Peckham and Nunhead:

Considerations

- The needs of different user groups may not be properly considered which will result in certain groups not feeling that they are able to use the space. This may occur where there are conflicting priorities of how the spaces should be used, i.e. elderly people and women may wish to use the space for informal recreation such as a meeting place whereas other groups, such as young people, may wish to use the space for more formal and active recreation such as sports. This may cause tensions between groups if it perceived that one groups needs are being prioritised above others.
- The poor design of open spaces may make them feel unsafe and result in the mis-use of the space. This may exclude certain groups from using open spaces as they may fear for their personal safety, such as women, members of the BME community, the LGBT community, different faith groups, and older people. Poor design may also result in poor access and limit the use of these spaces for disabled people and mothers with children.
- A lack of open spaces in the area may restrict the ability for people to benefit from the health benefits of participating in active recreation and the educational benefits of learning about sporting activities or ecology, depending on the functionality of the open space. In addition, open spaces can act as a social meeting place and a deficit of open space could have a detrimental effect on inclusion and social cohesion.
- A lack of play space for children can have detrimental effects on their physical and mental development.

Community facilities

Through the development and implementation of the Peckham and Nunhead AAP, the area will experience significant growth in population. The council will need identify sites for and propose improvements to the community infrastructure to meet additional needs resulting from development. The following considerations will have to be taken into account when developing and implementing policies for community facilities in Peckham and Nunhead:

Considerations

- A lack of adequate, accessible and affordable community facilities could act to isolate certain members of the community, such as women who may need a respite from supporting others such as children and those with limiting illnesses or older people who may live alone and need to interact with others.
- Tensions between certain groups may remain resolved if there are no facilities for people to come together and interact in informal surroundings. Social cohesion may be threatened by a deficit of community facilities in the area i.e. between different faith groups, BME groups and those who are not able to speak English.
- People on lower incomes may feel isolated from the rest of the community if they are unable to access affordable leisure and community facilities. This may result in isolation and social exclusion.
- A lack of appropriate community facilities may create boredom through a lack of things to do. This could result in a rise in anti social behaviour problems, particularly with young people.
- The needs of certain groups may not be properly considered when deciding on the number and type of community facilities that are considered appropriate for the area. For instance the need for meeting places for older people, BME groups, faith groups and the need for high quality childcare and play, leisure, cultural and educational facilities for children and young people.
- If poorly designed and located, it may limit the use of these facilities. For instance, disabled people may not be physically be able to access the facilities, those on lower incomes may not be able to afford to use them, such as older people, young people and refugee and asylum seekers. Some people may not be able travel distances due to other commitments, such as women with dependants.
- People having different priorities for the use of community facilities, i.e. for women it may be health and childcare, for young people it may be youth clubs and sporting facilities and for other groups it may be informal meeting places. Tensions could arise among different groups in the community if it is perceived that the needs of one group are being prioritised above others.

Annex 1: Our vision and objectives for Peckham and Nunhead

Peckham and Nunhead Action Area vision

Peckham and Nunhead will continue to be home to a diverse and dynamic community with shops, community facilities and services. New development will help bring improvements to streets and public spaces, making them greener, more pleasant, accessible and safe. It will be easier to get around by walking and cycling and there will continue to be good public transport links. As Peckham and Nunhead is a growth area new homes and offices will be built with a small increase in retail space mainly around Peckham town centre. Growth will be higher in the town centre than in surrounding residential areas, but not as high as in places like Canada Water, Bankside, Borough and London Bridge. Local employment and training projects will help local people access sustainable jobs and share in local economic growth. This will help to reduce inequalities, both social and economic, and to create a fairer future for all residents.

