



# **COMMUNITY INFRASTRUCTURE LEVY (CIL) PRELIMINARY DRAFT CHARGING SCHEDULE**

## **EQUALITIES ANALYSIS**

**November 2012**



# Equality Analysis (EA)

## Section 1 – General Information (Aims and Objectives)

Name of the proposal including aims, objectives and purpose:

*(Please note – for the purpose of this doc, ‘proposal’ refers to a policy, function, strategy or project)*

London Borough of Tower Hamlets Community Infrastructure Levy (CIL) Charging Schedule

Who is expected to benefit from the proposal?

The wider local community, which includes local residents, businesses and organisations within Tower Hamlets, through the provision of much needed infrastructure to support development and growth in the borough.

Service area:

Planning and Building Control

Team name:

Infrastructure Planning

Service manager:

Owen Whalley (Planning & Building Control Service Head)

Name and role of the officer completing the EA:

Hong Chen, Community Infrastructure Levy (CIL) Officer

## Section 2 – Evidence (Consideration of Data and Information)

What initial evidence do we have which may help us think about the impacts or likely impacts on service users or staff?

The Community Infrastructure Levy (CIL) is introduced under the Planning Act 2008. The purpose of the levy is to help local authorities in England and Wales to raise funds to deliver infrastructure required for the growth of the area.

To adopt a CIL, the Council will need to prepare a robust and credible evidence base of infrastructure needs and development viability. Once adopted, the Council is required to monitor both the receipt and expenditure of CIL on an annual basis. This will include the amount raised, spent and infrastructure delivered etc. The information will be included in the Annual Monitoring Report (Planning & Building Control), as well as end of year financial reports.

In order to identify ‘likely’ equality impacts on service users or staff, there are two aspects to consider in terms of CIL:

- 1) The CIL charging rates, which apply to a development
- 2) Delivery of (whole or part of) infrastructure through CIL income

Evidence of where the Council has or intends to spend CIL will help us think about impacts or likely impacts on service users or staff.

## Section 3 – Assessing the Impacts on the 9 Groups

### How will what you're proposal impact upon the nine Protected Characteristics?

For the nine protected characteristics detailed in the table below please consider:-

- **What is the equality profile of service users or beneficiaries that will or are likely to be affected?**

The resident population of London Borough of Tower Hamlets is estimated to be approximately 254,000 in 2011 according to the census. In respect of the protected characteristics detailed in the Equalities Act 2012, the information below, sourced from 2011 census and GLA's population projections data, provide general information of equality profiles for various groups that will or likely to be affected by the LBTH CIL.

#### Age

The Tower Hamlets' population is expected to grow across all age groups; however, the growth is strongest in the older age groups, especially among those aged 50-64. The 35-49 age group and the over 65s group are also expected to show strong growth.

The young population (aged 20-34) comprises approximately 37 per cent of the Borough's population. One fifth of the Borough's population are aged under 16, with significant differences by ethnicity. The Black, Minority and Ethnic (BME) population is far younger than the White population.

Overall, the older age group is expected to increase the most over the next fifteen years in the Tower Hamlets as the peak of residents currently in their late twenties and early thirties.

#### Race

GLA estimates for 2011 show that 47 per cent of the Tower Hamlets' population are from BME groups. 41 per cent of the Borough's residents were born outside the UK. The largest ethnic group is the Bangladeshi population, which makes Tower Hamlets by far the largest Bangladeshi population in both London and England.

The BME groups are expected to continue to rise over the next 15 years in the Borough. Within the group, there is a substantial variation in the rate of population growth across ethnic groups. The Chinese population has the fastest increase; and the Black Caribbean population has the much older age profile and the lowest growth rate.

#### Religion or Belief

The Borough's largest faith groups are Christian and Muslim. The 2001 census shows that 39 per cent of residents identified themselves as Christian. In Tower Hamlets, there is a close relationship between faith and ethnicity. Over one third of residents said they were Muslim, the majority of whom was Bangladeshi. Other faith groups represented in the Borough include: Buddhists, Jews, Hindus and Sikhs.

