APPENDIX 3

Equality Impact Assessment (EqIA)

Southwark Land Commission

May 2024

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Equality Impact Assessment (EqIA)

Southwark Land Commission

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1 Introduction

1.1 About this Equality Impact Assessment

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

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

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

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

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

1.2 The Equality Act

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

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

1.2.1 Public Sector Equality Duty

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

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

(1) A public authority must, in the exercise of its functions, have due regard to the need to

(a) eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under this Act;

(b) advance equality of opportunity between persons who share a relevant protected characteristics and persons who do not share it.

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

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

Source: The Equality Act, 2010

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

1.2.2   Assessing equality impacts

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

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

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

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

1.2.3 Protected characteristics

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

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

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

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

1.2.4 Protected characteristic groups

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

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

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

1.3   Approach

1.3.1   Our overall approach to the EqIA

The approach to this EqIA includes the following steps:

1	2	3	4	5
Understanding the SLC proposals	**Evidence, distribution and proportionality**	**Engagement and analysis**	**Impact assessment**	**Further recommendations**
Analysis of SLC's recommendations and associated priority actions .	Review of available demographic data and other published evidence to establish the likely scope and nature of equality effects.	Review of engagement activity undertaken by SLC to identify equality concerns regarding land use and ownership.	Assess SLC's recommendations and priority actions, to understand the extent and scale of any equality effects arising.	Identifying further recommendations to enhance beneficial and manage any adverse equality effects.

1.4   Tasks undertaken

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

1.4.1   Understanding the project

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

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

1.4.2   Evidence, distribution and proportionality

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

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

1.4.3   Engagement and analysis

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

1.4.4 Impact assessment

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

1.4.5 Action planning

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

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

1.5 Approach to identifying equality effects

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

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

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

The assessment considers, where possible and applicable:

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

1.6 Structure of this EqIA

The remainder of this report is structure as follows:

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

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

2 Southwark Land Commission

2.1 Overview of the SLC

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

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

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

2.2 Summary of key recommendations and priority actions

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

Table 2.1: SLC recommendations and priority actions

Recommendations	Priority actions
Recommendation 1: Put social purpose at the heart of land use	• Priority Action 1: Establish a Social Purpose of Land Framework, co-produced with Southwark's diverse communities, and applied to all land and property use decisions by participating landowners. The "Social Purpose of Land" is purposefully designed to balance the provision of social goods[4] with the benefits of commercial income and to be dynamic and responsive to community needs. It will evolve over time and be applied differently in varying contexts and communities. • Priority Action 2: Review the Southwark Plan to incorporate the Social Purpose of Land Framework, and the other recommendations that follow from it.
Recommendation 2: Map what's there and what isn't	• Priority Action 3: Develop and endorse 'Our land', an open access map of land use and ownership. Participating partners should allocate funding and resource to keep it up to date.

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[2] Southwark Council (2022): 'Fairer, greener, safer: Delivery Plan 2022-2026' Available at: https://www.southwark.gov.uk/council-and-democracy/fairer-future/fairer-greener-safer-southwark-s-council-delivery-plan
[3] Southwark Land Commission (2023): 'Land for good'. Available at: https://www.southwark.gov.uk/council-and-democracy/southwark-land-commission
[4] Social good is defined as a commodity or service that every member of a society can use without exhausting the supply of it that is available to others.

Recommendations	Priority actions
	• Priority Action 4: Create an open source, accessible portal and database of rooms which can be accessed and booked by people and community groups across the borough. • Priority Action 5: Assemble a deeper Land Use Evidence Base of unmet need for space across the borough and integrate it into the Social Purpose Framework. Identifying what is needed across Southwark's diverse neighbourhoods and reflecting social, economic and environmental considerations.
Recommendation 3: Take control of our land and assets	• Priority Action 6: Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose Framework. When land is considered for disposal the Social Purpose Framework should shape the decision-making process. • Priority Action 7: Unlock at least 6 pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need. • Priority Action 8: Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance. • Priority Action 9: Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, engagement activities and compensation for time. • Priority Action 10: Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships[5] to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.
Recommendation 4: Defend and extend affordable accommodation for all	• Priority Action 11: Ensure at least 50% of homes built on public or community land is social rent or London Living Rent. • Priority Action 12: Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts. • Priority Action 13: Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage polices. • Priority Action 14: Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions. • Priority Action 15: Create Voluntary and Community Sector centres, providing space on low or peppercorn rents, guided by the Social Purpose Framework.
Recommendation 5: Cherish our natural capital and decarbonise our land	• Priority Action 16: Join up existing green spaces to create a network of Biodiversity Corridors. • Priority Action 17: Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding. • Priority Action 18: Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings. • Priority Action 19: Use roof space for biodiversity and the production of renewable energy.

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

Recommendations	Priority actions
	• Priority Action 20: Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.
Recommendation 6: Give the community real power and voice	• Priority Action 21: Bring together participating landowners into a Southwark Land Partnership, committed to freeing up land for the public good through the Social Purpose of Land Framework.
	• Priority Action 22: Create a People's Land Assembly to oversee the shift in land use across the borough, set community priorities for land use and scrutinise the Southwark Land Partnership.
	• Priority Action 23: Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it.
	• Priority Action 24: Establish a Land Advisory Panel of experts and practitioners to advise and provide technical support to the People's Land Assembly.
Recommendation 7: Disrupt the status quo to unlock bigger changes	• Priority Action 25: Landowners, institutions and community groups in Southwark and beyond should form a coalition to lobby and campaign for national and regional changes. This will include:
	– The right for local authorities to compulsorily purchase land at existing use value or significantly discounted market value so that it is the general public rather than individual landowners who benefit from most the uplift in land value following development of underused land.
	– Increased investment and a 10-year housing and infrastructure funding settlement to provide stability and confidence to start building at greater pace again, with priority given to council homes and public transport.
	– The abolition of 'Right to Buy', or the power for local authorities to do so in their own area, to keep council housing affordable in perpetuity. Failing this, councils should at least keep 100% of the 'Right to Buy' receipts, with no restrictions to prevent them from being used for new council homes.
	– Land and property tax reform of business rates, council tax, and stamp duty land tax (SDLT) and the introduction of a local Land Value Tax to replace Section 106.
	– Strengthen the delivery of affordable housing through the National Planning Policy Framework and planning guidance by redefining affordability (in line with the London Living Rent) and introducing specific targets or ratios for affordable housing provision in new developments.
	– Reform national planning policy and guidance to limit the use of site-level viability assessment to exceptional circumstances with the aim of removing these as obstacles to developers delivering affordable housing and affordable workspace.
	– Devolve powers for local and regional government to implement rent controls.
	– Free and open access to Land Registry data so that land ownership is no longer kept secret.

2.3 Land in public ownership

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

Figure 2.1: Map of public land ownership in Southwark

Land ownership map produced for the Land Commission by PRD
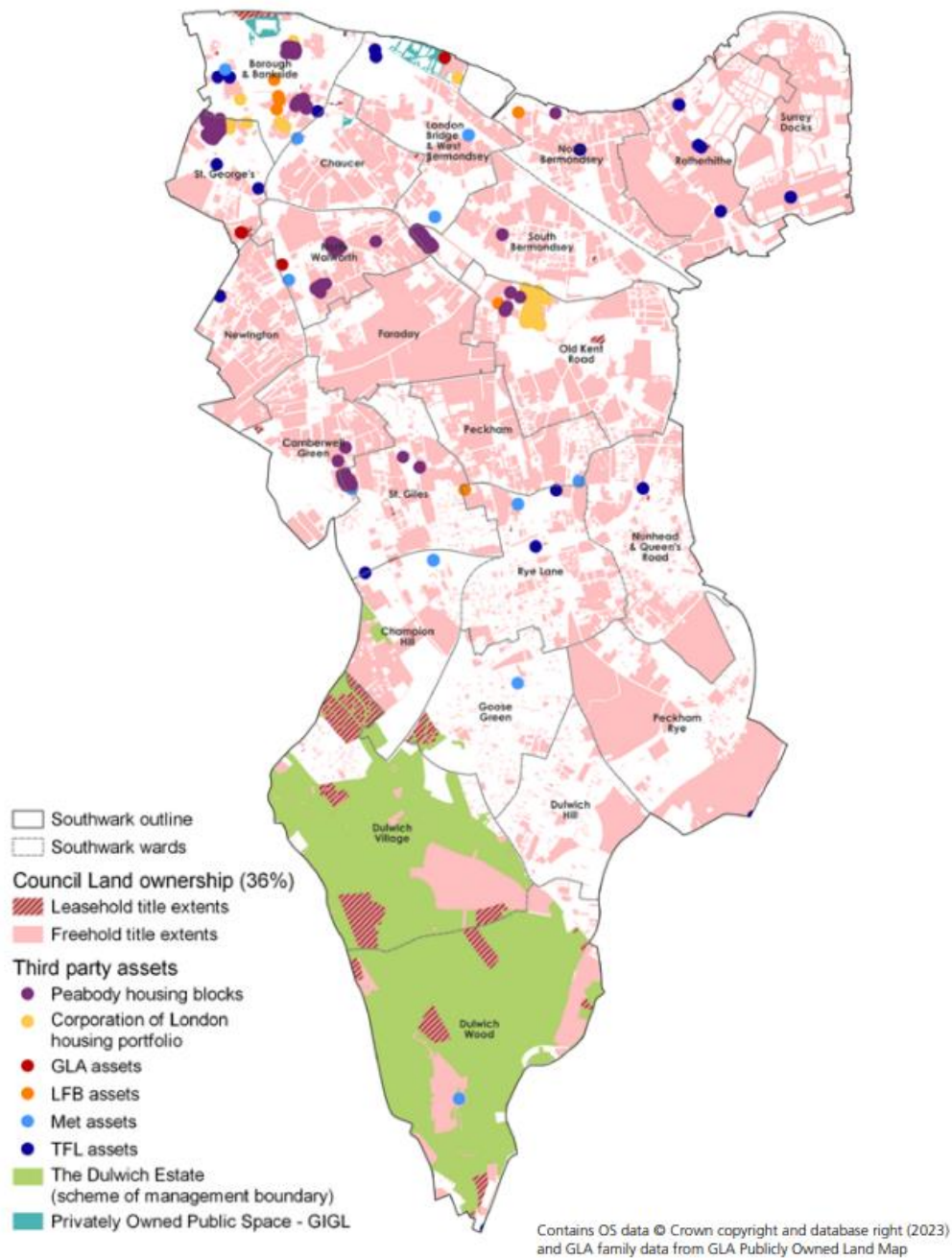
Source: SLC, 2023

