

# Abbeyfield Estate

Equality Impact Assessment

December 2022

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# **Abbeyfield Estate**

## Equality Impact Assessment

December 2022

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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 and planned redevelopment of the Abbeyfield Estate ('the Scheme') in the London Borough of Southwark.

## 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 EqIA considers the impacts of the redevelopment process – particularly the impact on existing residents, and staff and users of community resources in the local area. The assessment also explores the impact of the delivery of the Scheme on the current and future community.

Assessment of equality effects has been undertaken in light of the characterisation of potential effects – including sensitivity of the affected parties to the Scheme, 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 Scheme. These have been split into two broad categories:

- potential impact on residents; and staff and users of community resources during demolition;
- potential impact on the community following the redevelopment process.

## Findings of the EqIA

The research and analysis process for this EqIA has identified several opportunities and risks which could arise due to the delivery of the Scheme. The Local Impact Area is likely to experience these effects differentially or disproportionately as a result of their protected characteristics.

The assessment identifies that the demolition of Maydew House, scheduled to take place throughout 2023, has the potential to cause adverse health effects on both the residents of Damory House and Thaxted Court, and the users and staff of the Bede Centre's learning disabilities services, if these are not relocated for the duration of the works.

The Council have embedded a series of measures within the delivery of the project to mitigate against potential risks. These include:



- Ensuring that the Bede Centre remains open throughout the demolition and redevelopment period until an alternative suitable building is opened;
- Allowing residents of Damory House and Thaxted Court to remain on the Estate during the demolition; and
- Employing security in order to secure the vacant Maydew House.

However, this EqIA recommends a series of further actions the Council should take to further mitigate against the potential equality risks of the Scheme, including the potential for adverse health effects on users and staff of the Bede Centre. These include:

- Engaging with the Bede Centre prior to the commencement of demolition activities to discuss the needs of the users and staff. If required, space nearby should be provided for the Centre to continue its activities with less disruption.
- Ensuring that records of the needs of the residents of the low rise blocks are kept up to date and that discussions are held with particularly vulnerable residents about support with alternative temporary housing elsewhere during the demolition period.
- 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 also have the opportunity to provide feedback on any issues which they may experience in a way which is suitable for them.

The assessment also identifies that the proposed future redevelopment of the Estate, which the demolition will partially enable, has the potential to provide the following opportunities for positive equality effects:

- The delivery of new and more energy efficient housing, including an improved provision of accessible housing;
- New improved space for the Bede Centre;
- Construction employment (varying by the amount of construction required for the job).

# 1 Introduction

## 1.1 Overview

Mott MacDonald has been commissioned by Southwark Council to undertake an Equality Impact Assessment (EqIA) for the demolition and future redevelopment of Abbeyfield Estate ('the Scheme').

This report provides the context of the redevelopment, 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):<sup>1</sup> 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

<sup>1</sup> Government Equalities Office/Home Office (2010): 'Equality Act 2010' Available at: [www.legislation.gov.uk](http://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 the following protected characteristics (as defined by the Equality Act):

**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.
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.

Protected characteristic	Equality and Human Rights Commission (EHRC) 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

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 effects (whether effects are likely to be experienced differently to other members of the general population) as a result of the proposed development.
- Assessing whether one or more of these groups could experience disproportionate effects (over and above the effects likely to be experienced by the rest of the population) 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.

#### 1.2.4 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-groups 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-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').
- 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-groups of men and women are used.
- Within 'pregnancy and maternity', pregnant women are reported as a sub-group where the effect only relates to pregnancy.

## 1.3 Overall approach to the EqIA

The approach to this EqIA 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 Abbeyfield Estate has been collated using publicly available ward-level data and compared to wider social and demographic data for Southwark, London and England.

The assessment includes analysis of demographic surveys undertaken between October and November 2022 of the residents living in the additional two low-rise buildings which are part of the Estate already completed by the Council.

#### 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.

Once available, analysis of this stakeholder engagement will be undertaken on an ongoing basis in future iterations of this EqIA, to draw out equality 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 Abbeyfield Estate. Any 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 scheme development 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 EqIA process is predominantly qualitative and outlines the nature of the impact on:

- residents living within the local impact area;
- community facilities within the local impact area, their operators and their service users;
- non-resident owners of residential property within the local impact area. These may be indirectly impacted as a result of impacts for their tenants; and
- 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 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.

## 2 Abbeyfield Estate Scheme context

### 2.1 Overview of Abbeyfield Estate

Abbeyfield Estate is a small council estate within the London Borough of Southwark. The estate was completed in 1967 and consists of three residential blocks (Maydew House, Damory House, and Thaxted Court) and a community centre (the Bede Centre).

Maydew House is a 26-storey tower block consisting of 144 council-owned flats built by the then London County Council in the 1960s. Former residents were decanted into alternative housing in the area in 2015, at which time the intention was to refurbish the block, however this refurbishment programme was not taken forward. It is connected to the four-storey Damory House, which consists of 35 flats, to the north and the Bede Centre to the south by elevated concrete walkways. The Bede Centre is in turn connected to the four-storey Thaxted Court, consisting of 24 flats.

**Photo 2.1: Maydew House and the Bede Centre**



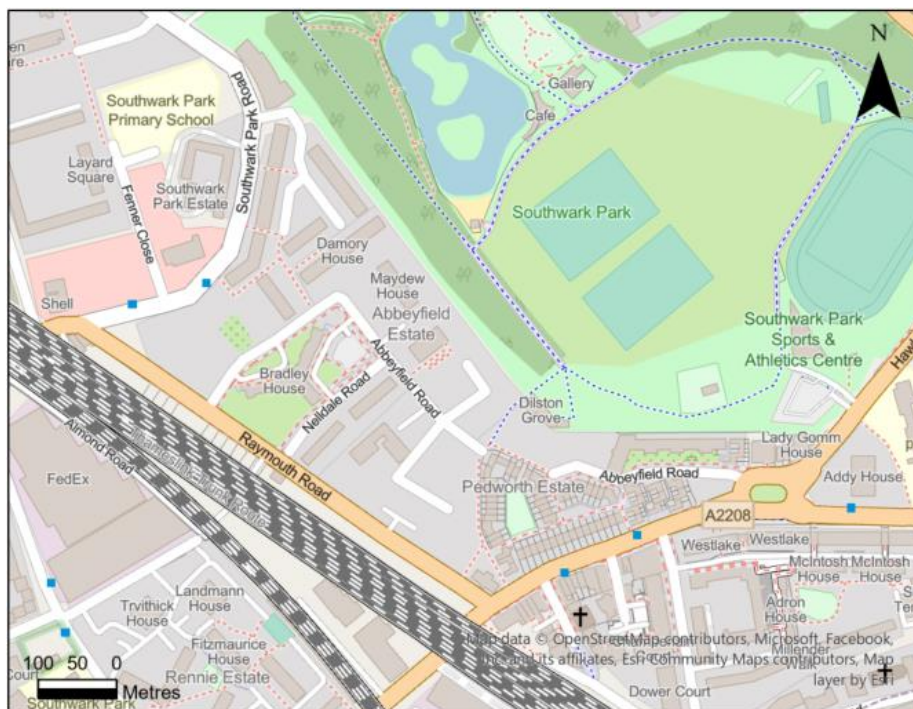
Source: Haworth Tompkins

#### 2.1.1 Study area

The Abbeyfield Estate is located on the Abbeyfield Road in North Bermondsey (previously part of Rotherhithe ward), Southwark, overlooking Southwark Park (Figure 2.1). The local is mixed-use in character, with several residential areas, industrial properties, and retail areas. located within close proximity to the Estate.

The Estate is situated within the North Bermondsey ward of the London Borough of Southwark. This ward area is referred to as the Local Impact Area (LIA) for the Scheme throughout this report.

**Figure 2.1: Abbeyfield Estate location**



Source: OpenStreet Map

### 2.1.2 Scheme background and future plans

At this stage in the Scheme, Southwark Council are proposing to demolish the vacant Maydeu House on the Abbeyfield Estate.

