

Cabinet

Monday 22 July 2024

11.00 am

Rooms GO2A, B and C, 160 Tooley Street, London SE1 2QH

Appendices – Part 1

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APPENDIX 1

Southwark Land Commission

A response from Southwark Council



DRAFT: July 2024



INTRODUCTION

The Southwark Land Commission was convened in 2022.

Instigated by the council but independent of the council, the Commission was chaired by Dr Miatta Fahnbulleh, Chief Executive of the New Economics, and its members included experts, community representatives and major landowners.

The Commission's remit was to investigate how more of the land in Southwark could be used for the benefit of all and it produced its final report, *Land for Good*, in September 2023.



Land for Good set out 25 recommended actions across seven categories:

- Put social purpose at the heart of land use
- Map what's there and what isn't
- Take control of our land and assets
- Defend and extend affordable accommodation for all
- Cherish our natural capital and decarbonise our land
- Give the community real power and voice
- Disrupt the status quo to unlock bigger changes

You can find the full report, alongside background information on how it was put together, on [the council website](#).

This document summarises the council's response to the recommendations.

RECOMMENDATION 1: Put social purpose at the heart of land use

Priority Action 1
Establish a Social Purpose of Land Framework, co-produced with Southwark's diverse communities, and applied to all land and property use decisions by participating landowners.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The Council will work in partnership with our communities and other key landowners to produce the Social Purpose of Land Framework, ensuring that it draws on and supports the established work of the Southwark Plan, the [Social Regeneration Charters](#) and is guided by our new [Southwark 2030](#) borough-wide priorities.

The framework will help us to weigh-up difficult decisions on land use in the future, by finding a balance between direct 'social purpose' and other council priorities, including income generation which supports our wider delivery programme.

To get us started, we will produce a plan for developing the framework by November 2024. The intention is to turn the concept into a tool which is useable in decision-making and we hope this may also be applicable to other land-owners operating in Southwark.

Priority Action 2
Review the Southwark Plan to incorporate the Social Purpose of Land Framework and the other recommendations that follow from it.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The next iteration of the Southwark Plan is scheduled for submission to the Secretary of State in 2027 and this would be the most appropriate opportunity to incorporate the overlapping objectives between the Southwark Plan and the emerging Social Purpose of Land Framework.

The current adopted plan, which was agreed in 2022, was driven by key social outcomes that we want to achieve, including our aims to deliver genuinely affordable housing, good jobs and sustainability. It was supported by an evidence base and subject to an 'Examination in Public'. The 2027 version will be an opportunity to review progress in these areas and to align more explicitly with the Social Purpose of Land Framework.

In the meantime, we are publishing a series of Supplementary Planning Documents (SPDs) this year. These new SPDs will provide further guidance,

alongside examples of best practice for applicants, to consider when implementing the Southwark Plan. The SPDs are for Affordable Housing and Development Viability, Affordable Workspace, Climate and Environment, S106 and CIL and Householder Development.

Work on the Southwark Plan climate emergency policies will be brought to council Cabinet later this year. The Southwark Plan full review will be presented to Cabinet for submission to the Secretary of State in 2027.

The Old Kent Road Area Action Plan will be submitted to Cabinet in Autumn 2024 with a view to consideration by Council Assembly in November 2024. The submission version of the plan for the Secretary of State, following consultation, is likely to be in Spring 2025.

We are also scheduled to complete our project to standardise the recording and monitoring of the social value delivered from every development in the borough by the end of the year.

RECOMMENDATION 2: Map what's there and what isn't

Priority Action 3
Develop and endorse 'Our Land', an open access map of land use and ownership. Participating partners should allocate funding and resources to keep it up to date.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

In supporting this recommendation we acknowledge that it will need strong co-operation and input from all partners and the Southwark Land Partnership.

The GLA already hosts an online public land register for London. It shows what land is owned by each local authority, the GLA family and others. However, good as it is, it still has significant gaps.

Rather than create yet another new registry (and the expense, duplication and potential confusion this would entail) we are working with the GLA to develop their existing platform and ensure that the Southwark component (at least) is accurate and updated regularly.

Note, there can be significant challenges involved in getting data from private landowners and keeping a database like this fully up-to-date. It will also require effort and commitment from all of our partners to provide timely data in the right format.

Priority Action 4

Create an open source, accessible portal and database of rooms, which can be accessed and booked by people and community groups across the borough.

Response: the council supports this recommendation

The principle of an accessible portal is something that the Council has always wanted to successfully deliver, but it has proven to be a tough challenge in practice

By supporting this recommendation we will make a renewed effort to develop this portal with the understanding that it will require sufficient resources; buy-in and assistance from all of our partners; as well as some standardisation of booking and access arrangements.

In order to achieve this, we will establish a task-and-finish group comprising all the key stakeholders to prepare a project initiation document (PID). The PID will clearly set out the scope of the project, resources required, the timeframe and the steps we need to take to make progress on this priority action.

Priority Action 5

Assemble a deeper Land Use Evidence Base of unmet need for space across the borough, and integrate it into the Social Purpose of Land Framework.

Response: the council supports this recommendation

The Council is committed to working with our partners, including Community Southwark to achieve this objective, as we recognise the need for transparent co-ordination around the publicly owned spaces currently at our disposal, and for any new community spaces that are in the pipeline to be designed around known neighbourhood needs.

Working in partnership with Community Southwark, we are currently assessing the premises needs of community organisations and will promote future opportunities in a more transparent way. As part of this important work we are part funding a dedicated post at Community Southwark. In preparation for the next iteration of the Southwark Plan scheduled for submission to the Secretary of State following consultation in 2027 we will undertake a robust assessment of future needs for social, environmental and economic land uses, alongside other council strategies to build upon the Land Use Evidence Base of spaces across the borough produced for the Southwark Plan.

This document will continue to inform the Plan and the Social Purpose of Land

Framework through the allocation of specific sites in the borough to meet identified community needs, the increase of adopted open space and alternative economic and housing uses.

RECOMMENDATION 3: Take control of our land and assets

Priority Action 6
Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose of Land Framework.
Response: the council partially supports this recommendation <input type="checkbox"/>

The council is one of Southwark's most significant landowners and we are proud of what we are able to deliver on public land our large stock of council housing and estates, and Green Flag parks. Whilst we cannot commit to this recommendation in its entirety, this would be our ultimate goal and we will work to get to as close a position to this goal as possible. We will use our power through the Southwark Land Partnership and as a planning authority to influence the decisions that other public sector bodies make in this regard.

We both acquire and dispose of land and property on a regular basis with the aim of achieving our priorities as a council. For example, we have recently agreed to dispose of a number of council-owned street properties in order to generate receipts for the Housing Revenue Account which is under significant pressure. We have also decided to acquire Tower Bridge Nursing Home in order to further our objectives around Adult Social Care. The majority of disposals are governed by statute (Right to Buy/Enfranchisement) and whilst the council has little discretion in these areas, we have openly advocated for reform which would enable us to curb Right to Buy in the borough

The council is required to demonstrate that it has achieved best consideration in any transaction. In determining best consideration the council can take account of the community benefits as well as the financial return. Through the Social Purpose of Land Framework, the council will set out more detail of how this assessment is carried out. We will ensure future changes to the Asset Management Plan and Housing Void Strategy take account of Land for Good and the Social Purpose of Land Framework.

We do also know that partnership working is essential to achieve our social, economic and environmental objectives. Through diverse models of ownership we can unlock investment and deliver wider social benefits and assets that the whole community can enjoy, in a way that the council working alone cannot do. For example, by working with British Land in Canada Water, we've been able to deliver new council homes, parks, a new leisure centre and transport improvements. Similarly, by working with Native Land in Bankside we will shortly deliver a new LGBTQ+ cultural centre alongside new housing, public realm and arts venues.

Priority Action 7

Unlock at least six pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need.

Response: the council partially supports this recommendation

As part of the work in enabling the Community Land Trust in Nunhead, the council is already proposing a different approach to land disposal and planning policy. The Community Land Trust will secure housing which is affordable in perpetuity for local residents.

In addition the council has identified two pilot sites at Queens Road and Sandgate Street. The Anglican Diocese of Southwark has identified Thorburn Square as a pilot site. We are encouraging other landowners to consider bringing forward additional sites. Through the pilot sites we will be able to test different models of community engagement with a focus on widening participation (see Priority Action 22).

The Livesey Exchange is one good example of how we already work with the community in this way and it provides a model that we can learn from. The [Livesey Exchange](#), which opened last summer (2023) is a community project in Old Kent Road, delivered on council owned land, using public sector investment. Further examples of this activity include Kingswood Arts and Walworth Town Hall.

Priority Action 8

Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance.

Response: the council supports this recommendation

We will update the existing Community Asset Transfer policy 2021 when the new Social Purpose of Land Framework is implemented. The policy will also be uploaded onto the council website.

The current policy document sets out clear benefits to all parties, and directs the council to support a transfer, but can be further developed to align with the frameworks approach whilst also paying regard to the risks that come with such transfers.

For example, at [Dilston Grove](#), a transfer enabled a charity to access National Lottery Funds, which would have been unavailable to the council. Although successful the reality is, any community organisation taking control of an asset

would also take on substantial statutory obligations in terms of compliance as well as ongoing repairs.

Priority Action 9
Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, activities and compensation for time.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The Council is committed to empowering our community organisations and we want to meet with those that have experience in managing Council buildings in the context of contractual arrangements with the Council as a landlord, to understand the barriers they have faced, and ultimately to agree collectively on effective resources that will support with access to community spaces and future funding.

There have been discussions around the creation of an independent Community Empowerment Fund and we are actively exploring the need for this and the availability of resources. In the interim community organisations can access the Local Access Programme which is part-funded by the council. This programme helps to establish and support community enterprises. We will work to ensure that any capacity-building in this space is also well integrated with the [Southwark 2030](#) Neighbourhoods programme.

Priority Action 10
Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

A pilot project for a housing Community Land Trust is in development with a report scheduled for Cabinet this autumn. If agreed (and if it's successful), we will use the project as a template to follow in future. We are also working with Peckham Citizens, London CLT and Berkeley Homes to secure some Community Land Trust homes (an intermediate housing offer) in the planning proposal for the Aylesham Centre in Peckham.

RECOMMENDATION 4: Defend & extend affordable accommodation for all

Priority Action 11
Ensure at least 50% of homes built on public land is social rent or London Living Rent.
Response: the council partially supports this recommendation <input type="checkbox"/>

We agree that defending and extending affordable accommodation for all is very important which is why the council has been committed to delivering affordable housing, especially homes at social rents, as demonstrated by both the Southwark Plan and our own [council house-building programme](#).

Southwark is the largest council landlord in London (responsible for 55,000 homes) and we are proud to be building more new council homes than any other local authority in the country. We have already built or started 3,000 new council homes. To date, those sites in our direct delivery programme with funding committed, are delivering 79% council housing, a figure achieved through council borrowing against future rental income along with GLA grant. Moving forward, additional borrowing for new council homes will not be an option, and are bringing forward alternative approaches for new homes delivery, always with a focus on how we can viably bring forward as many council homes as possible.

The Southwark Plan sets-out ambitious policies to deliver affordable and social rent housing across all developments, public and private (especially on small sites and in conjunction with student housing). Since 2015/16, we have delivered more low-cost-rent starts than any other London borough. Moreover, in some neighbourhoods, we are already hitting the 50% mark for affordable housing. For example, more than half of all the new homes consented along the Old Kent Road are affordable in planning policy terms (with particular emphasis on family-sized units).

A commitment to deliver 50% social rent or London Living Rent is more challenging than current Southwark Plan or London Plan policy, the latter of which stipulates 50% affordable housing on public land. Whilst our own record is strong and ambition remains high, we are needing to look at innovative ways to combat the challenges caused by high interest rates, construction costs and the level of grant available.

The next iteration of the Local Plan, following consultation, is scheduled to be submitted to the Secretary of State in 2027. We are committed to achieving as much genuinely affordable housing as possible through planning policy, and will consider this target during our review. This will include a detailed evidence review and viability assessment, although the ultimate decision on a variation to the Southwark Plan would lie with the Inspector.

Priority Action 12

Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts.

Response: the council partially supports this recommendation

The council's standard policy is to deliver at least 35% affordable housing through development, measured by habitable room, although as previously noted, there is a higher 50% target for public land.

The 35% comprises a minimum of 25% social rent – intended to remain as such in perpetuity (and managed by the council or a registered social landlord) - and 10% 'intermediate' (typically delivered on a shared ownership basis).

Nonetheless, all council homes are subject to Right-to-Buy legislation. As for the intermediate, shared-ownership model, these homes meet a recognised, local housing need and enable residents to progress towards home ownership (as such, they aren't intended to be 'in perpetuity').

We remain committed to the social rent model and we have no plans to change this policy. However, we are exploring a range of other intermediate options, as alternatives to the shared ownership model. These include keyworker homes and Community Land Trusts which can remain affordable in perpetuity. We do not accept 80% of market rent to be affordable in Southwark. We will publish more detail in our new Affordable Housing SPD.

Affordable homes delivered under planning [Section 106 \(S106\)](#) agreements are secured in perpetuity unless explicitly stated or are subject to primary legislation (e.g. Right-to-Buy or shared ownership staircasing). Any request to change tenure would require a variation to the agreement and would be a matter reserved for Planning Committee.

Where the tenure isn't controlled through a S106 agreement, but by virtue of the type of ownership, different rules apply (dependant on landlord and appropriate legislation). In very specific circumstances (outlined in the Void Disposals Strategy), we will sell affordable homes which will result in a change in tenure. We reinvest the money this raises (including the savings on repairs) into good quality, fit-for-purpose, affordable homes.

Priority Action 13

Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage policies.

Response: the council supports this recommendation

We agree with the Commission that it is vital to hold developers accountable for their delivery of affordable housing.

The Council has already undertaken a significant amount of work to refine the processes associated with the monitoring of financial obligations in the S106 agreements secured when planning permission is approved. Signed S106 agreements are viewable on the Council's Planning Register.

The monitoring of affordable housing is also visible on the Council website on [Power Bi](#) and is supported by an annual affordable housing audit. This survey is sent to all Registered Providers with completions in the previous financial year. Questions include the tenure status of completed units, rent levels and the number of wheelchair accessible homes. Preparation is currently underway on the retrospective 2023/24 affordable housing audit.

The draft S106 and CIL SPD, to be issued for consultation in July 2024, retains the existing charge to developers for the cost of monitoring affordable housing, and introduces a range of other financial obligations.

Late-stage viability assessments are included in Section 106 agreements where the policy requirement for affordable homes is not met. This ensures that there is no loss of the potential for affordable housing as part of a development if market conditions improve. Provision can be made in a S106 agreement can be more than one late-stage viability assessment. Post-approval, we check properties regularly to ensure that compliance triggers for late stage viability assessments have been met. Triggers vary, but can include 'substantial implementation' or the completion of a defined number of homes. The viability assessment is paid for by the applicant and will include the latest land values and rent levels. We take enforcement action if the agreement is breached.

CIL reviews are carried out in accordance with the CIL regulations. They examine the potential for clawback of CIL relief in the event that there has been a change in tenure from affordable housing to market housing. Clawback, overage and reviews are agreed and managed in accordance with the specific legal agreements applicable, with full charges levied against developers.

Priority Action 14
Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The Southwark Plan is designed to secure a minimum of 10% affordable workspace from new employment floor-space of 500sqm or more (Policy P31) and we think that the Commission's recommendation in this space is very exciting.

We know that current arrangements don't always deliver the right type of

space, in the right location, at the right price. Primarily, this is because most major commercial development is in SE1. This creates an oversupply of workspace in this part of the borough rather than more inexpensive neighbourhoods where SME businesses need the workspace.

We will address this by developing a new Affordable Workspace Strategy to create a network of affordable workspace hubs. We will produce an SPD later this year outlining how we can achieve this via S106 (ensuring an equivalence with our adopted policy). In advance of the formal policy being agreed, the council has already secured over £12.5m as affordable workspace off site payments from section 106 agreements for 18 Blackfriars and Paris Gardens.

Priority Action 15

Create Voluntary and Community Sector (VCS) centres, providing space on low or peppercorn rents, guided by the Social Purpose of Land Framework.

Response: the council supports this recommendation

The council is committed to doing more work with Community Southwark to explore how we can create VCS hubs across the borough. Southwark does not currently have a VCS portfolio and our property portfolio is primarily focused on income generation. However we have, tried to accommodate a range of VCS organisations based on requests made from community organisations, and have recently entered into an arrangement with Community Southwark to employ a worker who will aim to improve the information sharing between groups looking for space and spaces available.

For example, we are currently working with the Southwark Pensioners Centre to [deliver a new home](#) for the organisation in Camberwell; we have a VCS hub in Peckham at the Sojourner Truth Centre and there are plans for a new VCS hub in Bankside (linked to the delivery of new almshouses by Southwark Charities) opening in 2026.

As we recognise the value of co-locating different VCS organisations, we will develop a new VCS Property Strategy that aligns with the emerging Social Purpose for Land Framework. Potentially, we could also tie this in with our Affordable Workspace provision - possibly with dual-purpose hubs or by providing affordable business and voluntary space side-by-side.

RECOMMENDATION 5: Cherish our natural capital & decarbonise our land

Priority Action 16
Join up existing green spaces to create a network of Biodiversity Corridors.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

We are committed to expanding and connecting green spaces across the borough to build on the established data sets we have to date.

We understand that our green spaces and parks play a vital role in supporting wildlife and they help us tackle climate change, which reflects in us having produced a [Climate Emergency Action Plan](#) and [Southwark Nature Action Plan](#) to ensure we protect and improve these spaces. In addition we are aware of the health benefits of open space and access to nature through mental health and physical activity.

The Council has successfully enhanced the biodiversity value of its public parks. This includes measures such as eliminating scheduled pesticide use, relaxing mowing regimes, planting meadows, woodlands and hedgerows, creating ponds and sustainable urban drainage schemes, and installing nest boxes and habitats for invertebrates. Such measures have occurred throughout the borough, including major enhancements in Burgess Park, Russia Dock Woodland, and Peckham Rye Park. There has also been an extensive tree planting strategy supported by the Tree Management Policy 2020.

We also have identified more than [30 Green Flag parks](#) and many [Sites of Importance for Nature Conservation](#) that can be found throughout the borough, in addition to making investments in sites such as Lavender Pond Nature Reserve using [Community Infrastructure Levy](#) (CIL).

This has enabled us to start mapping the existing biodiversity data we have for the borough and we will identify where additional, offsite [Biodiversity Net Gain](#) secured through the planning process can be realised. We will incorporate this in our new Local Nature Recovery Strategy and Corporate Biodiversity Report. We will address Biodiversity Corridors in the Open Space Strategy.

The biodiversity work undertaken by officers has enabled us to start mapping the existing biodiversity data we have for the borough. We will use this work to inform the GLAs Local Nature Recovery Strategy and Biodiversity First Report, due in January 2026. As part of the Early Review of the Southwark Plan, a range of other evidence base studies will be commissioned to update the biodiversity and greening policies. New studies will include a new Green Infrastructure Strategy, an updated Open Space Needs Assessment and a review of the boroughs Sites of Importance for Nature Conservation (SINCs).

The [Southwark Plan \(2022\)](#) includes provision for a network of green spaces (P59) that could support biodiversity corridors. There are also specific policies on biodiversity (P60), Trees (P61) and Open Water Space (P58). Specifically, the Southwark Plan (2022) resulted in the designation of several new Sites of Interest for Nature Conservation (SINCs) and new allocations of Borough Open Land (BOL). Together, this has contributed to joining up the greenspace network and ecological corridors across the borough and the achievement of the strategic objectives set out in the Southwark Nature Action Plan.

Other plans such as our draft [Old Kent Road Area Action Plan](#), also incorporate green corridors at a more local, neighbourhood level.

Priority Action 17
Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The Council would like to extend the existing offer of opportunities to participate in the greening of our borough further. To date we have successfully achieved projects through the below approaches and want to build upon this with our residents:

- Setting a [Council Plan](#) commitment to increase the number of food-growing plots and allotments across Southwark;
- Investing in new spaces through our Great Estates programme (such as the 'Rockallot' allotments on the Rockingham estate);
- Residents on our estates approaching the council for help and groups receiving funding, either through grants or CIL (for example; Bankside Open Spaces Trust);
- The Council partnering with 'Friends' groups to engage local residents in greening and rewilding initiatives (for example; working with the Friends of Burgess Park on a project to create a new habitat for butterflies)
- Relaxed mowing implemented across housing estates, road verges and parks, delivered through engagement with Friends of groups, TRAs, residents and maintenance teams.
- New meadows have been planted including in One Tree Hill, Russia Dock Woodland, Dulwich Upper Wood, Peckham Rye Park, Burgess Park, Dulwich Park and Camberwell Old Cemetery. Further meadow restoration projects scheduled for spring 2024 in Burgess Park.
- Over 1400m of native hedging has been planted in parks including Burgess Park, Southwark Park, Dulwich Park and GMH
- New ponds installed, including in Rockingham Estate, Rouel Road Community Garden and Paper Garden
- Burgess Park Green wall: Creation of a green barrier wall, planted with wildflowers. Works planned for Spring 2024
- Peckham Rye Park 'Lost Peck' Flood alleviation project: biodiversity enhancements related to the flood mitigation measures include perennial

and meadow planting.

We also want to encourage ‘meanwhile uses’ – short-term nature projects - on sites scheduled for development. Recent examples include the Paper Garden at Canada Water and the Walworth Garden in Elephant and Castle. When permanent opportunities arise, we promote them through appropriate stakeholders.

Priority Action 18
Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings.
Response: the council partially supports this recommendation <input type="checkbox"/>

The Southwark Plan includes an ambitious policy on energy (P70) that states, all new developments must reduce operational greenhouse gas emissions and minimise both annual and peak energy demand.

It stipulates that all major development must be net zero carbon and sets out an approach to ‘energy hierarchy’. This means we expect energy efficient design and construction, first and foremost, followed by low carbon energy supply and onsite renewable energy generation. Where net zero can’t be met onsite, the remaining carbon emissions must be offset by a financial contribution.

The new Climate and Environment SPD, to be issued for consultation in July 2024, will set out additional guidance to supplement the existing policies.

The next iteration of the Southwark Plan is scheduled to be submitted to the Secretary of State in 2027. As part of our review, we will assess whether additional standards should be introduced to the plan alongside the requirements of the Social Purpose for Land Framework.

Southwark Plan Early Review

Work on the limited early review of the current [Southwark Plan \(2022\)](#) is underway. The focus is on updating energy policies P69 (sustainability standards) and P70 (energy) which form part of the council’s response to the Climate Emergency and net zero target for 2030. The intention is to set higher standards for sustainability and encourage increased carbon emission reduction onsite.

The Early Review will involve developing options for the use of Absolute Energy Use (EUI) targets in development by removing fossil fuel sources onsite, improving energy efficiency and increasing the use of renewable energy. The benefit to residents will be more energy efficient homes, lower bills and a reduced risk of overheating in buildings.

Implementing Carbon Offsetting and Retrofit

The Council's Green Building Fund has secured S106 contributions for carbon offsetting. The policy mechanism to achieve greater onsite carbon savings is currently being examined and will be presented to Planning Committee later this summer.

We are looking at the potential to accept contributions from the business community to help them achieve net zero. This will be explored through a new council offsetting strategy developed in the next twelve months.

In terms of Council priorities for decarbonisation, officers are finalising a decarbonisation strategy for 68 operational buildings which include offices, leisure centres and public buildings. This strategy sets the framework for decarbonisation work alongside retrofitting and maintenance programmes already planned.

The preferred retrofitting approach is to focus capital funding and resources on the top ten carbon emitting buildings in the portfolio. This will enable the Council to meet its target to reduce operational emissions by 50% in 2026. Detailed decarbonisation plans will follow. In 2024/25, officers will commence the preparation of retrofitting strategies for other buildings within the council's ownership, including schools and commercial property.

Challenges remain. For example, delivering climate adaptation works for homes and buildings at the same time as decarbonisation and maintenance requires additional consideration, funding and resourcing.

Southwark has 55,000 council homes that require retrofit measures alongside established maintenance cycles and programmes to improve standards. Funding gaps remain for major council retrofit programmes, specifically for large-scale programmes of capital works and the resourcing needed to deliver them.

Examples of decarbonisation projects currently underway in the borough include the DHN network expansion in the Old Kent Road. This involves replacing the gas boilers used to heat the water in the existing network with the excess waste heat emitted from the SELCHP station.

The next full iteration of the Southwark Plan is scheduled to be submitted to the Secretary of State in 2027. As part of our review, we will assess whether additional standards should be introduced to the plan alongside the requirements of the Social Purpose for Land Framework.

Priority Action 19
Use roof space for biodiversity and the production of renewable energy
Response: the council supports this recommendation <input checked="" type="checkbox"/>

The council [declared a climate emergency](#) in 2019 and we support the Commission's proposal to use roof space for biodiversity and the production of renewable energy.

New build properties will have green roofs and solar panels built in as a matter of course (through planning) and we already have some incredibly innovative projects in the pipeline.

The council has used some of its [£25m Climate Capital Fund](#) to install solar panels and air source heat pumps into our own buildings (such as Dulwich Library and Brandon Youth Club).

We have also launched a [Community Energy Fund](#), designed to scale-up community-based, green projects, across the borough. This fund builds on the initiative of organisations such as SE24 who worked with schools and faith-based organisations to install solar panels and LED lighting in their premises.

The [Southwark Plan \(2022\)](#) includes ambitious policies for renewables in all new developments, including roof space (P70). It also has measures to encourage developments to contribute to net gains in biodiversity (P60) and green roofs (P69).

The introduction of mandatory [Biodiversity Net Gain](#) in 2024 for major and minor developments (with some exceptions) will further encourage biodiversity and habitats onsite, including through the use of biodiverse landscaping and planting and the use of green roofs. As part of the Early Plan review of energy policies P69 (sustainability standards) and P70 (energy) consultants are examining the use of PV on green roofs to see how the policy requirements for both greening and carbon reduction can be optimised.

We also expect major applications to comply with Policy U5 from the [London Plan](#). This encourages the use of higher-scoring surfaces, including biodiverse roof coverings, to meet requirements for urban greening.

Priority Action 20
Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.
Response: the council supports this recommendation <input checked="" type="checkbox"/>

A lot of our public space is given over to motor vehicles even though most people who live in Southwark don't own a car.

Last year, we adopted the [Streets for People](#) strategy. Its five objectives are to create:

- Cleaner air
- Safer and quieter streets with less traffic and fewer accidents

- Healthy travel options like walking, cycling and wheeling
- Greener and more pleasant spaces for our communities to connect & socialise
- A better place for all who live, work or study in Southwark as well as visitors

Consultation on the strategy has taken place and will feed into an action plan for delivering these objectives by 2030. The action plan will be presented to Cabinet in December 2024.

A number of Streets for People projects have already been delivered. These include the pedestrianisation of Liverpool Grove in Walworth (alongside public realm improvements) and the creation of a new public square in Dulwich Village.

RECOMMENDATION 6: Give the community real power and voice

Priority Action 21

Bring together participating landowners into a Southwark Land Partnership, committed to freeing up land for the public good through the Social Purpose of Land Framework.

Response: the council supports this recommendation

A new Southwark Land Partnership could help us to coordinate our priorities for land use and develop a shared Social Purpose of Land Framework. It could also provide a useful platform to run pilot schemes and lobby Government for reform (as proposed in Priority Action 27, below). As we already support a number of locally-based partnerships and we would want to ensure that we do not duplicate work and that we focus on matters of borough-wide significance.

We have confirmed interest from relevant Land Commissioners and other key property stakeholders in attending a regular strategic meeting. Although the terms of reference need to be drafted, it is anticipated that the meeting would discuss common issues such as the Social Purpose of Land Framework, development of 'pilot sites', and decarbonisation of existing property.

Priority Action 22

Create a People's Land Assembly to oversee the shift in land use across the borough and scrutinise the Southwark Land Partnership.

Response: the council partially supports this recommendation

The Commission, and indeed the Southwark 2030 process undertaken over the last year, have both challenged the Council to think about the breadth of participation in planning, and how we are supporting people to engage, who typically feel excluded from these kinds of council processes and decisions. The proposal for a People's Land Assembly could be an incredibly exciting prospect as we develop the next iteration of the Southwark Plan, but in the shorter term, we would like to focus on ways of strengthening and widening engagement building on existing mechanisms.

We already have processes to review, oversee and direct land use. These include:

The Statement of Community Involvement (SCI)

[The SCI](#) describes our approach for engaging residents and businesses in the planning process. It also includes a Development Consultation Charter, which sets out our expectations of developers operating in Southwark (especially those bringing forward strategic applications) and how we expect them to engage with the community. We will review the SCI to ensure it is working effectively and produce a Cabinet report for October 2024.

Multi-Ward Forums

We often use our [Empowering Communities Multi-Ward Forums](#) to host discussions about significant planning applications, to scrutinise proposals and to hold developers to account. These, and any new 'Neighbourhood' structures should be used as a matter of course, to discuss applications of strategic importance.

Priority Action 23

Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it.

Response: the council partially supports this recommendation

Rather than establishing separate Local Land Forums, the Council's priority will be ensuring that conversations about planning and land use are well integrated into existing and emerging local structures, with people from under-represented communities supported to participate through targeted training and support.

Several years ago, we established a [Community Review Panel](#) (CRP) for Old Kent Road to get the community involved in assessing potential schemes, long before a planning application is submitted. Last year, we set up the Aylesham

Centre Community Forum, comprised of representatives of local community and business organisations, to facilitate direct, community engagement with Berkeley Homes around its plans to redevelop the Aylesham Centre in Peckham.

We would like to establish further Community Review Panels on a geographical basis with a focus on the involvement of under-represented groups, including young people, in order to increase their engagement in the planning process. The establishment of these Panels would include training and support for those attending.

In addition, we will also test new models of community engagement and participation through the processes linked to proposed pilot sites.

Priority Action 24
Form a Land Advisory Panel to support the People's Land Assembly
Response: the council partially supports this recommendation <input type="checkbox"/>

As we are not currently proposing an assembly we will not be looking at a panel at this time.

Listening to our residents is a key priority for us as part of the Southwark 2030 strategy, and the Cabinet Member for New Homes and Sustainable Development already has a regular meeting with community planning groups, including the Southwark Planning Network.

Rather than establish another panel to accomplish the same objectives, we propose the Commissioners reconvene in six months' time (and again, six months' later), to receive an update on how all the actions set out in this document are working in practice and to hear from other local landowners as well as the council.

RECOMMENDATION 7: Disrupt the status quo to unlock bigger changes

Priority Action 25:

Landowners, institutions, and community groups in Southwark and beyond to form a coalition to lobby and campaign for the national and regional changes including:

- new powers to compulsory purchase land significantly below market value
- new local powers to introduce rent controls
- an increased 10 year housing and infrastructure funding settlement
- the abolition of Right to Buy
- land and property tax reform
- reform of national planning policy and guidance to redefine affordability and set targets for affordable housing in new developments
- limits on on-site viability assessments
- a free and open access land registry

Response: the council fully supports this recommendation

We operate in a fast changing and uncertain national planning context, one which is full of competing demands, ideas and interests. Therefore, strong, collective advocacy as well as thought leadership is necessary if we are to bring about the changes that will help Southwark and other local authorities to realise our ambitions for land use.

We will continue to lobby on key issues - especially the abolition of Right to Buy; the prioritisation of social rent housing and a reformed Compulsory Purchase Order process. We will also work with partner organisations, including London Councils, the LGA and the Southwark Land Partnership to achieve these goals.

The reason why this is shown as only partial support is that the council needs to respond within a changing political, social and economic context and therefore the key campaigning issues will change over time.

APPENDIX 2

Land for Good

Action Plan

Recommendation	Description	Action	Officer	Timescale
1	Establish a Social Purpose of Land Framework	Meet with Land Commissioners to discuss detail Outline plan for developing the Framework Develop a detailed plan for development and implementation	NK NK NK	September 2024 November 2024 January 2025
2	Review Southwark Plan to incorporate Social Purpose of Land Framework and associated recommendations	Submit updated Southwark Plan to Secretary of State Produce draft SPDs on affordable housing and affordable workspace	JS JS	2027 Summer/Autumn 2024
New 2.1	Standardise Social Value monitoring and reporting	Agree measures and process	DE	December 2024
3	Develop and endorse "Our land" an open access map of land use and ownership.	Extend GLA mapping system to cover this	JS	TBC
4	Create an open source, accessible portal and database of rooms which can be accessed and booked by people and community groups across the borough.	Create a task and finish group with relevant partners to develop the project	SD	December 2024
5	Assemble a deeper Land Use Evidence Base of unmet need for space across the borough, and integrate it into the Social Purpose Framework.	Instigate regular discussions with Community Southwark and other key stakeholders about identified community needs for space	MG	July 2024

Recommendation	Description	Action	Officer	Timescale
		Review current Land Use Evidence Base as part of Southwark Plan review	JS	2026
6	Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose Framework.	Consider Social Purpose of Land Framework and the wider Land for Good report as part of the review of the Asset Management Plan and the Housing voids Disposal process	MG	Ongoing
7	Unlock at least 6 pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need.	Identify 2 council owned pilot sites and encourage stakeholders to bring forward a further 4 sites Start process of engagement on Queens Road site	NK NK	Council sites July 2024 Rest by 2026 Autumn 2024
8	Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance.	Update existing policy in the context of the Social Purpose of Land Framework	MG	2025
9	Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, activities and compensation for time.	Develop a fund as part of the Neighbourhoods work	SG	2025

Recommendation	Description	Action	Officer	Timescale
10	Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.	Report on Community Land Trust pilot	NK	October 2024
11	Ensure at least 50% of home built on public land is social rent or London Living Rent.	Consider aligning planning policy with this target as part of the Southwark Plan review	JS	2027
12	Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts.	Assess further measures as part of the Affordable Housing SPD	JS	July 2024
13	Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage policies.	Already in place	SP	Ongoing
14	Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions.	Incorporate into the Affordable Workspace Strategy and SPD	MG/JS	Autumn 2024
15	Create Voluntary and Community Sector centres, providing space on	In partnership with Community Southwark develop a VCS Property Strategy	MG	2025

Recommendation	Description	Action	Officer	Timescale
	low or peppercorn rents, guided by the Social Purpose Framework.			
16	Join up existing green spaces to create a network of Biodiversity Corridors.	Develop Local Nature Strategy and Corporate Biodiversity Report including the identification of target areas for investment	JF	Ongoing
17	Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding.	Continue work with Community Gardeners, voluntary sector and on meanwhile sites	JF	Ongoing
18	Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings.	Develop Climate and Environment SPD	JS	July 2024 for draft
19	Use roof space for biodiversity and the production of renewable energy.	Already part of existing policy. This will be monitored and reported in the Annual Monitoring Report in December.	JS	Ongoing
New 19.1	Early review of the Southwark Plan with a focus on climate emergency	Consultation start	JS	2025
New 19.2	Review Carbon Price	As part of Southwark Plan Early Review	JS	Ongoing
New 19.3	Develop Southwark Offset Fund	Draft strategy	TS	2025
20	Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.	Policy in place through Streets for People Strategy and Action Plan	MC	Ongoing
21	Bring together participating landowners into a Southwark Land Partnership, committed to freeing	Establish Southwark Land Partnership	NK	October 2024

Recommendation	Description	Action	Officer	Timescale
	up land for the public good through the Social Purpose of Land Framework.			
22	Create a People's Land Assembly to oversee the shift in land use across the borough and scrutinise the Southwark Land Partnership.	Assess as part of the review of the Southwark Plan	JS	2026
23	Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it.	Assess as part of the Neighbourhoods Model Establish new Community Review Panels	SG DP	2025 2025
24	Form a Land Advisory Panel	Reconvene meeting with Land Commissioners in 6 months and 12 months	NK	January 2025 and July 2025
25	Landowners, institutions, and community groups and in Southwark and beyond to form a coalition to lobby and campaign for the national and regional changes including new powers to compulsory purchase land significantly below market value; new local powers to introduce rent controls; an increased 10 year housing and infrastructure funding settlement; the abolition of Right to Buy; land and property tax reform;	Continue to lobby with partners	Dependent on issue	Ongoing

Recommendation	Description	Action	Officer	Timescale
	reform of national planning policy and guidance to redefine affordability and set targets for affordable housing in new developments; limits on on-site viability assessments; and a free and open access land registry.			

