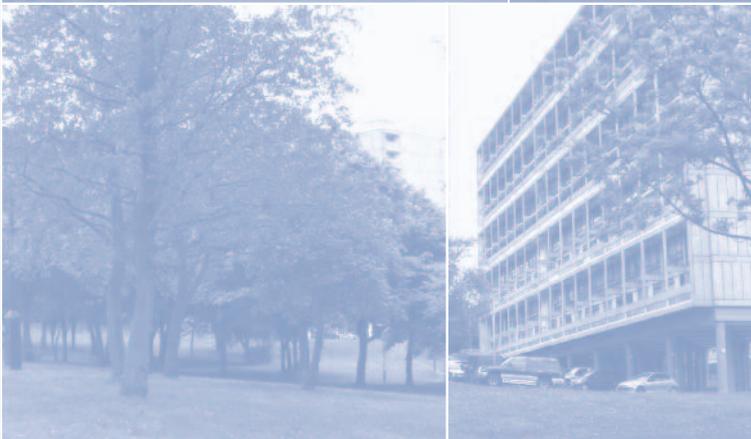


# Roehampton Supplementary Planning Document Initial Equality Impact Assessment

September 2015



## Initial Equality Impact Assessment

### **Department(s)**

Administration, Economic Development Office

### **Decision**

Adoption of Roehampton Supplementary Document at Community Services  
Overview and Scrutiny Committee 22.09.15

### **People involved**

Nick Smales – Economic Development Officer  
Gary Cox – Regeneration Project Manager  
Janine Newton – Regeneration Project Officer

## 1 What are the aims of the policy?

It is proposed that the council adopt the Roehampton Supplementary Planning Document (SPD), as planning policy, at the Community Services Overview and Scrutiny Committee in September 2015.

The subject of the Roehampton SPD is a designated area of the western part of the Alton Estate. The estate is located in Roehampton, between Putney Heath and Richmond Park, to the west of the London borough of Wandsworth. The estate was built in the 1950s, and was developed in two phases, Alton East and Alton West. Each phase was designed by a separate architectural team. The part of the Alton Estate which forms the SPD area is defined by Priory Lane to the west, Clarence Lane to the north, Richmond Park to the south and Roehampton Lane and Hershams Close to the east. The SPD area was referred to as the Alton area in the Alton Area Masterplan, which was approved by the council in October 2014.

The SPD aims to translate into planning policy the proposals and ideas outlined in the Alton Area Masterplan. The SPD does not contain new policies, but rather provides detailed supplementary guidance. The SPD's purpose is to positively support the ongoing regeneration process by providing guidance to prospective developers, stakeholders and residents on the nature and form of development that the council is likely to find acceptable in the SPD area.

The SPD reflects and builds on relevant policies in the Wandsworth Local Plan to provide additional guidance on how those policies should be implemented. The SPD formalises the ideas and proposals outlined in the Alton Area Masterplan.

### **The objectives of the masterplan were to:**

- Improve the two local centres and the services they offer
- Improve or replace poor quality buildings
- Strengthen existing community buildings and create new facilities within local centres
- Re-connect streets, centres, communities and open space to the surrounding area
- Repair streets, public spaces and pedestrian links to make them more convenient and usable
- Extend a high quality landscape throughout the Alton area
- Reveal the highest qualities of the estate's heritage features
- Provide new job and training opportunities for local people

The SPD presents eight core principles that incorporate the masterplan's objectives. These principles will guide the regeneration process of the Alton area, referred to in the SPD as the SPD area.

### **The principles address the following eight subjects:**

- 1 Housing (Core Principle 1)
- 2 Services and local centres (Core Principle 2)
- 3 Community facilities (Core Principle 3)
- 4 Landscape and recreation (Core Principle 4)
- 5 Heritage (Core Principle 5)
- 6 Urban design (Core Principle 6)
- 7 Transport and access (Core Principle 7)
- 8 Sustainability (Core Principle 8)

## Equalities

Under the public sector Equality Duty the council is required to have due regard for the need to eliminate discrimination, promote equality of opportunity and foster good relations between different communities; this needs to be applied to shaping policy and delivering services.