#### Disability

By August 2010, there were more than 10,000 claimants of disability living allowance in the Tower Hamlets. 52 per cent were male and 48 per cent were female. Among them, over 7,000 people had claimed disability living allowance for 5 years and over. Age group 25-49 occupied the highest number of claimants of disability living allowance.

This group of people faces significant employment barriers, as only one third population of this group are in employment compared with almost two thirds of non-disabled group.

#### Gender Reassignment

The Council does not have information regarding the characteristic. However, this group of

people are taken into consideration as the profile of the Tower Hamlets population.

### Sex

The ONS mid-year estimates for 2010 show that the gender ratio is: 105 males for every 100 females. Table below illustrates the estimated number of females and males in the Borough in 2011. The 2011 census figures show that the number of men outnumbers females significantly within the 35-54 age groups in the Borough. Women outnumber men among the 20-24 age group, and again in the 65 – 69 age group.

Total number of male	Total number of female
131,000	123,000

Source: NOS, 2011

### Sexual Orientation

The Council does not have information regarding the characteristic. However, this group of people are taken into consideration as the profile of the Tower Hamlets population.

### Marriage and Civil Partnerships

At the time of the 2001 Census, there were more single persons (aged 16 and over) than married/re-married persons living in the Tower Hamlets, which was about 39 per cent against 32 per cent. The same-sex couple living in households were slightly over 1,000.

### Pregnancy and Maternity

From January to December 2010, the total birth in the Tower Hamlets was about 4,600. Over 50 per cent were males and about 48 per cent were females.

### Socio Economic

There has been a rapid population growth in the Tower Hamlets in recent years. This trend is expected to continue over the next 15 years. As a result of the growth, there has been a pressing need to improve the provision of local infrastructure, which can help enhance people's quality of life in the Borough. Accessing affordable housing and job market are the two main issues in the Tower Hamlets.

#### • **What qualitative or quantitative data do we have?**

1. A profile of the Tower Hamlets Population (2010)
2. Population – key facts research briefing (2011)
3. Infrastructure Delivery Plan (2009) and updated report (2011)
4. Tower Hamlets Planning for population change and growth: capacity assessment baseline report (2009)
5. Equalities Analysis for London Borough of Tower Hamlet's Development Plan Documents (2011)
6. Sustainability Appraisal for London Borough of Tower Hamlet's Development Plan Documents (2011)
7. Planning Obligations Supplementary Planning Document (2012)
8. Consultation and engagement reports for London Borough of Tower Hamlets' Development Plan Documents, Local Development Framework (2011)
9. Tower Hamlets Local Development Framework Annual Monitoring Report (2011)

10. Strategic Housing Market and Needs Assessment (2009)
11. Planning for a healthier urban environment in Tower Hamlets (2011)
12. Tower Hamlet's Parking stress study (2011)
13. Managing Travellers' Accommodation (2011)
14. London Borough of Tower Hamlets - London Heat Map Study ( 2011)
15. Tower Hamlets Green Grid Strategy (2010)
16. The Cycling Plan for Tower Hamlets (2009)
17. Tower Hamlets Strategic flood risk assessment (2012)
18. Tower Hamlets Primary school site selection and summary table (2012)
19. Tower Hamlet's Transport Planning Strategy 2011 – 2031 (2011)
20. Tower Hamlets Public transport capacity assessment (2006)
21. The walking plan for Tower Hamlets 2011-2021 (2011)
22. London Borough of Tower Hamlets Waste evidence base report update (2011)
23. Multi-faith burial site for Tower Hamlets – Criteria for site identification (2009)
24. Character area assessments (2006)

- **Equalities profile of staff?**

The development of the LBTH CIL is a process, which involves other teams across directorates. The Charging Schedule itself does not have directly impact on staff but improved infrastructure as a result of CIL will benefit staff in the same way as other residents and employees in the borough.

- **Barriers?**

Communication – Many local residents in the Tower Hamlets are from BME groups. English may not be their first languages. This may cause difficulty to understand CIL and how it may impact their lives. Any consultation will be compliant with the Council's Statement of Community Involvement approved in 2009. If requests are received the consultation material can be translated.

