



Heritage Supplementary Planning Document
Equalities Impact Assessment
June 2021

The Purpose of an Equalities Assessment on Planning Policy

This document assesses the Heritage Supplementary Planning Document against the protected characteristics highlighting where there is a positive impact, negative impact or neutral impact.

The council is required by UK Law to pay due regard to advancing equality, fostering good relations and eliminating discrimination for people sharing certain protected characteristics, as set out in the Public Sector Equalities Duty (2011) (under section 149 of the Equalities Act 2010). The council carries out Equalities Analysis (EqIA) of its plans, decisions and programmes to consider the potential impact (positive and negative) of proposals in the Equality Act 2010 and on Human Rights that replaces all previous equality legislation into one overarching act.

The Town and Country Planning Association sets out in 'Beyond Box-Ticking: A Short Guide to meaningfully assessing Local Plan policy impacts on equality and inclusion' that an equalities assessment should:

- Recognise that planning policies and decisions impact different people differently
- Multiple groups in society who are both under-represented in engagement with planning processes and often at most risk with planning processes and often most at risk of being negatively affected by planning outcomes

Local planning authorities should therefore assess the potential impacts of draft policies on different groups at an early stage, and adjust policies accordingly overtime. Those who are those subject to the equality duty must, in the exercise of their functions, have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not.

Equalities Issues in Southwark

Southwark is very diverse, in terms of demographic, needs and characteristics. Planning policy must therefore respond to a wide range of issues and needs to deliver the best outcomes for all, and reduce the negative impacts of development on people.

How is LB Southwark responding to resolve these issues in planning policy?

Borough-wide strategic policies in the New Southwark Plan set out the Council's regeneration strategy to work with local people to improve neighbourhoods and create new opportunities for the future. They are also used to set the context for our detailed planning policies and to make planning decisions.

Consultation is addressed more widely in the emerging Statement of Community Involvement and Developer Consultation Charter, of which an update is currently being prepared. This aims to create a more transparent and more easily understandable and accessible planmaking and decision-taking process for members of the public to be involved in. It is proposed that larger planning applications must provide a consultation plan to demonstrate that the developer has properly consulted on their development. The plan-making and decision-making process and how the Heritage SPD guidance is engaged with is set out in the Statement of Community Involvement.

Guidance notes

Things to remember:

Under the Public Sector Equality Duty (PSED) public authorities are required to have due regard to the aims of the general equality duty when making decisions and when setting policies. Understanding the affect of the council's policies and practices on people with different protected characteristics is an important part of complying with the general equality duty.

Under the PSED the council must ensure that:

- Decision-makers are aware of the general equality duty's requirements.
- The general equality duty is complied with before and at the time a particular policy is under consideration and when a decision is taken.
- We consciously consider the need to do the things set out in the aims of the general equality duty as an integral part of the decision-making process.
- We have sufficient information to understand the effects of the policy, or the way a function is carried out, on the aims set out in the general equality duty.
- We review policies or decisions, for example, if the make-up of service users changes, as the general equality duty is a continuing duty.
- We take responsibility for complying with the general equality duty in relation to all their relevant functions. Responsibility cannot be delegated to external organisations that are carrying out public functions on their behalf.
- We consciously consider the need to do the things set out in the aims of the general equality duty not only when a policy is developed and decided upon, but when it is being implemented.

Best practice guidance from the Equality and Human Rights Commission recommends that public bodies:

- Consider all the [protected characteristics](#) and all aims of the general equality duty (apart from in relation to marriage and civil partnership, where only the discrimination aim applies).
- Use equality analysis to inform policy as it develops to avoid unnecessary additional activity.
- Focus on understanding the effects of a policy on equality and any actions needed as a result, not the production of a document.
- Consider how the time and effort involved should relate to the importance of the policy to equality.
- Think about steps to advance equality and good relations as well as eliminate discrimination.
- Use good evidence. Where it isn't available, take steps to gather it (where practical and proportionate).
- Use insights from engagement with employees, service users and others who can help provide evidence for equality analysis.