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

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

The map also shows other substantial landowners, including:

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

2.4 SLC's stakeholder engagement

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

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

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

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

- Interest in food growing opportunities and allowing growers to harvest the equivalent of the time spent volunteering.

- Some participants expressed the difficulties they had faced attempting to set up voluntary organisations. In some cases this was due to the lack of knowledge of existing systems and others struggled to get funding. One particular participant mentioned that black-led organisations who did not have a knife crime or youth-focused found it particularly difficult to get funding support.

- Interest in gaining access to knowledge of spaces, funding and other forms of support for their respective organisations. It was felt that this knowledge was difficult to find and access. – Mistrust of the Southwark Council and council processes was felt deeply throughout the session. This included the lack of trust in the Southwark Land Commission and the project as a whole. Some participants were not convinced this process could be for their benefit, due to experiences of displacement, neglect or pricing out (lack of rent control). – The 'Black on Boards' initiative (an initiative formed to train Black people to join the boards of organisations) was viewed as a positive example of initiatives that could be adopted, however, a criticism was it was focused on increasing the diversity of leadership in White-led organisations rather than supporting/improving Black organisations.

- The topic of engagement was raised heavily, most participants felt that Southwark council were not taking the time to meaningfully engage with POC and related communities in Southwark. They suggested alternative approaches, such as joining their events (rather than inviting them to our events) would guarantee greater reach and make some progress in evidencing interest in their views.

3 Impact assessment

3.1 Overview

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

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

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

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

Table 3.1: Recommendation 1 impact assessment

SLC Priority Action	Potential equality effects	Measures to enhance equality outcomes	Equality groups
Priority Action 1: Establish a Social Purpose of Land Framework (SPLF) co-produced with Southwark's diverse communities and applied to all land and property use decisions by participating landowners.	**Engagement with local communities** The development and implementation of a SPLF across public land decisions in Southwark is likely to help landowners, including the Council, to understand the social benefit of different potential land uses and decide between these often-competing land uses. SLC will co-produce the SPLF with Southwark's communities which is likely to benefit 'seldom-heard' groups including children, younger people, disabled people, people from deprives areas and people from ethnic minority backgrounds.	• SLC will co-produce a list of social goods with Southwark's diverse communities, using the structures set out in Recommendation 6.	• Children • **Younger people** • Disabled people • People from deprived areas • **People from ethnic minority backgrounds**

SLC Priority Action	Potential equality effects	Measures to enhance equality outcomes	Equality groups
	Building trust with the community The development and implementation of a SPLF with local communities is likely to improve knowledge and understanding of public land decisions in Southwark. This in turn may help local communities to understand the social benefit of different land uses and decisions made by landowners and the Council, which can lead to greater trust between local communities and the Council. This is most likely to benefit those with damaged trust or who have poorer experiences with local authorities such as disabled people, and people from ethnic minority backgrounds.	• SLC recommends that the framework prioritises the delivery of a wide range of social goods which are under-provided for by the market including environmental stewardship, community wealth building, democratic and cooperative ownership, and local decision-making.	• Disabled people • **People from ethnic minority backgrounds**
Priority Action 2: Review the Southwark Plan to incorporate the SPLF and the other recommendations that follow from it.	The Council is due to launch an early review of its local plan and the SLC recommends this includes consideration of how the SPLF should be embedded into the Southwark Plan. However, this is unlikely to result in any equality effects.	• N/A	• N/A

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

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

Table 3.2: Recommendation 2 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 3: Develop and endorse 'Our land', an open access map of land use and ownership. Participating partners should allocate funding and resource to keep it up to date.	**Information and communication** The development of an open access map of land ownership and use is likely to improve the accessibility and transparency of information amongst local communities. This is likely to benefit people across Southwark, particularly those who have different information and communication needs, this includes but is not limited to people with learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. However, having the open access map online may act as a barrier for people with poor digital access and literacy. For example, the use of an online	• No mitigation identified.	• Children • **Younger people** • Disabled people • People from deprived areas • **People from ethnic minority backgrounds**

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
	portal and database may be challenging to use for those who are not online such as some older people and disabled people.		
	Building trust with the community Currently there are various tools available which map publicly owned land, including those hosted by both Southwark Council and the Greater London Authority (GLA). However, these are not properly integrated with one another and do not include land owned by civic organisations which are outside the public sector. The development of an open access map which clearly sets out land ownership, current use and plans for future development is likely to help build trust within the community. This is most likely to benefit those with damaged trust or who have poorer experiences with local authorities such as older people, disabled people and people from ethnic minority backgrounds.	• No mitigation identified	• Older people • Disabled people • **People from ethnic minority backgrounds**
Priority Action 4: Create an open source, accessible portal and database of rooms which can be accessed and booked by people and community groups across the borough.	**Improved access to community facilities** The provision of a portal and database of rooms for the community to use across the borough is likely to improve the accessibility of these resources by providing a single source of information on their location and facilities. This is likely to benefit Voluntary sector groups and their users including younger people, older people, LGBTQ+, women, people from ethnic minority backgrounds and people from religious backgrounds.	• SLC has engaged with existing landowners and developers whose buildings include space allocated for community use and with voluntary sector groups who have told the SLC they cannot find rooms at prices they can afford.	• Children • **Younger people** • Older people • Disabled people • LGBTQ+ • **People from ethnic minority groups** • People from religious backgrounds
	Potential information and communication challenges The provision of a portal and database of rooms for the community to use across the borough may present information and communication challenges. Information may present a challenge to those who have different information and communication need, this includes but is not limited to people with learning disabilities, people with low literacy levels, older people, people with visual or hearing impairments and people who use English as a second language. For example, the use of an online portal and database may be challenging to use for those who are not online such as some older people and disabled people.		• Older people • Disabled people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 5: Assemble a deeper Land Use Evidence Base (LUEB) of unmet need for space across the borough and integrate it into the Social Purpose Framework.	**Improved access to community facilities** The production of a LUEB will help SLC and to understand the current unmet or underprovided facilities, this will enable the priority of land uses which help to address deficiencies within the borough. This is likely to benefit protected characteristic groups disproportionately affected by changes in access to community facilities including children, older people and disabled people.	● LUEB should be co-produced with the local community.	● Children ● Older people ● Disabled people