Whilst the initial intention was for the block to be refurbished and for residents to return, this approach was found to not be financially viable and would also not deliver a desirable amount of amenity space.<sup>2</sup> For these reasons, Southwark Council now intends to demolish the block from Spring 2023 over a course of nine months and develop options for a new housing development on the site from January 2023. The equality impacts of these options will be assessed in a future Equality Impact Assessment. In accordance with planning policy there will be a mix of tenures and bed sizes in the new development. Following this, a ballot would take place on the preferred option in 2024, at which time if it is successful, construction would begin shortly after on the preferred option.

At present, it is intended that the residents of Damory House and Thaxted Court will be engaged with on future options for the towers from 2023, and the Bede Centre will be re-provided in the local area and demolished.

#### 2.1.2.1 Bede Centre

Bede House has operated in Southwark since 1938 and has run a centre on the Abbeyfield Estate since the estate's founding. It is a social enterprise with charitable status which employs approximately 41 members of staff. Bede provides expert, person-centred support, as well as

<sup>2</sup> Of the original decanted residents, 25 former Council tenants have the right to return to a new estate



projects to bring together the local community. It manages one of the largest support programmes for people with learning disabilities in Southwark; personalised support for Southwark's survivors of domestic abuse and their children; activities for local young people, a training café at the Bede Centre and manages green spaces around Southwark Park.

There is a commitment to provide a new facility for the Bede Centre as part of the future scheme, and fundraising has already been undertaken to facilitate this.

## 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 do not summarise actual equality effects but rather 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.

**Table 3.1: Evidence summary**

Risks and opportunities	Protected groups affected
<b>Effects on residents during demolition</b>	
<p><b>Changes to general environmental conditions (changes in noise, vibrations, and air quality)</b></p> <p>The demolition works may change noise and vibration levels in the local area and some groups are typically more sensitive to these changes in stimuli, including <b>children, older people and disabled people</b> with mental health issues and learning disabilities.<sup>345</sup></p> <p>Construction works 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 <b>children, older people, disabled people, pregnant people</b> and people who live in <b>deprived areas</b>.<sup>6 7 8 910</sup></p>	<ul style="list-style-type: none"> <li>● Children</li> <li>● Older people</li> <li>● Disabled people</li> <li>● Pregnant people</li> <li>● Deprived people</li> </ul>
<p><b>Changes in traffic flow</b></p> <p>Changes in traffic flow can affect the way <b>children, older people and disabled people</b> 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 <b>children</b>.<sup>11</sup> <b>Older and disabled people</b> 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.<sup>12, 13</sup></p>	<ul style="list-style-type: none"> <li>● Children</li> <li>● Older people</li> <li>● Disabled people</li> </ul>
<p><b>Changes to the pedestrian environment</b></p> <p>Changes in pedestrian environments may affect groups who are more reliant on active travel modes (primarily walking and cycling), such as <b>disabled people, children, and</b></p>	<ul style="list-style-type: none"> <li>● Disabled people</li> <li>● Children</li> <li>● Older people</li> </ul>

<sup>3</sup> World Health Organisation (2018): 'Environmental noise guidelines for the European Region'.

<sup>4</sup> NHS (2015) 'Elderly living near noisy roads have 'increased stroke risk'

<sup>5</sup> NCBI (2016) 'Environmental noise annoyance and mental health in adults: findings from the cross-sectional German health update study'.

<sup>6</sup> Asthma UK (2020): 'Air pollution and asthma'

<sup>7</sup> DEFRA (2013): 'Effects of air pollution'

<sup>8</sup> Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'.

<sup>9</sup> Franklin et al. (2019): 'Maternal exposure to indoor air pollution and birth outcomes'

<sup>10</sup> British Lung Foundation (2016): 'How air pollution affects your children's lungs'; Public Health England (2018) Health matters: Air pollution'

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

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

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

## Risks and opportunities

## Protected groups affected

**older people.** Design of pedestrian infrastructure affect the way these groups interact with their environment and the way they perceive the safety of pedestrian routes. <sup>14 15</sup>

### 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. <sup>16</sup> 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. <sup>17</sup>

- Older people
- People with dementia
- Children with autism

### Safety and security:

Construction works will involve demolition and the area could become subject to disrepair, increasing the risk of vandalism and anti-social behaviour. This has the potential to affect groups with higher vulnerability and safety concerns due to harassment, victimisation, and hate crime, including **women, older people, LGBT+ people, minority ethnic groups** and **disabled people**.

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 regeneration 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 venues and times (COVID-19 regulations permitting). <sup>18</sup>

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

## Effects on community following the redevelopment process

### Improved housing provision:

Redevelopment can lead to improvements in housing provision within the regeneration 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. <sup>19</sup> Effects of cold housing are also evident among older people in terms of higher mortality risk, physical health and mental health. <sup>20</sup>

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

### New employment opportunities

Demolition of existing infrastructure along with the subsequent construction and operation of residential properties provides temporary and permanent job opportunities, disproportionately benefiting people who are more likely to work in the

- Young people
- Disabled people
- Men

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

<sup>15</sup> British Youth Council (2012): 'Transport and Young People'

<sup>16</sup> 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

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

<sup>18</sup> 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>

<sup>19</sup> Marmot Review Team (2011) 'The Health Impacts of Cold Homes and Fuel Poverty'. London: Department of Epidemiology and Public Health, University College London.

<sup>20</sup> The Housing and Ageing Alliance (2013) 'Policy Paper: Health, Housing and Ageing', Available at [www.housingling.org/HAA/](http://www.housingling.org/HAA/)

## Risks and opportunities

## Protected groups affected

construction sector, or likely to be unemployed in London, such as men, young people, disabled people and minority ethnic groups.<sup>21,22</sup>

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.

### 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 meeting up with people in a shared space outside close to home.<sup>23</sup>

- Ethnic minority groups

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

### 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.<sup>24</sup>

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

### Improved access, mobility and navigation:

Redevelopment processes 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

<sup>21</sup> 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](https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/5983/2064899.pdf)

<sup>22</sup> UK Government (2018) 'Unemployment'. Available at: <https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest>

<sup>23</sup> House of Commons Women and Equalities Committee (2017): 'Building for Equality: Disability and the Built Environment'.

<sup>24</sup> 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>

## 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 ward in comparison with the London Borough of Southwark, the Greater London region, and England. Whilst the Site is currently located in the ward of North Bermondsey, at the time of the 2011 Census, this location was part of the Rotherhithe ward area. Therefore Census data for 2011 is reported for the Rotherhithe ward.

The summary includes analysis of protected characteristic groups under the Equality Act 2010 and the current socio-economic context of the area. In comparing these regions, where North Bermondsey/ Rotherhithe (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 Office of National Statistics. 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 <sup>25</sup>
Age	<ul style="list-style-type: none"> <li>Children make up 17% of the total population of the Rotherhithe. This figure is in line with Southwark and England (both 19%) but considerably lower than London (21%).</li> <li>The proportion of young people in Rotherhithe is 14% which is in line with Southwark (14%), regional (10%) and national average (12%).</li> <li><b>The working age population (people aged between 16 and 64 years) in Rotherhithe (75%) is in line with Southwark (74%) but is higher than the figures for London (69%) and England (65%).</b></li> <li>The proportion of older people (aged 65 and over) in Rotherhithe (8%) is in line with the Southwark figure (8%) but is considerably lower than both London (11%) and England (16%).</li> </ul>
Disability <sup>26</sup>	<ul style="list-style-type: none"> <li>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%).</li> </ul>
Gender reassignment	<ul style="list-style-type: none"> <li>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.</li> </ul>
Marriage and civil partnerships	<ul style="list-style-type: none"> <li><b>Rotherhithe and Southwark have a higher proportion of single people (57% and 55% respectively) compared to London (44%) and England (35%).</b></li> <li>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%).</li> <li>The proportion of divorced people in Rotherhithe (7%) and Southwark (8%) is in line with the figure England (9%) and London (7%).</li> </ul>

<sup>26</sup> 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'