Key

NK Neil Kirby

JS Juliet Seymour

DE Danny Edwards

SD Stephen Douglass

MG Mark Grant

SG Stephen Gaskill

SP Stephen Platts

JF Julian Fowgies

DP Dipesh Patel



Equality Impact Assessment (EqIA)

Southwark Land Commission

May 2024

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Equality Impact Assessment (EqIA)

Southwark Land Commission

May 2024

Issue and Revision Record

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A	May 2024	NL, CB	SM	JB	First Draft for client comment
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1 Introduction

1.1 About this Equality Impact Assessment

Mott MacDonald has been commissioned by Southwark Council ('the Council') to undertake an Equality Impact Assessment (EqIA) of the Southwark Land Commission's (SLCs) key recommendations and priority actions.

The SLC was established in 2022 to explore how more land in the borough can be used for the benefit of all. It is understood that SLC wants to maximise social and environmental outcomes in land use and management decisions across the borough. SLC has drafted a report which sets out seven headline recommendations for how land in Southwark can be freed up for public good as well as 25 priority actions to support these recommendations.

The purpose of this EqIA is to help the Council, a major landowner, understand the potential impact any of the proposed SLC recommendations and associated actions may have on people with characteristics protected under the Equality Act 2010 ('the Equality Act')¹.

Protected characteristics include the following (as defined by the Equality Act): age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

This report outlines the findings of the EqIA for all recommendations and priority actions within the SLC and provides recommendations for mitigation and further enhancement where appropriate.

1.2 The Equality Act

The Equality Act is the legal foundation for tackling disadvantage and improving equality of opportunity for people in Britain. It requires that potential disadvantages experienced by people with certain 'protected characteristics' are considered and minimised, and that steps are taken to meet the needs of different sections of society. It also requires that participation from these groups is encouraged where participation is disproportionately low.

The Equality Act mandates fair treatment for all, regardless as characteristics such as age, disability, gender, race, religion, or sexual orientation.

1.2.1 Public Sector Equality Duty

EqIAs are completed by, or on behalf of, a public authority in response to their obligations under the Equality Act. A Public Sector Equality Duty (PSED) is established at section 149 of the Equality Act 2010, the requirements of which are set out below in Figure 1.1

Figure 1.1: Article 149 of the Equality Act 2010: The Public Sector Equality Duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it.

¹ Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: www.legislation.gov.uk

(c) foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

(2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).

(3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –

(a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;

(b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;

(c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Source: The Equality Act, 2010

The PSED is intended to support good decision-making. It encourages public authorities and those carrying out public functions, such as the Council, to understand how different people will be affected by their activities. This helps to ensure that services and policies are appropriate and accessible to all, and that they meet different people's needs. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the development and delivery of the SLC. The process used to do this must take account of the protected characteristics which are identified in section 1.2.3.

1.2.2 Assessing equality impacts

While the PSED does not specify a particular process for public authorities to follow when considering the likely effects of policies, programmes and schemes on different sections of society, this process is usually undertaken through some form of equality analysis. This can include EqIA.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open up opportunities, public bodies can be more efficient and effective. The PSED therefore helps public bodies to deliver the Government's overall objectives for public services.

The PSED specifies that public bodies should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected characteristic groups, and encourage participation from these groups where participation is disproportionately low. Undertaking equality analysis such as an EqIA helps to demonstrate how a public body is complying with the PSED by:

- providing a written record of the equality considerations which have been taken into account;
- ensuring that decision-making includes a consideration of the action that would help to avoid or mitigate any negative impacts on particular protected characteristic groups; and
- developing a supporting evidence-base resulting in more transparent decision-making.

1.2.3 Protected characteristics

An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with the following protected characteristics (as defined by the Equality Act):

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year olds) or range of ages (for example 18 to 30-year olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality Act 2010 and Equality and Human Rights Commission, 2019

Whilst not explicitly included as a protected characteristic under the Equality Act, this assessment also considers the likely or actual effects of policies or proposals on people living in deprived areas.

1.2.4 Protected characteristic groups

For the purposes of this EqIA, protected characteristic groups have been identified within certain protected characteristic group categories based on the desk-based evidence review to improve the assessment. Although not a protected characteristic under the Equality Act, this report also considers people living on a low income, as the literature review identified several potential effects on this group across thematic areas.

- Within 'age', all age ranges are considered, but specific protected characteristic groups include children (aged under 16 years), younger people (aged 16-24 years), working-aged people (16-65 years) and older people (those aged 65 or over).
- Within 'race', all races and ethnicities are considered, but the protected characteristic group of ethnic minority is identified to refer to non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other'). The protected characteristic group no-religion is also considered.
- Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender +' (LGBT+) community is considered together where relevant.
- Within 'sex', the protected characteristic groups of men and women are used.

- Within 'pregnancy and maternity', pregnant people are reported as a protected characteristic group where the effect only relates to pregnancy.

1.3 Approach

1.3.1 Our overall approach to the EqIA

The approach to this EqIA includes the following steps:



1.4 Tasks undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

1.4.1 Understanding the project

Discussion with the Council and project team: Initial discussions were undertaken with the Council and the wider project team to gain a better understanding of the SLC proposals.

Review of SLC proposals: A review of the SLC's 'Land for good' report and cabinet report response to the SLC, its key recommendations and associated priority actions was undertaken.

1.4.2 Evidence, distribution and proportionality

Desk-based evidence and literature review: In order to better understand the potential risks and opportunities as a result of the SLC proposals on residents, communities and businesses a desk-based review was undertaken. This allowed for the characterisation of potential risks and opportunities typically associated with each of the key recommendations and associated priority actions set out within the SLC report, to understand whether they applied in this instance.

Demographic analysis of Southwark: A social and demographic profile of Southwark has been collated using publicly available data at the ward level and compared to wider social and demographic data for London and England.

1.4.3 Engagement and analysis

Review of engagement with key stakeholder and community groups: A desk-based review of engagement undertaken to produce the SLC report has been undertaken, to draw out equality themes and provide additional supporting evidence relating to potential impacts.

1.4.4 Impact assessment

Assessment of potential equality effects: Potential risks and opportunities were examined using the research undertaken in the stages above. Assessment of equality risks was undertaken in light of the sensitivity of the affected parties to the proposed actions, and distribution of people with protected characteristics amongst residents of the district. Impacts were identified in the context of the mitigation measures suggested in stakeholder engagement activities.

1.4.5 Action planning

Making recommendations: A series of recommendations have been developed to help manage the proposed actions in a way that minimises the potential for adverse effects where appropriate. Consideration is included for moving forward with next steps.

EqlA reporting: Once all processes were completed, this EqlA report has been produced to present the assessment findings.

1.5 Approach to identifying equality effects

Types of equality effects considered: Potential effects arising from the SLC proposals will be assessed as either differential or disproportionate.

- **Differential effects:** Arise where people with protected characteristics are likely to be affected in a different way to other sections of the general population. This may be because protected characteristic groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.
- **Disproportionate effects:** Arise where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other sections of the general population. Disproportionate effects may occur if the affected community includes a higher than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

Methodology for identifying and assessing equality effects: The assessment of effects across the EqlA process is predominantly qualitative and outlines the impact on those who now, or in the future, live in Southwark, work in Southwark and visit Southwark.

The assessment considers, where possible and applicable:

- whether the proposed themes and associated actions of the SLC will have a positive or negative effect on the lives of those who live in the area;
- the relationship of the effect to the proposed themes and associated actions of the SLC;
- the duration, frequency and permanence of the impacts;
- the severity of the impact and the amount of change relative to the baseline; and
- the capacity of the affected protected characteristic groups to absorb the impacts (their resilience), including their access to alternative facilities, resources or services.

1.6 Structure of this EqlA

The remainder of this report is structure as follows:

- **Chapter 2** sets out the Southwark Land Commission and its report.
- **Chapter 3** provides thematic analysis of feedback from stakeholders to outline key findings from the engagement process.

- **Chapter 4** provides the findings of the assessment and identifies impacts on different sections of society, the distribution of those impacts and opportunities to enhance positive and mitigate negative impacts.
- **Chapter 5** concludes the report and sets out recommendations to manage and mitigate any adverse effects identified in Chapter 4.

2 Southwark Land Commission

2.1 Overview of the SLC

Land is often reduced to its commercial value, but the SLC challenges this status quo by aiming to free up more land for public good. The SLC was established in September 2022 as a commitment in the Council's 'Fairer, Greener, Safer: Delivery Plan'² to explore how more land in the borough can be used for the benefit of all, including quality green space, food growing, active travel and genuinely affordable housing, working with major landowners including the NHS, Transport for London, the Port of London Authority, Dulwich Estate, and local faith organisations.

The SLC was convened by the council but is independent of it, with members including experts, community representatives and major landowners. SLC aims to put social purpose at the heart of land use and is the first of its kind in London and one of the first in the Country.

The SLC met formally four times to discuss how best to free up more land for public good. This included reviewing challenges and existing evidence; reflecting on the insights and views sourced from community groups and individuals reached via a parallel engagement programme; identifying opportunities to act and to draft initial recommendations; and to refine these proposals and prioritise actions. Following this, the SLC produced a report 'Land for good'³ to identify potential opportunities and drive recommendations for change into reality.

2.2 Summary of key recommendations and priority actions

The report produced by SLC sets out seven key recommendations with 25 priority actions and an action plan which sets out high-level timeframes and responsibilities. The recommendations and priority actions are set out in the table below.

Table 2.1: SLC recommendations and priority actions

Recommendations	Priority actions
Recommendation 1: Put social purpose at the heart of land use	<ul style="list-style-type: none"> Priority Action 1: Establish a Social Purpose of Land Framework, co-produced with Southwark's diverse communities, and applied to all land and property use decisions by participating landowners. The "Social Purpose of Land" is purposefully designed to balance the provision of social goods⁴ with the benefits of commercial income and to be dynamic and responsive to community needs. It will evolve over time and be applied differently in varying contexts and communities. Priority Action 2: Review the Southwark Plan to incorporate the Social Purpose of Land Framework, and the other recommendations that follow from it.
Recommendation 2: Map what's there and what isn't	<ul style="list-style-type: none"> Priority Action 3: Develop and endorse 'Our land', an open access map of land use and ownership. Participating partners should allocate funding and resource to keep it up to date.

² Southwark Council (2022): 'Fairer, greener, safer: Delivery Plan 2022-2026' Available at: <https://www.southwark.gov.uk/council-and-democracy/fairer-future/fairer-greener-safer-southwark-s-council-delivery-plan>

³ Southwark Land Commission (2023): 'Land for good'. Available at: <https://www.southwark.gov.uk/council-and-democracy/southwark-land-commission>

⁴ Social good is defined as a commodity or service that every member of a society can use without exhausting the supply of it that is available to others.

Recommendations	Priority actions
Recommendation 3: Take control of our land and assets	<ul style="list-style-type: none"> ● Priority Action 4: Create an open source, accessible portal and database of rooms which can be accessed and booked by people and community groups across the borough. ● Priority Action 5: Assemble a deeper Land Use Evidence Base of unmet need for space across the borough and integrate it into the Social Purpose Framework. Identifying what is needed across Southwark's diverse neighbourhoods and reflecting social, economic and environmental considerations. ● Priority Action 6: Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose Framework. When land is considered for disposal the Social Purpose Framework should shape the decision-making process. ● Priority Action 7: Unlock at least 6 pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need. ● Priority Action 8: Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance. ● Priority Action 9: Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, engagement activities and compensation for time. ● Priority Action 10: Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships⁵ to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.
Recommendation 4: Defend and extend affordable accommodation for all	<ul style="list-style-type: none"> ● Priority Action 11: Ensure at least 50% of homes built on public or community land is social rent or London Living Rent. ● Priority Action 12: Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts. ● Priority Action 13: Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage policies. ● Priority Action 14: Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions. ● Priority Action 15: Create Voluntary and Community Sector centres, providing space on low or peppercorn rents, guided by the Social Purpose Framework.
Recommendation 5: Cherish our natural capital and decarbonise our land	<ul style="list-style-type: none"> ● Priority Action 16: Join up existing green spaces to create a network of Biodiversity Corridors. ● Priority Action 17: Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding. ● Priority Action 18: Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings. ● Priority Action 19: Use roof space for biodiversity and the production of renewable energy.

⁵ A Public-Common Partnership is a joint enterprise that incorporates 'common associations', public bodies, and wider stakeholders in the ownership and governance of assets, ranging from coastal aquaculture and country farms to urban high streets

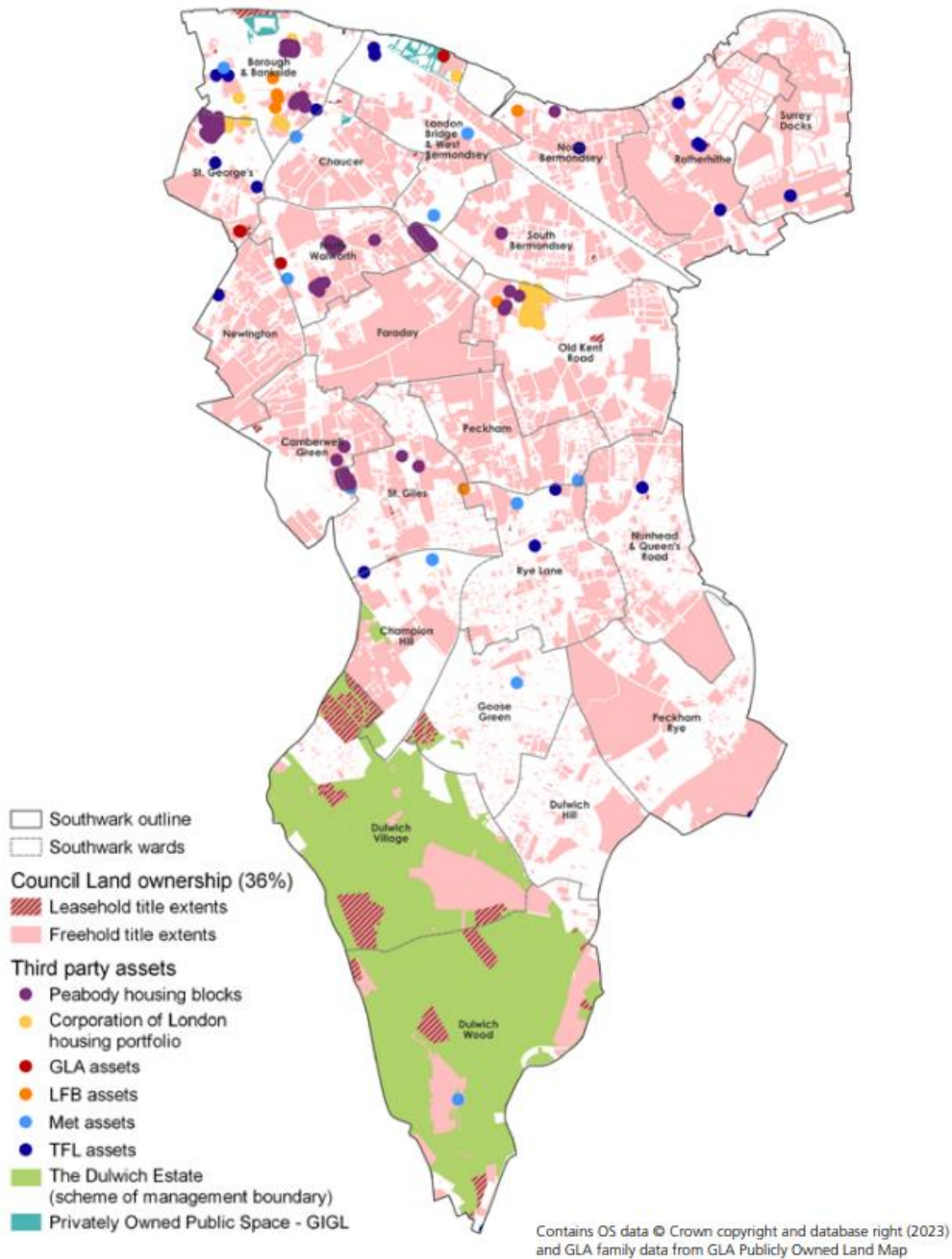
Recommendations	Priority actions
	<ul style="list-style-type: none"> ● Priority Action 20: Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.
<p>Recommendation 6: Give the community real power and voice</p>	<ul style="list-style-type: none"> ● Priority Action 21: Bring together participating landowners into a Southwark Land Partnership, committed to freeing up land for the public good through the Social Purpose of Land Framework. ● Priority Action 22: Create a People's Land Assembly to oversee the shift in land use across the borough, set community priorities for land use and scrutinise the Southwark Land Partnership. ● Priority Action 23: Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it. ● Priority Action 24: Establish a Land Advisory Panel of experts and practitioners to advise and provide technical support to the People's Land Assembly.
<p>Recommendation 7: Disrupt the status quo to unlock bigger changes</p>	<ul style="list-style-type: none"> ● Priority Action 25: Landowners, institutions and community groups in Southwark and beyond should form a coalition to lobby and campaign for national and regional changes. This will include: <ul style="list-style-type: none"> – The right for local authorities to compulsorily purchase land at existing use value or significantly discounted market value so that it is the general public rather than individual landowners who benefit from most the uplift in land value following development of underused land. – Increased investment and a 10-year housing and infrastructure funding settlement to provide stability and confidence to start building at greater pace again, with priority given to council homes and public transport. – The abolition of 'Right to Buy', or the power for local authorities to do so in their own area, to keep council housing affordable in perpetuity. Failing this, councils should at least keep 100% of the 'Right to Buy' receipts, with no restrictions to prevent them from being used for new council homes. – Land and property tax reform of business rates, council tax, and stamp duty land tax (SDLT) and the introduction of a local Land Value Tax to replace Section 106. – Strengthen the delivery of affordable housing through the National Planning Policy Framework and planning guidance by redefining affordability (in line with the London Living Rent) and introducing specific targets or ratios for affordable housing provision in new developments. – Reform national planning policy and guidance to limit the use of site-level viability assessment to exceptional circumstances with the aim of removing these as obstacles to developers delivering affordable housing and affordable workspace. – Devolve powers for local and regional government to implement rent controls. – Free and open access to Land Registry data so that land ownership is no longer kept secret.

2.3 Land in public ownership

SLC has started to map publicly owned land in Southwark to give an indication of the scale and location of publicly owned land and landowners who are most likely to join this endeavour. The map below shows council owned land as well as assets owned by third parties.

Figure 2.1: Map of public land ownership in Southwark

Land ownership map produced for the Land Commission by PRD



Source: SLC, 2023

The map above shows that the largest proportion of land in Southwark (36%) is owned by the Council. The Council predominantly owns freehold titles to land across the borough with the

exception of land within the Dulwich Estate and a couple of sites across the borough where the Council holds leasehold titles.

The map also shows other substantial landowners, including:

- Peabody housing association, who own multiple housing blocks within the north of Southwark, predominantly within Borough & Bankside, St. George's, North Walworth, Camberwell Green and Old Kent Road.
- Corporation of London housing portfolio, who own a couple of housing estates within Borough & Bankside, St. George's, Old Kent Road and London Bridge & West Bermondsey.
- Greater London Authority (GLA), who own land in St. George's, North Walworth, and London Bridge & West Bermondsey.
- The London Fire Brigade (LFB), who own land in Borough & Bankside, North Bermondsey and Rye Lane.
- the Metropolitan Police (Met), who own land predominantly to the north west in Borough & Bankside, North Walworth, London Bridge and in the centre of Southwark such as in Champion Hill, Rye Lane and Goose Green, as well as one asset within the Dulwich estate.
- The London Mayoral family of Transport for London (TFL) who own land across the borough including in Borough & Bankside, St Georges, London Bridge, Bermondsey, Rotherhithe, Surry Docks, Rye Lane and Nunhead & Queen's Road.
- The Dulwich Estate is the predominant land owner within Dulwich Village and Dulwich Wood in the south of Southwark.

2.4 SLC's stakeholder engagement

In developing their report 'Land for good', SLC conducted engagement with community groups in March 2023, this included four area-based workshops with relevant community groups and representatives, as well as two follow up and reflection sessions, attending meetings with the Southwark Youth Parliament and the Southwark Black Parents Forum and a specific workshop for the borough's most under-represented communities.

68 people attended one of the four SLC workshops and key findings which relate to equalities include the following:

- Social housing provision and deeper consideration of those displaced by new developments.
- Formal recognition and prioritisation of social value.
- Call for creative use of underused assets.
- Call for genuinely affordable housing.
- Improved transparency for decision making and planning processes.
- Public access to land and property ownership data, possibly through a mapping resource.
- Belief in the value of local organisations within the borough.
- Knowledge of and access to vacant spaces for community and VCS organisations, at subsidised rates.
- Desire for trust and agency to be given to community organisations and formalised community led management opportunities.
- Improved engagement processes - increased frequency and diversity of participants invited.
- Lack of trust in Southwark Council's internal management processes, internal teams need to communicate and stop working in silos.
- Satisfaction with quality of local parks.

There were four attendees to the under-represented communities workshop, the key findings include:

- Interest in food growing opportunities and allowing growers to harvest the equivalent of the time spent volunteering.
- Some participants expressed the difficulties they had faced attempting to set up voluntary organisations. In some cases this was due to the lack of knowledge of existing systems and others struggled to get funding. One particular participant mentioned that black-led organisations who did not have a knife crime or youth-focused found it particularly difficult to get funding support.
- Interest in gaining access to knowledge of spaces, funding and other forms of support for their respective organisations. It was felt that this knowledge was difficult to find and access.
 - Mistrust of the Southwark Council and council processes was felt deeply throughout the session. This included the lack of trust in the Southwark Land Commission and the project as a whole. Some participants were not convinced this process could be for their benefit, due to experiences of displacement, neglect or pricing out (lack of rent control).
 - The 'Black on Boards' initiative (an initiative formed to train Black people to join the boards of organisations) was viewed as a positive example of initiatives that could be adopted, however, a criticism was it was focused on increasing the diversity of leadership in White-led organisations rather than supporting/improving Black organisations.
- The topic of engagement was raised heavily, most participants felt that Southwark council were not taking the time to meaningfully engage with POC and related communities in Southwark. They suggested alternative approaches, such as joining their events (rather than inviting them to our events) would guarantee greater reach and make some progress in evidencing interest in their views.

3 Impact assessment

3.1 Overview

The assessment is split out into seven sections which correspond to the SLC's seven recommendations, within each section the relevant priority actions are assessed.

These impacts have been identified through a review of published literature and through a review of engagement carried out by SLC. Potential disproportionate effects on particular protected characteristic groups are identified, those that are highlighted in **bold** are disproportionately represented in Southwark. Existing measures SLC has recommended within the SLC report to mitigate or enhance impacts are set out, alongside further recommendations for mitigation. An overall equality effect is also highlighted if the Council adheres to the recommendations.

3.2 Recommendation 1: Put social purpose at the heart of land use

The first SLC recommendation is to put social purpose at the heart of land use. When deciding the use of land, public land owners often face a trade-off between generating income and providing public good. To help evaluate these trade-offs the SLC recommends establishing a Social Purpose of Land Framework (SPLF) based on the needs and aspirations of Southwark's diverse communities. This proposed tool is intended to balance the creation of social goods or community benefit against the generation of commercial income from land by scoring the creation of social goods fairly and being dynamic and responsive to local need.

Table 3.1: Recommendation 1 impact assessment

SLC Priority Action	Potential equality effects	Measures to enhance equality outcomes	Equality groups
<p>Priority Action 1: Establish a Social Purpose of Land Framework (SPLF) co-produced with Southwark's diverse communities and applied to all land and property use decisions by participating landowners.</p>	<p>Engagement with local communities</p> <p>The development and implementation of a SPLF across public land decisions in Southwark is likely to help landowners, including the Council, to understand the social benefit of different potential land uses and decide between these often-competing land uses.</p> <p>SLC will co-produce the SPLF with Southwark's communities which is likely to benefit 'seldom-heard' groups including children, younger people, disabled people, people from deprived areas and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • SLC will co-produce a list of social goods with Southwark's diverse communities, using the structures set out in Recommendation 6. 	<ul style="list-style-type: none"> • Children • Younger people • Disabled people • People from deprived areas • People from ethnic minority backgrounds

SLC Priority Action	Potential equality effects	Measures to enhance equality outcomes	Equality groups
	<p>Building trust with the community</p> <p>The development and implementation of a SPLF with local communities is likely to improve knowledge and understanding of public land decisions in Southwark. This in turn may help local communities to understand the social benefit of different land uses and decisions made by landowners and the Council, which can lead to greater trust between local communities and the Council. This is most likely to benefit those with damaged trust or who have poorer experiences with local authorities such as disabled people, and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • SLC recommends that the framework prioritises the delivery of a wide range of social goods which are under-provided for by the market including environmental stewardship, community wealth building, democratic and cooperative ownership, and local decision-making. 	<ul style="list-style-type: none"> • Disabled people • People from ethnic minority backgrounds
<p>Priority Action 2: Review the Southwark Plan to incorporate the SPLF and the other recommendations that follow from it.</p>	<p>The Council is due to launch an early review of its local plan and the SLC recommends this includes consideration of how the SPLF should be embedded into the Southwark Plan. However, this is unlikely to result in any equality effects.</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A

3.3 Recommendation 2: Map what's there and what isn't

The second SLC recommendation is to map land ownership as current land ownership records are often opaque, inaccurate and inaccessible. Mapping land ownership, use and existing future plans, will ensure landowners and local communities are fully informed enabling transparent collaboration and land and planning decisions.

Table 3.2: Recommendation 2 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority Action 3: Develop and endorse 'Our land', an open access map of land use and ownership. Participating partners should allocate funding and resource to keep it up to date.</p>	<p>Information and communication</p> <p>The development of an open access map of land ownership and use is likely to improve the accessibility and transparency of information amongst local communities. This is likely to benefit people across Southwark, particularly those who have different information and communication needs, this includes but is not limited to people with learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. However, having the open access map online may act as a barrier for people with poor digital access and literacy. For example, the use of an online</p>	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children • Younger people • Disabled people • People from deprived areas • People from ethnic minority backgrounds

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
	<p>portal and database may be challenging to use for those who are not online such as some older people and disabled people.</p> <p>Building trust with the community Currently there are various tools available which map publicly owned land, including those hosted by both Southwark Council and the Greater London Authority (GLA). However, these are not properly integrated with one another and do not include land owned by civic organisations which are outside the public sector. The development of an open access map which clearly sets out land ownership, current use and plans for future development is likely to help build trust within the community. This is most likely to benefit those with damaged trust or who have poorer experiences with local authorities such as older people, disabled people and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> No mitigation identified 	<ul style="list-style-type: none"> Older people Disabled people People from ethnic minority backgrounds
<p>Priority Action 4: Create an open source, accessible portal and database of rooms which can be accessed and booked by people and community groups across the borough.</p>	<p>Improved access to community facilities The provision of a portal and database of rooms for the community to use across the borough is likely to improve the accessibility of these resources by providing a single source of information on their location and facilities. This is likely to benefit Voluntary sector groups and their users including younger people, older people, LGBTQ+, women, people from ethnic minority backgrounds and people from religious backgrounds.</p> <p>Potential information and communication challenges The provision of a portal and database of rooms for the community to use across the borough may present information and communication challenges. Information may present a challenge to those who have different information and communication need, this includes but is not limited to people with learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. For example, the use of an online portal and database may be challenging to use for those who are not online such as some older people and disabled people.</p>	<ul style="list-style-type: none"> SLC has engaged with existing landowners and developers whose buildings include space allocated for community use and with voluntary sector groups who have told the SLC they cannot find rooms at prices they can afford. 	<ul style="list-style-type: none"> Children Younger people Older people Disabled people LGBTQ+ People from ethnic minority groups People from religious backgrounds Older people Disabled people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 5: Assemble a deeper Land Use Evidence Base (LUEB) of unmet need for space across the borough and integrate it into the Social Purpose Framework.	Improved access to community facilities The production of a LUEB will help SLC and to understand the current unmet or underprovided facilities, this will enable the priority of land uses which help to address deficiencies within the borough. This is likely to benefit protected characteristic groups disproportionately affected by changes in access to community facilities including children, older people and disabled people.	<ul style="list-style-type: none"> • LUEB should be co-produced with the local community. 	<ul style="list-style-type: none"> • Children • Older people • Disabled people

3.4 Recommendation 3: Take control of our land and assets

SLC's third recommendation is that more land should be brought under public and community ownership or stewardship of public land assets.

Table 3.3: Recommendation 3 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 6: Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose Framework. When land is considered for disposal the Social Purpose Framework should shape the decision-making process.	No net loss of land used for affordable housing, community facilities, affordable workspace and green and open space Local communities are likely to benefit if there is no net loss of publicly owned land, this is due to this land being more likely to deliver social good than privately owned land. This is likely to benefit: <ul style="list-style-type: none"> • people who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people; • users of community facilities and centres including children, younger people, older people, disabled people, women, people from religious and ethnic backgrounds and LGBTQ+ people; • people who struggle to access affordable workspace including older people, women and people from ethnic minority groups; and • users of green and open space including children, older people disabled people, people from ethnic minority backgrounds and pregnant people. 	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children • Younger people • Older people • Disabled people • Women • Pregnant people • People from ethnic minority backgrounds • People from religious backgrounds • LGBTQ+ people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority Action 7: Unlock at least 6 pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need.</p> <p>Pilot sites will employ a range of governance and ownership models (such as community land trusts, worker co-operatives, housing co-operatives and community energy companies).</p>	<p>Engagement with local communities</p> <p>Utilising pilot sites to test models of community control of publicly owned land is likely to empower local communities to take stewardship of land and associated facilities. However, protected characteristic groups who are less likely to engage are less likely to benefit from community ownership, this includes children, younger people, disabled people, people from deprived areas and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • Sites should be chosen and developed with the community to determine priorities and uses. • A range of different pilots can be explored to showcase and test different opportunities to act. A range of themes might be explored, such as health and wellbeing, housing, space for the local economy or voluntary and community sector services. 	<ul style="list-style-type: none"> • Children • Younger people • Disabled people • People from deprived areas • People from ethnic minority backgrounds
<p>Priority Action 8: Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance.</p>	<p>Engagement with local communities</p> <p>As outlined in priority action 7 above, priority action 8 is also likely to empower local communities to take stewardship of land and associated facilities. This is likely to improve provision of unmet need and desires for the local community, benefiting all protected characteristic groups disproportionately represented within Southwark.</p>	<ul style="list-style-type: none"> • Sites should be chosen and developed with the community to determine priorities and uses. 	<ul style="list-style-type: none"> • Children • Younger people • Disabled people • People from deprived areas • People from ethnic minority backgrounds
<p>Priority Action 9: Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, activities and compensation for time.</p>	<p>Engagement with local communities</p> <p>As outlined above for priority action 7, there is a potential risk that when engaging with the local community, 'seldom-heard' groups are excluded, including children, younger people, disabled people, people from deprived areas and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • As set out in priority action 7 above. 	<ul style="list-style-type: none"> • Children • Younger people • Disabled people • People from deprived areas • People from ethnic minority backgrounds

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority action 10: Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.</p>	<p>Community land for affordable housing, community facilities, affordable workspace and green and open space</p> <p>Local communities are likely to benefit from the longer-term community land transfer commitments in priority action 10, which is likely to benefit:</p> <ul style="list-style-type: none"> • people who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people; • users of community facilities and centres including children, younger people, older people, disabled people, women, people from religious and ethnic backgrounds and LGBTQ+ people; • people who struggle to access affordable workspace including older people, women and people from ethnic minority groups; and • users of green and open space including children, older people disabled people, people from ethnic minority backgrounds and pregnant people. 	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children • Younger people • Older people • Disabled people • Women • Pregnant people • People from ethnic minority backgrounds • People from religious backgrounds • LGBTQ+ people

3.5 Recommendation 4: Defend and extend affordable accommodation for all

SLC's fourth recommendation is to provide more genuinely affordable space for a wide range of uses, from housing to workspaces, community use to open spaces.