3.4 Recommendation 3: Take control of our land and assets

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

Table 3.3: Recommendation 3 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 6: Commit to no net loss of public and community owned land, and for all disposals to be considered through the Social Purpose Framework. When land is considered for disposal the Social Purpose Framework should shape the decision-making process.	**No net loss of land used for affordable housing, community facilities, affordable workspace and green and open space** Local communities are likely to benefit if there is no net loss of publicly owned land, this is due to this land being more likely to deliver social good than privately owned land. This is likely to benefit: ● people who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people; ● users of community facilities and centres including children, younger people, older people, disabled people, women, people from religious and ethnic backgrounds and LGBTQ+ people; ● people who struggle to access affordable workspace including older people, women and people from ethnic minority groups; and ● users of green and open space including children, older people disabled people, people from ethnic minority backgrounds and pregnant people.	● No mitigation identified.	● Children ● **Younger people** ● Older people ● Disabled people ● Women ● Pregnant people ● **People from ethnic minority backgrounds** ● People from religious backgrounds ● LGBTQ+ people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 7: Unlock at least 6 pilot sites across the borough by 2026 to test new models of community engagement and control, while demonstrating focused response to identified need. Pilot sites will employ a range of governance and ownership models (such as community land trusts, worker co-operatives, housing co-operatives and community energy companies).	**Engagement with local communities** Utilising pilot sites to test models of community control of publicly owned land is likely to empower local communities to take stewardship of land and associated facilities. However, protected characteristic groups who are less likely to engage are less likely to benefit from community ownership, this includes children, younger people, disabled people, people from deprives areas and people from ethnic minority backgrounds.	• Sites should be chosen and developed with the community to determine priorities and uses. • A range of different pilots can be explored to showcase and test different opportunities to act. A range of themes might be explored, such as health and wellbeing, housing, space for the local economy or voluntary and community sector services.	• Children • **Younger people** • Disabled people • People from deprived areas • **People from ethnic minority backgrounds**
Priority Action 8: Produce a Community Asset Transfer policy, facilitating the community to take control of unused or underutilised sites through democratic and participative models of ownership and governance.	**Engagement with local communities** As outlined in priority action 7 above, priority action 8 is also likely to empower local communities to take stewardship of land and associated facilities. This is likely to improve provision of unmet need and desires for the local community, benefiting all protected characteristic groups disproportionately represented within Southwark.	• Sites should be chosen and developed with the community to determine priorities and uses.	• Children • **Younger people** • Disabled people • People from deprived areas • **People from ethnic minority backgrounds**
Priority Action 9: Create and meaningfully resource an independent Community Empowerment Fund to support and empower our diverse communities to engage in this work, including the provision of training, activities and compensation for time.	**Engagement with local communities** As outlined above for priority action 7, there is a potential risk that when engaging with the local community, 'seldom-heard' groups are excluded, including children, younger people, disabled people, people from deprives areas and people from ethnic minority backgrounds.	• As set out in priority action 7 above.	• Children • **Younger people** • Disabled people • People from deprived areas • **People from ethnic minority backgrounds**

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority action 10: Set up new Co-operatives, Community Land Trusts or Public-Common Partnerships to steward pilot sites and to support a bigger, broader, and more sustained drive for community land transfer.	**Community land for affordable housing, community facilities, affordable workspace and green and open space** Local communities are likely to benefit from the longer-term community land transfer commitments in priority action 10, which is likely to benefit: • people who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people; • users of community facilities and centres including children, younger people, older people, disabled people, women, people from religious and ethnic backgrounds and LGBTQ+ people; • people who struggle to access affordable workspace including older people, women and people from ethnic minority groups; and • users of green and open space including children, older people disabled people, people from ethnic minority backgrounds and pregnant people.	• No mitigation identified.	• Children • **Younger people** • Older people • Disabled people • Women • Pregnant people • **People from ethnic minority backgrounds** • People from religious backgrounds • LGBTQ+ people

3.5   Recommendation 4: Defend and extend affordable accommodation for all

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

Table 3.4: Recommendation 4 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 11: Ensure at least 50% of homes built on public or community land is social rent or London Living Rent.	**Potential improved affordable housing provision** Priority action 11 could improve access to affordable housing across Southwark, this is likely to benefit those who struggle to access affordable housing, including younger people, disabled people, women, people from ethnic minority backgrounds and LGBTQ+ people. Southwark has disproportionately high levels of younger people and people from ethnic minority backgrounds.	• The Land Use Evidence Base will identify where there is unmet need for social housing.	• **Younger people** • Disabled people • Women • **People from ethnic minority groups** • LGBTQ+

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 12: Ensure that all tenures and models of affordable housing are maintained as such in perpetuity as with Community Land Trusts.	**Potential improved housing provision** Ensuring homes are genuinely affordable now and in the future is likely to benefit those in need of affordable housing, as outlined in priority action 11 above.	• Consideration should be taken of not just the affordable space provided in a given development but the potential inflationary pressure the "non-affordable" space could have on land in the surrounding area.	• **Younger people** • Disabled people • Women • **People from ethnic minority groups** • LGBTQ+
Priority Action 13: Hold developers to account for delivering on commitments for affordable provision through robust monitoring and clawback and overage polices.	**Potential improved housing provision** Ensuring homes are genuinely affordable now and in the future is likely to benefit those in need of affordable housing, as outlined in priority action 11 above.	• No mitigation identified	• **Younger people** • Disabled people • Women • **People from ethnic minority groups** • LGBTQ+
Priority Action 14: Establish affordable workspace hubs across the borough, geared to community need, and funded through private development contributions.	**Access to affordable workspace** The provision of workspace hubs below market value and geared to community needs is likely to provide SMEs across Southwark with access to workspace that would otherwise be unaffordable, helps to sustain good quality jobs and create space for innovation within the local economy. This is likely to benefit SMEs who are more likely to need access to affordable workspace and their owners who are more likely to be women and people from ethnic minority groups.	• No mitigation identified	• Women • **People from ethnic minority backgrounds**
Priority Action 15: Create Voluntary and Community Sector centres, providing space on low or peppercorn rents, guided by the Social Purpose Framework.	**Access to voluntary and community sector space** The provision of affordable voluntary and community sector hubs will ensure the continued work of Southwark's VCS play in tackling inequalities and giving marginalised people and communities practical support, advice, and a voice for change. This is likely to benefit all protected characteristic groups particularly, younger people, women and people from ethnic minority backgrounds, who are disproportionately represented within Southwark.	• The hubs will be responsive to the needs of local communities and provide transparency regarding the availability and location of these spaces. • Information regarding this space should be complied and made freely accessible.	• **Younger people** • Disabled people • LGBTQ+ • Older people • People from religious backgrounds • Pregnant people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
			• Women • **People from ethnic minority backgrounds**

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

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

Table 3.5: Recommendation 5 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 16: Join up existing green spaces to create a network of Biodiversity Corridors.	**Access to good quality green space** The ability to access and use green space has been shown to impact positively on both physical and mental health of older people, children, disabled people, antenatal women, people from ethnic minority backgrounds and women. Inner-city green space can also promote social cohesion and instil a sense of community.	• No mitigation identified.	• Children • Older people • Disabled people • **People from ethnic minority backgrounds** • Pregnant people • Women
Priority Action 17: Offer opportunities to participate in the greening of our borough, through community gardening and re-wilding.	**Community gardening opportunities** Promoting community gardening and food growing opportunities across the borough may enhance access to healthy food for all, particularly benefitting children and older people.	• No mitigation identified.	• Children • Older people • **People from ethnic minority backgrounds**

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 18: Decarbonise existing buildings, avoid demolitions and insist on high standards for new buildings.	**Increasing energy efficiency and health benefits and reducing fuel poverty** Retrofitting existing buildings and homes, providing new energy efficient buildings and homes, and installing or connecting to district heating networks can help to ensure warm and insulated homes and prevent against the health and wellbeing impacts of living in a cold home. Improving the energy efficiency of new and existing buildings and homes, can also reduce the cost and consumption levels of heating a building or home.	No mitigation identified.	● Children ● Older people ● Disabled people ● **People from ethnic minority backgrounds** ● People living on low income
	Cost of retrofitting, building or installing energy efficient infrastructure Retrofitting existing buildings and homes, providing new energy efficient buildings and homes, and installing or connecting to district heating networks is likely to involve an upfront monetary cost, which may be unaffordable for some people.	● No mitigation identified.	● Older people ● Disabled people ● Younger people not in employment ● Single parent families ● **People from ethnic minority backgrounds** ● Women ● People living on low income
	Construction phase effects of retrofitting, building or installing energy efficient infrastructure on homes and other buildings Retrofitting existing homes and buildings, providing new energy efficient homes and buildings, and installing or connecting to district heating networks, is likely to result in some level of disruption in local communities. This could involve involuntary temporary vacation of homes and other buildings, which can impact upon residents' or buildings users' routines and cause stress and anxiety. Physical health effects may also arise as a result of the environmental effects of construction in homes and other buildings. Some protected characteristic groups are more likely to be differentially affected by construction environmental effects such as noise and air quality.	● No mitigation identified.	● Children ● Older people ● Disabled people
Priority Action 19: Use roof space for biodiversity and the production of renewable energy.	**Utilisation of roof space** Where feasible and viable using roofs for vegetation and solar panels can improve water management, air quality, energy efficiency, enhanced biodiversity and food growing opportunities.	● No mitigation identified	● Children ● **Younger people** ● Older people

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
	This is likely to benefit those outlined in priority actions 16, 17 and 18 above, where access to the roof space is provided for residents.		• Disabled people • **People from ethnic minority backgrounds** • Pregnant people • Women • Single parent families • People living on low income
Priority Action 20: Redistribute street space away from private cars to uses with a positive impact on air quality and that respond to the climate emergency.	**Health benefits of shifting away from car travel** Although air pollution affects everyone, people with protected characteristics are more likely to be disproportionately exposed to air pollution and suffer disproportionate affects when exposed to air pollution. Shifting away from car travel is likely to improve local air quality throughout the borough, and as such people more susceptible to the health effects of air pollution are likely to benefit.	• No mitigation identified	• Children • Older people • Disabled people • Pregnant people • People living on low income
	Inaccessibility of the pedestrian environment The shift away from car travel could negatively impact some protected characteristic groups if the pedestrian environment is inaccessible or badly designed.	• No mitigation identified	• Older people • Disabled people
	Reduction of parking spaces A reduction in parking infrastructure, especially if this includes spaces close to services and facilities or Blue Badge parking, can disproportionately impact those who are reliant upon a car to travel if appropriate alternatives for transport are not available. This can lead to knock-on effects on parents and disabled people's independence, exacerbating issues such as loneliness and social isolation.	• No mitigation identified.	• Children and people using buggies or pushchairs • Disabled people