<b>Pregnancy and maternity</b>	<ul style="list-style-type: none"> <li>The Total Fertility Rate (TFR) for Southwark is 1.14. This is lower than the TFR for London (1.52) and England (1.62).</li> </ul>
<b>Race</b>	<ul style="list-style-type: none"> <li>The White British population in Rotherhithe is 41% of the population. This is in line with Southwark (40%) but is considerably lower than the proportion in London (45%) and England (80%).</li> <li><b>The Other White population in Rotherhithe is 16% of the population, which is considerably higher than the Southwark (12%), London (13%) and London (5%) proportions.</b></li> <li><b>The Chinese population in Rotherhithe (7% of the population) is considerably higher than in Southwark (3%), London (3%) and England (1%).</b></li> <li><b>The Black African population makes up 13% of the Rotherhithe population. This is considerably lower than Southwark (27%) but is considerably higher than in London (7%), and England (2%).</b></li> <li>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%).</li> <li>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%).</li> </ul>
<b>Religion</b>	<ul style="list-style-type: none"> <li><b>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%).</b></li> <li><b>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%).</b></li> <li>Those with no religion in Rotherhithe (8%) is considerably lower than in Southwark (27%), London (21%) and England (25%).</li> </ul>
<b>Sex</b>	<ul style="list-style-type: none"> <li>The proportion of women in North Bermondsey (46%) is lower than the figures for London (50%) and England (51%).</li> <li><b>The proportion of men in North Bermondsey (54%) is considerably higher than the figures for London (50%) and England (49%).</b></li> </ul>
<b>Sexual orientation</b>	<ul style="list-style-type: none"> <li>No information is publicly available at ward or local authority level.</li> </ul>
<b>Socioeconomic</b>	<ul style="list-style-type: none"> <li>12% of LSOAs in Southwark fall in the most deprived quintile, which is more than London (6%) and less than England (20%).</li> <li>37% of Southwark LSOAs fall in the second most deprived LSOA which is considerably more than London (21%) and England (20%).</li> <li>28% of LSOAs in Southwark fall within the third most deprived quintile which is considerably more than both London (24%) and England (20%).</li> <li>Only 6% of LSOAs in Southwark fall in the least deprived quintile, which is considerably less than London (24%) and England (20%).</li> <li>The employment rate for Southwark (82%) is in line with that for London (79%) but considerably higher than that for England (76%).</li> </ul>

## 4.2 Businesses

The Bede Centre (discussed in 4.3 Community facilities below) is located on the Estate. It is a social enterprise with charitable status which employs approximately 41 members of staff.

There are many businesses near to the Estate, in particular those along A2206 Raymouth Road including Lasercut Works, Northwood Taxi Parts and Partizan Brewing. Southwark Park Galleries on Dillston Grove is located within 200m of the Estate.

Whilst primarily categorised as a community facility for the purposes of this assessment and therefore discussed below, the Bede Centre is also a social enterprise with charitable status which employs approximately 41 members of staff.

### 4.3 Community facilities

The Bede Centre is located on the Estate, however this facility will remain open throughout the demolition of Maydeu House. It is proposed that the Bede Centre will be demolished at a later date, and that its services will be re-provided at an alternative suitable location within the community. However the demolition of the Bede Centre and the relocation of its services is beyond the scope of this EqIA.

There are many community and medical facilities within 500m of the Estate in North Bermondsey including those outlined below.

- Southwark Park Primary School, Southwark Park Road
- Cavendish School, Hawkstone Road: supports children who have been excluded from mainstream schools and those with emotional, behavioural or literacy difficulties.
- Galleywall Primary, City of London Academy, Galleywall Road
- Rotherhithe Children and Family Centre, Hawkstone Road: provides services to support children's learning, family health, education, training, and employment for parents and family support.
- Poppy's Day Nursery, Corbett's Lane
- 5 Steps Community Nursery, Lambourne Grove
- New Vision Day Nursery at Methodist Manor Church, Galleywall Road
- Park Medical Centre, Hawkstone Road
- Aspinden Care Home, Aspinden Road: specialist care and support home with nursing and residential care available, providing support for adults with complex needs.
- Anchor- Bluegrove House care home, Southwark Park Road: provides care for elderly people, and we offer support for older people who have residential and dementia care needs.
- St Gertrude's Church, Debnams Road: religious services are held each morning (except Mondays) and also on Saturday evenings.
- Manor Methodist Church, Galleywall Road: religious services are held each Sunday. The Ghanaian fellowship meet every 4<sup>th</sup> Sunday.
- Emmanuel Reformation International Church (Ethiopian and Eritrean church), Galleywall Road
- City Hope Church, Drummond Road: religious services are held throughout the week along with community groups, fitness sessions and youth clubs. A food bank is also open each Wednesday.
- Aspinden Road Nature Garden: created in associated with Bede House
- Southwark Park: facilities include the boating lake, Cricket Club and Southwark Park Sports and Athletics Centre. The Southwark Park Cricket Club runs children's , youth and women's cricket coaching and teams.

### 4.4 Profile and perspectives of neighbouring residential blocks

All residential properties in Damory House, which consists of 35 flats, and Thaxted Court, consisting of 24 flats, that were understood to be occupied were visited. A total of 20 residential properties completed the survey. In responding to the survey, respondents provided information about themselves, rather than completing the survey on behalf of their entire household. A summary of the findings is outlined below.

## Project proposals

Of the 20 who responded to the survey, 11 responded that they were fully aware of the redevelopment process and how it affects them, eight responded that they were somewhat aware but not in detail, and one responded that they were not aware.

Respondents were also asked to what extent they were concerned about the redevelopment and its impact on them. Four responded that they were very concerned, nine responded that they were fairly concerned, three responded that they were not very concerned and four responded that they were not at all concerned.

Respondents were also asked to what extent they were satisfied or dissatisfied with the level of communication they had received from the Council about the redevelopment process and what it means for them. Four responded that they were very satisfied, five responded that they were fairly satisfied, six responded that they were neither satisfied or dissatisfied, three responded that they were fairly dissatisfied and one responded that they were very dissatisfied.

## Socio-demographic baseline

The survey asked respondents to note how many people are currently residing in their household. 16 respondents said there was one person currently residing in their households, two respondents said there were two people in their household, one respondent noted there were three people in their household and a further one respondent reported there were four people in their household.

The survey asked respondents to note how many people are currently residing in their household. As outlined in Table 4.2, 16 respondents (65%) said there was one person currently residing in their households, two respondents (10%) said there were two people in their household, one respondent (5%) noted there were three people in their household and a further one respondent (5%) reported there were four people in their household.

**Table 4.2: Number of residents in each household**

Number of residents in the household	Count	%
1	16	65%
2	2	10%
3	1	5%
4	4	20%

## Age

Respondents were asked to identify the age of people in their household. As outlined in Table 4.3, no respondents reported people under 24 in their household. Four respondents (20%) reported people aged 25 to 34, two (10%) reported people aged 35 to 44, six (30%) reported people aged 45 to 54, five (25%) reported people aged 55 to 64, one (5%) reported people aged 65 and over and two respondents (10%) preferred not to say.

**Table 4.3: Age of residents in each household**

Age of residents in their household	Count	%
Under 16	0	0%
16-24	0	0%
25-34	4	20%



Age of residents in their household	Count	%
35-44	2	10%
45-54	6	30%
55-64	5	25%
65+	1	5%
Prefer not to say	2	10%

## Disability

Respondents were asked if they considered themselves as having a disability. As outlined in Table 4.4, five respondents (25%) reported that they did consider themselves as having a disability, 12 responded (60%) that they did not and one responded that they preferred not to say (5%). The remaining two respondents (10%) chose not to answer this question.

**Table 4.4: Residents with a disability**

Do residents consider themselves as having a disability?	Count	%
Yes	5	25%
No	12	60%
Prefer not to say	1	5%
Chose not to answer	2	10%

## Gender reassignment

Respondents were asked if they identify as the same gender as they were assigned at birth. As outlined in Table 4.5, 13 responded 'yes' (65%) and seven responded as preferring not to say (35%).

**Table 4.5: Gender reassignment**

Do residents identify as the same gender as they were assigned at birth?	Count	%
Yes	13	65%
No	0	0%
Prefer not to say	7	35%

## Marriage and civil partnerships

Respondents were asked if they are in a marriage or civil partnership. As outlined in Table 4.6, two respondents (10%) reported that they were in a civil partnership, five responded that they were not in a marriage or civil partnership (25%) and 12 responded that they prefer not to say (60%). The remaining one respondent chose not to answer this question.