- **Recent consultation exercises carried out?**

The development of the LBTH's CIL has been involved proactive engagement with both internal and external stakeholders. Within the Council, an Infrastructure Planning Steering Group has been set up to discuss infrastructure requirements, costs and funding sources for the Borough on a quarterly basis. To work with stakeholders outside the Council, the Infrastructure Planning Team has successfully organised a workshop for developers/agents to discuss the potential charging rate. Discussions have also be held with the Mayor of Tower Hamlets and the Lead Members for Housing and Resources in the development of the Charging Schedule.

In addition, a consultation plan which provides a programme that describes the main consultation methods that will be used to engage different types of internal and external consultation groups in accordance to the Statement of Community Involvement (SCI) and government legislation.

- **Additional factors which may influence disproportionate or adverse impact?**

The main factor which may have equality impacts is when deciding how the money collected through CIL is to be invested in the Borough to fund local infrastructure. It is important to note that CIL is only one of the funding sources and is unlikely to be able to fund all of the identified infrastructure needs of the district. The Council has no obligation to 'balance' expenditure, neither on a geographic basis nor for types of infrastructure delivered. However, Regulations require the funding to be spent to support growth in the area

- **The Process of Service Delivery?**

Securing funding and delivering infrastructure improvements through CIL will assist service delivery in helping the Council achieve its major objectives including ensuring Tower Hamlets is a great place to live.

**Summary and next steps:**

This EA will be kept as a live document, which provides an overarching analysis of the LBTH's CIL Charging Schedule project in terms of equalities. The results of the various consultation exercises will be fed back into the EA as evidence to inform future decision making, particularly for groups where the Council does not have sufficient information at this stage.

Once the Council adopts its own Charing Schedule and starts to operate it, separate equality analysis will be undertaken for delivery of (whole or part of) infrastructure through CIL income .

Target Groups	Impact – Positive or Adverse  What impact will the proposal have on specific groups of service users or staff?	Reason(s) <ul style="list-style-type: none"> <li>• Please add a narrative to justify your claims around impacts and,</li> <li>• Please describe the analysis and interpretation of evidence to support your conclusion as this will inform decision making</li> </ul> <p>Please also how the proposal will promote the three One Tower Hamlets objectives?</p> <ul style="list-style-type: none"> <li>-Reducing inequalities</li> <li>-Ensuring strong community cohesion</li> <li>-Strengthening community leadership</li> </ul>
Race	Positive	<p>The BME groups are expected to continue to rise over the next 15 years in the Borough. Within this group, unemployment levels are generally higher.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure that may improve access to for example, educational, community and recreational facilities that may have positive impacts on this group. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p> <p>Furthermore, evidence from the 2001 Census showed that BME residents were more likely to be in need of social housing and is amongst households with issue of overcrowding. The Regulations allow social housing relief therefore CIL will not represent an additional barrier to the delivery of social housing from this aspect.</p>
Disability	Positive	<p>The targeted group faces significant employment barriers, as only one third population of this group are in employment compared with almost two thirds of non-disabled group.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. Provision of educational and community facilities such as schools, training centres and ideal stores, will help the target group to improve their education qualifications and skills which may result in gaining improved opportunities in the labour market. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
Gender	Positive	<p>The 2011 census figures show that the number of men outnumbers females significantly within the 35-54 age groups in the Borough. Women outnumber men among the 20-24 age group, and again in the 65 – 69 age group.</p>