3.7   Recommendation 6: Give the community real power and voice

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

Table 3.6: Recommendation 6 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 21: Bring together participating landowners into a Southwark Land Partnership (SLP), committed to freeing up land for the public good through the Social Purpose of Land Framework.	**Deliver social good** The SLP will develop shared projects such as the pilot sites in recommendation 3, implement the SPLF and collaborate on bids for funding and investment. This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough however, this priority action alone is unlikely to result in any direct equality effects.	• N/A	• N/A
Priority Action 22: Create a People's Land Assembly to oversee the shift in land use across the borough, set community priorities for land use and scrutinise the Southwark Land Partnership.	**Deliver social good** The successor to the SLC will be a borough wide group of equal parts elected representatives, members of the community elected from the Local Land Forums (priority action 23 below) and demographically representative selection of residents chosen at random. This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.	• In line with the priorities set out in Southwark Stands Together, 50% of the members of this body must be from Black and Minority Ethnic backgrounds and there should be appropriate targets for the representation of other groups facing historical or current disadvantage.	• **Younger people** • **Working aged people** • **People from ethnic minority backgrounds**
Priority Action 23: Establish Local Land Forums for each neighbourhood or ward so that local people can shape land use in their area and allocate funding to improve it.	**Community ownership** The local Land Forums will set priorities for local land use, defining community benefit, and shaping the Land Use Evidence Base from Recommendation 5 as well as allocation of the Community Empowerment Fund from Recommendation 3. This is likely to empower the local community to take ownership and have a voice in decisions about land use, benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.	• Where possible, Local Land Forums should grow out of existing neighbourhood engagement structures to minimise duplication and build on existing social capital in the borough. • A proportion of Community Infrastructure Levy (CIL) funding should be allocated to each Forum as an independent community development fund	• **Younger people** • **Working aged people** • **People from ethnic minority backgrounds**

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups
Priority Action 24: Establish a Land Advisory Panel of experts and practitioners to advise and provide technical support to the People's Land Assembly.	**Deliver social good** The Commission recommends that a third grouping comprising of experts, practitioners and some of the current commissioners form a Land Advisory Panel. This Panel would first support Southwark's implementation of the recommendations made in this report, before later providing advice and technical support to the People's Land Assembly. This will enable the SLC recommendations and priority actions and ultimately social good from land to be realised across the borough benefiting all protected characteristic groups, particularly those disproportionately represented within Southwark including younger people, working aged people and people from ethnic minority backgrounds.	● No mitigation identified.	● **Younger people** ● **Working aged people** ● **People from ethnic minority backgrounds**

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

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

Table 3.7: Recommendation 7 impact assessment

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups	Further recommendations	Overall equality effect
Priority Action 25: Landowners, institutions and community groups in Southwark and beyond should form a coalition to lobby and campaign for national and regional changes.	**Lobbying for equitable policy reform** The aim for regional and national changes to land use is likely to be beneficial in ensuring social good for the people living in Southwark. Areas outside of this are outside the scope of this EqIA however there may be indirect beneficial effects on the region and nationally, depending on the success of lobbying and campaigning. SLC's lobbying and campaigning for national and regional changes will include: ● The right for local authorities to compulsorily purchase land at existing use value.	● No mitigation identified.	All protected characteristic groups, particularly those disproportionately represented within Southwark which includes **younger people, working aged people** and **people from ethnic minority backgrounds** Southwark wide, for	● In addition to lobbying for these changes, SLC should lobby for the government to undertake and publish an EqIA on policy reform.	Overall, there will likely be a beneficial impact on protected characteristic groups. Opportunities for further enhancement detailed in this EqIA should be explored.

SLC Priority Action	Potential equality effects	Mitigation measures	Equality groups	Further recommendations	Overall equality effect
	• Increased investment and a 10-year housing and infrastructure funding settlement. • The abolition of 'Right to Buy'. • Land and property tax reform of business rates, council tax, and stamp duty land tax (SDLT) and the introduction of a local Land Value Tax. • Strengthen the delivery of affordable housing through the National Planning Policy Framework and planning guidance. • Reform national planning policy and guidance to limit the use of site-level viability assessment to exceptional circumstances. • Devolve powers for local and regional government to implement rent controls. Free and open access to Land Registry data.		details of specific wards see section 3.		

May 2024

4 Conclusion and further recommendations

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

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

4.1 Recommendations

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

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

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

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

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

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

3. Improve access to community services and affordable housing:

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

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

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

5.   Improve access to green and open spaces:

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

6.   Improve energy efficiency:

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

7.   Consider the accessibility challenges of redistributing street space:

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

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

8. Ensure inclusive collaboration, representation and governance:

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

A. Demographic Profile

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

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

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

Table A.1: Demographic profile of Southwark

Protected Characteristics & groups	Southwark comparison with London, the South East and England
Age: Children	• The proportion of children in Southwark (17%) is broadly in line with the proportion of London (19%), the South East (19%) and England as a whole (19%). • The proportion of children within the wards of Peckham (20%), Faraday (20%), Goose Green (20%), Old Kent Road (21%), Champion Hill (21%) is **higher** than the proportion of **children** within Southwark (17%). • The proportion of **children** within the wards of Peckham Rye (23%) and Dulwich Village (23%) is **considerably higher** than Southwark (17%). • In contrast, the proportion of children within North Bermondsey (14%), Surrey Docks (14%) and Chaucer (14%) wards is lower than the proportion within Southwark (17%). • Furthermore, the proportion of children within Borough & Bankside (9%), St George's (13%) and London Bridge & West Bermondsey (13%) is considerably lower than the proportion within Southwark (17%).
Age: Younger people	• The proportion of **younger people** (18-24 years) within Southwark (11%) is **higher** than within London (9%), the South East (8%) and England as a whole (8%). • The proportion of **younger people** within the ward of Newington (14%) is **higher** than the proportion within Southwark (11%). • The proportion of **younger people** within the ward of Chaucer (19%), St George's (20%) and Borough & Bankside (23%) is **considerably higher** than the proportion within Southwark (11%). • In contrast, the proportion of younger people within the wards of Dulwich Village (5%), Dulwich Hill (5%), Goose Green (5%), Dulwich Wood (6%), Peckham Rye (6%), Champion Hill (7%), Rye Lane (8%) and Nunhead & Queen's Road (8%) is lower than Southwark (11%).
Age: Working aged people	• 75% of the population within Southwark are of **working age** (16-64 years), this is **considerably higher** than within London (69%), the South East (62%) and England as a whole (63%). • The proportion of the population who are of **working age** within the wards of North Walworth (78%), Rotherhithe (78%), Chaucer (80%), St George's (80%) and London Bridge & West Bermondsey (81%) are **higher** than the proportion within Southwark (75%). • Borough & Bankside (84%) and North Bermondsey (89%) is **considerably higher** than the proportion within Southwark (75%). • In contrast, within the wards of Dulwich Hill (71%), Champion Hill (71%), North Bermondsey (71%), Old Kent Road (72%) and Nunhead & Queen's Road (72%) the proportion is lower than Southwark (75%). • Furthermore, the wards of Dulwich Village (62%), Dulwich Wood (65%) and Peckham Rye (69%) the proportion is considerably lower than Southwark (75%).

Protected Characteristics & groups	Southwark comparison with London, the South East and England
Age: Older people	● The proportion of older people (65+ years) within Southwark (8%) is lower than London (12%) however considerably lower than the proportion within the South East (19%) and England as a whole (18%). ● Most wards are broadly in line with the proportion of older people in Southwark (8%). ● The proportion of older people within the wards of Dulwich Wood (13%) and Dulwich Village (15%) is **considerably higher** than the proportion within Southwark (8%).
Disability	● 14% of the population within Southwark are disabled, this is broadly in line with London (13%), lower than the proportion within the South East (16%), and considerably lower than England as a whole (17%). ● Within the wards of Newington (17%) and Nunhead & Queen's Road (17%) the proportion of the population who are **disabled** is **higher** than Southwark (14%). ● Within the ward of Dulwich Village (11%) and Surrey Docks (11%) the proportion of the population who are disabled lower than Southwark (14%). ● The proportion of the population who have a disability and whose day-to-day activities are limited a lot in Southwark (6%) is broadly in line with the London (6%), the South East (6%) and national (7%) proportions. ● Across all wards, the proportion of the population who have a disability are limited by day-to-day activities a lot is broadly in line with the proportion within Southwark (6%). ● The proportion of the population who have a disability and whose day-to-day activities are limited a little in Southwark (8%) is broadly in line with London (7%) regional and national (10%) proportions. ● Across all wards, the proportion of the population who have a disability are limited by day-to-day activities a little is broadly in line with the proportion within Southwark (8%). ● 80% of the population within Southwark have **no long term physical or mental health conditions**, this is broadly in line with London (82%) however **considerably higher** than the proportion within the South East (76%) and England as a whole (76%).
Gender identity	● 91% of the population with Southwark identify with the same gender they were assigned at birth; this is broadly in line with London (91%) however lower than within the South East and England as a whole (94%). ● Census data outlining gender identity at a ward level is not available.
Marital status	● The proportion of the population who are married within Southwark (26%) is considerably lower than the proportion within London (40%), the South East (47%) and England as a whole (45%). ● 60% of the population within Southwark have **never married/ registered a civil partnership**, which is **considerably higher** than within London (46%), the South East (35%) and England as a whole (38%). ● 7% of the population within Southwark have a dissolved marriage or civil partnership, which is broadly in line with London (7%), the South East (9%) and England as a whole (9%). ● 3% of the proportion of the population of Southwark are widowed or a surviving civil partnership partner, which is broadly in line with the regional proportion of 4%, but lower than the proportions in the South East and England as a whole (6%). ● Census data outlining marital status at ward level is not available.
Fertility rate	● The Crude Birth Rate within Southwark (11.5) is broadly in line with London (12.6), the South East (10.1) and England as a whole (10.5). ● The General Fertility Rate (GFR)[34] within Southwark (42.0) is considerably lower than within London (52.7), the South East (54.7) and England as a whole (54.2). ● The Total Fertility Rate (TFR)[35] within Southwark (1.16) is broadly in line with London (1.44), the South East (1.60) and England as a whole (1.55). ● Census data outlining fertility rates at a ward level is not available.
Race and ethnicity: people from an ethnic minority background	● Overall, 49% of the population within Southwark are from an **ethnic minority background**. This is considerably lower than within London (63%) but **considerably higher** than the South East (22%) and England as a whole (26%). ● The ward of St Giles (53%) has a proportion of people with **ethnic minority backgrounds** that is **higher** than Southwark (49%).