The public sector Equality Duty requires the council to consider the needs of people who may have one or more of the following protected characteristics: age, disability, marriage and civil partnership, gender reassignment, pregnancy and maternity, race, religion and belief, gender and sexual orientation.

The Alton area regeneration is a long-term project which will be delivered over a period of approximately ten years. This exercise represents the scoping of potential and predicted equalities impacts both at this SPD stage and throughout the regeneration process.

## 2 What is the rationale behind the policy?

The rationale behind the proposed SPD adoption is that the council should show commitment to the proposals presented in the Alton Area Masterplan. The SPD provides clear guidance regarding the nature and form of development that the council is likely to find acceptable in the SPD area. The decision to formalise the masterplan proposals as planning policy signifies the council's commitment to invest in the local area and progress a placemaking programme which aims to deliver improved housing, environment, accessibility and community facilities.

The masterplan suite of documents, including the baseline report and the final report, provides evidence that underpins the SPD. The following documents provide the evidence base for the SPD:

- Alton Area Masterplan Baseline Report (August 2013, made public October 2014)
- Alton Area Masterplan Report (October 2014)
- Draft Roehampton SPD Sustainability Appraisal (April 2015)
- Wandsworth Strategic Housing Market Assessment (2012)
- Local Plan Review Sustainability Appraisal (October 2014)
- Wandsworth Open Space Study (2007)
- Wandsworth Retail Study (2012)
- Wandsworth Local Centres Survey (2014)
- Wandsworth Council Playing Pitch Strategy (2014)
- Alton area Conservation Area Appraisal and Management Strategy
- London Biodiversity Action Plan (London Biodiversity Partnership)

The baseline report and the above supporting documents highlighted a number of issues and challenges related to the SPD area:

- There are higher levels of deprivation amongst residents than found across the wider area.
- The estate is physically separate and distinct from the surrounding Roehampton and south-west London context.
- The local town centre and small shopping parade offer a limited range of services.
- There is an ageing and obsolete community infrastructure.
- There is an absence of leisure, recreation and cultural draw for the wider southwest London community.
- Residential design flaws include building placement, unused spaces, a lack of security and active frontages.

The SPD addresses the same four intervention areas outlined in the masterplan document:

### **1 Roehampton Local Centre (Danebury Centre in the masterplan)**

This area was selected for inclusion in the regeneration programme because there are issues with the quality of buildings and public spaces. Roehampton Lane presents a poor-quality image and identity which prevents the centre from reaching its potential and providing a full range of services to residents.

### **2 Portswood Place Important Local Parade (Park Centre: Portswood Place in the masterplan)**

This area was selected for inclusion in the regeneration programme because the range and quality of services at Portswood Place is limited. The area is negatively affected by poor-quality building stock, public realm, parking and bus turning areas.

### **3 Danebury Avenue Housing (Roehampton Lane Housing in the masterplan)**

This area was selected for inclusion in the regeneration programme because there are a number of issues with the housing stock in the Danebury neighbourhood. These issues include physical conditions, a lack of clarity between public and private outdoor spaces, poor-quality entrances and poor positioning of homes, which create unsafe spaces and do not promote community interaction.

### **4 Central Landscape (Alton Park in the masterplan)**

This area was selected for inclusion in the regeneration programme because it lacks modern and accessible play spaces as well as usable outdoor areas conducive to socialising and resident interaction. A lack of connections combined with areas of overgrowth and self-seeding trees have resulted in dark spaces with limited use.

In response to these issues and challenges, Wandsworth Council is now seeking to transform the area in order to create a more welcoming and desirable place. The adoption of the Roehampton Supplementary Planning Document will provide a planning policy platform for the proposals. It will also highlight to stakeholders, residents and prospective developer partners, the council's clear intentions for a successful regeneration programme.

### 3 What information do you have on the policy and the potential impact of your policy in relation to the following?

#### Race

The 2011 Census collected the following data with regard to the race of residents of the Alton West Estate:

- 62% were White (compared with 71% for the London borough of Wandsworth)
- 7% were mixed/multiple race (compared with 5% for the London borough of Wandsworth)
- 11% were Asian/Asian British (compared with 11% for the London borough of Wandsworth)
- 17% were Black/African/Caribbean British (compared with 11% for the London borough of Wandsworth)
- 3% were 'Other' (compared with 2% for the London borough of Wandsworth).