Equality analysis should be referenced in community impact statements in Council reports. Community impact statements are a corporate requirement in all reports to the following meetings: the cabinet, individual decision makers, scrutiny, regulatory committees and community councils. Community impact statements enable decision makers to identify more easily how a decision might affect different communities in Southwark and to consider any implications for equality and diversity.

The public will be able to view and scrutinise any equality analysis undertaken. Equality analysis should therefore be written in a clear and transparent way using plain English. Equality analysis may be published under the council's publishing of equality information, or be present within divisional/departmental/service business plans. These will be placed on the website for public view under the council's Publications Scheme.

Equality analysis should be reviewed after a sensible period of time to see if business needs have changed and/or if the effects that were expected have occurred. If not then you will need to consider amending your policy accordingly. This does not mean repeating the equality analysis, but using the experience gained through implementation to check the findings and to make any necessary adjustments.

Engagement with the community is recommended as part of the development of equality analysis. The council's Community Engagement Division and critical friend, the Forum for Equality and Human Rights in Southwark can assist with this (see section below on community engagement and www.southwarkadvice.org.uk).

Whilst the equality analysis is being considered, Southwark Council recommends considering health and wellbeing implications, as health and health inequalities are strongly influenced by the environment we live and work in. As a major provider of services to Southwark residents, the council has a legal duty to reduce health inequalities and this is reflected in its values and aims. For this reason, the council recommends considering health and wellbeing impacts in all equality analyses, not forgetting to include identified potential mitigating actions.

Section 1: Equality analysis details

Proposed policy/decision/business plan to which this equality analysis relates	Heritage Supplementary Planning Document
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Equality analysis author	Gemma Williams and Athena Hylton-Thompson		
Strategic Director	Stephen Platts		
Department	Planning Policy	Division	Chief Executive
Date of analysis	September 2021		
Sign-off		Position	
		Date	

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

The immensely rich and varied architecture, archaeology and history of Southwark is of national and international significance, ranging from prehistoric flint scatters, through Shakespearean playhouses, to the vast industrial Tate Modern. Our historic environment is an important and essential community benefit, contributing many tangible and intangible benefits to wellbeing, culture, and the sense of place and identity.

At the same time, Southwark also has some of the highest regeneration activity experienced anywhere in London. We recognise that Southwark's unique historic environment is a finite and non-renewable resource, and requires sustainable management based upon best practice, clear principles, consistent policies and sound guidance. Our aim is to find a balance between our commitment to the historic environment and to sustainable development.

The Heritage SPD provides guidance on how to apply the relevant policies of the Southwark Plan and the emerging New Southwark Plan concerning the historic environment. It gives advice on how to conform to the additional national and local legislature and policies, within which the council must operate.

The Heritage SPD will help people to understand heritage matters and provide advice on the conservation, preservation and enhancement of the historic environment.

It is designed for a wide readership, including applicants, owners, residents, planners, community groups and developers.

This document is a Supplementary Planning Document (SPD), which means that it is supplementary to the saved policies of the Southwark Plan and the emerging New Southwark Plan. SPDs contain non-statutory guidance that expands on development plan policies. SPDs can be a material consideration in planning decisions but are not part of the Plan.

Section 3: Service users and stakeholders

Service users and stakeholders	
Key users of the department or service	Members of the public; Developers; Planning agents and planning applicants; Local Authorities; Councillors; Chief Executive's Department; Local amenity groups.
Key stakeholders were/are involved in this policy/decision/business plan	Members of the public; Developers; Planning agents and planning applicants; Local Authorities; Councillors; Chief Executive's Department; Historic England; Local amenity groups.

Section 4: Pre-implementation equality analysis

This section considers the potential impacts (positive and negative) on groups with 'protected characteristics', the equality information on which this analysis is based and any mitigating actions to be taken.

The first column on the left is for societal and economic issues (discrimination, higher poverty levels) and the second column on the right for health issues, physical and mental. As the two aspects are heavily interrelated it may not be practical to fill out both columns on all protected characteristics. The aim is, however, to ensure that health is given special consideration, as it is the council's declared intention to reduce health inequalities in the borough.