Peckham

We are working with local communities, landowners, the police, the Safer Southwark Partnership and NHS Southwark to make sure that Peckham is a friendly, safe and enterprising place. Peckham will be a place with attractive and pleasant neighbourhoods surrounding a lively town centre that meets the needs of a very diverse community. Most development will be in and around the town centre, making the most of good public transport links, a number of major development sites and its role as one of the largest town centres in Southwark. There will be new housing to help accommodate Southwark's growing population. This will include providing more private housing so that there is a mix of housing and choice for people on a range of incomes. Peckham town centre will continue to play a major role in Southwark, providing a mix of activities throughout the day for both local residents and visitors. New development will help bring improvements to shop fronts and the town centre environment. This will help the area's independent shops, businesses and creative industries to flourish. There will be new space for local businesses, improved cultural and arts spaces, successful street markets and a good mix of shops, cafes, restaurants and licensed premises, including both larger and smaller shops. Peckham Square will be enlivened and improved as a focus for the community. We will work with Network Rail and the train operating companies to help deliver improvements to areas around Peckham Rye and Queens Road stations and railway lines. This includes a possible new square that will transform the area around Peckham Rye station and the railway arches.

Development and activity in the town centre will be carefully managed to protect the character and pleasantness of the surrounding residential neighbourhoods. This includes continuing to control the number of new licensed premises. The areas surrounding the town centre will also be improved, with better walking and cycling links, better streets and improvements to parks such as Peckham Rye and Burgess Park. Traffic movement and parking will be managed to improve both the operation of the transport network and road safety. The scale of development will be similar except for in the town centre where there could be some taller buildings and more intense development on some sites. Heritage will be celebrated and used to stimulate regeneration. Peckham will be a leading low carbon area, including having one of London's first Low Carbon Zones and a local energy network.

Nunhead

We are working with the local community to protect the special character of Nunhead so that it continues to be a neighbourhood of low density housing with no capacity for major development. There is capacity for very minor development of small infill sites for housing. All of the remaining prefab housing sites will be redeveloped in a way which is sympathetic to the

character of the neighbouring properties with well designed homes. The local shopping areas along Evelina Road/Nunhead Green and Gibbon Road will be improved through streetscape and shopfront schemes. The parade will thrive and build on its reputation for high quality independent shops and businesses, retaining its bakers, butchers, fishmongers, florists, greengrocers and pubs and also attract new retailers, cafes and restaurants.

The sites of Nunhead community centre and the former Nunhead Early Years centre, both of which are currently closed, will be redeveloped with a replacement community centre provided on the Early Years site in addition to new homes. The scale and design of the development will take into consideration the conservation area character assessment and the prominence of the site at the heart of Nunhead. The development will be a landmark building of the highest quality design. St Thomas Apostle College and Bredinghurst School will be rebuilt with new facilities available for community use outside school hours. The redundant parts of the Bredinghurst site, including the old school buildings, will be developed for housing including family housing, with the retention and reuse of the old Victorian buildings.

Traffic will be well managed so streets are safer and quiet and there will be good cycling and walking links. Important open spaces such as Nunhead Cemetery will be protected and improved, helping to create a special character and provide important leisure opportunities and habitat. We will continue to protect and improve Peckham Rye as the largest open space in the action area. Future improvements will include a new play area, a new One'O'Clock club building and the resurfacing of two football pitches. There will also be improvements at nearby Homestall Road including a new grassed football area, new changing rooms and an all weather floodlit pitch. Further small open spaces, such as Brayards Green will be protected and improved.

Objectives

To help us achieve our vision we have set out objectives and key priorities that will guide the policies and proposals across the action area. Each of the policies in the area action plan relates to one or more of these objectives. We will use these objectives and our targets relating to these objectives to monitor our success in delivering the plan. We have grouped the objectives into themes.

Theme 1: Enterprise and activity: A vibrant town centre and local centres

OB1.1 Creating an accessible, distinctive and vibrant town centre at Peckham that meets the variety of needs for local residents and is a destination for visitors.

OB1.2 Ensuring mixed-use development in the town centre helps to increase the range of shops, restaurants and cafes.

- Protecting and enhancing local shopping areas in Peckham and Nunhead so that they are successful and meet local needs.
- Ensuring development in town and local centres supports successful business of different types and sizes including, offices, workshops and creative industries.
- Supporting development that provides employment and businesses opportunities for local people.
- Supporting improving cultural opportunities.