This highlights that the percentage of Black and minority ethnic (BME) residents is higher than the borough average. This means that any changes (positive or negative) will have an impact on more BME residents than White residents, as a ratio in comparison with the wider borough.

The planned October 2015 housing needs survey will be conducted across all households included in the list of residential properties proposed for demolition. This survey will include the collection of data regarding the ethnicity of this group of residents. The findings from the housing needs survey will be used to evaluate impact in future equalities assessments.

#### Gender

The 2011 Census collected the following data with regard to the gender of the residents of the estate:

- 44% were male (compared with 48% for London borough of Wandsworth)
- 56% were female (compared with 52% for London borough of Wandsworth).

The planned October 2015 housing needs survey will be conducted across all households included in the list of residential properties proposed for demolition. This survey will include the collection of data regarding the gender of this group of residents. The findings from the housing needs survey will be used to evaluate impact in future equalities assessments.

#### Disability

The 2011 Census collected the following data with regard to disability affecting residents of the estate:

Day-to-day activities:

- 7% stated that their day-to-day activities were limited a lot (compared with 5% for the London borough of Wandsworth)
- 7% stated that their day-to-day activities were limited a little (compared with 6% for the London borough of Wandsworth)
- 87% stated that their day-to-day activities were not limited (compared with 89% for the London borough of Wandsworth).

Descriptions of health:

- 50% stated that they had very good health (compared with 57% for the London borough of Wandsworth)
- 35% stated that they had good health (compared with 30% for the London borough of Wandsworth)
- 11% stated that they had fair health (compared with 9% for the London borough of Wandsworth)
- 4% stated that they had they health (compared with 3% for the London borough of Wandsworth)
- 1% stated that they had very bad health compared with 1% for the London borough of Wandsworth).

This highlights that the percentage of disabled residents is slightly higher than the borough average. This means that any changes (positive or negative) will have an impact on a greater number of disabled residents as a percentage of the total, than in comparison to the wider borough.

The planned October 2015 housing needs survey will be conducted across all households included in the list of residential properties proposed for demolition. This survey will include the collection of data regarding property adaptations carried out to meet the needs of disabled people and numbers of disabled residents currently living in these properties. The findings from the October housing needs survey will be used to evaluate impact in future equalities assessments.

## Age

The 2011 Census collected the following data with regard to the age of residents of the estate:

- 8% were pre-school (age 0–4) (compared with 7% for the London borough of Wandsworth)
- 11% were school (age 5–14) (compared with 9% for the London borough of Wandsworth)
- 41% were young adult (age 15–29) (compared with 27% for the London borough of Wandsworth)
- 18% were family makers (age 30–44) (compared with 31% for the London borough of Wandsworth)
- 15% were older families (45–64) (compared with 18% for the London borough of Wandsworth)
- 7% were retired (65+) (compared with 9% for the London borough of Wandsworth).

The above data indicates that there is a slightly smaller percentage of residents of retirement age or older in this area than the borough as a whole. The main areas of difference are the 15–29-year-old group and the 30–44-year-old group which are respectively 14% higher and 13% lower than the borough as a whole. This indicates that residents are choosing to leave the area once they reach their thirties. However, these numbers are skewed by the presence of Roehampton University, which inflates the number of young adults aged 15–29 years old recorded in the area. Yet, even while considering the reasons for the decrease in numbers between ‘young adults’ and the ‘family maker’ groups, it should be noticed that the latter group forms a much smaller percentage of the total local population than it does on average within the borough.

The planned October 2015 housing needs survey will be conducted across all households included in the list of residential properties proposed for demolition. This survey will include the collection of data regarding the ages of this group of residents. The findings from the housing needs survey will be used to evaluate impact in future equalities assessments.