Age - Where this is referred to, it refers to a person belonging to a particular age (e.g. 32 year olds) or range of ages (e.g. 18 - 30 year olds).	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is potential sensitivity with the adaptation of historic assets to meet accessibility requirements needed by young children or elderly people as a result of the guidance set out in the Heritage SPD as it can restrict works. However, these will be assessed on a case-by-case basis if the matter arises as it will depend on the significance of the heritage asset. The Heritage SPD will also be of positive benefit as its aim is to protect historic assets within the borough and militate against any unacceptable or harmful development. This would result in a positive impact on residents of all ages in the borough.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion. All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Mitigating actions to be taken	
We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.	

Disability - A person has a disability if s/he has a physical or mental impairment which has a substantial and long-term adverse effect on that person's ability to carry out normal day-to-day activities.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is potential sensitivity with the adaptation of historic assets to meet accessibility requirements as a result of the guidance set out in the Heritage SPD as it can restrict works. However, these will be assessed on a case-by-case basis if the matter arises as it will depend on the significance of the heritage asset. There are no other impacts identified for the above protected characteristic as a result of the Heritage SPD.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIA011); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion. All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Mitigating actions to be taken	
We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.	

Gender reassignment - The process of transitioning from one gender to another.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There are no impacts identified for the above protected characteristic as a result of the Heritage SPD.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIA011); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion. All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and	

tackling negative externalities.

Mitigating actions to be taken

We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.

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.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There are no impacts identified for the above protected characteristic as a result of the Heritage SPD.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion. All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.	
Mitigating actions to be taken	
We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.	

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. N.B. Gypsy, Roma and Traveller are recognised racial groups and their needs should be considered alongside all others	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There could be a negative impact on this protected characteristic if they also own, live in or within the setting of, a listed building or conservation area. There is a restriction on development and works allowed within these areas which requires an understanding or prior experience with the planning system not held by every community in the borough. This can result in a disproportionate amount of enforcement action being taken against different groups. However, the Heritage SPD aims to counter this negative by providing a benefit of a vast amount of guidance on how to address works to heritage assets and reduce enforcement action as a result.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above	Health data on which above analysis is

analysis is based	based
<p>All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion.</p> <p>All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</p>	
Mitigating actions to be taken	
<p>We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.</p>	

Religion and belief - Religion has the meaning usually given to it but belief includes religious and philosophical beliefs including lack of belief (e.g. Atheism). Generally, a belief should affect your life choices or the way you live for it to be included in the definition.	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
<p>There is a positive benefit as a result of the Heritage SPD for this protected characteristic as buildings of social and cultural importance to religious or belief communities can be protected. In particular, the Local List guidance is considered to have a positive impact as the formulation of the list provides the opportunity for the religious or belief communities to protect the buildings, they value the most.</p>	<p>There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.</p>
Equality information on which above analysis is based	Health data on which above analysis is based
<p>All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion.</p> <p>All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</p>	
Mitigating actions to be taken	
<p>We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.</p>	

Sex - A man or a woman.

Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There are no impacts identified for the above protected characteristic as a result of the Heritage SPD.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
<p>All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion.</p> <p>All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</p>	
Mitigating actions to be taken	
We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.	

Sexual orientation - Whether a person's sexual attraction is towards their own sex, the opposite sex or to both sexes	
Potential impacts (positive and negative) of proposed policy/decision/business plan	Potential health impacts (positive and negative)
There is a positive benefit as a result of the Heritage SPD for this protected characteristic as buildings of social and cultural importance to the LGBT+ communities can be protected. In particular, the Local List guidance is considered to have a positive impact as the formulation of the list provides the opportunity for the LGBT+ communities to protect the buildings they value the most.	There are no health impacts identified for the above protected characteristic as a result of the Heritage SPD.
Equality information on which above analysis is based	Health data on which above analysis is based
<p>All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIAO11); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion.</p> <p>All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.</p>	
Mitigating actions to be taken	
We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.	