**Table 4.6: Marriage or civil partnership status**

Marriage or civil partnership status	Count	%
Marriage	0	0%

Marriage or civil partnership status	Count	%
Civil partnership	2	10%
Not in a marriage or civil partnership	5	25%
Prefer not to say	12	60%
Chose not to answer	1	5%

## Pregnancy and maternity

Respondents were asked if they were pregnant or had been pregnant in the past year. As outlined in Table 4.7, 17 respondents responded 'no' (85%) and three respondents (15%) responded as preferring not to say.

**Table 4.7: Pregnancy and maternity**

Is the respondent pregnant or has been pregnant in the past year?	Count	%
Yes	0	0%
No	17	85%
Prefer not to say	3	15%

## Race

Respondents were asked to identify the race of people in their household. As outlined in Table 4.8, in total there are known to be five people who are 'White British', five people who are African and one person who is 'any other Black / African / Caribbean background'. 13 respondents preferred not to say for their household.

**Table 4.8: Race**

Race and ethnicity	Count	%	
<b>White</b>	English /Welsh /Scottish /Northern Irish / British	5	21%
	Irish	0	0%
	Gypsy or Irish Traveller	0	0%
	Any other White background	0	0%
<b>Mixed/ multiple ethnic groups</b>	White and Black Caribbean	0	0%
	White and Black African	0	0%
	White and Asian	0	0%
	Any other mixed/ multiple ethnic background	0	0%
<b>Asian/ Asian British</b>	Indian	0	0%
	Pakistani	0	0%

Race and ethnicity	Count	%
Chinese	0	0%
Any other Asian background	0	0%
<b>Black/African / Caribbean / Black British</b>		
African	5	21%
Caribbean	0	0%
Any other Black / African / Caribbean background	1	4%
<b>Other ethnic groups</b>		
Arab	0	0%
Any other ethnic group	0	0%
<b>Prefer not to say</b>	13	54%

## Religion

Respondents were asked to identify their religious belief. As outlined in Table 4.9, 19 respondents (95%) responded that they preferred not to say (5%). One respondent reported that they identified as Christian.

**Table 4.9: Religion**

Religion	Count	%
Buddhist	0	0%
Christian	1	5%
Hindu	0	0%
Jewish	0	0%
Muslim	0	0%
Non- religion (Atheist, Humanist etc)	0	0%
Sikh	0	0%
Other	0	0%
<b>Prefer not to say</b>	19	95%

## Sex

Respondents were asked to identify their sex. Ten respondents reported as identifying as female and ten reported as identifying as male.

## Sexual orientation

Respondents were asked to report their sexual orientation. As outlined in Table 4.10, 16 respondents (80%) reported that they were straight/heterosexual people and three respondents (15%) reported they preferred not to say. The remaining one respondent chose not to answer this question.

**Table 4.10: Sexual orientation**

Sexual orientation	Count	%
Bisexual	0	0%
Gay man	0	0%

Sexual orientation	Count	%
Gay woman/lesbian	0	0%
Heterosexual/ straight	16	80%
Prefer to use my own term	0	0%
Prefer not to say	3	15%
Chose not to answer	1	5%

## 4.5 Socio-demographic profile of staff and beneficiaries of the Bede Centre

The Bede Centre has provided information on staff and beneficiaries of Bede Centre services to inform this assessment. This excludes information on the 100 adults and 114 children who access their domestic abuse support services as Bede can continue to support them from their other building and therefore these services would not be affected by any building works.

### 4.5.1 Learning difficulty services

77 individuals regularly attend Bede's learning difficulties services tied to the Bede Centre. This does not include 'drop-ins' or individuals supported through volunteering in the community.

100% of beneficiaries have moderate or more profound learning difficulties. 47 (61%) have another disability or chronic health condition recorded, in addition to their learning disability. 29 clients (38%) are autistic and find change difficult to manage. Two clients have been placed on the Dementia Pathway Programme.

23 clients are funded to travel, and 38 clients are independent travellers to the Bede Centre. 14 of these travel without support and their route to and from Bede is their only independent journey. Three travel with a Travel Buddy. These 17 clients require support to relearn/unlearn their route in the event that the service location changes.

Tables 4.11 and 4.12 below outline the ethnicity and age demographics of beneficiaries of these services. 49% of beneficiaries identify as White British and 31% of beneficiaries identify as Black British (Caribbean or African). 38% of beneficiaries are aged between 35 and 44 and 27% of beneficiaries are aged between 25 and 34.

**Table 4.11: Learning difficulty services beneficiary ethnicity breakdown**

Ethnicity	Count	%
White: English/Welsh/Scottish/Northern Irish/British	38	49%
Mixed/Multiple ethnic groups: Any other Mixed/Multiple ethnic background	3	4%
Mixed/Multiple ethnic groups: White and Black Caribbean	3	4%
Black/ African/Caribbean/Black British: Caribbean	9	12%
Black/ African/Caribbean/Black British: African	15	19%
White: Irish	2	3%
White: Any other White background	4	5%
Black/ African/Caribbean/Black British: Any other Black/African/Caribbean background	1	1%
Mixed/Multiple ethnic groups: White and Black African	1	1%
Mixed/Multiple ethnic groups: White and Asian	1	1%
<b>Total</b>	<b>77</b>	<b>100%</b>

**Table 4.12: Learning difficulty services beneficiary age breakdown**

Age range	Count	%
16-24	5	6%
25-34	21	27%
35-44	29	38%
45-54	11	14%
55-64	7	9%
65+	3	4%
Not recorded	1	1%
<b>Total</b>	<b>77</b>	<b>100%</b>

#### 4.5.2 Youth Club

There are currently 81 participants in the Youth Club service. This was noted to be lower than before the Covid-19 pandemic.

It is reported that 22 attendees are aged 8 to 11, 33 are aged 12 to 15 and 16 are aged 16 to 18. Six are aged 19+ and are all graduating members who receive 1-1 support. It is reported that 43 attendees identify as male and 38 as female.

It is reported that 62 attendees are White British, three are White any other identity, three are Black African, two are Mixed White and Black ethnicity, one attendee is Chinese, one attendee is Black Caribbean, one is from another ethnic group and the ethnicity of eight attendees is not known

Six attendees are reported to be eligible for free school meals however it was noted that this is very likely underreported. 15 attendees have additional needs/SEND support marked, but this is also likely to be underreported.

#### 4.5.3 Staff

It was reported that nine staff identify as male and 32 identify as female. It was reported that four staff were recruited specifically into roles for people with mild learning disabilities. Tables 4.13 and 4.14 outline the ethnicity and age breakdowns of staff at The Bede Centre. 68% of staff identify as White British and 20% identify as Black/African/Caribbean/ Black British. 39% of staff are aged 55 to 64, 17% of staff are aged 25 to 34, and 15% of staff are aged 35 to 44 and 17% of staff are aged 45 to 54.

**Table 4.13: Staff ethnicity breakdown**

Ethnicity	Count	%
White British	28	68%
White Other	3	7%
Black/African/Caribbean/ Black British	8	20%
Asian/Asian British	1	2%
Other ethnic group	1	2%
<b>Total</b>	<b>41</b>	<b>100%</b>

**Table 4.14: Staff age breakdown**

Age range	Count	%
16-24	2	5%
25-34	7	17%
35-44	6	15%
45-54	7	17%
55-64	16	39%
65+	2	5%
Not recorded	1	2%
<b>Total</b>	<b>41</b>	<b>100%</b>