## Religion and Belief

The 2011 Census collected the following data with regard to the faith of residents of the estate:

- 50% stated that they were Christians (compared with 53% for the London borough of Wandsworth)
- 1% stated that they were Buddhist (compared with 1% for the London borough of Wandsworth)
- 1% stated that they were Hindu (compared with 2% for the London borough of Wandsworth)
- 1% stated that they were Jewish (compared with 1% for the London borough of Wandsworth)
- 12% stated that they were Muslim (compared with 8% for the London borough of Wandsworth)
- 1% stated that they were Sikh (compared with 0% for the London borough of Wandsworth)
- 0% stated that they were ‘other’ (compared with 0% for the London borough of Wandsworth)
- 26% stated that they had no religious values (compared with 27% for the London borough of Wandsworth)
- 8% did not state a religion (compared with 8% for the London borough of Wandsworth).

It should be noted that the religions and beliefs reported in this area are broadly reflective of the borough as a whole. The most significant variation is the 4% larger number of people identifying themselves as Muslim.

The planned October 2015 housing needs survey will be conducted across all households included in the list of residential properties proposed for demolition. This survey will include the collection of data regarding the faiths of this group of residents. The findings from the housing needs survey will be used to evaluate impact in future equalities assessments.

## Sexual orientation

The 2011 Census did not collect information about sexual orientation. There is no information available regarding this protected characteristic in relation to residents of the estate.

## Consultation

An 18-month masterplanning process preceded the creation of the draft SPD. Two formal consultation stages and multiple informal consultation methods and events contributed to the formation of the final masterplan and the draft SPD. This pre-SPD consultation included pre-masterplanning baseline stakeholder meetings and interviews as well as arts and community activities, a six-week options consultation and an eight-week period of preferred option consultation. The later consultation stages included meetings with statutory and non-statutory groups, local businesses and residents; presentations to community groups and forums; a tailored door-knocking exercise; a questionnaire; and updates in local publications.

Reports detailing the two formal consultation phases can be found on the regeneration web page – [www.wandsworth.gov.uk/roehampton](http://www.wandsworth.gov.uk/roehampton). This masterplanning consultation, albeit clearly separate to the SPD consultation, helped to define certain elements of the final masterplan and subsequently the draft SPD.

The SPD consultation followed the Town and Country Planning Regulations 2012 as well as the council's Statement of Community Involvement (SCI). The consultation included documentation being made available at selected libraries and Wandsworth Town Hall, a mail-out to listed consultation bodies, updated web pages on the council's regeneration and planning pages and an SPD display presentation in Roehampton library.

In comparison to the masterplan consultation, which included more than 800 residents, fewer than 20 residents responded to the planning policy SPD consultation.

The main concerns raised by residents were:

- whether residents currently living on the estate would be relocated against their wishes
- whether the library and other community facilities would be reprovided
- whether open and green space would be reduced in favour of housing
- whether new housing is required
- whether the masterplanning consultation had been comprehensive
- whether the Danebury Avenue and Highcliffe Drive barriers are to be retained.

Each of the above points and others will be addressed in the SPD Statement of Consultation and edits will be made to the SPD. There weren't any specific equalities concerns raised during the SPD consultation.

#### 4 Thinking about each group below please list the impact that the policy will have.

##### Positive impacts of policy

##### Possible negative impacts of policy

##### Across the strands

A major development of an area as large as the SPD designation will include direct and indirect long-term implications for a large range of the local population. The SPD proposals are expected to be carried out while residents, including tenants, leaseholders, freeholders and subtenants, are in situ on the estate. This inclusion of the current resident households increases the need for an understanding of the existing population's housing and community needs.

Adoption of the SPD will result in residents benefitting from the development of new high-quality housing built to the Mayor of London's design guidance on quality and size. An uplift of approximately 500 properties is expected after taking into account properties to be demolished.

All council tenants are being offered a new home on the Alton Estate and resident leaseholders and freeholders will be able to purchase a new home in the development through participation in a shared equity scheme.