Protected Characteristics & groups	Southwark comparison with London, the South East and England
	• The proportion of the population who are from an **ethnic minority background** within North Walworth (54%), Nunhead & Queen's Road (55%), Chaucer (57%), Newington (57%), Camberwell Green (60%), Faraday (64%), Old Kent Road (65%) and Peckham (72%) is **considerably higher** than the proportion within Southwark (49%).
	• The proportion of people who are from an ethnic minority background within Dulwich Hill (29%), Dulwich Village (21%), Goose Green (29%), Surrey Docks (33%), North Bermondsey (37%) and Peckham Rye (39%), Borough & Bankside (41%), Dulwich Wood (44%), London Bridge & West Bermondsey (44%) and Rotherhithe (44%) is considerably lower than Southwark.
Race and ethnicity: Black	• 26% of the population within Southwark are **Black British**, this is **considerably higher** than within the South East (2%) and England as a whole (4%) however considerably lower than the proportion within London (14%).
	• Within the wards of Champion Hill (29%), Rye Lane (29%) and St Giles (29%), the proportion is **higher** than Southwark.
	• The proportion of the population who are **Black British** within the wards of Camberwell Green (35%), Newington (35%), Nunhead & Queen's Road (35%), Faraday (37%), Old Kent Road (38%) and Peckham (47%) is **considerably higher** than the proportion within Southwark (25%).
	• In contrast, in the wards of Dulwich Wood (21%), Rotherhithe (19%) and St Georges (20%) the proportion is lower.
	• Furthermore, in the wards of Dulwich Village (6%), Surrey Docks (9%), Dulwich Hill (12%), Borough & Bankside (13%), Goose Green (13%), North Bermondsey (16%) and London Bridge & West Bermondsey (18%) the proportion is considerably lower than Southwark.
Religion: Muslim	• 10% of the population within Southwark are **Muslim**, this is lower than the proportion within London (15%), but **considerably higher** than the South East (3%) and broadly in line with England as a whole (7%).
	• The proportion of the population who are Muslim within the wards of St George's (13%) and Peckham (14%) is **higher** than the proportion within Southwark (10%).
	• Within the wards of Faraday (15%) and Chaucer (16%) the proportion of the population who are **Muslim** is **considerably higher** than the proportion within Southwark (10%).
	• Within the wards of Surrey Docks (6%) and Dulwich Wood (7%) the proportion is considerably lower in Dulwich Village (2%), Dulwich Hill (4%) Goose Green (4%) and Peckham Rye (5%).
Religion: minority religion	• 13% of the population within Southwark belong to a **minority religious group**. This is considerably lower than the proportion within London (25%), however **considerably higher** than the proportion within the South East (7%) and broadly in line with England as a whole (11%).
	• The proportion of the population who belong to **minority religious groups** within the wards of Newington (16%), North Walworth (16%), is **higher** than Southwark (13%).
	• The proportion of the population who belong to **minority religious groups** within the wards of Peckham (17%), St George's (17%), Faraday (17%) and Chaucer (21%) is **considerably higher** than the proportion within Southwark (13%).
	• In contrast, within the ward of Rye Lane (10%) the proportion of people belonging to a minority religious group is lower and considerably lower in Dulwich Hill (6%), Dulwich Village (8%) and Peckham Rye (8%).
Sex: women	• 52% of the population within Southwark are female, this is broadly in line with London (52%), the South East and England as a whole (51%).
	• Across most wards, the proportion of women is broadly in line with the proportion in Southwark.
	• Within the ward of Surrey Docks, 49% of the population are female. This is lower than the proportion within Southwark (52%).
Sex: men	• 48% of the population within Southwark are male, this is broadly in line with London, the South East and England as a whole (49%).
	• Across most wards, the proportion of men is broadly in line with the proportion in Southwark.
	• Within the ward of Surrey Docks, 51% of the population are male. This is **higher** than the proportion within Southwark (48%).

Protected Characteristics & groups	Southwark comparison with London, the South East and England
Sexual orientation	• Within Southwark, 83% of the population identify as straight/heterosexual. This is lower than within London (86%), and considerably lower than within the South East (90%) and England as a whole (89%). • 5% of the population within Southwark identify as gay or lesbian, this is broadly in line with the proportion within London, the South East and England (2%) as a whole. • Data outlining sexual orientation at a ward level is not available.
Deprivation	• Utilising the index of multiple deprivation, 32% of households within Southwark are deprived within one dimension, this is lower than within London (33%), the South East (33%) and England as a whole (34%). • The proportion of **households deprived within one dimension** within the wards of Camberwell Green (35%), Newington (35%), Peckham (35%) and South Bermondsey (35%), Old Kent Road (36%) is **higher** than the proportion within Southwark (32%). • The proportion of **households deprived within one dimension** within the ward of Faraday (37%) is **considerably higher** than the proportion within Southwark (32%). • The proportion of households in London Bridge & West Bermondsey (28%), Borough & Bankside (29%), Dulwich Hill (29%) and Surrey Docks (29%) is lower than Southwark (32%) and considerably lower in Goose Green (26%) and Dulwich Village (27%). • 15% of households within Southwark are deprived within two dimensions, this is broadly in line with London (14%), the South East (12%) and England as a whole (14%). • The proportion of **households deprived within two dimensions** with the wards of Nunhead & Queen's Road (18%) Newington (19%), is **higher** than the proportion in Southwark (15%). • The proportion of **households deprived within two dimensions** within the wards of Peckham (20%) and Old Kent Road (21%) is **considerably higher** than the proportion within Southwark (15%). • The proportion of households in Borough & Bankside (12%), Dulwich Wood (12%), London Bridge & West Bermondsey (12%) and St George's (12%) is lower than Southwark (15%). • The proportion of households in Goose Green (10%) and Surrey Docks (10%) is considerably lower than Southwark (15%). • 5% of households within Southwark are deprived within three dimensions, which is broadly in line with London (4%), the South East (3%) and England as a whole (4%). • The proportion of households deprived within three dimensions within the ward of Dulwich Village (2%) and Surrey Docks (2%) is lower than the proportion within Southwark (5%). • 0.3% of households within Southwark are deprived within four dimensions, which is broadly in line with London (0.4%), the South East and England as a whole (0.2%) • 49% of the households within Southwark are not deprived in any dimension, this is broadly in line with London (48%), the South East (52%) and England as a whole (48%). • The proportion of people who are not deprived in Dulwich Wood (53%) and St George's (53%) is **higher** than Southwark (49%). • Within the wards of Peckham Rye (54%), Borough & Bankside (56%), London Bridge & West Bermondsey (56%), Dulwich Hill (58%), Surrey Docks (59%), Goose Green (61%) and Dulwich Village (65%) the proportion of **households not deprived in any dimension** is **considerably higher**. • The proportion of households not deprived in any dimension within the wards of Old Kent Road (36%), Peckham (38%), Faraday (38%), Newington (39%) South Bermondsey (41%), Nunhead & Queen's Road (42%) and Camberwell Green (42%) is considerably lower than Southwark as a whole (49%).
Languages spoken	• 82% of the population in Southwark speak English as their main language, which is lower than within London (78%), however considerably lower than the South East (93%) and England as a whole (91%). • Within Southwark, dominant non-English languages spoken include **Spanish** (4.4%), which is **considerably higher** than proportion within London (0.4%), the South East (1.4%), and England (0.3%). • Data outlining languages spoken at a ward level is not available.