## 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 business during the renewal 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	Impact (in light of mitigation)	Recommendations
<p><b>Changes to general environmental conditions (changes in noise, vibrations, and air quality)</b></p> <p>The demolition works on the Abbeyfield Estate have the potential to change noise and vibration, and air pollution levels in the local area for a period of up to nine months whilst Maydew House 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.</p> <p>The Bede Centre onsite is used by disabled people and people with learning disabilities, and also employs a higher proportion of disabled staff. Therefore there is potential for adverse equality effects to be generated for this group.</p> <p>There is a disproportionately high number of disabled residents in two adjacent towers who are likely experience adverse equality</p>	<ul style="list-style-type: none"> <li>The contractor is obligated by law to develop a Construction Management Plan to mitigate the impacts of demolition and construction on local residents</li> </ul>	<p>There are likely to be residual adverse impacts on groups with protected characteristics due to changes in general environmental conditions.</p> <p>Overall, if the proposed recommendations (right) are implemented, it will be possible to limit these adverse impacts. Groups that are particularly likely to be affected include the disabled users and staff of the Bede Centre, unless service is able to be moved elsewhere for the duration of the works.</p> <p>Residents of the Estate and local impact area 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 also be affected by the changes in air quality and noise.</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>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 impacts.</li> <li>The Council should engage with the Bede Centre prior to the commencement of demolition activities to discuss the needs of the users and staff. If required, space nearby should be provided for the Centre to continue its activities with less disruption. It may be possible that (pending engagement with relevant parties) arrangements could be made with those who oversee nearby facilities such as art galleries and schools to use them temporarily for certain indoor activities, when these are not in use for their principal purpose.</li> </ul>

Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
effects as a result of any changes to general environmental conditions.			<ul style="list-style-type: none"> <li>• The Council and contractor should liaise with the Bede Centre to provide advance notice of particularly noisy activities so that the Centre may make alternative arrangements for those days, for example conducting a field trip, if the Centre is not moved</li> <li>• The Council should create (if not already established) and publicise a process by which discussions can be held with particularly vulnerable residents about opportunities for rehousing offsite.</li> <li>• 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.</li> <li>• The Contractor should sign up to the Considerate Contractors scheme and adhere to their best practice noise recommendations by taking active steps to minimise noise and air pollution.</li> <li>• 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.</li> <li>• Environmental monitoring should be regularly undertaken and reports shared with local residents for transparency.</li> </ul>
<p><b>Changes in traffic flow</b></p> <p>The demolition works on the Abbeyfield Estate may result in changes in traffic flow due to diversions and increased traffic from</p>	<ul style="list-style-type: none"> <li>• The contractor is obligated by law to develop a Construction Management Plan to mitigate the impacts of</li> </ul>	<p>There are likely to be adverse impacts on groups with protected characteristics due to changes in traffic flow.</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p>



Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
<p>Heavy Goods Vehicles (HGVs) during the demolition period entering and leaving the site. 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. 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.</p> <p>As outlined previously, there is a disproportionately high population of disabled residents within the two adjacent towers and the Bede Centre onsite is used by disabled people and people with learning disabilities. The Bede Centre also employs a higher proportion of disabled staff.</p> <p>Therefore there is potential for adverse equality effects to be generated for this group in accessing the Centre by vehicle.</p>	<p>demolition and construction on local residents</p>	<p>Overall, if the proposed recommendations are implemented (right), there is likely to be no adverse effect on groups with protected characteristics as access to key locations will be maintained.</p>	<ul style="list-style-type: none"> <li>• The Construction Environmental Management Plan (CEMP), should include a Traffic Management Plan with details of any diversions and mitigations required</li> <li>• 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</li> <li>• Ensure that vehicle accessibility to the remaining towers and the Bede Centre is maintained throughout</li> <li>• The Council and its advisors should work with Transport for London to ensure the construction phase of the scheme is undertaken according to best practice measures for traffic management, to effectively mitigate any impacts.</li> <li>• 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.</li> </ul>
<p><b>Changes to the pedestrian environment</b></p> <p>The demolition works on the Abbeyfield Estate are likely to impact 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 and older people..</p>	<ul style="list-style-type: none"> <li>• The contractor is obligated by law to develop a Construction Management Plan to mitigate the impacts of demolition and construction on local residents</li> </ul>	<p>There are likely to be limited adverse impacts on groups with protected characteristics due to changes to the pedestrian environment.</p> <p>Overall, if the proposed recommendations are implemented (right), there is likely to be no adverse effect on groups with protected</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>• Good access and mobility should be maintained through the creation of a CEMP, which would set out arrangements for any necessary diversions, and should provide well-</li> </ul>

Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
<p>Design of pedestrian infrastructure affect the way these groups interact with their environment and the way they perceive the safety of pedestrian routes.</p> <p>As outlined previously, there is a disproportionately high population of disabled residents within the two adjacent towers and the Bede Centre onsite is used by disabled people and people with learning disabilities. The Bede also employs a higher proportion of disabled staff. Therefore there is potential for adverse equality effects to be generated for this group in accessing the Centre by active travel modes.</p>		<p>characteristics as access to key locations will be maintained.</p>	<p>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 and maintaining disabled parking. The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility.</p> <ul style="list-style-type: none"> <li>• Ensure that pedestrian and wheelchair accessibility to the remaining towers and the Bede Centre is maintained throughout</li> <li>• The Council should ensure the demolition, and subsequent construction, phase of the scheme are undertaken according to best practice measures for pedestrian environment management, to effectively mitigate any impacts.</li> <li>• Local residents and users and staff of nearby community facilities such as the Bede Centre 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.</li> </ul>
<p><b>Changes to the landscape and visual environment</b></p> <p>The demolition works on the Abbeyfield Estate are likely to impact the landscape and visual environment around the Estate,</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>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 (right), there is likely to be</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>• The Construction Environmental Management Plan (CEMP), should follow best practice mitigation for</li> </ul>

Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
<p>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 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>The Bede Centre's user base includes older adults with dementia and children and young people with autism. There is also a disproportionately high population of disabled residents within the two adjacent towers. The Bede also employs a higher proportion of disabled staff. It is likely that the scheme will have an adverse equality impact on disabled people due to the changes in the landscape caused by demolition works and the presence of large machinery.</p>		no adverse effect on groups with protected characteristics	<p>changes to the landscape and visual environment.</p> <ul style="list-style-type: none"> <li>• The Council should engage with the Bede Centre prior to the commencement of demolition activities to discuss the needs of the users and staff. If required, space nearby should be provided for the Centre to continue its activities with less disruption.</li> <li>• The CEMP should 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</li> <li>• The Council should ensure the demolition, and subsequent construction phase, of the scheme are undertaken according to best practice to effectively mitigate any impacts.</li> <li>• 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, such as the Bede Centre, who are more vulnerable to changes in their visual environment.</li> </ul>
<p><b>Safety and security</b></p> <p>In the lead up to the demolition of Maydew House there is a risk of impacts on safety</p>	<ul style="list-style-type: none"> <li>• The Council has already employed security in order to secure the vacant Maydew House</li> </ul>	There are likely to be adverse impacts on groups with protected characteristics due to changes in safety and security.	This risk requires further management and the Council should consider the following recommendations:

Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
<p>and security on the Abbeyfield Estate. Vacant properties, such as Maydew House can fall into disrepair. This can attract unwanted activity including anti-social behavior and crime, 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>It has been suggested that fear of crime can contribute to social isolation, particularly for vulnerable groups such as women, older people, people from ethnic minority groups and LGBT+ people.</p> <p>Since the ethnic minority population in the LIA and the staff base of the Bede Centre is disproportionately high, there is the potential for both differential and disproportionate adverse equality impacts due to safety and security on this group.</p>		<p>If the proposed recommendations (right) 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>	<ul style="list-style-type: none"> <li>● Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period</li> <li>● It is recommended that the Council ensures Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles are used in designing the built environment and public realm</li> <li>● 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 conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents who remain on the Estate.</li> <li>● 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</li> </ul>
<p><b>Information and communication:</b></p> <p>The demolition of Maydew House will require information about the works to be communicated effectively to local affected people in order that they are fully aware of what is going on and are able to provide feedback easily.</p>	<ul style="list-style-type: none"> <li>● The Council will be implementing a programme of consultation and engagement with residents and key equality stakeholders once options for redevelopment are outlined.</li> <li>● This programme has commenced with informal discussions taking place with residents of the adjoining blocks and a</li> </ul>	<p>There are likely to be adverse impacts on groups with protected characteristics due to risks surrounding how information is communicated.</p> <p>If the proposed recommendations (right) are implemented, there are likely to be limited adverse impacts on groups with protected</p>	<p>This risk requires further management and the Council should consider the following recommendations:</p> <ul style="list-style-type: none"> <li>● 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.</li> </ul>