<p>Socio-economic disadvantage – although the Equality Act 2010 does not include socioeconomic status as one of the protected characteristics, Southwark Council recognises that this continues to be a major cause of inequality in the borough. Socio economic status is the measure of an area's, an individual's or families economic and social position in relation to others, based on income, education, health, living conditions and occupation.</p>	
<p>Potential impacts (positive and negative) of proposed policy/decision/business plan</p>	<p>Potential health impacts (positive and negative)</p>
<p>The Heritage SPD guidance will have a negative impact to those who are both in a socio-economic disadvantaged position and live in, or within the setting of a heritage asset as it is more expensive to undertake home renovations due to the requirement for traditional or special materials and features. For example, timber windows are advised in these areas which can be more expensive than a PVC alternative.</p> <p>However, the Heritage SPD is also considered to have a positive impact on residents disadvantaged by their socio-economic status as it provides a vast amount of guidance on how to address works to heritage assets and can reduce the need for paid specialist advice or enforcement action as a result of not understanding the relevant planning requirements and legislation.</p> <p>Additionally, the Heritage SPD will help conserve and protect the heritage assets of a socio-economic disadvantaged area which provides a benefit to those who live there as it maintains the quality of the built environment and restricts harmful development.</p> <p>In particular, the Local List guidance is considered to have a positive impact on residents disadvantaged by their socio-economic status. The formulation of the list would support long-term, high-quality place making by taking into account local listed structures and visual amenity of adjoining occupiers, improving the public realm for all, and giving the opportunity for the local community to protect the assets it values the most.</p>	<p>The Heritage SPD will provide a positive benefit as it provides guidance on how applicants who own, live, or are within the setting of a heritage asset can sensitively retrofit buildings to improve efficiency and provide better health outcomes.</p>
<p>Equality information on which above analysis is based</p>	<p>Health data on which above analysis is based</p>
<p>All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIA011); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing</p>	

community cohesion.

All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.

Mitigating actions to be taken

We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.

Human Rights

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

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

The Heritage SPD aims to conserve local heritage assets, restrict development in conservation areas, conserve built and natural heritage, protect borough views, conserve archaeological resources, protect World Heritage Sites, support long-term high-quality place making by taking account of local listed structures.

This protects local identity and improves public realm considerate of the Human Rights Act.

Information on which above analysis is based

All data illustrated in emerging New Southwark Plan IIA Objective 3: To promote social inclusion, equality, diversity and community cohesion (IIA05); IIA Objective 4 which states: To protect and enhance quality of landscape and townscape (IIA011); These objectives seek to increase the protection of community assets and heritage, improve the local area and quality of life, improve accessibility to travel and prevent social isolation by enhancing community cohesion.

All data illustrated in emerging New Southwark Plan IIA Objectives 1, 2, 8, 9, 10, 13. These objectives seek to deliver development which is inclusive and engaging positive change within the community, by protecting and promoting positive externalities whilst reducing and tackling negative externalities.

Mitigating actions to be taken

We will continue to monitor and review the Heritage SPD to ensure that the likelihood of negative impacts arising is minimal.

Section 5: Further action and objectives

Based on the analysis above, areas are identified as requiring more detailed analysis or key mitigating actions.

Number	Description of issue	Action	Timeframe
1	Ensure that the Heritage SPD is adopted within the shortest timeframe possible by the Council to ensure heritage assets can be protected and the benefits identified can be secured.	Progress the Heritage SPD towards formal adoption at Cabinet.	Heritage SPD to be decided at Cabinet on 19 th October 2021.
2	Ensure that the implementation of the Heritage SPD is monitored following adoption for potential actual effects on different groups.	The outcomes of implementing the guidance in the SPD will be monitored through the Authority Monitoring Report (AMR). Equality analysis is an on-going process and that does not end once the SPD is implemented.	The monitoring arrangements will be undertaken annually.