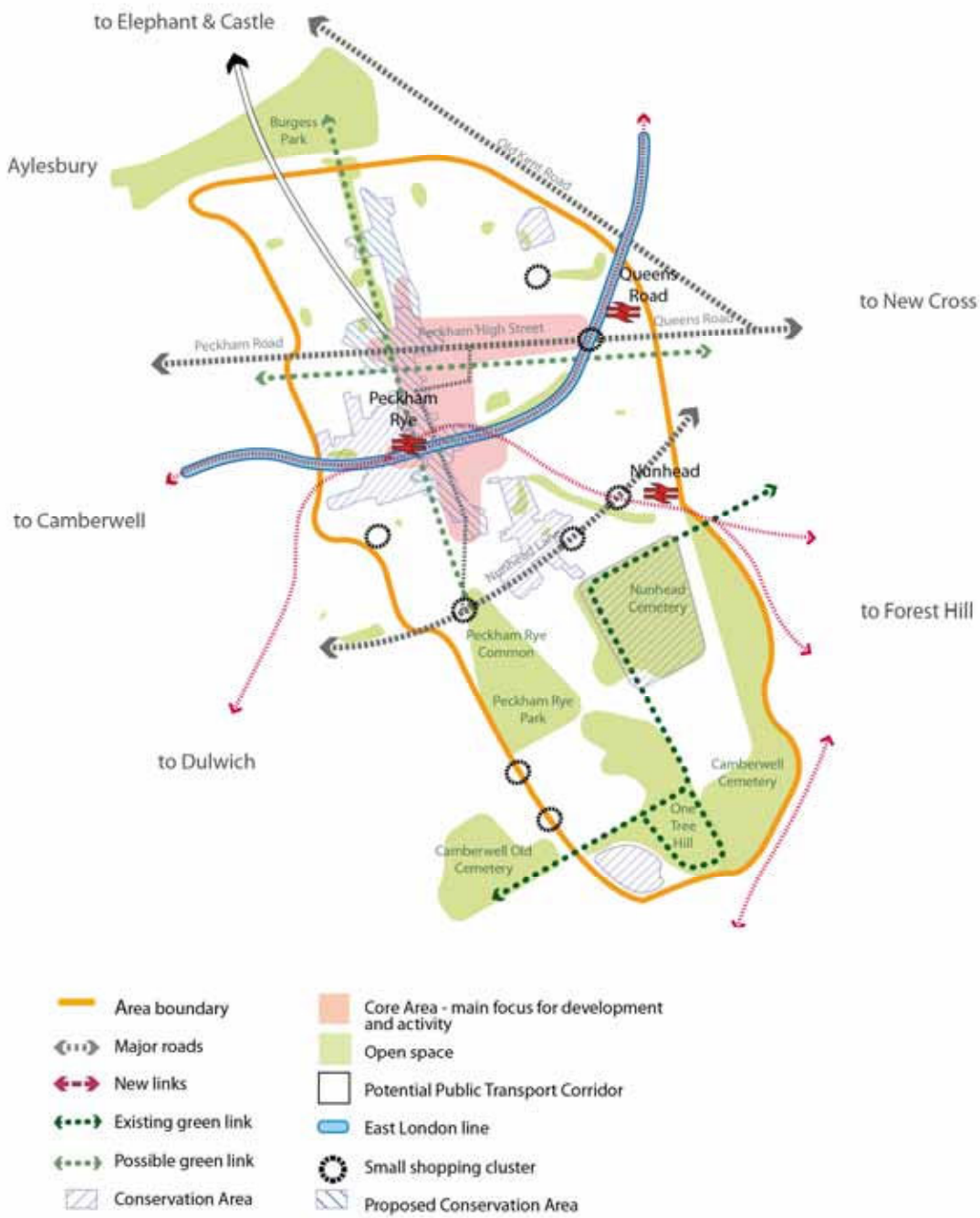
Theme 2: Community wellbeing: improving individual life chances

- Promoting a network of high quality and easy to access open spaces that serve a range of functions, including recreation and children's play, sports facilities, nature conservation and food growing.