Potential equality risks	Existing Council mitigations or enhancements	Impact (in light of mitigation)	Recommendations
<p>Complex material and information about the process 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.</p> <p>If information about the scheme is not communicated effectively there is a risk that residents and local people do not fully understand what is going on and are unable to engage properly with the process, or are fully unaware of the process and timescales.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds who may need information translated. Furthermore the user base of the Bede Centre, who have learning difficulties, are also likely to have different communication needs.</p> <p>As such, there is the potential for adverse equality effects on ethnic minority groups and disabled people as a result of information and communication.</p>	<p>formal meeting attended by the Cabinet Member for Housing and Homelessness is scheduled to take place in mid November.</p> <ul style="list-style-type: none"> <li>The programme for the options work will include the set up of a Residents Project Group, exhibitions, drop-ins, and newsletters</li> </ul>	<p>characteristics as a result of risks surrounding how information is communicated.</p>	<ul style="list-style-type: none"> <li>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.</li> <li>Residents should have the opportunity to provide feedback in a way which is suitable for them.</li> <li>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</li> </ul>

## 5.2 Impact on community after redevelopment

Options for the redevelopment of the Abbeyfield Estate will be developed from early 2023 in conjunction with the residents who remain in the low rise blocks on the Estate. 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, including the Tustin Estate redevelopment in Southwark, 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><b>Improved housing provision:</b> The redevelopment of the Abbeyfield Estate could lead to improvements in housing provision within the redevelopment area therefore improving appropriateness, accessibility and affordability, as well as its quality and efficiency in energy consumption. Improved housing can have beneficial health effects on children, older people, disabled people and ethnic minority groups. The population of the Estate has disproportionately high levels of disabled people. As such, there is the potential for positive equality effects on disabled people as a result of improved housing.</p>	<p>The Council have committed to the following enhancements for the future redevelopment:</p> <ul style="list-style-type: none"> <li>• All new homes built to London Plan standards</li> <li>• All current residents of the Abbeyfield Estate will have a right to return to new homes on the Estate</li> <li>• 25 former Council households who were decanted from Maydew House prior to 2014 will have the right to return to the new estate</li> <li>• New buildings built to sustainable energy standards</li> <li>• The new estate will have a variety of tenures</li> </ul>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to housing provision after delivery.</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 the redeveloped Estate meets the housing needs of returning residents, as well as the Borough in general, by undertaking a demographic and Housing Needs Survey of these households.</p>
<p><b>New employment opportunities:</b> Demolition of existing infrastructure along with the subsequent construction and operation of residential properties provides 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.</p>	<p>It is likely that the redevelopment will involve the following enhancements:</p> <ul style="list-style-type: none"> <li>• Construction employment (varying by the amount of construction required for the job).</li> </ul>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to new employment opportunities.</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 (ESP) to formalise and capture the employment and training opportunities for residents and local people during construction. This</p>

Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds.</p> <p>As such, there is the potential for positive equality effects on ethnic minority groups as a result of new employment opportunities.</p>			<p>should be tied in with the existing offer at the Bede Centre.</p>
<p><b>Improved public realm:</b></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.<sup>27</sup> This is particularly likely to have positive effects on children, older people, disabled people, and people from ethnic minority groups.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, as does the staff base of the Bede Centre.</p> <p>As such, there is the potential for positive equality effects on ethnic minority groups as a result of new improved public realm and green space.</p>	<p>It is likely that the redevelopment will involve the following enhancements:</p> <ul style="list-style-type: none"> <li>● Improved pedestrian routes</li> <li>● New planting and landscaping</li> </ul>	<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> <ul style="list-style-type: none"> <li>● 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. If new green and play spaces will be provided, these should meet the needs of different age groups, including young children, teenagers, and older people</li> <li>● Ensure that the redevelopment ensures that all residents have access to both public and private outdoor space.</li> </ul>

<sup>27</sup> 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><b>Provision of community resources and improved social cohesion:</b></p> <p>Community resources provide important places of social connection and promote wellbeing for many groups. They allow for a cross section of the community to be brought together in a safe place, allowing for better social cohesion and helping to address social isolation, particularly for older people and disabled people.</p> <p>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, and the Bede Centre provides vital services and space for disabled people, children, and older people, as well as employing disproportionately high levels of disabled people and people from ethnic minority backgrounds,</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 new provision of community resources.</p>	<p>The Council have committed to the following enhancements for the future redevelopment:</p> <ul style="list-style-type: none"> <li>• New, improved space for the Bede Centre</li> </ul>	<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 planned new space for the Bede Centre.</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"> <li>• Liaise with the Bede Centre and its 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 Bede Centre service offering. Including women, young people, disabled people, older people and others if relevant.</li> <li>• 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</li> <li>• Ensure that the new development includes the following features designed to improve social cohesion <ul style="list-style-type: none"> <li>– provision of shared communal spaces in new developments/blocks</li> <li>– improved provision of and access to community resources</li> <li>– consideration of enabling residents to manage community spaces</li> </ul> </li> </ul>



Potential equality risks or opportunities	Existing Council enhancements	Impact	Recommendations
<p><b>Tackling crime and disorder:</b></p> <p>Levels of crime have in part been attributed to the urban environment. Reducing potential for crime can affect 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>The population of the local area has disproportionately high levels of people from ethnic minority backgrounds, and the Bede Centre provides vital services and space for disabled people, children, and older people, as well as employing disproportionately high levels of disabled people and people from ethnic minority backgrounds,</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>It is likely that the redevelopment will involve the following enhancements:</p> <ul style="list-style-type: none"> <li>● Improved lighting</li> <li>● Improved layout to design out anti- social behaviour</li> <li>● Development designed to include natural and passive surveillance</li> </ul>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to impacts on tackling crime and disorder.</p>	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> <li>● Ensure Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles are used in designing the built environment and public realm</li> </ul>
<p><b>Improved access, mobility and navigation:</b></p> <p>Redevelopment processes open up opportunities to create spaces and places that can be accessed and effectively used by all, 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 Bede Centre provides vital services and space for disabled people, children, and older people, as well as employing disproportionately high levels of disabled people and people from ethnic minority backgrounds,</p>	<p>It is likely that the redevelopment will involve the following enhancements</p> <ul style="list-style-type: none"> <li>● Improved pedestrian routes through local area</li> </ul>	<p>Redevelopment schemes can have positive equality impacts on groups with protected characteristics due to improved access, mobility, and navigation.</p>	<p>It is recommended that the Council:</p> <ul style="list-style-type: none"> <li>● Ensure that the design of movement networks and public spaces specifically to address the mobility of vulnerable groups</li> </ul>

**Potential equality risks or opportunities****Existing Council enhancements****Impact****Recommendations**

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As such, there is the potential for positive equality effects on disabled people, children, and older people as a result of improved access, mobility, and navigation

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## 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 Abbeyfield Estate demolition proposals and 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 of Maydew House, scheduled to take place throughout 2023, has the potential to cause adverse health effects on both the residents of Damory House and Thaxted Court, and the users and staff of the Bede Centres learning disabilities services, if this cannot be relocated during the works.