These opportunities were outlined, along with other positive commitments, in offer booklets published in November 2014:

[http://www.wandsworth.gov.uk/downloads/file/10554/tenants\\_offer\\_booklet](http://www.wandsworth.gov.uk/downloads/file/10554/tenants_offer_booklet)

[http://www.wandsworth.gov.uk/downloads/file/10555/leaseholder\\_and\\_freeholder\\_offer\\_booklet](http://www.wandsworth.gov.uk/downloads/file/10555/leaseholder_and_freeholder_offer_booklet)

The SPD aims to contribute to promoting equality of opportunity, social cohesion and good relations. The management of the redevelopment will not discriminate against any individuals or groups and will take into account individual needs and requirements, including adaptation requirements.

The SPD will result in the reprovision of all existing community facilities including the library, youth club, Roehampton Base and the Methodist church and church hall. There will also be an increase in community facilities available to residents with the addition of a multi-use games area and an improved retail offer.

The redevelopment of the SPD area may result in disruption to the pre-existing community in terms of the demolition and rebuild process. It may also adversely affect social cohesion, including neighbourhood groups and residents' associations. The housing needs survey will provide a deeper insight into these community structures and provide an understanding of close ties between residents and neighbours. Should the survey highlight any potential impact in relation to community cohesion this would be mitigated via the local lettings plan and the phasing of the decant process.

There are possible negative impacts for those leaseholders whose financial circumstances may have changed since buying their home. In order to mitigate any likelihood that leaseholders will not be able to buy back into the new development, a flexible approach will be taken in relation to the shared equity percentages. Advice and assistance will be provided on a one-to-one basis to determine what the best housing solution might be for such households.

There are potential negative impacts for the private tenants of non-resident leaseholders and freeholders. The profile of these residents is unknown and therefore we are unable to assess whether there is a greater impact on a particular group which falls into a protected characteristic. It is not clear at this stage, prior to the housing needs survey, what duties or responsibilities the council may have in respect to these tenants. It is reasonable to assume that the majority will make their own arrangements for rehousing as their tenancies come to an end and, for one reason or another, are not renewed.

Advice and, as appropriate, assistance will be available to any private tenants who wish to discuss their housing options and any housing duties that the council may have in respect to their household as set out in current statute and guidance.

**Positive impacts of policy**

**Possible negative impacts of policy**

**Across the strands**

There is a need to ensure that facilities are available throughout the scheme and this will be managed through the phasing process, e.g. replacing facilities pre-demolition or temporarily co-locating services.

The SPD will create a safe and attractive public realm that minimises opportunities for crime and promotes a strong sense of place. The SPD promotes the provision of a network of safe and attractive routes through the area for pedestrians and cyclists. This will have positive benefits for all groups by ensuring that community safety, and potentially general health, is improved.

Although the estate is a suitable commuter distance from central London, there is a lack of an efficient transport infrastructure. The SPD aims to improve public transport and the accessibility of the estate. This will increase employment opportunities for all groups. This will be particularly valuable for the residents as currently the number of residents in employment is particularly low (38%) when compared with 71% for the borough and 63% for London.

It is impossible to know the make-up of the resident profile of the area in ten years' time. The demographic of the estate will be affected by a range of factors over which the SPD has limited or no control. Therefore, the impact of the SPD has been considered using the demographic data available at the time of the screening. The ongoing impacts will need to be continually monitored as the delivery of the regeneration programme is progressed.

The 2015 housing needs survey will aim to collect data confirming the residential status of all leaseholders and freeholders. This will allow the council to identify how many subtenant households are affected by the regeneration proposals. This will have to be considered in the local lettings plan, decanting, phasing and relocation processes.

The October 2015 housing needs survey will provide a clearer understanding of the concerns residents have in relation to the proposed regeneration programme.

**Race**

As outlined in the 'Across the strands' section above.

As outlined in the 'Across the strands' section above.

**Gender**

As outlined in the 'Across the strands' section above.

As outlined in the 'Across the strands' section above.

**Positive impacts of policy****Possible negative impacts of policy****Disability**

The SPD adoption will have a positive impact on disabled residents. The new routes in and out of the SPD area will enhance accessibility and include the installation of DDA-compliant street furniture. Pavements, including those behind the Harbridge Avenue properties, will be developed so that they are wheelchair accessible.