APPENDIX E

- Ensuring that people who live and work in Peckham and Nunhead have access to local educational, training, health and community facilities to meet their day-to-day needs. This will help families lead independent lives, overcome inequality and disadvantage, and have a strengthened ability to raise their children successfully.
- Ensuring Peckham and Nunhead is a place where children and young people achieve to the best of their ability and full potential, have the knowledge and skills to gain a job and have a positive future, and succeed into adulthood.
- Promoting healthy and active lifestyles to improve the health and wellbeing of local people. Along with ensuring that developments contribute positively on the health of the local population.
- Seek to reduce over concentration of any use type that detracts from the ability to adopt healthy lifestyles.
- Creating places where everyone is and feels safe and secure.

Figure 1: Peckham and Nunhead vision



Theme 3: Transport and traffic: Improved connections

- Making Peckham and Nunhead a more convenient and comfortable place to access and move around by walking and cycling.
- Encouraging active travel to school.
- Supporting enhancements to public transport and public transport services.
- Encouraging local journeys.
- Discouraging car use.
- Managing the traffic network to improve access to the town centre and improve network efficiency.
- Directing large developments to parts of Peckham and Nunhead that are very accessible by walking, cycling and public transport.

Theme 4: High quality homes: Providing more and better homes

- Maximising housing choice for local people and a growing population.
- Providing new homes for people on different incomes and household sizes.
- Improving our existing housing stock.

Theme 5: Natural Environment: Sustainable use of resources

- To protect, maintain and improve the quality, quantity and accessibility of open space.
- To promote opportunities for wildlife and protect sites of nature conservation value.
- To reduce the impact of development on the environment and help tackle climate change, air quality, pollution, waste and flood risk.

Theme 6: Design and heritage: Attractive places full of character

- Ensure new development is built to the highest quality design.
- To ensure the design, scale and location of new buildings respects the character of places and helps create attractive streets and neighbourhoods.
- Conserve and enhance the historic environment and use the heritage of places as an asset to promote positive change.

Theme 7: Delivery: working together to make it happen

- To have a clear, flexible and realistic long-term framework for change to provide the justification for development and investment decisions.
- Build on the strengths and opportunities of places.
- Positively transform the image of Peckham to make it a place where developers and landowners will continue to invest over the long term and help to pay for the improvements needed.
- We will work with key stakeholders including the local community, Transport for London, Network Rail, the Greater London Authority, NHS Southwark, landowners and developers to deliver the AAP.
- To monitor and review the delivery of AAP policies annually to inform phasing of future development and delivery of infrastructure.

Annex 2: Related projects and EQIAs

The Southwark Plan

Key findings:

- Provision of small local businesses which are easily accessible by local communities encourages the closure of development gaps for the local communities through an increased sense of belonging, redressing disadvantage and equality of access to services.
- By ensuring that new developments are safe and secure, disadvantage is addressed, community relations are improved and equality of opportunity is promoted.
- Protection of residential accommodation reduces discrimination and promotes equality of opportunity through providing inclusive and accessible housing for communities within the borough.
- Provision of accommodation other than houses and flats recognises the diverse needs of communities within the borough and promotes equality of opportunity since communities that will benefit are frequently the marginalized.
- The protection of transport impacts creates a sustainable, inclusive and accessible borough for its residents, future residents, users and occupiers.
- Public transport improvements assist in the creation of an accessible and inclusive borough by focusing on sustainable forms of transport as well as being socially inclusive. Accessible and inclusive transport links promote equality of opportunity and prevent barriers of exclusion and discrimination.
- Mini cab offices in the borough make transportation in the borough accessible to those who may not have access to public transport or private car use.