Table 3.4: Recommendation 4 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority Action 11: Ensure at least 50% of homes built on public or community land is social rent or London Living Rent.</p>	<p>Potential improved affordable housing provision</p> <p>Priority action 11 could improve access to affordable housing across Southwark, this is likely to benefit those who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people.</p> <p>Southwark has disproportionately high levels of younger people and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • The Land Use Evidence Base will identify where there is unmet need for social housing. 	<ul style="list-style-type: none"> • Younger people • Disabled people • Women • People from ethnic minority groups • LGBTQ+

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority Action 12: Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts.</p>	<p>Potential improved housing provision Ensuring homes are genuinely affordable now and in the future is likely to benefit those in need of affordable housing, as outlined in priority action 11 above.</p>	<ul style="list-style-type: none"> • Consideration should be taken of not just the affordable space provided in a given development but the potential inflationary pressure the “non-affordable” space could have on land in the surrounding area. 	<ul style="list-style-type: none"> • Younger people • Disabled people • Women • People from ethnic minority groups • LGBTQ+
<p>Priority Action 13: Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage policies.</p>	<p>Potential improved housing provision Ensuring homes are genuinely affordable now and in the future is likely to benefit those in need of affordable housing, as outlined in priority action 11 above.</p>	<ul style="list-style-type: none"> • No mitigation identified 	<ul style="list-style-type: none"> • Younger people • Disabled people • Women • People from ethnic minority groups • LGBTQ+
<p>Priority Action 14: Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions.</p>	<p>Access to affordable workspace The provision of workspace hubs below market value and geared to community needs is likely to provide SMEs across Southwark with access to workspace that would otherwise be unaffordable, helps to sustain good quality jobs and create space for innovation within the local economy. This is likely to benefit SMEs who are more likely to need access to affordable workspace and their owners who are more likely to be women and people from ethnic minority groups.</p>	<ul style="list-style-type: none"> • No mitigation identified 	<ul style="list-style-type: none"> • Women • People from ethnic minority backgrounds
<p>Priority Action 15: Create Voluntary and Community Sector centres, providing space on low or peppercorn rents, guided by the Social Purpose Framework.</p>	<p>Access to voluntary and community sector space The provision of affordable voluntary and community sector hubs will ensure the continued work of Southwark’s VCS play in tackling inequalities and giving marginalised people and communities practical support, advice, and a voice for change. This is likely to benefit all protected characteristic groups particularly, younger people, women and people from ethnic minority backgrounds, who are disproportionately represented within Southwark.</p>	<ul style="list-style-type: none"> • The hubs will be responsive to the needs of local communities and provide transparency regarding the availability and location of these spaces. • Information regarding this space should be compiled and made freely accessible. 	<ul style="list-style-type: none"> • Younger people • Disabled people • LGBTQ+ • Older people • People from religious backgrounds • Pregnant people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
			<ul style="list-style-type: none"> • Women • People from ethnic minority backgrounds

3.6 Recommendation 5: Cherish our natural capital and decarbonise our land

SLC's fifth recommendation is to change our approach to land and realise the opportunities for environmentally focused land use and management decisions to help meet social and ecological objectives.

Table 3.5: Recommendation 5 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 16: Join up existing green spaces to create a network of Biodiversity Corridors.	Access to good quality green space The ability to access and use green space has been shown to impact positively on both physical and mental health of older people, children, disabled people, antenatal women, people from ethnic minority backgrounds and women. Inner-city green space can also promote social cohesion and instil a sense of community.	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children • Older people • Disabled people • People from ethnic minority backgrounds • Pregnant people • Women
Priority Action 17: Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding.	Community gardening opportunities Promoting community gardening and food growing opportunities across the borough may enhance access to healthy food for all, particularly benefitting children and older people.	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children • Older people • People from ethnic minority backgrounds

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 18: Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings.	Increasing energy efficiency and health benefits and reducing fuel poverty Retrofitting existing buildings and homes, providing new energy efficient buildings and homes, and installing or connecting to district heating networks can help to ensure warm and insulated homes and prevent against the health and wellbeing impacts of living in a cold home. Improving the energy efficiency of new and existing buildings and homes, can also reduce the cost and consumption levels of heating a building or home.	No mitigation identified.	<ul style="list-style-type: none"> Children Older people Disabled people People from ethnic minority backgrounds People living on low income
	Cost of retrofitting, building or installing energy efficient infrastructure Retrofitting existing buildings and homes, providing new energy efficient buildings and homes, and installing or connecting to district heating networks is likely to involve an upfront monetary cost, which may be unaffordable for some people.	<ul style="list-style-type: none"> No mitigation identified. 	<ul style="list-style-type: none"> Older people Disabled people Younger people not in employment Single parent families People from ethnic minority backgrounds Women People living on low income
	Construction phase effects of retrofitting, building or installing energy efficient infrastructure on homes and other buildings Retrofitting existing homes and buildings, providing new energy efficient homes and buildings, and installing or connecting to district heating networks, is likely to result in some level of disruption in local communities. This could involve involuntary temporary vacation of homes and other buildings, which can impact upon residents' or buildings users' routines and cause stress and anxiety. Physical health effects may also arise as a result of the environmental effects of construction in homes and other buildings. Some protected characteristic groups are more likely to be differentially affected by construction environmental effects such as noise and air quality.	<ul style="list-style-type: none"> No mitigation identified. 	<ul style="list-style-type: none"> Children Older people Disabled people
Priority Action 19: Use roof space for biodiversity and the production of renewable energy.	Utilisation of roof space Where feasible and viable using roofs for vegetation and solar panels can improve water management, air quality, energy efficiency, enhanced biodiversity and food growing opportunities.	<ul style="list-style-type: none"> No mitigation identified 	<ul style="list-style-type: none"> Children Younger people Older people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
	This is likely to benefit those outlined in priority actions 16, 17 and 18 above, where access to the roof space is provided for residents.		<ul style="list-style-type: none"> • Disabled people • People from ethnic minority backgrounds • Pregnant people • Women • Single parent families • People living on low income
Priority Action 20: Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.	<p>Health benefits of shifting away from car travel</p> <p>Although air pollution affects everyone, people with protected characteristics are more likely to be disproportionately exposed to air pollution and suffer disproportionate affects when exposed to air pollution.</p> <p>Shifting away from car travel is likely to improve local air quality throughout the borough, and as such people more susceptible to the health effects of air pollution are likely to benefit.</p>	<ul style="list-style-type: none"> • No mitigation identified 	<ul style="list-style-type: none"> • Children • Older people • Disabled people • Pregnant people • People living on low income
	<p>Inaccessibility of the pedestrian environment</p> <p>The shift away from car travel could negatively impact some protected characteristic groups if the pedestrian environment is inaccessible or badly designed.</p>	<ul style="list-style-type: none"> • No mitigation identified 	<ul style="list-style-type: none"> • Older people • Disabled people
	<p>Reduction of parking spaces</p> <p>A reduction in parking infrastructure, especially if this includes spaces close to services and facilities or Blue Badge parking, can disproportionately impact those who are reliant upon a car to travel if appropriate alternatives for transport are not available.</p> <p>This can lead to knock-on effects on parents and disabled people's independence, exacerbating issues such as loneliness and social isolation.</p>	<ul style="list-style-type: none"> • No mitigation identified. 	<ul style="list-style-type: none"> • Children and people using buggies or pushchairs • Disabled people

3.7 Recommendation 6: Give the community real power and voice

SLC's sixth recommendation is to put appropriate structures in place at a neighbourhood and borough level so support the collaboration between landowners, land experts and community groups to take the aforementioned recommendations forward.

Table 3.6: Recommendation 6 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 21: Bring together participating landowners into a Southwark Land Partnership (SLP), committed to freeing up land for the public good through the Social Purpose of Land Framework.	<p>Deliver social good</p> <p>The SLP will develop shared projects such as the pilot sites in recommendation 3, implement the SPLF and collaborate on bids for funding and investment.</p> <p>This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough however, this priority action alone is unlikely to result in any direct equality effects.</p>	<ul style="list-style-type: none"> • N/A 	<ul style="list-style-type: none"> • N/A
Priority Action 22: Create a People's Land Assembly to oversee the shift in land use across the borough, set community priorities for land use and scrutinise the Southwark Land Partnership.	<p>Deliver social good</p> <p>The successor to the SLC will be a borough wide group of equal parts elected representatives, members of the community elected from the Local Land Forums (priority action 23 below) and demographically representative selection of residents chosen at random.</p> <p>This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • In line with the priorities set out in Southwark Stands Together, 50% of the members of this body must be from Black and Minority Ethnic backgrounds and there should be appropriate targets for the representation of other groups facing historical or current disadvantage. 	<ul style="list-style-type: none"> • Younger people • Working aged people • People from ethnic minority backgrounds
Priority Action 23: Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it.	<p>Community ownership</p> <p>The local Land Forums will set priorities for local land use, defining community benefit, and shaping the Land Use Evidence Base from Recommendation 5 as well as allocation of the Community Empowerment Fund from Recommendation 3. This is likely to empower the local community to take ownership and have a voice in decisions about land use, benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> • Where possible, Local Land Forums should grow out of existing neighbourhood engagement structures to minimise duplication and build on existing social capital in the borough. • A proportion of Community Infrastructure Levy (CIL) funding should be allocated to each Forum as an independent community development fund 	<ul style="list-style-type: none"> • Younger people • Working aged people • People from ethnic minority backgrounds

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
<p>Priority Action 24: Establish a Land Advisory Panel of experts and practitioners to advise and provide technical support to the People's Land Assembly.</p>	<p>Deliver social good The Commission recommends that a third grouping comprising of experts, practitioners and some of the current commissioners form a Land Advisory Panel. This Panel would first support Southwark's implementation of the recommendations made in this report, before later providing advice and technical support to the People's Land Assembly. This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.</p>	<ul style="list-style-type: none"> No mitigation identified. 	<ul style="list-style-type: none"> Younger people Working aged people People from ethnic minority backgrounds

3.8 Recommendation 7: Disrupt the status quo to unlock bigger changes

SLC's final recommendation is to aim for land changes at a national and regional level to achieve a permanent and systematic shift towards greater fairness, transparency and usefulness of land, to prioritise social value.

Table 3.7: Recommendation 7 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups	Further recommendations	Overall equality effect
<p>Priority Action 25: Landowners, institutions and community groups in Southwark and beyond should form a coalition to lobby and campaign for national and regional changes.</p>	<p>Lobbying for equitable policy reform The aim for regional and national changes to land use is likely to be beneficial in ensuring social good for the people living in Southwark. Areas outside of this are outside the scope of this EqIA however there may be indirect beneficial effects on the region and nationally, depending on the success of lobbying and campaigning. SLC's lobbying and campaigning for national and regional changes will include:</p> <ul style="list-style-type: none"> The right for local authorities to compulsorily purchase land at existing use value. 	<ul style="list-style-type: none"> No mitigation identified. 	<p>All protected characteristic groups, particularly those disproportionately represented within Southwark which includes younger people, working aged people and people from ethnic minority backgrounds Southwark wide, for</p>	<ul style="list-style-type: none"> In addition to lobbying for these changes, SLC should lobby for the government to undertake and publish an EqIA on policy reform. 	<p>Overall, there will likely be a beneficial impact on protected characteristic groups. Opportunities for further enhancement detailed in this EqIA should be explored.</p>

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups	Further recommendations	Overall equality effect
	<ul style="list-style-type: none">• Increased investment and a 10-year housing and infrastructure funding settlement.• The abolition of 'Right to Buy'.• Land and property tax reform of business rates, council tax, and stamp duty land tax (SDLT) and the introduction of a local Land Value Tax.• Strengthen the delivery of affordable housing through the National Planning Policy Framework and planning guidance.• Reform national planning policy and guidance to limit the use of site-level viability assessment to exceptional circumstances.• Devolve powers for local and regional government to implement rent controls. Free and open access to Land Registry data.		details of specific wards see section 3.		

4 Conclusion and further recommendations

This EqIA has identified a number of potential equality effects that could arise for people with protected characteristics, as a result of SLC recommendations and priority actions. These impacts are set out in detail in Chapter 3: Impact assessment.

The assessment found that the SLC has the potential to improve equality opportunities in Southwark for several protected characteristic groups living in, working in and visiting Southwark. However, it is important to consider proposed enhancement measures to ensure the full potential of these opportunities are captured. Additionally, some equality effects were identified that could result in an adverse equality effect, therefore we propose implementation of a series of further recommendations which are set out thematically below.

4.1 Recommendations

1. Undertake inclusive and accessible stakeholder engagement and provide clear, concise and accessible information:

- Develop and implement a programme wide stakeholder engagement plan to set out a clear, accessible and consistent approach to undertaking stakeholder engagement.
- Provide transparent information on the implementation process and timeframes.
- Future engagement should 'go the extra mile' to reach all 'seldom-heard' groups including meeting people 'on their own turf' and at times which suit them best; offering a range of meeting times and venues; reimbursing travel costs; and publicising events in languages other than English.
- When implementing priority actions, SLC should undertake site specific community engagement to identify needs and aspirations of the local community.
- Engage with local communities to understand the current formal and informal uses of different publicly owned land and how they might need or want to use this land in the future.
- Consideration of engagement with occupiers of pilot sites and the surrounding local communities before, during and after different governance and ownership models are employed to understand what local communities want to pilot and identify lessons learnt from each pilot project.
- Support and facilitate community capacity building to engage in the SLC structures set out in recommendation 6 and lobbying activities set out in recommendation 7, including 'seldom-heard' groups, to enable them to participate in the planning, management and subsequent action on SLC priority actions. Consideration should be given to how this might be funded, including consideration of using Community Infrastructure Levies (CIL).

2. Develop and roll out accessible and easy to use digital resources:

- Ensure the 'Our land' map is straightforward and accessible to all, this includes short and concise instructions and appropriate use of colour and contrast.
- Consideration should be given to adding demographic information to the mapping platform to enable a more in-depth understanding of the demographic profile of the local community against current provision, uses and future plans. This can support land use decision making by targeting the areas where particular interventions might have the greatest benefit. For

example, enhancing local green space in areas where there is higher deprivation and proportions of older people, disabled people or children who are known to benefit differentially from positive changes to green space.

- Engage with landowners, developers, voluntary sector groups to promote the use of the portal and database.
- Ensure the portal and database are accessible to all, this includes short and concise instructions, appropriate use of colour and availability of audio and large print.
- Ensure information on which rooms are fully accessible and those which have accessible toilets is provided as part of the portal and database and keep this information up to date.
- Consider joining up existing social prescribing services to minimise the need for providers to sign up to multiple directories.

3. Improve access to community services and affordable housing:

- Consider identifying unmet or underprovided services and facilities by ward level as well as within Southwark as a whole.
- While priority action 6 aims for no net loss of publicly owned land, it does not account for the land use, commitments should be made to no net loss of the current provision of underprovided services and facilities.
- Explore commitments around appropriate and accessible housing where there is unmet demand.
- Consider incentives for private developers to deliver on affordable housing, for example, in South Australia developers are allowed a percentage uplift in the building height if they can meet the following eligibility criteria:
 - an agreed % of genuinely affordable housing;
 - incorporates the retention, conservation and reuse of a building which is a listed heritage place or an existing built form and context that positively contributes to the character of the local area;
 - three of: new open space, pedestrian linkages, active frontages, child care facility, at least 10% of 3+ bedrooms; and
 - three of: community garden, living walls, passive heating and cooling, private open space in excess of minimum requirements.

4. Ensure access to affordable workspace is accessible and meets local needs:

- Consider requiring relevant development to provide a Local Commerce Strategy, including a list of business support actions, implementation plan and monitoring and evaluation plan and as well as a Local Economic Needs Assessment.
- Consider collecting data on implemented business support activities from monitoring and evaluation reporting.
- Ensure development demonstrates the need for voluntary and community sector space and provides the associated appropriate space at a genuinely affordable price.
- Involve the local community in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements.

5. Improve access to green and open spaces:

- Ensure green spaces meet local community needs as well as biodiversity requirements, for example:
 - co-designing green spaces with the local community including equality groups; and
 - looking for opportunities to locate biodiversity corridors in areas which have higher proportions of equality groups to maximise the beneficial impact.
- Consider engaging with schools and elderly care facilities to improve information about food growing opportunities across the borough, to support greater uptake among a diverse range of protected characteristic groups.
- Consider identifying opportunities for the implementation of community orchards.
- Ensure community gardening opportunities are registered members of 'social farms and gardens' UK Charity which has an online database of opportunities across London.⁶
- Ensure all community gardening and food growing opportunities are accessible to all.

6. Improve energy efficiency:

- Prioritise homes with families with younger children and older people in the process of identifying priority projects (particularly where these groups are also living on a low income), as these protected characteristic groups' health is most affected by cold housing.
- Ensure all new development meets modern energy efficiency standards – or even better, goes beyond them.
- Engagement with landowners and households to signpost grants and schemes with incentives as well as outlining the benefits of becoming more energy efficient and overcome scepticism.
- Consider and prioritise where options for energy saving measures could be provided that enable large energy savings for minimal financial outlay.
- Undertake a cost benefit analysis during optioneering to understand the carbon, health, social and environmental outcomes and associated cost implications.
- Analyse and prioritise green roofs on existing buildings where residents have access to the roof or access can be provided and prioritise new development with green roofs where possible.

7. Consider the accessibility challenges of redistributing street space:

- Target areas where there are higher pollution levels and higher proportions of differentially affected protected characteristic groups.
- Continue to monitor the shift away from car travel over time, to ensure there are no protected characteristic groups experiencing reduced access, due to their protected characteristics.
- Walkability to services and facilities should be kept in mind when planning travel and new developments, particularly for protected characteristic groups with reduced mobility.
- Ensure any potential reduction of parking is undertaken in tandem with improvements to active travel and public transport.
- Ensure any potential reductions in parking across the borough do not result in a net reduction in Blue Badge parking.
- Where space is redistributed away from private vehicles, ensure that accessibility to key locations, such as parks, community centres, shops and medical facilities, is maintained for those who cannot make use of public transport or active travel.

⁶ Social Farms & Gardens (2024): 'London' Available at: <https://www.farmgarden.org.uk/your-area/london>

8. Ensure inclusive collaboration, representation and governance:

- The Community Empowerment Fund should be managed with relevant governance and processes to ensure equitable contribution of all.
- Recruitment to the People's Land Assembly should be transparent, inclusive and focus on groups who face barriers to engagement, to ensure a diverse representation.
- Support and facilitate community capacity building to engage in the SLC structures set out in recommendation 6 and lobbying activities set out in recommendation 7, including 'seldom-heard' groups, to enable them to participate in the planning, management and subsequent action on SLC priority actions. Consideration should be given to how this might be funded, including consideration of using Community Infrastructure Levies (CIL).
- In addition to lobbying for these changes, SLC should lobby for the government to undertake and publish EqIA on proposed policy reform.
- Using the Social Purpose for Land Framework as a key mechanism, when potential land use changes are proposed (particularly when land is put forward for disposal), undertake an EqIA as early as possible to understand project specific equality effects and implement measures to minimise potential adverse and maximise potential beneficial equality effects.

A. Demographic Profile

A demographic profile of Southwark is outlined in the table below. This shows the proportion of people with different protected characteristics living in the borough of Southwark and where relevant specific wards within Southwark as well as London, the South East and England as comparators.

In comparing these regions, where the percentages deviate by 3% or more the difference is noted to be lower or higher, and when the deviation is 5% or more the difference is reported as considerable. Where there are higher proportions of certain groups in Southwark, this is written in **bold text**.

The data used in the baseline is the most current publicly available data from the Office of National Statistics (ONS). The data applies to the residential population of Southwark only and does not include the profile of those working in the area who may travel from elsewhere.

Table A.1: Demographic profile of Southwark

Protected Characteristics & groups	Southwark comparison with London, the South East and England
Age: Children	<ul style="list-style-type: none"> The proportion of children in Southwark (17%) is broadly in line with the proportion of London (19%), the South East (19%) and England as a whole (19%). The proportion of children within the wards of Peckham (20%), Faraday (20%), Goose Green (20%), Old Kent Road (21%), Champion Hill (21%) is higher than the proportion of children within Southwark (17%). The proportion of children within the wards of Peckham Rye (23%) and Dulwich Village (23%) is considerably higher than Southwark (17%). In contrast, the proportion of children within North Bermondsey (14%), Surrey Docks (14%) and Chaucer (14%) wards is lower than the proportion within Southwark (17%). Furthermore, the proportion of children within Borough & Bankside (9%), St George's (13%) and London Bridge & West Bermondsey (13%) is considerably lower than the proportion within Southwark (17%).
Age: Younger people	<ul style="list-style-type: none"> The proportion of younger people (18-24 years) within Southwark (11%) is higher than within London (9%), the South East (8%) and England as a whole (8%). The proportion of younger people within the ward of Newington (14%) is higher than the proportion within Southwark (11%). The proportion of younger people within the ward of Chaucer (19%), St George's (20%) and Borough & Bankside (23%) is considerably higher than the proportion within Southwark (11%). In contrast, the proportion of younger people within the wards of Dulwich Village (5%), Dulwich Hill (5%), Goose Green (5%), Dulwich Wood (6%), Peckham Rye (6%), Champion Hill (7%), Rye Lane (8%) and Nunhead & Queen's Road (8%) is lower than Southwark (11%).
Age: Working aged people	<ul style="list-style-type: none"> 75% of the population within Southwark are of working age (16-64 years), this is considerably higher than within London (69%), the South East (62%) and England as a whole (63%). The proportion of the population who are of working age within the wards of North Walworth (78%), Rotherhithe (78%), Chaucer (80%), St George's (80%) and London Bridge & West Bermondsey (81%) are higher than the proportion within Southwark (75%). Borough & Bankside (84%) and North Bermondsey (89%) is considerably higher than the proportion within Southwark (75%). In contrast, within the wards of Dulwich Hill (71%), Champion Hill (71%), North Bermondsey (71%), Old Kent Road (72%) and Nunhead & Queen's Road (72%) the proportion is lower than Southwark (75%). Furthermore, the wards of Dulwich Village (62%), Dulwich Wood (65%) and Peckham Rye (69%) the proportion is considerably lower than Southwark (75%).

Protected Characteristics & groups Southwark comparison with London, the South East and England

Age: Older people	<ul style="list-style-type: none"> The proportion of older people (65+ years) within Southwark (8%) is lower than London (12%) however considerably lower than the proportion within the South East (19%) and England as a whole (18%). Most wards are broadly in line with the proportion of older people in Southwark (8%). The proportion of older people within the wards of Dulwich Wood (13%) and Dulwich Village (15%) is considerably higher than the proportion within Southwark (8%).
Disability	<ul style="list-style-type: none"> 14% of the population within Southwark are disabled, this is broadly in line with London (13%), lower than the proportion within the South East (16%), and considerably lower than England as a whole (17%). Within the wards of Newington (17%) and Nunhead & Queen's Road (17%) the proportion of the population who are disabled is higher than Southwark (14%). Within the ward of Dulwich Village (11%) and Surrey Docks (11%) the proportion of the population who are disabled lower than Southwark (14%). The proportion of the population who have a disability and whose day-to-day activities are limited a lot in Southwark (6%) is broadly in line with the London (6%), the South East (6%) and national (7%) proportions. Across all wards, the proportion of the population who have a disability are limited by day-to-day activities a lot is broadly in line with the proportion within Southwark (6%). The proportion of the population who have a disability and whose day-to-day activities are limited a little in Southwark (8%) is broadly in line with London (7%) regional and national (10%) proportions. Across all wards, the proportion of the population who have a disability are limited by day-to-day activities a little is broadly in line with the proportion within Southwark (8%). 80% of the population within Southwark have no long term physical or mental health conditions, this is broadly in line with London (82%) however considerably higher than the proportion within the South East (76%) and England as a whole (76%).
Gender identity	<ul style="list-style-type: none"> 91% of the population with Southwark identify with the same gender they were assigned at birth; this is broadly in line with London (91%) however lower than within the South East and England as a whole (94%). Census data outlining gender identity at a ward level is not available.
Marital status	<ul style="list-style-type: none"> The proportion of the population who are married within Southwark (26%) is considerably lower than the proportion within London (40%), the South East (47%) and England as a whole (45%). 60% of the population within Southwark have never married/ registered a civil partnership, which is considerably higher than within London (46%), the South East (35%) and England as a whole (38%). 7% of the population within Southwark have a dissolved marriage or civil partnership, which is broadly in line with London (7%), the South East (9%) and England as a whole (9%). 3% of the proportion of the population of Southwark are widowed or a surviving civil partnership partner, which is broadly in line with the regional proportion of 4%, but lower than the proportions in the South East and England as a whole (6%). Census data outlining marital status at ward level is not available.
Fertility rate	<ul style="list-style-type: none"> The Crude Birth Rate within Southwark (11.5) is broadly in line with London (12.6), the South East (10.1) and England as a whole (10.5). The General Fertility Rate (GFR)³⁴ within Southwark (42.0) is considerably lower than within London (52.7), the South East (54.7) and England as a whole (54.2). The Total Fertility Rate (TFR)³⁵ within Southwark (1.16) is broadly in line with London (1.44), the South East (1.60) and England as a whole (1.55). Census data outlining fertility rates at a ward level is not available.
Race and ethnicity: people from an ethnic minority background	<ul style="list-style-type: none"> Overall, 49% of the population within Southwark are from an ethnic minority background. This is considerably lower than within London (63%) but considerably higher than the South East (22%) and England as a whole (26%). The ward of St Giles (53%) has a proportion of people with ethnic minority backgrounds that is higher than Southwark (49%).

Protected Characteristics & groups

Southwark comparison with London, the South East and England

	<ul style="list-style-type: none"> The proportion of the population who are from an ethnic minority background within North Walworth (54%), Nunhead & Queen's Road (55%), Chaucer (57%), Newington (57%), Camberwell Green (60%), Faraday (64%), Old Kent Road (65%) and Peckham (72%) is considerably higher than the proportion within Southwark (49%). The proportion of people who are from an ethnic minority background within Dulwich Hill (29%), Dulwich Village (21%), Goose Green (29%), Surrey Docks (33%), North Bermondsey (37%) and Peckham Rye (39%), Borough & Bankside (41%), Dulwich Wood (44%), London Bridge & West Bermondsey (44%) and Rotherhithe (44%) is considerably lower than Southwark.
Race and ethnicity: Black	<ul style="list-style-type: none"> 26% of the population within Southwark are Black British, this is considerably higher than within the South East (2%) and England as a whole (4%) however considerably lower than the proportion within London (14%). Within the wards of Champion Hill (29%), Rye Lane (29%) and St Giles (29%), the proportion is higher than Southwark. The proportion of the population who are Black British within the wards of Camberwell Green (35%), Newington (35%), Nunhead & Queen's Road (35%), Faraday (37%), Old Kent Road (38%) and Peckham (47%) is considerably higher than the proportion within Southwark (25%). In contrast, in the wards of Dulwich Wood (21%), Rotherhithe (19%) and St Georges (20%) the proportion is lower. Furthermore, in the wards of Dulwich Village (6%), Surrey Docks (9%), Dulwich Hill (12%), Borough & Bankside (13%), Goose Green (13%), North Bermondsey (16%) and London Bridge & West Bermondsey (18%) the proportion is considerably lower than Southwark.
Religion: Muslim	<ul style="list-style-type: none"> 10% of the population within Southwark are Muslim, this is lower than the proportion within London (15%), but considerably higher than the South East (3%) and broadly in line with England as a whole (7%). The proportion of the population who are Muslim within the wards of St George's (13%) and Peckham (14%) is higher than the proportion within Southwark (10%). Within the wards of Faraday (15%) and Chaucer (16%) the proportion of the population who are Muslim is considerably higher than the proportion within Southwark (10%). Within the wards of Surrey Docks (6%) and Dulwich Wood (7%) the proportion is considerably lower in Dulwich Village (2%), Dulwich Hill (4%) Goose Green (4%) and Peckham Rye (5%).
Religion: minority religion	<ul style="list-style-type: none"> 13% of the population within Southwark belong to a minority religious group. This is considerably lower than the proportion within London (25%), however considerably higher than the proportion within the South East (7%) and broadly in line with England as a whole (11%). The proportion of the population who belong to minority religious groups within the wards of Newington (16%), North Walworth (16%), is higher than Southwark (13%). The proportion of the population who belong to minority religious groups within the wards of Peckham (17%), St George's (17%), Faraday (17%) and Chaucer (21%) is considerably higher than the proportion within Southwark (13%). In contrast, within the ward of Rye Lane (10%) the proportion of people belonging to a minority religious group is lower and considerably lower in Dulwich Hill (6%), Dulwich Village (8%) and Peckham Rye (8%).
Sex: women	<ul style="list-style-type: none"> 52% of the population within Southwark are female, this is broadly in line with London (52%), the South East and England as a whole (51%). Across most wards, the proportion of women is broadly in line with the proportion in Southwark. Within the ward of Surrey Docks, 49% of the population are female. This is lower than the proportion within Southwark (52%).
Sex: men	<ul style="list-style-type: none"> 48% of the population within Southwark are male, this is broadly in line with London, the South East and England as a whole (49%). Across most wards, the proportion of men is broadly in line with the proportion in Southwark. Within the ward of Surrey Docks, 51% of the population are male. This is higher than the proportion within Southwark (48%).

Protected Characteristics & groups

Southwark comparison with London, the South East and England

Sexual orientation	<ul style="list-style-type: none"> • Within Southwark, 83% of the population identify as straight/heterosexual. This is lower than within London (86%), and considerably lower than within the South East (90%) and England as a whole (89%). • 5% of the population within Southwark identify as gay or lesbian, this is broadly in line with the proportion within London, the South East and England (2%) as a whole. • Data outlining sexual orientation at a ward level is not available.
Deprivation	<ul style="list-style-type: none"> • Utilising the index of multiple deprivation, 32% of households within Southwark are deprived within one dimension, this is lower than within London (33%), the South East (33%) and England as a whole (34%). • The proportion of households deprived within one dimension within the wards of Camberwell Green (35%), Newington (35%), Peckham (35%) and South Bermondsey (35%), Old Kent Road (36%) is higher than the proportion within Southwark (32%). • The proportion of households deprived within one dimension within the ward of Faraday (37%) is considerably higher than the proportion within Southwark (32%). • The proportion of households in London Bridge & West Bermondsey (28%), Borough & Bankside (29%), Dulwich Hill (29%) and Surrey Docks (29%) is lower than Southwark (32%) and considerably lower in Goose Green (26%) and Dulwich Village (27%). • 15% of households within Southwark are deprived within two dimensions, this is broadly in line with London (14%), the South East (12%) and England as a whole (14%). • The proportion of households deprived within two dimensions with the wards of Nunhead & Queen's Road (18%) Newington (19%), is higher than the proportion in Southwark (15%). • The proportion of households deprived within two dimensions within the wards of Peckham (20%) and Old Kent Road (21%) is considerably higher than the proportion within Southwark (15%). • The proportion of households in Borough & Bankside (12%), Dulwich Wood (12%), London Bridge & West Bermondsey (12%) and St George's (12%) is lower than Southwark (15%). • The proportion of households in Goose Green (10%) and Surrey Docks (10%) is considerably lower than Southwark (15%). • 5% of households within Southwark are deprived within three dimensions, which is broadly in line with London (4%), the South East (3%) and England as a whole (4%). • The proportion of households deprived within three dimensions within the ward of Dulwich Village (2%) and Surrey Docks (2%) is lower than the proportion within Southwark (5%). • 0.3% of households within Southwark are deprived within four dimensions, which is broadly in line with London (0.4%), the South East and England as a whole (0.2%) • 49% of the households within Southwark are not deprived in any dimension, this is broadly in line with London (48%), the South East (52%) and England as a whole (48%). • The proportion of people who are not deprived in Dulwich Wood (53%) and St George's (53%) is higher than Southwark (49%). • Within the wards of Peckham Rye (54%), Borough & Bankside (56%), London Bridge & West Bermondsey (56%), Dulwich Hill (58%), Surrey Docks (59%), Goose Green (61%) and Dulwich Village (65%) the proportion of households not deprived in any dimension is considerably higher. • The proportion of households not deprived in any dimension within the wards of Old Kent Road (36%), Peckham (38%), Faraday (38%), Newington (39%) South Bermondsey (41%), Nunhead & Queen's Road (42%) and Camberwell Green (42%) is considerably lower than Southwark as a whole (49%).
Languages spoken	<ul style="list-style-type: none"> • 82% of the population in Southwark speak English as their main language, which is lower than within London (78%), however considerably lower than the South East (93%) and England as a whole (91%). • Within Southwark, dominant non-English languages spoken include Spanish (4.4%), which is considerably higher than proportion within London (0.4%), the South East (1.4%), and England (0.3%). • Data outlining languages spoken at a ward level is not available.

Protected Characteristics & groups

Southwark comparison with London, the South East and England

Job Seeker's Allowance (JSA) Claimant Count	<ul style="list-style-type: none"> As of February 2024, the proportion of the population who are aged 16-64 and claim job seekers allowance (JSA) within Southwark (5%) is broadly in line with London (5%), the South East (3%) and England as a whole (4%). At a ward level, there are no considerable differences to Southwark.
Employment rate	<ul style="list-style-type: none"> 63% of the population in Southwark are in employment, which is higher than the proportion in London (59%) and the South East region (58%) and considerably higher than the national proportion of 56%. Within the ward of Borough & Bankside (56%), the proportion of the population in employment is considerably lower than the proportion of Southwark (63%). The proportions of the population in employment in Chaucer (59%), Faraday (57%), Newington (58%), North Walworth (60%), Old Kent Road (59%), Peckham (58%), South Bermondsey (59%) and St George's (56%) are lower than the proportion in Southwark as a whole (56%). The proportion of people who are employed in the wards of Rotherhithe (66%) London Bridge & West Bermondsey (66%) and Rye Lane (66%) are higher than the proportion of the population in Southwark (63%) who are employed. The wards of Champion Hill (67%), Dulwich Hill (67%), North Bermondsey (67%), Peckham Rye (67%), Goose Green (73%) and Surrey Docks (74%) have a proportion of people in employment that is considerably higher than Southwark (63%). 5% of the population in Southwark are unemployed. This is broadly in line with the proportion in London (4%), the South East region (3%) and England as a whole (3%). Within the ward of Dulwich Village (2%) the proportion of unemployed people is lower than the proportion within Southwark as a whole (5%).

B. Literature Review

The table below provides a summary of existing evidence of potential beneficial and adverse effects and associated protected characteristic groups who may be disproportionately or differentially affected prior to implementation of recommendations and further actions.

Table B.2: Evidence and literature review summary

Potential risks and opportunities	Protected groups affected
<p>Access to community facilities</p> <p>Community centres provide a local, safe space to socialise and a way for members of the community to increase social networks.⁷ Research suggests that community centres empower communities to run community-led activities and provide opportunities for skill and knowledge development, increasing confidence in participation in new activities.⁸ Participation and engagement are also encouraged due to their location at the centre of the community which can drive social cohesion and create a sense of belonging.⁹ Community centres, therefore, provide space and facilities that promote wellbeing for many groups, especially those who are more vulnerable in the community. They are an important resource for economic and social regeneration at local community level because they are unique in a sense that they can recognise, collate and meet the specific and diverse needs of their community.¹⁰ They can also provide an alternative learning environment outside of traditional educational facilities that can benefit the complex and individual needs of some younger people, children and disabled people, especially those who have learning difficulties and may struggle in more traditional or formal settings.¹¹</p> <p>The loss of facilities where children can socialise, and play could be particularly detrimental to children living in the local area. Demolition and resource relocation could adversely affect access to child social networks. Evidence suggests that early years provision plays an important role in a child's development and that free play in early childhood is a vital experience through which child learn social, conceptual and creative skills, as well as increasing their knowledge and understanding of the world.¹²</p> <p>The loss of long-standing community links risks creating feelings of isolation, particularly amongst older people. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.¹³ Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.¹⁴ This in turn can lead to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism)</p>	<ul style="list-style-type: none"> ● Children ● Younger people ● Older people ● Disabled people ● LGBTQ+ ● People from ethnic minority groups ● People from religious minority groups

⁷ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

Future of London (2020): 'Community, connection and Covid-19: how community hubs support cohesion and collaboration in tough times', Available at: [Community hubs during Covid-19- Future of London.](https://www.futureoflondon.org/wp-content/uploads/2020/07/Community-connection-and-Covid-19-how-community-hubs-support-cohesion-and-collaboration-in-tough-times.pdf)

⁸ Milton, B., Attree, P., French, B., Povall, S., Whitehead, M. and Popay, J (2013) 'The impact of community engagement on health and social outcomes: a systematic review' Community Development Journal, 47(3), pp.316-334.