However, the assessment identifies that the proposed future redevelopment of the Estate, which the demolition will partially enable, has the potential to provide improved housing, improved public realm, an improved Bede Centre, and construction related employment, pending the development of redevelopment options from January 2023. There is therefore a compelling case in the public interest for the demolition of Maydew House to allow for the redevelopment of the Estate to improve outcomes for the current and future Abbeyfield Estate community and staff and users of the Bede 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
<b>Impact and community resources during demolition</b>		
<ul style="list-style-type: none"> <li>• The Construction Environmental Management Plan (CEMP), should follow best practice mitigation for the health effects related to noise, air and visual impacts and access. For example:               <ul style="list-style-type: none"> <li>– The CEMP should 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</li> <li>– The CEMP should set out arrangements for any necessary diversions, and should provide well-signed routes that limit extra travelling distances.</li> <li>– The CEMP should also ensure that access is maintained through measures such as such as limiting pavement obstructions and maintaining disabled parking.</li> <li>– The CEMP should specifically consider the needs of protected characteristic groups who may have limited mobility.</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• <b>General health effects associated with demolition and redevelopment</b></li> <li>• <b>Changes to noise and vibration exposure</b></li> <li>• <b>Changes to air quality</b></li> <li>• <b>Changes to the landscape and the visual environment</b></li> <li>• <b>Changes in feelings of safety and security</b></li> <li>• <b>Changes to the pedestrian environment</b></li> <li>• <b>Changes to traffic flows</b></li> <li>• <b>Changes to the pedestrian environment</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demolition</li> <li>• Construction</li> </ul>

Action	Impacts addressed	Timescales
<ul style="list-style-type: none"> <li>Best practices for enhancing safety and preventing crime should continue to be considered throughout the demolition period</li> <li>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</li> </ul>	<ul style="list-style-type: none"> <li><b>Changes in feelings of safety and security</b></li> <li><b>Tackling crime and disorder</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>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 conjunction with residents, as it risks adding to a sense of vulnerability, isolation, and loss of sense of community for residents who remain on the Estate.</li> </ul>	<ul style="list-style-type: none"> <li><b>Changes in feelings of safety and security</b></li> <li><b>Tackling crime and disorder</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>It is recommended that the Council ensures Crime Prevention Through Environmental Design (CPTED) and Secure by Design principles are used in designing the built environment and public realm</li> </ul>	<ul style="list-style-type: none"> <li><b>Changes in feelings of safety and security</b></li> <li><b>Tackling crime and disorder</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>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.</li> <li>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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li><b>Delivery of information and communication throughout the scheme</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Planning and design</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>The Council should keep up to date records of the needs of the residents of the low rise blocks and particularly vulnerable residents such as those with illnesses that may be exacerbated by the works. These residents should be offered the opportunity to discuss rehousing away from the construction area</li> </ul>	<ul style="list-style-type: none"> <li><b>General health effects associated with demolition and redevelopment</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>Environmental monitoring should be regularly undertaken and reports shared with local residents for transparency.</li> </ul>	<ul style="list-style-type: none"> <li><b>Delivery of information and communication throughout the scheme</b></li> <li><b>General health effects associated with demolition and redevelopment</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>
<ul style="list-style-type: none"> <li>The Council should engage with the Bede Centre prior to the commencement of demolition activities to discuss the needs of the users. If required, space nearby should be provided for the Centre to continue its activities with less disruption.</li> <li>The Council and contractor should liaise with the Bede Centre to provide advance notice of particularly disruptive activities so that the Centre may make alternative arrangements for those days, for example conducting a field trip.</li> </ul>	<ul style="list-style-type: none"> <li><b>Delivery of information and communication throughout the scheme</b></li> <li><b>General health effects associated with demolition and redevelopment</b></li> <li><b>Changes to noise and vibration exposure</b></li> <li><b>Changes to air quality</b></li> </ul>	<ul style="list-style-type: none"> <li>Demolition</li> <li>Construction</li> </ul>

Action	Impacts addressed	Timescales
	<ul style="list-style-type: none"> <li>• <b>Changes to the landscape and the visual environment</b></li> <li>• <b>Changes in feelings of safety and security</b></li> <li>• <b>Changes to the pedestrian environment</b></li> <li>• <b>Changes to traffic flows</b></li> </ul>	
<ul style="list-style-type: none"> <li>• 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.</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Delivery of information and communication throughout the scheme</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demolition</li> <li>• Construction</li> </ul>
<ul style="list-style-type: none"> <li>• The Council should work with Transport for London to ensure the demolition and subsequent construction phase of the scheme is undertaken according to best practice measures for traffic management, to effectively mitigate any impacts.</li> <li>• 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</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Changes to traffic flows</b></li> <li>• <b>Changes to the pedestrian environment</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demolition</li> <li>• Construction</li> </ul>
<ul style="list-style-type: none"> <li>• Ensure that vehicle accessibility to the remaining towers and the Bede Centre is maintained throughout</li> <li>• Ensure that pedestrian and wheelchair accessibility to the remaining towers and the Bede Centre is maintained throughout</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Changes to the pedestrian environment</b></li> <li>• <b>Improved access, mobility and navigation</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demolition</li> </ul>
<b>Impact on community after redevelopment</b>		
<ul style="list-style-type: none"> <li>• It is recommended that the Council ensures that the redeveloped Estate meets the housing needs of current and future residents of the Borough by undertaking a demographic and Housing Needs Survey of these households.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Improved housing provision</b></li> </ul>	<ul style="list-style-type: none"> <li>• Planning and design</li> </ul>
<ul style="list-style-type: none"> <li>• It is recommended that the Council develop a comprehensive Employment and Skills Plan (ESP) to formalise and capture the employment and training opportunities for residents and local people during construction. This should be tied in with the existing offer at the Bede Centre.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>New employment opportunities</b></li> </ul>	<ul style="list-style-type: none"> <li>• Demolition</li> <li>• Construction</li> </ul>
<ul style="list-style-type: none"> <li>• 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</li> <li>• It is recommended that the redevelopment ensures that all residents have access to both public and private outdoor space.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Improved public realm and green space</b></li> </ul>	<ul style="list-style-type: none"> <li>• Planning and design</li> </ul>
<ul style="list-style-type: none"> <li>• The Council should liaise with the Bede Centre and its users to ensure that the design of the new space is optimised to suit their needs, through workshops with the user groups.</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Improved community facilities</b></li> </ul>	<ul style="list-style-type: none"> <li>• Planning and design</li> </ul>

Action	Impacts addressed	Timescales
<ul style="list-style-type: none"> <li>• 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</li> <li>• The Council should ensure that the new development includes the following features designed to improve social cohesion</li> <li>• The Council should ensure the provision of shared communal spaces in new developments/blocks</li> <li>• There should be consideration of allowing residents to manage community spaces</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Improved community facilities</b></li> </ul>	<ul style="list-style-type: none"> <li>• Planning and design</li> </ul>
<ul style="list-style-type: none"> <li>• The Council should ensure that the design of movement networks and public spaces specifically to address the mobility of vulnerable groups</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Improved access, mobility and navigation</b></li> </ul>	<ul style="list-style-type: none"> <li>• Planning and design</li> </ul>

## A. Local Area Profile

### A.1 Socio- demographic profile

The area profile provides a wider contextual demographic characterisation of the local area around Abbeyfield Estate.

The Local Impact Area for the purposes of this high-level socio- demographic profile is defined as the Rotherhithe or North Bermondsey ward area. Whilst the Site is currently located in the ward of North Bermondsey, at the time of the 2011 Census, this location was part of the Rotherhithe ward area. Therefore Census data for 2011 is reported for the Rotherhithe ward.

The data below includes the current social and economic context of this area and relevant comparators, namely North Bermondsey (or Rotherhithe), 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.1.1 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 both the proportion and density 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.1.1.1 Children (under 16 years)

Table A.1 shows that children make up 17% of the total population of the Rotherhithe. This figure is in line with Southwark and England (both 19%) but considerably lower than London (21%).

**Table A.1: Children (under 16 years)**

Location	Total population (2011)	Children (under 16 years)	%
Rotherhithe	13,743	2,369	17%
Southwark	288,283	53,382	19%
London	8,173,941	1,624,768	20%
England	53,012,456	10,022,836	19%

Source: 2011 Census, ONS

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### A.1.1.2 Young people (16-24 years)

Table A.2 shows that the proportion of young people in Rotherhithe is 14% which is in line with Southwark (14%), regional (10%) and national average (12%).

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

Location	Total population (2011)	Young people (16- 24 years)	%
Rotherhithe	13,743	1,966	14%
Southwark	288,283	39,978	14%
London	8,173,941	1,008,032	12%
England	53,012,456	6,284,760	12%

Source: 2011 Census, ONS

### A.1.1.3 Working age people (16-64 years)

The following table shows that the working age population (people aged between 16 and 64 years) in Rotherhithe (75%) is in line with Southwark (74%) but is higher than the figures for London (69%) and England (65%).

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

Location	Total population (2011)	Working age (16-64 years)	%
Rotherhithe	13,743	10,359	75%
Southwark	288,283	212,572	74%
London	8,173,941	5,644,424	69%
England	53,012,456	34,329,091	65%

Source: 2011 Census, ONS

### A.1.1.4 Older people (aged 65 and over)

The following table shows that the proportion of older people (aged 65 and over) in Rotherhithe (8%) is in line with the Southwark figure (8%) but is considerably lower than both London (11%) and England (16%).