Protected Characteristics & groups	Southwark comparison with London, the South East and England
Job Seeker's Allowance (JSA) Claimant Count	● As of February 2024, the proportion of the population who are aged 16-64 and claim job seekers allowance (JSA) within Southwark (5%) is broadly in line with London (5%), the South East (3%) and England as a whole (4%). ● At a ward level, there are no considerable differences to Southwark.
Employment rate	● 63% of the population in Southwark are in employment, which is higher than the proportion in London (59%) and the South East region (58%) and considerably higher than the national proportion of 56%. ● Within the ward of Borough & Bankside (56%), the proportion of the population in employment is considerably lower than the proportion of Southwark (63%). ● The proportions of the population in employment in Chaucer (59%), Faraday (57%), Newington (58%), North Walworth (60%), Old Kent Road (59%), Peckham (58%), South Bermondsey (59%) and St George's (56%) are lower than the proportion in Southwark as a whole (56%). ● The proportion of people who are employed in the wards of Rotherhithe (66%) London Bridge & West Bermondsey (66%) and Rye Lane (66%) are **higher** than the proportion of the population in Southwark (63%) who are employed. ● The wards of Champion Hill (67%), Dulwich Hill (67%), North Bermondsey (67%), Peckham Rye (67%), Goose Green (73%) and Surrey Docks (74%) have a proportion of people in **employment** that is **considerably higher** than Southwark (63%). ● 5% of the population in Southwark are unemployed. This is broadly in line with the proportion in London (4%), the South East region (3%) and England as a whole (3%). ● Within the ward of Dulwich Village (2%) the proportion of unemployed people is lower than the proportion within Southwark as a whole (5%).

B. Literature Review

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

Table B.2: Evidence and literature review summary

Potential risks and opportunities	Protected groups affected
Access to community facilities Community centres provide a local, safe space to socialise and a way for members of the community to increase social networks.[7] Research suggests that community centres empower communities to run community-led activities and provide opportunities for skill and knowledge development, increasing confidence in participation in new activities. [8] Participation and engagement are also encouraged due to their location at the centre of the community which can drive social cohesion and create a sense of belonging.[9] Community centres, therefore, provide space and facilities that promote wellbeing for many groups, especially those who are more vulnerable in the community. They are an important resource for economic and social regeneration at local community level because they are unique in a sense that they can recognise, collate and meet the specific and diverse needs of their community. [10] They can also provide an alternative learning environment outside of traditional educational facilities that can benefit the complex and individual needs of some **younger people**, **children** and **disabled people**, especially those who have learning difficulties and may struggle in more traditional or formal settings.[11] The loss of facilities where children can socialise, and play could be particularly detrimental to **children** living in the local area. Demolition and resource relocation could adversely affect access to child social networks. Evidence suggests that early years provision plays an important role in a child's development and that free play in early childhood is a vital experience thorough which child learn social, conceptual and creative skills, as well as increasing their knowledge and understanding of the world.[12] The loss of long-standing community links risks creating feelings of isolation, particularly amongst **older people**. Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.[13] Age UK research indicates that physical isolation, a lack of social resources and a removal of familiarity can all contribute to feelings of isolation and loneliness amongst older people.[14] This in turn can lead to negative health outcomes such as poorer mental health, a higher likelihood of developing certain health conditions (e.g. obesity and alcoholism)	• Children • Younger people • Older people • Disabled people • LGBTQ+ • People from ethnic minority groups • People from religious minority groups

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[7] Causeway Coast & Glens Borough Council (2016): 'Strategic Framework for Community Centre Provision', Available at: CCGBC_Strategic_Framework_for_Community_Centre_Provision.pdf (causewaycoastandglens.gov.uk) Future of London (2020): 'Community, connection and Covid-19: how community hubs support cohesion and collaboration in tough times', Available at: Community hubs during Covid-19- Future of London.

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

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

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

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

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

[13] Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_lonelines_in_later_life_evidence_review.pdf .

[14] Age UK (2015) 'Evidence Review: Loneliness in Later Life'. Available at: https://www.ageuk.org.uk/globalassets/age-scotland/documents/reports-and-publications/reports-and-briefings/health--wellbeing/rb_june15_lonelines_in_later_life_evidence_review.pdf .

Potential risks and opportunities	Protected groups affected

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

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

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

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

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

Access to affordable housing

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

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

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

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

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

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

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

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

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

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

[22] Mayor of London (2020): 'Housing in London- 2020'. Available at: https://data.london.gov.uk/dataset/housing-london; Office for National Statistics (2019): 'Housing affordability in England and Wales- 2019'. Available at: https://www.ons.gov.uk/peoplepopulationandcommunity/housing/bulletins/housingaffordabilityinenglandandwales/2019

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

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Potential risks and opportunities	**Protected groups affected**

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

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

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

Members of the **LGBTQ+** community may also be affected by the availability of affordable housing when relocating to a new area. Research conducted within the World Habitat Report [29] outlines that personal experiences alongside wider institutional failures cause **LGBTQ+** groups to disproportionately experience housing issues. One in five **LGBTQ+** renters have experienced discrimination from a landlord or letting agent due to their gender identity or sexual orientation, which can in turn increase barriers to safe, secure and affordable housing.[30]

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

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

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

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

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

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

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

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

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

Potential risks and opportunities	**Protected groups affected**

show that **younger people** are around four times more likely to be unemployed than their adult counterparts aged 25-64.[32]

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

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

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

Employment opportunities According to the Development Trusts Association Scotland, benefits of community ownership can help deliver social and economic purpose by providing an increase of jobs, training and business opportunities.[37] Improved opportunities to access employment and education can serve to help address issues of inequality and improve social mobility, this may particularly benefit the protected characteristic groups who are more likely to face barriers to employment. These groups include **older people**, **disabled people,** and those from an **ethnic minority background**. New opportunities may also positively affect other protected characteristics groups who are more likely to face unemployment, including **younger people** and **women**. Statistics released in 2018 have shown that for the first time since the 1980s, British **women** are more likely to be unemployed than men. For younger people, amongst those aged 16-24, 11.2% are Not in Education, Employment or Training (NEET). Recent unemployment statistics for the UK show that **younger people** are around four times more likely to be unemployed than their adult counterparts aged 25-64.[38] High youth unemployment rates in London, which in 2022 stood at 14.2%, highlight the disproportionate benefit that employment opportunities could have on **younger people**.[39] Similarly, those who are **disabled** are twice as likely to be unemployed then those who are not. In London, disabled people make up 16% of the working age population, yet 29% of the unemployed population.[40] Analysis of national unemployment trends highlights that the rate of national unemployment is disproportionately high for **ethnic minority groups** when compared White British people.[41] These figures highlight the potential positive impact the creation of jobs due to redevelopment may have on these groups. There is an established link between child wellbeing and parental job status. **Children** that are dependent on adults who gain employment as a result of the scheme may benefit from reduced levels of stress and anxiety and educational attainment.[42]	• Older people • Disabled people • People from ethnic minority backgrounds • Younger people • Women • Children

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[32] UK Government (2018) 'Unemployment'. Available at: https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest
[33] ONS. (2022) Labour Force Survey (July to September 2022)
[34] ONS. (2022) Labour Force Survey (July to September 2022)
[35] Runnymede Trust. (2016): 'Ethnic Inequalities in London: Capital for All'.
[36] Stevens and Schaller. (2011): 'Short-run effects of parental job loss on children's academic achievement' Economics of Education Review 30(2): 289-299
[37] Development Trusts Association Scotland (2022): Benefits of community ownership' Available at: Benefits of community ownership | DTAS Community Ownership Support Service
[38] UK Government (2018) 'Unemployment'. Available at: https://www.ethnicity-facts-figures.service.gov.uk/work-pay-and-benefits/unemployment-and-economic-inactivity/unemployment/latest
[39] ONS. (2022) Labour Force Survey (July to September 2022)
[40] ONS. (2022) Labour Force Survey (July to September 2022)
[41] Runnymede Trust. (2016): 'Ethnic Inequalities in London: Capital for All'.
[42] Stevens and Schaller. (2011): 'Short-run effects of parental job loss on children's academic achievement' Economics of Education Review 30(2): 289-299

Potential risks and opportunities	Protected groups affected
In addition to potential employment opportunities, other benefits of community ownership include: ● changing attitudes and relationships with stakeholders; ● movement towards financial self-sufficiency; and ● independence and control over future projects in the area, allowing the community to make long term plans. Having community control of land could allow the needs of the community to prioritised. This would mean prioritising needs like accessibility, affordable housing, employment opportunities and green spaces would benefit various protected characteristic groups. This is outlined in further detail in the rows below.	
Building trust with the community Ensuring that plans benefit all community members, especially marginalised groups, can lead to greater trust in the community. Building trust within a local community is essential as it lays the foundation for a cohesive and supportive environment where individuals can work together towards common goals and feel secure in their collective identity and future. In the UK, there is greater trust in local, compared to national government.[43] Research suggests this is due to a greater sentiment of collaboration across parties to serve local needs. According to a survey on resident satisfaction by the Local Government Association, on average, 66% of people in England were satisfied by the way their local council was run. [44] Furthermore, a reported 60% of people thought that their local council acted on the concerns of local residents and 62% trusted their local council. However, trust with local authorities can be harmed by poor experiences with local services. A survey conducted by the Royal Society for Arts, Manufactures and Commerce (RSA), a UK charity, found out that discrimination in local services was twice as high among **ethnic minorities** in comparison to White British residents.[45] Additionally, The UK Disability Survey conducted in 2021 reported that over half of **disabled respondents** were worried about being insulted or mistreated because of their disability.[46] For this reason, trust from people from ethnic minority backgrounds and disabled people may be harder to gain.	● Disabled people ● People from ethnic minority backgrounds
Access to affordable workspace Affordable workspace is often defined as workspace having a rental value below the market rate, 80% or less.[47] Though labelled affordable, the operation costs for these spaces often are still too high for the SMEs and businesses that occupy the space. Supporting SMEs presents an opportunity for diversity and inclusion. According to the Longitudinal Small Business Survey in 2019, 15% of SMEs in the UK are **women**-led and 15% of SMEs in London are led by **people from ethnic minority backgrounds**.[48] Independent small businesses including shops, cafes and restaurants, play an important role in supporting the vitality and vibrancy of local communities and often operate from smaller premises. Research shows that **ethnic minority people** are more likely to be self-employed in the UK when compared with White people.[49] **Ethnic minority people** are also twice as much likely to be in precarious work as White people, which includes self-employed workers working	● People from ethnic minority groups ● Older people ● Women