⁹ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

¹⁰ Charity Commission (2004): 'Village Halls and Community Centres', Available at: [RS9 \(publishing.service.gov.uk\)](https://www.charitycommission.gov.uk/RS9-(publishing.service.gov.uk))

¹¹ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

¹² Nation Children's Bureau (2007): 'Free Play in Early Childhood'

¹³ Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf .

¹⁴ Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_loneliness_in_later_life_evidence_review.pdf .

Potential risks and opportunities

Protected groups affected

and a greater risk of hospitalisation.¹⁵ Loneliness increases the likelihood of mortality by 26% among those over the age of 65 and raises the risk of developing conditions, such as high blood pressure, heart disease and stroke.¹⁶ The link between **older people** and the likelihood of experiencing feelings of isolation and loneliness indicates that this group may be disproportionately negatively impacted by loss of or changes to community resource provision.

The loss of community links may also have a disproportionate impact on **disabled people**. Findings from the Jo Cox Commission on Loneliness found that over half of disabled people say they are lonely, with around one in four feeling lonely every day.¹⁷ The report also states that forming and maintaining social connections can be a challenge for people with a range of disabilities. As **disabled people** can experience more barriers to forming social connections the loss of existing local social connections through loss or changes to community resources could lead to disabled people experiencing further loneliness and isolation.

The loss of religious centres may also have a disproportionate impact on **ethnic minority** and **minority faith** communities as they may be more reliant on social networks, faith and cultural facilities. They are likely to have concerns over loss of social networks and facilities, as well as fears of isolation, harassment or language barriers in new locations.¹⁸

Continued access to and the creation of community resources can improve social cohesion, wellbeing and community relations. Improved provision of affordable and accessible community facilities positively impact groups that often face barriers to participation, including **older people**, **disabled people**, **ethnic minority communities**, **religious minority communities** and those who identify as **LGBTQ+**.¹⁹

Improved provision of community facilities has also been linked to reducing crime rates and anti-social behaviour amongst **younger people**, by providing them with something to do and increasing social inclusion. Indeed, 70% of teenagers believe that anti-social behaviour occurs because younger people are bored and have little else to do. By providing a diversion, which can lead to personal development in areas such as self-regulation and problem-solving abilities, sports clubs and facilities do lead to a decrease in anti-social behaviour.²⁰

Access to affordable housing

This is also exacerbated by the increasing unaffordability of homeownership for many people in England and Wales over the past decade.²¹ Only 51% of households in London own their homes, and housing in the London Borough of Southwark has become considerably less affordable in the last five years.²²

Rates of homeownership have fallen significantly for **younger people** over the last 20 years due to the increasing unaffordability of housing in the country. Increases in property prices relative to incomes have made it more difficult to save for a deposit or access a mortgage, whilst a lack of social housing investment has made it more difficult to access affordable rented properties.²³

- Younger people
- Disabled people
- Women
- People from ethnic minority groups
- LGBTQ+

¹⁵ IoTUK (2017): 'Social Isolation and Loneliness in the UK' Available at: <https://iotuk.org.uk/social-isolation-and-loneliness-report/>

¹⁶ Age UK (2015): 'Campaign to end loneliness: threat to health'.

¹⁷ Sense for the Jo Cox Commission on Loneliness (2017) 'Someone cares if I'm not there'. Available at: <https://www.sense.org.uk/support-us/campaign/loneliness/>

¹⁸ Della Puppa, Francesco and King, Russell (2019). 'The new 'twice migrants': motivations, experiences and disillusionments of Italian-Bangladeshis relocating to London.' Journal of Ethnic and Migration Studies, 45(11). Available at: <https://doi.org/10.1080/1369183X.2018.1438251>

¹⁹ Assembly, N. I. (2010). 'Barriers to Sports and Physical Activity Participation'.

²⁰ Sport and Recreation Alliance (2012) 'Game of Life: How Sport and Recreation can help make us healthier, happier and richer'. Available at: <http://sramedia.s3.amazonaws.com/media/documents/2d77274e-af6d-4420-bdff-da83c3e64772.pdf>

²¹ Office for National Statistics (2018): 'Housing affordability in England and Wales- 2018'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2018>

²² Mayor of London (2020): 'Housing in London- 2020'. Available at: <https://data.london.gov.uk/dataset/housing-london>;

Office for National Statistics (2019): 'Housing affordability in England and Wales- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2019>

²³ Institute for Fiscal Studies, (2018). 'Barriers to homeownership for younger adults'. Available at: <https://www.ifs.org.uk/publications/13475>

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Protected groups affected

Disabled people are less likely to be able to own their own home and are more likely to rent social housing than their non-disabled peers.²⁴ Whilst some Shared Ownership homes are specifically designed to be accessible for **disabled people**, only 1.1% of households who purchased a shared ownership home in London in 2017/18 included a disabled household member, likely due to the cost. Indeed, 36% of Londoners who live in families where someone is disabled live in poverty, after housing costs are paid.²⁵

Women are disproportionately represented among lone parent households. Around 90% of single parents are women and have the highest poverty rate amongst working-age adults, with 43% living in poverty (rising to 51% in London).²⁶ This makes the risk of financial exclusion higher as women who are single parents are more likely to spend a higher portion of their income on housing costs. This can increase the risk of homelessness, with single mother families accounting for one quarter of all homeless households in London in 2019.

Ethnic minority households may also be affected by the availability of affordable housing when relocating to new areas. According to statistics from the UK Parliament, in 2022/23, relative poverty rates were highest for people in households where the head of the household is from the Pakistani or Bangladeshi ethnic groups and lowest for those from White ethnic groups.²⁷ Furthermore, based on research funded by the UK charity Trust for London, **people from ethnic minority backgrounds** often spend a higher proportion of their income on housing. For example, White British renters spend on average 30% of their income on housing, while Chinese renters spend 72%, Arab renters 46%, and Black African renters 39%.²⁸

Members of the **LGBTQ+** community may also be affected by the availability of affordable housing when relocating to a new area. Research conducted within the World Habitat Report²⁹ outlines that personal experiences alongside wider institutional failures cause **LGBTQ+** groups to disproportionately experience housing issues. One in five **LGBTQ+** renters have experienced discrimination from a landlord or letting agent due to their gender identity or sexual orientation, which can in turn increase barriers to safe, secure and affordable housing.³⁰

According to the Development Trusts Association Scotland, benefits of community ownership can help deliver social and economic purpose by providing an increase of jobs, training and business opportunities.³¹ Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include **older people**, **disabled people**, and those from an **ethnic minority background**. New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including **younger people** and **women**. Statistics released in 2018 have shown that for the first time since the 1980s, British **women** are more likely to be unemployed than men. For younger people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK

²⁴ Office for National Statistics (2019): 'Disability and housing, UK- 2019'. Available at: <https://www.ons.gov.uk/peoplepopulationandcommunity/healthandsocialcare/disability/bulletins/disabilityandhousinguk/2019>

²⁵ Mayor of London (2020) '*Intermediate housing: Equality Impact Assessment*'. Available at: https://www.london.gov.uk/sites/default/files/intermediate_housing_-_equality_impact_assessment_for_part_1_consultation_response_report.pdf

²⁶ Gingerbread (2019). 'Single parents- facts and figures'. Available at: <https://www.gingerbread.org.uk/what-we-do/media-centre/single-parents-facts-figures/>; Gingerbread (2020). 'Living standards and poverty. Available at: <https://www.gingerbread.org.uk/policy-campaigns/living-standards-and-poverty/>

²⁷ UK Parliament (2024) 'Poverty in the UK: statistics' Available at: [Poverty in the UK: statistics - House of Commons Library \(parliament.uk\)](https://www.parliament.uk/library/parliament.uk)

²⁸ Dillon, M. (2023) '*The Impacts of the Housing Crisis on People of Different Ethnicities*' Available at: <https://positivemoney.org/wp-content/uploads/Positive-Money-Housing-Demographics-Report-April-2023.pdf>

²⁹ World Habitat Report (no date) 'Left out: Why many LGBTQ+ people aren't accessing their right to housing in the UK' Available at: [Layout 1 \(thinkhouse.org.uk\)](https://www.thinkhouse.org.uk)

³⁰ HQN (2022) 'One in five LGBTQ+ private renters 'experienced discrimination' from a landlord or letting agent' Available at: [One in five LGBTQ+ private renters 'experienced discrimination' from a landlord or letting agent - HQN \(hqnetwork.co.uk\)](https://www.hqnetwork.co.uk)

³¹ Development Trusts Association Scotland (2022): 'Benefits of community ownership' Available at: [Benefits of community ownership | DTAS Community Ownership Support Service](https://www.dtas.org.uk)

Potential risks and opportunities

Protected groups affected

show that **younger people** are around four times more likely to be unemployed than their adult counterparts aged 25-64.³²

High youth unemployment rates in London, which in 2022 stood at 14.2%, highlight the disproportionate benefit that employment opportunities could have on **younger people**.³³ Similarly, those who are **disabled** are twice as likely to be unemployed than those who are not. In London, disabled people make up 16% of the working age population, yet 29% of the unemployed population.³⁴ Analysis of national unemployment trends highlights that the rate of national unemployment is disproportionately high for **ethnic minority groups** when compared White British people.³⁵ These figures highlight the potential positive impact the creation of jobs due to redevelopment may have on these groups.

There is an established link between child wellbeing and parental job status. **Children** that are dependent on adults who gain employment as a result of the scheme may benefit from reduced levels of stress and anxiety and educational attainment.³⁶

In addition to potential employment opportunities, other benefits of community ownership include:

Employment opportunities

According to the Development Trusts Association Scotland, benefits of community ownership can help deliver social and economic purpose by providing an increase of jobs, training and business opportunities.³⁷ Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include **older people**, **disabled people**, and those from an **ethnic minority background**. New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including **younger people** and **women**. Statistics released in 2018 have shown that for the first time since the 1980s, British **women** are more likely to be unemployed than men. For younger people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK show that **younger people** are around four times more likely to be unemployed than their adult counterparts aged 25-64.³⁸

- Older people
- Disabled people
- People from ethnic minority backgrounds
- Younger people
- Women
- Children

High youth unemployment rates in London, which in 2022 stood at 14.2%, highlight the disproportionate benefit that employment opportunities could have on **younger people**.³⁹ Similarly, those who are **disabled** are twice as likely to be unemployed than those who are not. In London, disabled people make up 16% of the working age population, yet 29% of the unemployed population.⁴⁰ Analysis of national unemployment trends highlights that the rate of national unemployment is disproportionately high for **ethnic minority groups** when compared White British people.⁴¹ These figures highlight the potential positive impact the creation of jobs due to redevelopment may have on these groups.

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³² UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

³³ ONS. (2022) Labour Force Survey (July to September 2022)

³⁴ ONS. (2022) Labour Force Survey (July to September 2022)

³⁵ Runnymede Trust. (2016): 'Ethnic Inequalities in London: Capital for All'.

³⁶ Stevens and Schaller. (2011): 'Short-run effects of parental job loss on children's academic achievement' Economics of Education Review 30(2): 289-299

³⁷ Development Trusts Association Scotland (2022): 'Benefits of community ownership' Available at: Benefits of community ownership | DTAS Community Ownership Support Service

³⁸ UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

³⁹ ONS. (2022) Labour Force Survey (July to September 2022)

⁴⁰ ONS. (2022) Labour Force Survey (July to September 2022)

⁴¹ Runnymede Trust. (2016): 'Ethnic Inequalities in London: Capital for All'.

⁴² Stevens and Schaller. (2011): 'Short-run effects of parental job loss on children's academic achievement' Economics of Education Review 30(2): 289-299

Potential risks and opportunities

Protected groups affected

In addition to potential employment opportunities, other benefits of community ownership include:

- changing attitudes and relationships with stakeholders;
- movement towards financial self-sufficiency; and
- independence and control over future projects in the area, allowing the community to make long term plans.

Having community control of land could allow the needs of the community to be prioritised. This would mean prioritising needs like accessibility, affordable housing, employment opportunities and green spaces would benefit various protected characteristic groups. This is outlined in further detail in the rows below.

Building trust with the community

Ensuring that plans benefit all community members, especially marginalised groups, can lead to greater trust in the community. Building trust within a local community is essential as it lays the foundation for a cohesive and supportive environment where individuals can work together towards common goals and feel secure in their collective identity and future.

- Disabled people
- People from ethnic minority backgrounds

In the UK, there is greater trust in local, compared to national government.⁴³ Research suggests this is due to a greater sentiment of collaboration across parties to serve local needs. According to a survey on resident satisfaction by the Local Government Association, on average, 66% of people in England were satisfied by the way their local council was run.⁴⁴ Furthermore, a reported 60% of people thought that their local council acted on the concerns of local residents and 62% trusted their local council.

However, trust with local authorities can be harmed by poor experiences with local services. A survey conducted by the Royal Society for Arts, Manufactures and Commerce (RSA), a UK charity, found out that discrimination in local services was twice as high among **ethnic minorities** in comparison to White British residents.⁴⁵ Additionally, The UK Disability Survey conducted in 2021 reported that over half of **disabled respondents** were worried about being insulted or mistreated because of their disability.⁴⁶ For this reason, trust from people from ethnic minority backgrounds and disabled people may be harder to gain.

Access to affordable workspace

Affordable workspace is often defined as workspace having a rental value below the market rate, 80% or less.⁴⁷ Though labelled affordable, the operation costs for these spaces often are still too high for the SMEs and businesses that occupy the space. Supporting SMEs presents an opportunity for diversity and inclusion. According to the Longitudinal Small Business Survey in 2019, 15% of SMEs in the UK are **women-led** and 15% of SMEs in London are led by **people from ethnic minority backgrounds**.⁴⁸

- People from ethnic minority groups
- Older people
- Women

Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises. Research shows that **ethnic minority people** are more likely to be self-employed in the UK when compared with White people.⁴⁹ **Ethnic minority people** are also twice as much likely to be in precarious work as White people, which includes self-employed workers working

⁴³ Bunting, H. & Stride, G. (2023): 'The core principles of trust applied to local government' Available at: <https://lgiu.org/blog-article/the-core-principles-of-trust-applied-to-local-government/>

⁴⁴ The Local Government Association (2022) 'PUBLIC ATTITUDES OF LOCAL GOVERNMENT' Available at: https://www.local.gov.uk/sites/default/files/documents/LGA%20Polling%20Trends%20Infographic%202016_21%20FINAL.pdf

⁴⁵ Royal society for arts, manufactures and commerce (2021): 'Ethnic minorities twice as likely to face discrimination in local services' Available at: <https://www.thersa.org/press/releases/2021/ethnic-minorities-twice-as-likely-to-face-discrimination-in-local-services>

⁴⁶ Disability Unit UK (2021): 'UK Disability Survey research report, June 2021' Available at: <https://www.gov.uk/government/publications/uk-disability-survey-research-report-june-2021/uk-disability-survey-research-report-june-2021>

⁴⁷ British Council for Offices (2021): 'AFFORDABLE WORKSPACE: A SOLUTION, NOT A PROBLEM' Available at: <https://creativelandtrust.org/wp-content/uploads/2021/11/CLT-bco-affordable-workspaces.pdf>

⁴⁸ House of Commons (2020): 'Unequal impact? – Coronavirus and BAME people'

Potential risks and opportunities

Protected groups affected

non-standard hours and with lower wages.⁵⁰ Research by the Centre of Social Investigation (CSI) also highlights that British employers are more likely to discriminate against job applicants with an ethnic minority background when making hiring decisions.⁵¹

According to the Office for National Statistics (ONS), nearly one in five self-employed individuals are aged 60 and older in the UK, which has increased 57% in the last decade.⁵² **Older people** are therefore more likely to be in self-employment than the younger counterparts. Furthermore, research suggests that older people who are made redundant face additional barriers to finding new employment compared to the other age groups, especially when attempting to secure interviews for potential new positions.⁵³ According to research, ethnic minority entrepreneurs struggle to access external finance to help with the growth and survival of their businesses more than their White British counterparts.⁵⁴

Similarly, employers who are **women** may also struggle to attain funding for their business operations. Statistics on women in business reflect that, on average, a female-founded business receives £763,000 in funding compared to £4.7 million for a male-owned company.⁵⁵ The figure for funding of male-owned businesses is 6.2 times more than female-owned businesses putting **women** business owners at a disadvantage.

Access to voluntary and community sector workspace

The voluntary sector includes a wide range of organisations, such as charities, co-operatives, community groups, and other types of not-for-profit entities. Within London, the voluntary sector plays a crucial role supporting communities, acting as an advocate for change and addressing local needs. The two main types of infrastructure support organisations to support frontline voluntary, community and social enterprises in London are Councils for Voluntary Services (CVSs) and Volunteer Centres (VCs).⁵⁶ Within Southwark, there is one CVS and one VC.⁵⁷ Many of the volunteering opportunities in these CVSs and VCs include youth mentorship programmes, environmental initiatives, helping the homeless and refugee communities.⁵⁸

According to research from Community Southwark for the 2022/2023 period, the key challenges that the Southwark Voluntary and Community Sector (VCS) face include funding, access to appropriate premises and relationships with statutory partners.⁵⁹ As part of the process of attaining funding, VCS are required to submit written applications which benefit people with English as a first language. However, for VCS groups with people who do not speak English as their first language, this can act as a barrier.

Based on census findings, **ethnic minorities** and **women** are more likely to have a lower proficiency of English. Found that across all ethnicities, people in the Bangladeshi ethnic group were the most likely to not speak English well or at all.⁶⁰ Furthermore, out of those who did not speak English well, 3 out of 5 were **women**, with women in the Pakistani and Bangladeshi ethnic groups being 5 times more likely than men in the same ethnic group to speak no English at all.

Aside from funding, the biggest challenge cited by the Southwark VCS was the unaffordability, unsuitability, and poor quality of some premises. Intersecting with the issue of funding, issues of

- People from ethnic minority backgrounds
- Women
- Older people

⁵⁰ LSE (2016): 'Self-employment is precarious work' Available at: [Self-employment is precarious work \(lse.ac.uk\)](https://www.lse.ac.uk/Research/Research-Findings-and-Call-to-Action/pdfs/2016-05-10-self-employment-is-precarious-work.pdf)

⁵¹ CSI (2019): 'Are employers in Britain discriminating against ethnic minorities?' Available at: [Are-employers-in-Britain-discriminating-against-ethnic-minorities_final.pdf \(ox.ac.uk\)](https://www.csi.ac.uk/wp-content/uploads/2019/07/Are-employers-in-Britain-discriminating-against-ethnic-minorities-final.pdf)

⁵² Human Resources Magazine (2019): 'Age discrimination driving over-50s to self-employment'

⁵³ GOV.UK (2023): 'Leadership of small and medium enterprises' Available at: <https://www.ethnicity-facts-figures.service.gov.uk/workforce-and-business/business/leadership-of-small-and-medium-enterprises/latest/#by-ethnicity-and-area-employers>

⁵⁴ FSB50 (2020): 'New report reveals the obstacles holding back UK's ethnic minority entrepreneurs' Available at: <https://www.fsb.org.uk/resources-page/new-report-reveals-the-obstacles-holding-back-uk-s-ethnic-minority-entrepreneurs.html#:~:text=The%20report%20reveals%3A%201%20EMBs%20are%20more%20innovative,on%20the%20COVID-19%20coalface%2C%20including%20corner%20shop%20owners.>

⁵⁵ Herring, E. & Barber, S. (2024): 'Women in business statistics: 2024'

⁵⁶ London Plus (2024): 'Councils for Voluntary Services & Volunteer Centres'

⁵⁷ Community Southwark (2024): '<https://communitysouthwark.org/>

⁵⁸ Payne, F. (2024): 'Touch Hearts: Best Charities to Volunteer for in London' Available at: <https://communitysouthwark.org/wp-content/uploads/2023/04/State-of-the-Sector-Research-Research-Findings-and-Call-to-Action.pdf>

⁵⁹ Community Southwark (2023): 'State of the Southwark Voluntary and Community Sector'

⁶⁰ GOV.UK (2024): 'English language skills' Available at: <https://www.ethnicity-facts-figures.service.gov.uk/uk-population-by-ethnicity/demographics/english-language-skills/latest/>

Potential risks and opportunities

Protected groups affected

suitable premises particularly affect grassroots organisations, many of which are led by **ethnic minorities**. 58% of groups led by **ethnic minorities** in Southwark do not have premises which they consider to be affordable. This is 12% more than non-ethnic minority led groups.

One example of how relationships with statutory partners was difficult to build, given by a pensioners group in Southwark VCS, was that information was unclear and difficult to attain for some groups due to inaccessible websites. The increasing digitalisation of local public services can be an additional barrier for **older people**. Research from Age UK shows that around 37% of people aged 65 and over did not trust the internet.⁶¹ Without a non-digital alternative to these services, older people may feel as though their needs are being ignored.

Access to good quality green space

The ability to access and use green space has been shown to impact positively on both physical and mental health. Green space can play a fundamental role in facilitating and promoting social interaction,⁶² which in turn can support a sense of belonging and community⁶³ and improve overall levels of happiness.⁶⁴ This is likely to particularly benefit **older people** as they are often more vulnerable to loneliness and social isolation compared to other sections of the population.⁶⁵

Green space can also have a positive role in a **child's** cognitive development,⁶⁶ their wellbeing,⁶⁷ and is linked to lower BMI. Access to green space has also been shown to have positive health benefits for **disabled people, and people with autism or learning disabilities** in particular.⁶⁸ Access to safe green and open space can also benefit **pregnant people** by reducing blood pressure and depression.⁶⁹ The benefits of green space in improving mental well-being are now often included as part of a green agenda in some mental health treatment programs, known as ecotherapy.⁷⁰

Research has found that in urban areas, people from **ethnic minority backgrounds** tend to have less access to local green space and the green space they have access to are often of poor quality.⁷¹ Evidence also shows that safety of urban green space is particularly important to people from **ethnic minority backgrounds**. As these protected characteristic groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment.⁷² Such experiences can result in people **from ethnic minority backgrounds** as well as **women** feeling fearful of urban green spaces. As a result,

- Children
- Older people
- Disabled people
- People with autism or learning disabilities
- People from ethnic minority backgrounds
- Pregnant people

⁶¹ Age UK (2023): 'Age UK analysis reveals that almost 6 million people (5,800,000) aged 65+ are either unable to use the internet safely and successfully or aren't online at all' Available at: <https://www.ageuk.org.uk/latest-press/articles/2023/age-uk-analysis-reveals-that-almost-6-million-people-5800000-aged-65-are-either-unable-to-use-the-internet-safely-and-successfully-or-arent-online-at-all/>

⁶² Kim, J. and Kaplan, R. (2004): 'Physical and psychological factors in sense of community: New urbanist Kentland's and nearby orchard village'.

⁶³ Pinder, R. Kessle, A. Green, J. Grundy, C. (2009): 'Exploring perceptions of health and the environment: A qualitative study of Thames chase community forest'.

⁶⁴ Alcock, I. White, M. Wheeler, B.W. Fleming, L.E. and Depledge, M.H. (2014): 'Longitudinal effects on mental health of moving to greener and less green urban areas'

⁶⁵ NHS (2018): 'Loneliness in older people'; WHO (2016): 'Urban green spaces and health: A review of evidence'.

⁶⁶ Dadvand, P. Nieuwenhuijsen, M.J. Esnaola, M. Forn, J. Basagana, X. Alvarezpedrerol, M. Rivas, I. Lopez-Vincente, M. De Castro Pascual, M. Su, J. Jerrett, M. Querol, X. and Sunyer, J. (2015): 'Green spaces and cognitive development in primary school children'.

⁶⁷ Alcock, I. White, M. Wheeler, B.W. Fleming, L.E. and Depledge, M.H. (2014): 'Longitudinal effects on mental health of moving to greener and less green urban areas'.

⁶⁸ Hartig, T. Mang, M. Evans, G.W (1991) Restorative effects of natural environment experiences; Hartig, T. Mitchell, R. DE VRIES, S. and Frumkin, H. (2014) Nature and health; Herzog, T. Black, A.M. Fountaine, K.A. Knotts, D.J (1997) Reflective and attentional recovery as distinctive benefits of restorative environments; Kaplan, R and Kaplan, S (1989) The experience of nature: A psychological perspective; Ulrich, R.S, Simmons R.F, Losito B.D, Fiority, E, Miles, M.A and Zeison, M. (1991) Stress recovery during exposure to natural and urban environments.

⁶⁹ Grazuleviciene, R. Dedele, A. Danileviciute, A. Venclovine, J. Grazulevicius, T. Andrusaityte, S. Uzdanicviciute, I and Nieuwenhuijsen, M.J. (2014) The Influence of Proximity to City Parks on Blood Pressure in Early Pregnancy; McEachan, R.R. Prady, S.L. Smith, G. Fairley, L. Cabieses, B. Gidlow, C. Wright, J Dadvand, P. Van Gent, D and Nieuwenhuijsen, M.J. (2016) The association between green space and depressive symptoms in pregnant women: moderating roles of socioeconomic status and physical activity.

⁷⁰ Mind (2007): 'The Green Agenda For Mental Health'.

⁷¹ Chartered Association of Building Engineers, (2010) 'Community green: using local spaces to tackle inequality and improve health'

⁷² World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'.

Potential risks and opportunities

Protected groups affected

appropriately managed and maintained green spaces can help to ensure all its users, especially people from **ethnic minority backgrounds**, feel and are safe using green space.

Green roofs, roofs of buildings that have growing vegetation over a waterproofing membrane and sometimes include drainage and irrigation systems, are considered to have positive impacts on both the environment and society.⁷³ The implementation of green roofs offers a multitude of benefits including:

- stormwater management;
- improved air quality;
- improved energy efficiency;
- enhanced biodiversity;
- reduced heating costs; and
- food growing opportunities.⁷⁴

Community gardening opportunities

Promoting food growing opportunities across the borough may enhance access to healthy food for all, benefitting especially **children and older people**.

In the UK, community gardens tend to serve multiple purposes. For instance, they provide open space while operating as plots for those interested in gardening. By examining the diversity and inclusivity of community gardens in promoting the wellbeing and engagement of older individuals through a spatial justice perspective, disparities in access to these green spaces are revealed. Spatial justice can be defined as being the equal and equitable distribution of, and the ability to use, socially valued resources within a space.⁷⁵ According to researchers at UCL, spatial justice is often not considered when developing community gardens.⁷⁶ As a result, **older people** may face barriers to participation through accessibility issues such as spatial designs deficiencies that fail to address people with disabilities, which may be associated with ageing.

Gardening can be beneficial to an **older person's** mental health, sense of responsibility, connection to others and continuation of learning. Especially in a community environment, gardening can also alleviate feelings of loneliness in this protected characteristic group.⁷⁷

Gardening offers invaluable lessons to **children**, from developing and engaging with their own senses and motor skills, to encouraging healthy eating, learning responsibility and patience and developing social skills. Several academics have also suggested that early life experience of nature can help to develop an environmental awareness, stewardship and a positive relationship with nature later on in life.⁷⁸

Research carried out by the Social Market Foundation found that 16% of survey respondents said either not having access to a car or not being near a supermarket offering healthy food at low prices was a barrier to eating healthily. This shows that accessing food stores with healthy produce available was a key concern. Segmented by age groups, the research showed that this was particularly a barrier for older groups with a fifth (20%) of over 55s stating either of these issues as a barrier to eating healthily, compared to just over one in 10 (11%) of 18-34 year olds.⁷⁹

For ethnic minorities, community gardening can act as a way to promote inclusion and awareness of culture. Research by the Federation of City Farms & Community Gardens shows that over 70% of **ethnic minority communities** reside in some of the most economically

- Children
- Older people
- People from ethnic minority communities

⁷³ Rodriguez Droguett, B. (2011): 'Sustainability assessment of green infrastructure practices for stormwater management: A comparative emergy analysis'

⁷⁴ National History Museum (2022): 'Green on top: Raising the roof for Biodiversity' Available at: <https://www.nhm.ac.uk/discover/green-roofs.html>

⁷⁵ Soja, E.W. (2009): 'The city and spatial justice. Justice spatiale/Spatial justice', 1(1), pp.1-5.

⁷⁶ Lam, M. (2022): 'Spacial Justice Matters – Designing and Running Urban Community Gardens for Older People's Wellbeing'. Available at: <https://blogs.ucl.ac.uk/dpublog/2022/03/09/spatial-justice-matters-designing-and-running-urban-community-gardens-for-older-peoples-wellbeing/>

⁷⁷ The King's Fund (2016): 'Gardens and health: Implications for policy and practice'.

⁷⁸ Finger, M. (1993): 'Does environmental learning translate into more responsible behaviour'; Louv, R. (2005): 'Last child in the woods: saving out children from nature-deficit disorder'; Palmer, J. A. (1993): 'Development of concern for the environment and formative experience of educators'; Wilson, E.O. (1990): 'Biophilia'

⁷⁹ Social Market Foundation (2018): 'What are the barriers to eating healthily in the UK?'

Potential risks and opportunities

Protected groups affected

disadvantaged urban neighbourhoods in the country.⁸⁰ Through various community gardening initiatives, the study found that **people from ethnic minority communities** used these gardens as opportunities to grow vegetables that were specific to cultural dishes. Consequently, local community gardens or city farms often serve as one of the few available green spaces, uniquely positioned to actively engage with diverse ethnic groups.

Health benefits of shifting away from car travel

There is a direct relationship between health, air quality and transport infrastructure.⁸¹ Road transport is a major source of emissions.⁸² Both diesel and petrol vehicles emit air pollutants through engine emissions and friction between their brake pads and tyres on the road. Debates are ongoing regarding which fuel is the cleanest, but there is agreement that in the long-term, electric cars will offer the greatest chance of reducing air pollution.⁸³

Harmful air pollutants such as particulate matter, nitrogen oxide and sulphur dioxide can impact human health in a variety of ways in both the short and long term. Research indicates that the magnitude of the impact of air pollution varies according to the duration of exposure and the sensitivity of the individual concerned.⁸⁴ Although air pollution affects everyone, people with protected characteristics are more likely to be disproportionately exposed to air pollution and suffer disproportionate affects when exposed to air pollution.⁸⁵

Research suggests that air pollution can aggravate and worsen existing cardiovascular, respiratory and allergy-related conditions such as asthma.⁸⁶ As a result, **older people and disabled people** are more susceptible to the health effects of air pollution as they are more likely to have pre-existing health conditions.

Air pollution can also lead to the development of new conditions including pneumonia and cancer, and ultimately reduce life expectancy.⁸⁷ Emerging research suggests that air pollution might also affect the brain and could be linked to dementia and cognitive decline.⁸⁸ Also, **children and younger adults** with asthma are more at risk from the effects of pollution because they have faster breathing rates, and their lungs are still developing, which can make them more susceptible to changes in particulate matter concentrations in the air.⁸⁹ Similarly, air pollution can disproportionately impact the health of babies during antenatal development.⁹⁰ **People who live in deprived areas** can also be more susceptible to the impacts of air pollution, potentially because they tend to be in poorer health than the rest of the population and reside in areas closer to busy roads.⁹¹

- Children
- Younger people
- Older people
- Disabled people
- Pregnant people
- People living on low income

Redistribution of space away from cars

Any potential change in the distribution of street space away from private cars is likely to be associated with a reduction in severance for both pedestrians and road users, which can differentially impact **children, older people and disabled people**.

- Children
- Older people
- Disabled people

⁸⁰ Federation of City Farms & Community Gardens (2021): 'Chillies and roses: Inspiring multi-ethnic involvement at community gardens and farms'.

⁸¹ WHO (2013): 'Review of evidence on health aspects of air pollution (REVIHAAP) project: Technical report'

⁸² DEFRA (2019): 'Air quality: Explaining air pollution – at a glance'

⁸³ Air Quality (date unknown): 'Air pollution emissions in the UK'

⁸⁴ Sierra-Vargas, M.P., and Teran, L. M. (2012): 'Air pollution: Impact and prevention'

⁸⁵ Faculty of Public Health (2013): 'Transport and health: A position statement'; Cowie, H. et al., (2015): 'Air quality, health, wellbeing and behaviour'

⁸⁶ DEFRA (2013): 'Guide to UK air pollution information resources'; DEFRA (2013): 'Short-term effects of air pollution on health'; Public Health England (2018): 'Health matters: air pollution'

⁸⁷ British Lung Foundation (2017): 'Types of air pollution'; British Lung Foundation (2017): 'What are the effects of air pollution on your lungs?'; NHS (2015): 'Lung cancer'; The Committee on the Medical Effects of Air Pollutants (2018): 'The effects of long-term exposure to ambient air pollution on cardiovascular morbidity: Mechanistic evidence'; The Committee on the Medical Effects of Air Pollutants (2006): 'Cardiovascular disease and air pollution'; Public Health England (2018): 'Health matters: Air pollution'

⁸⁸ Public Health England (2018): 'Health matters: Air pollution'

⁸⁹ British Lung Foundation (2016): 'How air pollution affects your children's lungs'; Public Health England (2018): 'Health matters: Air pollution'

⁹⁰ Royal College of Physicians (2016): 'Every breath we take: The lifelong impact of air pollution'

⁹¹ Fecht, D., et al (2015): 'Associations between air pollution and socioeconomic characteristics, ethnicity and age profile of neighbourhoods in England and the Netherlands'; Pearce, J., et al (2013): 'Geographical and social inequalities in particular matter (PM10) and ozone air pollution in the EU: 2006 to 2010'; Public Health England (2018): 'Health matters: Air pollution'

Potential risks and opportunities

Protected groups affected

Changes in the distribution of street space away from private cars may improve **children's** access to community and recreational facilities.⁹² Reduced traffic in proximity to schools, or community facilities that are frequently used by children can also improve their psychological wellbeing, academic achievements and long-term cognitive development.⁹³

Changes to surface transport may affect how **older people** interact with community facilities.⁹⁴ Older people may find it easier to access public spaces further away from their home or integrate into new social networks, due to reduced severance caused by road traffic.⁹⁵

Research shows that the presence of vehicular traffic can present a barrier for **disabled people** accessing community resources. National Travel Survey data shows disabled people are generally more likely to experience travel difficulties in the daily trips that they make.⁹⁶

Inaccessibility of the pedestrian environment

The shift away from car travel could negatively impact some protected characteristic groups if the pedestrian environment is inaccessible or poorly designed. For example, the upkeep of streets and the design of the environment were mentioned as common barriers **older people** and **disabled people** faced when using the public realm. Uneven surfaces, steep hills, high kerbs, holes in pavements and a lack of places to rest have been cited in research as reasons these protected characteristic groups feel anxious about walking.⁹⁷

- Older people
- Disabled people

Disabled people with a range of learning and physical impairments frequently state that a reason for their lack of activity is due to the inaccessibility of the pedestrian environment, particularly road crossings where evidence shows they feel particularly vulnerable.⁹⁸ Also, disabled people have historically not been included in cycling discussions and as a result infrastructure has not accounted for their needs, exacerbating inequalities.⁹⁹

Reduction of parking spaces

A reduction in parking infrastructure, especially if this includes spaces close to services and facilities or Blue Badge parking, can disproportionately impact those who may be reliant on a car to travel if appropriate alternatives for transport are not available. This can adversely affect parents with **younger children**,¹⁰⁰ and **disabled people** who rely on such parking facilities in order to access a range of services and facilities, as well as, potentially, their homes. This can lead to knock-on effects on parents and **disabled people's** independence, exacerbating issues such as loneliness and social isolation.¹⁰¹

- Children and people using buggies or pushchairs
- Disabled people

Energy efficiency and health effects

Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home.¹⁰² **Children** living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than **children** living in warm homes. Cold housing can negatively

- Children
- Older people
- People with lower socio-economic status

⁹² Amieur, Y., Waygood, E. and van den Berg (2022) 'Objective and Perceived Traffic Safety for Children: A Systematic Literature Review of Traffic and Built Environment Characteristics Related to Safe Travel' Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC8910047/>

⁹³ Ding P, Feng S. (2022) 'How School Travel Affects Children's Psychological Well-Being and Academic Achievement in China', Available at: <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9658989/>

⁹⁴ 'Ravensbergen, L., Van Liefvering M., Jimenez, I, Zhang, M. and El-Geneidy, A. (2022): 'Accessibility by public transport for older adults: A systematic review', Available at: <https://www.sciencedirect.com/science/article/pii/S0966692322001314>

⁹⁵ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

⁹⁶ Department for Transport (2019): 'National Travel Survey: 2018'

⁹⁷ TfL (2016): 'Older Londoners' perceptions of London streets and the public realm: Final report'

⁹⁸ Social Exclusion Unit (2003): 'Making the connections; final report on transport and social exclusion'

⁹⁹ Cycling UK (2018): 'Dr. Rachel Aldred: How disabled people are left out of UK transport strategy'

¹⁰⁰ Pettersson, G., (2009), 'Priorities for the use of bus transport by disabled people, older people and parents with younger children in buggies', Association of European Transport

¹⁰¹ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

¹⁰² International Energy Agency, (2014): 'Capturing the Multiple Benefits of Energy Efficiency Capturing the Multiple Benefits of Energy Efficiency'. Liddell, C, Morris, C. (2010): 'Fuel poverty and human health: a review of recent evidence'. Marmot, M, Geddes, I, Bloomer, E (2011) The health impacts of cold homes and fuel poverty, London: Friends of the Earth & the Marmot Review Team.