Core strategy

Key findings:

- By requiring the maximum amount of affordable housing possible across the whole of the borough, this should have a positive impact on all groups with protected characteristics and help to promote equality of opportunity by offering affordable housing across the whole of Southwark.
- Allowing student housing only in the town centres and in areas with good access to public transport services, this may promote cohesion between different groups as student housing will be located in the areas most suitable to accommodate it.
- Setting out criteria for how we may allocate gypsy and traveller sites in the future may improve community cohesion and good relation by making sure that new sites are located in suitable areas.
- Protecting employment sites should have a positive impact on discrimination and opportunity by increasing the amount of jobs in the borough and protecting the jobs already there. Through our employment and enterprise strategies we will work to ensure that these jobs are suitable for all of the different groups in the community.
- The Core Strategy aims to facilitate a network of community facilities that meet the needs of local communities. This should help to improve community cohesion and ensure that community facilities are easily accessible so that everyone can benefit from access to a range of community facilities.

Southwark 2016

Key findings:

- Migration in and out of the borough is high: this makes it difficult to measure the success of interventions (because the beneficiaries may have moved on and another, more

disadvantaged group, taken their place). It is also makes it more difficult to predict the composition of the borough over the next 10 years.

- Southwark's population will continue to grow so that by 2016 it could be between 286,000 and 301,000. That means anything from 14,000 to 20,000 more households than in 2001.
- By 2016 around 43% of the population is expected to be from black and minority ethnic backgrounds, with many different faiths and cultures.
- Southwark's population ranges from those who enjoy significant affluence to those in severe poverty. Southwark is becoming more socially and geographically divided.
- We have a 10% gap in the numbers of people of working age (16-74) in Southwark who are in employment compared to the national average. In that age group, 65% have no or first level NVQ qualifications, rising to over 80% for people of Bangladeshi and Black Caribbean origin.
 - 39% of local authority homes and 40% of private rented properties do not yet meet the decent homes standard.

Local Implementation Plan for Transport (LIP)

Key findings:

- Factors such as age and level of deprivation can increase the risk to people's road safety.
- Access to employment can be affected by journey time to travel to work.
- As a person ages and mobility decreases the importance of being able to access their surrounding environment and public transport grows considerably and inaccessible transport can be a major isolating factor.
- Accessibility transport planning should be used to: maximise independence and access to key services; establish transport standards; and assess, prioritise and meet the needs for all.
- The walking plan should be used to promote initiatives that aim to improve the physical environment, such as improved surfacing, removal of street clutter, improvements to street lighting while also providing additional footways.
- Route management strategies on the strategic road network should comprise measures to improve efficiency and safety by reducing traffic speeds and providing for improved pedestrian safety.

Employment and enterprise strategies

Key findings:

- Overall in both the UK and Southwark the employment rate of BME people is lower than that of white British people.
- Overall in the UK and Southwark the employment rate of women is lower than that of men. Barriers include limited access to affordable and flexible childcare and caring responsibilities.
- Young people (16-24) and older people (50+) in the working age group tend to experience specific barriers to employment related to their age.

Housing Strategy 2009–2016

Key findings:

- 44% of vulnerable private sector households (excluding housing association tenants) in Southwark live in decent homes compared to the 2020 target of 75% which disproportionately affects older people.
- About 20% of homes in Southwark are at risk of fuel poverty, higher than national average of 11%.
- In 2008, 3,580 households in Southwark had health problems where the layout of their current home did not meet their needs, of which 37.4% could be adapted.

- 47.2% of council stock was non-decent in accordance with the Government definition as at March 31 2009, based on the 2002/03 stock condition survey and as identified in the private sector housing stock condition survey 2008, 35% of housing association homes were also non-decent.

Housing area management

Key findings:

- A high proportion of new tenants are young people.
- Access to the full range of services provided and opportunities for involvement in community life may be limited for disabled people.
- Residents with mental health problems may have difficulties sustaining their tenancies.
- Issues of harassment and hate crime may disproportionately affect LGBT tenants.
- Dealing with issues which can cause specific tensions within communities e.g. nuisance, noise, clashes emanating from lifestyles, is one of the functions of this service area. It is difficult to isolate any particular factor in determining why people feel more or less safe or comfortable within a community so difficult to assess the contribution that area management may make to this.