		<p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
Gender Reassignment	Positive	<p>The targeted group is taken into consideration as part of the profile of the Tower Hamlets population, although the data is unavailable at this stage.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
Sexual Orientation	Positive	<p>The targeted group is taken into consideration as part of the profile of the Tower Hamlets population, although the data is unavailable at this stage.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
Religion or Belief	Neutral	<p>In Tower Hamlets, there is a close relationship between faith and ethnicity. Over one third of residents said they were Muslim, the majority of whom was Bangladeshi. The BME groups are expected to continue to rise over the next 15 years in the Borough. Within this group, unemployment levels are generally higher.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. In most circumstances, places of worships would be provided privately by a charitable organisation. Having considered the viability evidence, places of worship is considered as 'other uses' and it is proposed to be zero rated. Therefore, CIL does not considered to be a financial barrier to the development of places of worships. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
Age	Positive	<p>The older age group is expected to increase the most over the next fifteen years in the Tower Hamlets as the peak of residents currently in their late twenties and early thirties. Tower Hamlets is a relatively young Borough which comprises 37 per cent young population aged 20 -34. Under 16 years old, the BME population is far younger than the White population.</p>



		<p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
<p>Marriage and Civil Partnerships.</p>	<p>Positive</p>	<p>At the time of the 2001 Census, there were more single persons (aged 16 and over) than married/re-married persons living in the Tower Hamlets, which was about 39 per cent against 32 per cent.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
<p>Pregnancy and Maternity</p>	<p>Positive</p>	<p>The targeted group is taken into consideration as part of the profile of the Tower Hamlets population.</p> <p>CIL will not have direct equality impacts on this target group as it is a financial document and therefore it is not considered it will have a disproportionate effect on the targeted group. Once implemented, the monies generated through CIL from new developments can be spent on a wide range of local infrastructure. As a result provision of health, parks, educational and community facilities such as schools, training centres and idea stores may benefit all employees and residents of the district. Equalities needs are assessed by relevant service areas who deliver infrastructure which is required for their baseline work.</p>
<p>Other Socio-economic Carers</p>	<p>N/A</p>	<p>N/A</p>

## Section 4 – Mitigating Impacts and Alternative Options

From the analysis and interpretation of evidence in section 2 and 3 - Is there any evidence of or view that suggests that different equality or other protected groups (inc' staff) could have a disproportionately high/low take up of the new proposal?

No

If yes, please detail below how evidence influenced and formed the proposal? For example, why parts of the proposal were added/removed?

*(Please note – a key part of the EA process is to show that we have made reasonable and informed attempts to mitigate any negative impacts. AN EA is a service improvement tool and as such you may wish to consider a number of alternative options or mitigation in terms of the proposal.)*

## Section 5 – Quality Assurance and Monitoring

Have monitoring systems been put in place to check the implementation of the proposal and recommendations?

Yes

How will the monitoring systems further assess the impact on the equality target groups?

The EqIA will be reviewed annually to assess impact of equality target groups of the Tower Hamlets Community Infrastructure Levy

Does the policy/function comply with equalities legislation?  
(Please consider the [OTH objectives](#) and [Public Sector Equality Duty](#) criteria)

Yes

If there are gaps in information or areas for further improvement, please list them below:

How will the results of this Equality Analysis feed into the performance planning process?

The results of this EA will be used to ensure that:

1. The Council is clear on any future use of CIL 'relief' in the Charging Schedule
2. The Council sets out a clear governance structure for making decisions on allocating CIL expenditure in according to the CIL Regulations and agreed principles for prioritisation based on local needs and evidence.
3. The Council should be proactively engaging with key stakeholders and local communities on the PDCS and DCS as per the CIL Consultation Plan.

## Section 6 - Action Plan

As a result of these conclusions and recommendations what actions (if any) **will** be included in your business planning and wider review processes (team plan)? Please consider any gaps or areas needing further attention in the table below the example.

Recommendation	Key activity	Progress milestones including target dates for either completion or progress	Officer responsible	Progress
<ul style="list-style-type: none"> <li>The local community, key stakeholders are consulted appropriately as required by the Statement of Community Involvement and Government legislation</li> </ul>	Undertake 6 weeks consultation Undertake a further 4 weeks Examination in Public	Winter 2012 - 2013 Spring 2013 Summer 2013	CIL Project Officer	Developing Preliminary Draft Charging Schedule

## Section 7 – Sign Off and Publication

<b>Name:</b> (signed off)	Anne-Marie Berni
<b>Position:</b>	Infrastructure Planning Manager
<b>Date signed off:</b> (approved)	18/10/2012