Potential risks and opportunities

Protected groups affected

affect **children's** educational attainment, emotional wellbeing, and resilience.¹⁰³ Effects of cold housing are also evident among **older people** in terms of higher mortality risk, physical health and mental health.¹⁰⁴ **Older people** spend on average 80% of their time at home, making them more susceptible to cold or damp related health problems. Cold temperatures can increase the levels of minor illnesses such as colds and flu, contribute towards excess winter deaths, negatively affect mental health, and exacerbate existing conditions such as arthritis and rheumatism.¹⁰⁵

Housing has now been identified as a key driver of social mobility in the UK Government's New Social Mobility Index. This suggests that improved housing provision could lead to upward social mobility and improved socio-economic status.¹⁰⁶

Fuel poverty

Fuel poverty is directly related to the energy efficiency of a building and occurs when owners or residents cannot afford to keep adequately warm at a reasonable cost given their income.¹⁰⁷

With regard to insulation, the Decent Homes Standard (DHS) requires local authorities to make sure all social housing provides a reasonable degree of thermal comfort to its residents. This includes ensuring efficient heating is provided with use of minimum insulation levels. However, the DHS does not require local authorities to ensure all social housing is heated affordably, and therefore does not always automatically serve to address issues such as fuel poverty.¹⁰⁸

Research suggests that fuel poverty is more common among people from ethnic minority backgrounds when compared to White households.¹⁰⁹ Data shows that in 2015, 16% of **ethnic minority households** were living in fuel poverty compared to 10% of White households.¹¹⁰

Disabled people often use more heating to stay warm because of their impairment or disability, this is especially the case for people with mobility impairments.¹¹¹

- Disabled people
- People from ethnic minority backgrounds
- People living on low income

Cost of retrofitting, building or installing energy efficient infrastructure

Retrofitting existing buildings and homes is likely to involve an upfront monetary cost. On average, the purchase and installation of solar panels cost about £7,000 for a three-bedroom home in the UK.¹¹² Similarly, the implementation of green roofs are a large expense, costing about £100 per square metre in the UK.¹¹³ Although this may be mitigated by the cost savings from having a more energy efficiency building or home in the long-term, the upfront cost may be unaffordable for some. Furthermore, some roofs may not be suitable for retrofitting green roofs and solar panels. This could be the case for people at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans. This includes **younger people not in employment, older people, single parent families** (the vast majority of whom are led by **women**) and people from **ethnic minority backgrounds**.¹¹⁴

- Older people
- Younger people not in employment
- Single parent families
- People from ethnic minority backgrounds
- Women

¹⁰³ Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

¹⁰⁴ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingling.org/HAA/

¹⁰⁵ The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingling.org/HAA/

¹⁰⁶ GOV.UK (2022): 'State of the Nation 2022: Chapter 1 – The new Social Mobility Index', Available at [State of the Nation 2022: Chapter 1 – The new Social Mobility Index - GOV.UK \(www.gov.uk\)](https://www.gov.uk/state-of-the-nation-2022-chapter-1-the-new-social-mobility-index)

¹⁰⁷ Marmot, M, Geddes, I, Bloomer, E (2011) 'The health impacts of cold homes and fuel poverty', London: Friends of the Earth & the Marmot Review Team.)

¹⁰⁸ Centre for Sustainable Energy (2006): 'Tackling fuel poverty at local and regional level: opportunities to deliver action and policies to stimulate success'. Available at: <https://www.cse.org.uk/downloads/reports-and-publications/fuel-poverty/tackling-fuel-poverty-at-local-&-regional-level.pdf>

¹⁰⁹ This does not include White ethnic minority households.

¹¹⁰ Department for Business, Energy and Industrial Strategy (2017): 'Ethnicity facts and figures: Fuel poverty'.

¹¹¹ Scope (2018): 'Out in the Cold'.

¹¹² Federation of Master Builders (2024): 'Solar panel costs in the UK' Available at: <https://www.fmb.org.uk/homepicks/solar-panels/cost-of-solar-panels/>

¹¹³ Richardson, J. (2023): 'Different Types of Green Roof, Sedum Roof' Available at: <https://www.renewableenergyhub.co.uk/main/green-roof-information/types-of-green-roofs>

¹¹⁴ Joseph Rowntree Foundation, 'Understanding and combating "Financial exclusion"'

Potential risks and opportunities	Protected groups affected
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<p><u>Construction phase effects of retrofitting, building or installing energy efficient infrastructure on homes and other buildings</u></p> <p>Retrofitting homes and other buildings, building or installing energy efficient infrastructure or connecting to district heating networks, is likely to result in some level of disruption to the local community. This could involve involuntary temporary vacation of homes and other buildings and homes, which can impact upon residents' or buildings users' routines and cause stress and anxiety. For example, disabled people can experience heightened stress due to their impairment¹¹⁵ and people suffering from dementia or Alzheimer's are more likely to find changes to their routine and adapting to a new environment stressful and confusing.¹¹⁶</p> <p>Physical health effects may also arise as a result of the environmental effects of construction in homes and other buildings. Older people, disabled people, and children are likely to be affected by changes in air quality that may arise. Increased air pollution can impact upon underlying respiratory conditions for older and disabled people and contribute to health impacts in younger children, including long term cognitive issues and neurodevelopment.¹¹⁷</p> <p>Noise pollution can also have adverse health impacts on older people including sleep disturbance and stress.¹¹⁸</p>	<ul style="list-style-type: none"> ● Older people ● Children ● Disabled people
<p><u>Information, communication and engagement with local communities</u></p> <p>Complex material and information may present a challenge to those who have different information and communication needs, this includes but is not limited to people with learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people with English as a second language.</p> <p>Best practice guidance¹¹⁹ and evidence suggests that the following processes can ensure that information documents are fully accessible to everyone and reduce concerns regarding access to information:</p> <ul style="list-style-type: none"> ● information should be in short, concise sentences without jargon; ● pictures should be included where possible to support the text; ● the format, layout and length of document should be carefully considered; ● easy read, braille, audio and large print should be provided upon request; and ● information should be translated into people's first language upon request. <p>The COVID- 19 pandemic has seen an increased shift to the use of digital tools to aid information and communication during engagement programmes. However, some groups are more likely to be digitally excluded, and an over-reliance on these forms of information communication could exclude many from the regeneration conversation. Many older people tend to be less familiar with technology,¹²⁰ and this can act as a barrier to them accessing digital information. A third of older people are not online; whilst a fifth of disabled people are not internet users.¹²¹ Level of education (associated with deprivation) is often also a factor in digital exclusion- just 36% of people with no qualifications are internet users.¹²²</p>	<ul style="list-style-type: none"> ● Children ● Younger people ● Older people ● Disabled people ● People with English as a second language ● People from deprived areas ● People from ethnic minority groups

¹¹⁵ National Autistic Society (2016) 'Obsessions, repetitive behaviour and routines'. Factsheet.

¹¹⁶ Son, G. R., Therrien, B., & Whall, A. (2002). 'Implicit memory and familiarity among elders with dementia'. Journal of Nursing Scholarship, 34(3), 263-267

¹¹⁷ Asthma UK (2017). 'Pollution'. Available at <https://www.asthma.org.uk/advice/triggers/pollution/100>

Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'.

¹¹⁸ World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1

¹¹⁹ Change (2015): 'how to make information accessible: a guide to producing easy read documents' Available at: How-to-make-info-accessible-guide-2016-Final (changepeople.org) Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: Making written information easier to understand for people with learning disabilities - GOV.UK (www.gov.uk) MENCAP (date unknown): 'Making myself clear' Available at: Making-Myself-Clear.pdf (accessibleinfo.co.uk)

¹²⁰ ONS (2018): 'Internet users: UK, 2018'

¹²¹ Citizens Online (2020). 'Digital exclusion in population screening programmes. Available at: <https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

¹²² Citizens Online (2020). 'Digital exclusion in population screening programmes'. Available at: <https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf>

Potential risks and opportunities

Protected groups affected

Despite the speed and efficiency of the internet, it can be a major source of anxiety and stress for some **people with certain disabilities** and **older people**.¹²³ Poor digital access and literacy experienced by people in these groups may make navigating the internet or attaining digital devices more difficult. As some disabled people are statistically more likely to be on a lower income¹²⁴, they may not be able to afford the technology required. The Office for National Statistics (ONS) found that across all age groups, the proportion of non-disabled internet users was higher than disabled internet users. The difference in usage was particularly large for the over 75 age group.¹²⁵ This suggests that providing information solely via the internet can create a barrier for **older people**. Providing clear digital information for individuals with **non-visible and neurodiversity** can help improve their accessibility to information.

'Seldom- heard' groups- such as **children** and **younger people, disabled people**, people from **deprived areas**, and people from **ethnic minority groups** - are at particular risk of exclusion from the engagement process.¹²⁶ It is recommended that engagement 'go the extra mile' to reach these groups by:

- meeting people 'on their own turf' and at times which suit them best;
- offering a range of meeting times and venues;
- reimbursing travel costs; and
- publicising events in languages other than English.

¹²³ Rail Delivery Group (2015): 'On track for 2020? The future of Accessible Rail Travel' Available at: [On Track for 2020? The Future of Accessible Rail Travel \(raildeliverygroup.com\)](https://www.raildeliverygroup.com/On-Track-for-2020-The-Future-of-Accessible-Rail-Travel)

¹²⁴ Equality and Human Rights Commission (2017): 'Being disabled in Britain' Available at: [Being disabled in Britain: a journey less equal | Equality and Human Rights Commission \(equalityhumanrights.com\)](https://www.equalityhumanrights.com/en/being-disabled-in-britain)

¹²⁵ Office for National Statistics (2017): 'Internet users in the UK: 2017'

¹²⁶ Scottish Government (2017). 'Barriers to community engagement in planning: a research study. Available at: <https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2017/05/barriers-to-community-engagement-in-planning-research/documents/barriers-community-engagement-planning-research-study-pdf/barriers-community-engagement-planning-research-study-pdf/govscot%3Adocument/Barriers%2Bto%2Bcommunity%2Bengagement%2Bin%2Bplanning%2B-%2Ba%2Bresearch%2Bstudy.pdf>



Agenda Item 13 APPENDIX 11 Abbey Street, SE1, Key Worker Housing and Community Facility



Southwark Maps

50 m

Scale = 1:1250

5-Jul-2024

A large teal graphic element consisting of a triangle at the top and a vertical rectangle below it, with a diagonal cutout on the right side.

Beormund Equality Impact Assessment

May 2023

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Beormund Equality Impact Assesment

May 2023

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Executive summary

Overview of the commission

Mott MacDonald has been commissioned by Southwark Council ('the Council') to undertake an Equality Impact Assessment (EqIA) of the demolition of the former Beormund Community Centre ('the Scheme') in the London Borough of Southwark. This EqIA will be submitted for consideration as part of the prior approval required to demolish the existing building.

About the EqIA

The EqIA focusses on the potential effects likely to be experienced by those living, visiting and working in the community in light of their 'protected characteristics', as defined under the Equality Act 2010. The protected characteristics are: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

The EqIA identifies any disproportionate effects (both positive and negative) on those with protected characteristics that may arise from the Scheme and sets out any embedded actions that the Council and its project partners have put in place throughout design and development of the Scheme to mitigate any risk.

Approach to the EqIA

The research and analysis process for this EqIA has identified several opportunities and risks which could arise as a result of the proposals. The study area considered in this assessment, the Local Impact Area (LIA), is the site itself and the surrounding area 500m from site boundary, in order to capture potential effects on the surrounding community. People who live, work and use community facilities or businesses within in the LIA are likely to experience these effects differentially or disproportionately as a result of their protected characteristics.

The EqIA considers the impacts of the demolition process – particularly the impact on existing residents, users of community resources and local businesses the LIA. The assessment also explores the impact of the delivery of potential future proposals for the site on the current and future community. However, it must be noted that, to date, there is not a confirmed proposal in place for use of the land at present.

Assessment of equality effects has been undertaken based on the characterisation of potential effects – including sensitivity of the affected parties to the proposals, the distribution of those groups in the Site, the nature of the effect, and mitigation measures in place to address the effect.

The EqIA has identified several potential equality impacts that could arise from the proposals. These have been split into two broad categories:

- potential impact on residents, users of community resources, and local businesses during demolition;
- potential impact on the community following the demolition process.

Findings of the EqIA

The assessment has identified that the process of demolition of the former Beormund Community Centre has the potential to cause adverse health effects for local residents in the following protected characteristic groups:

- Older people
- Children
- Disabled people
- Carers
- People from ethnic minority backgrounds
- People from lower socio-economic backgrounds

Nevertheless, the Council are obligated to develop a Construction Management Plan (CMP) which is intended for the mitigation of negative impacts relating to demolition and construction. Alongside this, a Construction Environmental Management Plan (CEMP) should be developed in conjunction with the CMP and should follow best practice mitigation for the health effects related to noise and air quality impacts.

The EqIA also recommends a series of actions the Council should take to further mitigate against the potential equality risks of the Scheme, which should alleviate any adverse health effects on local residents. These include:

- Ensuring that up-to-date information about the demolition, including what is going on before, during and after all stages of the process, is shared with residents and community resources.
- Residents should have the opportunity to provide feedback on any issues which they may experience in a way which is suitable for them.

The assessment also identified that the proposed future redevelopment, which the demolition would enable, has the potential to provide the following opportunities for positive equality effects:

- the delivery of new and more energy efficient key worker or affordable housing;
- new improved community centre;
- construction employment (varying by the amount of construction required for the job);
- improved access to green space;
- increased safety and security; and
- reduction in crime and disorder.

1 Introduction

1.1 Overview

Mott MacDonald has been commissioned by Southwark Council ('the Council') to undertake an Equality Impact Assessment (EqIA) of the demolition of the former Beormund Community Centre ('the Scheme').

This report provides the context of the proposals, the requirements of the Equality Act 2010 ('the Equality Act'), and the potential impacts of the Scheme on people with characteristics protected under the Equality Act.

Protected characteristics include the following (as defined by the Equality Act):¹ age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

The report then outlines the findings of the assessment and provides recommendations for mitigation and further enhancement where appropriate.

1.2 The Equality Impact Assessment

1.2.1 Equality Impact Assessment and the Public Sector Equality Duty

The EqIA has been undertaken in support of the Council's obligations under UK equality legislation, and in particular the Equality Act. The Act sets out a Public Sector Equality Duty (PSED), at section 149, and is set out in the Figure below.

Figure 1.1: Article 149 of the Equality Act 2010: The Public Sector Equality Duty

- (1) A public authority must, in the exercise of its functions, have due regard to the need to
- (a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;
 - (b) advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it.
- (2) A person who is not a public authority but who exercises public functions must, in the exercise of those functions, have due regard to the matters mentioned in subsection (1).
- (3) Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular, to the need to –
- (a) remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
 - (b) take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it;
 - (c) encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

Source: The Equality Act, 2010

¹ Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: www.legislation.gov.uk

The PSED is intended to support good decision-making. It encourages public bodies such as the Council to understand how different people will be affected by their activities. This helps to ensure policies and services are appropriate and accessible to all and meet different people's needs. The Council must demonstrate that it has shown due regard to the aims of the PSED throughout the decision-making process for the redevelopment of the site. The process used to do this must take account of the protected characteristics which are identified below in section 1.2.2.

1.2.2 Assessing equality effects

While the PSED does not specify a particular process for considering the likely effects of policies, programmes, and projects on different sections of society for public authorities to follow, this process is usually undertaken through some form of equality analysis. This can include EqIA.

By understanding the effect of their activities on different people, and how inclusive delivery can support and open up opportunities, public bodies can be more efficient and effective. The PSED therefore helps public bodies to deliver the Government's overall objectives for public services.

The PSED specifies that public bodies should minimise disadvantages experienced by people due to their protected characteristics, take steps to meet the different needs of people from protected groups, and encourage participation from these groups where participation is disproportionately low. Undertaking equality analysis such as an EqIA helps to demonstrate how a public body is complying with the PSED by:

- providing a written record of the equality considerations which have been taken into account;
- ensuring that decision-making includes a consideration of the action that would help to avoid or mitigate any negative impacts on particular protected groups; and
- supporting evidence-based and more transparent decision-making.

1.2.3 Protected characteristics

An EqIA provides a systematic assessment of the likely or actual effects of policies or proposals on social groups with protected characteristics (as defined by the Equality Act). Southwark Council also considers carers and socio-economic status as protected characteristics as they are recognised as causes of inequality in the borough, so these are also included in this assessment.

Table 1.1: Protected characteristics definition

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Age	A person belonging to a particular age (for example 32-year-olds) or range of ages (for example 18- to 30-year-olds).
Disability	A person has a disability if she or he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.
Gender reassignment	The process of transitioning from one gender to another.
Marriage and civil partnership	Marriage is a union between a man and a woman or between a same-sex couple. Couples can also have their relationships legally recognised as 'civil partnerships'. Civil partners must not be treated less favourably than married couples (except where permitted by the Equality Act).
Pregnancy and maternity	Pregnancy is the condition of being pregnant or expecting a baby. Maternity refers to the period after the birth, and is linked to maternity leave in the employment context. In the non-work context, protection against maternity discrimination is for 26 weeks after giving birth, and this includes treating a woman unfavourably because she is breastfeeding.
Race	Refers to the protected characteristic of race. It refers to a group of people defined by their race, colour, and nationality (including citizenship) ethnic or national origins.

Protected characteristic	Equality and Human Rights Commission (EHRC) definition
Religion and belief	Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (such as Atheism). Generally, a belief should affect someone's life choices or the way they live for it to be included in the definition.
Sex	A man, woman, or non-binary person.
Sexual orientation	Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes.

Source: Equality Act, 2010, Equality and Human Rights Commission, 2019

Table 1.2: Characteristics protected by Southwark Council

Protected characteristic	Southwark Council definition
Carers	A person who gives help or support to someone else because they have long-term physical or mental health conditions, or problems related to old age.
Socio-economic status	Refers to the measure of a person's economic and social position in relation to others, based on income, education, health, living conditions and occupation.

Source: Southwark Council, 2022.

1.2.4 Groups with protected characteristics

For the purposes of this EqIA, groups with protected characteristics have been identified based on the desk-based evidence review to improve the assessment.

- Within 'age', all age ranges are considered, but specific sub-categories include children (aged under 16 years), younger people (aged 16-24 years), and older people (aged 65 or over).
- Within 'race', all races and ethnicities are considered, but the sub-categories of Ethnic Minority is identified to refer to non-White British communities.
- Within 'religion and belief', all religious and belief groups are considered, but the term 'Minority faith groups' refers to religious groups who are not Christian (Buddhist, Hindu, Jewish, Muslim, Sikh, and 'other').
- Within 'sexual orientation' and 'gender reassignment', all sexual orientations and gender statuses are considered, but the 'Lesbian, Gay, Bisexual, Transgender +' (LGBT+) community is considered together.
- Within 'sex', the sub-categories of men and women are used.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-category where the effect only relates to pregnancy.

The analysis determines the likely or actual effects of the scheme on protected characteristic groups by:

- Assessing whether one or more of these groups could experience differential or disproportionate effects as a result of the proposed development.
- Identifying opportunities to promote equality more effectively.
- Developing ways in which any disproportionate negative impacts could be removed or mitigated to prevent any unlawful discrimination and minimise inequality of outcomes.

1.3 Overall approach to the EqlA

The approach to this EqlA employs the following five principal steps:



1.3.1 Tasks undertaken

Within the steps above, the following tasks were undertaken to deliver the assessment:

1.3.1.1 Understanding the project

Discussion with Southwark Council: Initial discussions were undertaken with Southwark Council to gain a better understanding of the area and the approach to the Scheme.

Review of the Scheme: A review of documentation associated with the planned demolition works and planned mitigation measures was undertaken.

1.3.1.2 Evidence, distribution, and proportionality

Initial desk-based evidence and literature review: In order to better understand the potential risks and opportunities arising from the Scheme on residents and community facilities an initial desk-based review was undertaken. This allowed for the characterisation of potential risks and opportunities typically associated with demolition and renewal, to understand whether they applied in this instance.

Demographic analysis of the Site and surrounding area: A high-level social and demographic profile of the area around the former Beormund Community Centre has been collated using publicly available LIA (LIA) data and compared to wider social and demographic data for Southwark, London and England.

1.3.1.3 Engagement and analysis

Stakeholder engagement: Southwark Council will be implementing a programme of consultation and engagement with residents and key equality stakeholders once options for redevelopment are outlined. Consultation is currently planned for 2024 or early 2025.

Analysis of stakeholder engagement has been included from engagement undertaken in 2022. Feedback has been analysed through an equality lens to draw out themes and provide additional supporting evidence relating to potential impacts.

1.3.1.4 Impact assessment

Assessment of potential impacts: Potential impacts were examined using the research undertaken in the stages above. Assessment of equality impacts was undertaken in light of the sensitivity of the affected parties to demolition and renewal, and distribution of people with

protected characteristics in the area around the former Beormund Community Centre. Potential impacts were identified in the context of the mitigation measures implemented by the Council.

1.3.1.5 Action Planning

Making recommendations: Based on the impacts identified, a series of conclusions and further recommendations were developed to help manage the proposals and the impacts identified in the local area.

1.4 Methodology for identifying and assessing equality effects

1.4.1 Assessing equality effects

The assessment of effects across the EqlA process is predominantly qualitative and outlines the nature of the impact on:

- residents living within the Local Impact Area;
- businesses within the LIA
- community facilities within the Local Impact Area, their operators and their service users;
- the local community.

The assessment considers, where possible and applicable:

- whether the Scheme will have a positive or negative effect on the lives of those who live, visit or work in the area;
- the relationship of the effect to the Scheme (e.g. direct relationship such as loss of property or indirect relationship such as loss of access to services);
- the duration, frequency and permanence of the impacts;
- the severity of the impact and the amount of change relative to the baseline; and
- the capacity of the affected groups to absorb the impacts (their resilience), including their access to alternative facilities, resources or services.

1.4.2 Types of equality effects considered

Potential effects arising from the Scheme will be assessed as either differential or disproportionate.

- **Differential effects** occur where people with protected characteristics are likely to be affected in a different way to other members of the general population. This may be because groups have specific needs or are more susceptible to the effect due to their protected characteristics. Differential effects are not dependent on the number of people affected.
- **Disproportionate effects** occur where there is likely to be a comparatively greater effect on people from a particular protected characteristic group than on other members of the general population. Disproportionate effects may occur if the affected community comprises of a greater than average proportion of people with a particular protected characteristic, or because people from a particular protected characteristic group are the primary users of an affected resource.

2 Beormund Community Centre Scheme Background

2.1 Former Beormund Community Centre

The Beormund Community Centre previously occupied the Council-owned building at 177 Abbey Street, London, which has been closed to the community since 2021.

The Beormund Community Centre was a multi-use community centre with an IT suite, training rooms, large hall, gym, exhibition space and reception that provided services for people across the borough of Southwark, particularly residents of Bermondsey and Rotherhithe. There was also an OFSTED-registered nursery within the facility.

It is understood through information supplied by the Council that, in the years prior to closing down, regular usage of the Centre's facilities began to diminish, and its primary use became that of a hiring facility by training organisations and small local community groups. As its community value continued to decrease, the Council decided to discontinue all operations and ownership was handed back over from centre management to the Council.

Photo 2.1: 177 Abbey Street.

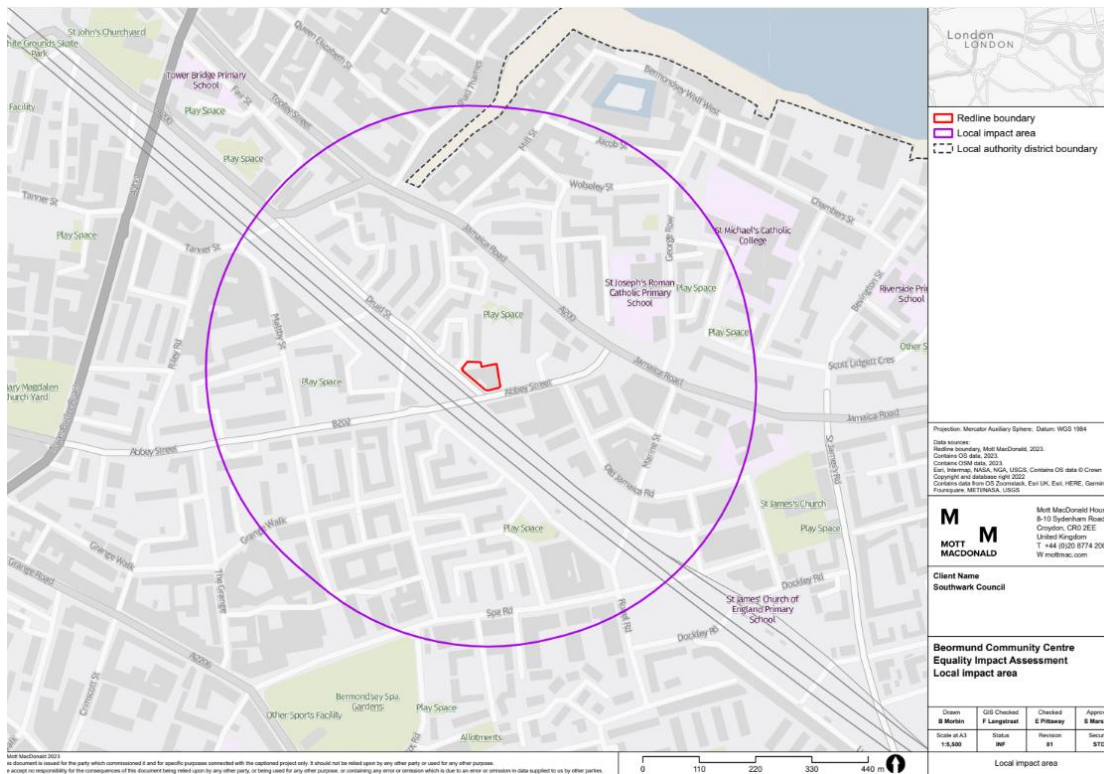


Source: Google Maps, 2023

2.2 Study Area

The site is located on Abbey Street in West Bermondsey, within the London Bridge and West Bermondsey ward of the London Borough of Southwark (Figure 2.1). The local area is mixed-use in character, with several residential areas, retail and hospitality venues, educational and religious facilities located within close proximity.

Figure 2.1: 177 Abbey Street location.



Source: Mott Macdonald, 2023

2.3 Scheme Background and Future Plans

At this stage in the Scheme, Southwark Council is proposing demolition of the vacant building at 177 Abbey Street.

177 Abbey Street is a dated, two-storey building, utilising 1960's construction and with poor environmental performance. When the building was handed back to the council in 2021, it no longer complied with statutory maintenance standards. The building has been squatted numerous times and subsequent attempts at unlawful access continue to persist. There is also frequent illegal parking on Neckinger Street to the east of the site. Consequently, the building is considered to be unsafe.

Ultimately, the building could only be returned to the point of sole use as a community centre with substantial investment, which was determined to be an unviable option at this time. Currently, viability studies are being undertaken to understand what may be possible for the future site. All current options under consideration include reprovision of a new community centre on the site, as well as potential for housing. At present, meanwhile use of the site between demolition and redevelopment is being investigated.

3 Summary evidence review

3.1 Summary

The tables below summarise the existing evidence of potential risks and opportunities and associated protected characteristic groups who may be disproportionately or differentially affected, prior to consideration of any mitigation measures in place. The tables summarise the potential risks and opportunities that arise from demolition of vacant buildings and housing development schemes. Risks are defined as potential adverse effects resulting from the Scheme, and opportunities are defined as potential benefits. A full assessment of potential equality effects, based on the risks and opportunities identified below, is provided in Chapter 5. Protected characteristic groups include those defined in Chapter 1. It is important to note that there is expected to be no impact from the loss of the building itself as a result of it having already been out of use for a number of years.

Table 3.1: Evidence summary

Risks and opportunities	Protected groups affected
Effects on residents during demolition	
General environmental effects	
<p>The demolition (and subsequent construction) works may change noise and vibration levels in the local area and some groups are typically more sensitive to these changes in stimuli, including children, older people and disabled people with mental health issues and learning disabilities.²³⁴</p> <p>Demolition and construction are likely to change air quality levels and particulate concentrations in the local area. Poor air quality is the largest risk to public health in the UK, and certain people are more sensitive to changes in air quality, such as children, older people, disabled people and pregnant people.^{5 6 7 89}</p> <p>People who live in more deprived areas are more likely to suffer from breathing conditions such as asthma, which can be triggered by demolition and construction processes. There are also significantly higher rates of asthma in ethnic minority groups in the UK.¹⁰</p>	<ul style="list-style-type: none"> ● Children ● Older people ● Disabled people ● Pregnant people ● People with lower socio-economic status ● Minority ethnic groups
Changes in traffic flow	
<p>Changes in traffic flow can affect the way children, older people, disabled people and their carers interact with community resources and facilities they use as part of their social networks. For instance, increase in traffic flows could lead to delays, pedestrian severance and safety issues for children.¹¹</p> <p>Older and disabled people are more likely to face travel difficulties due to the increased prevalence of physical or cognitive conditions amongst these groups, meaning that increased traffic can be disorienting for them.^{12,13}</p>	<ul style="list-style-type: none"> ● Children ● Older people ● Disabled people ● Carers

² World Health Organisation (2018): 'Environmental noise guidelines for the European Region'.

³ NHS (2015) 'Elderly living near noisy roads have 'increased stroke risk'

⁴ NCBI (2016) 'Environmental noise annoyance and mental health in adults: findings from the cross-sectional German health update study'.

⁵ Asthma UK (2020): 'Air pollution and asthma'

⁶ DEFRA (2013): 'Effects of air pollution'

⁷ Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'.

⁸ Franklin et al. (2019): 'Maternal exposure to indoor air pollution and birth outcomes'

⁹ British Lung Foundation (2016): 'How air pollution affects your children's lungs'; Public Health England (2018) Health matters: Air pollution'

¹⁰ Asthma UK (2018) 'On the edge: How inequality effects people with asthma'.

¹¹ Hiscock, R. and Mitchell, R (2011) 'What is needed to deliver places that provide good health to children?'

¹² DfT (2017): Health impact analysis for the draft Airports National Policy Statement'

¹³ Equality and Human Rights Commission (2017): 'Being disabled in Britain: a journey less equal'

Risks and opportunities

Protected groups affected

Changes to the pedestrian environment

Changes in pedestrian environments may affect groups who are more reliant on active travel modes (primarily walking and cycling), such as **disabled people, children, older people** and their **carers**. Design of pedestrian infrastructure affects the way these groups interact with their environment and the way they perceive the safety of pedestrian routes.^{14 15}

- Disabled people
- Children
- Older people
- Carers

Changes to the landscape and visual environment:

Older people, and people with dementia are more likely to be more sensitive to light pollution and rapid visual changes around them. Furthermore, research has shown that almost 90% of **children with autism spectrum conditions** develop atypical sensory experience, which can involve hypersensitivity to visual stimuli.¹⁶ This results in more detail-focused perception in people with autism. Consequently, any minor visual change can have detrimental impact on quality of life and socio-psychological wellbeing.¹⁷

- Older people
- People with dementia
- People with autism

Safety and security:

Demolition works could subject the area to disrepair, increasing the risk of vandalism and anti-social behaviour. Therefore, demolition has the potential to affect groups with higher vulnerability and safety concerns, including **women, older people, LGBT+ people, minority ethnic groups and disabled people**.¹⁸

Nevertheless demolition often results in an inability to squat on abandoned sites. Not only is does squatting raise safety concerns for the wider community but also for the people who are squatting themselves, with the deserted buildings that they occupy often posing major health and safety risks as a result of poor squatting conditions.¹⁹

It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as **women, older people, children, and ethnic minority groups**.

- Women
- Older people
- LGBT people
- Younger people
- Children
- Minority ethnic groups
- Disabled people

Information and communication:

Complex material and information on the demolition and repurposing of the area may present a challenge to those who have different information and communication needs. This includes but is not limited to **people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments, and people who use English as a second language**.