[43] Bunting, H. & Stride, G. (2023): 'The core principles of trust applied to local government' Available at: https://lgiu.org/blog-article/the-core-principles-of-trust-applied-to-local-government/
[44] The Local Government Association (2022) 'PUBLIC ATTITUDES OF LOCAL GOVERNMENT' Available at: https://www.local.gov.uk/sites/default/files/documents/LGA%20Polling%20Trends%20Infographic%202016_21%20FINAL.pdf
[45]Royal society for arts, manufactures and commerce (2021): 'Ethnic minorities twice as likely to face discrimination in local services' Available at: https://www.thersa.org/press/releases/2021/ethnic-minorities-twice-as-likely-to-face-discrimination-in-local-services
[46] Disability Unit UK (2021): 'UK Disability Survey research report, June 2021' Available at: https://www.gov.uk/government/publications/uk-disability-survey-research-report-june-2021/uk-disability-survey-research-report-june-2021
[47] British Council for Offices (2021): 'AFFORDABLE WORKSPACE: A SOLUTION, NOT A PROBLEM' Available at: https://creativelandtrust.org/wp-content/uploads/2021/11/CLT-bco-affordable-workspaces.pdf
[48]
[49] House of Commons (2020): 'Unequal impact? – Coronavirus and BAME people'

Potential risks and opportunities	Protected groups affected

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

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

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

Access to voluntary and community sector workspace

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

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

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

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

Protected groups affected:
- People from ethnic minority backgrounds
- Women
- Older people

[50] LSE (2016): 'Self-employment is precarious work' Available at: Self-employment is precarious work (lse.ac.uk)

[51] CSI (2019): 'Are employers in Britain discriminating against ethnic minorities?' Available at: Are-employers-in-Britain-discriminating-against-ethnic-minorities_final.pdf (ox.ac.uk)

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

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

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

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

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

[57] Community Southwark (2024): 'https://communitysouthwark.org/

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

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

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

Potential risks and opportunities	Protected groups affected

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

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

Access to good quality green space The ability to access and use green space has been shown to impact positively on both physical and mental health. Green space can play a fundamental role in facilitating and promoting social interaction,[62] which in turn can support a sense of belonging and community[63] and improve overall levels of happiness.[64] This is likely to particularly benefit **older people** as they are often more vulnerable to loneliness and social isolation compared to other sections of the population.[65] Green space can also have a positive role in a **child**'s cognitive development,[66] their wellbeing,[67] and is linked to lower BMI. Access to green space has also been shown to have positive health benefits for **disabled people**, **and people with autism or learning disabilities** in particular.[68] Access to safe green and open space can also benefit **pregnant people** by reducing blood pressure and depression.[69] The benefits of green space in improving mental well-being are now often included as part of a green agenda in some mental health treatment programs, known as ecotherapy.[70] Research has found that in urban areas, people from **ethnic minority backgrounds** tend to have less access to local green space and the green space they have access to are often of poor quality.[71] Evidence also shows that safety of urban green space is particularly important to people from **ethnic minority backgrounds**. As these protected characteristic groups may perceive themselves as vulnerable when visiting urban green spaces due to previous experiences of victimisation or harassment.[72] Such experiences can result in people **from ethnic minority backgrounds** as well as **women** feeling fearful of urban green spaces. As a result,	• Children • Older people • Disabled people • People with autism or learning disabilities • People from ethnic minority backgrounds • Pregnant people

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

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

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

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

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

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

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

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

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

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

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

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

Potential risks and opportunities	Protected groups affected
appropriately managed and maintained green spaces can help to ensure all its users, especially people from **ethnic minority backgrounds**, feel and are safe using green space. Green roofs, roofs of buildings that have growing vegetation over a waterproofing membrane and sometimes include drainage and irrigation systems, are considered to have positive impacts on both the environment and society. [73] The implementation of green roofs offers a multitude of benefits including: ● stormwater management; ● improved air quality; ● improved energy efficiency; ● enhanced biodiversity; ● reduced heating costs; and ● food growing opportunities.[74]	
Community gardening opportunities Promoting food growing opportunities across the borough may enhance access to healthy food for all, benefitting especially **children** and **older people**. In the UK, community gardens tend to serve multiple purposes. For instance, they provide open space while operating as plots for those interested in gardening. By examining the diversity and inclusivity of community gardens in promoting the wellbeing and engagement of older individuals through a spatial justice perspective, disparities in access to these green spaces are revealed. Spatial justice can be defined as being the equal and equitable distribution of, and the ability to use, socially valued resources within a space.[75] According to researchers at UCL, spatial justice is often not considered when developing community gardens. [76] As a result, **older people** may face barriers to participation through accessibility issues such as spatial designs deficiencies that fail to address people with disabilities, which may be associated with ageing. Gardening can be beneficial to an **older person's** mental health, sense of responsibility, connection to others and continuation of learning. Especially in a community environment, gardening can also alleviate feelings of loneliness in this protected characteristic group.[77] Gardening offers invaluable lessons to **children**, from developing and engaging with their own senses and motor skills, to encouraging healthy eating, learning responsibility and patience and developing social skills. Several academics have also suggested that early life experience of nature can help to develop an environmental awareness, stewardship and a positive relationship with nature later on in life.[78] Research carried out by the Social Market Foundation found that 16% of survey respondents said either not having access to a car or not being near a supermarket offering healthy food at low prices was a barrier to eating healthily. This shows that accessing food stores with healthy produce available was a key concern. Segmented by age groups, the research showed that this was particularly a barrier for older groups with a fifth (20%) of over 55s stating either of these issues as a barrier to eating healthily, compared to just over one in 10 (11%) of 18-34 year olds.[79] For ethnic minorities, community gardening can act as a way to promote inclusion and awareness of culture. Research by the Federation of City Farms & Community Gardens shows that over 70% of **ethnic minority communities** reside in some of the most economically	● Children ● Older people ● People from ethnic minority communities

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

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

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

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

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

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

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

Potential risks and opportunities	Protected groups affected

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

Health benefits of shifting away from car travel There is a direct relationship between health, air quality and transport infrastructure.[81] Road transport is a major source of emissions.[82] Both diesel and petrol vehicles emit air pollutants through engine emissions and friction between their brake pads and tyres on the road. Debates are ongoing regarding which fuel is the cleanest, but there is agreement that in the long-term, electric cars will offer the greatest chance of reducing air pollution.[83] Harmful air pollutants such as particulate matter, nitrogen oxide and sulphur dioxide can impact human health in a variety of ways in both the short and long term. Research indicates that the magnitude of the impact of air pollution varies according to the duration of exposure and the sensitivity of the individual concerned.[84] Although air pollution affects everyone, people with protected characteristics are more likely to be disproportionately exposed to air pollution and suffer disproportionate affects when exposed to air pollution.[85] Research suggests that air pollution can aggravate and worsen existing cardiovascular, respiratory and allergy-related conditions such as asthma.[86] As a result, **older people** and **disabled people** are more susceptible to the health effects of air pollution as they are more likely to have pre-existing health conditions. Air pollution can also lead to the development of new conditions including pneumonia and cancer, and ultimately reduce life expectancy.[87] Emerging research suggests that air pollution might also affect the brain and could be linked to dementia and cognitive decline.[88] Also, **children** and **younger adults** with asthma are more at risk from the effects of pollution because they have faster breathing rates, and their lungs are still developing, which can make them more susceptible to changes in particulate matter concentrations in the air.[89] Similarly, air pollution can disproportionately impact the health of babies during antenatal development.[90] **People who live in deprived areas** can also be more susceptible to the impacts of air pollution, potentially because they tend to be in poorer health than the rest of the population and reside in areas closer to busy roads.[91]	● Children ● Younger people ● Older people ● Disabled people ● Pregnant people ● People living on low income
Redistribution of space away from cars Any potential change in the distribution of street space away from private cars is likely to be associated with a reduction in severance for both pedestrians and road users, which can differentially impact **children, older people and disabled people.**	● Children ● Older people ● Disabled people