All new facilities will also be highest quality in terms of DDA compliance.

All new developments will meet Building Regulations requirement M4 (2) 'accessible and adaptable dwellings' (90% of all new dwellings) and meet Building Regulations requirement M4 (3) 'wheelchair user dwellings' (10% of all new dwellings).

There is a need to ensure that negative impacts for those affected by mental health problems are adequately addressed. Those residents with mental health issues may need assistance understanding the implications of the regeneration programme on their lives.

It is possible that the individuals covered by this protected characteristic may have difficulty in discussing their needs in open forums or with housing officers. The 2015 housing needs survey will collect data regarding mental health needs, but it is acknowledged that residents may not wish to discuss this subject with members of the regeneration team.

Residents with mobility issues may find the moving process more stressful than residents without such difficulties. To mitigate this outcome, the council has committed to assisting all residents who need support while moving home and to ensuring that 10% of all new homes are built to Building Regulations requirement M4 (3).

**Age**

As outlined in the 'Across the strands' section above.

The SPD will have a positive impact on all age groups by providing improved public realm, green spaces and modern housing.

The SPD aims to provide housing comprising a range and choice of homes. In order to ensure that the housing is suitable for all ages and household compositions, the SPD will include the development of a mix of housing types and sizes. Family housing, as well as smaller one- and two-bedroom homes, will be offered.

The creation of new facilities for Roehampton Base, Regenerate's offices and Juice Bar, the new multi-use games area and a new Eastwood children's centre will have a significant impact on families, children and young adults.

Older residents will benefit from the new community pavilion where the over-60s cafe will be situated and sheltered residents at Minstead Gardens will benefit from newly renovated and extended bungalows.

As outlined in the 'Across the strands' section above.

It is possible that older residents may be more directly impacted by the proposals because they may feel more concerned about the disruption caused by moving home. This concern was raised by residents during the 2014 door-knocking exercise and will be addressed more thoroughly during the 2015 housing needs survey.

The 13 Minstead Gardens sheltered residents have been involved in meetings specifically tailored to their needs. This approach will continue throughout the regeneration, with specific attention being given to the increased needs older residents may have during the moving process. The council has committed to providing rehousing advice and practical assistance to help older residents.

The newly formed Moves and Mobility Team will assist the regeneration team to ensure that elderly residents are given all necessary support. The council has committed to 10% of all new homes being built to be suitable for residents who use wheelchairs. This should mitigate the possibility of older residents, with mobility issues, being rehoused in housing that doesn't meet their ongoing needs.

Positive impacts of policy	Possible negative impacts of policy
<b>Faith</b>	
<p>As outlined in the 'Across the strands' section above.</p> <p>In addition, all existing faith facilities included in the SPD will be reprovided. The Methodist church and church hall in Minstead Gardens is the only faith-specific building included in the SPD. However, other religious groups meet within community buildings including Focus Hall and the youth club. Adequate new community buildings should be reprovided for these groups.</p> <p>The reprovision of facilities means that the delivery of the SPD will have positive impacts for these groups.</p> <p>The wider objectives of the masterplan in terms of improved urban environment and public realm are likely to increase interactions and cross-cultural dialogue with positive benefits in terms of community cohesion. New facilities may also support the delivery of an increased range of multicultural events.</p>	<p>As outlined in the 'Across the strands' section above.</p>
<b>Sexual orientation</b>	
<p>As outlined in the 'Across the strands' section above.</p>	<p>As outlined in the 'Across the strands' section above.</p>

## 5 Is a full EIA required?

The following questions should help you decide if a full EIA is required.

- Does the policy support a frontline service? **No.**
- Is it clear what impact the policy will have on all the equality groups? **No.**
- Overall will the change have a negative impact on any of the equality groups? **Yes.**

This exercise has identified both positive and negative impacts. Where negative impacts have been identified actions to mitigate the impact have also been documented.

### Comments – Please give the rationale here for not undertaking a full EIA

The SPD reflects the masterplan's aim to improve the local environment and housing offer in order to create a more welcoming and desirable place for existing and future residents. The SPD aims to translate the Alton Area Masterplan into planning policy guidance. The ideas presented in the SPD are a continuation of the masterplan's proposals and approach to equalities assessment.