Some groups, such as **children and young people, disabled people, and people from ethnic minority backgrounds**, are more likely to face barriers to engagement. Consultation should 'go the extra mile' to speak with these groups, including holding events in a variety of different venues²⁰

- Children
- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds

¹⁴ NatCen (2019): 'Transport, health and wellbeing: an evidence review for the Department for Transport'

¹⁵ British Youth Council (2012): 'Transport and Young People'

¹⁶ Baron-Cohen, S. and Robertson, C.E (2017) 'Sensory perception in autism' Available at: docs.autismresearchcentre.com/papers/2017_Robertson_Sensory-perception-in-autism.pdf

¹⁷ Bakroon, A. and Lakshminarayanan, V (2016) 'Visual function in autism spectrum disorders: a critical review'

¹⁸ Kondo MC, Keene D, Hohl BC, MacDonald JM, Branas CC (2015): A Difference-In-Differences Study of the Effects of a New Abandoned Building Remediation Strategy on Safety. <https://doi.org/10.1371/journal.pone.0136595>

¹⁹ Reeve, K. and Coward, S. (2004) *Hidden Homelessness: Life on the Margins*. rep. Available at: file:///C:/Users/PIT92996/Downloads/hidden-homelessness-life-margins_0%20(1).pdf

²⁰ Scottish Government (2017). 'Barriers to community engagement in planning: a research study. Available at: <https://www.gov.scot/binaries/content/documents/govscot/publications/factsheet/2017/05/barriers-to-community-engagement-in-planning-research/documents/barriers-community-engagement-planning-research-study-pdf/barriers-community-engagement-planning-research-study-pdf/govscot%3Adocument/Barriers%2Bto%2Bcommunity%2Bengagement%2Bin%2Bplanning%2B-%2Ba%2Bresearch%2Bstudy.pdf>

Risks and opportunities

Protected groups affected

Effects on community following the demolition and repurposing

Reprovision of community centre:

Community centres provide a local, safe space to socialise for those who may feel more vulnerable in the community, such as **older people, women and LGBT people**, increasing social networks.^{21 22}

Research suggests that community centres also empower communities to run community-led activities and provide opportunities for skill and knowledge development, increasing confidence in participation in new activities.²³ Participation and engagement is also encouraged due to their location at the centre of the community which can drive social cohesion and create a sense of belonging.²⁴

Community centres, therefore, provide space and facilities that promote wellbeing for many groups, especially those who are more vulnerable in the community. They are an important resource for economic and social regeneration at local community level because they are unique in a sense that they can recognise, collate and meet the specific and diverse needs of their community.²⁵ They can also provide an alternative learning environment outside of traditional educational facilities that can benefit the complex and individual needs of some **young people, children and disabled people**, especially those who have learning difficulties and may struggle in more traditional or formal settings.²⁶

The World Health Organisation recognises that community groups can help to address social isolation and loneliness in the community.²⁷ Groups known to be most at risk of social isolation are those with **disabilities, older people, those with low incomes, ethnic and religious minorities and older widowed or single women with limited mobility**.²⁸

Research has found that adult-aged participants in a community centre wellbeing project based in the South West showed that activities were predominantly accessed by **women and unemployed people**.²⁹ Furthermore, a study into the impact of the Covid-19 pandemic on village halls found that these spaces play a key role in promoting local action and service provision, particularly emergency food provision

- Children
- Older people
- Disabled people
- People with lower socio-economic status
- Women
- LGBT people
- People from ethnic minority backgrounds
- Carers

²¹ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

²² Future of London (2020): 'Community, connection and Covid-19: how community hubs support cohesion and collaboration in tough times', Available at: [Community hubs during Covid-19- Future of London](https://www.futureoflondon.org/wp-content/uploads/2020/07/Community-hubs-during-Covid-19-Future-of-London.pdf).

²³ Milton, B., Attree, P., French, B., Povall, S., Whitehead, M. and Popay, J (2013) 'The impact of community engagement on health and social outcomes: a systematic review' *Community Development Journal*, 47(3), pp.316-334.

²⁴ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

²⁵ Charity Commission (2004): 'Village Halls and Community Centres', Available at: [RS9 \(publishing.service.gov.uk\)](https://www.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/200000/rs9_village_halls_and_community_centres.pdf)

²⁶ Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: [CCGBC Strategic Framework for Community Centre Provision.pdf \(causewaycoastandglens.gov.uk\)](https://www.causewaycoastandglens.gov.uk/CCGBC-Strategic-Framework-for-Community-Centre-Provision.pdf)

²⁷ World Health Organization (2023): 'Social Isolation and Loneliness', Available at: [Social Isolation and Loneliness \(who.int\)](https://www.who.int/news-room/fact-sheets/detail/social-isolation-and-loneliness)

²⁸ Khan, W.M.R (2015): 'A prospective health impact assessment of the proposed new leisure facilities to replace existing Church Farm leisure centre in East Barnet ward of the London Borough of Barnet' Available at: <https://barnet.moderngov.co.uk/documents/s28132/Appendix%20-%20Health%20Impact%20Assessment.pdf#:~:text=Broadly%2C%20there%20will%20be%20a%20cumulative%20positive%20and,cardio-respiratory%20fitness%20and%20improved%2Fmaintenance%20of%20a%20healthy%20body-weight.>

²⁹ Jones, M., Kimberlee, R., Deave, T. and Evans, S (2013): 'The role of community centre-based arts, leisure and social activities in promoting adult well-being and healthy lifestyles' *International Journal Environmental Research and Public Health*, 110(5), pp.1948-62.

Risks and opportunities

Protected groups affected

and childcare services, highlighting the beneficial impact of community spaces on **deprived people, parents or carers and children.**³⁰

Improved housing provision:

Redevelopment can lead to improvements in housing provision within the area, thereby improving its appropriateness, accessibility, and affordability, as well as its quality and efficiency in energy consumption.

Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home. Children living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than children living in warm homes. Cold housing can negatively affect children's educational attainment, emotional wellbeing, and resilience.³¹ Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health.³²

Housing has now been identified as a key driver of social mobility in the UK Government's New Social Mobility Index. This suggests that improved housing provision could lead to upward social mobility and improved socio-economic status.³³

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Carers
- People with lower socio-economic status

New employment opportunities

Demolition of the existing building along with the subsequent construction and operation of new facilities could provide temporary and permanent job opportunities, disproportionately benefiting people who are more likely to work in the construction sector, or likely to be unemployed in London, such as **men, young people, disabled people, and minority ethnic groups.**^{34,35}

Moreover, redevelopment can act as a means of promoting economic growth and supporting job creation within the wider community. For example, property development can contribute to urban economic regeneration by enabling local stores to grow and expand, and through attracting investment to the area and revitalising neighbourhoods. It can also facilitate improved connectivity between communities and places of employment and education. Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility.

- Young people
- Disabled people
- Men
- Ethnic minority groups
- People with lower socio-economic status

Improved public realm

Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society. This includes basic activities such as meeting up with people in a shared space, outside, close to home.³⁶

Improvements in access to public greenspace through re-provision of the community centre could benefit **older people, children, and disabled people.**

Research reports that interaction with nature or gardening can improve attentional functioning for children who have Attention Deficit Hyperactivity Disorder (ADD) and can also reduce stress levels and improve self-esteem for children. Such inclusion

- Children
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Carers

³⁰ Archer, T. and Skrope, C. (2021): 'The Impact of Covid-19 on Village and Community Halls in England – Findings Report' Available at: <https://acre.org.uk/wp-content/uploads/impact-of-covid-on-village-halls-final-report-june-2021.pdf>

³¹ Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

³² The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at www.housingling.org/HAA/

³³ GOV.UK (2022): 'State of the Nation 2022: Chapter 1 – The new Social Mobility Index', Available at [State of the Nation 2022: Chapter 1 – The new Social Mobility Index - GOV.UK \(www.gov.uk\)](https://www.gov.uk/state-of-the-nation-2022-chapter-1-the-new-social-mobility-index)

³⁴ Communities and Local Government (2012) 'Regeneration to enable growth: A toolkit supporting community-led regeneration'. Available at: https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf

³⁵ UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

³⁶ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

Risks and opportunities

Protected groups affected

can also improve self-identity and a sense of purpose for those with dementia, and can generally improve social interaction, social mixing, and community building.³⁷

Research carried out by UCL highlighted that urban green space can have a positive role in a child's cognitive functioning. The study found that children who lived in areas with more green space outperformed those from areas with less green space.³⁸ Exposure to green space is also important for a child's wellbeing and healthy development. However, children living in London can experience barriers in access to green space compared to the rest of the UK. This is due to the high population densities, deficiencies in green space, and poor access to private gardens that are characteristic of London.³⁹

Evidence suggests that inner-city green space can promote social cohesion and instil a sense of community. Social contact is especially important for the health and wellbeing of older people as social isolation has been linked to poor health and increased mortality rates.⁴⁰

Research has found that in urban areas **ethnic minority** groups tend to have less access to local green space, and the space ethnic minority groups can access is often of poor quality.⁴¹ Therefore improved or encouraged access to green space is therefore likely to benefit this group.

Tackling crime and disorder:

Levels of crime have in part been attributed to the urban environment. It has been argued that the opportunity for some forms of crime can be reduced through thought-out approaches to planning and design of neighbourhoods and towns. Reducing potential for crime can affect those more likely to fear crime or be a victim or witness of crime.⁴²

The demolition of abandoned buildings is often associated with an immediate reduction in crime in the community, this is due to a reduction in the ability to illegally access or squat in buildings.⁴³ Crisis report that female squatters often feel scared to go to sleep and fear their belongings being stolen. This fear of crime is also heavily associated with the commonality of drug use and other criminal activity in squats.⁴⁴

- Children
- Young people
- Older people
- Disabled people
- People from ethnic minority backgrounds
- Men
- Women
- LGBT people
- Carers

Improved access, mobility, and navigation:

The demolition could open up opportunities to create spaces and places that can be accessed and effectively used by all, regardless of age, size, ability or disability, using principles of inclusive design. There are a number of protected characteristic groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area.

- Children
- Older people
- Disabled people
- Carers

³⁷ Maheshwari, S. (2017). 'Food in the City: Review of Psychological Impact of Growing Food in Urban Spaces'. *Journal of Innovation for Inclusive Development*, 2(1), 36-43.

³⁸ UCL (2018): 'Greener neighbourhoods may be good for children's brains'. Available at:

<https://www.ucl.ac.uk/ie/news/2018/sep/greener-neighbourhoods-may-be-good-childrens-brains>

³⁹ London Sustainable Development Commission (2011): 'Sowing the seeds: Reconnecting London's children with nature'. Available at: https://www.london.gov.uk/sites/default/files/lfdc_-_sowing_the_seeds_-_full_report_2011.pdf

⁴⁰ World Health Organisation (2016): 'Urban green spaces and health, a review of evidence'. Available at: http://www.euro.who.int/_data/assets/pdf_file/0005/321971/Urban-green-spaces-and-health-review-evidence.pdf?ua=1

⁴¹ Commission for Architecture and the Built Environment (2010): 'Community green: Using local spaces to tackle inequality and improve health'. Available at:

<https://www.designcouncil.org.uk/sites/default/files/asset/document/community-green-full-report.pdf>

⁴² See for example, Monahan and Gemmill (2015) 'Reducing Crime Hotspots in City Centres'. Available at:

<http://www.bre.co.uk/filelibrary/Briefing%20papers/102417-Crime-Hotspots-Briefing-Paper-v4.pdf>

⁴³ Stacy, C.P. (2017) "The effect of vacant building demolitions on crime under depopulation," *Journal of Regional Science*, 58(1), pp. 100–115. Available at: <https://doi.org/10.1111/jors.12350>.

⁴⁴ Reeve, K. and Coward, S. (2004) *Hidden Homelessness: Life on the Margins*. rep. Available at: [file:///C:/Users/PIT92996/Downloads/hidden-homelessness-life-margins_0%20\(1\).pdf](file:///C:/Users/PIT92996/Downloads/hidden-homelessness-life-margins_0%20(1).pdf)

4 Area profile and proportionality

4.1 Overview of the socio-demographic profile

The area profile summary in Table 4.1 provides a high-level summary of the socio-demographic profile of the LIA in comparison with the London Borough of Southwark, the Greater London region, and England.

The summary includes analysis of protected characteristic groups under the Equality Act and additional protected characteristics under Southwark Council, as well as the current socio-economic context of the area. In comparing these regions, where the LIA (or Southwark where ward level data is not available) deviates by more than 3% from regional or national figures, the difference is considered to be disproportionate and is reported as such.

The data used in the baseline is the most current publicly available data from the 2021 national census. Where there are higher proportions of certain groups on the Site, this is written in **bold text**.

A more detailed breakdown of the baseline can be found in Appendix A.

Table 4.1: Socio-demographic profile summary

Protected Characteristic	Comparison with Southwark, Greater London, and England ⁴⁵
Age	<ul style="list-style-type: none"> Children make up 16% of the total population of the LIA. This figure is broadly in line with Southwark (17%), London and England as a whole (19%). The proportion of young people within the LIA is 13% which is broadly in line with Southwark (13%), regional and national proportions (11%). The working age population (people aged between 16 and 64 years) within the LIA (77%) is in line with Southwark (75%) however is considerably higher than the proportions for London (69%) and England (63%). The proportion of older people (aged 65 and over) within the LIA (6%) is in line with the Southwark figure (8%) but is considerably lower than both London (12%) and England (18%).
Disability ⁴⁶	<ul style="list-style-type: none"> 12% of the population within the LIA have a disability, this is broadly in line with Southwark (14%) and London (13%), however considerably lower than the national proportion (17%). The proportion of the population whose long-term health condition or disability impacts their day-to-day activities a lot (5%) is broadly in line with Southwark (6%), regional (6%) and national proportions (7%). For both Rotherhithe ward and Southwark, 14% of the total population have a disability that limits their day-to-day activities either a little or a lot. This is in line with figures for London (14%) and England (17%). The proportion of the population whose long-term health condition or disability impacts their day-to-day activities a little (7%) is broadly in line with Southwark (8%), regional (7%) and national proportions (10%). The proportion of the population whose day-to-day activities are not impacted at all by their disability or long-term health condition within the LIA (76%) is considerably lower than Southwark (86%), regional (87%) and national proportions (83%).
Gender reassignment	<ul style="list-style-type: none"> There is no robust data for gender variant people in the study area or the UK more widely. However, Stonewall, the LGBT+ charity and campaign group estimates that around 1% of the UK population identify as transgender - around 600,000 people.
Marriage and civil partnerships	<ul style="list-style-type: none"> The proportion of the population who are single within the LIA (64%) is considerably higher than Southwark (60%), regional (46%) and national proportions

⁴⁵ Census 2021

⁴⁶ Defined here as 'People whose day-to-day activities are limited in any way as a result of being disabled or because of a long-term health condition'

(38%). Rotherhithe and Southwark have a higher proportion of single people (57% and 55% respectively) compared to London (44%) and England (35%).

-
- 23% of the population within the LIA are married. This is broadly in line with Southwark (26%), **however considerably lower than the regional (40%) and national proportions (44%).** The proportion of people who are married or in civil partnerships in Rotherhithe (27%) and Southwark (29%) is considerably lower when compared to London (40%) and England (47%).
-
- The proportion of the population who are divorced within the LIA (7%) is broadly in line with Southwark, London (7%) and England as a whole (9%). The proportion of divorced people in Rotherhithe (7%) and Southwark (8%) is in line with the figure England (9%) and London (7%).

Pregnancy and maternity

- **The Total Fertility Rate (TFR) for Southwark is 1.16. This is considerably lower than the TFR for London (1.44) and England (1.55).**
- The Total Fertility Rate (TFR) for Southwark is 1.14. This is lower than the TFR for London (1.52) and England (1.62).

Race and ethnicity

- The White British population within the LIA is 36% in Rotherhithe is 41% of the population. This is broadly in line with Southwark (34%) and London (36%) **however is considerably lower than but is considerably lower than the proportion in London (45%) the proportion for and England (72.8%).**
- The Other White population in Rotherhithe is the LIA is 16% of the population, which is broadly in line with Southwark (13.2%) and London (14.3%) proportions **however is considerably higher than the national proportion of 6%.** and London (5%) proportions.
- **The Chinese population in Rotherhithe (7% of the population) is considerably higher than in Southwark (3%), London (3%) and England (1%).**
- **The Black African population makes up 17.3% of the LIA population Rotherhithe population. This is broadly in line with Southwark (15%) however considerably higher than the regional (8%) and national proportions (3%).** considerably lower than Southwark (27%) but is considerably higher than in London (7%), and England (2%).
- **The Black Caribbean population of Rotherhithe is 2% which is in line with London (4%) and England (1%) but is considerably lower than Southwark (16%). the LIA is 4% which is broadly in line with Southwark (6%) and London (4.5%) however is considerably higher than the national proportion (1%).**

The proportion of the population who belong to an ethnic minority background within the LIA (58%) is considerably lower than Southwark (62%), broadly in line with London (60%) and considerably higher than the national proportion of 26%. Overall, ethnic minority groups account for 39% of Rotherhithe's population. This is in line with the proportion for London (40%) but is considerably lower than the proportion for Southwark (68%) and considerably higher than the national proportion (17%).

Religion

- **45% of the LIA population are Christian. This is broadly in line with Southwark (43%) England as a whole (46%), however is considerably higher than the regional proportion of 41%. The Christian populations in Rotherhithe and Southwark (both 52%) are considerably higher than the population in London (48%) but considerably lower than the figure for England (59%).**
 - The proportion of the LIA population who are Muslim (10%) is broadly in line with the Southwark (10%) and national proportions (7%), **however is considerably lower than the regional proportion of 15%.**
 - The Muslim population in Rotherhithe (8%) and Southwark (9%) is considerably lower than the population in London (12%) and but considerably higher than the population in England (5%).
 - 34% of the LIA have no religion. This is broadly in line with the proportion within Southwark (36%) and England as a whole (37%), **however is considerably higher than the London proportion of 27%.** Those with no religion in Rotherhithe (8%) is considerably lower than in Southwark (27%), London (21%) and England (25%).
 - 14% of the LIA population belong to a minority religion. This is broadly in line with Southwark and England as a whole (13% and 11%), **however is considerably lower than London (25%).**
-

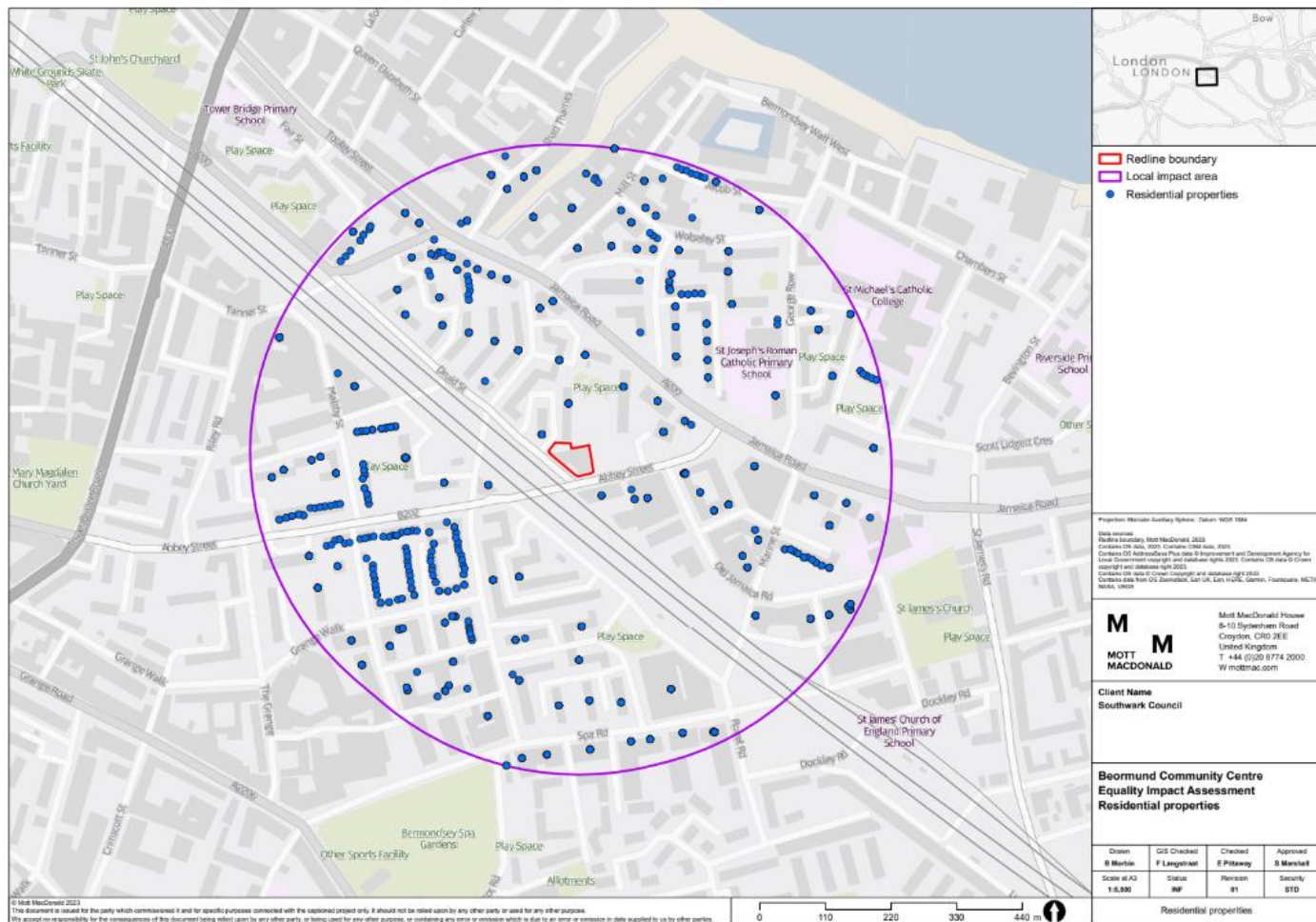
Sex	<ul style="list-style-type: none"> The proportion of women within the LIA (48%) is broadly in line with Southwark (48%), regional and national proportions (49%). in North Bermondsey (46%) is lower than the figures for London (50%) and England (51%). The proportion of men within the LIA (52%) is broadly in line with Southwark (52%), regional and national proportions (51%). The proportion of men in North Bermondsey (54%) is considerably higher than the figures for London (50%) and England (49%).
Sexual orientation	<ul style="list-style-type: none"> No information is publicly available at ward or local authority level.
Socio-economic	<ul style="list-style-type: none"> 0% of the population within the LIA are within the most deprived quintile of deprivation. This is considerably lower than the Southwark (21%), London (16%) and England proportions (20%). 12% of LSOAs in Southwark fall in the most deprived quintile, which is more than London (6%) and less than England (20%). 73% of the population within the LIA are within the second most deprived deprivation quintile. This is considerably higher than Southwark (47%), regional (32%) and national proportions (20%). 37% of Southwark LSOAs fall in the second most deprived LSOA which is considerably more than London (21%) and England (20%). 7% of the population within the LIA are within the third deprivation most deprived quintile. This is considerably lower than Southwark (21%), London (23%) and England as a whole (20%). 28% of LSOAs in Southwark fall within the third most deprived quintile which is considerably more than both London (24%) and England (20%). 5% of the LIA population are within the fourth most deprived quintile. This is broadly in line with Southwark (8%), however considerably lower than the regional (17%) and national proportions (20%). Only 6% of LSOAs in Southwark fall in the least deprived quintile, which is considerably less than London (24%) and England (20%). 2% of the LIA are within the least deprived quintile. This is broadly in line with Southwark (3%) however considerably lower than regional (12%) and national (19%) proportions. The employment rate for Southwark (82%) is in line with that for London (79%) but considerably higher than that for England (76%). The above data indicates that high levels of deprivation exist within the LIA.
Carers	<ul style="list-style-type: none"> 94% of people in the LIA provide no unpaid care. This figure is in line with Southwark (94%) and London (93%) but is slightly higher than the figure for England (91%). In the LIA, 3% of the population provide >19 hours unpaid care per week. This is in line with Southwark (3%), London (4%) and England (4%). The figure for the proportion of people who provide <50 hours unpaid care per week in the LIA (2%) is also in line with all comparison areas: Southwark (2%), London (2%) and England (3%).

Source: ONS Census 2021, MHCLG 2019 Indices of Multiple Deprivation

4.2 Residential properties

Map 4.1 shows the residential properties in the LIA, of which there are 1,176. On the map, it is worth noting that one point can also represent a housing block. Residential properties are spread sporadically throughout the LIA, however there is a cluster of residential properties to the south-west of the Scheme to the south of Abbey Street. The closest residential properties to the site are located on the Arnold Estate, approximately 200 feet northwest.

Map 4.1: Residential properties within the LIA



Source: OS AddressBase, 2023

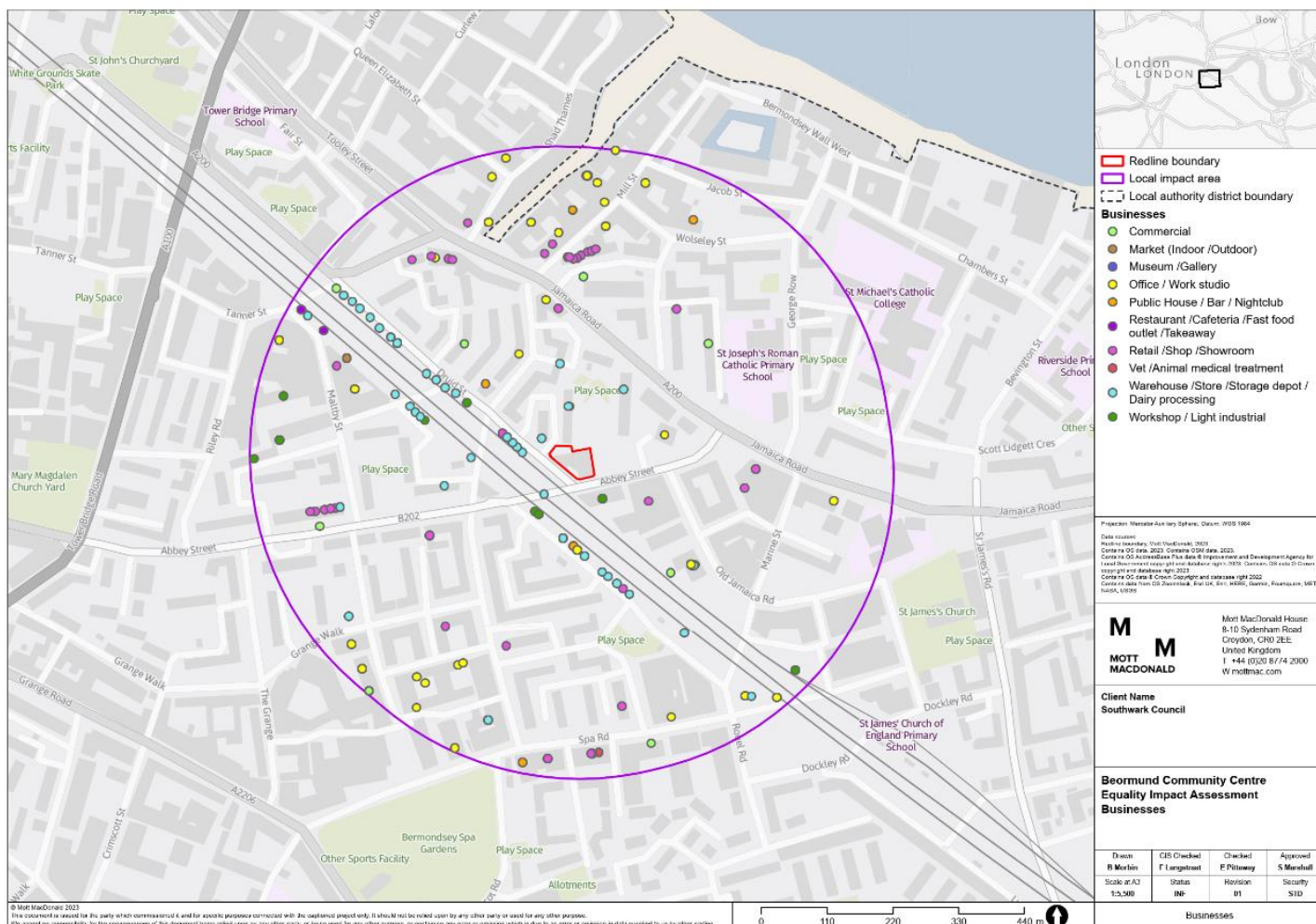
4.3 Businesses

Map 4.1 outlines that the highest proportion of businesses within the LIA can be categorised as Warehouse/Store/Storage depot/ Dairy processing. There are many businesses near to the site, the closest being hospitality venues under the railway arches on Druid Street and Rouel Road including but not limited to:

- The Marquis of Wellington Pub
- OPS Wines Restaurant
- Moor Beer Vaults
- Chipotle
- Bone Daddies
- Brew By Numbers
- London City Runners Club

No businesses exist within the site of the scheme. It should be noted that none of these businesses are understood to be disproportionately used by any particular protected characteristic groups.

Map 4.2: Businesses within the LIA



Source: AddressBase, 2023

4.4 Community facilities

Table 4.2 shows that there are a range of community facilities located within the LIA of 177 Abbey Street. The table also outlines the protected characteristic group(s) that are likely to use community facilities within the LIA. Children, young people, older people and religious and faith groups are among the protected groups who use the community facilities within the LIA.

Table 4.2: Community facilities in the LIA.

Community facilities	Protected groups affected
St Josephs RC Primary School	• Children
St Michaels College	• Young people
Tower Bridge Primary School	• Children
London College of Social Studies	• Young people
London School of Styling	• Young people
Bright Sojourner Nursery	• Children

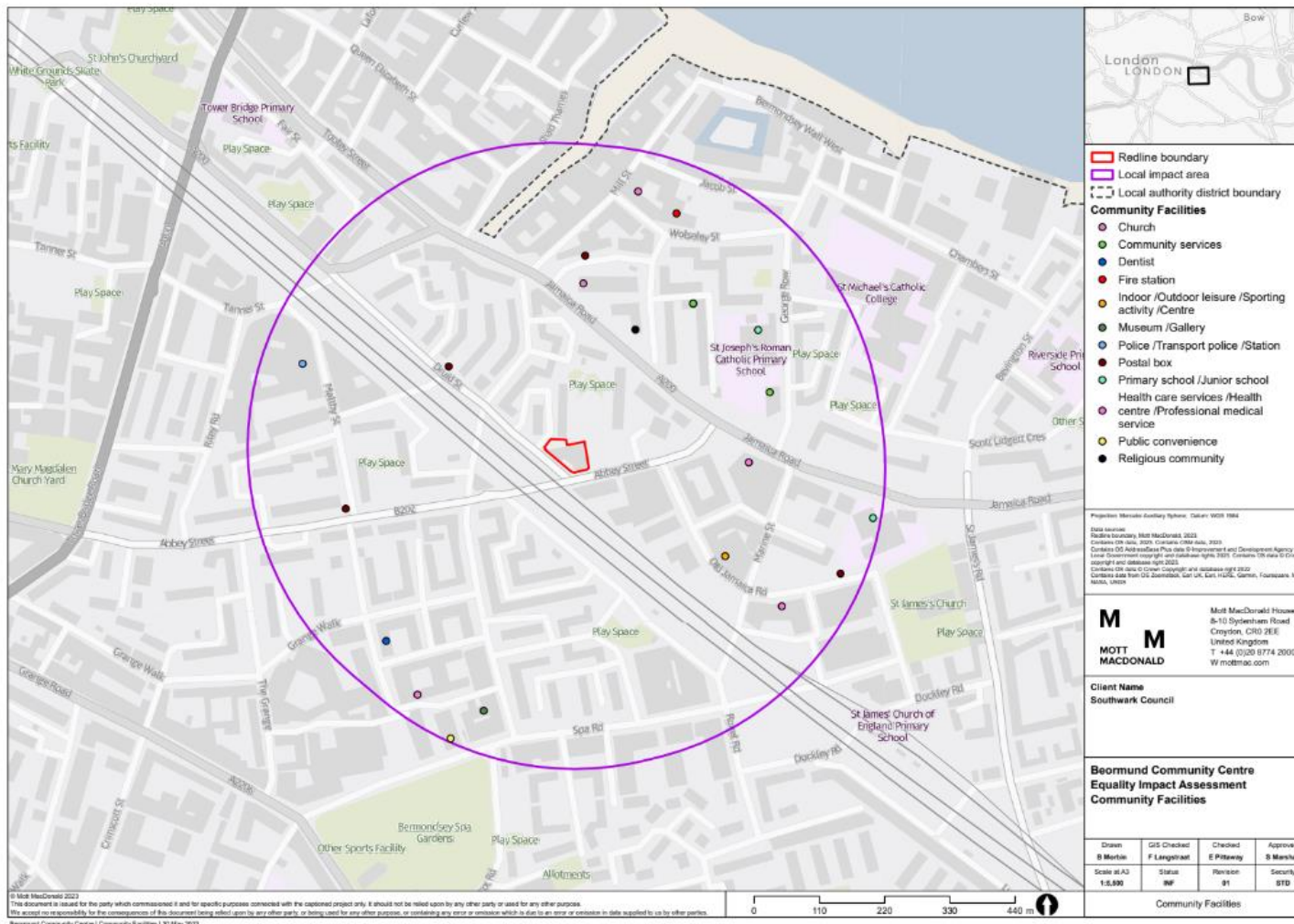
	<ul style="list-style-type: none"> • Parents
Kagy Samye Dzong London Buddhist Centre	<ul style="list-style-type: none"> • Religious and faith groups
St Mary Magdalen Bermondsey	<ul style="list-style-type: none"> • Religious and faith groups
St James Church Bermondsey	<ul style="list-style-type: none"> • Religious and faith groups
The Decima Street Surgery	<ul style="list-style-type: none"> • Older people • Disabled people • Carers
Rajan Dental	<ul style="list-style-type: none"> • Older people
Artesian Health Centre	<ul style="list-style-type: none"> • Older people
Bermondsey Spa Medical Practise	<ul style="list-style-type: none"> • Older people • Pregnant people • Disabled people • Carers
Advanced Dental Practise	<ul style="list-style-type: none"> • Older people
Bermondsey Spa Gardens	<ul style="list-style-type: none"> • Young people • Children
Maltby Street Playground	<ul style="list-style-type: none"> • Children
Enid Street Playground	<ul style="list-style-type: none"> • Children
Downside Fisher Youth Club	<ul style="list-style-type: none"> • Young people
Bermondsey Town Hall	<ul style="list-style-type: none"> • Older people

Source: AddressBase, 2023; Google Maps, 2023

Map 4.2 below outlines community facilities within the LIA of the scheme. The categories of community facilities that exist within the LIA can be broken down into:

- Religious facility
- Community Hall
- Health Care Services
- Educational Facility
- Emergency Services
- Museum/Gallery
- Leisure Centre/ Sports ground

Map 4.3: Community facilities within the LIA



Source: AddressBase, 2023

Map 4.2 above outlines that there are 21 community facilities within the LIA of the scheme.