**Table A.3: Population of older people (aged 65 and over)**

Location	Total population (2011)	Older people (aged 65 and over)	%
Rotherhithe	13,743	1,015	7%
Southwark	288,283	22,329	8%
London	8,173,941	904,749	11%
England	53,012,456	8,660,529	16%

Source: 2011 Census, ONS

## A.1.2 Disabled people

Table A.4 shows the proportion of the population who have a long-term health problem or disability that limits their day-to-day activities. It shows that 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%).



**Table A.4: Population with a disability**

Location	Day to day activities limited a lot	Day to day activities limited a little	Day to day activities not limited
Rotherhithe	7%	7%	87%
Southwark	7%	7%	86%
London	7%	7%	86%
England	8%	9%	82%

Source: 2011 Census, ONS

### A.1.3 Gender reassignment

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.<sup>14</sup>

The 2021 Census will include questions on gender identity which should provide a more accurate picture of the population.<sup>15</sup>

### A.1.4 Marriage and civil partnership

Table A.5 shows the population who are married or in a civil partnership in Rotherhithe, Southwark, London, and England. The data provided shows that Rotherhithe and Southwark have a higher proportion of single people (57% and 55% respectively) compared to London (44%) and England (35%). The table further shows that 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 divorced people in Rotherhithe (7%) and Southwark (8%) is in line with the figure England (9%) and London (7%).

**Table A.5: Marital and civil partnership status**

Location	Single (never married or never registered a same-sex civil partnership)	Married	In a registered same-sex civil partnership
Rotherhithe	57%	27%	1%
Southwark	55%	29%	1%
London	44%	40%	0.4%
England	35%	47%	0.2%

Location	Separated (but still legally married or still legally in a same-sex civil partnership)	Divorced or formerly in a same-sex civil partnership which is now legally dissolved	Widowed or surviving partner from a same-sex civil partnership
Rotherhithe	4%	7%	4%
Southwark	4%	8%	4%
London	3%	7%	5%
England	3%	9%	7%

Source: 2011 Census, ONS

### A.1.5 Pregnancy and maternity

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

**Table A.6: General and total fertility rates**

Location	Total Fertility Rate (2021)
Southwark	1.14
London	1.52
England	1.62

Source: Office for National Statistics (2021)

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

### A.1.6 Race and ethnicity

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

**Table A.7: Race and ethnicity**

Race and ethnicity		Rotherhithe	Southwark	London	England
<b>White</b>	English/Welsh/ Scottish/Northern Irish/British	41%	40%	45%	80%
	White Irish	2%	2%	2%	1%
	White Gypsy or Irish Traveller	0.3%	0.1%	0%	0%
	Other White	16%	12%	13%	5%
<b>Mixed/ multiple ethnic groups</b>	White and Black Caribbean	1%	2%	1%	1%
	White and Black African	1%	1%	1%	0%
	White and Asian	1%	1%	1%	1%
	Other Mixed	2%	2%	1%	1%
<b>Asian/ Asian British</b>	Indian	3%	2%	7%	3%
	Pakistani	0.6%	1%	3%	2%
	Bangladeshi	0.7%	1%	3%	1%
	Chinese	7%	3%	2%	1%
	Other Asian	3%	3%	5%	2%
<b>Black</b>	Black African	13%	27%	7%	2%
	Black Caribbean	2%	16%	4%	1%
	Other Black	2%	6%	2%	1%
<b>Other ethnic groups</b>	Arab	1%	1%	1%	0%
	Any other ethnic group	2%	2%	2%	1%
<b>Total ethnic minority groups</b>		39%	68%	40%	17%

Source: 2011 Census, ONS

Table A.7 shows:

- The White British population in Rotherhithe is 41% of the population. This is in line with Southwark (40%) but is considerably lower than the proportion in London (45%) and England (80%).
- The Other White population in Rotherhithe is 16% of the population, which is considerably higher than the Southwark (12%), London (13%) 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 13% of the Rotherhithe population. This is 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%).
- Overall, ethnic minority groups account for 39% of Rotherhithe's population. This is in line with the proportion for London (40%) but is considerably less than the proportion for Southwark (68%) and considerably lower than the national proportion (17%).

### A.1.7 Religion and belief

Table A.8 provides a religious profile of Southwark, London, and England. Ward-specific data for North Bermondsey was unavailable.

**Table A.8: Population by religion and belief**

Religion	Rotherhithe	Southwark	London	England
Christian	52%	52%	48%	59%
Buddhist	2%	1%	1%	0%
Hindu	2%	1%	5%	2%
Jewish	0.3%	0.3%	2%	0%
Muslim	8%	9%	12%	5%
Sikh	0.2%	0.2%	2%	1%
Other religion	0.4%	0.5%	1%	0%
No religion	8%	27%	21%	25%
Religion not stated	8%	9%	8%	7%

Source: 2011 Census, ONS

Table A.8 shows:

- 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 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%).
- Those with no religion in Rotherhithe (8%) is considerably lower than in Southwark (27%), London (21%) and England (25%).

### A.1.8 Sex

The following table shows the proportion of the population who are male and female in North Bermondsey, London, and England. The proportion of women in North Bermondsey (46%) is considerably lower than the figures for London (50%) and England (51%). In contrast, the proportion of men in North Bermondsey (54%) is considerably higher than the figures for London (50%) and England (49%).

**Map A.9: Population by Sex**

Sex	Rotherhithe	London	England
Male	49%	50%	49%
Female	51%	50%	51%

Source: 2011 Census, ONS

### A.1.9 Sexual orientation

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

In 2018 estimates from the Annual Population Survey (APS)<sup>16</sup> showed that the proportion of the UK population aged 16 and over identifying as heterosexual or straight decreased from 95.3% in 2014 to 94.6% in 2018. The proportion identifying as lesbian, gay or bisexual (LGB) increased from 1.6% in 2014 to 2.2% in 2018. This comprised of:

- 1.4% identifying as gay or lesbian
- 0.9% identifying as bisexual
- A further 0.6% of the population identified themselves as “Other”, which means that they did not consider themselves to fit into the heterosexual or straight, bisexual, gay or lesbian categories.
- A further 2.5% refused or did not know how to identify themselves.

### A.1.10 Deprivation

The Index of Multiple Deprivation (IMD) brings together data covering seven different aspects or ‘domains’ of deprivation into a weighted overall index for each Lower-layer Super Output Area (LSOA) in England.<sup>28</sup> The scores are then used to rank the LSOAs nationally and to calculate an IMD score for each local authority area. These are then divided into deciles or quintiles, with 1 being the most deprived 20% of LSOAs, and 5 the least deprived 20% of LSOAs (in the case of quintiles).

The following table shows the proportion of LSOAs in Southwark which fall into each quintile. 12% of LSOAs in Southwark fall in the most deprived quintile, which is considerably more than London (6%) and less than England (20%). 37% of Southwark LSOAs fall in the second most deprived LSOA which is considerably more than London (21%) and England (20%). 28% of LSOAs in Southwark fall within the third most deprived quintile which is considerably more than both London (24%) and England (20%). Furthermore only 6% of LSOAs in Southwark fall in the least deprived quintile, which is considerably less than London (24%) and England (20%).

<sup>28</sup> Ministry of Housing, Communities & Local Government (2019) English indices of deprivation 2019. Available here: <https://www.gov.uk/government/statistics/english-indices-of-deprivation-2019>

The table also shows the employment rate for Southwark compared to London and England. The employment rate for Southwark (82%) is in line with that for London (79%) but considerably higher than that for England (76%).

**Table A.10: Population by deprivation**

Location	% Employment rate (16-63 year olds) Jul 2021-Jun 2022	Most deprived quintile (%)	Second most deprived quintile (%)	Third most deprived quintile (%)	Fourth most deprived quintile (%)	Least deprived quintile (%)
Southwark	82%	12%	37%	28%	17%	6%
London	79%	6%	20%	24%	26%	24%
England	76%	20%	20%	20%	20%	10%

Source: NOMIS and MHCLG 2019 Indices of Multiple Deprivation