At this stage, based on the information currently available, there is no reason for any major negative impacts on any equality strands to be identified. Minor and potential negative impacts have been identified which can be mitigated through the future management and monitoring of the planning, phasing delivery and housing allocation process. Equalities issues will be continually assessed throughout the SPD process and the future regeneration programme.

The adoption of the SPD is expected to have a positive impact on residents in a number of ways. The diverse needs of the community will be addressed through the provision of a variety of housing types and values, as well as access to a range of new and improved community facilities and usable green spaces.

The SPD aims to improve housing conditions for all council tenants and resident leaseholders and freeholders. The policy will tackle poorer housing conditions (e.g. where a household is overcrowded) and address housing and adaptation requirements as researched during the proposed housing needs survey. This survey will compile more detailed information regarding household composition. Residents' needs will form an important part of the council's ongoing assessment of equalities issues related to the SPD.

The objectives outlined in the SPD and masterplan sit within the wider context of the council's aspiration programme, which aims to eliminate discrimination, promote equality of opportunity and social cohesion and good community relations. This aspiration applies to the entire Wandsworth borough. However, the fact that the Alton Estate and one other area in Wandsworth are highlighted as being areas requiring physical, social and economic interventions in order to promote equality of opportunity, shows the important role the SPD must play in ensuring that proposals are continually assessed in relation to equalities issues.

## 6 Through the initial EIA have you identified any actions that needed to be implemented to improve access or monitoring of the policy?

A number of ongoing actions will be implemented to ensure effective equality monitoring throughout the implementation of the SPD. The areas for further work outlined below also aim to identify any individuals who may experience negative impacts in relation to particular equality strand/s.

It will be important to consider and prevent negative impacts emerging during each phase of the regeneration programme (design, planning, and delivery) post-SPD adoption.

- Local rehousing commitments to existing council tenants, resident leaseholders and resident freeholders affected by these improvement plans are a key component of the SPD. An initial information-gathering exercise has logged individual household needs. However, a comprehensive housing needs survey will further map household needs in order to ensure that housing requirements are known and taken into account.
- Improvements and delivery of housing will meet current quality and accessibility requirements.
- The regeneration team and the newly formed Moves and Mobility Team include trained staff members who will be on hand to offer advice and assistance to local residents.
- The SPD and masterplan consultation to date has been inclusive of all members of the community. Future consultation should involve direct engagement with representatives from the protected characteristic groups. It should be ensured that best practice is implemented when engaging and communicating with representatives from protected characteristic groups.
- As the regeneration programme is progressed it will be important to review potential impacts on particular groups that are unknown at this stage (as noted in question 3 –sexual orientation). However, it is noted that certain protected characteristics do not impact on housing need as significantly as others. For example, while a mobility disability may affect housing choice and needs, sexual orientation, arguably, will not affect the size of housing required. The residents in the sexual orientation protected characteristic group will benefit from new housing in the same form as all other residents.
- All groups will have equal access to facilities and housing. The council has made a commitment to retain all assets of community value.
- The SPD includes the reprovion of group-specific facilities including the Methodist church and church hall. While certain facilities are linked to specific groups, all are open to residents and, following consultation, it has been agreed that the two new community facilities will be multi-use spaces for the use of the entire community. This will prevent tensions arising among different groups, as the needs of one group are not being prioritised above others.
- There will be continual review and monitoring of the delivery of plans. Regular reports will identify any changes and/or revision and/or additions to approach required in response to local community needs and wants.
- Equality strands need to be considered through the construction phase of the regeneration programme. For example, some people may find a constantly changing environment disorientating. A thorough assessment of the reprovion and the allocation strategy needs to be conducted to ensure that it accommodates the need, entitlement, and choice of all residents from an equalities perspective.
- The planned housing needs survey will provide detailed information regarding the requirements of individual households in the local area. The data collected will inform decisions relating to the regeneration programme processes and future equalities assessments.

Signed:



Name: Nick Smales

Date: 27 August 2015

Approved by: Clare O'Connor



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