Culture service

Key findings:

- There are complexities in bringing buildings that are heritage listed up to standard with the Disability Discrimination Act. Solutions that provide access to upper floors are expensive and time consuming, as planning approval is needed.
- There is a broader issue with access to heritage sites and properties elsewhere in the borough and not in council control - there is a lack of information on what physical barriers to access to heritage sites there are and this needs to be addressed with our partners to ensure that they are compliant and working towards best practice.

Alcohol Strategy

Key findings:

- Under 25 year olds are most likely to be binge drinkers or drink to get drunk, which leads to an increase in the risk of accidents and alcohol poisoning.
- Older people who live in social housing have been identified as a group with alcohol issues.
- All services within the borough need to consider the difficulties that disabled people face when seeking help. This will include the difficulties faced by those who have acquired a disability due to alcohol use. This can be for a number of reasons including difficulties articulating that they have a problem; the physical barriers to attending meetings or counselling and the negative perceptions that they sometimes face from 'outsiders' that makes it hard for disabled people to admit that something is wrong.
- Nationally, as well as locally, statistics show that alcohol misuse and binge drinking is predominantly more common within the white community. In Southwark the ethnicity of patients admitted to hospital where alcohol was either the primary or secondary diagnosis was overwhelmingly White British, followed by White Other, and White Irish.

Children and Young People's Plan

Key findings:

- Children in Southwark are more likely to be experiencing deprivation than elsewhere in the UK, with Southwark is ranked as the 17th most deprived borough in the UK.
- In Southwark, 31% of dependent children live in households with no working adults, compared with 17%. 36% of children in Southwark live with a lone parent, increasing their

likelihood of experiencing economic disadvantage. In terms of housing tenure, 73% of dependent children in Southwark live in rented accommodation, with 54% living in accommodation rented from the council.

- Children and young people are more likely to become victims of crime than any other age group. Recorded offences against young people rose by 2% in the six months to October 2005 compared to the previous year, including a 26% rise in the incidence of robbery. In roughly half of all offences against young people in Southwark last year, the suspect was also a young person.
- The views of disabled children and their parents are not always taken into account when planning services. Disabled children and young people frequently experience barriers when trying to use sports and leisure facilities and other types of provision for young people.
- Boys do less well at school than girls. Across Southwark, Black Caribbean boys, mobile pupils and those with English as an additional language are doing less well than other groups.
- Traveller children and Looked After Children have particularly low rates of attainment. More young Travellers are now using early years services, education and youth projects, but they are not yet meeting their full educational potential and appear to have some unmet health needs.

Education Achievement

Key findings:

- Underachieving groups identified were:
 - pupils in receipt of free school meals across all communities but in particular white working class boys;
 - Black Caribbean pupils, particularly boys;
 - Traveller, Gypsy and Roma children;
 - Children Looked After;
 - Children who move school during the primary phase;
 - Children living in specific geographic areas linked to high levels of deprivation;
 - Summer born children particularly boys.

Sustainable Design and Construction Supplementary Planning Document (SPD)

Key findings:

- Improving the environmental performance of buildings, such as through energy saving, is likely to have benefits for the community such as more comfortable living and working environments and reduced running costs, which could be of particular benefit to people on low incomes, older people, families and disabled people.
- Local businesses are more likely to be owned/run by people from the BME community.
- Taking better care of our natural environment and resources will also help ensure a good quality of life for future generations.
- Disabled people, some older people and families with small children will benefit from the lifetime homes standard, as the barriers that previously existed to enabling them to enjoy their own homes, will be broken down by the new standard for all new developments.

Rye Lane Peckham & Peckham Hill Street Conservation Areas EQIA's

Key findings:

- Existing larger houses within the proposed conservation area will be protected helping to ensure that families can stay within the area alongside its wider regeneration.
- The protection of areas for heritage and conservation purposes may limit development which may limit the opportunities for creating new jobs and housing for those that are seeking employment or better quality housing.

- The designation of a conservation area will mean that public realm improvements will need to be more widely consulted and will require better quality materials and finishes which will benefit all local residents including all groups with protected characteristics