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

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

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

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

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

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

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

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

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

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

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

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

Potential risks and opportunities	Protected groups affected

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

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

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

Inaccessibility of the pedestrian environment The shift away from car travel could negatively impact some protected characteristic groups if the pedestrian environment is inaccessible or poorly designed. For example, the upkeep of streets and the design of the environment were mentioned as common barriers **older people** and **disabled people** faced when using the public realm. Uneven surfaces, steeps hills, high kerbs, holes in pavements and a lack of places to rest have been cited in research as reasons these protected characteristic groups feel anxious about walking.[97] **Disabled people** with a range of learning and physical impairments frequently state that a reason for their lack of activity is due to the inaccessibility of the pedestrian environment, particularly road crossings where evidence shows they feel particularly vulnerable.[98] Also, disabled people have historically not been included in cycling discussions and as a result infrastructure has not accounted for their needs, exacerbating inequalities.[99]	• Older people • Disabled people
Reduction of parking spaces A reduction in parking infrastructure, especially if this includes spaces close to services and facilities or Blue Badge parking, can disproportionately impact those who may be reliant on a car to travel if appropriate alternatives for transport are not available. This can adversely affect parents with **younger children**,[100] and **disabled people** who rely on such parking facilities in order to access a range of services and facilities, as well as, potentially, their homes. This can lead to knock-on effects on parents and **disabled people**'s independence, exacerbating issues such as loneliness and social isolation.[101]	• Children and people using buggies or pushchairs • Disabled people
Energy efficiency and health effects Warm and insulated homes can help prevent against the health and wellbeing impacts of living in a cold home.[102] **Children** living in cold homes are more than twice as likely to suffer from a variety of respiratory problems than **children** living in warm homes. Cold housing can negatively	• Children • Older people • People with lower socio-economic status

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

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

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

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

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

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

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

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

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

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

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

Potential risks and opportunities	Protected groups affected

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

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

Fuel poverty Fuel poverty is directly related to the energy efficiency of a building and occurs when owners or residents cannot afford to keep adequately warm at a reasonable cost given their income.[107] With regard to insulation, the Decent Homes Standard (DHS) requires local authorities to make sure all social housing provides a reasonable degree of thermal comfort to its residents. This includes ensuring efficient heating is provided with use of minimum insulation levels. However. the DHS does not require local authorities to ensure all social housing is heated affordably, and therefore does not always automatically serve to address issues such as fuel poverty.[108] Research suggests that fuel poverty is more common among people from ethnic minority backgrounds when compared to White households.[109] Data shows that in 2015, 16% of **ethnic minority households** were living in fuel poverty compared to 10% of White households.[110] **Disabled people** often use more heating to stay warm because of their impairment or disability, this is especially the case for people with mobility impairments.[111]	• Disabled people • People from ethnic minority backgrounds • People living on low income
Cost of retrofitting, building or installing energy efficient infrastructure Retrofitting existing buildings and homes is likely to involve an upfront monetary cost. On average, the purchase and installation of solar panels cost about £7,000 for a three-bedroom home in the UK.[112] Similarly, the implementation of green roofs are a large expense, costing about £100 per square metre in the UK.[113] Although this may be mitigated by the cost savings from having a more energy efficiency building or home in the long-term, the upfront cost may be unaffordable for some. Furthermore, some roofs may not be suitable for retrofitting green roofs and solar panels. This could be the case for people at risk of financial exclusion, who experience difficulty accessing appropriate and mainstream financial services, such as bank accounts and loans. This includes **younger people not in employment**, **older people**, **single parent families** (the vast majority of whom are led by **women**) and people from **ethnic minority backgrounds**.[114]	• Older people • Younger people not in employment • Single parent families • People from ethnic minority backgrounds • Women

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

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

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

[106] GOV.UK (2022): 'State of the Nation 2022: Chapter 1 – The new Social Mobility Index', Available at State of the Nation 2022: Chapter 1 – The new Social Mobility Index - GOV.UK (www.gov.uk)

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

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

[109] This does not include White ethnic minority households.

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

[111] Scope (2018): 'Out in the Cold'.

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

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

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

Potential risks and opportunities	Protected groups affected
Construction phase effects of retrofitting, building or installing energy efficient infrastructure on homes and other buildings Retrofitting homes and other buildings, building or installing energy efficient infrastructure or connecting to district heating networks, is likely to result in some level of disruption to the local community. This could involve involuntary temporary vacation of homes and other buildings and homes, which can impact upon residents' or buildings users' routines and cause stress and anxiety. For example, **disabled people** can experience heightened stress due to their impairment[115] and people suffering from dementia or Alzheimer's are more likely to find changes to their routine and adapting to a new environment stressful and confusing.[116] Physical health effects may also arise as a result of the environmental effects of construction in homes and other buildings. **Older people**, **disabled people**, and **children** are likely to be affected by changes in air quality that may arise. Increased air pollution can impact upon underlying respiratory conditions for older and disabled people and contribute to health impacts in younger **children**, including long term cognitive issues and neurodevelopment.[117] Noise pollution can also have adverse health impacts on **older people** including sleep disturbance and stress.[118]	• Older people • Children • Disabled people
Information, communication and engagement with local communities Complex material and information may present a challenge to those who have different information and communication needs, this includes but is not limited to **people with learning disabilities**, **people with low literacy levels**, **older people**, **people with visual or hearing impairments** and **people with English as a second language**. Best practice guidance[119] and evidence suggests that the following processes can ensure that information documents are fully accessible to everyone and reduce concerns regarding access to information: • information should be in short, concise sentences without jargon; • pictures should be included where possible to support the text; • the format, layout and length of document should be carefully considered; • easy read, braille, audio and large print should be provided upon request; and • information should be translated into people's first language upon request. The COVID- 19 pandemic has seen an increased shift to the use of digital tools to aid information and communication during engagement programmes. However, some groups are more likely to be digitally excluded, and an over-reliance on these forms of information communication could exclude many from the regeneration conversation. Many **older people** tend to be less familiar with technology,[120] and this can act as a barrier to them accessing digital information. A third of **older people** are not online; whilst a fifth of **disabled people** are not internet users.[121] Level of education (associated with deprivation) is often also a factor in digital exclusion- just 36% of people with no qualifications are internet users.[122]	• Children • Younger people • Older people • Disabled people • People with English as a second language • People from deprived areas • People from ethnic minority groups

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[115] National Autistic Society (2016) ''Obsessions, repetitive behaviour and routines'. Factsheet.
[116] Son, G. R., Therrien, B., & Whall, A. (2002).' Implicit memory and familiarity among elders with dementia'. Journal of Nursing Scholarship, 34(3), 263-267
[117] Asthma UK (2017). 'Pollution'. Available athttps://www.asthma.org.uk/advice/triggers/pollution/100 Department for Environmental Food and Rural Affairs (2013): 'Guide to UK Air Pollution Information Resources'.
[118] World Health Organisation (2011): 'Burden of disease from environmental noise Quantification of healthy life years lost in Europe'. Available at: http://www.who.int/quantifying_ehimpacts/publications/e94888.pdf?ua=1
[119] Change (2015): 'how to make information accessible: a guide to producing easy read documents' Available at: How-to-make-info-accessible-guide-2016-Final (changepeople.org) Department for Health and Social Care (2010): 'Making written information easier to understand for people with learning disabilities' Available at: Making written information easier to understand for people with learning disabilities - GOV.UK (www.gov.uk) MENCAP (date unknown): 'Making myself clear' Available at: Making-Myself-Clear.pdf (accessibleinfo.co.uk)
[120] ONS (2018): 'Internet users: UK, 2018'
[121] Citizens Online (2020). 'Digital exclusion in population screening programmes. Available at: https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf
[122] Citizens Online (2020). 'Digital exclusion in population screening programmes'. Available at: https://www.citizensonline.org.uk/wp-content/uploads/2020/05/ScreeningEIAReportSummaryProofedSignedOff.pdf

Potential risks and opportunities	Protected groups affected
Despite the speed and efficiency of the internet, it can be a major source of anxiety and stress for some **people with certain disabilities** and **older people**.[123] Poor digital access and literacy experienced by people in these groups may make navigating the internet or attaining digital devices more difficult. As some disabled people are statistically more likely to be on a lower income[124], they may not be able to afford the technology required. The Office for National Statistics (ONS) found that across all age groups, the proportion of non-disabled internet users was higher than disabled internet users. The difference in usage was particularly large for the over 75 age group.[125] This suggests that providing information solely via the internet can create a barrier for **older people.** Providing clear digital information for individuals with **non-visible and neurodiversity** can help improve their accessibility to information. 'Seldom- heard' groups- such as **children** and **younger people**, **disabled people**, people from **deprived areas**, and people from **ethnic minority groups** - are at particular risk of exclusion from the engagement process.[126] It is recommended that engagement 'go the extra mile' to reach these groups by: ● meeting people 'on their own turf' and at times which suit them best; ● offering a range of meeting times and venues; ● reimbursing travel costs; and ● publicising events in languages other than English.	

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

[124] Equality and Human Rights Commission (2017): 'Being disabled in Britain' Available at: Being disabled in Britain: a journey less equal | Equality and Human Rights Commission (equalityhumanrights.com)

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

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

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