4.5 Beormund Community Centre user profile

Table 4.3 shows that, in the most recent available data, there were 44 different groups or individual users of the former Beormund Community Centre between 2018-2019. The users included but were not limited to education providers, housing associations, sports clubs, music groups, and local political groups. There is no available data to provide an understanding of frequency of use by these groups, however the centre was reported to be underutilised.

Most (at least 14) of the known groups are understood to have relocated within the local borough (Southwark) since the closure of the Community Centre. Of the groups who are known to have not relocated within the locality, young people are the prominent protected group who are affected.

Table 4.3: Users of Former Beormund Community Centre 2018-2019

Name	Description	Protected groups affected	Relocated? (Y/N)	Within the locality? (Y/N)
3 Pillars	Sports-based mentoring charity group for young men in the criminal justice system	<ul style="list-style-type: none"> Young men People with lower socio-economic status 	Y	N – Lambeth
50+ Keep Fit	Unknown	<ul style="list-style-type: none"> Older people 	Unknown	Unknown
African Fashion Workshop	Educational course	<ul style="list-style-type: none"> Ethnic minority groups 	Unknown	Unknown[SM1]
Alaska Tenants Association	Unknown	Unknown	Unknown	Unknown
Arnold Tenants Association	Association representing residents of the Arnold Estate.	None disproportionately affected	Y	Y – Bermondsey
Bermondsey Pension Action Group	Unknown	<ul style="list-style-type: none"> Older people 	Unknown	Unknown
Bermondsey Spa	Unknown	Unknown	Unknown	Unknown[SM2][HJ3]
Bermondsey & Southwark Conservatives	Local political group.	None disproportionately affected	Y	N - Tooting Bec, SW16
History Lessons	Unknown	<ul style="list-style-type: none"> Young people 	Unknown	Unknown
Conel	College	<ul style="list-style-type: none"> Young people 	Y	N – multiple London locations but none in Southwark
Crabtree property	Property management company	None disproportionately affected	Y	N – Finchley, N3
Children Services	Unknown	<ul style="list-style-type: none"> Children Carers 	Unknown	Unknown
Dancing	Unknown	Unknown	Unknown	Unknown
ESOL Tuition	Educational language course	<ul style="list-style-type: none"> Ethnic minority groups Young people 	Unknown	Unknown Westminster WC2A
Fair Street Housing (Fair Community Housing Services)	Tenant management organisation.	None disproportionately affected	Y	Y – Southwark, SE1
Fencing	Unknown	Unknown	Unknown	Unknown
Goodwin Close	Unknown	Unknown	Unknown	Unknown
Hyde Housing	Affordable housing provider and property management company.	<ul style="list-style-type: none"> People of lower socio-economic status 	Y	Y – Southwark, SE1
Keyse Management Company	Property management company.	None disproportionately affected	Y	N – Finchley, N3
Kings College London	University	<ul style="list-style-type: none"> Young people 	Y	Y - multiple locations. Two in Southwark: Guys Campus and Newcomen Street.

Name	Description	Protected groups affected	Relocated? (Y/N)	Within the locality? (Y/N)
Labour Party	National political group.	None disproportionately affected	Y	N – multiple locations. None in Southwark.
London CRC	Cyber Resilience Centre for London. Not-for-profit reducing businesses vulnerability to cybercrime.	None disproportionately affected	Y	N – Aldgate, E1.
London Honey Company	Independent honey retailer.	None disproportionately affected	Y	Y – Southwark, Voyager Business Park, SE16.
LOPSG	Unknown	Unknown	Unknown	Unknown
London Savate	Kickboxing club.	<ul style="list-style-type: none"> • Young people • Children 	Y	Y – Southwark, SE16.
Making Music	Support group for musicians.	None disproportionately affected	Y	Y – Southwark, SE1.
Polling Station	Local government polling station.	None disproportionately affected	Y	Y – Multiple locations throughout Southwark.
Rise	Youth empowerment Programme Unknown	Unknown	Unknown	Cambridge House SE17 Unknown
Rotherhithe Consolidated	Charity that provides grants to organisations that improve the lives of local residents	None disproportionately affected	Y	Y – Southwark, SE1
Southwark Adult Learning	Education facility	<ul style="list-style-type: none"> • Older people • Disabled people • Carers 	Y	Y – Peckham, Southwark, SE15
Seetec	Public service provider.	None disproportionately affected	Y	Y – Borough High Street, Southwark, SE1
Self Management	Unknown	Unknown	Unknown	Unknown
Siniforia	Music group	None disproportionately affected	Y	Unknown
Southwark Council	Local government	None disproportionately affected	Y	Y – SE1
TDLC	Training provider	None disproportionately affected	Y	Unknown
T.Lloyd	Unknown	Unknown	Unknown	Unknown
Tower Walk	Unknown	Unknown	Unknown	Unknown
One off	Unknown	Unknown	Unknown	Unknown
Two Towers	Tenant management organisation	None disproportionately affected	Y	Y – SE1
Weight Watchers	Health club	None disproportionately affected	Y	Y – SE16

Name	Description	Protected groups affected	Relocated? (Y/N)	Within the locality? (Y/N)
Beormund Committee Meetings	Community centre committee.	None disproportionately affected	N	N
Public Meetings Consultations	Unknown	Unknown	Unknown	Unknown
OFSTED registered nursery	Childcare facility, formerly Beormund Creche	<ul style="list-style-type: none"> Children 	Unknown	Unknown
Staff and guest social	Unknown	Unknown	Unknown	Unknown

Source: Southwark Council, 2019

4.5.1 Stakeholder engagement

In March 2022, two consultation sessions were held with local residents, the first in which local residents attended in person and the second online. In the consultation sessions, residents completed a survey to share their views regarding the plans for the site of the former Beormund Community Centre. The survey asked six questions regarding the demand for community space in the local area and the proposal to build new homes on the site.

When asked what they liked about the previous community centre, key themes centred around its convenient location and low cost to use facilities, with one respondent also noting how accessible the centre was to a wide range of people. In response to what facilities they would like from a new community centre, key requests were for:

- Mixed use space
- Educational and upskilling
- Facilities for younger and older people
- Social space
- Kitchen

5 Impact Assessment

5.1 Impact on residents and community resources during demolition

The following table describes the potential impacts of the scheme on protected characteristic groups, with a focus on impacts for residents and local businesses during the demolition process. These impacts have been identified through a review of published literature, and council policy. Potential disproportionate effects on particular groups based on the demographic analysis of the site are also identified.

Table 5.1: Impact on residents and community resources during demolition

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>Changes to general environmental conditions (changes in noise, vibrations, and air quality)</p> <p>The demolition works have the potential to change noise, vibration, and air pollution levels in the local area whilst 177 Abbey Street is demolished. Some groups are typically more sensitive to these changes in stimuli, including children, older people and disabled people with mental health issues and learning disabilities. Minority ethnic groups and people with lower socio-economic status are also more likely to be impacted by changes to environmental conditions.</p> <p>The LIA has a considerably high proportion of people living in the second most deprived quintile and only 2% are in the least deprived quintile. This suggests that the LIA has a disproportionately high proportion of people from lower socio-economic backgrounds who may be more likely to</p>	<p>The contractor is obligated to develop a Construction Management Plan to mitigate the impacts of demolition and construction on local residents.</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> • A Construction Environmental Management Plan (CEMP) should be developed in conjunction with the CMP and should follow best practice mitigation for the health effects related to noise and air quality impacts. • The Council and contractor should liaise with local residents to provide advance notice of particularly noisy activities so that they are aware. • The Contractor should engage with local residents by advertising and holding a series of webinars to publicise and raise awareness of the process and timescales surrounding demolition and any construction that may follow. • The Contractor should sign up to the Considerate Contractors scheme and adhere to their best practice noise 	<p>There is an equality risk for groups with protected characteristics due to changes in general environmental conditions.</p> <p>Residents in the LIA with health conditions or protected characteristics which may be particularly vulnerable to changes in environmental conditions, such as older people, children, or disabled people, may be affected by the changes in air quality and noise resultant from construction.</p> <p>Mitigations will be implemented to manage this risk, however, further action may be required.</p> <p>Overall, if the proposed recommendations (left) are considered, it will be possible to further reduce the adverse impact by making sure that residents more sensitive to air and noise quality changes are aware of when these will be taking place. Further, environmental monitoring and best practise methods should reduce the levels of noise and air pollution as much as possible. It must be noted, however, that this risk not be removed entirely.</p>

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>suffer from respiratory conditions such as asthma.</p> <p>There are also considerably more people from minority ethnic groups living in the LIA who are more likely to be affected by an increase in air pollution during construction.</p>		<p>recommendations by taking active steps to minimise noise and air pollution.</p> <ul style="list-style-type: none"> • Communication channels with local residents and communities, should remain open and be two-way so that concerns can be raised and appropriate measures can be implemented. • Environmental monitoring should be regularly undertaken and reports shared with local residents for transparency. 	
<p>Changes in traffic flow</p> <p>The demolition works may result in changes in traffic flow due to diversions and increased traffic from Heavy Goods Vehicles (HGVs) entering and leaving the site during the demolition period. Changes in traffic flow can affect the way children, older people and disabled people interact with community resources and facilities they use as part of their social networks. For instance, changes to traffic could result in pedestrian severance and safety issues for children.</p> <p>Older and disabled people are more likely to face travel difficulties due to the increased prevalence of physical or cognitive conditions amongst these groups, meaning that increased traffic can be disorienting for them. This would also have a secondary impact on carers of people in these groups.</p>	<p>The contractor is obligated by law to develop a Construction Management Plan to mitigate the impacts of demolition and construction on local residents.</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> • The CEMP should include a Traffic Management Plan with details of any diversions and mitigations required • Work with the local community to ensure any changes to public transport routes or infrastructure is well communicated in advance through a variety of methods • Ensure that vehicle accessibility to the nearby residential areas and businesses is maintained throughout. • Communication channels with local residents and communities, should remain open and be two-way so that concerns can be raised and appropriate measures can be implemented. This is particularly important for local residents with existing travel difficulties which may be exacerbated by any changes in traffic flow. 	<p>Overall, if the proposed recommendations are implemented (left), there is likely to be no adverse effect on groups with protected characteristics as access to key locations will be maintained.</p>
<p>Changes to the pedestrian environment</p> <p>The demolition works are likely to impact the pedestrian environment. Changes in</p>	<p>The contractor is obligated by law to develop a Construction Management Plan</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p>	<p>There are likely to be limited adverse impacts on groups with protected characteristics due to changes to the pedestrian environment.</p>

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>pedestrian environments may affect groups who are more reliant on non-motorised travel modes (primarily walking and cycling), such as disabled people, children, and older people. The design of pedestrian infrastructure affects the way these groups interact with their environment and the way they perceive the safety of pedestrian routes. For adults that have issues with mobility, changes to the pedestrian environment may disproportionately affect them.⁴⁷</p>	<p>to mitigate the impacts of demolition and construction on local residents</p>	<ul style="list-style-type: none"> • Good access and mobility should be maintained through the creation of the CEMP, which should set out arrangements for any necessary diversions, and should provide well-signed routes that limit extra travelling distances. The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility. • The Council should ensure the demolition and subsequent construction phases of the scheme are undertaken according to best practice measures for pedestrian environment management, to effectively mitigate any impacts. • Local residents should be made aware of the construction process, timeline and mitigation measures put in place for the scheme. This is particularly important for vulnerable groups within the local community who are more reliant on active travel. 	<p>Overall, if the proposed recommendations are implemented (left), there is likely to be no adverse effect on groups with protected characteristics as access to key locations will be maintained.</p>
<p>Changes to the landscape and visual environment</p> <p>The demolition works are likely to impact the landscape and visual environment around the site, which may adversely impact different groups with protected characteristics.</p> <p>As people age, visual acuity tends to worsen, increasing the risk of eye disorders</p>	<p>The contractor is obligated by law to develop a Construction Management Plan to mitigate the impacts of demolition and construction on local residents</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> • The CEMP, should follow best practice mitigation for changes to the landscape and visual environment. • The CEMP should include best practice guidelines on visual hoardings to ensure the site is visually attractive and hidden 	<p>There are likely to be limited adverse impacts on groups with protected characteristics due to changes to the landscape and visual environment if the proposed mitigations and implemented.</p> <p>Overall, if the proposed recommendations are implemented (left), there is likely to be no adverse effect on groups with protected characteristics</p>

⁴⁷ Protected Characteristics in Southwark. Southwark's JSNA. Southwark Council: London. 2017.

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>such as cataracts. Due to sensory changes, eyes become more sensitive to glare which can make reflective and shiny surfaces difficult, and even painful, to see clearly. Older people, and people with dementia are more likely to be more sensitive to light pollution and rapid visual changes around them.</p> <p>Research has shown that almost 90% of children with autism spectrum conditions develop atypical sensory experience, which can involve hypersensitivity to visual stimuli. This results in more detail-focused perception in people with autism, so that any minor visual change might have detrimental impact on quality of life and socio-psychological wellbeing.</p> <p>Therefore, changes to the landscape may cause negative effects for older people and people with autism, as well as the carers who look after them.</p>		<p>from view. The hoardings used should be carefully chosen as to not invite graffiti and vandalism and should be regularly checked and replaced if necessary.</p> <ul style="list-style-type: none"> • The Council should ensure the demolition, and subsequent construction phase, of the scheme are undertaken according to best practice to effectively mitigate any impacts. • Local residents should be made aware of the construction process, timeline and mitigation measures put in place for the scheme. This is particularly important for local residents and users and staff of nearby facilities, who will be more exposed to the changes in their visual environment. 	
<p>Safety and security</p> <p>Whilst demolition and construction is often associated with increased risk anti-social behaviour and perceptions of decreased safety, vacant buildings themselves can pose significant challenges to the safety of communities.</p> <p>177 Abbey Street has fallen into a state of disrepair which has attracted unwanted activity including anti-social behavior, crime, and multiple long-term periods of squatting; which can differentially affect those living in the area who are likely to be a victim of</p>	<ul style="list-style-type: none"> • The Council employed security in order to secure the property, but this contract has now lapsed. • The property was welded shut to reduce ability of illegal access, however, the property has been subsequently occasionally occupied by squatters. 	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> • Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period • Approaches to monitoring the security of the scheme during demolition should continue to be considered and additional security also considered where concerns are flagged. However, any enhanced security measures should only be implemented as a last resort, if deemed necessary, and in 	<p>There are likely to be minor positive impacts on groups with protected characteristics due increased to changes in safety and security.</p> <p>If the proposed recommendations (left) are implemented, there are likely to be limited adverse impacts on groups with protected characteristics as a result of changes in safety and security.</p>

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>crime or those who are more fearful of crime.</p> <p>In this case, demolition is likely to reduce instances of squatting on the site. Not only does squatting raise safety concerns for the wider community but also for the people who are squatting themselves, with the deserted buildings that they occupy often posing major health and safety risks due to unsuitability for habitation and state of repair.⁴⁸</p> <p>As such, the demolition of the former Community Centre has the potential to positively affect groups with higher vulnerability and safety concerns, including women, older people, LGBT+ people, minority ethnic groups, and disabled people.</p> <p>Fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children, and ethnic minority groups. Therefore, the demolition of the abandoned 177 Abbey Street could contribute to improves feelings of social isolation and safety in the immediate community.</p>		<p>conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for local residents.</p> <ul style="list-style-type: none"> The Council and contractor should create and publicise a process whereby local residents can raise concerns regarding anti-social behaviour or vandalism during the demolition period 	
<p>Information and communication:</p> <p>The demolition of 177 Abbey Street will require information about the works to be communicated effectively to local people in order that they are fully aware of what is going on and are able to provide feedback easily.</p> <p>Complex material and information about the process may present a challenge to those who have different information and</p>	<ul style="list-style-type: none"> The Council will be implementing a programme of consultation and engagement with residents and key equality stakeholders once options for redevelopment are outlined. This programme has commenced with informal discussions taking place with local residents. 	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> Up-to-date information about the demolition , including what is going on before, during and after all stages of the process, should be shared with residents and community resources. Information should be available in a variety of formats where it may be 	<p>If the proposed recommendations (left) are implemented, there are likely to be limited adverse impacts on groups with protected characteristics as a result of risks surrounding how information is communicated.</p>

⁴⁸ Reeve, K. and Coward, S. (2004) *Hidden Homelessness: Life on the Margins*. rep. Available at: file:///C:/Users/PIT92996/Downloads/hidden-homelessness-life-margins_0%20(1).pdf

Potential equality risks	Existing Council mitigations or enhancements	Recommendations	Impact (in light of mitigation)
<p>communication needs. This includes, but is not limited to, people with cognitive or learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language.</p> <p>Over half of the population of the LIA identify as belonging to an ethnic minority group. This suggests that a relatively large percentage of the population may not speak English as their first language and could potentially require information to be translated. Consequently, ethnic minority groups in the LIA may be disproportionately affected by information about the scheme that is not communicated effectively.</p>		<p>required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read.</p> <ul style="list-style-type: none"> Residents should have the opportunity to provide feedback in a way which is suitable for them. The use of third-party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers. The time and location of consultation events should be decided with consideration towards protected characteristic groups and their accessibility needs. 	

5.2 Impact on community after redevelopment

Options for the redevelopment of the land at 177 Abbey Street will be developed following community consultation. As such, the following table describes the possible potential impacts which could arise based on the impacts of similar regeneration and redevelopment schemes in London boroughs, and as such is subject to the finalised developed options.

Table 5.2: Impact on community after redevelopment

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>New employment opportunities: Demolition of the existing building along with the possible construction and</p>	<ul style="list-style-type: none"> It is likely that the redevelopment will involve the following enhancements: 	<p>Redevelopment schemes can have positive equality impacts on groups with protected</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council develop a comprehensive Employment and Skills Plan</p>

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>operation of residential properties as well as a new community centre will provides temporary and permanent job opportunities, disproportionately benefiting people who are more likely to work in the construction sector, such as men, or those likely to be unemployed in London, such as younger people, disabled people, minority ethnic groups and people from lower socio-economic backgrounds.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, lower socio-economic backgrounds and working age people. As such, there is the potential for positive equality effects for these on ethnic minority groups as a result of new employment opportunities.</p>	<ul style="list-style-type: none"> Construction employment (varying by the amount of construction required for the job). 	<p>characteristics due to new employment opportunities.</p>	<p>(ESP) to formalise and capture the employment and training opportunities for residents and local people during construction and operation. This should be tied in with the previous offer at the former Beormund Community Centre.</p>
<p>Provision of a new community centre and improved social cohesion:</p> <p>The new community centre could provide space and facilities that promote wellbeing for many groups, especially those who are more vulnerable in the community, allowing for a cross section of the community to be brought together in a safe place. This could result in better social cohesion and help to address social isolation, particularly for older people, disabled people, women, those who are unemployed, ethnic and religious</p>	<ul style="list-style-type: none"> The Council will provide a are considering options for using the site as a 50/50 facility split between new Key Worker Housing and a new Community Centre to replace the former Beormund Community Centre. Spaces provided in the centre will reference what facilities and services previously available at the former Beormund Community Centre. Engagement will be undertaken with the community to better understand what they want from their needs and 	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to the provision of community resources and improved social cohesion, particularly the proposed new Community Centre Space.</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> Consult former Beormund Community Centre users and staff to ensure that the design of the new space is optimised to suit their needs, such as through workshops with the local community and user groups (or representatives of users) of each separate service offering. Including women, young people, disabled people, older people and others if relevant. Involve the local community in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements The LIA has a considerably high proportion of people from Black African and Black Caribbean backgrounds and therefore the

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>minorities and LGBT+ people. service provision.</p> <p>The former Beormund Community Centre offered a number of different educational activities for young people as well as childcare. Providing a space for local action and Incorporate employment support services into the service offering as there is a high proportion of deprivation and working age people in the community. The new community centre could also provide an alternative learning environment outside of traditional educational facilities that could benefit the complex and individual needs of some young people, children and disabled people, especially those who have learning difficulties and may struggle in more traditional additional or formal settings.</p>	<p>aspirations for any future development.</p>		<p>community centre could offer services to ensure they are included in the community and their needs are addressed.</p> <ul style="list-style-type: none"> • The population of the local area has disproportionately high levels of people with lower socio-economic status. The new community centre could be an important resource for economic and social regeneration. Providing the facilities to increase people's knowledge or skills, and widen social networks which could disproportionately benefit those from lower socio-economic backgrounds in the community. • Ensure that the new development includes the following features designed to improve social cohesion <ul style="list-style-type: none"> – improved provision of and access to community resources – consideration of enabling residents to manage community spaces
<p>Improved public realm:</p> <p>Redevelopment offers an opportunity to improve the public realm. The ability to access and use the public realm is vitally important to ensuring people feel that they are active members of their society.⁴⁹ This is particularly likely to</p>	<ul style="list-style-type: none"> • The Council have committed to finishing the site to a state of safe and good use after demolition so that it can be used by the community as a meanwhile use for cultural activities and outdoor events . It is likely that the 	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics because of the effects of improved public realm and green spaces.</p> <p>Redevelopment schemes can have positive equality impacts on groups with protected</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <ul style="list-style-type: none"> – Ensure that the local community are at the heart of planning and designing new public realm, specifically targeting protected characteristic groups that are likely to benefit from

⁴⁹ House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>have positive effects on children, older people, disabled people, and people from ethnic minority groups.</p> <p>The re-provided community centre is expected to sit facing the green space that backs onto Neckinger Street, to the east of the site. This should improve access to this local greenspace by displaying the park for users of the community centre. Access should also improve as a result of an expected reduction in illegal parking and vandalism on Neckinger Street consequent to of the community centre frontage and resultant passive surveillance.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds. As such, there is the potential for positive equality effects on ethnic minority groups as a result of new improved public realm and access to green space.</p> <p>Children, young people and older people should also benefit from improved access to greenspace.</p>	<p>redevelopment will involve the following enhancements:</p> <ul style="list-style-type: none"> • Construction employment (varying by the amount of construction required for the job). 	<p>characteristics due to new employment opportunities.</p>	<p>improvements e.g., children, older people, and disabled people.</p>
<p>Tackling crime and disorder:</p> <p>Levels of crime have in part been attributed to the urban environment. Reducing potential for crime can affect</p>	<p>The Council have committed to finishing the site to a state of safe and good use after demolition so</p>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due</p>	<p>It is recommended that the Council e: Ensure the CPTED and Secure by Design principles are used in designing the built environment and public realm</p>

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>those more likely to fear crime or be a victim or witness of crime, such as young people, men, disabled people, ethnic minority groups and LGBT people and disabled people.</p> <p>Over the years since it has fallen into disrepair, 177 Abbey Street has attracted -social behaviour, crime, and multiple long-term periods of squatting; which can differentially affect those living in the area who are likely to be a victim of crime or those who are more fearful of crime.</p> <p>The redevelopment of the site should result in an inability for squatters to access and occupy the new buildings. All of the current options for the construction of a new community centre on the site plan for it to sit facing onto Neckinger Street, to the east of the site. This should reduce illegal parking and vandalism on Neckinger Street consequent to of the community centre frontage and resultant passive surveillance</p> <p>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, children, and ethnic minority groups. Therefore, the redevelopment of the abandoned 177 Abbey Street could improve feelings of</p>	<p>that it can be used by the community as a meanwhile use.</p>	<p>to impacts on tackling crime and disorder.</p> <p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics because of the effects of improved public realm and green spaces.</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council:</p> <p>Ensure that the local community are at the heart of planning and designing new public realm, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g., children, older people, and disabled people.</p>

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>social isolation and safety in the immediate community.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, and the former Beormund Community Centre provided services and space for children, young people and older people.</p> <p>As such, there is the potential for positive equality effects on ethnic minority groups, disabled people, children, and older people as a result of tackling crime and disorder.</p>			
<p>Improved access, mobility and navigation:</p> <p>The demolition of the vacant building at 177 Abbey Street and the following redevelopment process will open up opportunities to create a spaces that can be accessed and effectively used by all in the community. There are a number of equality groups who can experience difficulties with access, mobility and navigation who could benefit from improvements in this area, including children, older people, and disabled people.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, and</p>	<p>There are no existing mitigations at present.</p>	<ul style="list-style-type: none"> ● Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to improved access, mobility, and navigation. ● Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to impacts on tackling crime and disorder. 	<ul style="list-style-type: none"> ● It is recommended that the Council: <ul style="list-style-type: none"> – Ensure that the they design of the public space specifically to address the mobility needs of vulnerable groups. ● It is recommended that the Council : <ul style="list-style-type: none"> – Ensure the CPTED and Secure by Design principles are used in designing the built environment and public realm

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>the former Beormund Community Centre provided services and space for children, young people, and older people particularly.</p> <p>As such, the construction of a new community centre at the site has the potential for positive equality effects on ethnic minority groups, disabled people, children, and older people as a result of new provision of community resources.</p>	<p>The Council is discussing options to develop housing on the site, including the potential for key worker or affordable housing.</p>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to housing provision after delivery. Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to improved access, mobility, and navigation.</p>	<p>In order to enhance the positive equality impacts which are likely to arise as a result of the future redevelopment, it is recommended that the Council also ensure that any housing provision considers the housing needs of the immediate community. It is recommended that the Council:</p> <p>Ensure that they design of the public space specifically to address the mobility needs of vulnerable groups.</p>
<p>Improved housing provision:</p> <p>The redevelopment of the land at 177 Abbey Street is likely to lead to improvements in housing provision, with the potential for key worker housing development on the site. This would improve appropriateness, accessibility, and affordability, as well as its quality and efficiency in energy consumption.</p> <p>Improved housing can have beneficial health effects on children, older people, disabled people, ethnic minority groups and people with lower socio-economic status.</p> <p>Further, an improvement in living conditions can have a secondary impact on individuals wellbeing, economic and educational opportunities which can drive social mobility.</p> <p>The LIA has a high proportion of residents living in the second most deprived quintile and over half of its population are from ethnic minority groups. Therefore, these groups could</p>			

Potential equality risks or opportunities

Existing Council enhancements

Impact

Recommendations

disproportionately benefit from improved housing provision on the site.

6 Conclusion and Action Plan

6.1 Conclusion

The EqlA has identified a number of risks, opportunities and potential impacts that could arise for those with protected characteristics, as a result of the demolition of 177 Abbey Street and proposals for redevelopment, pending the development of options. The details of these impacts are set out in detail in Chapter 5 Impact Assessment.

The assessment identifies that the demolition has the potential to cause adverse health and safety effects on nearby residents. However, due to the buildings current state of misuse and dilapidation, the demolition poses more positives than negatives due to reduction of squatting and associated crime.

The proposed future redevelopment of the site, which the demolition will enable, has the potential to provide key worker housing, a new community centre, improved public realm and construction related employment, pending the development of redevelopment options. There is therefore a compelling case in the public interest for the demolition of 177 Abbey Street to allow for the meanwhile use and redevelopment of the site to improve outcomes for the current and future community, residents, staff and users of the new community centre.

It is recommended that further Equality Impact Assessments are undertaken at the options stage and each subsequent stage of the design to ensure that the findings of the report stay up to date.

6.2 Action Plan

The following action plan seeks to establish activities and responsibilities during the demolition period to continue to identify and address equality issues where they arise. It is the responsibility of Council to implement any recommendations and mitigations identified.

Action	Impacts addressed	Timescales
Impact on residents and community resources during demolition		
<ul style="list-style-type: none"> The CEMP, should follow best practice mitigation for the health effects related to noise, air and visual impacts and access. For example, the CEMP should: <ul style="list-style-type: none"> Include best practice guidelines on visual hoardings to ensure the site is visually attractive and hidden from view. The hoardings used should be carefully chosen as to not invite graffiti and vandalism and should be regularly checked and replaced if necessary. Set out arrangements for any necessary diversions, and should provide well-signed routes that limit extra travelling distances. Ensure that access is maintained through measures such as such as limiting pavement obstructions. Consider the needs of protected characteristic groups who may have limited mobility. 	<ul style="list-style-type: none"> General health effects associated with demolition and redevelopment Changes to noise and vibration exposure Changes to air quality Changes to the landscape and the visual environment Changes in feelings of safety and security Changes to the pedestrian environment Changes to traffic flows Changes to the pedestrian environment 	<ul style="list-style-type: none"> Demolition Construction
<ul style="list-style-type: none"> Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period 	<ul style="list-style-type: none"> Changes in feelings of safety and security 	<ul style="list-style-type: none"> Demolition Construction

Action	Impacts addressed	Timescales
<ul style="list-style-type: none"> The Council and contractor should create and publicise a process whereby local residents can raise concerns regarding anti-social behaviour or vandalism during the demolition period 	<ul style="list-style-type: none"> Tackling crime and disorder 	
<ul style="list-style-type: none"> Monitoring the security of the scheme such as vandalism and other illegal or anti-social behaviour reduction methods should be taken. This may include establishing a process for local people to report incidents to the council as well as enhanced surveillance. 	<ul style="list-style-type: none"> Changes in feelings of safety and security Tackling crime and disorder 	<ul style="list-style-type: none"> Demolition Construction
<ul style="list-style-type: none"> It is recommended that the Council ensures CPTED and Secure by Design principles are used in designing the built environment and public realm. 	<ul style="list-style-type: none"> Changes in feelings of safety and security Tackling crime and disorder 	<ul style="list-style-type: none"> Demolition Construction
<ul style="list-style-type: none"> Up-to-date information about the demolition, including updates before, during and after all stages of the process, should be shared with residents and community resources. Communication channels with local residents and communities, should remain open and be two-way so that concerns can be raised and appropriate measures can be implemented. The Contractor should engage with local residents by advertising and holding a series of webinars to publicise and raise awareness of the process and timescales surrounding construction. 	<ul style="list-style-type: none"> Delivery of information and communication throughout the scheme 	<ul style="list-style-type: none"> Demolition Planning and design Construction
<ul style="list-style-type: none"> Environmental monitoring should be regularly undertaken and reports shared with local residents for transparency. 	<ul style="list-style-type: none"> Delivery of information and communication throughout the scheme General health effects associated with demolition and redevelopment 	<ul style="list-style-type: none"> Demolition Construction
<ul style="list-style-type: none"> Information should be available in a variety of formats where it may be required (i.e., braille, audio, large print or translated) and be clear, concise and without jargon and easy to read. The use of third-party organisations who can help with communication such as translators should continue to be an option to overcome any potential language barriers 	<ul style="list-style-type: none"> Delivery of information and communication throughout the scheme 	<ul style="list-style-type: none"> Demolition Construction
Impact on community after redevelopment		
<ul style="list-style-type: none"> It is recommended that the Council ensures that the redeveloped land meets the needs of the local community and future residents of the Borough by undertaking a demographic and Housing Needs Survey. 	<ul style="list-style-type: none"> Improved housing provision 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> Consult former Beormund Community Centre users and staff to ensure that the design of the new space is optimised to suit their needs. Initiate workshops with the local community and user groups (or representatives of users) of each separate service offering. This should include and be accessible to women, young people, disabled people, older people and people from ethnic minority backgrounds who may not speak English as a first language. 	<ul style="list-style-type: none"> Provision of a new community centre and improved social cohesion 	<ul style="list-style-type: none"> Stakeholder engagement Planning and design

Action	Impacts addressed	Timescales
<ul style="list-style-type: none"> Consult with the Black African and Black Caribbean community to ensure that their needs are addressed within the centres service offering. 		
<ul style="list-style-type: none"> The Council should involve the local community in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements. 	<ul style="list-style-type: none"> Provision of a new community centre and improved social cohesion 	<ul style="list-style-type: none"> Stakeholder engagement Planning and design
<ul style="list-style-type: none"> Incorporate employment support services into the service offering as there is a high proportion of deprivation and working age people in the community. 	<ul style="list-style-type: none"> Provision of a new community centre and improved social cohesion 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> Ensure that the new development includes the following features designed to improve social cohesion <ul style="list-style-type: none"> consideration of local demographics to improve provision of and access to appropriate community resources and services consideration of enabling residents to manage community spaces such as new or improved greenspaces 	<ul style="list-style-type: none"> Provision of a new community centre and improved social cohesion 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> It is recommended that the local community are at the heart of planning and designing new green space, play space, and public realm, specifically targeting protected characteristic groups that are likely to benefit from improvements e.g., children, older people, and disabled people. These green and play spaces should meet the needs of different age groups, including young children, teenagers, and older people It is recommended that the redevelopment ensures that all residents have access to both public and private outdoor space. 	<ul style="list-style-type: none"> Improved public realm and green space 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> The Council should liaise with former Beormund Community Centre staff and users to ensure that the design of the new space is optimised to suit their needs, through workshops with the user groups. 	<ul style="list-style-type: none"> Improved community facilities 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> The Council should involve the local community in decisions about which further resources should be incorporated into the area, specifically involving different protected characteristic groups that are likely to benefit from improvements The Council should ensure that the new development includes the following features designed to improve social cohesion The Council should ensure the provision of shared communal spaces in new developments/blocks There should be consideration of allowing residents to manage community spaces 	<ul style="list-style-type: none"> Improved community facilities 	<ul style="list-style-type: none"> Planning and design
<ul style="list-style-type: none"> The Council should ensure that the design of movement networks and public spaces specifically to address the mobility of vulnerable groups 	<ul style="list-style-type: none"> Improved access, mobility and navigation 	<ul style="list-style-type: none"> Planning and design

A. Local Area Profile

The area profile provides a wider contextual demographic characterisation of the local area around 177 Abbey Street.

The LIA, for the purposes of this assessment is defined as 500m around the red line boundary.

The data below includes the current social and economic context of this area and relevant comparators, namely Southwark, London, and England. In comparing these regions, where the area deviates by more than 3%, the difference is regarded as considerable and is reported as such.

The demographic data has been sourced from publicly available data and only applies to the resident population.

A.1 Age

The following tables and maps show the population by key age group including children, young people, the working age population, and older people within the LIA and the above comparator areas. The figures show the proportion of each age group within the different areas.

Please note the following groups are not mutually exclusive and the columns are not intended to sum to 100%.

A.1.1 Children (under 16 years)

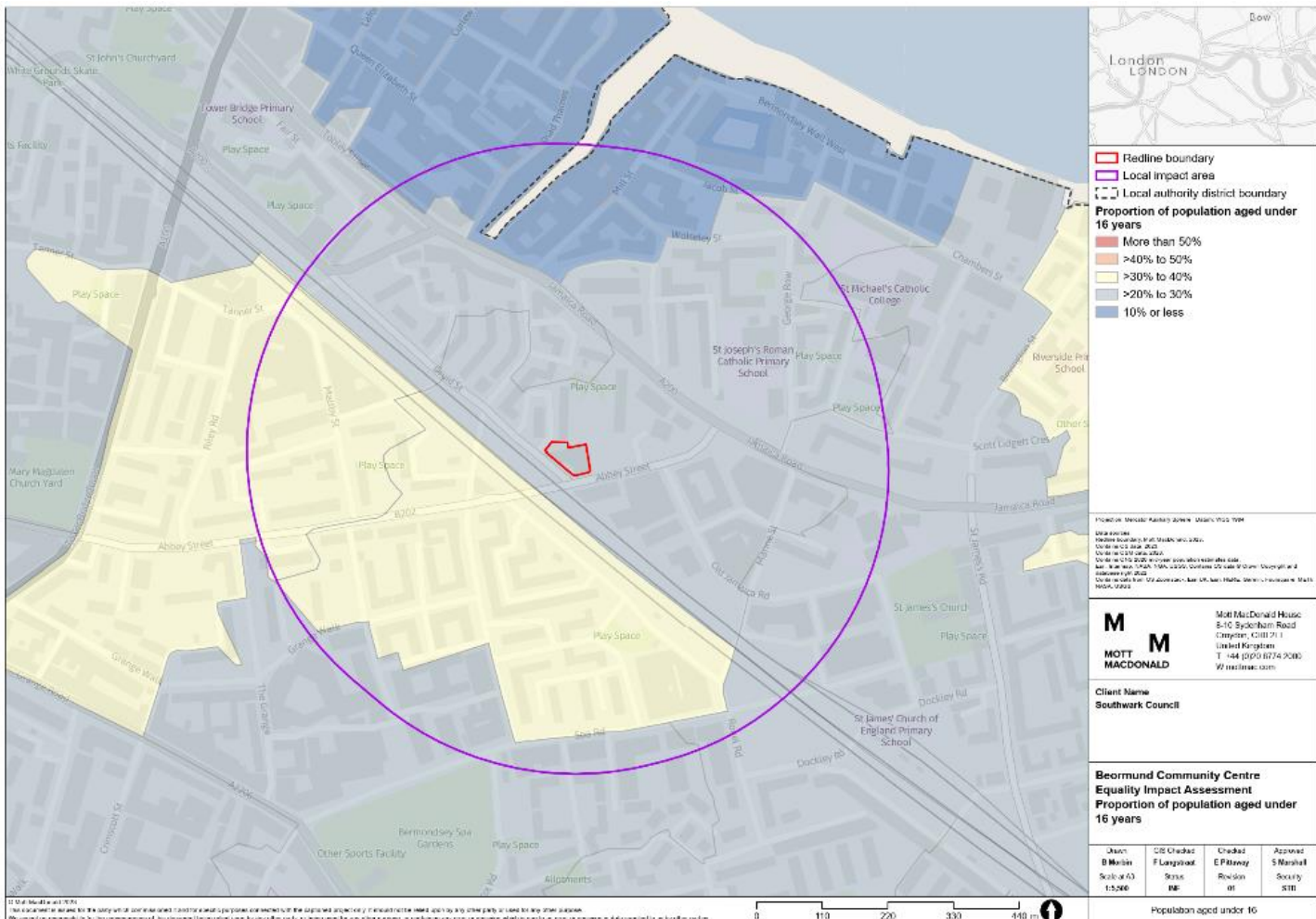
Table A.1 shows that children make up 16% of the total population of the LIA. This figure is broadly in line with Southwark (17%), England and London (both 19%).

Table A.1: Children (under 16 years)

Location	Total population (2021)	Children (under 16 years)	%
LIA	7,790	1,283	16%
Southwark	307,637	51,501	17%
London	8,799,725	1,695,743	19%
England	56,490,049	10,483,091	19%

Source: 2021 census, ONS

Map A.1: Population aged under 16 within the LIA



Source: ONS Census, 2021

Map A.1 above highlights that the majority of the LIA population consists of >20% to 30% and >30% to 40% of under 16 year olds. There is a pocket of population to the north of the LIA that only has 10% or less of 16 year olds within the population.

A.1.2 Young people (16-24 years)

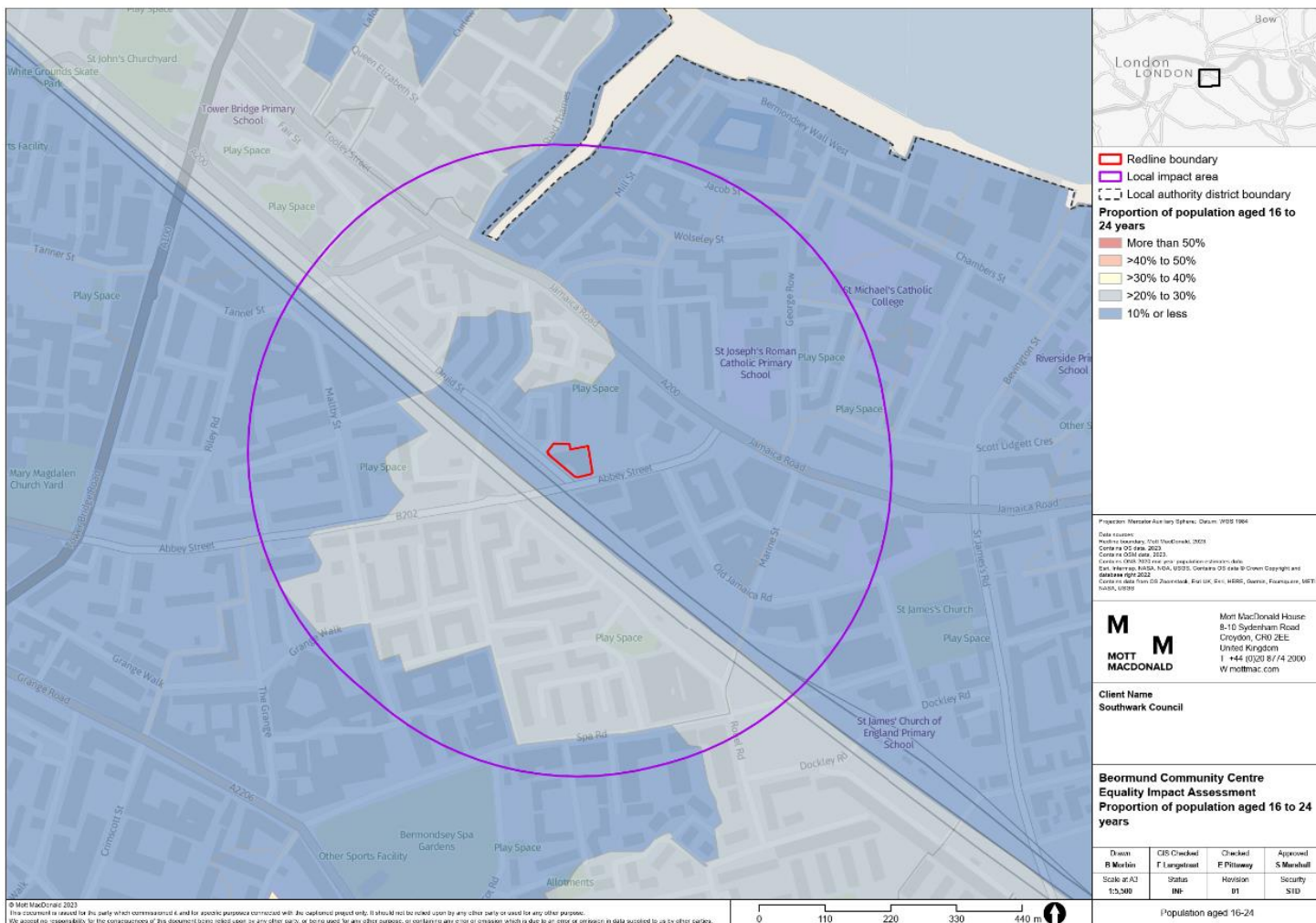
Table A.2 shows that the proportion of young people in LIA is 13% which broadly in line with Southwark (13%), regional and national averages (both 11%).

Table A.2: Young people (16-24 years)

Location	Total population (2021)	Young people (16- 24 years)	%
LIA	7,790	975	13%
Southwark	307,637	38,653	13%
London	8,799,725	978,722	11%
England	56,490,049	5,989,233	11%

Source: 2021 census, ONS

Map A.2: Proportion of young people within the LIA



Source: ONS Census, 2021

Map A.2 above outlines that the majority of the LIA population contains 10% or less of 16-24 year olds within the population. However, there are large pockets towards the north and south of the scheme whereby >20% to 30% of the population are 16-24 years old.

A.1.3 Working age people (16-64 years)

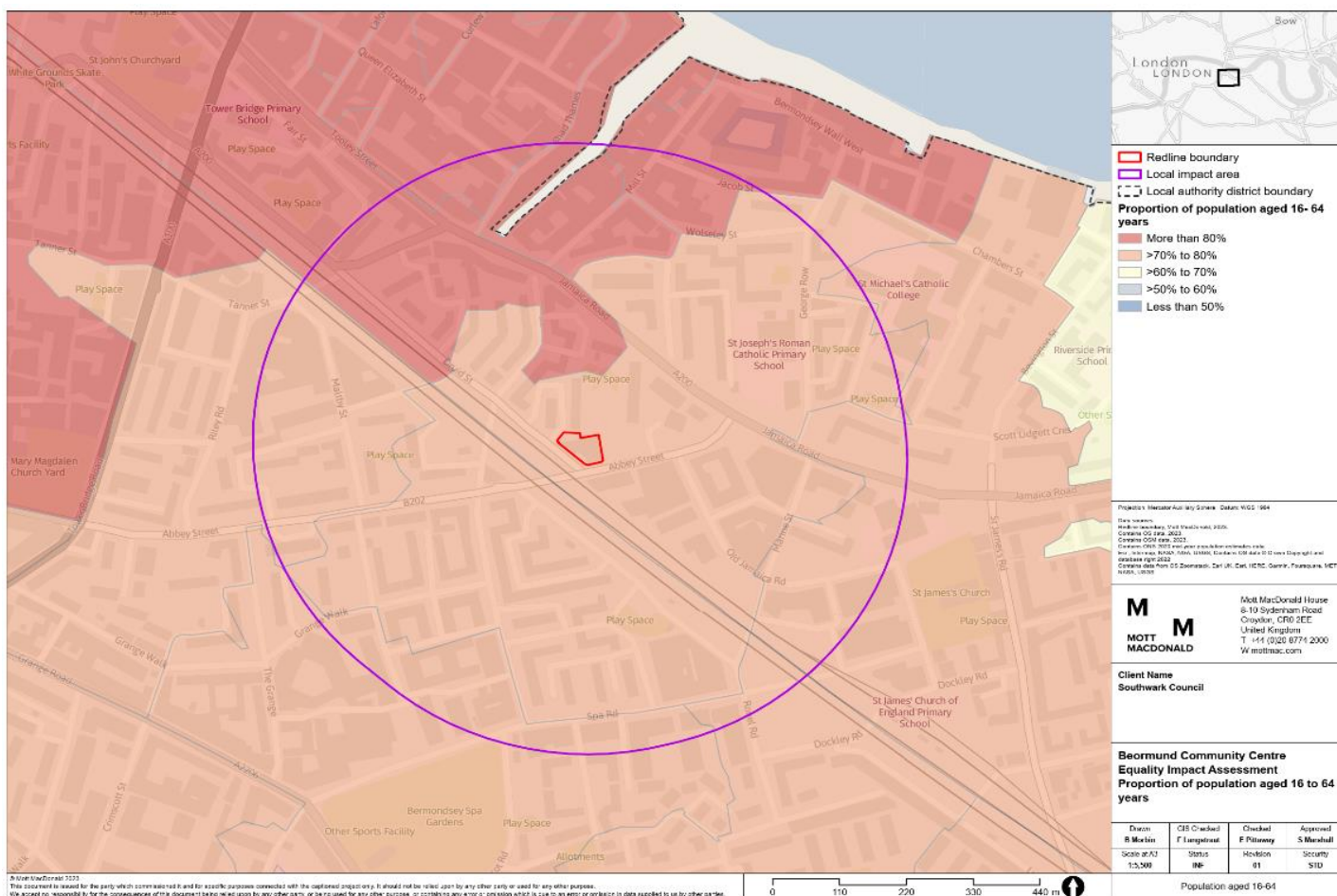
The following table shows that the working age population (people aged between 16 and 64 years) in the LIA (77%) is in line with Southwark (75%) but is considerably higher than the figures for London (69%) and England (63%).

Table A.3: Working age population (16-64 years)

Location	Total population (2021)	Working age (16-64 years)	%
LIA	7,790	6,020	77%
Southwark	307,637	230,454	75%
London	8,799,725	6,060,567	69%
England	56,490,049	35,605,657	63%

Source: 2021 census, ONS

Map A.3: Proportion of the population who are 16-64 years within the LIA



Source: Mott MacDonald 2023

Map A.3 above outlines that the LIA population mostly consists of >70% to 80% of 16-64 year olds within the population. However, there is a large pocket to the north of the LIA that contains more than 80% of 16-64 year olds within the population.

A.1.4 Older people (aged 65 and over)

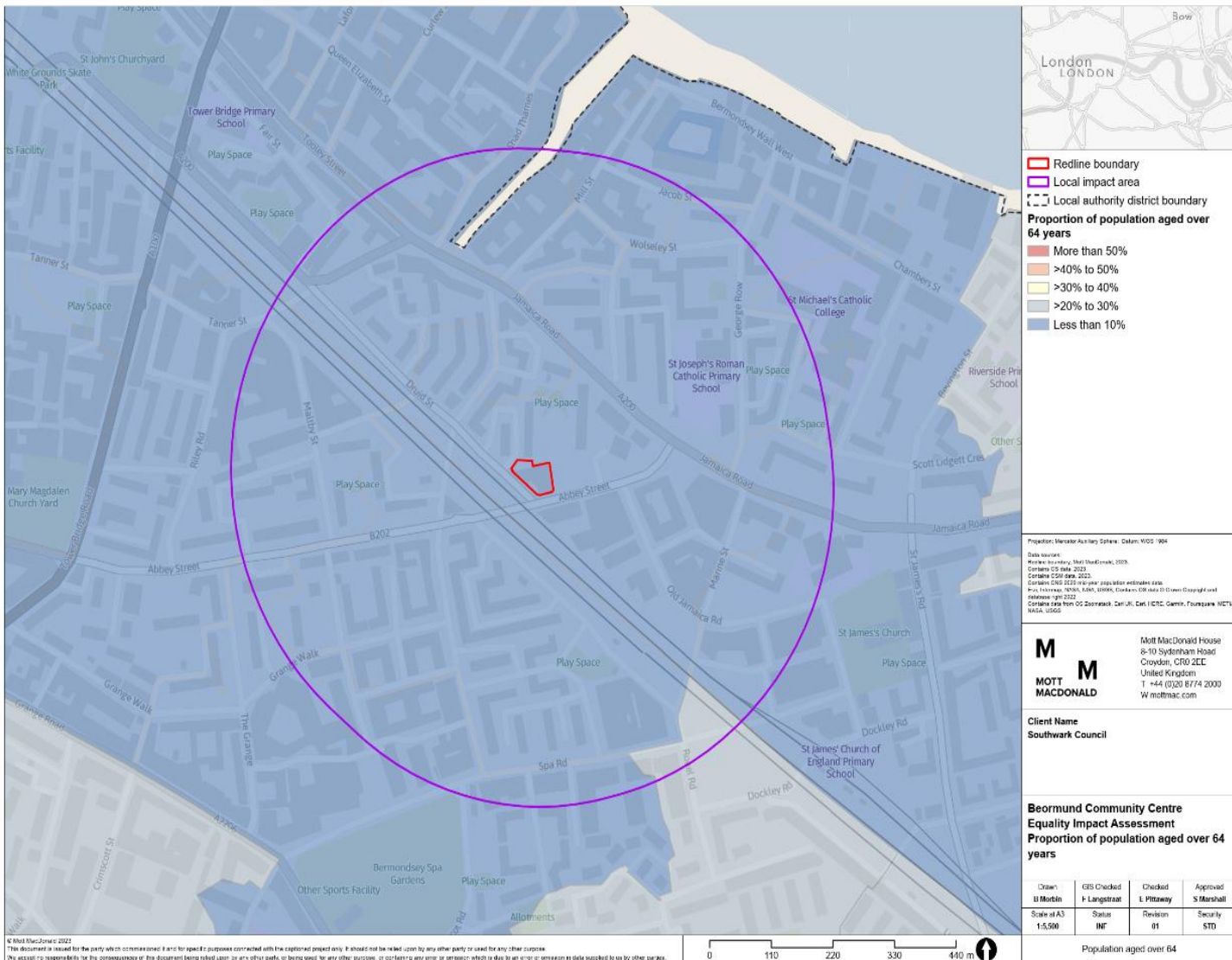
The following table shows that the proportion of older people (aged 65 and over) in the LIA (6%) is in line with the Southwark figure (8%) but is considerably lower than both London (12%) and England (18%).

Table A.4: Population of older people (aged 65 and over)

Location	Total population (2021)	Older people (aged 65 and over)	%
LIA	7,790	488	6%
Southwark	307,637	25,682	8%
London	8,799,725	1,043,415	12%
England	56,490,049	10,401,301	18%

Source: 2021 census, ONS

Map A.4: Proportion of the population who are over 65 years



Source: 2021 census, ONS.

Map A.4 above outlines that less than 10% of the population are over 65 years within the LIA. However, there is a pocket towards the south of the LIA whereby >20% to 30% of the population are over 65 years.

A.2 Carers

Table A.5 below shows that the proportion of unpaid carers in the LIA (2% providing <50 hours per week) is in line with the figures for Southwark (2%), London (2%) and England (3%).

Table A.5: Population who are carers

Location	Provides no unpaid care	Provides 19 hours or less unpaid care a week	Provides 20 to 49 hours unpaid care a week	Provides 50 or more hours unpaid care a week
LIA	94%	3%	2%	2%
Southwark	94%	3%	2%	2%
London	93%	4%	2%	2%
England	91%	4%	2%	3%

Source: Source: Census 2021, ONS- Nomis

A.3 Disabled people

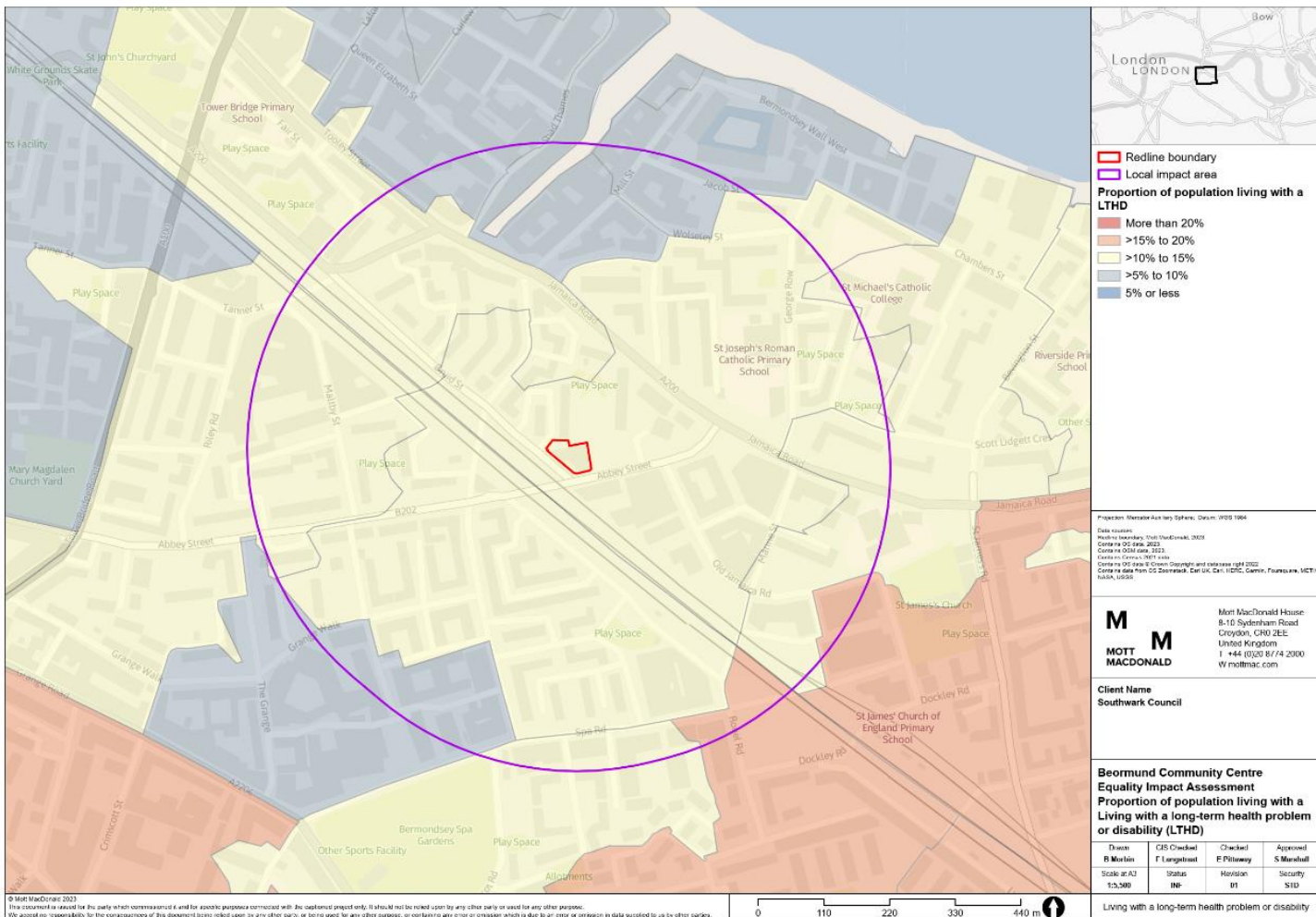
Table A.6 shows the proportion of the population who have a long-term health disability (LTHD) or disability that limits their day-to-day activities alongside the proportion of the population who have a disability. The proportion of the population within the LIA with a disability (12%) is broadly in line with Southwark (14%) and London (13%) however is considerably lower than England (17%). It further shows that for the LIA, 5% of the total population have a disability that limits their day-to-day activities a lot and 7% a little. This is in line with figures for Southwark (6% and 8% respectively) and London (6% and 7%). The figure is in line with England for those whose disability limits day to day activities a lot (7%) but is slightly lower for those who are limited a little (10%).

Table A.6: Population with a disability

Location	Disabled under the Equality Act	Day to day activities limited a lot	Day to day activities limited a little	Day to day activities not limited
LIA	12%	5%	7%	76%
Southwark	14%	6%	8%	86%
London	13%	6%	7%	87%
England	17%	7%	10%	83%

Source: 2021 census, ONS

Map A.5: Proportion of the population with a LTHD



Source: Mott MacDonald 2023

Map A.5 above outlines that the majority of the LIA population consists of >10% to 15% of the population living with a LTHD. However, there are pockets to the north and west of the scheme whereby 5% or less to 10% of the population are living with a LTHD. There is also a pocket to the south of the scheme where >15% to 20% of the population are living with a LTHD, which is considerably higher than the rest of the LIA.

A.4 Gender reassignment

There is no robust data for gender variant people in the LIA.

Table A.7 shows the figures for the comparison areas. It shows that in Southwark, 0.14% of people identify as trans women and 0.15% as trans men. This is in line with the figures for London (0.13% respectively) and England (0.08% respectively). 91% of the population of Southwark identify as the same sex registered at their birth. This is also in line with the figures for London (91%) and England (93%).

Table A.7: Gender reassignment in the population

Location	Total population (2021)	Gender identity the same as sex registered at birth	%	Trans Woman	Trans Man	All other gender identities
LIA	7,790	-	-	-	-	-

Location	Total population (2021)	Gender identity the same as sex registered at birth	%	Trans Woman	Trans Man	All other gender identities
Southwark	307,637	234,184	91%	0.14%	0.15%	0.21%
London	8,799,725	6,479,664	91%	0.13%	0.13%	0.10%
England	56,490,049	43,002,331	93%	0.08%	0.08%	0.08%

Source: Census 2021, ONS Nomis

A.5 Marriage and civil partnership

Table A.8 shows the population who are married or in a civil partnership in LIA, Southwark, London, and England. The data provided shows that LIA and Southwark have a considerably higher proportion of single people (64% and 60% respectively) compared to London (46%) and England (38%). Further, the proportion of people who are married in the LIA (23%) and Southwark (26%) is considerably lower when compared to London (40%) and England (44%). The proportion of divorced people in LIA (7%) and Southwark (7%) is in line with the figure London (7%) and England (9%) .

Table A.8: Marital and civil partnership status

Location	Single (never married or never registered a same-sex civil partnership)	Married	In a registered civil partnership	Divorced or formerly in a civil partnership which is now legally dissolved
LIA	64%	23%	0%	7%
Southwark	60%	26%	1%	7%
London	46%	40%	0%	7%
England	38%	44%	0%	9%

Source: 2021 census, ONS

A.6 Pregnancy and maternity

The following table shows the Total Fertility Rate (TFR) for Southwark, London and England. No data is available for the LIA.

Table A.9: General and total fertility rates

Location	Total Fertility Rate (2021)
Southwark	1.16
London	1.44
England	1.55

Source: 2021 census, ONS.

The Total Fertility Rate (TFR) for Southwark is 1.16. This is considerably lower than the TFR for London (1.44) and England (1.55).

A.7 Race and ethnicity

The following table provides a breakdown of the population of LIA, Southwark, London, and England by ethnicity.

Table A.10: Race and ethnicity

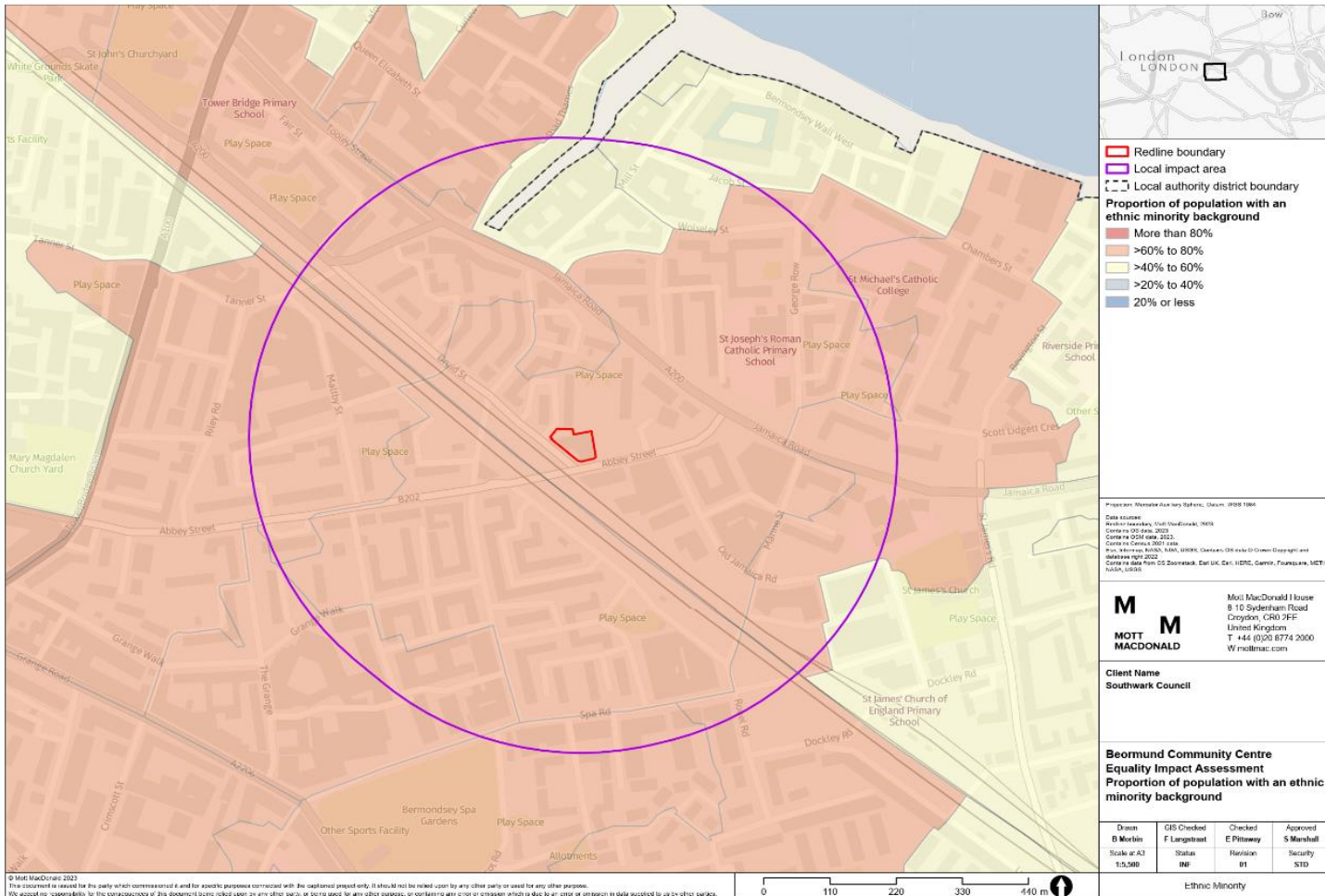
Race and ethnicity		LIA	Southwark	London	England
White	English/Welsh/ Scottish/Northern Irish/British	36%	34%	36%	72%
	White Irish	2%	2%	2%	1%
	White Gypsy or Irish Traveller	0%	0%	0%	0%
	Other White	16%	13%	14%	6%
Mixed/ multiple ethnic groups	White and Black Caribbean	2%	2%	1%	1%
	White and Black African	1%	1%	1%	0%
	White and Asian	1%	1%	1%	1%
	Other Mixed	2%	7%	6%	3%
Asian/ Asian British	Indian	3%	2%	7%	3%
	Pakistani	0%	1%	3%	3%
	Bangladeshi	2%	2%	4%	1%
	Chinese	2%	3%	2%	1%
	Other Asian	3%	3%	4%	2%
Black	Black African	17%	15%	8%	3%
	Black Caribbean	4%	6%	4%	1%
	Other Black	3%	3%	2%	1%
Total ethnic minority groups		58%	62%	60%	26%

Source: 2021 census, ONS

Table A.10 outlines that:

- The White British population within the LIA is 36% of the population. This is broadly in line with Southwark (34%) and London (36%) however is considerably lower than the proportion for England (72%).
- The Other White population in the LIA is 16% of the population, which is broadly in line with the Southwark (13%) and London (14%) proportions however is considerably higher than the national proportion of 6%.
- The Black African population makes up 17% of the LIA population. This is broadly in line with Southwark (15%) however considerably higher than the regional (8%) and national proportions (3%).
- The Black Caribbean population of the LIA is 4% which is broadly in line with Southwark (6%) and London (4%) however is considerably higher than the national proportion (1%).
- The proportion of the population who belong to an ethnic minority background within the LIA (58%) is just lower than Southwark (62%), broadly in line with London (60%) and considerably higher than the national proportion of 26%.

Map A.6: Proportion of the LIA population from an ethnic minority background



Source: 2021 census, ONS

Map A.6 above outlines that within the LIA mostly >60% to 80% of the population are from an ethnic minority background. There are pockets towards the north and south of the scheme where >40% to 60% of the population are from an ethnic minority background.

A.8 Religion and belief

The following table provides a breakdown of the population of the LIA, Southwark, London and England by religion and belief.

Table A.11: Population by religion and belief

	Local impact area	Southwark	London	England
Christian	45%	43%	41%	46%
Buddhist	1%	1%	1%	0%
Hindu	1%	1%	5%	2%
Jewish	0%	0%	2%	0%
Muslim	10%	10%	15%	7%
Sikh	0%	0%	2%	1%
Other religion	1%	1%	1%	1%
No religion	34%	36%	27%	37%

	Local impact area	Southwark	London	England
Religion not stated	7%	7%	7%	6%
Minority religion	14%	13%	25%	11%

Source: 2021 Census, ONS- religion

Table A.11 above outlines that:

- 45% of the LIA population are Christian. This is broadly in line with Southwark (43%) England as a whole (46%), however is considerably higher than the regional proportion of 41%.
- The proportion of the LIA population who are Muslim (10%) is broadly in line with the Southwark (10%) and national proportions (7%), however is considerably lower than the regional proportion of 15%.
- 34% of the LIA have no religion. This is broadly in line with the proportion within Southwark (36%) and England as a whole (37%), however is considerably higher than the London proportion of 27%.
- 14% of the LIA population belong to a minority religion. This is broadly in line with Southwark and England as a whole (13% and 11%), however is considerably lower than London (25%).

A.9 Sex

The following table shows the proportion of the population who are male and female in the LIA, Southwark, London, and England. The proportion of women in the LIA (52%) is in line with the figures for Southwark (52%), London (50%) and England (51%). The proportion of men (48%) in the LIA is also in line with the comparison areas.

Table A.10: Population by sex

Sex	LIA	Southwark	London	England
Male	48%	48%	49%	49%
Female	52%	52%	51%	51%

Source: 2021 census, ONS

A.10 Sexual orientation

There is no data available on this protected characteristic for the study area. However, statistics relating to sexual identity are available nationally and at regional levels.

Table A.11 shows the figures for the comparison areas. In Southwark, 83% of the population identify as straight or heterosexual. This is slightly lower than the figure for London (86%) and considerably lower than England (89%). Southwark has a considerably higher percentage of people who identify as gay or lesbian (5%) when compared to England (1%). This is also higher than the figure for London (2%). The percentage of bisexual people and all other sexual orientations in Southwark (3% and 1% respectively) is in line with London (2% and 1%) and England (1% and 0%).

Table A.11: Population by sexual orientation

Location	Total population (2021)	Straight or heterosexual (%)	Gay or Lesbian	Bisexual	All other sexual orientation
LIA	7,790	-	-	-	-
Southwark	307,637	83%	5%	3%	1%
London	8,799,725	86%	2%	2%	1%
England	56,490,049	89%	1%	1%	0%

Source: 2021 census, ONS

A.11 Deprivation

The table below outlines the proportion of the population within each deprivation quintile within the LIA, Southwark, London and England. Deprivation quintiles are measured in accordance with the Index of Multiple Deprivation.

Table A.12: Deprivation of the population

Location	Most deprived quintile	Second deprivation quintile	Third deprivation quintile	Fourth deprivation quintile	Least deprived quintile
LIA	0%	73%	7%	5%	2%
Southwark	21%	47%	21%	8%	3%
London	16%	32%	23%	17%	12%
England	20%	21%	20%	20%	19%

Source: MHCLG 2019 Indices of Multiple Deprivation

Table A.12 above outlines that:

- 0% of the population within the LIA are within the most deprived quintile of deprivation. This is considerably lower than the Southwark (21%), London (16%) and England proportions (20%).
- 73% of the population within the LIA are within the second deprivation quintile. This is considerably higher than Southwark (47%), regional (32%) and national proportions (21%).
- 7% of the population within the LIA are within the third deprivation quintile. This is considerably lower than Southwark (21%), London (23%) and England as a whole (20%).
- 5% of the LIA population are within the fourth deprivation quintile. This is broadly in line with Southwark (8%), however considerably lower than the regional (17%) and national proportions (20%).
- 2% of the LIA are within the least deprived quintile. This is broadly in line with Southwark (3%) however considerably lower than regional (12%) and national (19%) proportions.
- The above data indicates that high levels of deprivation exist within the LIA.



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